

COACHE

The Collaborative on Academic Careers in Higher Education

Improving
faculty recruitment, retention,
and work/life quality

University of North Texas
Tenure-Track Faculty Job Satisfaction Survey
Institutional Report
2008-2009



HARVARD
GRADUATE SCHOOL OF EDUCATION

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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.

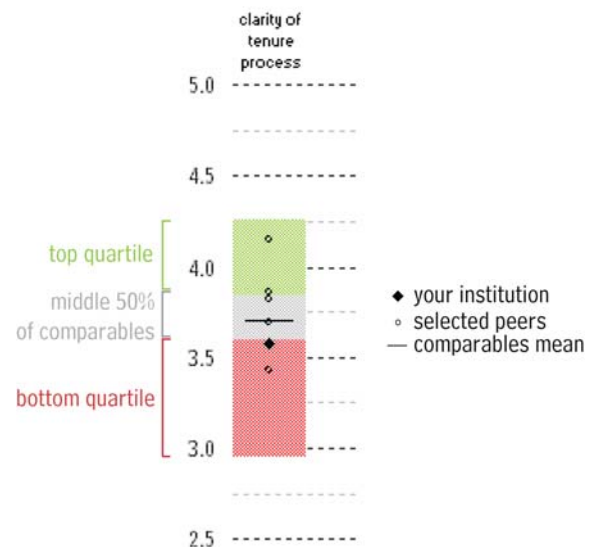
Improving trends and worsening trends

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 mean	All selected peers mean	peer rank	mean	25th %ile mean	75th %ile mean	your %ile	mean	net diff (vs M)	% diff (vs M)	mean	peer rank	mean	25th %ile mean	75th %ile mean	your %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.

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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.

Tenure practices

- clarity of tenure standards
- tenure decisions based on performance
- periodic, formal performance reviews
- written summary of performance reviews

Nature of the work: Teaching

- degree of influence over which courses you teach

Work and home

- colleagues make having children and tenure-track compatible
- colleagues make raising children and tenure-track compatible

Climate, culture, collegiality

- formal mentoring
- peer reviews of teaching or research
- fairness of immediate supervisor's evaluations
- how well you fit
- intellectual vitality of tenured colleagues

Compensation and benefits

- financial assistance with housing

Global satisfaction

- department as a place to work
- CAO cares about quality of life for pre-tenure faculty

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.

Nature of the work: Research

- paid/unpaid research leave

Nature of the work: Teaching

- number of students you teach
 - quality of graduate students
 - teaching services
-

professional assistance for improving teaching

Work and home

paid/unpaid personal leave

institution makes having children and tenure-track compatible

institution makes raising children and tenure-track compatible

Climate, culture, collegiality

amount of professional interaction with pre-tenure colleagues

amount of personal interaction with pre-tenure 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	3.84		n/a		
	Q20	clarity of tenure criteria	3.74		n/a		
	Q21	clarity of tenure standards	3.64	▲	n/a		
	Q22	clarity of tenure body of evidence	3.65		n/a		
	Q23	clarity of sense of achieving tenure	3.69		n/a		
	Q24A	clarity of expectations: scholar	3.81		n/a		
	Q24B	clarity of expectations: teacher	3.66		n/a		
	Q24C	clarity of expectations: advisor	3.26		n/a	▲	
	Q24D	clarity of expectations: colleague in department	3.23		n/a	▲	
	Q24E	clarity of expectations: campus citizen	3.08		n/a	▲	
	Q24F	clarity of expectations: member of community	2.86		n/a		
	Q25A	reasonableness of expectations: scholar	3.78		n/a		
	Q25B	reasonableness of expectations: teacher	3.78		n/a		
	Q25C	reasonableness of expectations: advisor	3.39		n/a		
	Q25D	reasonableness of expectations: colleague in department	3.46		n/a		
	Q25E	reasonableness of expectations: campus citizen	3.35		n/a		
	Q25F	reasonableness of expectations: member of community	3.24		n/a		
	Q26	consistent messages about tenure from tenured colleagues	3.44		n/a		
	Q27A	tenure decisions based on performance	4.04	▲	n/a	▲	
	Q28	way you spend your time as a faculty member	3.80		n/a		
	Q28B	number of hours you work as a faculty member	3.58		n/a		
	Q29A	level of courses you teach	4.05		n/a	▼	
	Q29B	number of courses you teach	3.73		n/a		
	NATURE OF THE WORK	Q29C	degree of influence over which courses you teach	4.35	▲	n/a	
		Q29D	discretion over course content	4.58		n/a	
		Q29E	number of students you teach	3.69	▼	n/a	
		Q29F	quality of undergraduate students	3.14		n/a	
Q29G		quality of graduate students	3.29	▼	n/a	▲	
Q30B		amount of time to conduct research	2.96		n/a		
Q30C		expectations for finding external funding	2.92		n/a		
Q30D		influence over focus of research	4.28		n/a		
Q31		quality of facilities	3.37		n/a		
Q32		amount of access to TA's, RA's, etc.	2.90		n/a		
Q33A		clerical/administrative services	3.62		n/a		
Q33B		research services	3.18		n/a		
Q33C		teaching services	3.41	▼	n/a		
Q33D		computing services	3.45		n/a	▲	

The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey

Survey Administration 2008-09

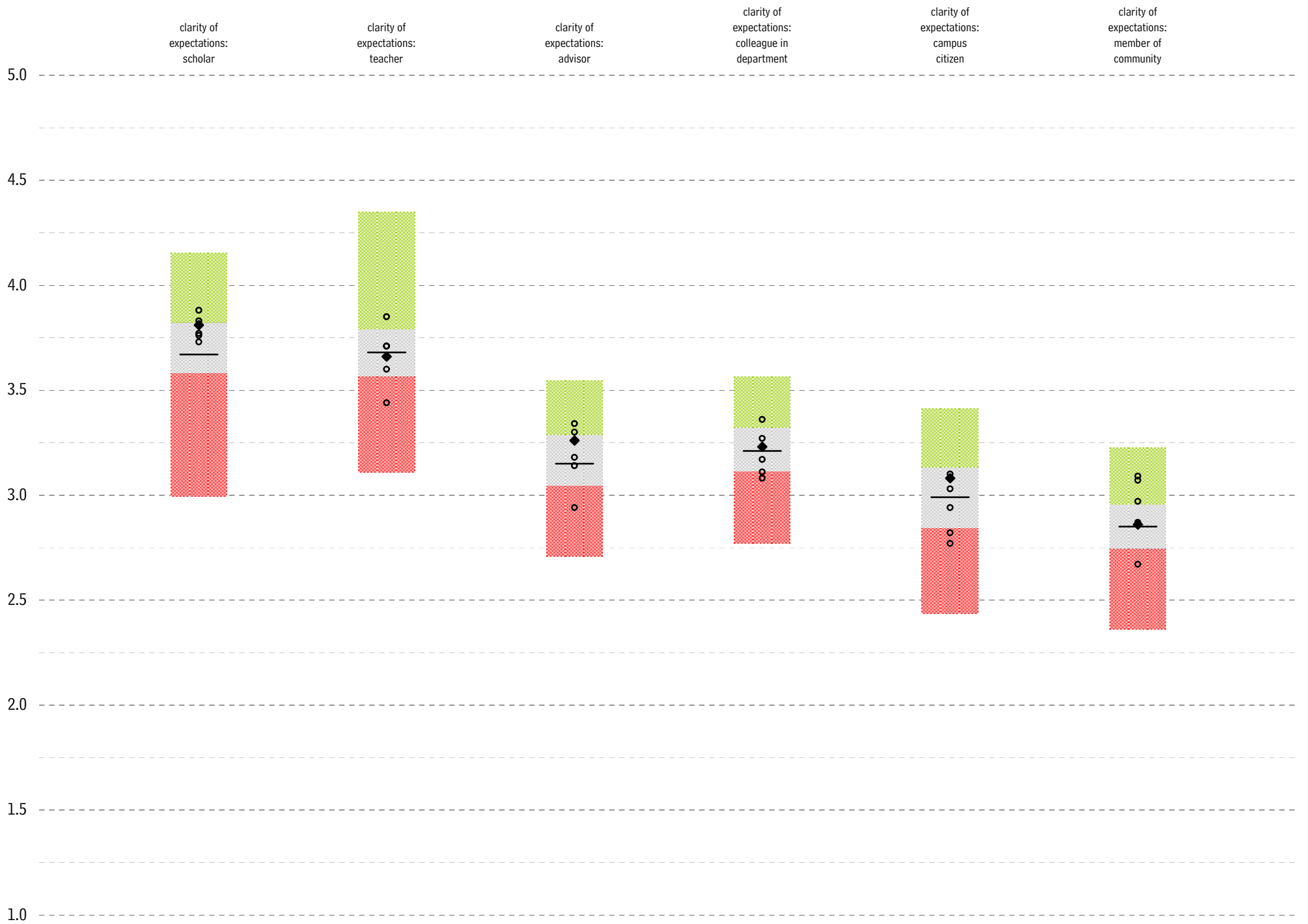
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ITEM	NAME	OVERALL RESULTS			SUBGROUPS	
		mean	vs others	vs prior	females	faculty of color
POLICY EFFECTIVENESS	Q34B1	formal mentoring	3.31	▲	n/a	
	Q34B2	informal mentoring	3.45		n/a	
	Q34B3	periodic, formal performance reviews	3.61	▲	n/a	
	Q34B4	written summary of performance reviews	3.58	▲	n/a	
	Q34B5	professional assistance in obtaining grants	2.64		n/a	▲
	Q34B6	professional assistance for improving teaching	2.98	▼	n/a	
	Q34B7	travel funds	3.03		n/a	▲
	Q34B8	paid/unpaid research leave	2.58	▼	n/a	▲
	Q34B9	paid/unpaid personal leave	2.94	▼	n/a	
	Q34B10	upper limit on committee assignments	2.86		n/a	▲
	Q34B11	upper limit on teaching obligations	3.17		n/a	
	Q34B12	peer reviews of teaching or research	3.25	▲	n/a	▲
	Q34B13	childcare	2.54		n/a	▲
	Q34B14	financial assistance with housing	2.69	▲	n/a	
	Q34B15	stop-the-clock	3.09		n/a	
	Q34B16	spousal/partner hiring program	2.82		n/a	▼
	Q34B17	elder care	2.97		n/a	
	Q34B18	tuition waivers	3.20		n/a	
	Q34B19	modified duties for parental or other family reasons	2.74		n/a	▼
	Q34B20	part-time tenure-track position	2.92		n/a	▼
CLIMATE, CULTURE, COLLEGIALITY	Q35A	institution makes having children and tenure-track compatible	2.62	▼	n/a	▲
	Q35B	institution makes raising children and tenure-track compatible	2.59	▼	n/a	▲
	Q35C	colleagues make having children and tenure-track compatible	3.80	▲	n/a	
	Q35D	colleagues make raising children and tenure-track compatible	3.71	▲	n/a	
	Q35E	colleagues are respectful of efforts to balance work/home	3.93		n/a	
	Q36	compensation	3.33		n/a	
	Q37	ability to balance between professional and personal time	3.01		n/a	
	Q38A	fairness of immediate supervisor's evaluations	4.09	▲	n/a	
	Q38B	interest tenured faculty take in your professional development	3.58		n/a	▲
	Q38C	opportunities to collaborate with tenured faculty	3.44		n/a	▲
	Q38D	value faculty in your department place on your work	3.55		n/a	
	Q39A	amount of professional interaction with tenured colleagues	3.56		n/a	▲
	Q39B	amount of personal interaction with tenured colleagues	3.76		n/a	▲
	Q39C	amount of professional interaction with pre-tenure colleagues	3.70	▼	n/a	
	Q39D	amount of personal interaction with pre-tenure colleagues	3.79	▼	n/a	
	Q40	how well you fit	3.99	▲	n/a	▲
	Q41	intellectual vitality of tenured colleagues	3.56	▲	n/a	▲
	Q41A	intellectual vitality of pre-tenure colleagues	4.06		n/a	
Q41B	participation in governance of institution	3.55		n/a	▲	
Q41C	participation in governance of department	3.74		n/a		
Q42	on the whole, institution is collegial	4.16		n/a	▲	
GLOBAL	Q45A	department as a place to work	4.06	▲	n/a	
	Q45B	institution as a place to work	3.64		n/a	▲
	Q46B	CAO cares about quality of life for pre-tenure faculty	3.84	▲	n/a	▲
	Q48	would again choose to work at this institution	3.99		n/a	
	Q50	overall rating of institution	3.82		n/a	

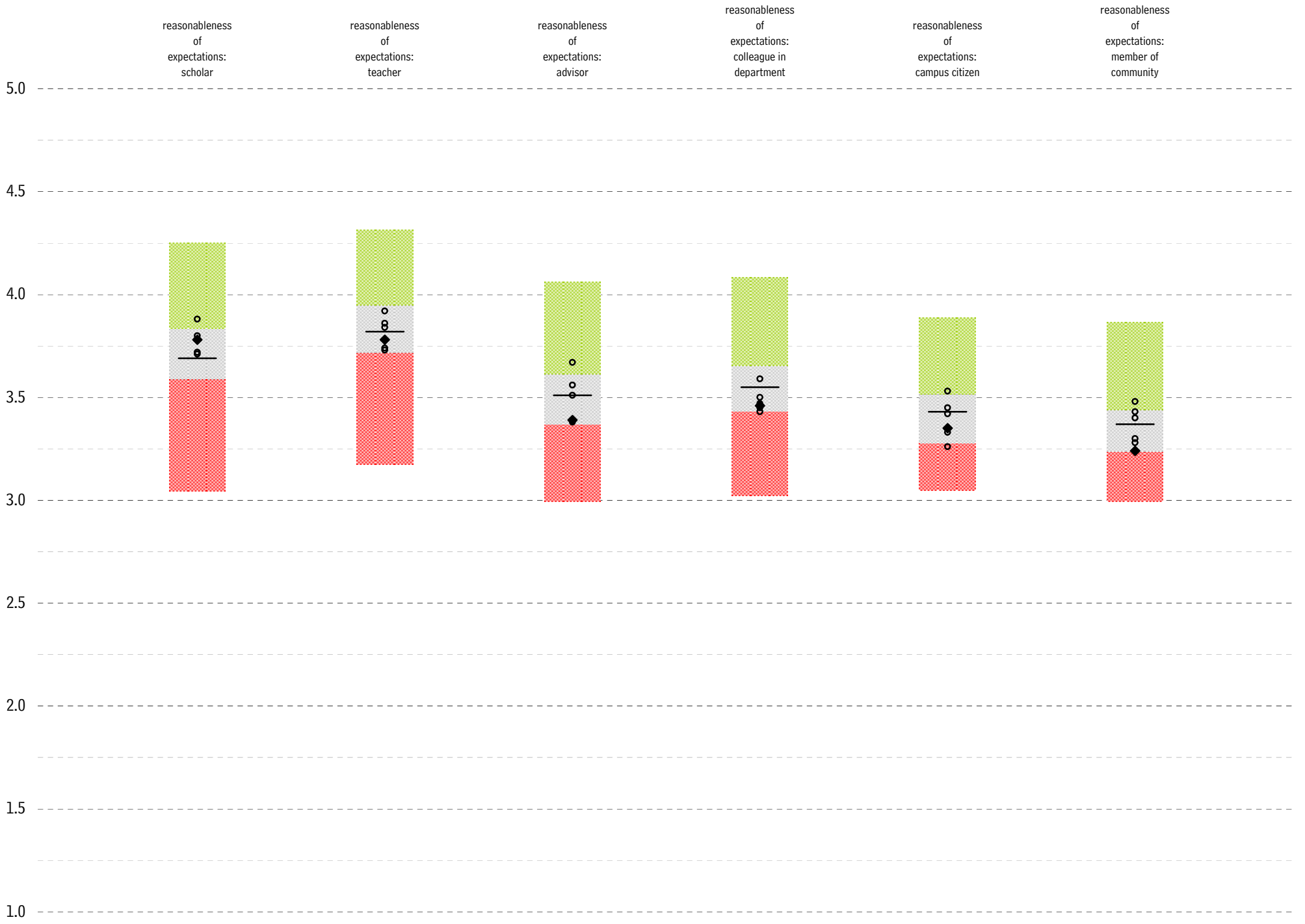
Tenure Practices



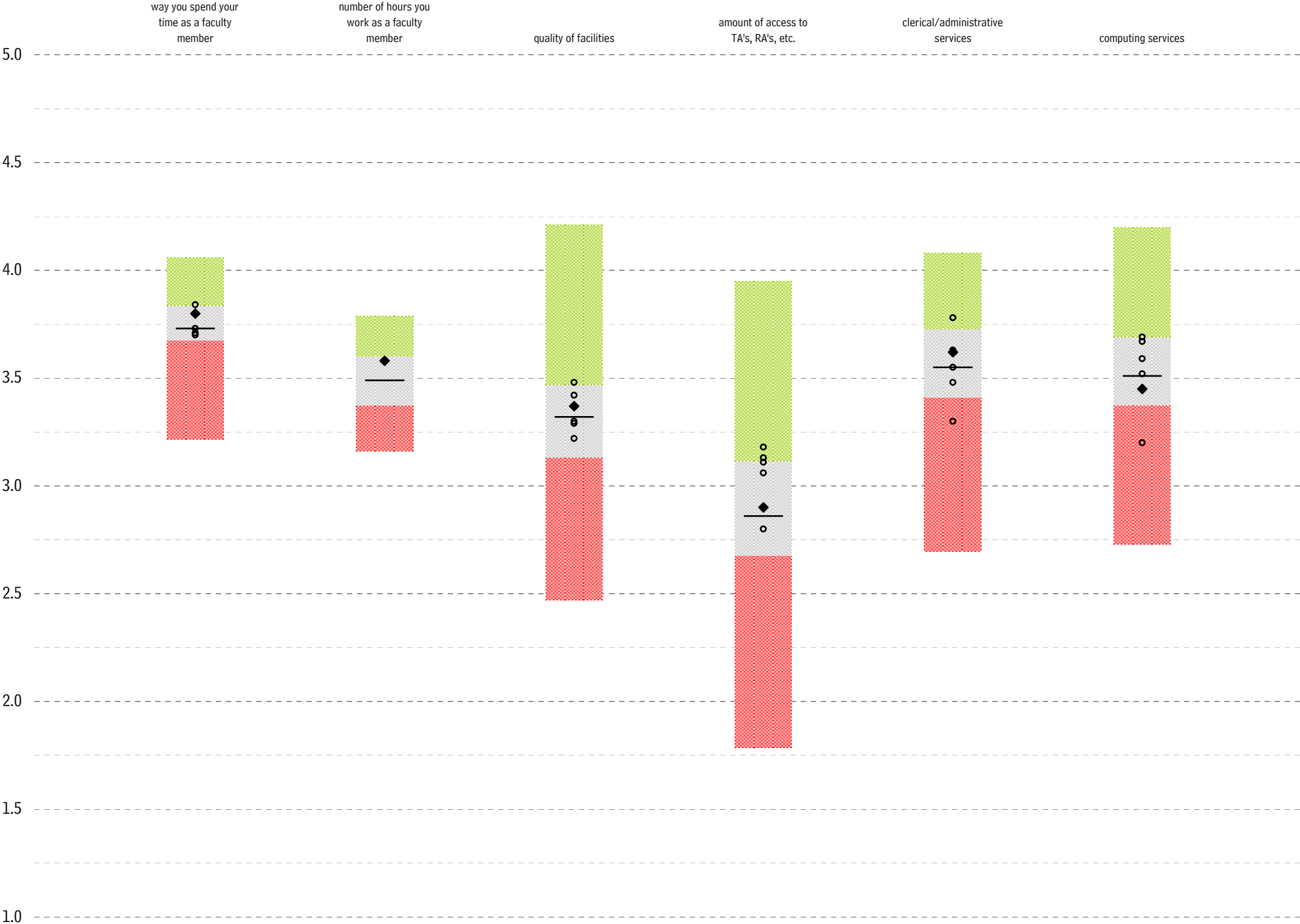
Tenure Expectations: Clarity



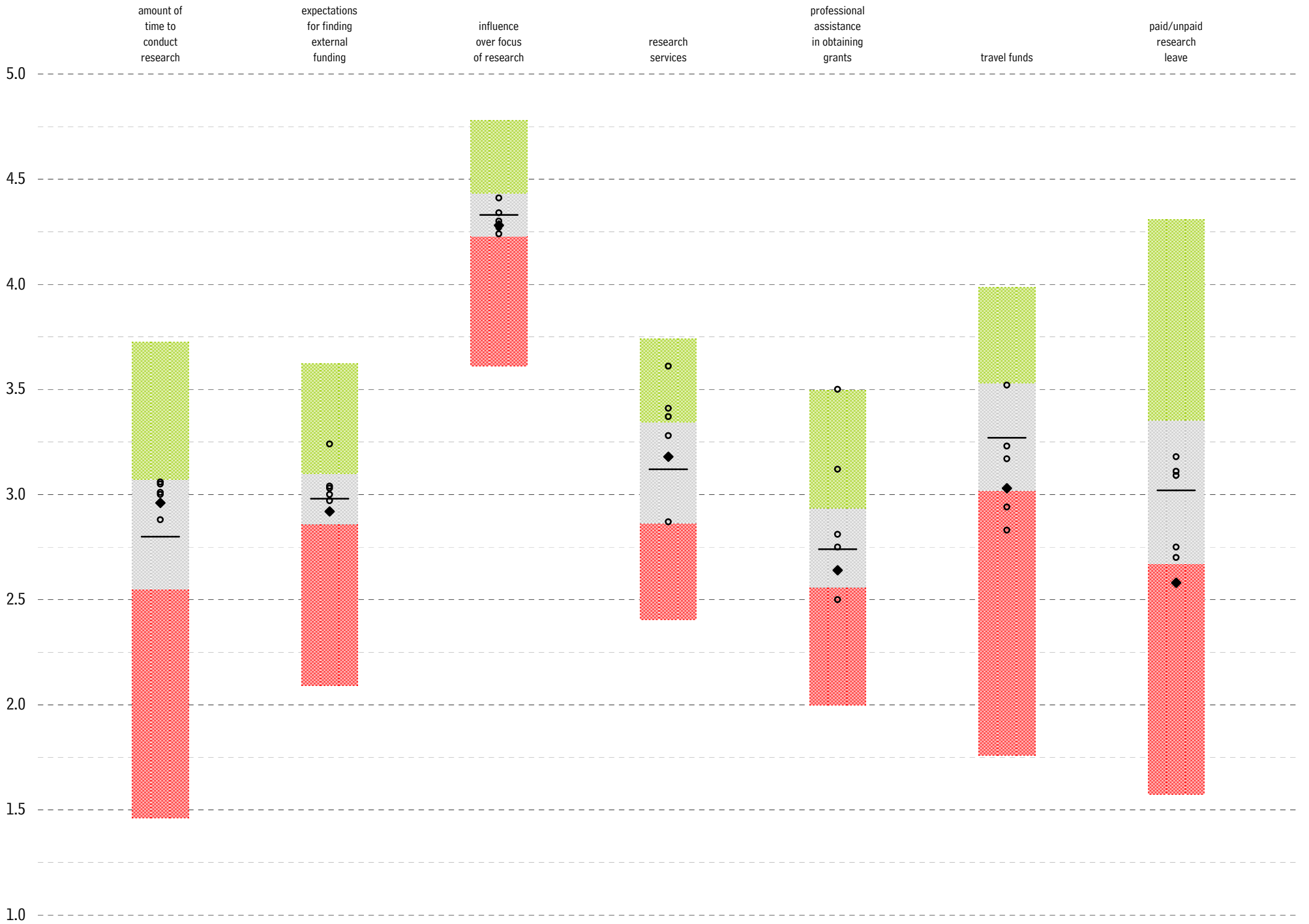
Tenure Expectations: Reasonableness



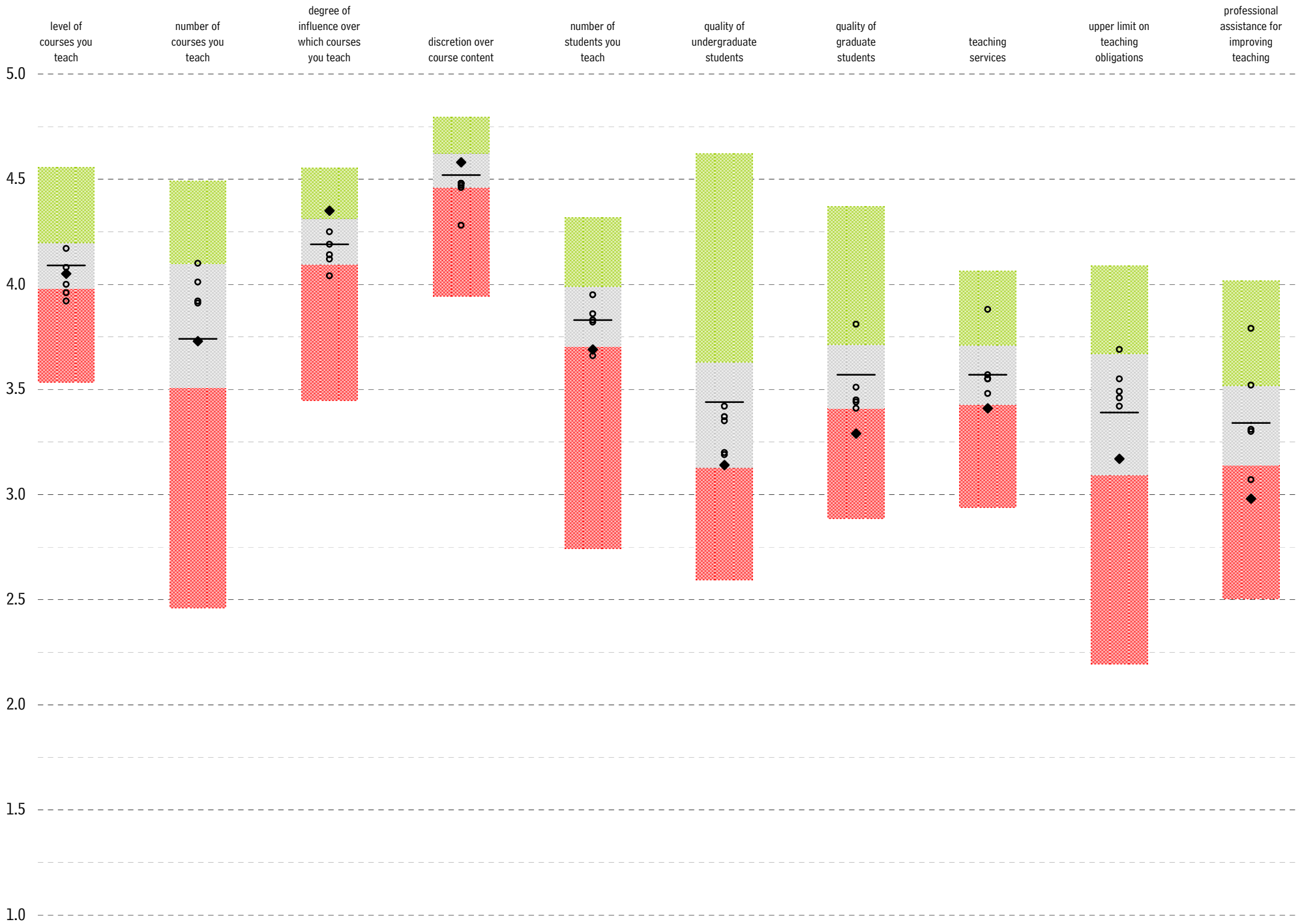
Nature of Work: Overall



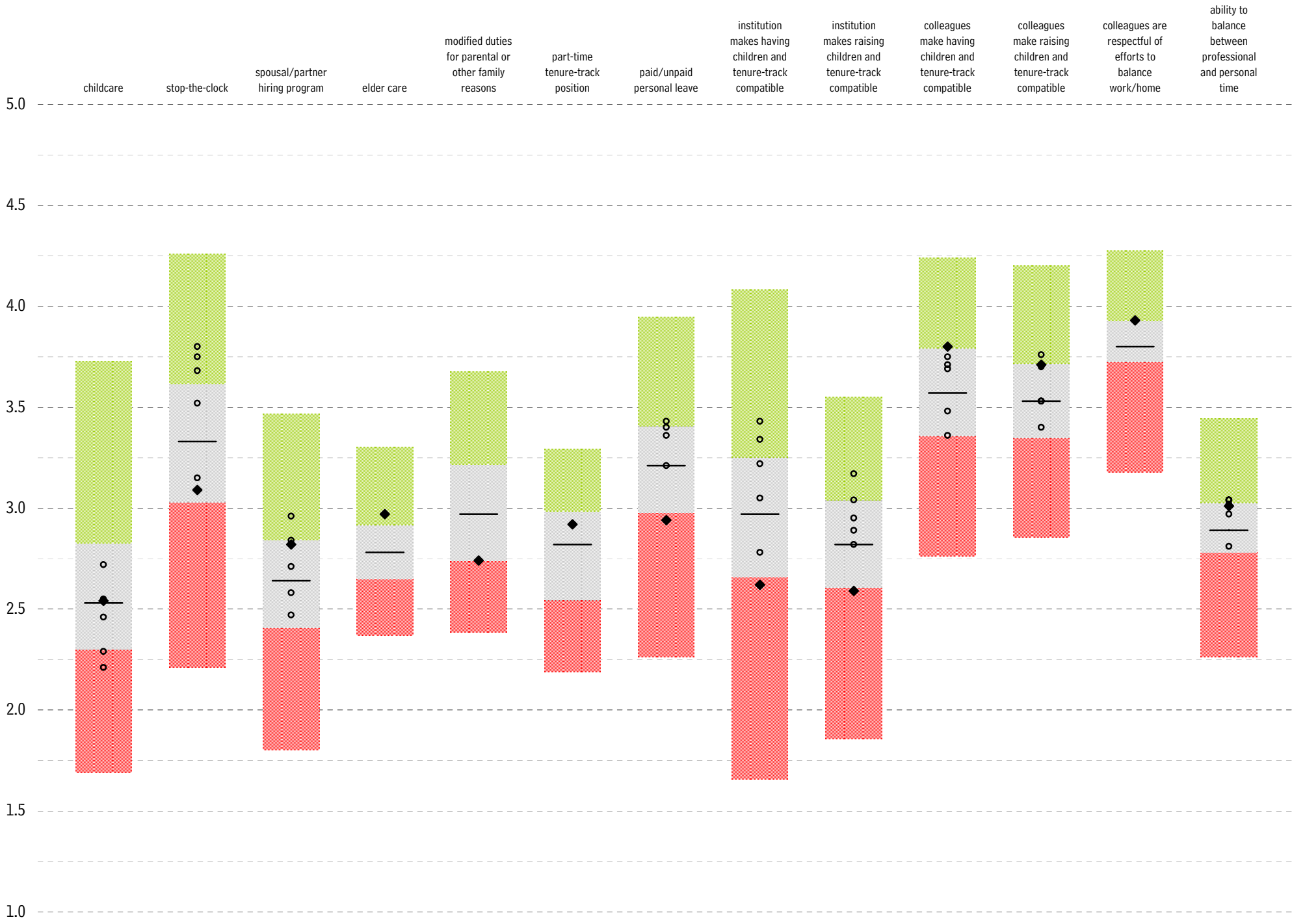
Nature of Work: Research



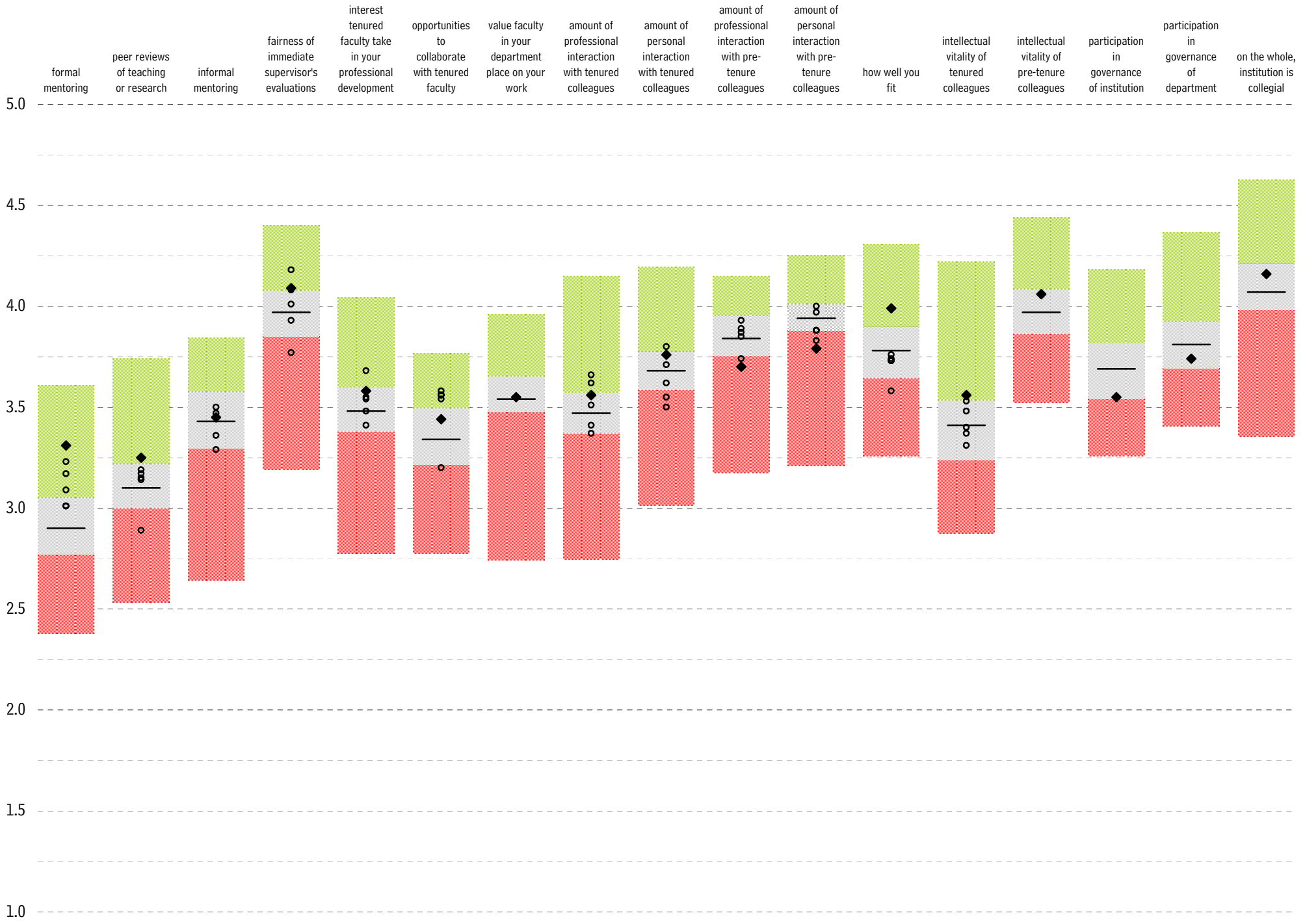
Nature of Work: Teaching



Work and Home



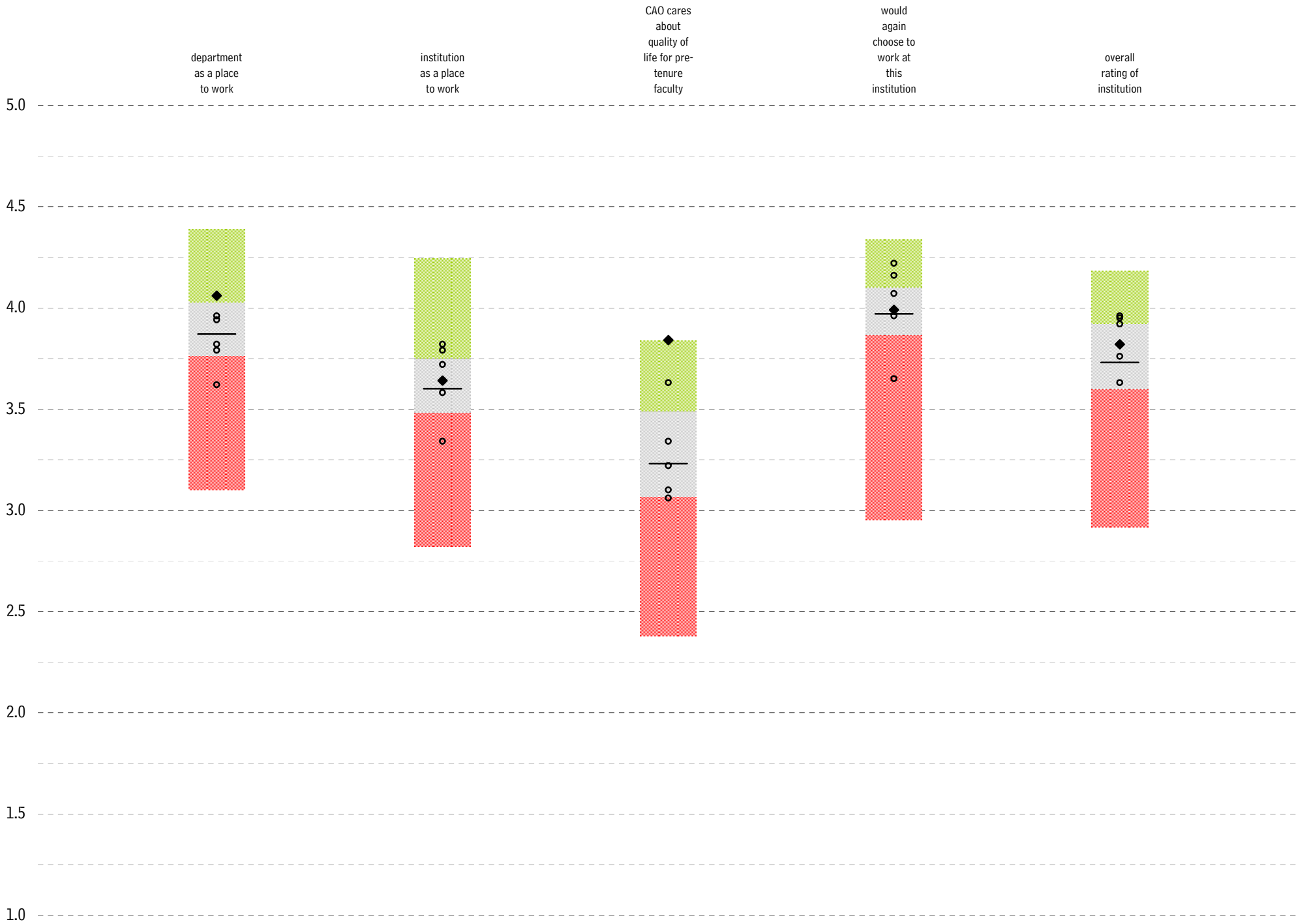
Climate, Culture, Collegiality



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 Insitution				
		Overall	Males	Females	White Faculty	Faculty of Color
Periodic, formal performance reviews	112	62% ()	57% ()	70% ()	59% ()	66% ()
Written summary of periodic performance reviews	110	57% (1)	56% (1)	59% (1)	54% (1)	62% (1)
Informal mentoring	107	52% (2)	49% (3)	57% (2)	51% (2)	54% (2)
An upper limit on teaching obligations	111	44% (3)	50% (2)	35% (6)	45% (3)	43% (3*)
Travel funds to present papers or conduct research	112	42% (4)	35% (4*)	53% (3)	43% (4)	41% (5*)
Tuition waivers (e.g., for child, spouse/partner)	63	36% (5)	33% (7)	43% (4)	32% (6)	41% (5*)
Formal mentoring program	103	35% (6)	35% (4*)	36% (5)	35% (5)	35% (9*)
Peer reviews of teaching or research/creative work	102	31% (7)	35% (4*)	25% (7)	25% (7)	39% (7)
An upper limit on committee assignments for tenure-track faculty	96	26% (8)	29% (8)	21% (11)	16% (9)	43% (3*)
Professional assistance in obtaining externally funded grants	101	23% (9)	23% (10)	22% (10)	13% (10)	36% (8)
Professional assistance for improving teaching	92	20% (10)	19% (13)	24% (8*)	12% (11*)	35% (9*)
Stop-the-clock for parental or other family reasons	57	19% (11*)	16% (15)	24% (8*)	19% (8)	20% (16)
Paid or unpaid personal leave	64	19% (11*)	21% (12)	16% (12)	12% (11*)	28% (12*)
Spousal/partner hiring program	60	19% (11*)	24% (9)	9% (13*)	11% (13)	31% (11)
Paid or unpaid research leave	82	17% (14)	22% (11)	9% (13*)	9% (14)	28% (12*)
Modified duties for parental or other family reasons (e.g., course release)	52	13% (15)	17% (14)	9% (13*)	6% (15)	22% (14*)
Childcare	65	11% (16)	14% (16)	8% (16)	3% (16)	22% (14*)
Part-time tenure-track position	38	8% (17*)	9% (18)	7% (17)	0% (17*)	17% (17*)
Elder care	38	8% (17*)	10% (17)	6% (18)	0% (17*)	17% (17*)
Financial assistance with housing	70	5% (19)	5% (19)	4% (19)	0% (17*)	12% (19)

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 Insitution				
		Overall	Males	Females	White Faculty	Faculty of Color
Modified duties for parental or other family reasons (e.g., course release)	52	52% ()	41% ()	68% ()	61% ()	40% ()
Paid or unpaid research leave	82	48% (1)	39% (3*)	62% (1)	53% (2*)	41% (1)
Childcare	65	47% (2)	46% (1*)	48% (4)	63% (1)	26% (12)
An upper limit on committee assignments for tenure-track faculty	96	46% (3)	37% (6*)	60% (2)	52% (4)	35% (3)
Professional assistance in obtaining externally funded grants	101	43% (4)	46% (1*)	40% (8*)	53% (2*)	29% (7)
Stop-the-clock for parental or other family reasons	57	42% (5)	37% (6*)	50% (3)	46% (6)	37% (2)
Spousal/partner hiring program	60	40% (6)	39% (3*)	42% (7)	47% (5)	28% (8)
Financial assistance with housing	70	36% (7)	39% (3*)	30% (10)	39% (8)	32% (4)
An upper limit on teaching obligations	111	34% (8)	30% (9)	40% (8*)	36% (9)	30% (5*)
Elder care	38	33% (9)	23% (12)	46% (5*)	40% (7)	27% (9*)
Travel funds to present papers or conduct research	112	32% (10)	36% (8)	25% (12)	33% (10)	30% (5*)
Formal mentoring program	103	25% (11)	26% (11)	23% (14)	23% (14)	27% (9*)
Professional assistance for improving teaching	92	24% (12)	21% (13*)	28% (11)	22% (15)	27% (9*)
Tuition waivers (e.g., for child, spouse/partner)	63	22% (13)	28% (10)	13% (18)	27% (11)	16% (15)
Informal mentoring	107	21% (14)	21% (13*)	20% (16)	25% (12*)	14% (17)
Peer reviews of teaching or research/creative work	102	20% (15*)	19% (15)	22% (15)	21% (16)	19% (13)
Part-time tenure-track position	38	20% (15*)	4% (19)	46% (5*)	25% (12*)	15% (16)
Paid or unpaid personal leave	64	19% (17)	15% (16*)	24% (13)	20% (17)	18% (14)
Written summary of periodic performance reviews	110	17% (18)	15% (16*)	18% (17)	19% (18)	12% (18)
Periodic, formal performance reviews	112	14% (19)	15% (16*)	11% (19)	16% (19)	11% (19)

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

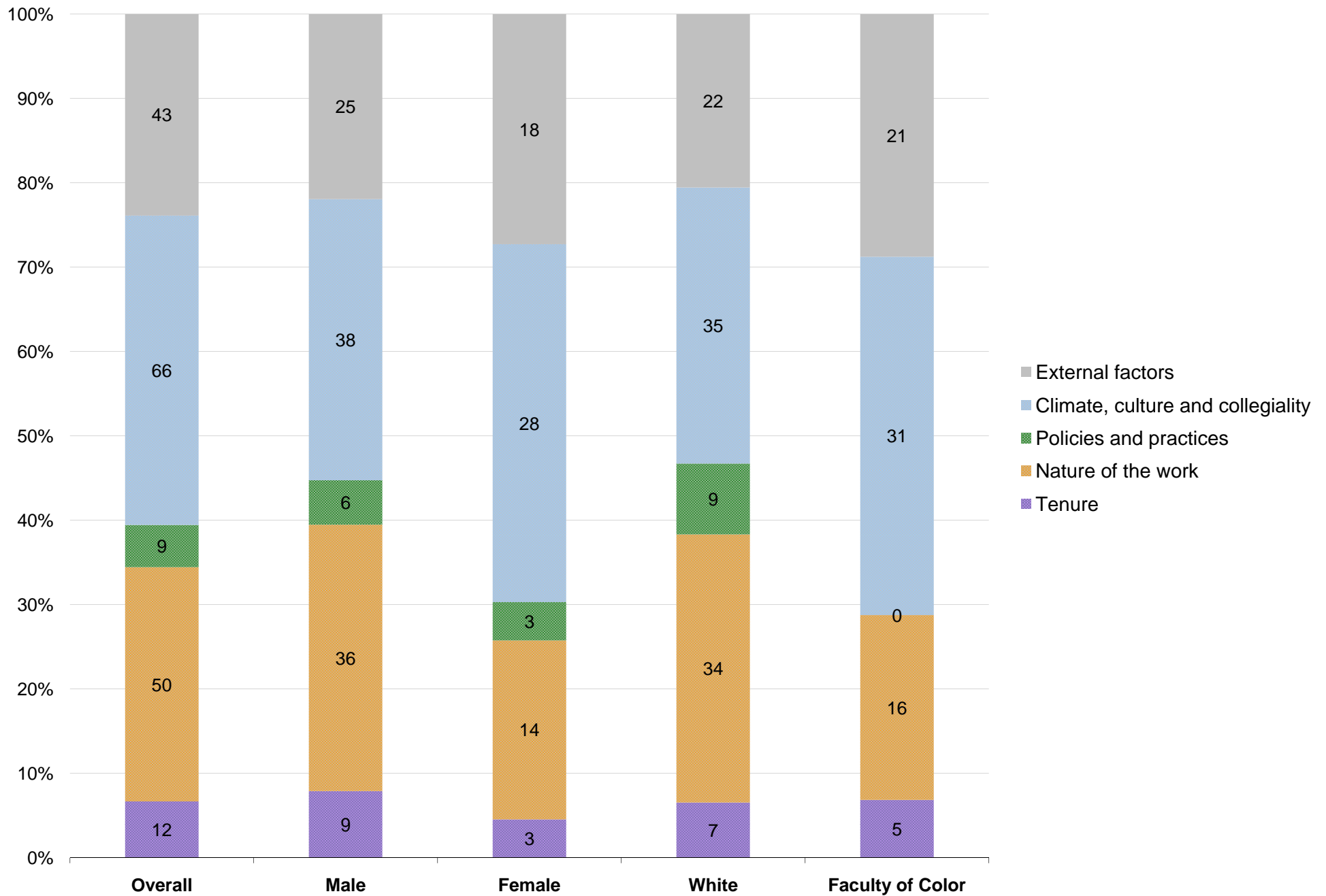
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Most frequently cited *best aspects* about working at your institution (Q44a)

**# 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	cost of living	3	32
	2	climate, culture and collegiality	my sense of "fit" here	4	62
	3	climate, culture and collegiality	support of colleagues	5	53
	4	nature of the work	academic freedom	1	28
	4	climate, culture and collegiality	quality of colleagues	3	56
Male	1	climate, culture and collegiality	my sense of "fit" here	5	68
	2	external factors	cost of living	2	32
	2	nature of the work	academic freedom	2	36
	4	climate, culture and collegiality	quality of colleagues	4	60
Female	1	climate, culture and collegiality	support of colleagues	5	57
	2	external factors	cost of living	2	27
	3	climate, culture and collegiality	my sense of "fit" here	3	57
	4	nature of the work	academic freedom	3	31
White Faculty	1	climate, culture and collegiality	support of colleagues	3	51
	2	nature of the work	academic freedom	2	30
	2	climate, culture and collegiality	my sense of "fit" here	4	67
	2	external factors	cost of living	3	29
Faculty of Color	1	external factors	cost of living	3	37
	2	climate, culture and collegiality	my sense of "fit" here	4	47
	3	climate, culture and collegiality	support of colleagues	5	46
	4	external factors	geographic location	2	40

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



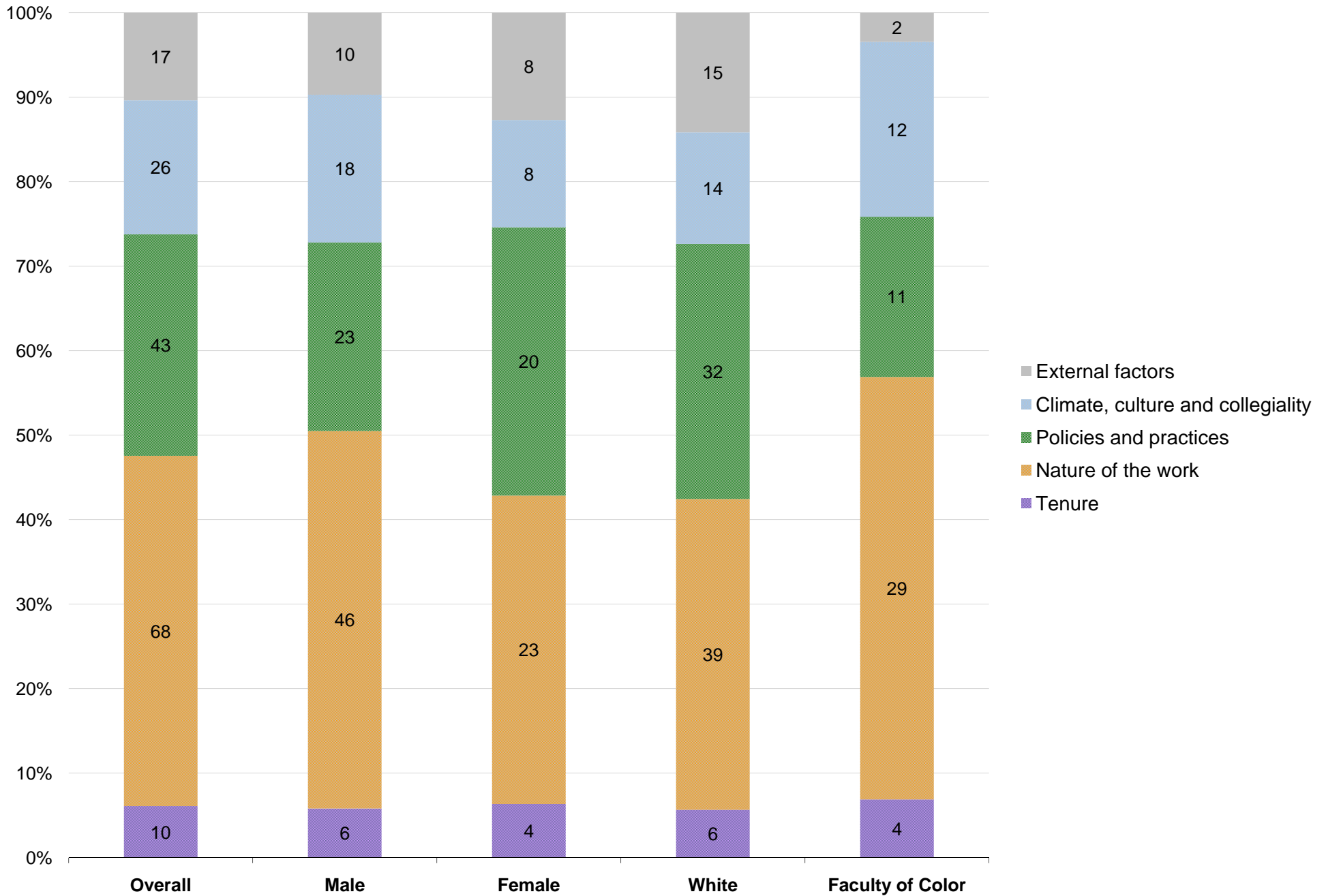
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Most frequently cited *worst aspects* about working at your institution (Q44b)

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

	<i>rank</i>	<i>category</i>	<i>name</i>	<i>Selected peers</i>	<i>All comparables</i>
Overall	1	nature of the work	quality of graduate students	4	25
	2	nature of the work	lack of support for research/creative work (e.g., leave)	2	37
	2	policies and practices	compensation	5	55
	4	policies and practices	too much service/too many assignments	0	31
Male	1	nature of the work	quality of graduate students	4	37
	2	policies and practices	compensation	5	54
	3	nature of the work	lack of support for research/creative work (e.g., leave)	2	31
	4	nature of the work	quality of undergraduate students	0	18
Female	1	policies and practices	too much service/too many assignments	1	38
	2	nature of the work	lack of support for research/creative work (e.g., leave)	2	42
	2	policies and practices	childcare policies/practices (or lack thereof)	0	7
	4	nature of the work	quality of graduate students	2	14
White Faculty	1	nature of the work	quality of graduate students	4	22
	2	policies and practices	compensation	4	55
	2	policies and practices	too much service/too many assignments	0	35
	4	nature of the work	lack of support for research/creative work (e.g., leave)	2	41
	4	external factors	geographic location	3	26
Faculty of Color	1	nature of the work	quality of graduate students	3	29
	2	nature of the work	quality of undergraduate students	0	12
	3	nature of the work	lack of support for research/creative work (e.g., leave)	1	35
	4	nature of the work	teaching load	1	33

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

Survey Administration 2008-09

POPULATION DEMOGRAPHICS AND RESPONSE RATE

		Overall	Male	Female	White, non-Hispanic	Faculty of Color
University of North Texas	<i>population</i>	154	95	59	90	64
	<i>responders</i>	116	71	45	71	45
	<i>response rate</i>	75%	75%	76%	79%	70%
All selected peers	<i>population</i>	1171	684	487	844	327
	<i>responders</i>	700	392	308	504	196
	<i>response rate</i>	60%	57%	63%	60%	60%
All comparables*	<i>population</i>	15160	8662	6492	10768	4275
	<i>responders</i>	8964	4878	4086	6585	2370
	<i>response rate</i>	59%	56%	63%	61%	55%

*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	0.7591	1.0968	0.9607	0.8759	1.2624	1.1095
Female	0.7489	1.0819	0.9477	0.8641	1.2453	1.0945

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:

- ♦ University of Alabama
- ♦ University of Kansas
- ♦ North Carolina State University
- ♦ Virginia Commonwealth University
- ♦ University of Missouri-Columbia

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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
Survey Administration 2008-09

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.)	106	92%	660	94%	8381	94%
				Master's	7	6%	33	5%	538	6%
				Bachelor's	1	1%	3	0%	16	0%
				Associate's	0	0%	0	0%	0	0%
				Other	1	1%	2	0%	8	0%
Q5	demographics	postdoctoral appointment	Did you hold a postdoctoral appointment?	Yes	24	21%	269	39%	3308	37%
				No	91	79%	425	61%	5542	63%
Q6a	demographics	first tenure-track appointment	Is this your first tenure-track appointment?	Yes	96	83%	591	85%	7270	82%
				No	19	17%	107	15%	1647	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	16%	15	14%	189	12%
				2 years	2	11%	17	17%	335	21%
				3 years	2	10%	9	9%	282	17%
				4 years	5	26%	18	17%	246	15%
				5 or more years	5	26%	36	34%	367	23%
				Full tenure	2	11%	9	9%	208	13%
Q6d	demographics	prior service	Did your current faculty appointment begin with credit for prior service elsewhere? [BASE: Not first tenure-track appointment]	Yes	4	22%	44	41%	585	36%
				No	14	78%	62	59%	1018	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	N<5	N<5	3	7%	114	21%
				2 years	N<5	N<5	9	21%	181	34%
				3 years	N<5	N<5	20	49%	137	25%
				4 years	N<5	N<5	7	17%	51	9%
				5 or more years	N<5	N<5	3	7%	56	10%
Q7	demographics	year of appointment	Please indicate the year in which your current faculty appointment began:	2008	1	1%	7	1%	59	1%
				2007	38	33%	165	24%	923	10%
				2006	27	23%	156	22%	1126	13%
				2005	19	16%	156	22%	1438	16%
				2004	14	12%	83	12%	1647	19%
				2003	14	12%	95	14%	1381	16%
				2002	2	2%	31	4%	980	11%
				2001	1	1%	2	0%	699	8%
				2000	0	0%	1	0%	388	4%
				1999	0	0%	0	0%	135	2%
				Before 1999	0	0%	2	0%	117	1%
Q8	demographics	rank	What is your rank?	Professor (or "Full Professor")	1	1%	2	0%	32	0%
				Associate Professor	3	3%	42	6%	700	8%
				Assistant Professor	112	97%	655	94%	8183	91%
				Instructor/Lecturer	0	0%	1	0%	7	0%
				Other	0	0%	0	0%	29	0%
Q9	demographics	joint appointment	Do you hold a joint appointment (formal responsibilities in more than one department)?	Yes	1	1%	61	9%	840	9%
				No	114	99%	633	91%	8072	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	29	25%	121	17%	1348	15%
				White (non-Hispanic)	68	58%	506	72%	6485	73%
				Black or African-American	5	5%	37	5%	503	6%
				Hispanic or Latino	8	6%	24	3%	402	4%
				Other	3	3%	0	0%	75	1%
Q12	demographics	citizenship	What is your citizenship status?	U.S. citizen	77	70%	535	78%	6599	76%
				Non-U.S. citizen	33	30%	155	22%	2137	24%
Q13	demographics	gender	What is your gender?	Male	72	62%	408	58%	5187	58%
				Female	44	38%	292	42%	3776	42%
Q14	demographics	age	In what year were you born? (Age calculated from year of birth)	30 or younger	6	6%	39	6%	390	5%
				31-35	34	30%	168	25%	2315	27%
				36-40	27	24%	252	37%	2825	33%
				41-45	23	21%	129	19%	1514	18%
				46 or older	22	20%	92	13%	1591	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	0	0%	6	1%	180	2%
				\$45,000 to \$59,999	50	45%	214	32%	3079	36%
				\$60,000 to \$74,999	37	33%	211	31%	2580	30%
				\$75,000 to \$89,999	12	11%	126	19%	1256	15%
				\$90,000 or above	14	12%	121	18%	1530	18%
Q16a	demographics	children	How many children under the age of 18 live with you at home?	None	53	46%	323	47%	4431	50%
				1	28	25%	138	20%	1856	21%
				2	27	23%	170	25%	1928	22%
				3	6	5%	45	6%	487	5%
				4	0	0%	13	2%	108	1%
Q16b	demographics	other dependents	How many other dependents (e.g., an adult who requires your care) live with you at home?	5 or more	1	1%	3	0%	48	1%
				None	92	79%	597	86%	7403	84%
				1	23	20%	86	12%	1250	14%
				2	1	1%	5	1%	123	1%
				3	0	0%	4	1%	49	1%
Q17	demographics	spouse employment	Which statement most clearly describes your household's employment situation?	4	0	0%	1	0%	16	0%
				5 or more	0	0%	0	0%	9	0%
				I do not have a spouse/partner	20	18%	122	18%	1590	18%
				My spouse/partner is not employed	29	27%	131	19%	1578	18%
				My spouse/partner is employed full-time at this institution	11	10%	108	16%	1371	16%
				My spouse/partner is employed full-time elsewhere	32	29%	233	34%	2838	33%
Q18	demographics	spousal residence	Do you and your spouse reside in separate communities for work reasons?	My spouse/partner is employed part-time at this institution	7	7%	29	4%	377	4%
				My spouse/partner is employed part-time elsewhere	10	9%	54	8%	862	10%
				Yes	5	8%	46	11%	622	11%
				No	53	92%	376	89%	5186	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...	3.84	3.87	3.84	3.93	3.74	3.60	3.80	3	3.69	3.60	3.83	77
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	3.74	3.73	3.77	3.80	3.68	3.61	3.72	3	3.61	3.53	3.74	76
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be...	3.64	3.45	3.62	3.45	3.44	3.38	3.47	1	3.29	3.20	3.44	98
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	3.59	3.74	3.76	3.53	3.47	3.62	3	3.49	3.42	3.63	82
Q23	tenure practices overall	clarity of sense of achieving tenure	My sense of whether or not I will achieve tenure is...	3.69	3.55	3.90	3.75	3.67	3.53	3.68	3	3.57	3.43	3.73	68
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:	3.81	3.73	3.83	3.88	3.77	3.76	3.79	3	3.67	3.58	3.82	72
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:	3.66	3.85	3.60	3.71	3.44	3.71	3.66	4	3.68	3.57	3.79	44
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:	3.26	3.18	3.30	3.34	2.94	3.14	3.18	3	3.15	3.05	3.29	71
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:	3.23	3.36	3.11	3.27	3.08	3.17	3.20	3	3.21	3.11	3.32	56
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:	3.08	3.10	3.03	2.94	2.77	2.82	2.93	2	2.99	2.85	3.13	65
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:	2.86	2.97	3.09	3.07	2.67	2.87	2.93	5	2.85	2.75	2.96	55

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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:	3.78	3.78	3.80	3.88	3.72	3.71	3.78	4	3.69	3.59	3.83	62
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	3.92	3.74	3.84	3.73	3.86	3.82	4	3.82	3.72	3.95	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:	3.39	3.51	3.56	3.67	3.39	3.38	3.50	4	3.51	3.37	3.61	29
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:	3.46	3.59	3.45	3.50	3.47	3.43	3.49	4	3.55	3.43	3.65	34
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:	3.35	3.45	3.53	3.42	3.33	3.26	3.40	4	3.43	3.28	3.52	41
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	3.40	3.43	3.48	3.28	3.30	3.38	6	3.37	3.24	3.44	28
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	3.44	3.44	3.68	3.44	3.45	3.23	3.45	3	3.14	2.88	3.38	80
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.	4.04	4.18	3.76	3.91	3.88	3.87	3.92	2	3.68	3.52	3.91	90
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:	3.80	3.70	3.71	3.80	3.73	3.84	3.76	3	3.73	3.68	3.84	61
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:	3.58	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.49	3.37	3.60	71
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:	4.05	4.08	3.96	4.17	4.00	3.92	4.03	3	4.09	3.98	4.20	41

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				mean	mean	mean	mean	mean	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:	3.73	3.92	3.91	4.10	4.01	3.73	3.93	6	3.74	3.51	4.10	40
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:	4.35	4.04	4.14	4.25	4.19	4.12	4.15	1	4.19	4.10	4.31	82
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:	4.58	4.48	4.28	4.48	4.46	4.47	4.43	1	4.52	4.46	4.62	60
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:	3.69	3.95	3.83	3.82	3.86	3.66	3.82	5	3.83	3.70	3.99	23
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:	3.14	3.37	3.20	3.42	3.35	3.19	3.31	6	3.44	3.13	3.63	28
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:	3.29	3.45	3.44	3.81	3.51	3.41	3.52	6	3.57	3.41	3.71	12
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:	2.96	3.05	2.88	3.06	3.01	3.00	3.00	5	2.80	2.55	3.07	56
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:	2.92	3.24	3.03	3.04	2.97	3.00	3.06	6	2.98	2.86	3.10	33
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:	4.28	4.41	4.30	4.34	4.27	4.24	4.31	4	4.33	4.23	4.43	35
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:	3.37	3.22	3.48	3.42	3.29	3.30	3.34	3	3.32	3.13	3.47	57
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:	2.90	3.11	3.18	3.06	3.13	2.80	3.06	5	2.86	2.68	3.11	46

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Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	3.62	3.78	3.55	3.63	3.48	3.30	3.55	3	3.55	3.41	3.73	56
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	3.18	3.61	3.37	3.28	3.41	2.87	3.31	5	3.12	2.86	3.34	49
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	3.41	3.88	3.57	3.55	3.55	3.48	3.61	6	3.57	3.43	3.71	21
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	3.45	3.52	3.59	3.67	3.69	3.20	3.53	5	3.51	3.37	3.69	37
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.	3.75	3.77	3.97	3.78	3.61	3.60	3.75	4	3.81	3.66	3.95	40
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	4.27	4.11	4.26	4.27	4.20	4.00	4.17	1	4.27	4.13	4.36	57
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.	4.20	4.02	4.25	4.06	4.07	4.04	4.09	2	4.17	4.07	4.29	61
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.	4.15	3.94	4.29	3.97	3.99	4.01	4.04	2	4.10	3.99	4.24	61
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.	4.23	4.18	4.10	4.11	4.16	4.05	4.12	1	4.03	3.91	4.17	79
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.	3.63	3.70	3.61	3.63	3.51	3.76	3.64	3	3.69	3.59	3.81	38
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	4.57	4.65	4.41	4.38	4.47	4.50	2	4.50	4.41	4.58	72

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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.	4.27	4.23	4.02	4.13	4.07	4.12	4.11	1	4.20	4.07	4.31	68
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.	3.63	3.63	3.48	3.76	3.66	3.69	3.64	4	3.69	3.59	3.80	40
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.	4.32	4.21	4.31	4.12	4.15	4.20	4.20	1	4.24	4.15	4.34	73
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.	4.47	4.54	4.55	4.43	4.31	4.43	4.45	3	4.52	4.43	4.61	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.	4.03	4.06	4.04	4.05	3.92	3.99	4.01	4	4.02	3.93	4.10	54
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	3.55	3.59	3.35	3.56	3.39	3.55	3.49	4	3.48	3.31	3.66	57
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.	3.07	2.93	3.03	3.00	2.95	3.42	3.07	2	3.26	2.93	3.54	48
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.	3.98	3.98	3.77	3.97	3.92	3.89	3.91	2	3.87	3.74	4.02	67
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.	3.61	3.72	3.65	3.55	3.71	3.57	3.64	4	3.52	3.34	3.72	57
Q34A17	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	2.98	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.02	2.93	3.09	38
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	43

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				mean	mean	mean	mean	mean	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	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.	3.85	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.71	3.57	3.82	89
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.	2.75	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2.84	2.75	2.93	27
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?	3.31	3.09	3.17	3.01	3.23	3.01	3.10	1	2.90	2.77	3.05	98	
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	3.45	3.47	3.36	3.50	3.45	3.29	3.41	3	3.43	3.30	3.58	51	
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?	3.61	3.45	3.80	3.52	3.33	3.38	3.50	2	3.43	3.28	3.58	82	
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?	3.58	3.37	3.79	3.41	3.28	3.28	3.43	2	3.35	3.27	3.54	84	
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?	2.64	3.50	2.81	2.75	3.12	2.50	2.94	5	2.74	2.56	2.94	38	
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?	2.98	3.79	3.07	3.30	3.31	3.52	3.40	6	3.34	3.14	3.52	11	
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?	3.03	3.52	3.23	2.83	2.94	3.17	3.14	4	3.27	3.02	3.53	26	
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?	2.58	3.18	2.70	3.11	3.09	2.75	2.97	6	3.02	2.67	3.35	18	
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?	2.94	3.21	2.94	3.43	3.36	3.40	3.27	5	3.21	2.98	3.41	20	

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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?	2.86	3.14	3.19	3.33	3.25	2.98	3.18	6	3.05	2.84	3.29	28
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?	3.17	3.46	3.42	3.69	3.55	3.49	3.52	6	3.39	3.09	3.67	28
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?	3.25	3.19	3.17	3.15	3.14	2.89	3.11	1	3.10	3.00	3.22	79
Q34B1 3	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	2.54	2.46	2.55	2.21	2.29	2.72	2.45	3	2.53	2.30	2.83	57
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?	2.69	2.63	2.32	2.13	2.24	2.54	2.37	1	2.31	2.05	2.55	89
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?	3.09	3.80	3.15	3.68	3.75	3.52	3.58	6	3.33	3.03	3.61	30
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?	2.82	2.71	2.84	2.58	2.96	2.47	2.71	3	2.64	2.41	2.84	72
Q34B1 7	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	2.97	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2.78	2.65	2.91	82
Q34B1 8	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	3.20	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2.72	1.97	3.30	73
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?	2.74	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2.97	2.74	3.21	24
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?	2.92	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2.82	2.54	2.98	63

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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:	2.62	3.34	2.78	3.22	3.43	3.05	3.16	6	2.97	2.66	3.25	20
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:	2.59	2.95	2.82	3.04	3.17	2.89	2.97	6	2.82	2.61	3.04	21
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:	3.80	3.71	3.48	3.69	3.75	3.36	3.60	1	3.57	3.36	3.79	78
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:	3.71	3.53	3.53	3.76	3.70	3.40	3.58	2	3.53	3.35	3.71	76
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:	3.93	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.80	3.72	3.93	75
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	3.33	3.23	3.37	3.38	3.22	2.87	3.21	3	3.11	2.92	3.38	71
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?	3.01	3.04	2.97	3.04	3.02	2.81	2.98	4	2.89	2.78	3.03	71
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:	4.09	3.93	4.08	4.18	4.01	3.77	3.99	2	3.97	3.85	4.08	77
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:	3.58	3.68	3.41	3.54	3.55	3.48	3.53	2	3.48	3.38	3.60	72
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:	3.44	3.54	3.20	3.56	3.58	3.56	3.49	5	3.34	3.22	3.49	67
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:	3.55	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.54	3.47	3.65	46

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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:	3.56	3.51	3.41	3.66	3.62	3.37	3.51	3	3.47	3.37	3.57	72
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:	3.76	3.71	3.55	3.50	3.80	3.62	3.64	2	3.68	3.59	3.78	70
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:	3.70	3.87	3.85	3.89	3.93	3.74	3.86	6	3.84	3.75	3.95	10
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:	3.79	3.88	3.97	3.83	4.00	3.88	3.91	6	3.94	3.88	4.01	12
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:	3.99	3.73	3.74	3.76	3.73	3.58	3.71	1	3.78	3.65	3.90	83
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:	3.56	3.48	3.37	3.53	3.40	3.31	3.42	1	3.41	3.24	3.53	80
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	4.06	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.97	3.86	4.09	65
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	3.55	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.69	3.54	3.82	30
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	3.74	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.81	3.69	3.92	38
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.	4.16	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4.07	3.98	4.21	60
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?	4.06	3.94	3.82	3.96	3.79	3.62	3.83	1	3.87	3.76	4.03	84

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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?	3.64	3.79	3.82	3.72	3.58	3.34	3.65	4	3.60	3.48	3.75	56
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.	3.84	3.63	3.22	3.34	3.10	3.06	3.27	1	3.23	3.07	3.49	100
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.	3.99	4.22	4.07	4.16	3.96	3.65	4.01	4	3.97	3.86	4.10	41
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?	3.82	3.95	3.92	3.96	3.76	3.63	3.84	4	3.73	3.60	3.92	63

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				MALES						You			All selected peers		FEMALES				
				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...	3.90	3.86	4	3.74	3.63	3.90	76	3.75	-0.15	-4%	3.70	2	3.64	3.48	3.82	63
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	3.80	3.75	4	3.63	3.52	3.79	77	3.66	-0.14	-3%	3.67	4	3.58	3.44	3.74	56
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be...	3.66	3.53	2	3.34	3.21	3.53	91	3.60	-0.06	-2%	3.39	1	3.24	3.14	3.42	93
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...	3.61	3.69	4	3.53	3.40	3.70	60	3.72	0.11	3%	3.53	1	3.45	3.31	3.63	85
Q23	tenure practices overall	clarity of sense of achieving tenure	My sense of whether or not I will achieve tenure is...	3.82	3.78	3	3.65	3.54	3.82	74	3.47	-0.35	-9%	3.54	4	3.46	3.29	3.67	48
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:	3.85	3.83	3	3.72	3.63	3.88	71	3.75	-0.10	-3%	3.74	4	3.61	3.41	3.82	67
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:	3.70	3.70	4	3.68	3.55	3.79	52	3.59	-0.11	-3%	3.60	4	3.69	3.54	3.83	34
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:	3.24	3.25	4	3.16	3.06	3.31	66	3.30	0.06	1%	3.08	1	3.13	2.94	3.30	76
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:	3.16	3.22	5	3.22	3.10	3.35	35	3.33	0.17	4%	3.18	2	3.19	3.02	3.34	73
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:	3.06	2.94	2	2.99	2.82	3.15	56	3.11	0.05	1%	2.91	1	3.00	2.79	3.20	61
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:	2.93	2.95	4	2.84	2.71	3.00	68	2.74	-0.19	-5%	2.90	5	2.84	2.71	2.99	29

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				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 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:	3.80	3	3.79	3	3.77	3.66	3.91	50	3.75	-0.05	-1%	3.76	4	3.60	3.42	3.80	63
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:	3.82	3	3.86	3	3.84	3.72	3.96	45	3.72	-0.10	-2%	3.75	3	3.79	3.66	3.93	38
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	6	3.59	6	3.54	3.37	3.69	28	3.39	0.01	0%	3.39	3	3.47	3.33	3.62	41
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:	3.47	5	3.53	5	3.58	3.46	3.68	28	3.46	-0.01	0%	3.44	3	3.52	3.36	3.66	45
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:	3.35	4	3.37	4	3.43	3.28	3.56	40	3.34	-0.01	0%	3.43	5	3.43	3.27	3.59	45
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:	3.20	5	3.34	5	3.37	3.21	3.51	21	3.31	0.11	3%	3.41	6	3.36	3.22	3.49	46
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	3.45	4	3.50	4	3.20	2.97	3.45	76	3.43	-0.02	-1%	3.38	3	3.05	2.77	3.36	82
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.	3.86	4	3.96	4	3.72	3.54	3.94	65	4.32	0.46	12%	3.87	1	3.62	3.45	3.90	100
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:	3.76	6	3.88	6	3.81	3.72	3.94	30	3.85	0.09	2%	3.58	1	3.64	3.49	3.77	88
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:	3.58	N/A	N/A	N/A	3.66	3.58	3.77	25	3.59	0.01	0%	N/A	N/A	3.29	3.20	3.41	92
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:	4.03	4	4.05	4	4.05	3.94	4.17	39	4.07	0.04	1%	3.99	3	4.12	3.98	4.24	43

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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:	3.75	3.92	5	3.76	3.52	4.09	40	3.69	-0.06	-2%	3.95	6	3.72	3.39	4.11	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:	4.41	4.16	1	4.21	4.10	4.36	85	4.26	-0.15	-4%	4.13	2	4.16	4.00	4.27	71
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:	4.53	4.45	1	4.53	4.45	4.63	49	4.66	0.13	3%	4.41	1	4.51	4.42	4.62	82
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:	3.67	3.84	5	3.86	3.76	4.04	20	3.73	0.06	2%	3.80	5	3.80	3.63	4.00	38
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	3.30	5	3.37	3.04	3.61	28	3.24	0.15	4%	3.31	4	3.52	3.22	3.67	32
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:	3.02	3.51	6	3.49	3.33	3.66	9	3.79	0.77	19%	3.54	2	3.66	3.51	3.83	70
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:	3.01	3.15	6	2.98	2.72	3.28	45	2.86	-0.15	-4%	2.81	4	2.58	2.35	2.86	76
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:	3.05	3.11	4	3.07	2.94	3.22	48	2.70	-0.35	-9%	2.99	6	2.88	2.71	3.04	24
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:	4.38	4.35	2	4.35	4.27	4.47	55	4.12	-0.26	-6%	4.26	6	4.31	4.19	4.45	20
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:	3.23	3.37	5	3.36	3.15	3.53	33	3.60	0.37	9%	3.29	1	3.25	3.01	3.51	82
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:	2.91	3.18	5	2.92	2.69	3.23	45	2.90	-0.01	0%	2.89	3	2.78	2.51	3.06	55

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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
Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	3.51	3.59	5	3.59	3.45	3.82	33	3.79	0.28	7%	3.49	1	3.49	3.29	3.71	84
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	3.20	3.34	5	3.18	2.90	3.42	50	3.13	-0.07	-2%	3.27	5	3.04	2.77	3.31	50
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	3.44	3.55	5	3.56	3.45	3.70	23	3.36	-0.08	-2%	3.68	6	3.57	3.38	3.76	21
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	3.20	3.50	5	3.51	3.39	3.71	16	3.86	0.66	17%	3.58	1	3.50	3.32	3.75	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.	3.67	3.64	3	3.66	3.48	3.85	52	3.89	0.22	6%	3.89	3	3.99	3.83	4.15	32
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	4.23	4.05	1	4.14	3.97	4.28	71	4.34	0.11	3%	4.33	4	4.42	4.29	4.55	30
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.	4.12	4.02	2	4.09	3.97	4.21	56	4.33	0.21	5%	4.18	1	4.27	4.17	4.42	65
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.	4.02	3.99	2	4.02	3.90	4.18	46	4.37	0.35	9%	4.10	1	4.21	4.07	4.37	74
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.	4.20	4.05	1	3.94	3.79	4.14	84	4.27	0.07	2%	4.21	2	4.13	4.01	4.32	68
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.	3.57	3.55	4	3.59	3.48	3.71	48	3.73	0.16	4%	3.77	3	3.82	3.68	3.96	37
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.	4.52	4.39	2	4.40	4.29	4.50	79	4.66	0.14	4%	4.65	4	4.63	4.55	4.73	59

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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			
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.	4.23	3.96	1	4.05	3.90	4.21	79	4.33	0.10	2%	4.33	3	4.39	4.25	4.54	38
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.	3.59	3.47	2	3.48	3.33	3.59	77	3.71	0.12	3%	3.89	6	3.97	3.81	4.09	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.	4.21	4.09	2	4.11	3.99	4.24	66	4.49	0.28	7%	4.35	1	4.41	4.28	4.53	67
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.	4.46	4.36	3	4.45	4.36	4.56	55	4.50	0.04	1%	4.59	6	4.61	4.53	4.70	21
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.	4.00	3.96	3	3.96	3.88	4.05	65	4.07	0.07	2%	4.08	5	4.10	3.99	4.20	43
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	3.52	3.38	2	3.37	3.18	3.56	71	3.59	0.07	2%	3.65	4	3.64	3.42	3.92	46
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.	3.18	3.12	2	3.26	2.91	3.58	59	2.91	-0.27	-7%	2.98	5	3.26	2.92	3.54	24
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.	3.78	3.77	3	3.65	3.51	3.82	70	4.28	0.50	13%	4.10	2	4.14	3.99	4.30	72
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.	3.71	3.57	1	3.48	3.32	3.66	80	3.45	-0.26	-6%	3.75	6	3.58	3.33	3.86	32
Q34A17	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	2.82	N/A	N/A	2.84	2.73	2.96	46	3.24	0.42	11%	N/A	N/A	3.22	3.14	3.32	43
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.	3.79	N/A	N/A	3.85	3.71	3.97	49	3.70	-0.09	-2%	N/A	N/A	3.74	3.60	3.85	38

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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 mean	75th %tile mean	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.	3.67	N/A	N/A	3.52	3.44	3.61	84	4.13	0.46	12%	N/A	N/A	3.93	3.76	4.13	76
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.	2.52	N/A	N/A	2.66	2.51	2.79	27	3.10	0.58	15%	N/A	N/A	3.04	2.97	3.16	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?	3.23	3.13	3	2.91	2.79	3.10	93	3.45	0.22	6%	3.04	1	2.90	2.69	3.07	96
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	3.38	5	3.41	3.27	3.57	34	3.64	0.30	8%	3.48	1	3.47	3.23	3.64	76
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?	3.53	3.47	3	3.39	3.23	3.57	68	3.76	0.23	6%	3.53	2	3.48	3.31	3.66	88
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?	3.49	3.40	2	3.31	3.18	3.49	73	3.72	0.23	6%	3.46	2	3.42	3.29	3.60	87
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?	2.56	2.88	5	2.77	2.58	2.95	22	2.76	0.20	5%	3.02	5	2.73	2.50	2.93	57
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?	2.95	3.28	6	3.29	3.11	3.51	10	3.03	0.08	2%	3.54	6	3.40	3.18	3.63	18
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?	2.84	3.09	4	3.25	2.98	3.52	17	3.31	0.47	12%	3.21	2	3.30	3.02	3.61	46
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?	2.80	2.98	5	2.97	2.64	3.37	31	2.24	-0.56	-14%	2.94	5	3.08	2.60	3.55	7
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?	3.12	3.30	5	3.14	2.96	3.37	48	2.73	-0.39	-10%	3.22	5	3.29	3.04	3.54	11

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item	theme	name	description	GENDER															
				MALES						You			All selected peers		FEMALES				
				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
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?	3.04	3.21	6	3.10	2.90	3.35	35	2.57	-0.47	-12%	3.16	6	2.99	2.67	3.21	17
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?	3.24	3.47	6	3.43	3.14	3.70	30	3.06	-0.18	-5%	3.62	6	3.35	3.02	3.71	33
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?	3.30	3.16	2	3.15	2.99	3.29	77	3.16	-0.14	-3%	3.02	1	3.05	2.88	3.24	64
Q34B13	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	2.64	2.48	2	2.63	2.31	2.88	56	2.37	-0.27	-7%	2.38	3	2.40	2.03	2.75	47
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?	2.63	2.39	1	2.29	1.98	2.60	79	2.87	0.24	6%	2.24	2	2.29	2.02	2.49	91
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?	3.19	3.49	5	3.21	2.95	3.47	46	2.96	-0.23	-6%	3.68	5	3.44	3.08	3.81	13
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?	2.96	2.58	1	2.66	2.37	2.91	79	2.54	-0.42	-11%	2.91	5	2.62	2.39	2.90	37
Q34B17	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	3.03	N/A	N/A	2.83	2.69	3.00	83	2.82	-0.21	-5%	N/A	N/A	2.66	2.35	2.92	63
Q34B18	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	3.06	N/A	N/A	2.67	2.00	3.38	70	3.42	0.36	9%	N/A	N/A	2.81	2.35	3.40	76
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?	2.93	N/A	N/A	2.97	2.77	3.13	54	2.37	-0.56	-14%	N/A	N/A	2.97	2.63	3.28	9
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?	3.06	N/A	N/A	2.82	2.67	3.00	82	2.51	-0.55	-14%	N/A	N/A	2.69	2.53	3.15	21

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item	theme	name	description	GENDER															
				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:	2.62	3.30	6	3.06	2.77	3.38	15	2.63	0.01	0%	2.96	5	2.85	2.46	3.21	31
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:	2.65	3.14	6	2.95	2.67	3.22	23	2.50	-0.15	-4%	2.74	5	2.66	2.35	2.94	37
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:	3.71	3.73	4	3.60	3.37	3.87	62	3.93	0.22	6%	3.41	1	3.53	3.24	3.74	88
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	3.71	3	3.58	3.35	3.83	66	3.65	-0.11	-3%	3.40	2	3.46	3.24	3.69	71
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:	3.88	N/A	N/A	3.88	3.77	4.00	50	3.99	0.11	3%	N/A	N/A	3.70	3.57	3.85	85
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	3.26	3.20	4	3.11	2.89	3.41	60	3.45	0.19	5%	3.23	2	3.12	2.84	3.42	77
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?	3.14	3.14	4	3.04	2.87	3.20	67	2.79	-0.35	-9%	2.75	2	2.70	2.56	2.90	66
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:	4.06	4.05	4	4.00	3.88	4.12	57	4.13	0.07	2%	3.90	1	3.93	3.79	4.07	79
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:	3.42	3.58	5	3.52	3.35	3.68	34	3.83	0.41	10%	3.47	1	3.44	3.28	3.63	90
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:	3.46	3.59	5	3.43	3.29	3.60	55	3.41	-0.05	-1%	3.35	4	3.22	3.07	3.36	78
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:	3.42	N/A	N/A	3.60	3.41	3.79	27	3.75	0.33	8%	N/A	N/A	3.47	3.36	3.62	89

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item	theme	name	description	GENDER															
				MALES						You			All selected peers			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:	3.40	3.61	6	3.52	3.37	3.68	32	3.81	0.41	10%	3.37	1	3.41	3.31	3.56	96
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:	3.62	3.72	4	3.69	3.58	3.84	35	3.98	0.36	9%	3.53	1	3.67	3.54	3.80	89
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:	3.68	3.90	6	3.83	3.73	3.95	18	3.74	0.06	2%	3.80	5	3.85	3.73	3.95	26
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:	3.74	3.89	5	3.91	3.83	4.04	15	3.87	0.13	3%	3.95	4	3.97	3.85	4.06	27
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:	3.77	3.78	3	3.81	3.66	3.98	46	4.33	0.56	14%	3.61	1	3.74	3.56	3.92	98
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:	3.40	3.49	5	3.41	3.23	3.59	50	3.80	0.40	10%	3.33	1	3.40	3.23	3.53	89
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	3.98	N/A	N/A	3.94	3.85	4.06	59	4.18	0.20	5%	N/A	N/A	4.02	3.87	4.15	78
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	3.45	N/A	N/A	3.66	3.47	3.81	22	3.72	0.27	7%	N/A	N/A	3.73	3.58	3.85	54
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	3.66	N/A	N/A	3.82	3.66	3.95	24	3.86	0.20	5%	N/A	N/A	3.80	3.67	3.95	57
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.	4.01	N/A	N/A	4.10	3.99	4.28	27	4.39	0.38	10%	N/A	N/A	4.03	3.94	4.16	94
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?	3.92	3.87	3	3.89	3.78	4.05	51	4.28	0.36	9%	3.76	1	3.85	3.72	3.97	94

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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?	3.48	3.69	5	3.60	3.44	3.80	32	3.91	0.43	11%	3.60	1	3.61	3.44	3.82	83
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.	3.66	3.29	1	3.27	3.01	3.50	85	4.08	0.42	11%	3.24	1	3.19	3.03	3.44	99
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 work at this institution.	3.86	4.08	5	3.95	3.82	4.11	33	4.19	0.33	8%	3.93	1	3.99	3.86	4.14	85
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?	3.72	3.88	5	3.74	3.58	3.95	41	3.98	0.26	6%	3.79	1	3.72	3.55	3.88	89

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item	theme	name	description	RACE/ETHNICITY															
				WHITE FACULTY						You			All selected peers		FACULTY OF COLOR				
				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
Q19	tenure practices overall	clarity of tenure process	I find the tenure process in my department to be...	3.87	3.80	3	3.69	3.55	3.86	77	3.80	-0.07	-2%	3.77	3	3.71	3.54	3.93	59
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	3.72	3.73	4	3.60	3.51	3.75	65	3.78	0.06	1%	3.67	2	3.61	3.40	3.83	67
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be...	3.63	3.46	2	3.25	3.13	3.41	96	3.64	0.01	0%	3.49	1	3.38	3.23	3.60	78
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...	3.70	3.59	2	3.48	3.40	3.60	85	3.58	-0.12	-3%	3.71	6	3.52	3.39	3.68	57
Q23	tenure practices overall	clarity of sense of achieving tenure	My sense of whether or not I will achieve tenure is...	3.74	3.67	2	3.56	3.39	3.74	77	3.61	-0.13	-3%	3.68	4	3.58	3.42	3.79	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:	3.77	3.75	3	3.63	3.52	3.80	67	3.88	0.11	3%	3.88	4	3.76	3.55	3.99	62
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:	3.61	3.64	5	3.67	3.55	3.77	34	3.73	0.12	3%	3.71	2	3.71	3.57	3.90	52
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	3.15	5	3.10	2.97	3.25	45	3.52	0.44	11%	3.22	1	3.27	3.09	3.45	85
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	3.21	5	3.18	3.09	3.30	20	3.51	0.47	12%	3.15	1	3.26	3.08	3.47	85
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:	2.91	2.87	4	2.96	2.80	3.10	45	3.34	0.43	11%	3.08	1	3.06	2.83	3.25	87
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	2.84	5	2.78	2.64	2.94	39	2.99	0.23	6%	3.18	6	2.98	2.80	3.12	50

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				WHITE FACULTY							RACE/ETHNICITY			FACULTY OF COLOR						
				You			All selected peers				You			All selected peers		All comparables				
item	theme	name	description	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:	3.68	3.80	6	3.68	3.54	3.88	45	3.91	0.23	6%	3.70	1	3.72	3.54	3.89	77	
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:	3.85	3.85	4	3.84	3.76	3.97	50	3.66	-0.19	-5%	3.72	3	3.74	3.55	3.94	38	
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:	3.31	3.51	6	3.51	3.35	3.63	20	3.50	0.19	5%	3.47	4	3.50	3.32	3.68	52	
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:	3.40	3.51	6	3.57	3.44	3.65	16	3.56	0.16	4%	3.43	3	3.51	3.38	3.64	59	
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:	3.29	3.37	4	3.43	3.29	3.53	23	3.45	0.16	4%	3.47	4	3.39	3.22	3.51	61	
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	3.36	5	3.36	3.23	3.47	28	3.24	0.00	0%	3.43	6	3.37	3.21	3.57	34	
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	3.38	3.43	4	3.10	2.78	3.39	73	3.54	0.16	4%	3.50	3	3.22	2.90	3.53	76	
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.	3.95	3.96	3	3.69	3.51	3.91	80	4.18	0.23	6%	3.80	1	3.67	3.38	3.98	93	
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:	3.74	3.73	4	3.71	3.62	3.84	55	3.87	0.13	3%	3.78	4	3.78	3.66	3.92	67	
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:	3.58	N/A	N/A	3.44	3.32	3.55	77	3.59	0.01	0%	N/A	N/A	3.58	3.44	3.74	48	
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:	4.22	4.05	1	4.11	4.03	4.23	74	3.79	-0.43	-11%	3.96	6	3.98	3.85	4.11	16	

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item	theme	name	description	RACE/ETHNICITY															
				WHITE FACULTY						FACULTY OF COLOR									
				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 W)	% diff (vs W)	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:	3.83	3.97	5	3.76	3.52	4.14	46	3.57	-0.26	-7%	3.84	6	3.67	3.35	4.01	37
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:	4.49	4.15	1	4.22	4.13	4.36	93	4.15	-0.34	-9%	4.15	3	4.10	3.98	4.27	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:	4.61	4.49	1	4.59	4.50	4.69	49	4.54	-0.07	-2%	4.26	1	4.37	4.26	4.53	82
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:	3.69	3.80	5	3.84	3.68	4.05	26	3.70	0.01	0%	3.91	6	3.80	3.62	4.04	34
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	3.33	6	3.46	3.11	3.64	32	3.06	-0.13	-3%	3.25	6	3.36	3.08	3.53	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:	3.28	3.53	6	3.57	3.41	3.71	12	3.31	0.03	1%	3.50	5	3.55	3.31	3.79	25
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:	2.94	2.91	3	2.73	2.49	3.00	66	2.97	0.03	1%	3.21	5	2.99	2.72	3.34	41
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:	2.92	3.09	6	2.99	2.87	3.13	34	2.91	-0.01	0%	2.95	4	2.94	2.70	3.13	48
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:	4.43	4.42	3	4.40	4.32	4.51	56	4.06	-0.37	-9%	4.00	3	4.14	3.99	4.30	34
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:	3.48	3.32	1	3.29	3.10	3.47	77	3.21	-0.27	-7%	3.41	5	3.37	3.08	3.68	35
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:	2.87	3.07	5	2.84	2.61	3.10	46	2.95	0.08	2%	3.01	4	2.88	2.63	3.23	46

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item	theme	name	description	mean	peer rank	your %tile	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
Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	3.55	3	52	3.53	3.53	3.76	52	3.72	0.17	4%	3.61	2	3.58	3.32	3.87	62
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	3.09	5	44	3.23	2.82	3.31	44	3.29	0.20	5%	3.52	5	3.18	2.91	3.48	52
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	3.41	6	23	3.60	3.58	3.70	23	3.41	0.00	0%	3.64	5	3.57	3.40	3.77	27
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	3.45	4	45	3.49	3.35	3.71	45	3.44	-0.01	0%	3.68	5	3.56	3.34	3.82	35
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.	3.69	4	43	3.67	3.73	3.88	43	3.84	0.15	4%	3.94	5	4.02	3.86	4.20	22
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	4.27	1	48	4.17	4.27	4.38	48	4.27	0.00	0%	4.17	3	4.25	4.09	4.41	51
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.	4.22	1	63	4.05	4.17	4.31	63	4.17	-0.05	-1%	4.19	2	4.18	4.04	4.36	55
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.	4.18	2	63	4.00	4.08	4.24	63	4.12	-0.06	-1%	4.15	3	4.15	4.02	4.33	43
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.	4.15	3	78	4.11	3.99	4.13	78	4.34	0.19	5%	4.14	1	4.15	4.03	4.33	77
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.	3.55	4	32	3.55	3.61	3.72	32	3.75	0.20	5%	3.88	5	3.90	3.75	4.05	24
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.	4.61	2	80	4.51	4.49	4.59	80	4.52	-0.09	-2%	4.48	3	4.54	4.43	4.65	45

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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 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.	4.25	4.07	1	4.17	4.03	4.31	65	4.31	0.06	1%	4.24	2	4.28	4.15	4.40	61
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.	3.59	3.53	3	3.62	3.51	3.71	49	3.70	0.11	3%	3.96	6	3.87	3.71	4.03	22
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.	4.31	4.20	1	4.24	4.14	4.35	66	4.32	0.01	0%	4.22	2	4.26	4.12	4.36	71
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.	4.51	4.48	3	4.52	4.43	4.63	48	4.42	-0.09	-2%	4.40	3	4.53	4.42	4.66	26
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.	4.01	3.97	3	3.98	3.89	4.06	61	4.05	0.04	1%	4.13	4	4.13	4.00	4.26	39
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	3.43	3.41	4	3.36	3.21	3.58	55	3.73	0.30	8%	3.72	3	3.76	3.60	3.94	44
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	2.89	3	3.11	2.74	3.45	51	3.28	0.34	9%	3.52	6	3.62	3.31	3.77	21
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.	3.90	3.85	3	3.82	3.68	3.95	63	4.11	0.21	5%	4.08	4	3.99	3.83	4.18	62
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.	3.52	3.53	4	3.39	3.22	3.57	61	3.74	0.22	6%	3.92	5	3.82	3.61	4.13	38
Q34A17	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	2.89	N/A	N/A	2.89	2.82	2.99	46	3.13	0.24	6%	N/A	N/A	3.33	3.14	3.53	22
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.	3.65	N/A	N/A	3.69	3.63	3.81	32	3.92	0.27	7%	N/A	N/A	4.04	3.82	4.23	35

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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			
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.	3.79	N/A	N/A	3.61	3.54	3.73	89	3.94	0.15	4%	N/A	N/A	3.90	3.79	4.07	54
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.	2.66	N/A	N/A	2.74	2.60	2.89	32	2.91	0.25	6%	N/A	N/A	3.05	2.94	3.16	19
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?	3.26	3.06	1	2.81	2.71	2.95	98	3.39	0.13	3%	3.16	2	3.11	2.88	3.34	78
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	3.41	4	3.42	3.30	3.57	32	3.63	0.29	7%	3.42	1	3.43	3.25	3.60	78
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?	3.58	3.46	2	3.39	3.25	3.54	84	3.66	0.08	2%	3.57	3	3.52	3.26	3.72	59
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?	3.49	3.36	2	3.31	3.16	3.49	77	3.70	0.21	5%	3.60	3	3.47	3.24	3.69	76
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?	2.33	2.92	6	2.68	2.46	2.90	15	3.05	0.72	18%	2.95	3	2.88	2.66	3.07	71
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?	2.91	3.37	6	3.31	3.08	3.53	7	3.10	0.19	5%	3.44	5	3.39	3.16	3.59	19
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?	2.97	3.13	4	3.24	2.97	3.58	26	3.11	0.14	3%	3.14	3	3.33	3.11	3.57	27
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?	2.37	2.97	6	3.00	2.61	3.42	12	2.91	0.54	14%	2.96	4	3.03	2.74	3.36	41
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?	2.92	3.29	6	3.20	2.98	3.43	17	2.98	0.06	2%	3.21	5	3.19	2.95	3.45	29

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item	theme	name	description	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
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?	2.57	3.09	6	2.99	2.80	3.24	13	3.33	0.76	19%	3.38	4	3.16	2.89	3.44	63
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?	3.12	3.52	6	3.37	3.11	3.66	27	3.24	0.12	3%	3.54	6	3.43	3.13	3.72	30
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?	3.07	3.05	4	3.04	2.92	3.16	49	3.51	0.44	11%	3.26	1	3.25	3.05	3.50	78
Q34B13	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	2.26	2.36	4	2.48	2.17	2.73	32	2.83	0.57	14%	2.62	2	2.61	2.35	2.91	66
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?	2.54	2.33	1	2.31	2.01	2.59	71	2.81	0.27	7%	2.43	2	2.32	2.01	2.57	91
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?	3.17	3.65	6	3.37	3.12	3.64	31	2.98	-0.19	-5%	3.37	5	3.27	2.97	3.53	27
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?	2.52	2.67	5	2.60	2.34	2.78	38	3.24	0.72	18%	2.83	1	2.69	2.50	3.13	86
Q34B17	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	3.00	N/A	N/A	2.78	2.58	3.00	68	2.95	-0.05	-1%	N/A	N/A	2.81	2.51	3.04	65
Q34B18	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	3.06	N/A	N/A	2.62	1.93	3.20	72	3.37	0.31	8%	N/A	N/A	2.91	2.41	3.36	76
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?	2.53	N/A	N/A	2.99	2.77	3.20	11	2.97	0.44	11%	N/A	N/A	2.98	2.69	3.17	55
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?	2.80	N/A	N/A	2.74	2.47	3.00	41	3.00	0.20	5%	N/A	N/A	2.85	2.58	3.04	72

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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
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:	2.34	3.17	6	2.95	2.63	3.30	5	3.00	0.66	17%	3.15	5	3.00	2.75	3.31	53
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:	2.35	2.99	6	2.81	2.54	3.10	9	2.92	0.57	14%	2.93	4	2.86	2.68	3.07	53
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:	3.79	3.67	1	3.62	3.43	3.81	74	3.81	0.02	1%	3.37	1	3.43	3.17	3.64	88
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:	3.65	3.64	3	3.57	3.38	3.76	54	3.81	0.16	4%	3.41	2	3.42	3.19	3.64	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:	3.80	N/A	N/A	3.81	3.72	3.95	42	4.10	0.30	8%	N/A	N/A	3.75	3.62	4.00	81
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	3.35	3.26	3	3.14	2.93	3.45	70	3.31	-0.04	-1%	3.07	1	3.01	2.74	3.34	72
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?	2.96	2.96	4	2.89	2.72	3.04	63	3.08	0.12	3%	3.00	2	2.91	2.72	3.09	73
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:	4.14	4.00	3	4.01	3.87	4.14	74	4.02	-0.12	-3%	3.94	2	3.87	3.71	4.06	68
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:	3.49	3.55	5	3.50	3.38	3.64	43	3.71	0.22	5%	3.44	1	3.44	3.27	3.65	77
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:	3.28	3.54	6	3.34	3.19	3.52	34	3.69	0.41	10%	3.35	1	3.31	3.11	3.52	89
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:	3.40	N/A	N/A	3.56	3.47	3.67	16	3.77	0.37	9%	N/A	N/A	3.43	3.30	3.66	92

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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 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
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:	3.39	3.56	5	3.49	3.38	3.59	29	3.84	0.45	11%	3.37	1	3.41	3.27	3.60	94
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:	3.61	3.67	5	3.71	3.59	3.84	28	4.00	0.39	10%	3.53	1	3.57	3.43	3.73	91
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:	3.65	3.90	6	3.87	3.78	4.00	11	3.79	0.14	4%	3.71	2	3.72	3.58	3.92	57
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:	3.68	3.92	6	3.99	3.89	4.08	6	3.97	0.29	7%	3.88	2	3.80	3.64	4.00	70
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:	3.82	3.75	2	3.81	3.67	3.91	63	4.22	0.40	10%	3.56	1	3.68	3.50	3.92	96
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	3.41	3	3.40	3.21	3.55	66	3.67	0.19	5%	3.43	1	3.39	3.17	3.62	82
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	4.04	N/A	N/A	4.02	3.96	4.16	43	4.08	0.04	1%	N/A	N/A	3.79	3.68	3.99	89
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	3.37	N/A	N/A	3.73	3.59	3.91	14	3.83	0.46	12%	N/A	N/A	3.56	3.35	3.81	76
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	3.63	N/A	N/A	3.87	3.71	4.07	16	3.89	0.26	7%	N/A	N/A	3.63	3.41	3.84	81
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.	3.98	N/A	N/A	4.10	3.96	4.24	29	4.40	0.42	11%	N/A	N/A	3.97	3.75	4.23	96
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?	4.00	3.85	1	3.90	3.78	4.02	67	4.14	0.14	3%	3.73	1	3.78	3.63	4.01	91

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				WHITE FACULTY						RACE/ETHNICITY			FACULTY OF COLOR							
				You			All selected peers			All comparables			You			All selected peers		All comparables		
item	theme	name	description	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	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?	3.59	3.63	4	3.59	3.45	3.78	49	3.71	0.12	3%	3.70	4	3.59	3.43	3.75	66	
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.	3.57	3.21	2	3.18	2.93	3.46	82	4.23	0.66	17%	3.37	1	3.33	3.08	3.64	100	
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.	3.94	4.09	5	4.01	3.90	4.17	32	4.05	0.11	3%	3.78	2	3.82	3.61	4.06	74	
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?	3.78	3.82	4	3.72	3.62	3.92	57	3.89	0.11	3%	3.92	5	3.74	3.57	3.96	65	

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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 mean	75th %tile mean	your %tile	mean	peer rank	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...	4.58	2	4.09	3	3.79	3.61	4.13	96	4.04	4	3.86	3	3.80	3.54	4.11	68
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	3.61	4	4.02	4	3.71	3.50	3.97	40	4.05	3	3.95	3	3.76	3.42	4.02	77
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be...	3.81	3	3.89	3	3.41	3.11	3.72	88	3.97	2	3.57	2	3.41	3.12	3.67	89
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...	4.00	3	3.92	3	3.66	3.47	3.88	83	3.86	3	3.74	3	3.63	3.37	3.82	77
Q23	tenure practices overall	clarity of sense of achieving tenure	My sense of whether or not I will achieve tenure is...	4.00	3	3.86	3	3.66	3.50	3.97	82	3.70	4	3.71	4	3.68	3.44	3.91	52
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:	3.81	4	4.22	4	3.75	3.68	4.05	48	4.08	2	4.02	2	3.79	3.50	4.07	77
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:	3.00	5	3.64	5	3.64	3.39	3.86	5	3.63	2	3.55	2	3.69	3.49	3.91	49
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:	3.00	3	3.41	3	3.04	2.76	3.28	46	2.96	5	3.10	5	3.16	2.98	3.37	20
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	N/A	3.24	N/A	3.18	3.01	3.41	N<5	3.54	2	3.24	2	3.24	2.98	3.50	80
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	N/A	2.67	N/A	2.92	2.65	3.16	N<5	3.06	3	2.80	3	3.03	2.79	3.25	52
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:	1.83	5	2.66	5	2.69	2.46	2.97	4	2.72	5	2.79	5	2.83	2.67	3.06	32

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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:	3.81	3.98	3	3.76	3.55	4.10	55	3.99	4.02	4	3.83	3.55	4.10	63			
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:	3.19	3.90	5	3.84	3.56	4.10	7	3.83	3.79	4	3.88	3.69	4.05	35			
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:	2.80	3.58	5	3.47	3.21	3.73	4	3.16	3.60	6	3.52	3.32	3.70	9			
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	3.47	N/A	3.53	3.24	3.72	N<5	3.55	3.57	5	3.60	3.37	3.87	40			
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	3.26	N/A	3.41	3.19	3.56	N<5	3.23	3.41	5	3.45	3.29	3.64	17			
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	3.27	4	3.27	3.02	3.45	20	3.13	3.40	6	3.42	3.29	3.59	12			
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	4.22	3.74	1	3.22	2.92	3.66	100	3.72	3.59	3	3.27	2.87	3.72	75			
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.	4.80	4.17	1	3.76	3.51	4.09	100	3.90	3.98	5	3.76	3.53	4.08	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:	4.00	3.84	1	3.67	3.49	3.90	85	4.01	3.74	2	3.81	3.61	3.98	81			
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:	4.00	N/A	N/A	3.50	3.33	3.87	95	3.60	N/A	N/A	3.57	3.32	3.81	55			
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:	4.61	4.12	1	4.06	3.81	4.27	97	4.03	3.89	4	4.11	3.94	4.26	35			

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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:	3.81	4	4.02	4	3.82	3.39	4.47	44	3.70	3.71	4	3.70	3.43	4.19	36
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:	4.58	2	4.38	2	4.33	4.17	4.52	84	4.55	4.05	1	4.29	4.16	4.46	85
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:	4.78	1	4.73	1	4.65	4.53	4.81	66	4.81	4.67	2	4.72	4.65	4.86	64
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:	3.58	4	3.55	4	3.69	3.35	4.14	37	3.39	3.49	5	3.80	3.57	4.21	15
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:	3.22	3	3.20	3	3.46	3.09	3.72	40	3.14	3.12	5	3.31	2.95	3.50	42
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:	4.19	1	3.19	1	3.55	3.32	3.99	89	3.08	3.30	4	3.47	3.22	3.83	13
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:	3.58	1	3.03	1	2.72	2.29	3.11	93	2.91	2.95	4	2.84	2.61	3.28	47
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:	2.63	5	3.19	5	2.93	2.58	3.28	31	2.90	3.05	5	3.19	2.91	3.40	24
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:	4.58	3	4.63	3	4.50	4.31	4.67	56	4.52	4.58	5	4.52	4.42	4.69	36
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:	4.02	1	3.10	1	3.26	2.83	3.66	90	3.27	3.27	3	3.23	2.93	3.64	49
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:	3.64	2	2.75	2	2.74	2.43	3.19	91	2.87	3.00	5	2.82	2.60	3.28	40

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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?	5.00	4.05	1	3.78	3.48	4.16	100	3.40	3.84	5	3.56	3.19	3.89	33			
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	N<5	3.30	N/A	3.14	2.74	3.59	N<5	3.02	3.17	4	3.03	2.70	3.35	39			
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	N<5	3.45	N/A	3.59	3.20	3.97	N<5	3.41	3.75	5	3.58	3.36	3.86	29			
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	3.66	3.49	3	3.59	3.33	3.95	49	3.31	3.61	5	3.48	3.25	3.78	31			
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.	3.44	3.83	5	3.74	3.54	3.96	16	3.58	3.33	3	3.63	3.32	3.89	43			
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	4.05	4	4.27	4.04	4.50	10	4.29	4.18	4	4.25	4.08	4.51	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.	3.22	4.04	5	4.14	3.93	4.38	0	4.36	4.05	1	4.17	4.00	4.35	76			
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.	3.22	3.96	5	4.12	3.95	4.38	0	4.23	4.04	2	4.11	3.83	4.37	56			
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.	3.83	3.74	3	3.72	3.56	4.05	58	4.08	4.03	4	4.03	3.95	4.30	39			
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.	3.02	3.36	5	3.62	3.39	3.84	5	3.55	3.44	2	3.52	3.24	3.73	61			
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.	4.61	4.62	3	4.71	4.56	4.86	30	4.68	4.66	3	4.64	4.51	4.76	57			

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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.	4.22	4.45	4	4.59	4.37	4.87	11	4.43	4.48	4	4.46	4.32	4.67	41			
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	3.61	N/A	3.79	3.52	4.04	N<5	3.82	3.68	2	3.77	3.57	3.97	57			
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.	4.61	4.12	1	4.37	4.24	4.61	77	4.32	4.28	2	4.36	4.20	4.51	40			
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.	4.61	4.49	2	4.61	4.51	4.78	44	4.65	4.57	2	4.63	4.55	4.77	52			
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.	3.25	3.97	5	4.02	3.85	4.22	1	3.98	3.87	3	3.94	3.81	4.05	59			
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	4.42	3.37	1	3.54	3.29	3.86	99	3.38	3.36	3	3.59	3.38	3.92	25			
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.	3.25	3.06	2	3.43	3.07	3.85	38	2.98	2.90	3	3.22	2.85	3.48	37			
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	3.85	3	3.99	3.80	4.23	32	3.97	3.79	4	3.96	3.74	4.19	47			
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.	3.44	3.66	4	3.70	3.42	4.10	27	3.78	3.59	1	3.53	3.38	3.90	63			
Q34A17	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	3.05	N/A	N/A	3.08	2.92	3.43	48	3.14	N/A	N/A	2.89	2.81	3.16	70			
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.	3.64	N/A	N/A	3.72	3.62	3.96	31	3.78	N/A	N/A	3.80	3.49	3.93	58			

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item	theme	name	description	HUMANITIES							ACADEMIC AREA			SOCIAL SCIENCES						
				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			
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.	4.22	N/A	N/A	3.69	3.50	3.95	97	3.83	N/A	N/A	3.79	3.70	4.06	52			
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.	3.25	N/A	N/A	2.83	2.61	3.09	90	2.74	N/A	N/A	2.76	2.64	2.90	52			
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	3.62	N/A	2.93	2.65	3.12	N<5	3.35	2.94	2	2.90	2.62	3.18	84			
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	3.65	N/A	3.48	3.23	3.79	N<5	3.64	3.37	2	3.43	3.22	3.71	62			
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?	3.42	3.79	4	3.47	3.22	3.66	42	3.71	3.49	2	3.48	3.16	3.72	75			
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	3.72	N/A	3.39	3.21	3.72	N<5	3.69	3.42	2	3.38	3.14	3.73	72			
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	3.01	N/A	2.72	2.44	3.03	N<5	2.49	2.86	4	2.72	2.41	2.93	36			
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	3.14	N/A	3.25	2.96	3.59	N<5	2.81	3.38	6	3.37	3.06	3.58	12			
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?	3.05	3.00	3	3.27	2.69	3.96	41	2.53	2.95	6	3.25	2.85	3.77	15			
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	3.04	N/A	3.18	2.50	3.80	N<5	2.40	2.93	5	3.05	2.54	3.84	18			
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	3.21	N/A	3.11	2.91	3.57	N<5	2.50	3.19	5	3.09	2.77	3.59	13			

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				HUMANITIES			You						All selected peers			All comparables			
				mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	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	3.22	N/A	2.88	2.53	3.27	N<5	3.03	3.21	4	3.01	2.76	3.48	38		
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?	3.61	3.61	5	3.52	3.14	3.98	54	3.36	3.71	5	3.44	3.17	3.89	32		
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	2.97	N/A	3.12	2.96	3.44	N<5	3.59	3.08	1	3.07	2.84	3.35	93		
Q34B13	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	N<5	2.27	N/A	2.39	1.92	2.64	N<5	1.98	2.57	3	2.34	1.97	2.69	28		
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	2.24	N/A	2.16	1.68	2.71	N<5	2.57	2.20	2	2.17	1.66	2.65	74		
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	3.77	N/A	3.25	3.23	3.90	N<5	2.96	3.83	5	3.35	3.08	3.89	16		
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	2.83	N/A	2.54	2.14	3.10	N<5	3.11	2.89	3	2.59	2.22	3.01	79		
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	2.78	2.56	2.85	N<5	2.35	N/A	N/A	2.93	2.84	3.00	0		
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	2.55	1.81	3.16	N<5	2.80	N/A	N/A	2.47	2.04	3.40	59		
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	2.99	2.78	3.62	N<5	2.07	N/A	N/A	2.85	2.29	3.00	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?	N<5	N/A	N/A	2.75	2.71	3.08	N<5	2.56	N/A	N/A	2.52	2.72	2.94	0		

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				HUMANITIES			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	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:	3.83	3.56	1	2.83	2.66	3.27	97	2.22	3.17	6	2.88	2.49	3.35	13							
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:	2.86	3.37	4	2.69	2.42	3.09	55	2.19	2.93	5	2.73	2.40	3.05	14							
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:	4.61	3.87	1	3.62	3.37	3.93	98	4.04	3.81	2	3.54	3.24	4.00	79							
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:	4.03	3.90	1	3.64	3.38	3.94	84	3.88	3.68	2	3.46	3.18	3.85	79							
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:	4.42	N/A	N/A	3.70	3.54	4.08	97	3.96	N/A	N/A	3.77	3.47	4.00	68							
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	3.58	2.66	1	2.92	2.52	3.26	88	3.28	3.16	3	2.97	2.68	3.44	67							
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?	2.42	2.87	5	2.83	2.48	3.08	19	2.96	3.04	4	2.98	2.75	3.16	57							
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	4.31	2	4.08	3.78	4.36	61	4.13	3.93	3	4.02	3.73	4.29	60							
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:	3.99	3.78	1	3.56	3.35	3.82	86	3.54	3.72	5	3.54	3.31	3.81	51							
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:	3.42	3.54	4	3.29	3.06	3.59	52	3.48	3.58	4	3.14	2.91	3.46	76							
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:	3.61	N/A	N/A	3.63	3.39	3.80	43	3.73	N/A	N/A	3.39	3.10	3.73	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:	3.41	3.67	4	3.53	3.26	3.76	32	3.68	3.63	3	3.39	3.11	3.66	77				
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:	4.39	3.69	1	3.82	3.59	4.04	96	3.94	3.85	3	3.71	3.47	3.93	77				
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:	3.81	3.92	4	3.89	3.72	4.09	33	3.69	3.87	5	3.87	3.73	4.09	21				
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:	4.19	3.91	3	4.09	3.94	4.26	61	4.06	4.04	5	4.06	3.92	4.26	44				
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:	4.22	3.70	2	3.81	3.58	4.07	83	4.08	3.89	3	3.78	3.53	4.07	76				
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:	4.22	3.48	1	3.46	3.12	3.72	94	3.58	3.48	3	3.35	3.04	3.71	64				
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	4.61	N/A	N/A	4.11	3.92	4.31	100	4.01	N/A	N/A	4.06	3.90	4.31	39				
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	3.80	3.57	3.95	N<5	3.55	N/A	N/A	3.66	3.49	3.87	42				
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	3.89	3.69	4.08	N<5	3.79	N/A	N/A	3.84	3.57	4.08	48				
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.	4.80	N/A	N/A	4.08	3.89	4.35	100	4.29	N/A	N/A	3.98	3.63	4.49	64				
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?	4.42	3.92	1	3.89	3.62	4.17	96	4.14	3.96	3	3.89	3.63	4.14	75				

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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			
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?	4.19	3.46	1	3.49	3.29	3.75	97	3.57	3.51	3	3.58	3.27	3.82	47			
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	2.66	N/A	2.99	2.66	3.40	N<5	3.39	3.35	3	3.19	2.83	3.61	64			
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.	4.00	3.99	4	4.09	3.89	4.31	35	4.03	4.08	4	4.03	3.73	4.30	45			
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?	4.42	3.75	1	3.69	3.53	3.97	99	3.79	3.74	4	3.75	3.53	3.99	55			

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				PHYSICAL SCIENCES			All comparables			You			All selected peers			All comparables			
				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
Q19	tenure practices overall	clarity of tenure process	I find the tenure process in my department to be...	4.19	3.89	1	3.79	3.69	4.11	82	4.00	3.85	2	3.81	3.42	4.00	70		
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	4.00	3.63	2	3.68	3.61	4.07	63	4.00	3.79	2	3.75	3.57	4.00	70		
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be...	3.62	3.39	3	3.41	3.28	3.74	49	3.80	3.31	2	3.35	3.00	3.83	73		
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...	3.78	3.72	2	3.64	3.45	3.82	65	3.80	3.90	3	3.56	3.45	3.86	70		
Q23	tenure practices overall	clarity of sense of achieving tenure	My sense of whether or not I will achieve tenure is...	4.19	3.73	1	3.59	3.44	3.85	94	3.60	3.91	3	3.50	3.21	3.87	58		
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:	4.22	3.89	1	3.78	3.62	4.14	82	3.80	3.77	2	3.73	3.60	4.15	55		
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:	4.05	3.71	2	3.73	3.46	4.00	82	4.20	3.67	1	3.59	3.18	3.79	90		
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:	3.49	3.13	1	3.24	3.00	3.58	63	4.20	3.14	1	3.04	2.98	3.32	100		
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:	3.27	3.10	1	3.35	3.02	3.57	53	4.00	3.27	1	3.20	2.95	3.58	95		
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:	3.08	2.82	2	3.06	2.71	3.23	57	4.00	3.03	1	2.88	2.55	3.28	97		
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	2.79	N/A	2.78	2.66	3.15	N<5	3.60	3.17	2	2.75	2.39	3.12	92		

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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:	4.22	3.80	1	3.85	3.70	4.27	69	4.00	3.92	2	3.66	3.49	4.05	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:	3.86	3.68	2	3.80	3.67	4.09	43	4.60	3.97	1	3.77	3.51	4.14	100	
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:	3.86	3.59	1	3.60	3.42	3.95	66	4.20	3.59	1	3.45	3.29	3.88	90	
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:	3.84	3.37	1	3.59	3.26	3.84	76	4.20	3.70	1	3.60	3.39	4.00	90	
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:	3.65	3.15	2	3.40	3.20	3.65	73	4.20	3.55	1	3.39	3.28	3.89	100	
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	3.25	N/A	3.31	3.20	3.64	N<5	3.60	3.45	2	3.31	3.16	3.67	67	
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	3.65	3.39	2	3.29	3.11	3.70	71	3.80	3.54	2	3.26	2.90	3.69	83	
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.	4.81	3.84	1	3.75	3.55	4.17	98	4.20	4.20	3	3.68	3.60	4.24	71	
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:	4.03	3.74	1	3.64	3.37	3.88	88	4.00	3.76	2	3.65	3.34	3.89	88	
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:	3.81	N/A	N/A	3.44	3.21	3.70	84	4.20	N/A	N/A	3.35	3.24	3.67	95	
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:	4.41	4.01	1	4.08	3.88	4.31	82	4.40	3.95	1	4.10	3.91	4.36	80	

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item	theme	name	description	ACADEMIC AREA									BIOLOGICAL SCIENCES				
				PHYSICAL SCIENCES			All comparables			your %tile	You			All comparables			
				mean	peer rank	peer mean	mean	25th %tile mean	75th %tile mean		mean	peer rank	peer mean	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:	4.22	3.95	1	3.91	3.75	4.38	51	4.40	3.94	2	3.70	3.67	4.15	88
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:	4.62	3.77	1	4.19	3.86	4.51	84	4.60	4.15	2	4.23	3.91	4.46	85
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:	4.62	4.05	1	4.46	4.11	4.73	59	4.60	4.49	3	4.58	4.41	4.82	50
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:	3.84	3.88	3	3.86	3.60	4.25	37	4.20	4.00	2	3.78	3.67	4.18	80
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:	3.05	3.17	2	3.42	2.97	3.95	31	3.40	3.18	1	3.42	3.16	3.89	45
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:	3.27	3.19	2	3.14	2.81	3.54	54	3.20	3.30	4	3.42	3.25	4.00	18
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:	2.65	3.14	5	2.79	2.59	3.31	29	3.60	3.07	2	2.70	2.49	3.20	93
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:	3.81	3.18	1	3.08	3.00	3.46	96	N<5	3.16	N/A	3.03	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:	4.38	4.36	3	4.38	4.28	4.58	37	4.60	4.53	2	4.44	4.28	4.63	73
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:	3.62	3.45	2	3.47	3.22	3.84	59	3.40	3.72	4	3.26	3.07	4.06	50
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:	3.46	3.39	2	3.10	2.99	3.60	64	4.00	3.27	1	2.87	2.83	3.54	97

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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	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?	3.84	2	3.59	2	3.55	3.26	3.94	65	3.80	2	3.14	2	3.25	2.77	3.82	70
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	3.46	3	3.28	3	3.29	3.04	3.81	49	2.40	5	3.39	5	3.02	2.90	3.60	8
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	N<5	N/A	3.69	N/A	3.69	3.51	3.92	N<5	3.80	1	3.35	1	3.46	3.24	3.93	67
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	3.65	2	3.12	2	3.45	3.02	3.72	63	3.20	3	3.18	3	3.07	2.77	3.52	54
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.	3.81	2	3.48	2	3.58	3.30	4.01	59	3.20	5	3.56	5	3.76	3.56	4.14	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.	3.81	5	3.92	5	4.20	4.02	4.44	2	4.20	1	4.05	1	4.27	4.09	4.60	33
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.	4.00	3	4.03	3	4.12	3.86	4.31	37	4.20	1	3.91	1	4.03	3.99	4.42	62
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.	4.00	2	3.87	2	3.98	3.73	4.27	49	3.80	5	4.03	5	3.99	3.82	4.30	18
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	N/A	4.15	N/A	4.10	4.00	4.44	N<5	4.80	1	4.20	1	4.25	4.15	4.50	92
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	N/A	3.84	N/A	3.57	3.42	3.83	N<5	4.40	1	3.70	1	3.68	3.52	4.07	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.	N<5	N/A	4.05	N/A	4.14	3.91	4.35	N<5	4.80	1	4.27	1	4.17	3.90	4.47	97

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				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
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.	3.84	3.86	3	4.03	3.64	4.40	37	3.60	4.14	4	4.06	3.65	4.17	21		
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.	4.03	3.25	1	3.39	3.10	3.61	98	3.40	3.62	3	3.65	3.41	3.80	24		
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.	4.03	3.91	2	4.08	3.89	4.32	40	3.60	4.01	5	4.19	3.99	4.38	3		
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.	4.19	4.42	4	4.48	4.36	4.71	12	4.00	4.37	5	4.56	4.35	4.74	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.	4.03	3.63	1	3.88	3.65	4.09	67	4.00	4.05	3	4.03	3.85	4.25	45		
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	3.43	3.24	3	3.55	3.24	3.97	40	4.00	3.88	3	3.81	3.60	4.13	62		
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.	3.24	2.95	1	3.20	2.66	3.52	65	2.80	3.26	4	3.30	2.78	3.67	28		
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.	3.43	3.71	5	3.71	3.36	3.94	30	3.60	3.81	4	3.99	3.61	4.24	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.	3.81	4.03	3	3.57	3.53	3.92	62	3.80	3.95	3	3.61	3.25	3.98	56		
Q34A17	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	2.68	N/A	N/A	2.87	2.73	3.07	21	2.80	N/A	N/A	2.95	2.66	2.94	60		
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.	4.00	N/A	N/A	3.60	3.29	3.88	88	3.60	N/A	N/A	3.78	3.62	3.95	18		

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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							
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.	3.24	N/A	N/A	3.52	3.44	3.78	21	3.60	N/A	N/A	3.74	3.40	3.79	45							
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.	2.84	N/A	N/A	2.68	2.23	2.74	86	2.20	N/A	N/A	2.73	2.47	2.89	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?	3.24	3.13	3	2.96	2.65	3.25	74	3.20	2.80	1	2.86	2.42	3.27	65							
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	3.81	3.46	3	3.50	3.33	3.84	62	3.60	3.26	2	3.49	3.17	3.91	56							
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?	3.62	3.23	2	3.43	3.20	3.64	68	3.80	3.53	2	3.31	3.14	3.80	75							
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?	3.62	3.18	2	3.35	3.07	3.66	64	N<5	3.42	N/A	3.24	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?	N<5	2.98	N/A	2.91	2.64	3.36	N<5	2.00	2.54	4	2.72	2.40	3.10	10							
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	3.55	N/A	3.29	3.13	3.61	N<5	3.20	3.36	1	3.45	3.14	3.65	41							
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	3.03	N/A	3.35	3.02	3.71	N<5	3.40	3.05	2	2.93	2.77	3.40	74							
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	2.58	N/A	3.22	2.89	4.24	N<5	N<5	2.89	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?	N<5	2.78	N/A	3.19	2.83	3.52	N<5	N<5	3.09	N/A	3.20	3.00	3.51	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		
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	3.30	N/A	3.39	3.23	3.74	N<5	3.60	3.31	2	3.06	2.74	3.58	81		
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?	3.24	3.64	4	3.64	3.48	4.05	11	3.60	3.51	3	3.26	3.10	3.86	50		
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?	4.03	3.37	1	3.23	2.95	3.57	97	3.20	2.97	1	3.09	2.96	3.51	54		
Q34B13	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	N<5	2.65	N/A	2.62	2.24	3.20	N<5	N<5	2.25	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	2.33	N/A	2.53	1.89	3.69	N<5	N<5	2.09	N/A	2.38	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	3.12	N/A	3.34	3.36	3.83	N<5	N<5	3.60	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?	N<5	2.25	N/A	2.73	2.41	3.12	N<5	3.20	2.84	2	2.65	2.72	3.35	70		
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	2.89	N/A	N/A	N<5	N<5	N/A	N/A	2.54	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	2.96	2.84	3.21	N<5	N<5	N/A	N/A	2.76	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?	N<5	N/A	N/A	3.21	2.59	3.17	N<5	N<5	N/A	N/A	2.77	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	3.02	N/A	N/A	N<5	N<5	N/A	N/A	2.42	2.40	2.40	N<5		

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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
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	3.42	N/A	3.16	2.82	3.62	N<5	N<5	3.11	N/A	3.08	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:	N<5	2.95	N/A	2.95	2.84	3.48	N<5	N<5	3.01	N/A	2.88	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:	N<5	3.70	N/A	3.69	3.38	4.10	N<5	N<5	3.10	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:	N<5	3.55	N/A	3.65	3.25	4.09	N<5	N<5	3.12	N/A	3.55	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:	N<5	N/A	N/A	3.74	3.42	4.10	N<5	3.20	N/A	N/A	3.87	3.26	4.16	13
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	3.41	3.19	2	3.09	2.72	3.68	61	4.20	2.90	1	3.08	2.76	3.55	97
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?	3.41	2.88	1	2.78	2.58	3.02	92	3.60	3.00	2	2.80	2.48	3.14	97
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	3.84	N/A	3.86	3.61	4.29	N<5	4.40	3.93	1	3.95	3.73	4.30	85
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:	3.84	3.66	3	3.65	3.22	3.99	54	3.60	3.39	2	3.57	3.20	3.79	59
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	3.83	2	3.60	3.56	4.00	61	3.60	3.62	3	3.63	3.24	3.86	53
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:	4.03	N/A	N/A	3.59	3.57	4.00	87	2.79	N/A	N/A	3.40	3.04	3.36	9

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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:	3.84	3.49	2	3.59	3.24	3.91	69	3.20	3.31	3	3.60	3.13	3.68	28		
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:	3.43	3.71	4	3.71	3.46	3.99	23	3.80	3.37	2	3.77	3.31	3.84	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:	3.65	3.94	5	3.80	3.55	4.13	30	3.80	3.93	5	3.97	3.64	4.18	36		
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:	3.62	3.80	4	3.81	3.64	4.15	23	3.80	4.00	5	4.03	3.78	4.29	28		
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:	3.68	3.76	4	3.76	3.33	4.07	42	2.80	3.34	5	3.79	3.12	3.90	10		
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:	3.65	3.60	3	3.57	3.32	4.08	45	3.60	2.81	1	3.40	3.09	3.80	59		
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	4.41	N/A	N/A	3.88	3.93	4.41	71	4.00	N/A	N/A	4.07	3.81	4.23	55		
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	2.84	N/A	N/A	3.54	3.12	3.83	0	3.20	N/A	N/A	3.41	3.03	3.48	30		
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	2.81	N/A	N/A	3.76	3.55	4.11	0	3.20	N/A	N/A	3.71	3.17	3.55	27		
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.	3.86	N/A	N/A	4.14	3.86	4.37	25	4.00	N/A	N/A	4.24	3.83	4.37	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?	4.24	3.88	1	3.89	3.66	4.25	73	4.40	3.82	2	3.94	3.80	4.23	90		

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				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
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?	3.84	3.64	2	3.49	3.40	3.89	67	3.80	3.61	2	3.39	3.10	3.87	69		
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	3.29	N/A	3.15	2.79	3.65	N<5	N<5	3.44	N/A	3.02	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.	4.03	4.21	4	3.83	3.76	4.36	50	3.80	3.84	3	3.77	3.65	4.21	38		
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?	4.00	4.01	3	3.75	3.65	4.14	57	4.00	3.92	2	3.63	3.49	4.08	71		

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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...	3.78	3.65	3	3.62	3.38	3.95	55	3.54	3.75	5	3.78	3.54	3.92	29
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	3.57	3.50	3	3.49	3.29	3.81	47	3.25	3.73	6	3.64	3.32	3.86	20
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be...	3.52	3.36	4	3.22	3.02	3.55	73	2.92	3.41	6	3.28	2.98	3.53	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...	3.73	3.45	1	3.38	3.21	3.72	78	2.91	3.66	6	3.55	3.32	3.73	8
Q23	tenure practices overall	clarity of sense of achieving tenure	My sense of whether or not I will achieve tenure is...	3.61	3.64	4	3.59	3.33	3.88	46	3.48	3.78	5	3.62	3.39	3.79	35
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:	3.85	3.49	2	3.56	3.34	3.87	71	3.05	3.91	6	3.71	3.47	3.99	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:	3.86	3.97	2	3.80	3.53	4.03	57	3.52	3.72	5	3.78	3.59	3.94	21
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:	3.44	2.67	2	3.20	2.85	3.42	79	3.04	3.17	4	3.28	3.09	3.62	21
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:	3.27	3.16	3	3.23	2.91	3.60	55	2.70	3.10	6	3.21	2.92	3.46	12
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:	3.33	2.64	1	3.01	2.71	3.27	82	2.96	2.84	3	2.99	2.79	3.24	42
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:	3.00	2.59	3	2.86	2.56	3.16	59	2.74	3.00	6	2.97	2.76	3.21	18

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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	mean	mean	mean
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:	3.63	3.42	2	3.57	3.38	3.92	55	3.12	3.65	6	3.73	3.52	4.02	3
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:	4.01	3.78	2	3.80	3.56	4.05	71	3.38	3.81	6	3.87	3.68	4.10	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:	3.28	3.29	3	3.52	3.17	3.70	35	3.24	3.56	5	3.61	3.45	3.90	9
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:	3.46	3.57	3	3.51	3.18	3.81	43	2.96	3.38	6	3.57	3.34	3.75	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:	3.21	3.14	3	3.36	3.13	3.57	38	3.11	3.32	6	3.41	3.23	3.65	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:	3.15	3.42	4	3.36	3.17	3.67	22	2.87	3.44	6	3.44	3.23	3.67	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.	3.49	3.29	2	2.92	2.55	3.38	83	2.78	3.49	6	3.22	2.71	3.56	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.	4.33	3.99	2	3.62	3.20	4.06	93	3.00	3.87	6	3.79	3.34	4.15	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:	4.00	3.75	2	3.70	3.30	3.92	80	3.61	3.91	6	3.68	3.54	3.98	30
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:	3.81	N/A	N/A	3.21	2.81	3.56	90	3.60	N/A	N/A	3.48	3.25	3.76	60
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:	4.14	4.06	3	4.07	3.77	4.34	56	3.85	3.97	4	3.99	3.98	4.28	20

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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	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:	3.88	3.65	2	3.57	3.08	4.23	60	3.72	3.83	4	3.60	3.37	4.15	42
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:	4.46	3.78	2	4.19	3.93	4.45	76	3.80	3.90	4	4.17	3.92	4.40	11
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	4.51	2	4.65	4.49	4.82	73	3.94	4.13	5	4.33	4.18	4.62	9
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:	3.90	3.70	2	3.75	3.36	4.13	60	3.78	3.86	3	3.92	3.67	4.20	33
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:	3.87	3.19	1	3.33	3.06	3.74	88	2.64	3.31	6	3.30	2.91	3.74	9
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:	3.41	3.38	4	3.66	3.38	3.93	26	2.33	3.42	6	3.30	3.13	3.71	0
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:	2.94	2.61	3	2.50	2.09	2.86	78	3.30	3.14	2	2.85	2.60	3.36	70
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:	2.53	2.89	5	2.71	2.42	3.00	30	2.96	3.17	4	2.90	2.72	3.21	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:	4.45	4.39	3	4.30	4.11	4.55	66	3.55	4.12	6	4.10	3.97	4.36	8
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:	3.28	2.42	1	2.76	2.22	3.19	80	3.14	3.25	4	3.31	3.09	3.75	32
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	2.95	3	2.50	2.43	3.11	43	2.67	2.95	4	2.91	2.68	3.46	24

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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	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?	4.03	3.41	1	3.53	3.33	3.92	82	3.51	3.51	2	3.54	3.33	3.86	45	
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	3.03	3.51	4	3.05	2.82	3.42	40	3.27	2.99	3	3.15	2.95	3.50	50	
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	3.46	3.44	3	3.46	3.13	3.79	44	3.05	3.33	4	3.48	3.26	3.74	11	
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	3.50	3.73	4	3.45	3.13	3.94	45	2.86	3.13	5	3.38	3.24	3.71	12	
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.	3.86	4.10	3	4.05	3.77	4.37	36	4.11	4.03	3	3.72	3.62	4.03	82	
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	4.42	4.10	1	4.30	4.07	4.45	68	4.25	4.18	3	4.16	3.97	4.41	59	
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.	4.25	3.90	1	4.19	3.99	4.46	57	4.06	4.10	3	4.13	3.93	4.35	38	
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.	4.32	3.95	1	4.18	3.99	4.47	57	4.12	4.11	3	4.05	3.84	4.21	58	
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.	4.31	3.97	1	4.07	3.73	4.29	76	4.36	4.39	3	4.19	4.11	4.41	70	
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.	3.73	3.72	2	3.75	3.50	4.06	48	3.87	3.80	2	3.70	3.52	3.88	74	
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.	4.71	4.43	1	4.65	4.52	4.83	54	4.24	4.49	5	4.38	4.22	4.56	29	

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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.	4.76	4.24	1	4.37	4.15	4.72	76	4.09	3.91	2	3.96	3.73	4.16	68
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.	3.92	3.30	2	3.77	3.52	4.02	56	3.33	3.52	5	3.55	3.28	3.72	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.	4.42	4.29	1	4.23	4.00	4.44	70	3.86	4.22	6	4.10	3.97	4.26	11
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	4.46	2	4.51	4.37	4.68	44	4.20	4.53	6	4.47	4.36	4.60	3
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.	4.23	4.18	2	4.20	3.99	4.38	52	3.73	4.05	6	3.98	3.86	4.13	17
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	3.81	3.03	1	3.49	3.12	3.88	71	3.43	3.65	5	3.54	3.30	3.85	35
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.	3.39	3.12	3	3.62	3.13	3.86	40	3.10	3.10	5	3.33	2.89	3.55	47
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	3.94	1	3.94	3.67	4.15	55	3.44	3.96	6	3.75	3.54	3.95	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.	3.58	3.65	3	3.65	3.40	4.02	42	3.86	3.77	3	3.63	3.33	4.00	67
Q34A17	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	3.09	N/A	N/A	3.19	2.91	3.26	42	3.10	N/A	N/A	2.88	2.74	3.23	58
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	3.69	3.51	4.33	50	3.49	N/A	N/A	3.88	3.69	4.08	8

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				VISUAL & PERFORMING ARTS						ACADEMIC AREA							
				You	All selected peers		All comparables			You	All selected peers		ENGI / COMP SCI / MATH / STATS				
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
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.	3.67	N/A	N/A	3.59	3.58	3.93	47	3.61	N/A	N/A	3.76	3.61	3.84	27
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.	3.08	N/A	N/A	2.82	2.67	3.08	79	2.92	N/A	N/A	2.71	2.53	2.97	69
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?	3.59	3.13	1	2.89	2.66	3.29	92	3.00	3.24	5	2.83	2.60	3.22	63
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	3.68	3.42	1	3.45	3.25	3.75	72	2.65	3.26	5	3.44	3.10	3.72	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?	3.78	3.54	2	3.46	3.24	3.79	73	2.95	3.24	4	3.44	3.17	3.62	12
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?	3.69	3.20	2	3.40	3.10	3.71	67	2.96	3.31	6	3.35	3.12	3.54	11
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?	2.53	2.79	3	2.57	2.31	3.14	42	2.88	2.94	4	2.75	2.56	3.09	56
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?	3.24	2.72	2	3.20	3.05	3.52	44	3.10	3.43	5	3.26	3.07	3.54	26
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?	3.71	3.03	2	2.97	2.46	3.56	79	2.45	2.85	5	3.11	2.84	3.53	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?	1.94	2.91	3	2.94	2.45	3.66	3	2.89	2.98	3	2.94	2.52	3.34	45
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?	2.70	2.76	3	3.20	2.73	3.44	19	3.15	3.02	2	3.09	2.84	3.41	53

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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?	2.00	2.50	3	2.59	2.33	2.86	6	3.12	3.34	5	3.26	2.94	3.57	36		
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?	3.30	2.63	2	3.14	2.75	3.60	67	2.91	3.50	6	3.44	3.08	3.78	9		
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?	3.41	2.60	2	2.98	2.75	3.34	78	2.64	3.01	5	3.16	2.93	3.39	10		
Q34B13	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	N<5	2.08	N/A	2.39	1.88	2.68	N<5	N<5	2.46	N/A	2.64	2.31	3.17	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	2.54	N/A	2.19	1.69	3.17	N<5	3.00	2.58	1	2.41	1.95	2.72	84		
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	3.36	2.81	3.74	N<5	3.00	3.55	4	3.32	3.01	3.74	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?	2.25	2.24	3	2.48	2.56	3.00	5	2.47	2.64	4	2.60	2.34	3.01	31		
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	N/A	N/A	N<5	N<5	N/A	N/A	2.96	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	2.49	1.62	3.62	N<5	2.91	N/A	N/A	2.80	2.45	3.66	59		
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	2.70	2.22	2.22	N<5	2.85	N/A	N/A	3.24	2.53	3.39	36		
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	2.73	2.61	2.61	N<5	3.20	N/A	N/A	2.95	2.91	3.21	50		

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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	mean						
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:	2.69	2.71	3	2.86	2.53	3.29	33	2.67	3.05	5	2.94	2.60	3.46	28				
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:	2.92	2.70	3	2.73	2.43	2.99	71	2.88	2.93	4	2.82	2.55	3.14	58				
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:	3.76	3.65	3	3.61	3.24	3.78	70	3.82	3.46	2	3.41	3.09	3.72	86				
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	3.65	3	3.53	3.17	3.81	66	3.81	3.41	2	3.40	3.07	3.63	85				
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:	3.68	N/A	N/A	3.69	3.40	4.00	46	3.97	N/A	N/A	3.78	3.26	4.00	71				
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	3.23	3.09	1	2.82	2.47	3.15	82	3.43	3.45	3	3.27	3.19	3.70	56				
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?	3.02	2.75	2	2.57	2.15	2.86	84	3.29	3.03	2	2.88	2.63	3.19	80				
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:	4.28	3.88	3	4.07	3.66	4.38	65	3.46	3.81	6	3.95	3.57	4.12	12				
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:	3.78	3.77	3	3.48	3.13	3.87	68	2.47	3.18	6	3.43	3.12	3.71	2				
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:	3.38	3.53	4	3.50	3.16	3.86	38	3.06	3.18	4	3.37	3.05	3.64	26				
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:	3.70	N/A	N/A	3.50	3.13	3.83	60	2.80	N/A	N/A	3.50	2.96	3.76	12				

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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:	3.65	3.59	4	3.59	3.21	3.87	52	3.06	3.11	3	3.40	3.04	3.67	27				
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	3.84	3	3.75	3.43	4.04	68	2.88	3.40	6	3.58	3.28	3.75	2				
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:	3.65	3.81	4	3.76	3.59	4.02	29	3.14	3.64	6	3.69	3.50	3.97	6				
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:	3.87	3.76	3	3.84	3.61	4.13	49	3.06	3.73	6	3.76	3.49	4.04	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:	4.02	3.78	3	3.88	3.59	4.24	60	3.35	3.38	2	3.74	3.43	3.94	22				
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:	3.74	3.40	2	3.46	2.99	3.69	77	2.79	3.17	6	3.32	2.94	3.63	18				
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	4.04	3.67	4.35	56	3.60	N/A	N/A	3.89	3.69	4.18	17				
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	4.00	N/A	N/A	3.66	3.42	4.00	74	2.93	N/A	N/A	3.59	3.24	3.83	9				
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	3.85	N/A	N/A	3.79	3.68	4.05	50	3.24	N/A	N/A	3.75	3.47	3.98	12				
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.	3.94	N/A	N/A	4.03	3.55	4.37	48	3.13	N/A	N/A	3.94	3.49	4.31	6				
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?	4.01	3.59	2	3.82	3.52	4.08	68	3.55	3.57	2	3.84	3.53	4.03	26				

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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	75th %tile	mean	peer rank	your %tile	mean	25th %tile	75th %tile	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?	3.87	3.37	1	3.58	3.30	3.88	74	3.12	3.52	4	3.59	3.29	3.92	14		
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.	3.77	3.51	1	3.25	2.95	3.69	87	3.18	3.24	3	3.11	2.91	3.65	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		
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.	4.09	3.92	3	4.08	3.84	4.37	52	3.23	3.80	6	3.83	3.55	4.20	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:	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?	3.80	3.88	3	3.78	3.52	4.00	44	3.07	3.70	6	3.73	3.47	4.00	3		

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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...	N<5	3.74	N/A	3.65	3.37	3.91	N<5	N<5	3.92	N/A	3.66	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...	N<5	3.88	N/A	3.51	3.20	3.83	N<5	N<5	3.64	N/A	3.62	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...	N<5	3.66	N/A	3.19	3.00	3.69	N<5	N<5	3.29	N/A	3.26	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...	N<5	3.55	N/A	3.34	3.10	3.86	N<5	N<5	3.54	N/A	3.50	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...	N<5	3.57	N/A	3.57	3.41	3.98	N<5	N<5	3.76	N/A	3.64	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:	N<5	3.90	N/A	3.62	3.48	4.03	N<5	N<5	3.85	N/A	3.66	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:	N<5	3.73	N/A	3.59	3.36	4.00	N<5	N<5	3.53	N/A	3.53	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:	N<5	3.67	N/A	3.11	3.00	3.41	N<5	N<5	3.17	N/A	3.25	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:	N<5	3.59	N/A	3.03	2.86	3.26	N<5	N<5	3.15	N/A	3.09	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:	N<5	3.38	N/A	3.05	2.78	3.25	N<5	N<5	2.98	N/A	2.96	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:	N<5	3.28	N/A	2.94	2.71	3.12	N<5	N<5	2.89	N/A	2.86	2.68	3.11	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:	N<5	3.97	N/A	3.59	3.39	4.00	N<5	N<5	3.90	N/A	3.59	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:	N<5	3.77	N/A	3.83	3.56	4.06	N<5	N<5	3.74	N/A	3.67	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:	N<5	3.70	N/A	3.50	3.16	3.81	N<5	N<5	3.56	N/A	3.56	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:	N<5	3.39	N/A	3.43	3.31	3.80	N<5	N<5	3.54	N/A	3.42	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:	N<5	3.62	N/A	3.41	3.23	3.69	N<5	N<5	3.62	N/A	3.40	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:	N<5	3.45	N/A	3.37	3.08	3.61	N<5	N<5	3.48	N/A	3.34	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.	N<5	3.65	N/A	3.04	2.77	3.42	N<5	N<5	3.52	N/A	3.15	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.	N<5	4.23	N/A	3.60	3.32	4.11	N<5	N<5	3.96	N/A	3.74	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:	N<5	3.84	N/A	3.72	3.40	3.99	N<5	N<5	3.81	N/A	3.72	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:	N<5	N/A	N/A	3.26	3.09	3.48	N<5	N<5	N/A	N/A	3.48	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:	N<5	4.54	N/A	4.14	3.89	4.40	N<5	N<5	4.00	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:	N<5	4.25	N/A	3.79	3.55	4.22	N<5	N<5	4.11	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:	N<5	4.71	N/A	4.21	3.97	4.60	N<5	N<5	4.26	N/A	4.30	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:	N<5	4.73	N/A	4.54	4.41	4.77	N<5	N<5	4.49	N/A	4.66	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:	N<5	4.25	N/A	3.89	3.49	4.23	N<5	N<5	3.84	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:	N<5	3.81	N/A	3.39	3.08	3.46	N<5	N<5	3.38	N/A	3.51	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:	N<5	4.14	N/A	3.81	3.39	4.02	N<5	N<5	3.68	N/A	3.77	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:	N<5	2.81	N/A	2.70	2.57	3.19	N<5	N<5	3.17	N/A	2.88	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:	N<5	3.55	N/A	2.93	2.70	3.29	N<5	N<5	3.04	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:	N<5	4.38	N/A	4.24	4.07	4.42	N<5	N<5	4.35	N/A	4.29	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:	N<5	4.00	N/A	3.22	2.93	3.70	N<5	N<5	3.33	N/A	3.17	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:	N<5	2.96	N/A	2.85	2.38	3.42	N<5	N<5	3.26	N/A	3.01	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?	N<5	3.91	N/A	3.56	3.27	3.82	N<5	N<5	3.43	N/A	3.53	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?	N<5	3.31	N/A	3.17	2.95	3.44	N<5	N<5	3.46	N/A	3.30	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?	N<5	3.96	N/A	3.72	3.53	3.92	N<5	N<5	3.74	N/A	3.72	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?	N<5	3.62	N/A	3.67	3.37	4.08	N<5	N<5	3.47	N/A	3.57	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.	N<5	3.99	N/A	4.02	3.74	4.28	N<5	N<5	4.03	N/A	3.77	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.	N<5	4.40	N/A	4.30	4.20	4.58	N<5	N<5	4.36	N/A	4.25	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.	N<5	4.19	N/A	4.31	4.08	4.56	N<5	N<5	4.32	N/A	4.20	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.	N<5	4.01	N/A	4.17	4.00	4.43	N<5	N<5	4.12	N/A	4.23	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.	N<5	4.60	N/A	4.38	4.18	4.59	N<5	N<5	4.21	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.	N<5	4.27	N/A	3.88	3.66	4.15	N<5	N<5	3.83	N/A	3.82	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.	N<5	4.84	N/A	4.50	4.42	4.72	N<5	N<5	4.19	N/A	4.27	4.16	4.54	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	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	4.30	N/A	4.00	3.81	4.22	N<5	N<5	4.11	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.	N<5	3.74	N/A	3.61	3.41	3.93	N<5	N<5	3.82	N/A	3.61	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.	N<5	4.52	N/A	4.20	4.11	4.60	N<5	N<5	3.92	N/A	4.10	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.	N<5	4.65	N/A	4.45	4.38	4.61	N<5	N<5	4.31	N/A	4.31	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.	N<5	4.16	N/A	3.97	3.82	4.26	N<5	N<5	4.19	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.	N<5	3.55	N/A	3.31	2.95	3.72	N<5	N<5	3.49	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.	N<5	3.15	N/A	3.07	2.80	3.42	N<5	N<5	3.21	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.	N<5	3.97	N/A	3.75	3.79	4.12	N<5	N<5	3.98	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.	N<5	3.81	N/A	3.42	3.09	4.05	N<5	N<5	3.66	N/A	3.56	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.	N<5	N/A	N/A	3.19	3.18	3.46	N<5	N<5	N/A	N/A	2.98	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.	N<5	N/A	N/A	3.92	3.94	4.26	N<5	N<5	N/A	N/A	3.87	3.99	4.38	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	75th %tile	mean	peer rank	your %tile	mean	25th %tile	75th %tile	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.	N<5	N/A	N/A	3.64	3.71	3.99	N<5	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.	N<5	N/A	N/A	2.99	2.68	3.19	N<5	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?	N<5	3.62	N/A	2.97	2.70	3.44	N<5	N<5	3.33	N/A	3.02	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?	N<5	3.90	N/A	3.35	3.31	3.74	N<5	N<5	3.87	N/A	3.57	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?	N<5	3.87	N/A	3.61	3.23	3.87	N<5	N<5	3.89	N/A	3.54	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?	N<5	3.83	N/A	3.40	3.35	3.75	N<5	N<5	3.66	N/A	3.44	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?	N<5	3.49	N/A	2.79	2.33	3.02	N<5	N<5	3.03	N/A	2.80	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?	N<5	3.93	N/A	3.48	3.07	3.81	N<5	N<5	3.48	N/A	3.47	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?	N<5	3.74	N/A	3.34	2.85	3.94	N<5	N<5	2.67	N/A	3.19	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?	N<5	4.13	N/A	2.95	2.65	3.20	N<5	N<5	3.14	N/A	2.98	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?	N<5	3.88	N/A	3.11	2.85	3.22	N<5	N<5	3.64	N/A	3.31	3.15	3.76	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				
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	3.16	N/A	2.99	2.65	3.44	N<5	N<5	3.01	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?	N<5	3.67	N/A	3.40	2.95	3.74	N<5	N<5	3.47	N/A	3.40	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?	N<5	3.38	N/A	3.02	2.76	3.45	N<5	N<5	3.37	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?	N<5	2.50	N/A	2.61	2.32	3.07	N<5	N<5	2.47	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?	N<5	2.83	N/A	2.41	2.14	2.40	N<5	N<5	1.87	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?	N<5	4.21	N/A	3.42	3.04	3.67	N<5	N<5	3.25	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?	N<5	3.33	N/A	2.71	2.00	2.85	N<5	N<5	2.49	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?	N<5	N/A	N/A	2.31	2.00	3.28	N<5	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	3.17	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?	N<5	N/A	N/A	2.86	2.39	2.39	N<5	N<5	N/A	N/A	2.89	2.82	2.82	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 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	3.50	N/A	2.97	2.49	3.47	N<5	N<5	3.33	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:	N<5	3.30	N/A	2.94	2.56	3.37	N<5	N<5	3.01	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:	N<5	4.18	N/A	3.64	3.30	3.94	N<5	N<5	3.97	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:	N<5	4.27	N/A	3.60	3.29	3.98	N<5	N<5	4.00	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:	N<5	N/A	N/A	3.94	3.77	4.31	N<5	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)?	N<5	3.58	N/A	3.00	2.64	3.67	N<5	N<5	3.22	N/A	3.28	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?	N<5	3.16	N/A	2.82	2.66	3.13	N<5	N<5	2.76	N/A	2.86	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:	N<5	4.27	N/A	4.01	3.71	4.35	N<5	N<5	4.47	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:	N<5	4.01	N/A	3.47	3.21	3.84	N<5	N<5	3.82	N/A	3.52	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:	N<5	3.57	N/A	3.24	2.89	3.50	N<5	N<5	4.00	N/A	3.50	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:	N<5	N/A	N/A	3.52	3.47	3.87	N<5	N<5	N/A	N/A	3.71	3.62	3.98	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				
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	3.49	N/A	3.44	3.22	3.74	N<5	N<5	3.87	N/A	3.52	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:	N<5	3.83	N/A	3.62	3.22	3.85	N<5	N<5	3.62	N/A	3.59	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:	N<5	4.19	N/A	3.85	3.59	4.22	N<5	N<5	3.89	N/A	3.71	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:	N<5	4.24	N/A	3.92	3.65	4.31	N<5	N<5	3.63	N/A	3.78	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:	N<5	4.33	N/A	3.78	3.47	4.08	N<5	N<5	3.86	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:	N<5	3.56	N/A	3.28	3.04	3.67	N<5	N<5	3.52	N/A	3.35	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	N<5	N/A	N/A	3.95	3.74	4.08	N<5	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	N<5	N/A	N/A	3.55	3.52	3.98	N<5	N<5	N/A	N/A	3.57	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	N<5	N/A	N/A	3.87	3.64	4.25	N<5	N<5	N/A	N/A	3.60	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.	N<5	N/A	N/A	3.96	4.00	4.33	N<5	N<5	N/A	N/A	3.97	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?	N<5	4.35	N/A	3.82	3.63	4.17	N<5	N<5	4.01	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				
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	4.15	N/A	3.68	3.60	4.00	N<5	N<5	3.93	N/A	3.73	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.	N<5	4.03	N/A	3.39	2.86	3.63	N<5	N<5	2.98	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.	N<5	4.64	N/A	4.06	3.78	4.33	N<5	N<5	4.41	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?	N<5	4.08	N/A	3.66	3.65	3.98	N<5	N<5	4.06	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...	4.01	4.10	3	3.69	3.44	3.99	81	3.39	3.79	4	3.58	3.35	3.97	32						
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	4.01	3.65	3	3.56	3.33	3.96	81	3.29	3.58	4	3.47	3.29	3.80	25						
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be...	3.92	3.49	2	3.32	3.04	3.72	86	3.22	3.26	3	3.14	2.85	3.53	54						
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...	3.91	3.72	2	3.48	3.31	3.76	84	3.17	3.55	5	3.39	3.14	3.68	30						
Q23	tenure practices overall	clarity of sense of achieving tenure	My sense of whether or not I will achieve tenure is...	3.79	3.85	2	3.44	3.16	3.78	77	3.34	3.48	4	3.53	3.33	3.90	27						
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:	4.03	3.70	2	3.63	3.36	4.00	77	3.59	3.60	3	3.53	3.20	3.86	52						
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:	4.00	3.78	2	3.66	3.51	4.00	77	3.18	3.64	5	3.78	3.49	4.04	10						
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:	3.58	3.38	2	3.15	2.89	3.53	81	2.81	2.84	4	3.16	2.82	3.38	23						
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:	3.59	3.53	3	3.22	3.00	3.52	79	2.84	2.87	3	3.16	2.75	3.47	34						
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:	3.37	3.21	2	2.99	2.83	3.32	80	2.55	2.90	6	3.00	2.71	3.32	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:	3.14	2.96	3	2.85	2.63	3.21	68	2.43	2.71	6	2.84	2.46	3.20	21						

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				You			All comparables				You			All comparables				
				mean	peer rank	peer mean	mean	25th %tile	75th %tile	your %tile	mean	peer rank	peer mean	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:	3.86	3	3.88	3.72	3.40	3.99	65	3.60	1	3.46	3.53	3.28	3.80	56	
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:	4.01	2	3.79	3.83	3.75	4.13	65	3.35	6	3.76	3.79	3.45	4.09	16	
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:	3.75	2	3.79	3.51	3.48	3.83	62	3.36	2	3.10	3.43	3.14	3.71	46	
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:	3.58	4	3.64	3.64	3.50	4.00	34	3.33	2	3.16	3.50	3.18	3.72	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:	3.70	3	3.64	3.48	3.34	3.79	67	3.23	6	3.43	3.42	3.22	3.69	28	
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:	3.48	3	3.55	3.38	3.23	3.60	60	3.13	5	3.27	3.37	3.18	3.59	23	
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	3.59	2	3.44	3.22	2.95	3.66	64	3.03	5	3.41	2.94	2.51	3.30	54	
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.	4.60	1	3.60	3.53	3.26	3.96	100	3.50	4	3.57	3.48	3.20	3.85	48	
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	4	3.99	3.96	3.78	4.37	21	3.56	2	3.32	3.68	3.43	4.01	40	
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:	3.50	N/A	N/A	3.84	3.79	4.23	7	3.14	N/A	N/A	3.36	3.01	3.66	43	
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:	3.74	4	4.13	4.06	3.97	4.42	16	3.87	4	3.96	4.18	4.02	4.38	16	

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				mean	peer rank	count	mean	25th %tile	75th %tile	your %tile	mean	peer rank	count	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:	3.67	3	3	3.83	3.59	4.38	30	3.66	5	5	3.75	3.31	4.24	34	
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:	4.01	3	3	4.07	3.88	4.37	38	4.11	4	4	4.12	4.00	4.38	34	
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:	4.19	4	4	4.41	4.19	4.74	25	4.65	2	2	4.47	4.26	4.70	69	
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:	3.50	3	3	3.80	3.53	4.22	23	3.55	6	6	3.93	3.72	4.17	13	
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:	3.41	3	3	3.41	3.02	4.13	46	3.01	4	4	3.60	3.19	3.88	16	
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:	3.08	3	3	3.58	3.29	4.01	11	3.66	2	2	3.84	3.60	4.03	33	
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:	3.26	4	4	3.33	2.99	3.82	43	2.34	5	5	2.63	2.25	2.90	31	
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:	2.75	3	3	3.44	3.07	4.01	8	2.90	3	3	2.87	2.63	3.14	47	
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:	4.08	3	3	4.43	4.20	4.65	18	4.09	4	4	4.23	4.08	4.45	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:	3.05	3	3	3.61	3.17	4.28	14	3.53	4	4	3.26	2.81	3.63	62	
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:	3.01	4	4	2.94	2.65	3.64	48	2.08	6	6	2.80	2.37	3.25	15	

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				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	
Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	4.18	3.53	2	3.73	3.41	4.18	75	2.81	3.40	5	3.56	3.16	4.07	15		
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	3.24	3.36	3	3.12	2.90	3.70	43	3.10	3.39	4	3.01	2.73	3.36	52		
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	3.66	3.72	3	3.53	3.33	3.96	54	3.09	3.59	6	3.63	3.32	3.91	15		
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	3.66	3.58	2	3.59	3.24	3.87	57	3.55	3.57	3	3.61	3.32	4.16	43		
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.	3.34	3.72	4	3.58	3.34	3.95	21	4.23	3.72	1	4.02	3.76	4.27	68		
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	3.94	2	4.17	3.99	4.51	27	4.47	4.37	2	4.44	4.23	4.66	48		
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.	4.18	4.23	3	4.14	3.92	4.35	58	4.09	4.16	5	4.27	4.11	4.46	21		
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.	3.89	3.82	3	3.98	3.77	4.30	40	4.19	4.23	4	4.20	4.08	4.41	46		
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.	3.66	3.50	2	3.25	2.79	3.68	73	4.41	4.32	3	4.28	4.04	4.56	55		
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.	3.14	3.42	4	3.56	3.29	3.71	16	3.92	3.50	2	3.75	3.53	3.99	68		
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.	4.07	4.73	4	4.53	4.42	4.75	2	4.67	4.73	4	4.70	4.60	4.89	39		

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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.	3.74	4.43	4	4.07	3.83	4.27	20	4.15	4.11	2	4.30	4.12	4.53	32					
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.	3.29	3.66	4	3.54	3.28	3.76	25	3.44	3.72	5	3.77	3.61	3.99	13					
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	4.51	3	4.31	4.16	4.51	44	4.50	4.36	2	4.40	4.21	4.65	59					
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.	4.17	4.74	4	4.55	4.40	4.76	7	4.57	4.57	4	4.56	4.39	4.80	50					
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.	3.67	3.90	4	3.86	3.67	4.19	20	4.33	4.05	1	4.06	3.99	4.29	82					
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	3.82	3.46	1	3.20	2.69	3.44	91	2.99	3.76	6	3.41	3.04	3.74	22					
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.	3.26	2.93	2	2.87	2.23	3.18	81	2.93	3.01	5	3.26	2.92	3.52	27					
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.	4.33	3.93	1	3.75	3.50	4.13	89	4.15	3.98	2	3.94	3.67	4.28	67					
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.	3.47	3.91	2	3.36	2.95	3.61	67	3.28	3.54	4	3.41	3.14	3.82	32					
Q34A17	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	2.48	N/A	N/A	2.85	2.32	3.11	32	2.97	N/A	N/A	3.24	2.91	3.49	38					
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.	4.04	N/A	N/A	3.79	3.40	4.03	77	4.07	N/A	N/A	3.76	3.48	4.14	69					

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item	theme	name	description	BUSINESS							ACADEMIC AREA				EDUCATION			
				You			All selected peers				You				All selected peers			
				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.	3.96	N/A	N/A	3.65	3.41	3.93	77	4.13	N/A	N/A	3.84	3.46	4.13	76	
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.	2.27	N/A	N/A	2.75	2.21	2.87	33	2.60	N/A	N/A	3.12	2.78	3.31	8	
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?	3.28	2.99	1	2.82	2.64	3.14	88	2.23	2.75	5	2.92	2.63	3.25	6	
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	3.68	3.58	1	3.28	2.99	3.56	86	3.23	3.17	3	3.37	3.23	3.73	24	
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?	4.00	3.49	2	3.47	3.26	3.77	91	3.06	3.39	6	3.41	3.16	3.70	21	
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?	3.92	3.56	3	3.35	3.08	3.70	88	2.99	3.46	6	3.37	3.14	3.79	18	
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?	3.11	2.86	3	2.78	2.28	3.07	78	2.31	2.97	5	2.81	2.34	3.31	20	
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?	3.14	3.06	2	3.27	3.01	3.62	37	2.31	3.23	6	3.39	3.07	3.62	0	
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?	3.58	3.88	4	3.61	3.30	4.16	42	3.11	3.16	4	3.29	2.91	3.74	40	
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?	2.40	2.98	3	2.91	2.43	3.15	21	2.42	1.80	2	2.71	2.24	3.44	31	
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?	2.39	3.38	2	3.22	2.58	3.48	8	2.82	2.58	2	3.17	2.86	3.56	14	

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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	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?	3.70	3.82	3	3.52	3.24	4.00	52	2.50	2.57	4	2.76	2.44	3.18	30					
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?	3.32	3.64	4	3.57	3.22	4.08	27	2.95	3.34	5	3.33	3.00	3.72	22					
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?	3.11	2.58	3	3.02	2.83	3.49	44	2.62	2.89	6	3.05	2.89	3.43	10					
Q34B13	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	2.20	2.43	2	2.62	2.46	3.08	6	2.66	2.11	2	2.62	2.17	3.17	62					
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	1.75	N/A	2.44	2.19	3.55	N<5	N<5	2.00	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	2.94	N/A	3.13	2.97	3.95	N<5	N<5	3.23	N/A	3.40	3.23	3.87	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	2.17	N/A	2.61	2.56	3.10	N<5	N<5	2.76	N/A	2.64	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	2.92	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?	3.73	N/A	N/A	2.80	2.25	3.72	78	3.63	N/A	N/A	2.51	2.01	3.56	80					
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	2.95	2.91	3.18	N<5	N<5	N/A	N/A	2.88	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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				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	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:	3.29	2.40	2	3.20	2.88	3.62	41	1.45	2.92	6	2.84	2.48	3.27	3								
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:	3.04	2.62	2	3.04	2.90	3.45	46	1.98	2.91	5	2.80	2.36	3.00	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:	3.69	3.84	2	3.59	3.41	4.01	49	3.43	3.68	5	3.50	3.31	3.99	39								
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:	3.54	3.78	2	3.52	3.34	3.97	44	3.53	3.73	4	3.49	3.18	4.00	45								
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:	4.21	N/A	N/A	3.98	3.84	4.29	65	3.91	N/A	N/A	3.74	3.70	4.11	43								
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	3.76	3.50	3	3.57	3.24	4.11	46	2.80	3.12	4	3.00	2.51	3.20	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?	3.58	3.31	3	3.43	3.11	3.68	63	2.37	2.72	5	2.86	2.54	3.04	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:	4.17	3.97	2	3.87	3.65	4.21	70	3.77	3.73	3	3.85	3.68	4.21	31								
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	3.81	4	3.46	3.28	3.93	75	3.30	2.97	2	3.35	2.93	3.73	47								
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:	3.43	3.68	4	3.24	2.90	3.62	60	3.45	2.92	2	3.18	2.92	3.47	75								
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:	3.53	N/A	N/A	3.77	3.53	4.05	14	3.45	N/A	N/A	3.31	2.98	3.74	62								

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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:	3.72	3.84	4	3.44	3.21	3.81	69	3.30	3.11	3	3.38	3.05	3.80	47				
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:	3.75	3.79	2	3.70	3.50	4.09	40	3.50	3.36	4	3.59	3.40	3.92	37				
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:	3.43	3.54	4	3.78	3.51	4.15	15	3.94	3.72	2	3.80	3.64	4.12	55				
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:	3.58	3.83	4	3.95	3.68	4.31	17	3.86	3.86	4	3.91	3.74	4.20	36				
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	3.79	2	3.79	3.61	4.16	62	4.34	3.37	1	3.65	3.44	4.10	90				
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:	3.39	3.47	4	3.36	3.09	3.77	48	3.32	2.94	2	3.26	2.99	3.75	45				
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	3.92	N/A	N/A	3.99	3.83	4.32	29	4.35	N/A	N/A	3.79	3.43	4.08	96				
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	3.85	N/A	N/A	3.82	3.61	4.22	58	3.86	N/A	N/A	3.74	3.58	3.99	64				
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	3.85	N/A	N/A	3.80	3.80	4.13	38	4.36	N/A	N/A	3.79	3.44	4.04	92				
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.	4.59	N/A	N/A	4.18	4.15	4.62	70	4.48	N/A	N/A	3.92	3.67	4.26	92				
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?	4.24	3.94	2	3.83	3.70	4.15	80	3.83	3.49	1	3.81	3.60	4.12	54				

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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				
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?	3.82	3.96	3	3.71	3.48	4.00	54	3.72	3.76	4	3.70	3.38	3.98	44
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.	4.51	3.69	1	3.39	2.97	3.82	94	4.01	3.08	1	3.30	2.92	3.67	96
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.	4.25	4.00	3	3.94	3.78	4.30	67	4.03	3.82	2	3.92	3.70	4.34	53
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?	4.01	3.95	3	3.76	3.54	4.08	70	3.98	3.66	2	3.69	3.42	3.91	82

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				MED SCHOOLS / HEALTH PROF							OTHER PROFESSIONS								
				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	3.83	N/A	3.39	3.21	3.61	N<5	3.78	3.54	2	3.62	3.33	3.90	63		
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	N<5	3.65	N/A	3.40	3.19	3.66	N<5	3.87	3.53	2	3.53	3.20	3.76	84		
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be...	N<5	3.64	N/A	3.10	2.89	3.42	N<5	3.86	3.26	2	3.11	2.89	3.34	96		
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	3.77	N/A	3.21	2.95	3.47	N<5	3.96	3.32	2	3.26	3.00	3.51	92		
Q23	tenure practices overall	clarity of sense of achieving tenure	My sense of whether or not I will achieve tenure is...	N<5	3.59	N/A	3.28	3.00	3.59	N<5	3.85	3.58	3	3.48	3.36	3.76	84		
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	3.88	N/A	3.55	3.32	3.94	N<5	3.88	3.35	1	3.49	3.28	3.69	86		
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	3.80	N/A	3.58	3.25	3.74	N<5	3.95	3.71	3	3.67	3.40	3.97	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:	N<5	3.33	N/A	3.09	2.81	3.22	N<5	3.76	3.20	2	3.16	2.80	3.29	93		
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	3.46	N/A	3.09	2.98	3.28	N<5	3.11	3.21	4	3.18	2.89	3.52	44		
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	3.17	N/A	2.92	2.75	3.15	N<5	2.93	3.02	4	2.95	2.72	3.26	54		
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	3.19	N/A	2.80	2.60	3.04	N<5	3.28	3.03	2	2.88	2.59	3.18	79		

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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:	N<5	3.77	N/A	3.60	3.31	3.87	N<5	3.96	3.76	2	3.60	3.36	3.91	84		
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	3.80	N/A	3.76	3.44	3.82	N<5	4.02	3.90	3	3.83	3.68	4.16	60		
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	3.55	N/A	3.46	3.24	3.62	N<5	3.50	3.45	3	3.56	3.26	3.80	52		
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	3.67	N/A	3.49	3.33	3.59	N<5	3.49	3.53	4	3.55	3.37	3.78	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:	N<5	3.51	N/A	3.41	3.22	3.59	N<5	3.38	3.31	3	3.50	3.29	3.74	42		
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	3.49	N/A	3.35	3.15	3.49	N<5	3.68	3.23	1	3.42	3.20	3.54	83		
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	3.55	N/A	2.82	2.66	3.23	N<5	3.36	3.29	4	3.01	2.45	3.46	71		
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	4.29	N/A	3.62	3.25	4.01	N<5	4.40	3.83	2	3.49	3.16	3.98	93		
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	3.89	N/A	3.75	3.55	4.08	N<5	3.27	3.85	6	3.70	3.58	4.08	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:	N<5	N/A	N/A	3.53	3.26	3.79	N<5	3.11	N/A	N/A	3.35	3.35	3.78	8		
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	3.79	N/A	4.11	3.88	4.25	N<5	4.15	4.39	6	4.12	3.97	4.43	41		

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item	theme	name	description	ACADEMIC AREA															
				MED SCHOOLS / HEALTH PROF						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						
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	3.94	N/A	3.81	3.84	4.22	N<5	3.20	4.15	6	3.78	3.48	4.34	15		
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	3.85	N/A	3.90	3.74	4.11	N<5	4.84	4.51	1	4.22	4.06	4.53	100		
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	4.13	N/A	4.28	4.13	4.42	N<5	4.84	4.75	2	4.51	4.42	4.76	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:	N<5	3.96	N/A	3.99	3.78	4.15	N<5	3.93	3.95	2	3.81	3.59	4.15	57		
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	3.94	N/A	3.77	3.60	4.20	N<5	2.65	3.56	5	3.43	3.04	3.75	14		
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	3.85	N/A	3.79	3.70	4.06	N<5	4.25	3.84	2	3.76	3.52	4.14	82		
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	3.23	N/A	3.01	2.84	3.36	N<5	2.57	2.96	5	2.53	2.31	3.13	42		
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	3.23	N/A	2.98	2.72	3.18	N<5	2.49	3.01	5	2.88	2.49	3.18	26		
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	4.43	N/A	4.28	4.11	4.37	N<5	4.33	4.25	4	4.23	4.15	4.48	54		
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	3.97	N/A	3.53	3.24	3.99	N<5	3.71	3.47	2	3.36	3.05	3.67	81		
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	3.10	N/A	2.86	2.46	3.19	N<5	3.16	3.16	3	2.80	2.41	3.41	64		

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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							
Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	N<5	3.79	N/A	3.34	2.89	3.52	N<5	3.56	3.47	3	3.41	2.96	3.72	67							
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	N<5	3.55	N/A	3.11	2.77	3.43	N<5	3.05	3.10	4	3.16	2.71	3.74	46							
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	N<5	3.66	N/A	3.55	3.24	3.66	N<5	3.41	3.52	4	3.64	3.38	3.91	29							
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	N<5	3.79	N/A	3.63	3.32	3.75	N<5	3.62	3.83	5	3.56	3.27	3.98	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.	N<5	3.66	N/A	4.16	3.98	4.37	N<5	3.78	3.98	6	3.97	3.78	4.22	25							
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	4.25	N/A	4.35	4.14	4.54	N<5	4.49	4.33	3	4.33	4.20	4.51	65							
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	4.09	N/A	4.25	4.00	4.45	N<5	4.41	4.25	2	4.27	4.03	4.43	69							
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	3.98	N/A	4.11	3.87	4.34	N<5	4.41	4.30	3	4.16	3.99	4.39	77							
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	4.27	N/A	4.33	4.12	4.53	N<5	4.39	3.81	1	3.92	3.72	4.28	81							
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	3.87	N/A	3.91	3.68	4.09	N<5	3.56	3.56	4	3.75	3.51	3.97	31							
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	4.35	N/A	4.44	4.20	4.55	N<5	4.63	4.66	4	4.63	4.51	4.79	46							

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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	4.56	4.22	1	4.41	4.15	4.61	64
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	3.53	N/A	3.77	3.47	4.01	N<5	3.71	3.67	3	3.76	3.57	3.94	50
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	4.20	N/A	4.19	3.94	4.33	N<5	4.70	4.38	1	4.32	4.15	4.55	98
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	4.25	N/A	4.43	4.18	4.56	N<5	4.71	4.52	1	4.45	4.34	4.66	88
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	3.85	N/A	4.15	3.98	4.26	N<5	4.39	4.08	1	4.15	3.92	4.20	83
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	N<5	3.24	N/A	3.30	3.33	3.96	N<5	3.42	3.55	4	3.24	3.01	3.72	60
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	2.83	N/A	2.99	2.70	3.46	N<5	3.08	3.13	3	3.21	2.91	3.41	44
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	3.73	N/A	3.89	3.77	4.09	N<5	4.30	4.13	2	3.81	3.50	4.09	90
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	3.32	N/A	3.29	3.24	3.76	N<5	3.58	3.45	4	3.28	3.11	3.62	71
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	2.92	N/A	N/A	3.10	2.64	3.28	53
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	3.46	N/A	N/A	3.65	3.56	4.04	12

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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						
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	3.93	N/A	N/A	3.55	3.27	3.92	76		
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	2.73	N/A	N/A	2.59	2.42	2.98	50		
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	3.05	N/A	2.85	2.57	3.06	N<5	3.67	2.83	1	2.86	2.59	3.21	93		
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	3.61	N/A	3.43	3.16	3.66	N<5	3.50	3.35	3	3.29	3.02	3.63	64		
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	3.65	N/A	3.37	3.12	3.50	N<5	3.96	3.55	2	3.34	3.06	3.67	87		
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	3.45	N/A	3.26	3.01	3.45	N<5	3.73	3.43	2	3.25	3.03	3.67	84		
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	3.20	N/A	2.76	2.43	3.01	N<5	2.67	2.64	3	2.49	2.13	2.90	62		
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	3.61	N/A	3.42	3.02	3.58	N<5	3.09	3.43	4	3.29	2.95	3.57	33		
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	3.64	N/A	3.23	2.88	3.63	N<5	3.03	3.48	5	3.46	3.03	3.92	25		
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	3.24	N/A	2.99	2.76	3.11	N<5	2.53	2.75	3	2.90	2.47	3.89	32		
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	3.63	N/A	3.34	3.19	3.84	N<5	3.14	3.32	3	3.07	2.70	3.52	48		

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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	3.59	N/A	2.93	2.80	3.25	N<5	2.22	3.09	5	2.96	2.48	3.32	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?	N<5	3.41	N/A	3.29	2.94	3.54	N<5	2.43	3.65	6	3.27	2.97	3.79	9
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	3.24	N/A	2.96	2.77	3.35	N<5	3.45	3.21	2	3.07	2.63	3.42	77
Q34B13	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	N<5	2.63	N/A	2.75	2.35	3.16	N<5	2.27	2.26	1	2.35	2.22	2.47	38
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	2.74	N/A	2.60	2.35	3.17	N<5	N<5	1.90	N/A	2.13	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	3.41	N/A	3.37	3.18	3.82	N<5	N<5	3.95	N/A	3.22	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	3.01	N/A	2.85	2.69	3.23	N<5	2.69	2.64	2	2.57	2.51	2.90	50
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	2.31	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	2.98	N/A	N/A	2.70	2.47	3.06	67
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	2.84	N/A	N/A	2.99	2.84	3.11	25
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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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
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	3.33	N/A	3.06	2.88	3.50	N<5	2.61	3.29	5	2.84	2.60	3.35	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:	N<5	3.01	N/A	2.87	2.69	3.19	N<5	2.51	2.87	5	2.72	2.43	3.21	31
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	3.77	N/A	3.57	3.30	3.74	N<5	4.25	3.38	1	3.49	3.05	3.99	91
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	3.47	N/A	3.47	3.29	3.79	N<5	4.25	3.71	1	3.46	3.13	3.85	95
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	3.83	N/A	N/A	3.73	3.39	4.17	48
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	N<5	3.73	N/A	3.33	3.16	3.57	N<5	3.17	3.04	3	2.99	2.66	3.39	56
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	2.92	N/A	2.93	2.72	3.19	N<5	2.69	3.12	6	2.77	2.73	3.24	23
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	4.09	N/A	3.96	3.59	4.18	N<5	4.42	4.06	1	3.91	3.72	4.33	85
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	3.70	N/A	3.33	3.22	3.64	N<5	4.10	3.32	1	3.39	3.05	3.78	91
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	3.90	N/A	3.41	3.21	3.85	N<5	3.63	3.08	1	3.12	2.83	3.50	88
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	3.86	N/A	N/A	3.47	3.27	3.79	88

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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:	N<5	3.75	N/A	3.49	3.34	3.82	N<5	3.86	3.47	2	3.48	3.17	3.71	79
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	3.63	N/A	3.59	3.42	3.85	N<5	3.94	3.76	2	3.68	3.46	3.94	77
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	3.87	N/A	3.87	3.70	4.15	N<5	4.27	3.84	2	3.79	3.61	4.10	90
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	3.72	N/A	3.84	3.60	4.03	N<5	4.10	4.22	4	3.96	3.86	4.20	65
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	3.84	N/A	3.74	3.47	3.96	N<5	4.35	3.75	1	3.77	3.64	4.02	92
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	3.98	N/A	3.44	3.11	3.85	N<5	4.11	3.43	1	3.29	2.93	3.75	88
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	4.18	N/A	N/A	3.94	3.72	4.14	88
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	3.70	N/A	N/A	3.86	3.70	4.11	29
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	3.87	N/A	N/A	3.90	3.78	4.12	35
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	4.27	N/A	N/A	4.02	3.85	4.33	67
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	3.90	N/A	3.85	3.62	4.00	N<5	4.02	3.83	2	3.89	3.67	4.29	58

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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	3.76	N/A	3.85	3.51	4.05	N<5	3.36	3.67	5	3.58	3.33	3.94	27		
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	3.60	N/A	3.35	3.15	3.53	N<5	4.05	3.36	1	3.44	3.16	3.71	95		
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	4.10	N/A	3.99	3.61	4.21	N<5	4.11	4.17	4	4.05	3.85	4.39	51		
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	3.90	N/A	3.75	3.58	3.93	N<5	3.77	3.84	4	3.74	3.52	4.09	49		

COACHE

Tenure-Track Faculty Job Satisfaction Survey
Frequency Distributions

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					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	%				
Q19	tenure practices overall	tenure process	I find the tenure process in my department to be...	Very clear	26	23%	40	23%	26	27%	34	23%	25	16%	20	18%	146	21%	1720	19%
				Fairly clear	62	54%	99	56%	45	46%	85	58%	93	57%	56	50%	378	54%	4580	51%
				Neither clear nor unclear	13	11%	18	10%	11	11%	15	10%	25	15%	16	14%	85	12%	1157	13%
				Fairly unclear	11	10%	15	8%	13	14%	13	9%	14	9%	9	8%	65	9%	999	11%
				Very unclear	3	3%	5	3%	1	2%	1	1%	5	3%	10	9%	22	3%	446	5%
Q20	tenure practices overall	tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	Very clear	25	22%	26	15%	25	26%	25	17%	25	15%	20	18%	121	17%	1513	17%
				Fairly clear	56	49%	106	60%	44	45%	87	59%	88	54%	60	54%	385	55%	4487	50%
				Neither clear nor unclear	17	15%	21	12%	10	11%	21	14%	31	19%	11	10%	93	13%	1266	14%
				Fairly unclear	11	10%	19	11%	16	16%	12	8%	11	7%	11	10%	70	10%	1121	13%
				Very unclear	5	4%	5	3%	2	2%	3	2%	8	5%	10	9%	28	4%	516	6%
Q21	tenure practices overall	tenure standards	I find the tenure standards (the performance threshold) in my department to be...	Very clear	20	17%	18	10%	19	20%	12	8%	21	13%	17	15%	87	13%	978	11%
				Fairly clear	54	47%	85	49%	43	44%	77	52%	77	47%	53	47%	335	48%	3734	42%
				Neither clear nor unclear	23	20%	40	23%	17	17%	29	20%	33	20%	14	12%	132	19%	1808	20%
				Fairly unclear	13	12%	24	14%	17	17%	21	14%	18	11%	14	12%	94	14%	1587	18%
				Very unclear	4	3%	8	5%	2	2%	7	5%	14	9%	15	13%	47	7%	778	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	21	18%	25	14%	24	24%	33	22%	19	12%	21	19%	121	17%	1301	15%
				Fairly clear	54	47%	87	49%	42	44%	66	45%	79	49%	46	41%	321	46%	4047	46%
				Neither clear nor unclear	23	20%	38	22%	16	16%	29	20%	38	24%	20	18%	141	20%	1763	20%
				Fairly unclear	11	10%	21	12%	13	13%	16	11%	22	14%	15	14%	87	13%	1229	14%
				Very unclear	5	4%	6	3%	2	3%	2	1%	4	2%	10	9%	24	3%	506	6%
Q23	tenure practices overall	sense of achieving tenure	My sense of whether or not I will achieve tenure is...	Very clear	19	17%	22	13%	25	26%	30	20%	27	17%	13	11%	117	17%	1555	18%
				Fairly clear	58	51%	82	46%	45	47%	68	47%	75	47%	55	50%	325	47%	3735	43%
				Neither clear nor unclear	23	20%	50	28%	17	18%	34	23%	42	26%	30	27%	173	25%	2118	24%
				Fairly unclear	10	9%	16	9%	7	7%	10	7%	10	6%	5	5%	48	7%	904	10%
				Very unclear	4	3%	7	4%	1	1%	4	3%	6	4%	8	7%	26	4%	472	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	24	21%	29	16%	21	21%	32	21%	30	19%	25	23%	136	20%	1869	21%
				Fairly clear	60	53%	95	54%	51	54%	81	55%	87	54%	54	49%	369	53%	4391	50%
				Neither clear nor unclear	16	14%	31	18%	11	11%	22	15%	22	14%	13	12%	100	14%	1109	13%
				Fairly unclear	9	8%	20	11%	13	14%	11	7%	20	12%	16	14%	79	11%	1162	13%
				Very unclear	4	3%	2	1%	0	0%	2	1%	2	1%	2	2%	8	1%	327	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	16	15%	28	16%	14	15%	26	18%	21	13%	24	21%	113	16%	1526	17%
				Fairly clear	58	52%	109	62%	46	48%	70	48%	70	44%	54	48%	349	51%	4329	49%
				Neither clear nor unclear	22	19%	26	15%	20	21%	34	24%	34	21%	14	13%	128	19%	1528	17%
				Fairly unclear	13	12%	10	6%	13	14%	10	7%	28	17%	18	16%	79	12%	1108	13%
				Very unclear	2	2%	3	2%	2	2%	4	3%	7	4%	2	2%	18	3%	279	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	14	13%	15	9%	15	18%	16	12%	12	8%	11	11%	69	11%	836	10%
				Fairly clear	31	29%	55	32%	23	28%	50	37%	45	29%	32	31%	205	32%	2625	32%
				Neither clear nor unclear	36	33%	58	34%	24	28%	43	31%	42	28%	28	27%	195	30%	2425	29%
				Fairly unclear	22	20%	33	19%	16	18%	22	16%	32	21%	22	21%	124	19%	1703	21%
				Very unclear	5	5%	11	6%	6	8%	7	5%	23	15%	9	9%	56	9%	701	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	12	11%	11	6%	11	11%	10	7%	11	7%	15	14%	58	9%	855	10%
				Fairly clear	38	34%	80	47%	29	30%	57	39%	52	33%	32	30%	250	37%	3096	36%
				Neither clear nor unclear	32	29%	46	27%	23	24%	50	34%	53	33%	27	25%	198	29%	2292	26%
				Fairly unclear	22	20%	27	16%	27	28%	19	13%	25	16%	21	20%	119	18%	1700	20%
				Very unclear	7	7%	7	4%	6	6%	9	6%	18	12%	12	11%	52	8%	770	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	8	7%	8	5%	10	10%	8	5%	8	5%	6	5%	39	6%	619	7%
				Fairly clear	33	30%	60	36%	26	27%	40	28%	36	23%	26	24%	188	28%	2474	29%
				Neither clear nor unclear	34	31%	54	32%	26	27%	47	33%	50	31%	30	28%	208	31%	2561	30%
				Fairly unclear	27	25%	34	20%	25	26%	33	23%	41	26%	34	32%	167	25%	1966	23%
				Very unclear	7	6%	13	8%	9	9%	16	11%	24	15%	11	10%	73	11%	966	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	9	9%	7	4%	9	9%	8	6%	6	4%	3	3%	33	5%	511	6%
				Fairly clear	21	19%	50	30%	24	25%	55	38%	33	21%	28	26%	191	29%	2104	25%
				Neither clear nor unclear	37	34%	55	33%	36	37%	33	23%	46	30%	38	36%	207	31%	2600	31%
				Fairly unclear	27	25%	37	23%	21	22%	35	24%	42	27%	22	21%	157	24%	2061	24%
				Very unclear	14	13%	16	10%	6	7%	13	9%	26	17%	13	13%	75	11%	1157	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	22	20%	40	23%	23	24%	30	20%	32	20%	20	18%	145	21%	2078	24%
				Fairly reasonable	56	50%	81	46%	44	46%	81	55%	80	49%	51	46%	337	49%	3717	42%
				Neither reasonable nor unreasonable	25	22%	34	19%	20	21%	26	18%	28	17%	29	27%	137	20%	1732	20%
				Fairly unreasonable	4	3%	20	11%	6	6%	9	6%	18	11%	7	6%	60	9%	937	11%
				Very unreasonable	5	4%	2	1%	3	3%	1	1%	4	3%	3	3%	14	2%	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	30	27%	38	22%	19	20%	30	21%	29	18%	28	25%	145	21%	2292	26%
				Fairly reasonable	39	35%	98	56%	44	46%	68	47%	64	40%	48	43%	322	47%	3603	42%
				Neither reasonable nor unreasonable	32	29%	30	17%	22	24%	40	28%	61	38%	30	27%	183	27%	2028	23%
				Fairly unreasonable	7	6%	7	4%	8	8%	6	4%	6	3%	4	3%	30	4%	577	7%
				Very unreasonable	3	3%	3	2%	2	2%	0	0%	0	0%	2	2%	7	1%	180	2%

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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	17	16%	24	14%	17	20%	25	18%	13	8%	13	12%	91	14%	1438	18%	
				Fairly reasonable	27	25%	56	33%	29	34%	49	36%	42	27%	30	29%	205	32%	2425	30%	
				Neither reasonable nor unreasonable	50	46%	78	45%	27	32%	58	42%	91	59%	48	47%	302	46%	3553	44%	
				Fairly unreasonable	7	6%	11	6%	9	11%	6	4%	6	4%	10	10%	43	7%	513	6%	
				Very unreasonable	7	6%	3	2%	3	3%	0	0%	1	1%	3	2%	9	1%	196	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%	23	14%	15	16%	15	10%	22	14%	17	16%	93	14%	1615	19%	
				Fairly reasonable	35	31%	69	41%	29	30%	50	35%	42	26%	27	25%	217	32%	2654	31%	
				Neither reasonable nor unreasonable	55	50%	68	40%	41	43%	73	50%	86	55%	52	48%	321	47%	3540	41%	
				Fairly unreasonable	6	5%	5	3%	7	7%	6	4%	5	3%	7	7%	29	4%	522	6%	
				Very unreasonable	2	2%	5	3%	5	5%	1	1%	3	2%	4	4%	17	3%	241	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	8	8%	16	9%	17	18%	13	9%	15	9%	11	10%	72	11%	1175	14%	
				Fairly reasonable	31	29%	52	31%	23	24%	36	25%	28	17%	19	17%	157	23%	2206	26%	
				Neither reasonable nor unreasonable	61	57%	96	57%	52	54%	92	64%	112	71%	66	62%	418	62%	4457	53%	
				Fairly unreasonable	4	4%	5	3%	3	3%	2	2%	3	2%	9	8%	22	3%	405	5%	
				Very unreasonable	3	3%	1	1%	2	2%	0	0%	1	1%	2	2%	6	1%	178	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	9	8%	15	9%	15	15%	11	8%	13	9%	8	7%	62	9%	1019	12%	
				Fairly reasonable	20	18%	41	25%	20	20%	52	36%	29	19%	23	22%	165	25%	2012	24%	
				Neither reasonable nor unreasonable	71	65%	105	63%	57	60%	76	53%	103	67%	68	65%	409	62%	4635	56%	
				Fairly unreasonable	6	5%	3	2%	2	2%	4	3%	5	3%	4	4%	18	3%	412	5%	
				Very unreasonable	3	3%	1	1%	3	3%	1	1%	4	2%	2	2%	11	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	26	23%	34	20%	30	31%	28	19%	30	19%	17	16%	139	20%	1597	18%	
				Somewhat agree	42	38%	77	44%	38	40%	60	41%	71	45%	43	39%	289	42%	2770	32%	
				Neither agree nor disagree	12	11%	13	7%	6	7%	15	10%	13	8%	13	11%	59	9%	814	9%	
				Somewhat disagree	16	15%	31	18%	12	12%	36	25%	29	18%	22	20%	129	19%	1963	23%	
				Strongly disagree	14	13%	19	11%	10	11%	8	5%	15	10%	15	14%	67	10%	1508	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	47	44%	78	48%	35	38%	50	36%	49	32%	31	31%	244	38%	2568	31%	
				Somewhat agree	37	35%	55	34%	32	34%	55	39%	65	42%	47	46%	253	39%	3064	37%	
				Neither agree nor disagree	12	11%	14	9%	5	5%	12	9%	19	13%	9	9%	59	9%	1016	12%	
				Somewhat disagree	4	4%	10	6%	14	15%	17	12%	11	7%	6	6%	58	9%	1069	13%	
				Strongly disagree	8	7%	5	3%	8	9%	6	4%	9	6%	8	8%	35	5%	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	31	27%	32	18%	19	20%	32	22%	26	16%	25	22%	134	19%	1992	23%	
				Satisfied	52	46%	91	51%	48	50%	80	54%	89	55%	59	53%	367	53%	4399	50%	
				Neither satisfied nor dissatisfied	13	11%	27	15%	12	13%	11	7%	24	15%	16	15%	90	13%	856	10%	
				Dissatisfied	15	13%	22	12%	15	15%	22	15%	22	14%	8	8%	88	13%	1278	15%	
				Very dissatisfied	4	3%	5	3%	2	2%	3	2%	1	1%	3	3%	13	2%	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	20	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	757	16%	
				Satisfied	53	46%	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	2117	45%
				Neither satisfied nor dissatisfied	21	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	757	16%
				Dissatisfied	15	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	835	18%
				Very dissatisfied	6	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	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	33%	60	34%	30	33%	57	40%	44	29%	35	32%	226	33%	3371	39%	
				Satisfied	57	50%	87	49%	43	48%	63	44%	80	52%	49	44%	322	48%	3663	43%	
				Neither satisfied nor dissatisfied	10	8%	17	10%	7	7%	14	10%	18	12%	14	13%	70	10%	748	9%	
				Dissatisfied	10	9%	8	4%	6	6%	8	5%	11	7%	10	9%	43	6%	661	8%	
				Very dissatisfied	1	1%	4	2%	5	6%	1	1%	1	1%	3	3%	15	2%	145	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	33	29%	58	33%	38	42%	51	35%	59	38%	33	30%	239	35%	3194	37%	
				Satisfied	47	41%	75	43%	25	27%	66	46%	55	36%	44	39%	265	39%	2894	34%	
				Neither satisfied nor dissatisfied	12	10%	18	10%	13	15%	17	12%	25	16%	14	12%	87	13%	939	11%	
				Dissatisfied	16	14%	22	12%	12	13%	7	5%	11	7%	14	12%	65	10%	1135	13%	
				Very dissatisfied	7	6%	4	2%	3	3%	2	1%	4	3%	7	7%	20	3%	435	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	67	58%	69	39%	43	48%	60	42%	71	47%	50	45%	294	44%	4333	51%	
				Satisfied	32	28%	67	38%	31	34%	68	47%	53	35%	41	37%	260	39%	2650	31%	
				Neither satisfied nor dissatisfied	9	8%	23	13%	6	7%	9	6%	12	8%	7	7%	58	9%	719	8%	
				Dissatisfied	4	4%	13	7%	5	5%	6	4%	12	8%	8	7%	44	6%	613	7%	
				Very dissatisfied	3	2%	4	2%	5	6%	1	1%	2	2%	4	4%	17	3%	263	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	80	69%	103	59%	51	57%	79	55%	93	61%	67	61%	394	59%	5728	67%	
				Satisfied	27	24%	59	34%	24	27%	58	40%	43	28%	33	30%	216	32%	2123	25%	
				Neither satisfied nor dissatisfied	3	3%	8	5%	7	8%	7	5%	12	8%	6	6%	40	6%	404	5%	
				Dissatisfied	4	3%	4	2%	2	2%	0	0%	4	3%	3	3%	13	2%	222	3%	
				Very dissatisfied	1	1%	1	1%	5	6%	1	1%	1	1%	1	1%	9	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	30	26%	59	34%	29	33%	39	27%	46	29%	28	25%	201	30%	2955	34%	
				Satisfied	45	39%	76	43%	38	42%	64	45%	63	40%	49	44%	289	43%	3307	39%	
				Neither satisfied nor dissatisfied	18	15%	23	13%	9	10%	21	14%	31	20%	8	7%	92	14%	958	11%	
				Dissatisfied	20	18%	11	6%	4	4%	17	11%	11	7%	20	18%	62	9%	965	11%	
				Very dissatisfied	2	2%	8	4%	9	10%	4	2%	5	3%	5	5%	31	5%	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	9	9%	25	15%	9	10%	18	14%	20	16%	8	9%	79	14%	1519	20%
				Satisfied	38	36%	60	36%	29	34%	50	39%	40	32%	30	36%	209	36%	2590	34%
				Neither satisfied nor dissatisfied	25	24%	41	25%	22	26%	33	26%	37	29%	21	25%	153	26%	1560	21%
				Dissatisfied	23	21%	31	19%	21	25%	20	16%	22	18%	19	23%	113	19%	1453	19%
				Very dissatisfied	10	9%	9	6%	4	5%	7	5%	7	5%	5	6%	32	5%	463	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	15	14%	23	13%	15	17%	38	27%	27	17%	18	18%	122	18%	1729	22%
				Satisfied	42	38%	74	43%	31	36%	61	43%	70	44%	35	34%	272	41%	3172	41%
				Neither satisfied nor dissatisfied	20	18%	39	22%	24	28%	26	18%	29	18%	24	24%	143	21%	1313	17%
				Dissatisfied	24	22%	31	18%	10	12%	13	9%	24	15%	21	20%	99	15%	1168	15%
				Very dissatisfied	8	7%	6	3%	6	7%	5	3%	10	6%	4	4%	30	5%	317	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	12	10%	14	8%	5	6%	19	13%	16	10%	13	12%	67	10%	1000	11%
				Satisfied	39	34%	59	33%	33	35%	47	32%	49	31%	35	31%	224	32%	2568	29%
				Neither satisfied nor dissatisfied	11	10%	40	22%	15	16%	24	16%	28	18%	16	15%	123	18%	1064	12%
				Dissatisfied	37	32%	49	28%	28	30%	42	29%	51	32%	33	30%	204	30%	2731	31%
				Very dissatisfied	15	13%	15	8%	14	14%	16	11%	14	9%	14	13%	72	10%	1399	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	4	4%	18	11%	10	12%	9	6%	7	5%	7	7%	52	8%	713	9%
				Satisfied	34	32%	49	30%	26	30%	39	27%	40	27%	27	27%	181	28%	2035	26%
				Neither satisfied nor dissatisfied	32	30%	62	37%	20	23%	56	39%	47	32%	34	34%	219	34%	2625	33%
				Dissatisfied	23	22%	27	16%	16	18%	30	21%	46	31%	24	24%	142	22%	1666	21%
				Very dissatisfied	14	13%	9	6%	15	17%	10	7%	6	4%	9	9%	49	8%	904	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	55	48%	95	54%	53	55%	70	48%	82	52%	54	48%	354	51%	4882	56%
				Satisfied	45	40%	64	36%	25	27%	62	42%	51	32%	40	35%	241	35%	2664	31%
				Neither satisfied nor dissatisfied	5	5%	12	7%	11	11%	10	7%	14	9%	11	10%	59	9%	672	8%
				Dissatisfied	6	5%	4	2%	7	7%	4	3%	9	6%	5	4%	28	4%	381	4%
				Very dissatisfied	2	2%	1	1%	0	0%	1	1%	2	1%	2	2%	6	1%	121	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	18	16%	27	15%	20	21%	26	18%	25	16%	19	17%	117	17%	1894	22%
				Satisfied	44	39%	61	35%	34	35%	55	39%	53	33%	42	38%	245	36%	2915	34%
				Neither satisfied nor dissatisfied	22	20%	28	16%	22	23%	27	19%	39	24%	21	18%	137	20%	1269	15%
				Dissatisfied	21	19%	42	24%	11	11%	21	15%	29	18%	15	13%	118	17%	1706	20%
				Very dissatisfied	8	7%	18	10%	9	9%	13	9%	14	9%	15	14%	69	10%	914	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	9	8%	17	10%	16	17%	15	10%	15	10%	8	8%	71	11%	1028	13%
				Satisfied	35	32%	55	33%	26	28%	43	30%	52	34%	24	23%	200	30%	2260	28%
				Neither satisfied nor dissatisfied	20	18%	43	25%	21	22%	36	26%	39	26%	31	29%	170	26%	1620	20%
				Dissatisfied	31	28%	34	20%	18	19%	32	23%	32	21%	23	22%	139	21%	1854	23%
				Very dissatisfied	16	15%	19	11%	12	13%	15	11%	15	10%	19	18%	80	12%	1277	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	27	24%	56	32%	20	22%	33	23%	33	21%	22	20%	164	24%	2489	29%
				Satisfied	46	40%	67	39%	39	41%	64	43%	62	39%	34	31%	266	39%	2886	33%
				Neither satisfied nor dissatisfied	18	16%	17	10%	15	16%	19	13%	23	15%	17	15%	92	13%	1080	12%
				Dissatisfied	14	13%	24	14%	13	14%	25	17%	31	19%	30	27%	123	18%	1436	17%
				Very dissatisfied	8	7%	9	5%	7	8%	6	4%	10	6%	8	7%	40	6%	793	9%
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	Very satisfied	12	11%	26	16%	16	18%	13	9%	17	11%	9	8%	80	12%	1184	14%
				Satisfied	37	34%	76	46%	29	33%	57	40%	64	41%	26	24%	251	38%	2664	32%
				Neither satisfied nor dissatisfied	28	26%	43	26%	24	27%	37	26%	47	30%	30	28%	182	28%	1901	23%
				Dissatisfied	18	16%	14	8%	12	13%	27	19%	23	15%	26	24%	101	15%	1701	21%
				Very dissatisfied	13	12%	7	4%	8	9%	8	6%	5	3%	16	15%	44	7%	821	10%
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	Very satisfied	13	13%	43	26%	11	13%	11	8%	21	13%	16	15%	103	16%	1580	19%
				Satisfied	41	40%	78	46%	45	51%	71	54%	69	44%	43	41%	305	47%	3316	40%
				Neither satisfied nor dissatisfied	31	30%	34	20%	20	23%	32	24%	46	30%	26	25%	159	24%	2036	25%
				Dissatisfied	10	10%	11	6%	6	6%	14	11%	15	10%	17	16%	62	10%	915	11%
				Very dissatisfied	8	7%	3	2%	6	7%	3	3%	5	3%	4	3%	21	3%	345	4%
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	Very satisfied	25	23%	33	19%	17	18%	27	19%	34	21%	14	13%	125	18%	1872	22%
				Satisfied	37	33%	70	41%	47	50%	73	50%	68	42%	37	33%	294	43%	3310	38%
				Neither satisfied nor dissatisfied	22	19%	33	19%	12	12%	20	14%	39	24%	27	25%	130	19%	1601	19%
				Dissatisfied	19	17%	26	15%	10	10%	20	14%	13	8%	22	20%	90	13%	1246	14%
				Very dissatisfied	9	8%	11	6%	8	9%	5	3%	6	4%	10	9%	40	6%	586	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	31	27%	43	25%	34	36%	26	18%	25	16%	22	20%	151	22%	2606	30%
				Important	48	42%	78	45%	31	33%	79	54%	75	48%	43	40%	306	45%	3526	40%
				Neither important nor unimportant	20	17%	30	17%	23	24%	29	20%	33	21%	28	25%	143	21%	1532	18%
				Unimportant	8	7%	16	9%	6	6%	8	5%	16	10%	11	10%	56	8%	735	8%
				Very unimportant	8	7%	7	4%	1	1%	4	3%	7	5%	5	5%	25	4%	314	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	51	45%	53	30%	40	42%	58	39%	55	35%	28	25%	233	34%	4072	47%
				Important	47	41%	97	55%	42	44%	73	49%	83	53%	62	56%	356	52%	3541	41%
				Neither important nor unimportant	13	11%	22	12%	12	12%	15	10%	17	11%	16	15%	81	12%	740	9%
				Unimportant	2	2%	2	1%	2	2%	2	1%	1	1%	3	3%	10	1%	235	3%
				Very unimportant	1	1%	3	2%	0	0%	0	0%	1	1%	2	2%	6	1%	104	1%

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					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	%				
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	37	32%	42	24%	41	43%	34	23%	44	28%	31	29%	191	28%	3334	38%
				Important	66	58%	106	60%	42	45%	92	62%	88	57%	58	53%	386	57%	4132	48%
				Neither important nor unimportant	10	9%	20	11%	6	6%	19	13%	17	11%	14	12%	75	11%	831	10%
				Unimportant	2	2%	6	3%	6	6%	2	1%	6	4%	7	6%	26	4%	293	3%
				Very unimportant	0	0%	2	1%	0	0%	1	1%	1	1%	0	0%	4	1%	90	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	38	33%	37	21%	39	42%	29	19%	40	26%	29	26%	174	26%	3052	35%
				Important	62	54%	101	58%	45	48%	92	63%	87	56%	55	51%	381	56%	4070	47%
				Neither important nor unimportant	11	10%	28	16%	8	8%	20	14%	18	12%	22	20%	96	14%	1092	13%
				Unimportant	3	3%	7	4%	2	2%	4	2%	6	4%	3	3%	22	3%	321	4%
				Very unimportant	1	1%	2	1%	0	0%	2	1%	4	2%	0	0%	8	1%	118	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	53	48%	69	39%	37	40%	47	32%	59	38%	39	36%	252	37%	3448	40%
				Important	37	33%	80	45%	36	39%	76	52%	68	44%	43	39%	303	44%	3256	38%
				Neither important nor unimportant	16	14%	17	10%	15	16%	14	9%	23	15%	23	21%	92	14%	1259	15%
				Unimportant	3	3%	9	5%	3	3%	7	5%	5	3%	4	4%	28	4%	469	5%
				Very unimportant	2	2%	1	1%	2	3%	1	1%	0	0%	1	1%	5	1%	194	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	16	15%	27	16%	15	15%	18	12%	16	11%	18	17%	95	14%	1610	19%
				Important	54	49%	87	50%	40	43%	79	54%	71	46%	59	54%	337	50%	3968	46%
				Neither important nor unimportant	27	25%	46	26%	30	31%	30	21%	45	29%	19	18%	170	25%	1914	22%
				Unimportant	10	9%	12	7%	8	8%	15	10%	18	12%	13	12%	66	10%	931	11%
				Very unimportant	3	3%	3	2%	2	2%	4	3%	4	2%	0	0%	12	2%	239	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	73	66%	108	61%	64	68%	73	50%	74	47%	60	54%	379	55%	5192	60%
				Important	33	30%	65	36%	28	30%	64	44%	69	44%	46	41%	272	40%	2889	33%
				Neither important nor unimportant	3	3%	3	2%	2	3%	7	5%	12	8%	4	4%	29	4%	419	5%
				Unimportant	0	0%	2	1%	0	0%	3	2%	1	1%	0	0%	6	1%	150	2%
				Very unimportant	2	2%	0	0%	0	0%	0	0%	0	0%	1	1%	1	0%	56	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	52	47%	71	41%	38	40%	52	36%	55	36%	45	41%	261	39%	4106	48%
				Important	42	38%	76	44%	32	34%	63	44%	68	44%	43	39%	282	42%	2687	31%
				Neither important nor unimportant	14	13%	24	14%	19	20%	22	15%	21	14%	15	14%	102	15%	1354	16%
				Unimportant	1	1%	2	1%	2	2%	6	4%	11	7%	2	2%	24	3%	321	4%
				Very unimportant	2	2%	1	1%	4	5%	0	0%	0	0%	4	4%	9	1%	133	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	24	22%	29	17%	19	20%	36	25%	31	21%	21	19%	136	20%	2171	25%
				Important	34	31%	68	39%	29	31%	60	42%	54	36%	46	42%	257	38%	2792	33%
				Neither important nor unimportant	42	38%	62	36%	29	31%	27	19%	51	34%	33	31%	202	30%	2613	31%
				Unimportant	7	6%	11	6%	12	13%	16	11%	14	9%	4	4%	58	9%	681	8%
				Very unimportant	3	3%	3	2%	5	5%	4	3%	1	1%	4	4%	17	3%	279	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	48	42%	65	37%	47	50%	45	31%	52	33%	38	35%	247	36%	3818	44%
				Important	53	47%	87	50%	32	33%	75	52%	82	52%	58	53%	334	49%	3597	42%
				Neither important nor unimportant	12	10%	21	12%	13	14%	22	15%	16	10%	11	10%	84	12%	971	11%
				Unimportant	0	0%	2	1%	1	1%	3	2%	6	4%	1	1%	13	2%	199	2%
				Very unimportant	0	0%	1	1%	1	1%	0	0%	0	0%	1	1%	3	0%	57	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	60	53%	103	58%	58	62%	74	50%	68	43%	58	53%	360	53%	5188	60%
				Important	49	43%	71	40%	31	33%	63	43%	76	48%	44	40%	284	41%	2966	34%
				Neither important nor unimportant	3	3%	4	2%	4	4%	8	6%	9	6%	6	5%	31	4%	386	4%
				Unimportant	0	0%	0	0%	2	2%	1	1%	5	3%	1	1%	8	1%	77	1%
				Very unimportant	1	1%	1	1%	0	0%	0	0%	0	0%	1	1%	2	0%	31	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	40	36%	49	28%	27	29%	30	21%	36	23%	28	26%	171	25%	2508	29%
				Important	43	39%	99	56%	50	54%	94	65%	82	52%	56	52%	380	56%	4405	51%
				Neither important nor unimportant	23	20%	20	11%	12	13%	18	12%	28	18%	19	18%	98	14%	1212	14%
				Unimportant	4	3%	8	5%	2	2%	3	2%	7	5%	3	3%	23	3%	385	4%
				Very unimportant	2	2%	1	1%	2	3%	0	0%	2	1%	1	1%	6	1%	108	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	29	27%	64	37%	28	31%	39	27%	35	23%	28	28%	195	30%	2723	32%
				Important	36	33%	34	20%	19	21%	40	28%	43	28%	27	26%	162	25%	1936	23%
				Neither important nor unimportant	24	22%	33	19%	19	20%	40	28%	37	24%	31	30%	159	24%	1911	23%
				Unimportant	8	7%	20	12%	8	9%	11	8%	19	12%	8	7%	66	10%	702	8%
				Very unimportant	13	12%	20	12%	18	19%	13	9%	18	12%	10	9%	79	12%	1146	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	15	13%	19	11%	11	12%	9	6%	15	10%	13	12%	66	10%	1607	19%
				Important	25	23%	37	21%	20	22%	40	28%	31	20%	37	34%	164	24%	1952	23%
				Neither important nor unimportant	40	36%	55	32%	31	35%	55	38%	59	39%	44	42%	246	37%	2585	30%
				Unimportant	16	15%	40	23%	18	20%	25	17%	28	19%	7	6%	118	18%	1254	15%
				Very unimportant	15	13%	23	13%	11	12%	16	11%	20	13%	6	6%	77	11%	1131	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	44	39%	64	37%	34	37%	46	32%	47	31%	36	34%	227	34%	3158	37%
				Important	37	33%	63	36%	23	25%	65	45%	65	43%	36	34%	251	38%	2817	33%
				Neither important nor unimportant	21	19%	33	19%	21	23%	22	15%	24	16%	26	25%	126	19%	1567	18%
				Unimportant	5	5%	6	3%	7	8%	8	6%	7	5%	2	2%	31	5%	403	5%
				Very unimportant	5	4%	7	4%	6	7%	4	3%	7	5%	6	6%	31	5%	545	6%

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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	%
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	35	32%	56	32%	28	30%	40	28%	52	35%	26	25%	202	31%	2626	31%		
				Important	32	29%	53	31%	24	27%	37	26%	41	27%	26	24%	181	27%	2286	27%		
				Neither important nor unimportant	22	20%	38	22%	26	29%	40	28%	30	20%	40	38%	175	26%	1926	23%		
				Unimportant	9	8%	9	5%	6	7%	12	9%	18	12%	8	8%	54	8%	706	8%		
				Very unimportant	13	12%	16	9%	7	7%	13	9%	10	7%	5	5%	51	8%	932	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	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	341	11%	
				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	N/A	N/A	756	23%
				Neither important nor unimportant	41	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	N/A	1214	38%
				Unimportant	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	N/A	518	16%
				Very unimportant	17	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	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	33	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	1083	33%	
				Important	33	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	1101	34%	
				Neither important nor unimportant	27	25%	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	655	20%
				Unimportant	9	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	N/A	211	6%
				Very unimportant	5	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	N/A	232	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	32	30%	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	739	23%	
				Important	42	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	1350	42%	
				Neither important nor unimportant	22	20%	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	791	24%
				Unimportant	5	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	N/A	191	6%
				Very unimportant	6	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	168	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	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	236	7%	
				Important	16	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	515	16%	
				Neither important nor unimportant	46	44%	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	1371	43%
				Unimportant	11	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	N/A	570	18%
				Very unimportant	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	N/A	N/A	492	15%
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	8	10%	12	8%	6	12%	3	3%	7	7%	6	7%	34	7%	565	9%		
				Effective	29	35%	58	37%	11	22%	34	34%	38	42%	29	30%	170	34%	1920	29%		
				Neither effective nor ineffective	30	36%	36	23%	24	48%	35	35%	25	27%	31	32%	151	31%	1610	24%		
				Ineffective	14	17%	31	20%	4	7%	18	18%	13	14%	18	19%	84	17%	1394	21%		
				Very ineffective	3	3%	18	12%	5	11%	11	10%	9	10%	11	12%	55	11%	1121	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	16	16%	14	9%	8	9%	14	11%	15	11%	11	11%	63	10%	1379	17%		
				Effective	39	39%	76	48%	38	46%	63	48%	64	46%	36	36%	277	45%	3169	40%		
				Neither effective nor ineffective	28	28%	45	29%	24	29%	32	25%	36	26%	32	31%	169	28%	1721	22%		
				Ineffective	10	10%	17	11%	2	3%	14	11%	11	8%	15	15%	61	10%	1009	13%		
				Very ineffective	8	7%	6	4%	11	13%	6	5%	11	8%	7	7%	41	7%	650	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	17	15%	13	8%	22	25%	17	12%	13	9%	14	13%	79	12%	1227	15%		
				Effective	52	47%	85	53%	42	46%	70	49%	68	46%	42	39%	307	47%	3479	43%		
				Neither effective nor ineffective	25	22%	34	21%	16	18%	29	20%	35	24%	31	29%	145	22%	1630	20%		
				Ineffective	16	15%	19	12%	7	8%	21	15%	18	12%	13	12%	78	12%	1099	14%		
				Very ineffective	1	1%	10	6%	3	4%	5	3%	14	9%	7	7%	39	6%	614	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	18	17%	11	7%	17	20%	10	8%	13	9%	13	13%	65	11%	1045	14%		
				Effective	46	43%	75	48%	48	54%	57	46%	61	43%	36	35%	277	45%	3136	41%		
				Neither effective nor ineffective	25	24%	36	23%	16	18%	37	30%	35	24%	31	30%	154	25%	1727	23%		
				Ineffective	13	13%	28	18%	4	4%	12	10%	22	15%	12	12%	78	13%	1032	14%		
				Very ineffective	4	4%	6	4%	4	5%	7	6%	12	9%	11	10%	40	7%	665	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	3	3%	33	21%	5	6%	10	9%	12	9%	4	4%	65	11%	491	7%		
				Effective	20	21%	54	34%	20	24%	21	17%	44	32%	10	10%	148	25%	1634	23%		
				Neither effective nor ineffective	30	32%	37	23%	27	32%	37	30%	42	30%	37	39%	179	30%	1917	27%		
				Ineffective	21	22%	28	18%	19	22%	37	30%	32	23%	25	27%	142	24%	1580	23%		
				Very ineffective	20	21%	7	4%	14	16%	18	14%	9	7%	19	20%	67	11%	1365	20%		
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	4	5%	37	23%	5	6%	7	6%	9	7%	14	15%	71	13%	821	12%		
				Effective	16	20%	68	43%	21	28%	48	40%	46	39%	42	44%	225	40%	2611	37%		
				Neither effective nor ineffective	43	51%	39	25%	29	39%	46	39%	42	36%	27	28%	184	32%	2307	33%		
				Ineffective	13	16%	13	8%	15	20%	12	10%	15	13%	6	6%	60	11%	867	12%		
				Very ineffective	7	8%	2	1%	5	7%	7	6%	6	5%	7	7%	27	5%	445	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	12	11%	31	18%	14	15%	12	10%	15	10%	10	10%	82	13%	1441	18%		
				Effective	35	32%	84	48%	37	39%	35	28%	41	28%	40	41%	237	37%	2897	36%		
				Neither effective nor ineffective	26	24%	21	12%	12	12%	26	21%	37	25%	21	21%	116	18%	1303	16%		
				Ineffective	18	16%	24	14%	17	18%	24	19%	29	20%	14	14%	108	17%	1368	17%		
				Very ineffective	20	18%	16	9%	13	14%	28	22%	25	17%	14	14%	97	15%	971	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	3	5%	12	10%	4	8%	7	9%	8	9%	6	9%	36	9%	886	17%		
				Effective	12	16%	41	35%	8	18%	24	32%	30	33%	12	18%	116	29%	1294	25%		
				Neither effective nor ineffective	25	35%	34	29%	15	36%	24	32%	27	29%	22	33%	122	31%	1323	26%		
				Ineffective	15	21%	19	16%	4	9%	11	15%	15	16%	14	20%	63	16%	792	15%		
				Very ineffective	17	24%	12	10%	12	28%	9	12%	11	12%	13	20%	57	15%	864	17%		

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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	%		
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	4	7%	9	10%	5	10%	9	12%	10	12%	8	11%	40	11%	528	12%				
				Effective	8	13%	22	26%	7	16%	30	38%	26	31%	23	33%	107	30%	1162	27%				
				Neither effective nor ineffective	38	61%	37	44%	22	49%	29	37%	35	43%	30	43%	154	43%	1768	41%				
				Ineffective	5	8%	11	13%	4	8%	6	8%	7	8%	8	11%	35	10%	413	10%				
				Very ineffective	7	12%	6	7%	8	17%	4	5%	5	6%	1	2%	23	6%	465	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	9	10%	11	10%	10	14%	13	14%	13	11%	4	5%	51	11%	871	14%				
				Effective	17	21%	35	30%	23	33%	36	37%	42	36%	27	33%	163	34%	1906	31%				
				Neither effective nor ineffective	25	30%	44	37%	17	25%	24	25%	32	27%	23	28%	139	29%	1401	23%				
				Ineffective	17	21%	14	12%	8	11%	17	18%	19	16%	19	24%	77	16%	1092	18%				
				Very ineffective	14	17%	14	11%	11	16%	6	7%	11	9%	8	10%	50	10%	938	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	6	6%	24	16%	18	22%	20	17%	20	17%	17	18%	100	18%	1549	21%				
				Effective	44	43%	67	45%	29	37%	62	51%	57	47%	40	41%	255	45%	2819	38%				
				Neither effective nor ineffective	23	23%	26	17%	9	12%	24	19%	21	17%	20	20%	99	17%	1348	18%				
				Ineffective	19	18%	20	13%	15	19%	12	10%	15	12%	16	16%	79	14%	1071	14%				
				Very ineffective	10	10%	13	9%	8	10%	3	3%	8	7%	5	5%	38	7%	681	9%				
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?	Very effective	10	12%	10	6%	4	5%	7	5%	7	6%	4	5%	31	6%	561	8%				
				Effective	24	27%	60	38%	27	42%	52	39%	41	33%	21	24%	200	36%	2348	34%				
				Neither effective nor ineffective	39	44%	47	30%	17	27%	39	29%	48	39%	30	36%	181	32%	2011	29%				
				Ineffective	9	10%	31	20%	10	16%	27	20%	15	12%	21	25%	104	19%	1239	18%				
				Very ineffective	6	7%	10	6%	7	10%	9	7%	11	9%	8	10%	45	8%	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	2	5%	4	5%	3	10%	2	3%	1	2%	3	7%	13	5%	212	6%				
				Effective	6	15%	12	15%	4	13%	5	9%	6	12%	7	16%	35	13%	475	14%				
				Neither effective nor ineffective	16	38%	27	34%	10	28%	16	29%	14	27%	19	42%	85	32%	1148	33%				
				Ineffective	6	14%	9	12%	7	21%	12	21%	14	31%	6	14%	50	19%	639	18%				
				Very ineffective	12	28%	27	34%	10	28%	20	37%	15	28%	10	22%	81	31%	993	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	1	4%	0	0%	0	0%	0	0%	2	7%	1	3%	3	2%	175	6%				
				Effective	2	7%	3	8%	0	0%	2	8%	2	6%	4	15%	11	8%	287	10%				
				Neither effective nor ineffective	17	57%	25	66%	11	63%	8	33%	13	37%	10	36%	67	47%	1001	34%				
				Ineffective	6	19%	3	8%	1	6%	6	24%	2	6%	6	23%	18	13%	460	16%				
				Very ineffective	4	13%	7	19%	5	31%	9	35%	16	45%	6	22%	43	30%	981	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	3	8%	21	22%	3	10%	14	21%	22	27%	7	17%	67	21%	741	20%				
				Effective	10	25%	46	48%	11	32%	28	42%	38	47%	13	33%	136	43%	1208	32%				
				Neither effective nor ineffective	17	44%	18	19%	12	35%	16	23%	8	10%	15	36%	69	22%	1128	30%				
				Ineffective	6	15%	8	9%	2	6%	8	12%	6	8%	5	12%	29	9%	305	8%				
				Very ineffective	3	8%	2	2%	6	16%	1	2%	7	9%	1	2%	16	5%	355	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	3	7%	5	5%	5	10%	3	5%	9	10%	1	3%	22	7%	386	10%				
				Effective	10	20%	23	23%	10	23%	12	19%	24	29%	7	18%	76	23%	747	19%				
				Neither effective nor ineffective	18	38%	29	29%	14	30%	20	32%	25	29%	12	33%	100	30%	1129	28%				
				Ineffective	9	19%	23	23%	7	16%	11	17%	10	12%	7	17%	58	18%	680	17%				
				Very ineffective	8	17%	19	20%	10	21%	17	26%	18	21%	11	29%	74	22%	1024	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	1	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	12	2%			
				Effective	2	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	N/A	45	9%		
				Neither effective nor ineffective	15	71%	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	318	65%		
				Ineffective	1	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	56	11%		
				Very ineffective	2	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	N/A	59	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	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	129	9%			
				Effective	24	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	N/A	424	30%			
				Neither effective nor ineffective	21	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	281	20%			
				Ineffective	8	14%	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	239	17%			
				Very ineffective	4	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	347	24%			
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	1	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	92	8%			
				Effective	6	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	302	27%			
				Neither effective nor ineffective	15	44%	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	381	34%			
				Ineffective	7	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	190	17%			
				Very ineffective	5	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	154	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	N/A	12	2%			
				Effective	3	14%	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	65	13%			
				Neither effective nor ineffective	18	73%	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	313	61%			
				Ineffective	1	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	58	11%			
				Very ineffective	2	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	67	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	11	15%	23	18%	4	8%	13	12%	16	15%	4	5%	61	13%	727	13%				
				Somewhat agree	6	9%	48	37%	17	32%	43	40%	44	42%	29	38%	182	38%	1696	29%				
				Neither agree nor disagree	19	28%	22	17%	9	17%	16	15%	21	20%	16	22%	85	18%	1207	21%				
				Somewhat disagree	13	18%	19	15%	9	16%	28	26%	14	14%	21	28%	92	19%	1223	21%				
				Strongly disagree	20	30%	16	12%	15	27%	9	8%	9	8%	6	7%	53	11%	941	16%				

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
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	10	13%	13	10%	5	9%	7	6%	13	12%	5	6%	43	9%	509	9%	
				Somewhat agree	4	6%	42	33%	16	28%	38	36%	37	35%	23	30%	157	33%	1506	26%	
				Neither agree nor disagree	25	34%	22	17%	13	22%	24	23%	22	21%	16	20%	96	20%	1421	24%	
				Somewhat disagree	15	20%	26	20%	10	17%	27	26%	23	22%	26	34%	112	24%	1453	25%	
				Strongly disagree	19	27%	24	19%	14	24%	10	9%	11	11%	8	10%	67	14%	1013	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	21	28%	36	28%	20	32%	33	30%	36	32%	17	21%	142	29%	1557	26%	
				Somewhat agree	24	32%	47	36%	14	23%	36	32%	39	34%	22	29%	157	32%	1936	32%	
				Neither agree nor disagree	24	33%	26	20%	12	20%	23	21%	20	18%	19	24%	100	20%	1316	22%	
				Somewhat disagree	3	4%	15	12%	7	11%	13	12%	11	10%	12	16%	59	12%	712	12%	
				Strongly disagree	2	3%	6	5%	8	13%	6	6%	7	7%	8	10%	36	7%	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	18	24%	30	23%	20	33%	35	31%	34	30%	20	25%	140	28%	1500	24%	
				Somewhat agree	26	35%	45	35%	15	24%	35	32%	38	34%	22	27%	154	31%	1974	32%	
				Neither agree nor disagree	25	33%	29	22%	12	19%	26	23%	19	17%	17	22%	103	21%	1371	22%	
				Somewhat disagree	3	4%	16	12%	7	11%	10	9%	16	14%	12	15%	61	12%	798	13%	
				Strongly disagree	3	4%	10	8%	8	13%	5	4%	6	5%	9	11%	38	8%	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	35	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	1405	36%	
				Somewhat agree	30	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	1237	31%
				Neither agree nor disagree	26	26%	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	680	17%
				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	383	10%
				Strongly disagree	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	227	6%
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	Very satisfied	14	12%	15	9%	19	20%	14	10%	13	8%	5	4%	66	10%	1111	13%	
				Satisfied	43	38%	77	44%	28	30%	69	48%	67	43%	36	33%	277	41%	3235	38%	
				Neither satisfied nor dissatisfied	31	27%	26	15%	19	20%	25	18%	27	17%	20	18%	117	17%	1158	14%	
				Dissatisfied	17	15%	44	25%	24	26%	26	18%	39	25%	36	33%	169	25%	2072	24%	
				Very dissatisfied	8	7%	12	7%	4	4%	9	6%	10	6%	12	11%	46	7%	968	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	6	6%	13	8%	7	8%	10	7%	9	6%	4	4%	44	7%	647	8%	
				Satisfied	38	33%	58	33%	30	32%	48	33%	55	36%	32	29%	222	33%	2683	31%	
				Neither satisfied nor dissatisfied	28	25%	43	25%	18	19%	33	23%	35	23%	24	22%	153	23%	1504	18%	
				Dissatisfied	32	28%	41	24%	30	32%	41	29%	37	24%	37	34%	187	28%	2486	29%	
				Very dissatisfied	9	8%	19	11%	8	9%	10	7%	16	11%	12	11%	66	10%	1227	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	39	37%	54	33%	42	48%	58	44%	59	39%	38	35%	251	39%	3299	42%	
				Satisfied	47	44%	68	42%	23	26%	52	39%	62	41%	36	33%	242	37%	2663	34%	
				Neither satisfied nor dissatisfied	12	11%	23	14%	15	16%	13	10%	11	7%	14	13%	75	12%	816	10%	
				Dissatisfied	5	5%	14	9%	5	5%	10	7%	16	10%	13	12%	57	9%	680	9%	
				Very dissatisfied	3	3%	5	3%	4	4%	1	1%	5	3%	8	7%	22	3%	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	25	23%	40	23%	25	28%	32	23%	37	24%	31	28%	164	25%	2152	25%	
				Satisfied	44	40%	77	45%	26	29%	52	37%	56	36%	28	25%	239	36%	2742	32%	
				Neither satisfied nor dissatisfied	19	17%	25	15%	13	14%	27	19%	27	18%	24	22%	116	17%	1426	17%	
				Dissatisfied	12	11%	20	12%	13	15%	24	17%	21	14%	20	18%	98	15%	1305	15%	
				Very dissatisfied	10	9%	10	6%	13	14%	8	5%	12	8%	8	7%	50	8%	839	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	23	21%	29	17%	15	17%	30	21%	44	29%	32	29%	150	23%	1908	23%	
				Satisfied	38	36%	76	45%	27	32%	57	40%	45	30%	32	29%	237	36%	2343	29%	
				Neither satisfied nor dissatisfied	18	17%	31	18%	18	21%	24	17%	26	17%	21	19%	119	18%	1637	20%	
				Dissatisfied	19	18%	21	13%	13	15%	22	15%	24	16%	16	14%	95	15%	1395	17%	
				Very dissatisfied	9	8%	11	7%	14	16%	8	6%	11	7%	10	9%	54	8%	904	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	24	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	761	24%	
				Satisfied	42	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	1144	36%
				Neither satisfied nor dissatisfied	24	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	666	21%
				Dissatisfied	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	N/A	400	12%
				Very dissatisfied	8	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	251	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	21	19%	28	16%	20	22%	34	23%	37	24%	26	23%	144	22%	2088	25%	
				Satisfied	46	43%	76	44%	32	36%	59	41%	65	42%	33	30%	265	39%	2774	33%	
				Neither satisfied nor dissatisfied	24	23%	35	20%	13	14%	27	19%	21	14%	20	18%	115	17%	1455	17%	
				Dissatisfied	7	6%	24	14%	13	15%	18	12%	21	13%	21	19%	96	14%	1382	16%	
				Very dissatisfied	10	9%	10	6%	11	13%	6	4%	11	7%	11	10%	50	7%	765	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	28	26%	39	23%	24	27%	31	21%	41	27%	27	24%	162	24%	2256	27%	
				Satisfied	46	42%	72	42%	27	30%	47	33%	66	43%	41	37%	254	38%	2986	36%	
				Neither satisfied nor dissatisfied	22	20%	38	22%	18	20%	35	25%	29	19%	24	21%	143	22%	1786	21%	
				Dissatisfied	9	8%	15	9%	13	14%	22	16%	9	6%	13	11%	71	11%	892	11%	
				Very dissatisfied	5	4%	7	4%	7	8%	7	5%	8	5%	7	6%	36	5%	488	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	26	25%	42	25%	27	31%	39	28%	47	32%	30	27%	185	28%	2543	31%	
				Satisfied	42	39%	84	49%	39	44%	64	46%	64	43%	43	39%	294	45%	3300	40%	
				Neither satisfied nor dissatisfied	24	22%	27	16%	9	10%	24	18%	28	18%	21	20%	110	17%	1381	17%	
				Dissatisfied	11	10%	13	7%	9	10%	9	6%	3	2%	9	8%	43	6%	758	9%	
				Very dissatisfied	4	4%	4	2%	5	5%	4	3%	8	5%	6	6%	26	4%	297	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	26	24%	46	27%	31	36%	39	28%	50	33%	31	28%	198	30%	2882	35%	
				Satisfied	48	44%	80	47%	35	40%	56	40%	62	42%	45	41%	279	42%	3132	38%	
				Neither satisfied nor dissatisfied	24	22%	27	16%	12	13%	28	20%	29	20%	25	23%	121	18%	1424	17%	
				Dissatisfied	10	9%	11	6%	6	7%	15	10%	5	3%	6	6%	43	6%	606	7%	
				Very dissatisfied	2	2%	6	4%	3	4%	2	2%	4	2%	2	2%	18	3%	222	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	41	37%	52	30%	32	35%	40	28%	50	32%	34	30%	207	31%	2883	34%	
				Satisfied	46	41%	63	37%	29	32%	53	37%	54	35%	36	33%	236	35%	2903	34%	
				Neither satisfied nor dissatisfied	11	10%	29	17%	14	16%	27	19%	24	16%	13	11%	108	16%	1131	13%	
				Dissatisfied	9	8%	16	9%	6	6%	16	12%	12	8%	17	15%	66	10%	986	12%	
				Very dissatisfied	5	4%	13	8%	10	11%	5	3%	15	9%	11	10%	54	8%	609	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	25	23%	30	17%	26	29%	26	19%	31	20%	29	26%	142	21%	2063	24%	
				Satisfied	45	41%	76	44%	25	28%	57	41%	49	32%	33	30%	241	36%	2676	32%	
				Neither satisfied nor dissatisfied	15	13%	28	16%	9	10%	28	20%	36	23%	8	8%	109	16%	1412	17%	
				Dissatisfied	16	15%	26	15%	16	17%	20	14%	26	17%	25	22%	112	17%	1372	16%	
				Very dissatisfied	9	8%	14	8%	14	16%	8	6%	12	8%	16	14%	63	9%	904	11%	
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	Very satisfied	35	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	1061	33%	
				Satisfied	52	49%	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	1356	43%
				Neither satisfied nor dissatisfied	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	N/A	536	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	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	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	15	14%	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	21%	
				Satisfied	48	45%	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	1250	41%
				Neither satisfied nor dissatisfied	29	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	820	27%
				Dissatisfied	10	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	215	7%
				Very 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	126	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	28	25%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	877	27%	
				Satisfied	44	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	N/A	1349	42%
				Neither satisfied nor dissatisfied	22	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	593	19%
				Dissatisfied	10	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	225	7%
				Very dissatisfied	5	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	54	48%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2104	46%	
				Somewhat agree	37	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	N/A	1542	34%
				Neither agree nor disagree	10	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	301	7%
				Somewhat disagree	6	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	387	9%
				Strongly disagree	5	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	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	37	32%	46	26%	27	29%	45	32%	36	23%	23	21%	176	26%	2739	32%	
				Satisfied	57	50%	90	52%	40	44%	65	46%	78	51%	44	39%	317	47%	3625	43%	
				Neither satisfied nor dissatisfied	12	11%	21	12%	11	12%	16	12%	15	10%	25	23%	89	13%	883	10%	
				Dissatisfied	5	4%	15	8%	9	10%	13	9%	21	14%	16	14%	73	11%	874	10%	
				Very dissatisfied	3	3%	2	1%	5	5%	3	2%	4	2%	3	3%	16	2%	396	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	13	11%	27	15%	22	24%	24	17%	18	12%	10	9%	101	15%	1588	19%	
				Satisfied	64	57%	104	60%	43	47%	71	50%	80	52%	47	42%	345	51%	4021	47%	
				Neither satisfied nor dissatisfied	23	21%	27	16%	16	17%	32	22%	34	22%	31	28%	140	21%	1441	17%	
				Dissatisfied	9	8%	12	7%	9	10%	15	11%	16	11%	18	16%	70	10%	1086	13%	
				Very dissatisfied	4	3%	4	2%	2	2%	1	1%	5	4%	5	5%	17	3%	389	5%	
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	Chancellor	1	1%	43	29%	0	0%	22	21%	28	31%	1	1%	93	19%	577	9%	
				President	17	18%	1	1%	8	11%	2	2%	6	7%	19	28%	35	7%	1174	18%	
				Vice President for Academic Affairs	6	6%	2	1%	2	2%	2	2%	2	2%	2	4%	11	2%	438	7%	
				Academic Dean	2	2%	11	8%	7	10%	7	7%	10	11%	11	16%	46	10%	779	12%	
				Provost	71	73%	91	62%	58	77%	68	68%	44	49%	34	51%	295	61%	3376	53%	
Other	0	0%	0	0%	0	0%	0	0%	1	1%	0	0%	1	0%	1	0%	77	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	26	34%	26	22%	13	20%	14	19%	8	14%	6	12%	67	18%	870	17%	
				Somewhat agree	28	35%	47	38%	17	27%	22	30%	17	29%	14	29%	116	32%	1497	29%	
				Neither agree nor disagree	14	18%	32	26%	14	22%	17	23%	14	25%	11	22%	88	24%	1338	26%	
				Somewhat disagree	5	7%	12	10%	11	17%	15	21%	10	17%	12	26%	60	16%	822	16%	
				Strongly disagree	5	6%	5	4%	9	14%	5	7%	9	15%	5	11%	33	9%	633	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	17	17%	14	9%	17	20%	28	21%	15	11%	16	16%	91	15%	1313	17%	
				For the foreseeable future	50	50%	84	53%	36	42%	63	48%	63	45%	37	37%	283	46%	3545	45%	
				For no more than 5 years after earning tenure	11	11%	18	12%	15	18%	14	11%	26	19%	18	18%	92	15%	1073	14%	
				I haven't thought that far ahead	23	23%	41	26%	17	20%	27	20%	36	25%	28	29%	148	24%	1880	24%	
				Prefer to work at another academic institution	9	82%	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	252
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 in private industry	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	8	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	2	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	106	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	37	34%	85	51%	46	51%	71	51%	61	41%	29	27%	292	45%	3626	44%
				Somewhat agree	48	44%	53	32%	26	29%	37	27%	49	33%	39	37%	204	31%	2613	32%
				Neither agree nor disagree	13	12%	12	7%	5	5%	16	12%	15	10%	17	16%	65	10%	817	10%
				Somewhat disagree	7	7%	15	9%	7	7%	13	9%	16	11%	16	15%	67	10%	761	9%
				Strongly disagree	4	3%	2	1%	7	8%	2	1%	7	4%	6	6%	24	4%	437	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	59	55%	90	55%	51	58%	76	54%	71	47%	45	42%	333	51%	3915	48%
				Recommend with reservations	43	40%	67	41%	33	37%	62	44%	72	48%	51	48%	284	44%	3779	46%
				Not recommend dept	5	4%	8	5%	5	5%	3	2%	8	5%	10	10%	34	5%	544	7%
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	Great	19	17%	36	21%	19	21%	31	22%	21	14%	19	18%	127	19%	1583	19%
				Good	64	59%	102	59%	50	55%	79	56%	83	54%	42	39%	356	53%	4111	49%
				So-so	17	15%	26	15%	18	20%	29	20%	43	28%	37	34%	154	23%	2079	25%
				Bad	6	6%	9	5%	3	3%	3	2%	4	3%	7	6%	25	4%	432	5%
				Awful	3	3%	0	0%	1	1%	1	1%	2	1%	3	3%	7	1%	199	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	14	20%	88	22%	1040	20%	12	27%	57	20%	680	18%
				Fairly clear	44	62%	229	56%	2660	52%	18	41%	149	51%	1920	51%
				Neither clear nor unclear	6	8%	51	13%	712	14%	7	16%	34	12%	444	12%
				Fairly unclear	5	7%	27	7%	500	10%	6	14%	38	13%	499	13%
				Very unclear	2	3%	11	3%	234	5%	1	2%	11	4%	213	6%
Q20	tenure practices overall	tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	Very clear	19	27%	69	17%	881	17%	6	13%	52	18%	632	17%
				Fairly clear	32	46%	233	57%	2611	51%	24	54%	152	52%	1876	50%
				Neither clear nor unclear	8	12%	57	14%	779	15%	9	20%	36	12%	487	13%
				Fairly unclear	7	10%	32	8%	595	12%	5	10%	37	13%	526	14%
				Very unclear	4	5%	15	4%	284	6%	1	2%	13	5%	232	6%
Q21	tenure practices overall	tenure standards	I find the tenure standards (the performance threshold) in my department to be...	Very clear	15	21%	51	13%	583	11%	5	11%	36	13%	395	11%
				Fairly clear	30	43%	201	50%	2176	42%	24	54%	134	46%	1558	42%
				Neither clear nor unclear	14	21%	83	20%	1136	22%	9	20%	50	17%	672	18%
				Fairly unclear	7	9%	52	13%	820	16%	7	15%	42	15%	767	20%
				Very unclear	4	5%	19	5%	420	8%	0	0%	28	10%	358	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	11	16%	71	18%	798	16%	10	22%	50	17%	503	13%
				Fairly clear	34	49%	196	48%	2362	46%	20	45%	125	43%	1684	45%
				Neither clear nor unclear	16	23%	88	22%	1056	21%	7	15%	52	18%	707	19%
				Fairly unclear	4	5%	41	10%	626	12%	8	18%	46	16%	603	16%
				Very unclear	5	7%	8	2%	275	5%	0	0%	16	6%	231	6%
Q23	tenure practices overall	sense of achieving tenure	My sense of whether or not I will achieve tenure is...	Very clear	16	23%	81	20%	981	19%	3	7%	36	12%	573	15%
				Fairly clear	34	49%	195	48%	2213	44%	24	54%	131	46%	1522	41%
				Neither clear nor unclear	14	20%	94	24%	1212	24%	9	21%	78	27%	906	24%
				Fairly unclear	3	4%	18	4%	435	9%	7	16%	30	11%	469	13%
				Very unclear	3	4%	14	3%	235	5%	1	2%	12	4%	237	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	17	25%	80	20%	1153	23%	7	16%	56	20%	717	19%
				Fairly clear	36	53%	223	55%	2520	49%	24	53%	146	51%	1870	50%
				Neither clear nor unclear	6	9%	63	16%	678	13%	10	22%	37	13%	431	12%
				Fairly unclear	5	7%	36	9%	587	11%	4	9%	43	15%	575	15%
				Very unclear	4	6%	3	1%	182	4%	0	0%	5	2%	145	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	10	15%	64	16%	859	17%	6	13%	49	17%	668	18%
				Fairly clear	36	53%	213	53%	2511	50%	22	50%	136	47%	1818	49%
				Neither clear nor unclear	12	18%	74	18%	930	18%	9	21%	54	19%	598	16%
				Fairly unclear	8	11%	39	10%	593	12%	6	13%	40	14%	514	14%
				Very unclear	1	1%	10	2%	174	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	7	11%	41	11%	490	10%	7	17%	29	10%	347	10%
				Fairly clear	22	34%	130	34%	1542	32%	9	21%	75	28%	1083	31%
				Neither clear nor unclear	18	28%	109	29%	1442	30%	17	41%	86	32%	983	28%
				Fairly unclear	13	20%	70	19%	901	19%	8	19%	54	20%	802	23%
				Very unclear	4	6%	28	7%	412	9%	1	2%	28	10%	289	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	6	9%	27	7%	484	10%	6	14%	31	11%	372	10%
				Fairly clear	22	33%	148	38%	1790	36%	15	35%	102	36%	1305	35%
				Neither clear nor unclear	21	30%	129	33%	1404	28%	12	27%	69	24%	887	24%
				Fairly unclear	14	21%	65	17%	930	18%	7	17%	54	19%	771	21%
				Very unclear	5	7%	24	6%	417	8%	3	7%	28	10%	353	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	4	6%	21	5%	341	7%	4	9%	18	7%	278	8%
				Fairly clear	20	31%	105	27%	1418	29%	12	29%	83	29%	1056	29%
				Neither clear nor unclear	21	31%	137	35%	1538	31%	13	31%	70	25%	1022	28%
				Fairly unclear	15	24%	90	23%	1082	22%	11	27%	77	27%	884	24%
				Very unclear	5	7%	37	10%	554	11%	2	4%	35	12%	412	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	8%	21	5%	292	6%	4	10%	13	5%	219	6%
				Fairly clear	14	21%	107	28%	1184	24%	7	16%	83	30%	919	26%
				Neither clear nor unclear	24	35%	129	34%	1600	33%	14	33%	78	28%	1000	28%
				Fairly unclear	18	27%	86	22%	1106	23%	9	21%	71	25%	955	27%
				Very unclear	6	9%	42	11%	670	14%	9	20%	33	12%	487	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	16	24%	88	22%	1355	27%	6	13%	57	20%	723	20%
				Fairly reasonable	32	47%	204	50%	2130	42%	24	55%	133	46%	1587	43%
				Neither reasonable nor unreasonable	14	21%	70	17%	976	19%	11	25%	67	23%	756	20%
				Fairly unreasonable	1	1%	36	9%	441	9%	3	7%	24	8%	496	13%
				Very unreasonable	5	7%	8	2%	168	3%	0	0%	6	2%	141	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	17	26%	90	23%	1360	27%	13	30%	55	19%	932	25%
				Fairly reasonable	26	39%	191	48%	2095	42%	13	29%	131	45%	1508	41%
				Neither reasonable nor unreasonable	19	29%	99	25%	1180	24%	13	30%	84	29%	849	23%
				Fairly unreasonable	4	6%	16	4%	271	5%	3	7%	14	5%	305	8%
				Very unreasonable	1	1%	3	1%	105	2%	2	5%	4	1%	75	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	8	13%	55	15%	889	19%	9	22%	36	13%	549	16%
				Fairly reasonable	21	33%	134	35%	1442	31%	6	13%	72	26%	983	29%
				Neither reasonable nor unreasonable	28	43%	167	44%	2003	43%	22	51%	135	49%	1550	45%
				Fairly unreasonable	2	3%	18	5%	249	5%	5	11%	25	9%	263	8%
				Very unreasonable	5	8%	4	1%	100	2%	1	3%	6	2%	96	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	7	10%	53	14%	972	20%	6	14%	40	14%	643	18%
				Fairly reasonable	24	35%	133	34%	1553	31%	11	25%	84	29%	1101	30%
				Neither reasonable nor unreasonable	32	47%	187	48%	2035	41%	23	54%	134	47%	1505	41%
				Fairly unreasonable	3	4%	12	3%	252	5%	3	7%	17	6%	270	7%
				Very unreasonable	2	3%	7	2%	122	2%	0	0%	10	4%	119	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	5	8%	37	9%	681	14%	3	7%	35	12%	494	14%
				Fairly reasonable	19	29%	96	25%	1291	27%	12	29%	61	21%	915	25%
				Neither reasonable nor unreasonable	36	55%	237	61%	2522	52%	25	59%	181	63%	1935	54%
				Fairly unreasonable	3	5%	15	4%	225	5%	1	2%	7	3%	180	5%
				Very unreasonable	2	3%	5	1%	104	2%	1	3%	1	0%	73	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	4	6%	35	9%	609	13%	5	12%	28	10%	410	12%
				Fairly reasonable	13	20%	97	25%	1180	25%	7	16%	68	24%	832	24%
				Neither reasonable nor unreasonable	42	64%	233	60%	2628	56%	28	67%	176	63%	2006	57%
				Fairly unreasonable	5	7%	13	3%	214	5%	1	2%	4	2%	197	6%
				Very unreasonable	2	3%	8	2%	98	2%	1	3%	3	1%	60	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	16	24%	87	22%	967	19%	10	23%	52	18%	630	17%
				Somewhat agree	26	38%	172	43%	1620	33%	16	38%	117	41%	1150	31%
				Neither agree nor disagree	7	10%	34	9%	520	10%	5	12%	25	9%	295	8%
				Somewhat disagree	10	15%	68	17%	1072	22%	6	14%	61	22%	891	24%
				Strongly disagree	9	13%	38	10%	806	16%	6	14%	29	10%	702	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	24	37%	148	39%	1569	32%	23	55%	96	36%	999	28%
				Somewhat agree	25	38%	148	39%	1768	36%	12	29%	104	39%	1296	37%
				Neither agree nor disagree	8	12%	36	9%	584	12%	4	9%	23	9%	432	12%
				Somewhat disagree	1	1%	32	8%	576	12%	3	7%	26	10%	493	14%
				Strongly disagree	8	12%	18	5%	356	7%	0	0%	17	6%	301	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	18	26%	94	23%	1285	25%	13	28%	40	14%	707	19%
				Satisfied	32	46%	222	55%	2556	50%	20	45%	145	50%	1843	50%
				Neither satisfied nor dissatisfied	8	12%	40	10%	442	9%	5	10%	50	17%	414	11%
				Dissatisfied	8	11%	42	10%	640	13%	7	16%	46	16%	638	17%
				Very dissatisfied	4	5%	6	1%	143	3%	0	0%	7	3%	118	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	12	17%	N/A	N/A	507	19%	8	18%	N/A	N/A	250	12%
				Satisfied	34	49%	N/A	N/A	1293	49%	19	42%	N/A	N/A	823	40%
				Neither satisfied nor dissatisfied	9	13%	N/A	N/A	398	15%	12	26%	N/A	N/A	359	17%
				Dissatisfied	11	15%	N/A	N/A	340	13%	4	9%	N/A	N/A	494	24%
				Very dissatisfied	4	5%	N/A	N/A	112	4%	2	5%	N/A	N/A	129	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	20	29%	132	33%	1880	38%	17	38%	94	33%	1491	41%
				Satisfied	39	55%	191	48%	2166	44%	18	41%	132	47%	1497	41%
				Neither satisfied nor dissatisfied	5	8%	40	10%	465	9%	4	9%	30	11%	284	8%
				Dissatisfied	5	7%	26	7%	369	7%	5	11%	17	6%	291	8%
				Very dissatisfied	1	1%	5	1%	75	2%	0	0%	9	3%	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	20	28%	136	35%	1840	37%	13	30%	103	37%	1354	37%
				Satisfied	31	44%	155	39%	1709	34%	16	35%	110	39%	1185	33%
				Neither satisfied nor dissatisfied	7	10%	56	14%	613	12%	5	11%	31	11%	326	9%
				Dissatisfied	6	8%	36	9%	585	12%	10	22%	29	10%	550	15%
				Very dissatisfied	6	9%	11	3%	217	4%	1	2%	9	3%	218	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	41	59%	166	42%	2508	51%	26	57%	128	46%	1826	50%
				Satisfied	21	30%	158	40%	1577	32%	11	24%	102	36%	1073	30%
				Neither satisfied nor dissatisfied	5	7%	36	9%	432	9%	4	9%	22	8%	287	8%
				Dissatisfied	2	3%	23	6%	297	6%	2	5%	21	7%	316	9%
				Very dissatisfied	1	1%	9	2%	137	3%	2	4%	8	3%	127	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	46	65%	237	60%	3334	68%	34	76%	157	56%	2393	66%
				Satisfied	19	28%	117	30%	1202	24%	8	18%	100	36%	922	25%
				Neither satisfied nor dissatisfied	2	3%	27	7%	244	5%	1	2%	14	5%	160	4%
				Dissatisfied	2	3%	7	2%	109	2%	2	4%	6	2%	113	3%
				Very dissatisfied	1	1%	5	1%	49	1%	0	0%	4	2%	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	18	25%	115	29%	1694	34%	12	27%	86	30%	1261	35%
				Satisfied	29	41%	171	44%	1976	40%	16	37%	119	42%	1332	37%
				Neither satisfied nor dissatisfied	9	13%	55	14%	592	12%	8	19%	38	13%	366	10%
				Dissatisfied	13	18%	38	10%	482	10%	8	17%	24	8%	482	13%
				Very dissatisfied	2	3%	13	3%	208	4%	0	0%	18	6%	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	8%	48	14%	843	19%	4	11%	31	13%	676	21%
				Satisfied	25	37%	117	34%	1454	33%	13	35%	92	39%	1137	36%
				Neither satisfied nor dissatisfied	14	20%	104	30%	995	23%	12	31%	49	20%	564	18%
				Dissatisfied	17	26%	64	18%	856	19%	5	14%	49	21%	597	19%
				Very dissatisfied	6	9%	14	4%	268	6%	4	10%	18	8%	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	6	9%	65	17%	962	21%	9	24%	57	21%	767	24%
				Satisfied	24	34%	174	45%	1833	40%	18	46%	98	35%	1338	42%
				Neither satisfied nor dissatisfied	14	20%	74	19%	821	18%	6	15%	69	25%	492	16%
				Dissatisfied	18	26%	56	14%	716	16%	6	15%	43	16%	452	14%
				Very dissatisfied	8	12%	21	5%	200	4%	0	0%	9	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	8	11%	48	12%	710	14%	4	9%	19	7%	290	8%
				Satisfied	25	36%	141	35%	1643	33%	14	31%	84	29%	925	25%
				Neither satisfied nor dissatisfied	6	9%	72	18%	670	13%	5	12%	51	18%	394	11%
				Dissatisfied	21	30%	111	27%	1408	28%	16	36%	93	33%	1322	36%
				Very dissatisfied	10	14%	33	8%	623	12%	6	13%	40	14%	777	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	2	3%	30	8%	474	10%	2	5%	22	8%	239	7%
				Satisfied	27	42%	121	32%	1293	28%	7	17%	60	23%	742	22%
				Neither satisfied nor dissatisfied	17	26%	116	31%	1526	33%	15	35%	102	39%	1099	33%
				Dissatisfied	10	16%	85	22%	878	19%	13	31%	58	22%	788	24%
				Very dissatisfied	9	14%	25	7%	457	10%	5	12%	23	9%	447	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	37	54%	211	53%	2873	57%	17	40%	143	50%	2009	54%
				Satisfied	26	38%	143	36%	1530	30%	19	44%	99	34%	1134	31%
				Neither satisfied nor dissatisfied	2	3%	29	7%	376	7%	3	7%	30	10%	295	8%
				Dissatisfied	3	4%	16	4%	193	4%	3	7%	13	4%	188	5%
				Very dissatisfied	1	1%	2	1%	57	1%	1	2%	4	1%	64	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	8	11%	70	17%	1140	23%	10	22%	47	17%	754	21%
				Satisfied	27	39%	148	37%	1731	34%	17	39%	97	34%	1184	32%
				Neither satisfied nor dissatisfied	13	19%	84	21%	781	16%	9	21%	53	19%	489	13%
				Dissatisfied	15	22%	64	16%	895	18%	6	14%	54	19%	811	22%
				Very dissatisfied	6	8%	39	10%	478	10%	2	5%	31	11%	437	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	4	6%	45	12%	639	14%	5	11%	27	10%	389	12%
				Satisfied	21	31%	132	34%	1407	30%	14	32%	69	25%	853	25%
				Neither satisfied nor dissatisfied	16	24%	100	26%	999	21%	4	9%	70	25%	621	19%
				Dissatisfied	17	25%	75	19%	993	21%	14	33%	64	23%	861	26%
				Very dissatisfied	10	14%	36	9%	646	14%	7	15%	44	16%	631	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	13	19%	99	25%	1474	29%	14	32%	65	23%	1015	28%
				Satisfied	31	45%	160	40%	1728	34%	14	32%	106	37%	1158	32%
				Neither satisfied nor dissatisfied	8	12%	53	13%	640	13%	10	23%	39	14%	440	12%
				Dissatisfied	11	16%	66	16%	768	15%	4	8%	57	20%	668	18%
				Very dissatisfied	6	8%	22	6%	401	8%	2	4%	18	6%	392	11%
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	Very satisfied	6	9%	47	12%	714	15%	6	15%	34	12%	471	14%
				Satisfied	29	43%	152	40%	1631	34%	8	20%	99	36%	1032	30%
				Neither satisfied nor dissatisfied	14	21%	105	27%	1129	24%	14	34%	76	28%	772	22%
				Dissatisfied	7	10%	54	14%	909	19%	11	27%	47	17%	792	23%
				Very dissatisfied	11	16%	25	6%	409	9%	2	4%	19	7%	412	12%
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	Very satisfied	6	10%	46	12%	865	18%	7	18%	56	20%	715	21%
				Satisfied	28	44%	180	48%	1939	41%	13	32%	125	45%	1377	40%
				Neither satisfied nor dissatisfied	20	32%	100	27%	1257	27%	11	27%	59	21%	779	23%
				Dissatisfied	5	8%	36	10%	500	11%	5	13%	26	9%	415	12%
				Very dissatisfied	4	6%	11	3%	174	4%	4	10%	9	3%	171	5%
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	Very satisfied	10	15%	65	17%	1048	21%	15	36%	60	21%	824	23%
				Satisfied	23	32%	174	44%	1957	39%	14	33%	120	42%	1353	37%
				Neither satisfied nor dissatisfied	17	24%	80	20%	960	19%	5	12%	50	18%	642	18%
				Dissatisfied	11	16%	54	14%	683	14%	8	19%	36	13%	563	15%
				Very dissatisfied	9	13%	21	5%	317	6%	0	0%	19	7%	269	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	18	25%	66	17%	1236	25%	14	31%	84	30%	1370	37%
				Important	30	43%	184	46%	2034	41%	18	40%	122	43%	1492	40%
				Neither important nor unimportant	12	18%	94	24%	1039	21%	7	16%	50	18%	493	13%
				Unimportant	2	3%	41	10%	487	10%	6	13%	15	5%	248	7%
				Very unimportant	8	12%	12	3%	219	4%	0	0%	12	4%	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	28	40%	103	26%	2007	40%	23	51%	130	45%	2065	56%
				Important	31	45%	226	57%	2222	44%	16	36%	130	45%	1319	36%
				Neither important nor unimportant	8	12%	60	15%	531	11%	5	10%	20	7%	208	6%
				Unimportant	2	3%	7	2%	167	3%	0	0%	3	1%	68	2%
				Very unimportant	0	0%	2	1%	72	1%	1	2%	4	1%	32	1%

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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	%					
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	18	26%	97	24%	1694	34%	18	42%	94	33%	1640	45%
				Important	44	62%	231	58%	2495	50%	22	50%	155	55%	1636	44%
				Neither important nor unimportant	6	9%	50	13%	546	11%	4	8%	25	9%	284	8%
				Unimportant	2	3%	16	4%	203	4%	0	0%	10	4%	90	2%
				Very unimportant	0	0%	4	1%	57	1%	0	0%	0	0%	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	16	23%	86	22%	1542	31%	21	48%	87	31%	1510	41%
				Important	42	60%	229	58%	2417	49%	20	45%	152	54%	1653	45%
				Neither important nor unimportant	9	13%	67	17%	728	15%	2	4%	28	10%	364	10%
				Unimportant	3	4%	11	3%	214	4%	0	0%	11	4%	107	3%
				Very unimportant	0	0%	4	1%	77	2%	1	2%	3	1%	41	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	30	45%	128	32%	1785	36%	23	53%	124	44%	1662	45%
				Important	25	37%	190	48%	1945	39%	12	27%	113	40%	1311	36%
				Neither important nor unimportant	8	12%	59	15%	795	16%	8	18%	34	12%	464	13%
				Unimportant	3	4%	18	5%	294	6%	0	0%	10	4%	174	5%
				Very unimportant	1	1%	3	1%	138	3%	1	2%	3	1%	56	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	10	15%	47	12%	750	15%	6	14%	47	17%	860	23%
				Important	29	44%	188	47%	2263	45%	25	57%	149	53%	1705	46%
				Neither important nor unimportant	18	27%	110	28%	1186	24%	9	21%	61	22%	729	20%
				Unimportant	7	11%	46	12%	621	12%	3	7%	19	7%	309	8%
				Very unimportant	2	3%	8	2%	160	3%	1	2%	5	2%	79	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	41	61%	186	46%	2637	53%	32	73%	192	68%	2555	69%
				Important	22	33%	189	47%	1891	38%	11	24%	82	29%	998	27%
				Neither important nor unimportant	3	4%	22	5%	322	6%	0	0%	7	2%	97	3%
				Unimportant	0	0%	4	1%	116	2%	0	0%	2	1%	33	1%
				Very unimportant	1	1%	1	0%	43	1%	1	2%	0	0%	14	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	30	46%	119	30%	1974	40%	22	49%	143	51%	2132	58%
				Important	24	36%	177	45%	1668	34%	18	40%	105	37%	1019	28%
				Neither important nor unimportant	10	15%	75	19%	946	19%	4	9%	26	9%	408	11%
				Unimportant	1	1%	21	5%	248	5%	0	0%	3	1%	73	2%
				Very unimportant	1	1%	5	1%	100	2%	1	2%	4	2%	32	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	13	20%	54	14%	849	17%	11	25%	83	30%	1321	36%
				Important	22	32%	145	37%	1561	32%	13	29%	111	40%	1231	34%
				Neither important nor unimportant	25	37%	136	35%	1783	36%	17	38%	66	24%	830	23%
				Unimportant	5	8%	48	12%	488	10%	2	4%	10	4%	193	5%
				Very unimportant	2	3%	9	2%	213	4%	1	2%	8	3%	66	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	25	37%	113	28%	1829	37%	23	51%	134	47%	1988	54%
				Important	33	48%	216	54%	2254	45%	21	47%	118	42%	1343	37%
				Neither important nor unimportant	11	16%	58	14%	694	14%	1	2%	26	9%	277	8%
				Unimportant	0	0%	10	2%	146	3%	0	0%	4	1%	53	1%
				Very unimportant	0	0%	2	1%	46	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	34	50%	178	44%	2705	54%	26	58%	183	64%	2483	68%
				Important	31	45%	196	49%	1926	39%	18	40%	88	31%	1040	28%
				Neither important nor unimportant	3	5%	20	5%	274	5%	0	0%	10	4%	112	3%
				Unimportant	0	0%	6	1%	58	1%	0	0%	2	1%	20	1%
				Very unimportant	0	0%	2	1%	12	0%	1	2%	0	0%	18	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	23	34%	89	22%	1286	26%	17	39%	82	29%	1222	33%
				Important	28	40%	229	58%	2585	52%	16	36%	151	54%	1820	50%
				Neither important nor unimportant	14	21%	59	15%	758	15%	9	20%	39	14%	454	12%
				Unimportant	3	4%	18	4%	243	5%	1	2%	5	2%	142	4%
				Very unimportant	1	1%	3	1%	77	2%	1	2%	3	1%	31	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	15	22%	85	22%	1229	25%	14	33%	110	40%	1495	42%
				Important	25	37%	105	27%	1274	26%	11	25%	57	21%	662	19%
				Neither important nor unimportant	15	23%	106	27%	1226	25%	9	20%	53	19%	685	19%
				Unimportant	3	4%	48	12%	468	10%	5	11%	18	6%	234	7%
				Very unimportant	9	13%	43	11%	649	13%	5	11%	35	13%	497	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	8	12%	42	11%	908	19%	6	14%	24	9%	699	19%
				Important	18	27%	100	26%	1155	24%	7	16%	64	23%	797	22%
				Neither important nor unimportant	25	37%	141	36%	1470	30%	15	34%	104	37%	1115	31%
				Unimportant	9	13%	65	17%	707	14%	8	18%	53	19%	548	15%
				Very unimportant	7	10%	42	11%	665	14%	8	18%	34	12%	466	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	20	30%	102	26%	1330	27%	23	52%	125	45%	1827	50%
				Important	24	35%	153	40%	1737	36%	14	30%	98	35%	1080	30%
				Neither important nor unimportant	15	23%	89	23%	1120	23%	6	13%	37	13%	446	12%
				Unimportant	4	6%	21	5%	293	6%	1	2%	10	4%	110	3%
				Very unimportant	4	6%	20	5%	371	8%	1	2%	11	4%	174	5%

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					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	30%	104	27%	1332	27%	15	34%	98	36%	1295	36%
				Important	25	37%	111	29%	1456	30%	7	16%	70	25%	830	23%
				Neither important nor unimportant	11	16%	104	27%	1135	23%	12	26%	71	26%	790	22%
				Unimportant	5	7%	39	10%	434	9%	4	9%	15	6%	272	8%
				Very unimportant	6	10%	30	8%	516	11%	7	15%	21	8%	416	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	6	9%	N/A	N/A	109	6%	7	18%	N/A	N/A	233	16%
				Important	9	14%	N/A	N/A	357	20%	10	26%	N/A	N/A	399	27%
				Neither important nor unimportant	28	43%	N/A	N/A	741	42%	14	35%	N/A	N/A	474	33%
				Unimportant	10	16%	N/A	N/A	325	18%	3	7%	N/A	N/A	194	13%
				Very unimportant	11	17%	N/A	N/A	248	14%	6	15%	N/A	N/A	158	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	28%	N/A	N/A	587	32%	14	35%	N/A	N/A	497	34%
				Important	25	38%	N/A	N/A	658	36%	8	19%	N/A	N/A	443	30%
				Neither important nor unimportant	15	23%	N/A	N/A	346	19%	12	29%	N/A	N/A	309	21%
				Unimportant	4	6%	N/A	N/A	103	6%	5	12%	N/A	N/A	108	7%
				Very unimportant	3	4%	N/A	N/A	121	7%	2	4%	N/A	N/A	112	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	16	25%	N/A	N/A	264	15%	16	38%	N/A	N/A	475	33%
				Important	27	42%	N/A	N/A	752	42%	16	37%	N/A	N/A	599	41%
				Neither important nor unimportant	11	17%	N/A	N/A	538	30%	11	25%	N/A	N/A	253	17%
				Unimportant	5	7%	N/A	N/A	125	7%	0	0%	N/A	N/A	66	5%
				Very unimportant	6	9%	N/A	N/A	106	6%	0	0%	N/A	N/A	62	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	1	2%	N/A	N/A	66	4%	7	16%	N/A	N/A	170	12%
				Important	8	13%	N/A	N/A	219	13%	8	19%	N/A	N/A	296	21%
				Neither important nor unimportant	29	47%	N/A	N/A	803	46%	16	40%	N/A	N/A	568	39%
				Unimportant	8	13%	N/A	N/A	354	20%	3	7%	N/A	N/A	216	15%
				Very unimportant	16	26%	N/A	N/A	303	17%	7	18%	N/A	N/A	189	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	4	8%	16	5%	309	8%	4	13%	18	9%	256	9%
				Effective	20	37%	110	37%	1079	28%	10	31%	60	30%	842	30%
				Neither effective nor ineffective	15	29%	100	34%	1036	27%	15	47%	51	26%	574	21%
				Ineffective	12	23%	45	15%	779	20%	2	6%	38	19%	615	22%
				Very ineffective	2	3%	25	8%	617	16%	1	3%	30	15%	505	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	9	15%	24	6%	725	16%	7	18%	39	16%	654	19%
				Effective	23	36%	176	48%	1841	40%	16	44%	101	41%	1327	40%
				Neither effective nor ineffective	19	29%	108	30%	1080	24%	10	26%	62	25%	641	19%
				Ineffective	7	10%	34	9%	570	12%	4	10%	27	11%	439	13%
				Very ineffective	7	10%	22	6%	357	8%	1	3%	18	7%	293	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	9	13%	38	10%	638	14%	8	18%	41	15%	589	17%
				Effective	30	44%	191	50%	1987	43%	22	52%	116	43%	1492	44%
				Neither effective nor ineffective	18	26%	83	22%	1015	22%	7	16%	62	23%	615	18%
				Ineffective	11	16%	45	12%	637	14%	6	13%	33	12%	462	14%
				Very ineffective	1	1%	23	6%	351	8%	0	0%	16	6%	264	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	9	14%	30	8%	551	13%	9	22%	35	14%	494	15%
				Effective	29	44%	169	47%	1760	40%	17	42%	108	43%	1376	43%
				Neither effective nor ineffective	16	25%	100	28%	1110	25%	9	22%	54	21%	617	19%
				Ineffective	8	12%	42	12%	584	13%	6	14%	36	14%	447	14%
				Very ineffective	4	6%	22	6%	395	9%	0	0%	18	7%	270	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	2	4%	29	8%	274	7%	1	3%	35	14%	217	7%
				Effective	12	22%	85	24%	952	23%	8	21%	63	26%	682	23%
				Neither effective nor ineffective	16	28%	117	33%	1193	29%	15	38%	62	25%	724	25%
				Ineffective	11	19%	85	24%	895	22%	10	26%	57	23%	685	24%
				Very ineffective	15	27%	39	11%	763	19%	5	13%	28	12%	603	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	3	6%	31	9%	409	10%	1	4%	40	17%	412	14%
				Effective	9	18%	120	36%	1436	35%	7	23%	104	45%	1176	40%
				Neither effective nor ineffective	26	49%	127	38%	1484	36%	17	55%	57	24%	823	28%
				Ineffective	10	19%	42	13%	497	12%	3	10%	18	8%	370	12%
				Very ineffective	4	8%	15	4%	255	6%	3	8%	13	5%	190	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	5	8%	45	12%	779	17%	7	16%	37	14%	661	19%
				Effective	19	28%	131	35%	1636	36%	16	37%	106	40%	1261	37%
				Neither effective nor ineffective	17	25%	75	20%	859	19%	10	22%	42	16%	444	13%
				Ineffective	12	18%	58	15%	741	16%	6	14%	50	19%	628	18%
				Very ineffective	14	21%	67	18%	526	12%	5	12%	30	11%	446	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	3	8%	15	6%	455	15%	0	0%	21	14%	431	20%
				Effective	9	20%	70	29%	731	24%	3	11%	46	30%	563	26%
				Neither effective nor ineffective	16	37%	88	36%	895	30%	9	30%	34	22%	428	20%
				Ineffective	6	13%	39	16%	440	15%	9	31%	24	16%	352	16%
				Very ineffective	9	21%	30	12%	491	16%	8	28%	27	18%	373	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%	16	8%	227	9%	2	7%	25	16%	301	16%
				Effective	5	15%	64	31%	608	24%	3	10%	44	29%	554	30%
				Neither effective nor ineffective	22	65%	109	52%	1201	48%	16	55%	45	30%	568	31%
				Ineffective	3	9%	14	7%	214	9%	2	7%	22	14%	200	11%
				Very ineffective	1	4%	6	3%	241	10%	6	22%	17	11%	224	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	6	11%	27	9%	513	14%	3	9%	24	13%	358	14%
				Effective	12	24%	108	37%	1201	32%	5	16%	55	30%	705	28%
				Neither effective nor ineffective	18	36%	90	30%	916	25%	7	22%	49	27%	485	20%
				Ineffective	8	15%	44	15%	615	17%	10	31%	34	18%	477	19%
				Very ineffective	7	14%	27	9%	480	13%	7	23%	23	12%	457	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	4	7%	48	14%	897	20%	2	5%	52	23%	652	21%
				Effective	29	46%	161	47%	1738	40%	15	38%	95	41%	1081	35%
				Neither effective nor ineffective	13	22%	65	19%	832	19%	10	26%	34	15%	515	17%
				Ineffective	10	16%	43	13%	577	13%	9	22%	36	16%	494	16%
				Very ineffective	6	10%	26	8%	350	8%	4	9%	12	5%	331	11%
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?	Very effective	7	13%	19	6%	337	8%	3	9%	12	5%	224	8%
				Effective	15	27%	129	39%	1376	34%	8	26%	71	31%	972	34%
				Neither effective nor ineffective	24	43%	106	32%	1221	30%	14	45%	75	33%	790	28%
				Ineffective	5	9%	58	17%	694	17%	4	12%	47	21%	545	19%
				Very ineffective	4	7%	23	7%	378	9%	3	8%	22	10%	311	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	4%	7	4%	111	5%	1	6%	6	6%	100	7%
				Effective	5	19%	21	13%	279	13%	1	7%	13	13%	196	14%
				Neither effective nor ineffective	9	35%	59	37%	809	39%	7	44%	26	25%	339	24%
				Ineffective	5	19%	30	18%	378	18%	1	6%	21	20%	261	19%
				Very ineffective	6	22%	45	28%	500	24%	6	38%	36	35%	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	1	5%	2	3%	113	6%	0	0%	1	2%	61	6%
				Effective	1	5%	7	8%	197	10%	1	13%	4	8%	90	9%
				Neither effective nor ineffective	12	56%	44	47%	654	35%	5	61%	23	46%	347	34%
				Ineffective	3	16%	10	11%	299	16%	2	26%	8	16%	161	16%
				Very ineffective	4	18%	29	31%	628	33%	0	0%	14	28%	353	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	5%	25	15%	312	15%	2	11%	42	28%	429	25%
				Effective	5	23%	78	46%	619	30%	5	27%	58	39%	589	35%
				Neither effective nor ineffective	12	58%	41	24%	738	36%	5	27%	28	19%	390	23%
				Ineffective	3	14%	18	11%	165	8%	3	17%	11	8%	140	8%
				Very ineffective	0	0%	8	5%	204	10%	3	18%	8	6%	151	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	3	10%	9	5%	192	8%	0	0%	13	10%	195	12%
				Effective	6	18%	45	23%	471	20%	4	24%	31	24%	276	18%
				Neither effective nor ineffective	13	41%	61	31%	731	31%	5	31%	39	30%	398	25%
				Ineffective	6	18%	36	18%	417	17%	3	19%	22	17%	263	17%
				Very ineffective	4	12%	48	24%	580	24%	4	25%	27	20%	443	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	1	7%	N/A	N/A	4	1%	0	0%	N/A	N/A	8	5%
				Effective	1	7%	N/A	N/A	26	8%	1	18%	N/A	N/A	19	12%
				Neither effective nor ineffective	11	73%	N/A	N/A	237	73%	4	64%	N/A	N/A	81	49%
				Ineffective	1	7%	N/A	N/A	32	10%	0	0%	N/A	N/A	25	15%
				Very ineffective	1	6%	N/A	N/A	27	8%	1	18%	N/A	N/A	32	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	2	5%	N/A	N/A	74	8%	0	0%	N/A	N/A	56	10%
				Effective	12	34%	N/A	N/A	252	29%	12	52%	N/A	N/A	171	31%
				Neither effective nor ineffective	12	34%	N/A	N/A	176	20%	9	39%	N/A	N/A	105	19%
				Ineffective	6	16%	N/A	N/A	147	17%	2	10%	N/A	N/A	92	17%
				Very ineffective	4	11%	N/A	N/A	226	26%	0	0%	N/A	N/A	121	22%
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	1	5%	N/A	N/A	35	5%	0	0%	N/A	N/A	57	12%
				Effective	4	18%	N/A	N/A	174	26%	2	15%	N/A	N/A	129	28%
				Neither effective nor ineffective	11	50%	N/A	N/A	271	41%	4	33%	N/A	N/A	109	24%
				Ineffective	4	18%	N/A	N/A	107	16%	3	26%	N/A	N/A	84	18%
				Very ineffective	2	9%	N/A	N/A	73	11%	3	26%	N/A	N/A	81	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	2	12%	N/A	N/A	43	12%	1	18%	N/A	N/A	22	13%
				Neither effective nor ineffective	15	82%	N/A	N/A	231	66%	3	49%	N/A	N/A	82	50%
				Ineffective	1	6%	N/A	N/A	38	11%	0	0%	N/A	N/A	20	12%
				Very ineffective	0	0%	N/A	N/A	35	10%	2	33%	N/A	N/A	32	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	11%	33	12%	414	13%	6	21%	27	14%	313	12%
				Somewhat agree	4	11%	115	42%	1003	31%	2	7%	67	33%	694	28%
				Neither agree nor disagree	14	36%	59	22%	831	25%	5	17%	25	13%	376	15%
				Somewhat disagree	5	12%	46	17%	624	19%	8	27%	46	23%	599	24%
				Strongly disagree	12	30%	19	7%	408	12%	8	29%	35	17%	533	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	6	13%	30	11%	325	10%	4	13%	13	7%	184	7%
				Somewhat agree	2	5%	97	35%	910	27%	2	6%	60	30%	596	23%
				Neither agree nor disagree	16	39%	62	23%	927	28%	8	28%	34	17%	494	19%
				Somewhat disagree	8	18%	58	21%	744	22%	7	23%	54	27%	709	28%
				Strongly disagree	10	24%	28	10%	446	13%	9	30%	39	19%	567	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	25%	91	31%	897	26%	10	33%	51	25%	659	25%
				Somewhat agree	14	32%	98	33%	1100	32%	10	33%	60	30%	836	32%
				Neither agree nor disagree	16	36%	59	20%	821	24%	8	27%	41	20%	495	19%
				Somewhat disagree	1	2%	32	11%	371	11%	2	7%	27	14%	341	13%
				Strongly disagree	2	4%	13	5%	243	7%	0	0%	22	11%	276	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	11	25%	91	31%	880	25%	7	23%	49	24%	621	23%
				Somewhat agree	16	37%	95	32%	1139	32%	10	31%	59	29%	835	31%
				Neither agree nor disagree	14	32%	60	21%	856	24%	11	36%	42	21%	515	19%
				Somewhat disagree	1	2%	32	11%	392	11%	2	7%	29	15%	406	15%
				Strongly disagree	2	4%	16	5%	248	7%	1	3%	22	11%	276	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	19	32%	N/A	N/A	833	38%	16	41%	N/A	N/A	572	33%
				Somewhat agree	21	37%	N/A	N/A	719	33%	9	22%	N/A	N/A	518	30%
				Neither agree nor disagree	13	22%	N/A	N/A	371	17%	13	32%	N/A	N/A	308	18%
				Somewhat disagree	3	6%	N/A	N/A	176	8%	2	5%	N/A	N/A	207	12%
				Strongly disagree	2	3%	N/A	N/A	106	5%	0	0%	N/A	N/A	121	7%
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	Very satisfied	8	12%	40	10%	659	13%	6	13%	26	9%	452	12%
				Satisfied	26	37%	156	40%	1862	38%	17	39%	121	43%	1373	38%
				Neither satisfied nor dissatisfied	18	26%	69	18%	695	14%	13	30%	48	17%	463	13%
				Dissatisfied	10	14%	102	26%	1161	24%	7	16%	67	24%	911	25%
				Very dissatisfied	7	11%	25	6%	538	11%	1	2%	22	8%	430	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	3	5%	29	7%	446	9%	3	7%	15	5%	201	6%
				Satisfied	28	41%	155	40%	1686	34%	10	22%	68	24%	996	27%
				Neither satisfied nor dissatisfied	18	26%	88	23%	921	19%	10	22%	65	23%	583	16%
				Dissatisfied	15	21%	86	22%	1313	27%	17	39%	100	35%	1173	32%
				Very dissatisfied	5	7%	30	8%	553	11%	4	9%	36	13%	674	19%
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	22	35%	150	40%	1897	42%	17	40%	100	37%	1401	42%
				Satisfied	29	46%	153	41%	1587	35%	18	42%	89	33%	1076	32%
				Neither satisfied nor dissatisfied	7	11%	33	9%	479	11%	5	12%	43	16%	336	10%
				Dissatisfied	3	4%	33	9%	337	7%	2	5%	24	9%	343	10%
				Very dissatisfied	2	3%	9	2%	238	5%	1	2%	14	5%	205	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	13	19%	94	24%	1234	25%	13	30%	71	25%	918	25%
				Satisfied	28	42%	152	39%	1612	33%	16	37%	87	31%	1131	31%
				Neither satisfied nor dissatisfied	10	15%	65	17%	841	17%	9	20%	52	18%	585	16%
				Dissatisfied	8	11%	53	14%	732	15%	4	10%	45	16%	574	16%
				Very dissatisfied	9	13%	25	7%	434	9%	1	3%	25	9%	406	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	23%	88	23%	1185	25%	8	19%	62	23%	723	21%
				Satisfied	24	37%	160	42%	1422	30%	14	34%	77	29%	921	27%
				Neither satisfied nor dissatisfied	10	15%	59	15%	970	20%	8	19%	60	22%	666	19%
				Dissatisfied	9	13%	55	14%	726	15%	10	25%	40	15%	669	19%
				Very dissatisfied	8	12%	23	6%	444	9%	1	3%	31	11%	459	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	13	19%	N/A	N/A	436	25%	11	25%	N/A	N/A	325	22%
				Satisfied	25	38%	N/A	N/A	648	37%	17	39%	N/A	N/A	496	34%
				Neither satisfied nor dissatisfied	15	22%	N/A	N/A	375	21%	9	22%	N/A	N/A	291	20%
				Dissatisfied	7	10%	N/A	N/A	190	11%	6	14%	N/A	N/A	210	15%
				Very dissatisfied	8	11%	N/A	N/A	126	7%	0	0%	N/A	N/A	125	9%
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	11	18%	89	23%	1243	26%	9	21%	55	20%	844	24%
				Satisfied	27	42%	167	43%	1645	34%	19	45%	98	35%	1129	31%
				Neither satisfied nor dissatisfied	13	20%	66	17%	845	17%	11	27%	50	18%	610	17%
				Dissatisfied	4	6%	45	11%	742	15%	3	7%	52	18%	640	18%
				Very dissatisfied	10	15%	24	6%	397	8%	0	0%	26	9%	368	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	16	24%	95	24%	1291	27%	12	27%	67	24%	965	27%
				Satisfied	25	38%	164	42%	1747	36%	21	48%	90	32%	1239	35%
				Neither satisfied nor dissatisfied	14	21%	80	20%	1038	22%	9	20%	63	23%	748	21%
				Dissatisfied	7	10%	37	9%	483	10%	2	5%	35	13%	410	11%
				Very dissatisfied	5	7%	15	4%	269	6%	0	0%	21	8%	220	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	16	25%	111	29%	1469	31%	10	24%	74	27%	1074	31%
				Satisfied	26	39%	178	46%	1901	40%	16	39%	116	42%	1399	40%
				Neither satisfied nor dissatisfied	13	20%	61	16%	829	17%	11	26%	49	18%	552	16%
				Dissatisfied	6	9%	24	6%	401	8%	5	12%	19	7%	356	10%
				Very dissatisfied	4	6%	11	3%	164	3%	0	0%	15	6%	133	4%

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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	%					
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	16	24%	108	28%	1596	34%	10	23%	90	33%	1286	37%	
				Satisfied	28	42%	168	44%	1850	39%	20	47%	111	41%	1283	37%
				Neither satisfied nor dissatisfied	14	21%	75	19%	840	18%	10	23%	46	17%	584	17%
				Dissatisfied	7	10%	26	7%	349	7%	3	7%	16	6%	258	7%
				Very dissatisfied	2	3%	8	2%	121	3%	0	0%	10	4%	101	3%
Q40	climate, culture, collegiality	how well you fit	Very satisfied	24	35%	121	31%	1667	34%	18	40%	87	31%	1216	34%	
				Satisfied	23	34%	154	40%	1714	35%	23	53%	82	29%	1189	33%
				Neither satisfied nor dissatisfied	8	12%	55	14%	658	13%	3	7%	54	19%	473	13%
				Dissatisfied	9	13%	34	9%	532	11%	0	0%	32	11%	454	13%
				Very dissatisfied	5	7%	25	6%	319	7%	0	0%	29	10%	289	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	15	22%	84	22%	1178	24%	11	26%	59	21%	885	25%
				Satisfied	26	39%	152	39%	1579	33%	19	44%	89	32%	1097	31%
				Neither satisfied nor dissatisfied	8	11%	57	15%	816	17%	7	16%	52	19%	596	17%
				Dissatisfied	10	15%	65	17%	766	16%	6	14%	47	17%	606	17%
				Very dissatisfied	9	13%	31	8%	505	10%	0	0%	33	12%	398	11%
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	Very satisfied	22	33%	N/A	N/A	564	32%	14	33%	N/A	N/A	497	35%
				Satisfied	31	46%	N/A	N/A	777	44%	22	53%	N/A	N/A	579	41%
				Neither satisfied nor dissatisfied	7	10%	N/A	N/A	288	16%	6	14%	N/A	N/A	249	18%
				Dissatisfied	5	8%	N/A	N/A	89	5%	0	0%	N/A	N/A	57	4%
				Very dissatisfied	2	3%	N/A	N/A	34	2%	0	0%	N/A	N/A	35	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	10	16%	N/A	N/A	337	20%	5	12%	N/A	N/A	323	23%
				Satisfied	26	40%	N/A	N/A	711	42%	22	53%	N/A	N/A	539	39%
				Neither satisfied nor dissatisfied	16	24%	N/A	N/A	447	26%	13	31%	N/A	N/A	373	27%
				Dissatisfied	8	12%	N/A	N/A	129	8%	2	5%	N/A	N/A	87	6%
				Very dissatisfied	5	7%	N/A	N/A	68	4%	0	0%	N/A	N/A	58	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	17	26%	N/A	N/A	478	27%	10	24%	N/A	N/A	399	28%
				Satisfied	26	38%	N/A	N/A	764	43%	19	45%	N/A	N/A	585	41%
				Neither satisfied nor dissatisfied	13	20%	N/A	N/A	333	19%	9	22%	N/A	N/A	259	18%
				Dissatisfied	6	9%	N/A	N/A	116	7%	4	8%	N/A	N/A	109	8%
				Very dissatisfied	5	7%	N/A	N/A	76	4%	0	0%	N/A	N/A	77	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	31	45%	N/A	N/A	1212	47%	23	53%	N/A	N/A	892	45%
				Somewhat agree	21	30%	N/A	N/A	877	34%	16	37%	N/A	N/A	665	33%
				Neither agree nor disagree	7	11%	N/A	N/A	163	6%	3	7%	N/A	N/A	138	7%
				Somewhat disagree	6	8%	N/A	N/A	199	8%	0	0%	N/A	N/A	188	9%
				Strongly disagree	4	6%	N/A	N/A	109	4%	1	3%	N/A	N/A	103	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	19	27%	110	28%	1575	32%	18	41%	66	24%	1164	32%
				Satisfied	36	52%	186	48%	2132	43%	21	48%	131	47%	1492	41%
				Neither satisfied nor dissatisfied	8	12%	50	13%	525	11%	4	9%	40	14%	358	10%
				Dissatisfied	4	5%	35	9%	463	9%	1	2%	38	14%	411	11%
				Very dissatisfied	3	4%	10	3%	211	4%	0	0%	6	2%	186	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	4	6%	60	15%	937	19%	9	20%	41	15%	650	18%
				Satisfied	40	58%	207	53%	2296	47%	24	54%	138	49%	1725	48%
				Neither satisfied nor dissatisfied	13	19%	81	21%	837	17%	10	23%	59	21%	604	17%
				Dissatisfied	8	12%	34	9%	605	12%	1	3%	36	13%	481	13%
				Very dissatisfied	4	6%	9	2%	232	5%	0	0%	8	3%	157	4%
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	Chancellor	0	0%	53	18%	299	8%	1	3%	40	21%	278	10%
				President	11	20%	20	7%	621	17%	6	15%	16	8%	553	20%
				Vice President for Academic Affairs	3	5%	9	3%	261	7%	3	7%	2	1%	177	7%
				Academic Dean	0	0%	37	13%	476	13%	2	5%	9	5%	304	11%
				Provost	43	75%	170	59%	2017	54%	28	70%	124	65%	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.	Strongly agree	12	25%	41	19%	512	17%	15	46%	26	18%	358	17%
				Somewhat agree	20	43%	67	31%	881	29%	8	24%	50	34%	616	29%
				Neither agree nor disagree	7	15%	55	25%	820	27%	7	23%	33	22%	517	24%
				Somewhat disagree	3	6%	35	16%	444	15%	2	7%	25	17%	378	18%
				Strongly disagree	5	10%	19	9%	345	11%	0	0%	14	9%	288	13%
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	12%	52	14%	729	16%	10	24%	40	16%	584	18%
				For the foreseeable future	26	44%	178	49%	2084	46%	24	58%	105	42%	1461	45%
				For no more than 5 years after earning	11	18%	48	13%	598	13%	0	0%	43	17%	475	15%
				I haven't thought that far ahead	16	27%	85	23%	1126	25%	7	17%	63	25%	753	23%
				Prefer to work at another academic institution	9	82%	N/A	N/A	152	74%	N<5	N<5	N/A	N/A	100	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?	Prefer to work in private industry	0	0%	N/A	N/A	6	3%	N<5	N<5	N/A	N/A	2	1%
				Prefer to work in government	0	0%	N/A	N/A	3	2%	N<5	N<5	N/A	N/A	0	0%
				Other	2	18%	N/A	N/A	45	22%	N<5	N<5	N/A	N/A	61	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	21	31%	182	48%	2088	44%	16	39%	109	40%	1538	44%
				Somewhat agree	29	44%	115	30%	1512	32%	18	45%	89	33%	1101	32%
				Neither agree nor disagree	7	10%	34	9%	501	10%	6	14%	32	12%	315	9%
				Somewhat disagree	6	9%	34	9%	422	9%	1	3%	33	12%	339	10%
				Strongly disagree	4	6%	13	3%	254	5%	0	0%	11	4%	183	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	32	49%	206	54%	2259	48%	27	64%	127	47%	1657	48%
				Recommend with reservations	28	43%	157	41%	2182	46%	15	36%	127	47%	1597	46%
				Not recommend dept	5	7%	17	4%	314	7%	0	0%	17	6%	230	7%
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	Great	10	16%	76	19%	970	20%	9	20%	51	18%	613	17%
				Good	38	58%	220	57%	2378	49%	26	60%	135	49%	1733	49%
				So-so	10	15%	77	20%	1154	24%	7	16%	76	27%	925	26%
				Bad	5	8%	11	3%	227	5%	1	3%	14	5%	206	6%
				Awful	3	4%	5	1%	118	2%	0	0%	2	1%	81	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	19	28%	103	20%	1237	19%	7	15%	42	22%	484	20%
				Fairly clear	32	47%	281	56%	3355	52%	30	64%	97	51%	1219	50%
				Neither clear nor unclear	9	13%	57	11%	775	12%	4	9%	28	15%	380	16%
				Fairly unclear	7	10%	48	10%	748	12%	4	9%	16	9%	251	10%
				Very unclear	2	3%	16	3%	339	5%	1	2%	6	3%	108	4%
Q20	tenure practices overall	tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	Very clear	15	23%	89	18%	1106	17%	10	21%	32	17%	408	17%
				Fairly clear	32	46%	286	56%	3269	51%	25	53%	99	52%	1212	50%
				Neither clear nor unclear	11	17%	58	12%	852	13%	6	12%	35	18%	413	17%
				Fairly unclear	6	8%	50	10%	836	13%	6	12%	19	10%	283	12%
				Very unclear	4	6%	23	4%	390	6%	1	2%	5	3%	126	5%
Q21	tenure practices overall	tenure standards	I find the tenure standards (the performance threshold) in my department to be...	Very clear	13	20%	63	12%	678	11%	7	14%	24	13%	300	12%
				Fairly clear	30	44%	248	49%	2702	42%	25	53%	86	45%	1027	42%
				Neither clear nor unclear	15	22%	82	16%	1255	19%	8	17%	50	26%	550	23%
				Fairly unclear	6	8%	74	15%	1208	19%	8	16%	20	11%	378	16%
				Very unclear	4	6%	37	7%	600	9%	0	0%	10	5%	178	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	14	21%	84	17%	949	15%	7	14%	37	20%	352	15%
				Fairly clear	32	48%	232	46%	2940	46%	22	47%	89	47%	1102	46%
				Neither clear nor unclear	12	18%	103	20%	1242	19%	11	23%	38	20%	522	22%
				Fairly unclear	4	6%	69	14%	910	14%	8	16%	18	10%	316	13%
				Very unclear	5	7%	18	4%	384	6%	0	0%	5	3%	122	5%
Q23	tenure practices overall	sense of achieving tenure	My sense of whether or not I will achieve tenure is...	Very clear	11	17%	79	16%	1121	18%	7	16%	38	20%	432	18%
				Fairly clear	36	54%	245	49%	2767	43%	22	46%	81	43%	963	40%
				Neither clear nor unclear	12	19%	123	25%	1478	23%	11	23%	50	26%	638	27%
				Fairly unclear	4	6%	35	7%	671	10%	6	13%	13	7%	232	10%
				Very unclear	3	4%	19	4%	356	6%	1	2%	6	3%	116	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	14	22%	92	18%	1274	20%	10	21%	44	23%	594	25%
				Fairly clear	34	52%	270	54%	3189	50%	26	55%	99	52%	1197	49%
				Neither clear nor unclear	9	13%	72	14%	809	13%	7	15%	28	15%	300	12%
				Fairly unclear	5	7%	61	12%	913	14%	4	9%	18	10%	249	10%
				Very unclear	4	6%	8	2%	245	4%	0	0%	0	0%	82	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	11	16%	80	16%	1105	17%	6	13%	33	18%	421	18%
				Fairly clear	33	51%	258	52%	3134	49%	24	54%	91	49%	1191	50%
				Neither clear nor unclear	10	14%	84	17%	1080	17%	12	27%	43	23%	447	19%
				Fairly unclear	11	16%	63	13%	839	13%	3	6%	17	9%	268	11%
				Very unclear	2	3%	15	3%	205	3%	0	0%	3	2%	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	8	12%	45	10%	577	10%	7	15%	24	13%	260	11%
				Fairly clear	13	22%	150	32%	1839	31%	18	39%	55	30%	781	34%
				Neither clear nor unclear	20	32%	132	28%	1710	29%	16	34%	63	35%	715	31%
				Fairly unclear	18	29%	99	21%	1305	22%	3	7%	25	14%	397	17%
				Very unclear	3	5%	42	9%	544	9%	2	5%	15	8%	155	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	7	10%	38	8%	598	9%	6	13%	20	11%	258	11%
				Fairly clear	19	29%	191	39%	2266	36%	18	41%	59	32%	825	35%
				Neither clear nor unclear	18	27%	135	27%	1606	25%	14	32%	63	34%	682	29%
				Fairly unclear	16	24%	96	20%	1278	20%	6	12%	23	12%	422	18%
				Very unclear	7	10%	33	7%	579	9%	1	2%	19	11%	190	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	6	9%	24	5%	429	7%	2	5%	15	8%	189	8%
				Fairly clear	16	24%	133	27%	1798	29%	16	40%	55	30%	672	29%
				Neither clear nor unclear	18	27%	145	30%	1767	28%	16	38%	63	34%	794	34%
				Fairly unclear	20	30%	130	27%	1508	24%	7	16%	37	20%	457	20%
				Very unclear	7	10%	58	12%	741	12%	0	0%	15	8%	223	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	5	7%	18	4%	346	6%	5	10%	16	9%	165	7%
				Fairly clear	13	21%	130	27%	1474	24%	8	17%	61	33%	627	27%
				Neither clear nor unclear	19	30%	147	31%	1804	29%	18	41%	60	33%	795	35%
				Fairly unclear	15	24%	126	26%	1604	26%	11	25%	31	17%	456	20%
				Very unclear	11	18%	60	13%	902	15%	3	6%	15	8%	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	11	17%	107	21%	1523	24%	11	23%	38	20%	553	23%
				Fairly reasonable	33	51%	249	50%	2649	42%	23	49%	88	46%	1063	44%
				Neither reasonable nor unreasonable	14	22%	91	18%	1241	20%	11	24%	46	24%	491	20%
				Fairly unreasonable	2	3%	49	10%	723	11%	2	4%	11	6%	214	9%
				Very unreasonable	5	7%	7	1%	225	4%	0	0%	7	4%	84	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	20	30%	111	22%	1774	28%	10	22%	34	18%	515	22%
				Fairly reasonable	23	35%	240	48%	2535	40%	16	35%	82	44%	1065	45%
				Neither reasonable nor unreasonable	17	26%	122	24%	1442	23%	15	34%	61	33%	585	25%
				Fairly unreasonable	5	7%	22	4%	408	6%	2	4%	8	4%	168	7%
				Very unreasonable	1	1%	5	1%	130	2%	2	4%	2	1%	50	2%

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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	10	15%	64	14%	1064	18%	8	17%	27	15%	371	16%
				Fairly reasonable	12	20%	147	31%	1691	29%	15	32%	58	32%	733	32%
				Neither reasonable nor unreasonable	32	51%	219	47%	2602	45%	18	40%	83	46%	947	42%
				Fairly unreasonable	5	8%	33	7%	354	6%	2	4%	9	5%	158	7%
				Very unreasonable	4	6%	5	1%	136	2%	3	6%	5	3%	60	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	8	11%	67	14%	1227	20%	6	13%	26	14%	385	16%
				Fairly reasonable	20	30%	163	33%	1902	31%	15	33%	54	30%	751	32%
				Neither reasonable nor unreasonable	32	49%	232	47%	2560	41%	23	51%	89	48%	976	42%
				Fairly unreasonable	5	7%	21	4%	354	6%	1	3%	8	5%	167	7%
				Very unreasonable	2	3%	11	2%	170	3%	0	0%	6	3%	71	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	5	7%	48	10%	883	14%	3	8%	23	13%	290	13%
				Fairly reasonable	16	24%	107	22%	1579	26%	15	37%	50	27%	624	27%
				Neither reasonable nor unreasonable	41	61%	316	64%	3261	53%	20	49%	102	55%	1191	52%
				Fairly unreasonable	3	4%	14	3%	272	4%	1	3%	8	4%	133	6%
				Very unreasonable	2	3%	5	1%	118	2%	1	3%	1	1%	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	6	9%	43	9%	758	13%	3	8%	19	11%	260	12%
				Fairly reasonable	11	16%	108	22%	1409	24%	9	21%	57	31%	601	27%
				Neither reasonable nor unreasonable	43	67%	313	65%	3429	57%	28	62%	96	52%	1202	53%
				Fairly unreasonable	3	4%	11	2%	274	5%	3	7%	6	3%	137	6%
				Very unreasonable	2	3%	6	1%	107	2%	1	3%	5	3%	51	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	15	23%	99	20%	1127	18%	11	25%	39	21%	469	20%
				Somewhat agree	26	38%	209	42%	2035	32%	17	39%	79	42%	732	31%
				Neither agree nor disagree	7	10%	37	8%	556	9%	5	12%	22	12%	259	11%
				Somewhat disagree	10	14%	101	20%	1448	23%	7	15%	29	15%	512	22%
				Strongly disagree	11	16%	50	10%	1144	18%	4	9%	17	9%	363	16%
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	29	43%	178	38%	1867	31%	18	44%	67	37%	701	31%
				Somewhat agree	23	35%	189	40%	2266	37%	14	34%	64	36%	793	35%
				Neither agree nor disagree	5	7%	42	9%	696	11%	7	17%	17	10%	318	14%
				Somewhat disagree	2	3%	44	9%	790	13%	2	5%	14	8%	279	12%
				Strongly disagree	8	12%	19	4%	460	8%	0	0%	16	9%	197	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	19	28%	88	17%	1388	22%	12	25%	47	25%	601	25%
				Satisfied	28	41%	273	54%	3219	51%	25	53%	93	50%	1177	49%
				Neither satisfied nor dissatisfied	9	13%	68	13%	590	9%	4	9%	22	12%	265	11%
				Dissatisfied	10	14%	65	13%	971	15%	5	11%	23	12%	306	13%
				Very dissatisfied	3	4%	11	2%	200	3%	1	2%	2	1%	60	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	11	17%	N/A	N/A	512	15%	9	19%	N/A	N/A	245	19%
				Satisfied	32	46%	N/A	N/A	1549	45%	21	46%	N/A	N/A	568	44%
				Neither satisfied nor dissatisfied	12	18%	N/A	N/A	515	15%	8	18%	N/A	N/A	242	19%
				Dissatisfied	10	14%	N/A	N/A	643	19%	5	11%	N/A	N/A	192	15%
				Very dissatisfied	3	4%	N/A	N/A	195	6%	3	6%	N/A	N/A	46	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	22	32%	174	35%	2556	41%	15	33%	52	29%	814	34%
				Satisfied	42	62%	229	47%	2599	42%	15	32%	93	51%	1061	45%
				Neither satisfied nor dissatisfied	2	3%	48	10%	499	8%	8	16%	22	12%	248	10%
				Dissatisfied	1	1%	34	7%	455	7%	9	19%	9	5%	204	9%
				Very dissatisfied	1	1%	8	2%	101	2%	0	0%	7	4%	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	21	31%	183	37%	2397	39%	12	26%	56	31%	794	34%
				Satisfied	28	41%	189	38%	2060	33%	19	41%	76	42%	832	35%
				Neither satisfied nor dissatisfied	8	11%	62	13%	657	11%	4	9%	25	14%	282	12%
				Dissatisfied	10	14%	48	10%	810	13%	6	13%	17	9%	325	14%
				Very dissatisfied	2	3%	12	2%	298	5%	5	11%	9	5%	136	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	43	63%	228	46%	3294	53%	24	51%	66	36%	1035	44%
				Satisfied	19	28%	172	35%	1805	29%	13	27%	88	48%	845	36%
				Neither satisfied nor dissatisfied	3	4%	39	8%	478	8%	6	13%	18	10%	242	10%
				Dissatisfied	2	3%	38	8%	457	7%	2	5%	6	3%	155	7%
				Very dissatisfied	1	1%	13	3%	176	3%	2	4%	4	2%	87	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	50	73%	311	63%	4387	71%	30	64%	83	46%	1336	57%
				Satisfied	13	20%	142	29%	1382	22%	14	30%	74	41%	742	32%
				Neither satisfied nor dissatisfied	2	3%	22	4%	236	4%	1	2%	19	10%	167	7%
				Dissatisfied	2	3%	8	2%	142	2%	2	4%	5	3%	80	3%
				Very dissatisfied	1	1%	8	2%	58	1%	0	0%	2	1%	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	14	21%	149	30%	2211	36%	15	33%	52	28%	741	31%
				Satisfied	33	49%	205	42%	2339	38%	11	25%	84	46%	967	41%
				Neither satisfied nor dissatisfied	6	8%	64	13%	677	11%	12	25%	29	16%	280	12%
				Dissatisfied	13	20%	50	10%	697	11%	7	15%	12	7%	268	11%
				Very dissatisfied	1	1%	25	5%	292	5%	1	3%	6	3%	111	5%

The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey

Survey Administration 2008-09

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	5	7%	59	14%	1159	21%	5	11%	21	13%	359	17%
				Satisfied	26	40%	150	35%	1892	34%	13	31%	59	36%	696	33%
				Neither satisfied nor dissatisfied	17	26%	111	26%	1081	20%	8	20%	41	25%	478	23%
				Dissatisfied	12	18%	84	20%	1044	19%	11	27%	29	18%	408	20%
				Very dissatisfied	6	9%	20	5%	315	6%	4	10%	12	7%	147	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	9	13%	90	19%	1300	23%	7	16%	31	17%	428	20%
				Satisfied	27	40%	194	40%	2271	41%	15	35%	78	42%	896	42%
				Neither satisfied nor dissatisfied	12	19%	103	21%	909	16%	7	18%	39	21%	403	19%
				Dissatisfied	13	20%	70	15%	863	16%	11	25%	30	16%	304	14%
				Very dissatisfied	6	9%	24	5%	222	4%	2	6%	7	4%	94	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	8	11%	38	8%	659	10%	4	9%	29	15%	340	14%
				Satisfied	23	34%	157	31%	1781	28%	16	35%	67	35%	785	33%
				Neither satisfied nor dissatisfied	6	8%	86	17%	738	12%	5	12%	37	20%	323	13%
				Dissatisfied	21	31%	163	33%	2090	33%	16	34%	41	21%	638	27%
				Very dissatisfied	11	16%	57	11%	1083	17%	5	11%	16	8%	316	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	4	6%	34	7%	522	9%	0	0%	18	10%	191	9%
				Satisfied	18	30%	135	29%	1484	26%	16	35%	46	26%	549	25%
				Neither satisfied nor dissatisfied	18	30%	164	35%	1922	34%	14	30%	54	30%	701	32%
				Dissatisfied	11	19%	99	21%	1173	20%	12	26%	43	24%	490	22%
				Very dissatisfied	10	16%	31	7%	631	11%	4	10%	18	10%	273	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	38	58%	283	57%	3807	60%	16	35%	70	37%	1070	45%
				Satisfied	23	35%	169	34%	1794	28%	22	47%	72	38%	870	36%
				Neither satisfied nor dissatisfied	1	1%	28	6%	394	6%	4	9%	31	16%	277	12%
				Dissatisfied	3	4%	14	3%	238	4%	3	7%	14	8%	141	6%
				Very dissatisfied	1	1%	5	1%	90	1%	1	2%	1	0%	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	11	15%	86	17%	1411	22%	7	16%	32	17%	481	20%
				Satisfied	30	44%	170	34%	2030	32%	14	32%	75	40%	884	37%
				Neither satisfied nor dissatisfied	13	20%	100	20%	893	14%	9	20%	37	20%	376	16%
				Dissatisfied	11	16%	92	18%	1284	20%	11	24%	26	14%	418	17%
				Very dissatisfied	4	6%	51	10%	683	11%	4	9%	18	10%	231	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	5	7%	55	11%	765	13%	4	9%	17	9%	262	12%
				Satisfied	21	31%	147	30%	1605	28%	14	33%	54	30%	654	29%
				Neither satisfied nor dissatisfied	13	20%	120	25%	1144	20%	7	15%	50	28%	476	21%
				Dissatisfied	18	27%	103	21%	1358	23%	13	30%	36	20%	492	22%
				Very dissatisfied	11	15%	58	12%	929	16%	6	13%	22	12%	348	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	16	25%	119	24%	1832	29%	11	23%	45	24%	654	28%
				Satisfied	24	36%	194	39%	2045	32%	22	46%	72	38%	840	35%
				Neither satisfied nor dissatisfied	11	17%	57	11%	742	12%	7	14%	35	19%	336	14%
				Dissatisfied	9	13%	97	20%	1112	18%	6	12%	25	14%	323	14%
				Very dissatisfied	6	9%	31	6%	573	9%	2	4%	9	5%	218	9%
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	Very satisfied	6	9%	54	11%	825	14%	7	14%	26	14%	358	15%
				Satisfied	21	34%	163	35%	1851	31%	16	35%	88	47%	812	35%
				Neither satisfied nor dissatisfied	17	28%	135	29%	1386	23%	11	24%	46	25%	514	22%
				Dissatisfied	10	15%	86	18%	1278	22%	8	18%	15	8%	420	18%
				Very dissatisfied	9	14%	32	7%	591	10%	4	8%	12	6%	228	10%
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	Very satisfied	7	11%	78	17%	1147	20%	7	15%	25	14%	432	19%
				Satisfied	22	38%	208	45%	2339	40%	19	42%	98	53%	976	42%
				Neither satisfied nor dissatisfied	22	38%	119	26%	1481	25%	9	20%	39	21%	554	24%
				Dissatisfied	4	7%	49	11%	657	11%	6	14%	13	7%	255	11%
				Very dissatisfied	4	7%	12	3%	239	4%	4	9%	9	5%	105	5%
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	Very satisfied	13	20%	84	17%	1366	22%	12	26%	41	22%	504	21%
				Satisfied	24	36%	219	44%	2378	38%	13	28%	75	40%	931	39%
				Neither satisfied nor dissatisfied	13	20%	89	18%	1104	18%	8	18%	41	22%	495	21%
				Dissatisfied	10	14%	68	14%	957	15%	10	21%	22	12%	286	12%
				Very dissatisfied	6	9%	33	7%	437	7%	3	7%	7	4%	148	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	16	24%	105	21%	1718	27%	15	32%	46	25%	885	37%
				Important	31	45%	214	43%	2565	41%	17	37%	92	50%	958	40%
				Neither important nor unimportant	10	14%	108	22%	1180	19%	10	21%	36	19%	351	15%
				Unimportant	7	10%	48	10%	605	10%	1	2%	8	5%	129	5%
				Very unimportant	5	7%	22	4%	259	4%	3	7%	3	1%	55	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	30	44%	172	35%	3013	48%	21	46%	61	33%	1052	44%
				Important	29	42%	256	51%	2541	40%	18	40%	100	54%	998	42%
				Neither important nor unimportant	8	11%	60	12%	502	8%	5	12%	21	11%	236	10%
				Unimportant	2	3%	6	1%	174	3%	0	0%	4	2%	61	3%
				Very unimportant	0	0%	5	1%	81	1%	1	2%	1	0%	23	1%

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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	%
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	25	37%	132	26%	2406	38%	12	26%	60	32%	924	39%
				Important	35	52%	286	57%	3006	48%	31	66%	100	54%	1122	47%
				Neither important nor unimportant	6	8%	54	11%	591	9%	4	9%	22	12%	239	10%
				Unimportant	2	3%	22	4%	226	4%	0	0%	4	2%	67	3%
				Very unimportant	0	0%	4	1%	67	1%	0	0%	0	0%	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	26	38%	118	24%	2178	35%	12	26%	56	30%	870	37%
				Important	32	47%	279	56%	2953	47%	31	65%	102	55%	1112	47%
				Neither important nor unimportant	8	11%	76	15%	807	13%	3	7%	19	11%	284	12%
				Unimportant	3	4%	17	3%	248	4%	0	0%	5	3%	72	3%
				Very unimportant	0	0%	6	1%	94	1%	1	2%	2	1%	24	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	30	46%	180	36%	2375	38%	23	51%	72	38%	1067	45%
				Important	20	31%	218	44%	2388	38%	17	37%	85	46%	867	37%
				Neither important nor unimportant	11	18%	73	15%	967	15%	5	10%	19	10%	289	12%
				Unimportant	3	4%	21	4%	379	6%	0	0%	7	4%	90	4%
				Very unimportant	1	1%	2	0%	151	2%	1	2%	3	2%	43	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	9	13%	58	12%	1013	16%	8	17%	37	20%	596	25%
				Important	29	43%	239	48%	2813	45%	25	57%	97	53%	1151	49%
				Neither important nor unimportant	21	32%	125	25%	1478	24%	6	14%	45	24%	433	18%
				Unimportant	6	9%	61	12%	784	12%	5	10%	5	3%	146	6%
				Very unimportant	2	3%	12	2%	197	3%	1	2%	0	0%	43	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	46	69%	283	57%	3715	59%	28	62%	96	51%	1469	62%
				Important	18	27%	191	38%	2121	34%	15	33%	80	43%	766	32%
				Neither important nor unimportant	2	3%	19	4%	313	5%	1	2%	9	5%	106	4%
				Unimportant	0	0%	5	1%	125	2%	0	0%	1	0%	25	1%
				Very unimportant	1	1%	1	0%	40	1%	1	2%	0	0%	17	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	31	46%	184	37%	2925	47%	22	48%	77	41%	1175	50%
				Important	24	36%	200	41%	1924	31%	18	40%	82	44%	763	32%
				Neither important nor unimportant	10	14%	80	16%	1015	16%	4	10%	21	12%	337	14%
				Unimportant	1	1%	21	4%	269	4%	0	0%	3	2%	52	2%
				Very unimportant	1	1%	7	1%	105	2%	1	2%	2	1%	27	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	14	22%	84	17%	1451	23%	10	23%	52	28%	715	31%
				Important	19	29%	176	36%	1969	32%	15	34%	81	44%	823	35%
				Neither important nor unimportant	26	39%	161	33%	1983	32%	16	35%	41	22%	628	27%
				Unimportant	5	7%	47	10%	560	9%	2	5%	11	6%	121	5%
				Very unimportant	2	3%	17	4%	230	4%	1	2%	0	0%	48	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	29	43%	181	37%	2763	44%	19	41%	66	35%	1048	44%
				Important	31	46%	244	49%	2625	42%	23	50%	90	48%	970	41%
				Neither important nor unimportant	8	11%	56	11%	696	11%	4	9%	28	15%	276	12%
				Unimportant	0	0%	10	2%	145	2%	0	0%	4	2%	54	2%
				Very unimportant	0	0%	3	1%	43	1%	0	0%	0	0%	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	35	53%	273	55%	3771	60%	25	54%	88	47%	1411	60%
				Important	31	46%	200	40%	2135	34%	18	39%	85	45%	827	35%
				Neither important nor unimportant	1	1%	19	4%	280	4%	2	5%	12	7%	106	4%
				Unimportant	0	0%	5	1%	59	1%	0	0%	3	2%	19	1%
				Very unimportant	0	0%	2	0%	27	0%	1	2%	0	0%	3	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	26	39%	119	24%	1704	27%	14	31%	52	28%	801	34%
				Important	21	32%	273	55%	3237	52%	22	48%	107	58%	1165	50%
				Neither important nor unimportant	14	22%	77	16%	932	15%	8	18%	21	11%	276	12%
				Unimportant	4	6%	20	4%	302	5%	0	0%	4	2%	83	4%
				Very unimportant	1	1%	5	1%	80	1%	1	2%	2	1%	28	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	17	26%	138	29%	1896	31%	12	28%	56	32%	824	36%
				Important	20	30%	109	23%	1318	21%	16	36%	53	30%	616	27%
				Neither important nor unimportant	14	21%	121	25%	1418	23%	10	22%	38	21%	493	22%
				Unimportant	5	7%	48	10%	541	9%	3	7%	18	10%	161	7%
				Very unimportant	11	16%	68	14%	961	16%	3	6%	11	6%	184	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	5	7%	30	6%	991	16%	10	22%	37	20%	614	26%
				Important	17	26%	108	22%	1319	21%	8	18%	56	31%	629	27%
				Neither important nor unimportant	24	36%	183	38%	1922	31%	16	37%	62	34%	661	28%
				Unimportant	11	17%	98	20%	1006	16%	5	11%	19	11%	249	11%
				Very unimportant	10	14%	69	14%	958	15%	5	12%	6	4%	171	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	23	34%	155	32%	2251	36%	21	46%	71	40%	905	39%
				Important	25	37%	183	38%	2027	33%	12	28%	68	38%	788	34%
				Neither important nor unimportant	12	19%	98	20%	1147	19%	8	19%	28	16%	417	18%
				Unimportant	3	4%	24	5%	305	5%	2	5%	7	4%	98	4%
				Very unimportant	4	6%	26	5%	450	7%	1	2%	5	3%	95	4%

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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	%
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	19	29%	135	28%	1718	28%	16	37%	68	38%	906	39%
				Important	17	26%	117	24%	1610	26%	15	33%	64	36%	673	29%
				Neither important nor unimportant	16	24%	143	29%	1483	24%	6	14%	32	18%	441	19%
				Unimportant	8	11%	49	10%	565	9%	1	2%	5	3%	141	6%
				Very unimportant	7	10%	40	8%	788	13%	6	15%	10	6%	142	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	6	9%	N/A	N/A	190	8%	7	18%	N/A	N/A	151	16%
				Important	13	21%	N/A	N/A	481	21%	6	15%	N/A	N/A	275	30%
				Neither important nor unimportant	24	37%	N/A	N/A	925	40%	18	44%	N/A	N/A	289	31%
				Unimportant	11	16%	N/A	N/A	380	16%	3	7%	N/A	N/A	138	15%
				Very unimportant	11	16%	N/A	N/A	336	15%	7	16%	N/A	N/A	70	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	16	25%	N/A	N/A	704	30%	17	40%	N/A	N/A	380	40%
				Important	23	35%	N/A	N/A	778	33%	10	24%	N/A	N/A	323	34%
				Neither important nor unimportant	16	25%	N/A	N/A	504	22%	11	26%	N/A	N/A	150	16%
				Unimportant	6	9%	N/A	N/A	159	7%	3	8%	N/A	N/A	52	6%
				Very unimportant	4	6%	N/A	N/A	193	8%	1	2%	N/A	N/A	39	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	19	29%	N/A	N/A	472	20%	13	31%	N/A	N/A	267	29%
				Important	26	40%	N/A	N/A	952	41%	17	40%	N/A	N/A	399	43%
				Neither important nor unimportant	13	21%	N/A	N/A	603	26%	8	20%	N/A	N/A	189	20%
				Unimportant	1	1%	N/A	N/A	151	7%	4	9%	N/A	N/A	40	4%
				Very unimportant	6	9%	N/A	N/A	137	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	3	4%	N/A	N/A	150	7%	5	12%	N/A	N/A	86	10%
				Important	9	13%	N/A	N/A	328	14%	8	19%	N/A	N/A	188	21%
				Neither important nor unimportant	30	46%	N/A	N/A	974	43%	16	41%	N/A	N/A	397	44%
				Unimportant	10	15%	N/A	N/A	438	19%	1	3%	N/A	N/A	132	15%
				Very unimportant	13	21%	N/A	N/A	397	17%	10	25%	N/A	N/A	95	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	4	8%	25	7%	369	8%	4	13%	9	6%	195	10%
				Effective	18	36%	120	34%	1279	27%	11	34%	51	36%	639	34%
				Neither effective nor ineffective	18	36%	102	29%	1124	24%	12	35%	49	35%	485	25%
				Ineffective	9	17%	64	18%	1062	23%	5	16%	20	14%	330	17%
				Very ineffective	2	4%	43	12%	864	18%	1	3%	12	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	10	15%	45	10%	1028	18%	6	16%	17	11%	348	16%
				Effective	23	37%	207	46%	2306	40%	16	42%	70	43%	859	40%
				Neither effective nor ineffective	15	25%	121	27%	1221	21%	13	33%	48	29%	501	23%
				Ineffective	8	12%	41	9%	736	13%	3	7%	19	12%	273	13%
				Very ineffective	7	11%	33	7%	481	8%	1	2%	8	5%	169	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	11	18%	56	12%	861	15%	6	12%	23	13%	364	16%
				Effective	27	42%	223	47%	2506	43%	25	54%	84	48%	972	44%
				Neither effective nor ineffective	14	22%	101	21%	1138	20%	10	22%	44	25%	490	22%
				Ineffective	11	16%	61	13%	842	14%	6	12%	18	10%	256	12%
				Very ineffective	1	2%	32	7%	478	8%	0	0%	7	4%	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	12	20%	46	10%	720	13%	6	13%	19	11%	323	15%
				Effective	22	35%	190	42%	2223	41%	24	54%	87	53%	912	43%
				Neither effective nor ineffective	14	23%	117	26%	1246	23%	11	24%	37	22%	479	23%
				Ineffective	11	17%	62	14%	781	14%	3	7%	16	10%	248	12%
				Very ineffective	3	5%	35	8%	517	9%	1	2%	6	3%	149	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	0	0%	43	10%	320	6%	3	8%	22	13%	171	9%
				Effective	9	16%	110	25%	1117	22%	12	29%	38	23%	517	26%
				Neither effective nor ineffective	17	32%	127	29%	1351	27%	13	32%	52	32%	565	28%
				Ineffective	12	23%	109	25%	1165	23%	8	21%	32	20%	415	21%
				Very ineffective	16	30%	48	11%	1026	21%	4	10%	19	12%	335	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	1	2%	55	14%	581	12%	3	11%	16	10%	241	12%
				Effective	8	15%	152	38%	1828	37%	9	28%	73	45%	781	38%
				Neither effective nor ineffective	33	64%	129	32%	1641	33%	9	31%	55	34%	663	33%
				Ineffective	7	13%	48	12%	623	12%	6	21%	12	7%	242	12%
				Very ineffective	4	7%	20	5%	334	7%	3	9%	7	4%	109	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	5	7%	59	13%	1029	18%	8	17%	23	13%	409	18%
				Effective	25	37%	172	37%	2095	36%	11	24%	65	37%	800	36%
				Neither effective nor ineffective	13	20%	81	17%	897	16%	13	29%	35	20%	403	18%
				Ineffective	12	17%	88	19%	1007	18%	6	14%	20	12%	361	16%
				Very ineffective	12	19%	66	14%	725	13%	7	16%	31	18%	245	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%	27	10%	658	18%	3	12%	9	8%	224	15%
				Effective	5	11%	80	28%	902	25%	7	25%	36	32%	391	26%
				Neither effective nor ineffective	17	39%	87	31%	883	24%	7	27%	34	31%	438	29%
				Ineffective	11	26%	48	17%	569	16%	3	12%	15	13%	222	15%
				Very ineffective	11	24%	40	14%	636	17%	6	23%	18	16%	228	15%

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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	%
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%	29	11%	379	13%	2	9%	12	11%	148	11%
				Effective	3	8%	74	30%	803	27%	5	20%	33	30%	359	27%
				Neither effective nor ineffective	25	69%	110	44%	1210	40%	13	50%	44	40%	555	42%
				Ineffective	4	11%	25	10%	284	9%	1	4%	11	10%	128	10%
				Very ineffective	3	8%	14	6%	332	11%	5	18%	9	8%	132	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	2	4%	34	10%	620	14%	7	22%	18	11%	251	14%
				Effective	9	17%	106	33%	1293	30%	9	28%	56	37%	614	34%
				Neither effective nor ineffective	17	33%	87	27%	916	21%	8	25%	53	34%	483	26%
				Ineffective	13	26%	59	18%	828	19%	4	13%	18	12%	263	14%
				Very ineffective	11	20%	41	12%	718	16%	4	12%	9	6%	217	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	4	6%	72	18%	1119	21%	2	5%	28	18%	429	20%
				Effective	26	42%	189	46%	2022	38%	18	44%	66	42%	796	38%
				Neither effective nor ineffective	12	20%	66	16%	906	17%	11	27%	33	21%	439	21%
				Ineffective	12	20%	56	14%	804	15%	6	16%	23	14%	265	13%
				Very ineffective	7	11%	30	7%	505	9%	3	8%	8	5%	175	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	5	9%	21	5%	370	8%	5	15%	10	6%	190	10%
				Effective	11	20%	136	34%	1624	33%	13	37%	64	41%	722	37%
				Neither effective nor ineffective	27	51%	128	32%	1450	30%	12	34%	53	34%	558	29%
				Ineffective	5	9%	86	21%	924	19%	4	12%	18	12%	315	16%
				Very ineffective	6	11%	33	8%	532	11%	1	2%	12	8%	155	8%
Q34B13	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	Very effective	1	4%	9	5%	144	6%	1	5%	4	5%	67	6%
				Effective	1	4%	22	12%	291	12%	5	25%	13	16%	184	17%
				Neither effective nor ineffective	9	39%	56	30%	767	32%	8	38%	29	37%	380	35%
				Ineffective	4	17%	38	20%	443	19%	2	11%	13	16%	196	18%
				Very ineffective	8	35%	60	33%	736	31%	4	21%	21	26%	255	24%
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	3%	111	6%	1	6%	1	2%	63	7%
				Effective	0	0%	5	6%	202	10%	2	12%	6	10%	84	9%
				Neither effective nor ineffective	10	77%	41	47%	672	35%	8	43%	26	47%	328	34%
				Ineffective	0	0%	10	12%	285	15%	6	32%	8	15%	174	18%
				Very ineffective	3	23%	28	32%	659	34%	1	6%	15	27%	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	2	8%	49	21%	553	21%	1	7%	18	20%	188	17%
				Effective	6	25%	108	47%	871	33%	4	25%	28	31%	337	30%
				Neither effective nor ineffective	11	46%	41	18%	737	28%	7	41%	28	32%	390	35%
				Ineffective	4	17%	22	10%	207	8%	2	14%	7	8%	97	9%
				Very ineffective	1	4%	9	4%	239	9%	2	14%	8	9%	115	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%	17	7%	258	9%	3	16%	6	6%	129	11%
				Effective	5	17%	52	22%	501	18%	5	24%	24	27%	246	21%
				Neither effective nor ineffective	11	38%	73	30%	793	29%	8	38%	27	30%	335	28%
				Ineffective	7	24%	45	19%	476	17%	2	11%	13	15%	203	17%
				Very ineffective	6	21%	55	23%	736	27%	2	11%	20	22%	286	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%	1	8%	N/A	N/A	7	3%
				Effective	0	0%	N/A	N/A	25	9%	2	17%	N/A	N/A	20	10%
				Neither effective nor ineffective	9	100%	N/A	N/A	197	68%	7	51%	N/A	N/A	121	60%
				Ineffective	0	0%	N/A	N/A	32	11%	1	8%	N/A	N/A	24	12%
				Very ineffective	0	0%	N/A	N/A	31	11%	2	15%	N/A	N/A	28	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	0	0%	N/A	N/A	90	9%	2	7%	N/A	N/A	40	9%
				Effective	12	38%	N/A	N/A	280	28%	12	43%	N/A	N/A	144	34%
				Neither effective nor ineffective	12	38%	N/A	N/A	191	19%	9	32%	N/A	N/A	90	21%
				Ineffective	5	15%	N/A	N/A	169	17%	3	13%	N/A	N/A	70	16%
				Very ineffective	3	9%	N/A	N/A	265	27%	1	4%	N/A	N/A	83	19%
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%	1	7%	N/A	N/A	29	8%
				Effective	2	11%	N/A	N/A	210	27%	4	25%	N/A	N/A	92	27%
				Neither effective nor ineffective	9	47%	N/A	N/A	265	34%	7	41%	N/A	N/A	116	34%
				Ineffective	5	26%	N/A	N/A	134	17%	2	14%	N/A	N/A	57	16%
				Very ineffective	3	16%	N/A	N/A	103	13%	2	13%	N/A	N/A	51	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%	0	0%	N/A	N/A	5	3%
				Effective	0	0%	N/A	N/A	34	11%	3	23%	N/A	N/A	30	16%
				Neither effective nor ineffective	9	90%	N/A	N/A	203	62%	9	62%	N/A	N/A	110	58%
				Ineffective	0	0%	N/A	N/A	38	11%	1	8%	N/A	N/A	20	11%
				Very ineffective	1	10%	N/A	N/A	45	14%	1	8%	N/A	N/A	22	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	10%	42	12%	536	13%	7	23%	18	17%	190	13%
				Somewhat agree	2	5%	142	39%	1257	29%	4	15%	40	37%	438	29%
				Neither agree nor disagree	11	29%	67	18%	847	20%	8	26%	17	16%	359	24%
				Somewhat disagree	9	22%	74	20%	943	22%	4	13%	18	17%	279	19%
				Strongly disagree	13	34%	39	11%	705	16%	7	23%	15	13%	234	16%

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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	7%	30	8%	371	8%	7	23%	13	12%	138	9%
				Somewhat agree	2	4%	122	34%	1113	25%	2	7%	35	31%	392	26%
				Neither agree nor disagree	15	36%	76	21%	1004	23%	9	32%	21	19%	417	27%
				Somewhat disagree	11	24%	88	24%	1120	26%	4	14%	23	21%	331	22%
				Strongly disagree	12	29%	47	13%	757	17%	11	29%	20	18%	255	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	12	30%	111	30%	1226	27%	8	27%	31	26%	330	21%
				Somewhat agree	13	32%	118	32%	1455	33%	10	33%	39	33%	479	31%
				Neither agree nor disagree	13	32%	81	22%	912	20%	10	33%	19	16%	405	26%
				Somewhat disagree	1	2%	43	11%	514	12%	2	6%	16	13%	198	13%
				Strongly disagree	2	5%	21	6%	366	8%	0	0%	15	12%	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	10	22%	107	28%	1171	26%	8	27%	33	28%	328	21%
				Somewhat agree	15	36%	115	31%	1491	33%	10	33%	39	33%	482	30%
				Neither agree nor disagree	14	33%	85	23%	957	21%	10	33%	18	15%	414	26%
				Somewhat disagree	1	2%	47	12%	587	13%	2	6%	14	12%	212	13%
				Strongly disagree	3	7%	22	6%	367	8%	0	0%	16	13%	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	18	32%	N/A	N/A	1073	37%	17	41%	N/A	N/A	331	32%
				Somewhat agree	15	27%	N/A	N/A	905	31%	15	35%	N/A	N/A	331	32%
				Neither agree nor disagree	18	32%	N/A	N/A	471	16%	8	19%	N/A	N/A	209	20%
				Somewhat disagree	3	5%	N/A	N/A	294	10%	2	6%	N/A	N/A	89	9%
				Strongly disagree	2	3%	N/A	N/A	165	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	9	13%	50	10%	850	14%	5	11%	16	9%	260	11%
				Satisfied	27	41%	213	43%	2416	39%	16	35%	63	35%	815	35%
				Neither satisfied nor dissatisfied	14	22%	79	16%	760	12%	17	36%	38	21%	398	17%
				Dissatisfied	11	17%	120	24%	1510	24%	5	11%	48	27%	559	24%
				Very dissatisfied	5	7%	31	6%	681	11%	3	7%	16	9%	287	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	2	3%	31	6%	476	8%	5	10%	13	7%	169	7%
				Satisfied	24	36%	163	33%	1946	31%	14	29%	59	33%	734	32%
				Neither satisfied nor dissatisfied	15	23%	107	22%	1042	17%	13	27%	46	26%	461	20%
				Dissatisfied	19	29%	144	29%	1846	30%	12	27%	43	24%	638	27%
				Very dissatisfied	6	9%	48	10%	905	15%	3	7%	18	10%	322	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	25	39%	185	39%	2516	44%	14	34%	66	38%	779	36%
				Satisfied	29	45%	175	37%	1878	33%	18	43%	67	38%	782	36%
				Neither satisfied nor dissatisfied	5	8%	55	12%	537	9%	7	17%	20	12%	279	13%
				Dissatisfied	3	5%	43	9%	491	9%	2	5%	14	8%	188	9%
				Very dissatisfied	2	3%	14	3%	321	6%	1	2%	8	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	15	23%	119	24%	1610	26%	10	23%	45	25%	538	24%
				Satisfied	25	38%	183	37%	2013	33%	19	43%	56	31%	725	32%
				Neither satisfied nor dissatisfied	11	16%	80	16%	970	16%	8	19%	37	20%	456	20%
				Dissatisfied	8	12%	73	15%	967	16%	4	9%	26	14%	338	15%
				Very dissatisfied	8	12%	35	7%	606	10%	2	5%	15	9%	232	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	10	16%	114	24%	1420	24%	12	30%	36	20%	482	21%
				Satisfied	23	35%	169	36%	1717	29%	15	36%	68	38%	625	28%
				Neither satisfied nor dissatisfied	13	21%	88	19%	1128	19%	5	11%	30	17%	507	23%
				Dissatisfied	10	16%	69	15%	1028	17%	9	21%	26	15%	367	16%
				Very dissatisfied	8	12%	33	7%	640	11%	1	3%	20	11%	262	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	12	19%	N/A	N/A	581	25%	11	25%	N/A	N/A	180	20%
				Satisfied	24	36%	N/A	N/A	824	36%	18	41%	N/A	N/A	319	35%
				Neither satisfied nor dissatisfied	15	23%	N/A	N/A	444	19%	9	20%	N/A	N/A	222	24%
				Dissatisfied	7	10%	N/A	N/A	288	12%	6	14%	N/A	N/A	112	12%
				Very dissatisfied	8	12%	N/A	N/A	173	7%	0	0%	N/A	N/A	78	9%
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	10	16%	109	22%	1576	26%	10	24%	35	19%	507	22%
				Satisfied	27	41%	193	40%	2019	33%	19	46%	71	39%	753	33%
				Neither satisfied nor dissatisfied	15	23%	85	17%	982	16%	9	22%	30	17%	473	20%
				Dissatisfied	5	7%	72	15%	1023	17%	2	5%	25	14%	359	16%
				Very dissatisfied	9	13%	30	6%	549	9%	1	3%	20	11%	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	16	25%	122	25%	1733	28%	12	27%	40	22%	520	23%
				Satisfied	24	36%	185	38%	2209	36%	22	50%	69	38%	776	34%
				Neither satisfied nor dissatisfied	14	22%	107	22%	1215	20%	8	18%	37	21%	567	25%
				Dissatisfied	7	10%	49	10%	629	10%	2	4%	23	13%	262	12%
				Very dissatisfied	5	7%	25	5%	336	5%	0	0%	11	6%	152	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	15	24%	146	30%	1954	32%	11	26%	40	22%	584	26%
				Satisfied	26	40%	214	45%	2424	40%	16	38%	80	45%	873	39%
				Neither satisfied nor dissatisfied	12	19%	67	14%	914	15%	12	27%	43	24%	467	21%
				Dissatisfied	9	13%	36	8%	542	9%	2	5%	6	4%	215	10%
				Very dissatisfied	3	4%	17	3%	198	3%	1	3%	10	6%	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 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	13	21%	145	30%	2224	37%	13	29%	53	30%	653	29%
				Satisfied	29	44%	203	42%	2276	38%	19	43%	76	43%	856	38%
				Neither satisfied nor dissatisfied	13	21%	87	18%	955	16%	10	23%	34	19%	466	21%
				Dissatisfied	8	12%	33	7%	437	7%	2	4%	10	5%	170	8%
				Very dissatisfied	2	3%	12	2%	136	2%	0	0%	6	3%	85	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	20	30%	161	33%	2226	36%	21	46%	46	25%	651	28%
				Satisfied	29	43%	174	35%	2070	33%	18	38%	62	34%	831	36%
				Neither satisfied nor dissatisfied	7	10%	68	14%	725	12%	4	10%	40	22%	405	18%
				Dissatisfied	7	10%	46	9%	734	12%	2	4%	20	11%	251	11%
				Very dissatisfied	4	6%	41	8%	438	7%	1	2%	13	7%	170	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	10	16%	104	21%	1555	25%	15	33%	38	21%	505	22%
				Satisfied	32	50%	175	36%	1936	31%	12	27%	65	36%	740	33%
				Neither satisfied nor dissatisfied	8	12%	73	15%	945	15%	7	16%	36	20%	464	20%
				Dissatisfied	7	10%	87	18%	1032	17%	9	21%	26	14%	339	15%
				Very dissatisfied	8	12%	47	10%	681	11%	1	3%	16	9%	220	10%
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	Very satisfied	18	29%	N/A	N/A	832	37%	17	38%	N/A	N/A	229	26%
				Satisfied	36	58%	N/A	N/A	971	43%	16	36%	N/A	N/A	385	43%
				Neither satisfied nor dissatisfied	4	6%	N/A	N/A	338	15%	9	20%	N/A	N/A	198	22%
				Dissatisfied	3	5%	N/A	N/A	85	4%	2	5%	N/A	N/A	61	7%
				Very dissatisfied	2	3%	N/A	N/A	49	2%	0	0%	N/A	N/A	20	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	6	9%	N/A	N/A	511	23%	9	22%	N/A	N/A	149	17%
				Satisfied	30	46%	N/A	N/A	924	42%	18	43%	N/A	N/A	326	38%
				Neither satisfied nor dissatisfied	16	25%	N/A	N/A	544	25%	12	29%	N/A	N/A	276	32%
				Dissatisfied	8	12%	N/A	N/A	137	6%	2	5%	N/A	N/A	78	9%
				Very dissatisfied	5	8%	N/A	N/A	91	4%	0	0%	N/A	N/A	36	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	12	19%	N/A	N/A	691	30%	15	34%	N/A	N/A	187	21%
				Satisfied	32	48%	N/A	N/A	980	43%	13	29%	N/A	N/A	369	41%
				Neither satisfied nor dissatisfied	11	16%	N/A	N/A	384	17%	12	27%	N/A	N/A	209	23%
				Dissatisfied	6	9%	N/A	N/A	147	6%	4	9%	N/A	N/A	78	9%
				Very dissatisfied	5	7%	N/A	N/A	101	4%	0	0%	N/A	N/A	53	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	27	41%	N/A	N/A	1577	48%	27	60%	N/A	N/A	527	42%
				Somewhat agree	25	38%	N/A	N/A	1112	34%	12	26%	N/A	N/A	430	35%
				Neither agree nor disagree	5	7%	N/A	N/A	191	6%	5	12%	N/A	N/A	110	9%
				Somewhat disagree	6	9%	N/A	N/A	265	8%	0	0%	N/A	N/A	122	10%
				Strongly disagree	4	6%	N/A	N/A	160	5%	1	2%	N/A	N/A	52	4%
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	21	32%	128	26%	2090	34%	16	33%	48	26%	645	28%
				Satisfied	33	49%	239	49%	2594	42%	24	51%	77	42%	1027	44%
				Neither satisfied nor dissatisfied	7	10%	55	11%	580	9%	5	11%	34	19%	304	13%
				Dissatisfied	3	4%	59	12%	652	11%	2	4%	15	8%	221	10%
				Very dissatisfied	3	4%	9	2%	279	5%	0	0%	8	4%	117	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	9	14%	75	15%	1184	19%	3	7%	26	14%	403	17%
				Satisfied	34	52%	247	50%	2898	47%	29	63%	98	54%	1118	48%
				Neither satisfied nor dissatisfied	11	17%	102	21%	1009	16%	12	25%	37	21%	431	19%
				Dissatisfied	7	10%	53	11%	828	13%	3	5%	17	9%	257	11%
				Very dissatisfied	4	6%	14	3%	283	5%	0	0%	4	2%	105	5%
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	Chancellor	0	0%	60	17%	382	8%	1	3%	33	27%	194	11%
				President	10	17%	26	7%	847	18%	8	18%	10	8%	326	19%
				Vice President for Academic Affairs	3	5%	6	2%	293	6%	3	7%	5	4%	145	8%
				Academic Dean	0	0%	31	9%	545	12%	2	5%	15	12%	233	13%
				Provost	43	78%	236	66%	2536	54%	28	66%	59	48%	835	48%
Other	0	0%	0	0%	55	1%	0	0%	1	1%	22	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	11	24%	47	17%	590	16%	15	47%	20	21%	279	19%
				Somewhat agree	16	35%	85	31%	1073	29%	12	36%	32	34%	424	29%
				Neither agree nor disagree	11	24%	68	25%	939	25%	3	10%	20	21%	397	27%
				Somewhat disagree	3	6%	47	17%	637	17%	2	7%	13	14%	182	13%
				Strongly disagree	5	10%	24	9%	468	13%	0	0%	9	10%	163	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	10	16%	72	16%	1042	18%	8	18%	19	12%	271	13%
				For the foreseeable future	30	50%	217	48%	2726	48%	20	49%	66	41%	813	39%
				For no more than 5 years after earning	9	15%	70	15%	805	14%	2	5%	22	13%	268	13%
				I haven't thought that far ahead	11	19%	93	21%	1140	20%	12	28%	56	34%	738	35%
				Other	7	78%	N/A	N/A	187	70%	N<5	N<5	N/A	N/A	65	64%
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	0	0%	N/A	N/A	5	2%	N<5	N<5	N/A	N/A	3	3%
				Prefer to work in private industry	0	0%	N/A	N/A	3	1%	N<5	N<5	N/A	N/A	0	0%
				Prefer to work in government	0	0%	N/A	N/A	74	27%	N<5	N<5	N/A	N/A	33	32%
				Other	2	22%	N/A	N/A	74	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	23	35%	228	48%	2811	47%	14	32%	63	36%	811	37%
				Somewhat agree	26	40%	143	30%	1816	30%	22	50%	61	35%	793	36%
				Neither agree nor disagree	9	13%	46	10%	535	9%	4	9%	20	11%	281	13%
				Somewhat disagree	5	7%	46	10%	564	9%	3	6%	21	12%	196	9%
				Strongly disagree	3	4%	13	3%	307	5%	1	2%	11	6%	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	35	54%	252	53%	2923	48%	24	56%	81	48%	989	45%
				Recommend with reservations	25	38%	204	42%	2727	45%	18	44%	80	47%	1048	48%
				Not recommend dept	5	7%	24	5%	393	7%	0	0%	9	5%	151	7%
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	Great	12	19%	86	18%	1149	19%	6	15%	41	23%	432	19%
				Good	36	55%	266	54%	3034	49%	27	64%	90	51%	1075	48%
				So-so	11	16%	112	23%	1493	24%	6	15%	41	23%	583	26%
				Bad	4	6%	21	4%	335	5%	3	6%	5	3%	97	4%
				Awful	3	4%	5	1%	145	2%	0	0%	2	1%	54	2%

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item	theme	name	description	response scale	HUMANITIES										ACADEMIC AREA						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	%				
Q19	tenure practices overall	tenure process	I find the tenure process in my department to be...	Very clear	3	58%	18	27%	279	24%	10	36%	31	26%	313	22%	2	41%	8	21%	131	24%				
				Fairly clear	2	42%	35	53%	587	51%	12	43%	69	57%	723	51%	2	38%	23	61%	276	51%				
				Neither clear nor unclear	0	0%	5	8%	123	11%	3	11%	11	9%	172	12%	1	22%	4	10%	77	14%				
				Fairly unclear	0	0%	5	8%	112	10%	3	10%	5	4%	155	11%	0	0%	2	5%	34	6%				
				Very unclear	0	0%	3	4%	52	5%	0	0%	5	4%	67	5%	0	0%	1	3%	19	4%				
Q20	tenure practices overall	tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	Very clear	0	0%	17	26%	253	22%	13	46%	30	25%	300	21%	1	22%	5	13%	109	20%				
				Fairly clear	3	61%	35	53%	587	51%	9	34%	68	57%	713	50%	3	57%	24	64%	286	53%				
				Neither clear nor unclear	2	39%	5	7%	130	11%	2	7%	13	10%	170	12%	1	22%	4	10%	77	14%				
				Fairly unclear	0	0%	5	8%	128	11%	2	7%	5	4%	171	12%	0	0%	3	7%	45	8%				
				Very unclear	0	0%	4	6%	54	5%	2	7%	4	3%	76	5%	0	0%	2	5%	21	4%				
Q21	tenure practices overall	tenure standards	I find the tenure standards (the performance threshold) in my department to be...	Very clear	1	20%	12	18%	168	15%	12	43%	23	19%	200	14%	1	22%	4	10%	71	13%				
				Fairly clear	2	42%	35	52%	519	45%	9	32%	56	46%	608	43%	1	19%	19	51%	243	45%				
				Neither clear nor unclear	2	39%	11	17%	189	16%	2	7%	21	17%	240	17%	3	59%	7	19%	128	24%				
				Fairly unclear	0	0%	6	9%	190	17%	4	15%	12	10%	265	19%	0	0%	6	15%	63	12%				
				Very unclear	0	0%	3	4%	81	7%	1	3%	8	7%	117	8%	0	0%	2	5%	33	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	1	19%	13	20%	231	20%	13	46%	29	24%	250	18%	0	0%	8	21%	87	16%				
				Fairly clear	3	61%	31	47%	530	46%	5	18%	58	48%	655	46%	4	78%	15	39%	263	49%				
				Neither clear nor unclear	1	19%	14	22%	205	18%	5	18%	17	14%	242	17%	1	22%	11	30%	123	23%				
				Fairly unclear	0	0%	5	7%	121	11%	3	11%	12	10%	203	14%	0	0%	4	10%	43	8%				
				Very unclear	0	0%	3	4%	58	5%	2	7%	5	4%	69	5%	0	0%	0	0%	20	4%				
Q23	tenure practices overall	sense of achieving tenure	My sense of whether or not I will achieve tenure is...	Very clear	1	20%	7	10%	232	21%	9	31%	23	19%	276	19%	1	19%	9	23%	101	19%				
				Fairly clear	3	61%	40	61%	506	45%	9	32%	60	49%	597	42%	4	81%	12	32%	226	43%				
				Neither clear nor unclear	1	19%	15	22%	224	20%	5	18%	29	24%	354	25%	0	0%	13	35%	138	26%				
				Fairly unclear	0	0%	3	4%	120	11%	3	12%	4	3%	121	9%	0	0%	3	7%	39	7%				
				Very unclear	0	0%	2	3%	48	4%	2	7%	6	5%	70	5%	0	0%	1	3%	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	1	19%	19	29%	297	26%	13	48%	30	25%	350	25%	1	22%	11	30%	134	25%				
				Fairly clear	2	42%	39	58%	562	49%	8	29%	63	53%	691	49%	4	78%	14	38%	261	49%				
				Neither clear nor unclear	2	39%	4	6%	119	10%	3	12%	16	13%	161	11%	0	0%	9	25%	72	13%				
				Fairly unclear	0	0%	3	4%	140	12%	1	3%	8	7%	176	12%	0	0%	3	7%	48	9%				
				Very unclear	0	0%	2	3%	33	3%	2	7%	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	19%	9	14%	196	17%	5	18%	20	16%	271	19%	2	43%	10	27%	100	19%				
				Fairly clear	0	0%	36	54%	560	49%	11	43%	61	51%	645	45%	1	19%	13	37%	272	52%				
				Neither clear nor unclear	2	42%	11	17%	180	16%	7	28%	22	18%	267	19%	2	38%	7	21%	95	18%				
				Fairly unclear	2	39%	8	12%	169	15%	2	8%	15	12%	191	13%	0	0%	6	15%	50	10%				
				Very unclear	0	0%	2	3%	38	3%	1	4%	3	3%	51	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	1	19%	5	10%	89	8%	1	4%	16	14%	148	11%	2	43%	6	15%	57	11%				
				Fairly clear	0	0%	21	37%	311	29%	6	24%	29	26%	392	29%	0	0%	10	27%	192	37%				
				Neither clear nor unclear	2	42%	14	26%	322	30%	11	45%	41	36%	420	31%	1	19%	9	24%	144	28%				
				Fairly unclear	2	39%	11	20%	247	23%	4	18%	19	17%	309	23%	2	38%	8	22%	88	17%				
				Very unclear	0	0%	4	7%	107	10%	2	9%	9	8%	103	7%	0	0%	4	11%	33	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	3	5%	92	8%	4	15%	13	12%	165	12%	1	22%	3	8%	61	12%				
				Fairly clear	N<5	N<5	27	43%	432	38%	11	41%	43	38%	466	33%	1	22%	13	35%	192	37%				
				Neither clear nor unclear	N<5	N<5	19	29%	281	25%	8	30%	33	29%	382	27%	2	38%	10	28%	144	27%				
				Fairly unclear	N<5	N<5	13	20%	221	20%	3	11%	18	16%	263	19%	0	0%	6	16%	92	18%				
				Very unclear	N<5	N<5	2	3%	100	9%	1	3%	7	6%	128	9%	1	19%	5	13%	35	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	N<5	N<5	3	4%	73	7%	2	7%	5	5%	113	8%	1	22%	5	13%	34	7%				
				Fairly clear	N<5	N<5	16	25%	309	28%	8	29%	31	27%	401	29%	1	22%	5	15%	165	32%				
				Neither clear nor unclear	N<5	N<5	19	29%	333	30%	8	31%	36	32%	386	28%	1	19%	13	36%	164	32%				
				Fairly unclear	N<5	N<5	19	29%	257	23%	8	30%	31	27%	327	24%	1	19%	8	23%	106	20%				
				Very unclear	N<5	N<5	7	12%	146	13%	1	4%	10	9%	154	11%	1	19%	5	13%	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%	4	6%	63	6%	2	7%	7	6%	98	7%	N<5	N<5	4	10%	23	4%				
				Fairly clear	0	0%	12	19%	211	20%	5	19%	26	24%	302	23%	N<5	N<5	8	21%	134	26%				
				Neither clear nor unclear	1	22%	20	34%	346	32%	8	31%	33	30%	380	29%	N<5	N<5	9	24%	178	34%				
				Fairly unclear	2	39%	16	26%	261	24%	6	23%	27	25%	341	26%	N<5	N<5	11	31%	118	23%				
				Very unclear	2	39%	9	15%	188	18%	5	19%	16	14%	209	16%	N<5	N<5	5	13%	63	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	0	0%	18	28%	318	28%	13	48%	36	30%	398	28%	1	22%	6	15%	161	30%				
				Fairly reasonable	4	81%	30	45%	463	40%	6	21%	62	52%	584	42%	4	78%	21	56%	224	42%				
				Neither reasonable nor unreasonable	1	19%	9	14%	204	18%	5	19%	13	11%	231	16%	0	0%	10	26%	106	20%				
				Fairly unreasonable	0	0%	8	12%	116	10%	1	5%	5	4%	151	11%	0	0%	1	2%	24	5%				
				Very unreasonable	0	0%	1	1%	42	4%	2	7%	3	3%	42	3%	0	0%	0	0%	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	1	19%	11	17%	296	26%	9	35%	29	24%	433	31%	2	43%	9	24%	144	28%				
				Fairly reasonable	0	0%	38	58%	467	41%	8	29%	56	46%	519	37%	1	19%	11	30%	224	43%				
				Neither reasonable nor unreasonable	3	61%	16	24%	274	24%	7	28%	29	24%	319	23%	1	19%	14	38%	115	22%				
				Fairly unreasonable	1	20%	1	1%	76	7%	0	0%	4	3%	107	8%	1	19%	3	8%	31	6%				
				Very unreasonable	0	0%	0	0%	23	2%	2	8%	3	3%	27	2%	0	0%	0	0%	10	2%				

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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	%
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	1	19%	9	15%	168	16%	3	12%	20	18%	264	20%	2	43%	6	15%	111	22%
				Fairly reasonable	0	0%	16	28%	265	25%	5	20%	35	30%	357	27%	0	0%	13	37%	165	33%
				Neither reasonable nor unreasonable	2	42%	25	44%	518	49%	13	52%	58	51%	601	45%	3	57%	15	42%	198	39%
				Fairly unreasonable	1	19%	6	10%	70	7%	1	3%	1	1%	78	6%	0	0%	2	5%	22	4%
				Very unreasonable	1	20%	1	2%	34	3%	3	12%	1	1%	35	3%	0	0%	0	0%	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	N<5	N<5	6	9%	198	18%	4	15%	21	18%	307	22%	1	22%	5	13%	110	21%
				Fairly reasonable	N<5	N<5	26	40%	329	30%	9	33%	40	35%	396	29%	2	41%	11	30%	171	33%
				Neither reasonable nor unreasonable	N<5	N<5	26	41%	453	41%	12	44%	50	43%	544	40%	2	38%	17	46%	186	36%
				Fairly unreasonable	N<5	N<5	5	7%	89	8%	2	8%	2	2%	83	6%	0	0%	2	5%	32	6%
				Very unreasonable	N<5	N<5	2	3%	43	4%	0	0%	2	2%	37	3%	0	0%	2	6%	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	N<5	N<5	4	7%	144	13%	2	7%	10	9%	215	16%	1	22%	6	16%	74	14%
				Fairly reasonable	N<5	N<5	14	22%	274	25%	7	26%	30	27%	346	26%	1	22%	2	6%	140	27%
				Neither reasonable nor unreasonable	N<5	N<5	44	70%	597	54%	15	55%	71	63%	678	51%	3	57%	25	70%	264	51%
				Fairly unreasonable	N<5	N<5	1	2%	54	5%	2	8%	2	2%	65	5%	0	0%	1	3%	21	4%
				Very unreasonable	N<5	N<5	0	0%	33	3%	1	5%	0	0%	36	3%	0	0%	2	6%	15	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%	6	10%	113	11%	3	11%	11	10%	198	15%	N<5	N<5	6	16%	62	12%
				Fairly reasonable	0	0%	11	17%	184	18%	4	15%	25	23%	288	22%	N<5	N<5	4	11%	123	24%
				Neither reasonable nor unreasonable	5	100%	40	67%	654	63%	15	58%	70	64%	711	55%	N<5	N<5	24	68%	284	56%
				Fairly unreasonable	0	0%	2	3%	58	6%	2	7%	3	3%	67	5%	N<5	N<5	1	3%	24	5%
				Very unreasonable	0	0%	1	2%	31	3%	2	9%	0	0%	19	1%	N<5	N<5	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	3	61%	18	28%	262	24%	12	43%	29	25%	282	20%	1	22%	10	27%	128	25%
				Somewhat agree	1	19%	27	41%	358	32%	6	23%	50	42%	462	33%	2	41%	11	31%	162	31%
				Neither agree nor disagree	0	0%	5	8%	90	8%	3	10%	9	7%	111	8%	1	19%	4	12%	67	13%
				Somewhat disagree	1	20%	8	13%	215	19%	4	13%	22	19%	297	21%	1	19%	7	18%	88	17%
				Strongly disagree	0	0%	7	10%	188	17%	3	11%	8	7%	246	18%	0	0%	5	12%	74	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	80%	25	41%	355	33%	11	43%	44	40%	452	33%	4	81%	14	40%	183	36%
				Somewhat agree	1	20%	27	44%	397	37%	8	30%	45	42%	519	38%	1	19%	10	30%	164	33%
				Neither agree nor disagree	0	0%	4	6%	107	10%	3	12%	8	7%	125	9%	0	0%	4	11%	71	14%
				Somewhat disagree	0	0%	2	3%	132	12%	1	5%	7	7%	157	12%	0	0%	5	14%	51	10%
				Strongly disagree	0	0%	4	6%	77	7%	3	11%	4	4%	103	8%	0	0%	2	5%	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	2	39%	11	17%	268	24%	11	38%	22	19%	332	23%	2	41%	5	14%	88	17%
				Satisfied	2	42%	38	58%	523	46%	10	36%	66	55%	734	52%	2	41%	21	56%	282	54%
				Neither satisfied nor dissatisfied	0	0%	6	10%	121	11%	4	15%	19	15%	131	9%	0	0%	5	14%	53	10%
				Dissatisfied	1	19%	8	13%	184	16%	3	11%	10	8%	187	13%	1	19%	6	16%	81	15%
				Very dissatisfied	0	0%	1	2%	42	4%	0	0%	4	3%	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	2	39%	N/A	N/A	120	18%	6	21%	N/A	N/A	132	18%	2	41%	N/A	N/A	30	11%
				Satisfied	2	42%	N/A	N/A	285	43%	13	47%	N/A	N/A	342	47%	0	0%	N/A	N/A	139	51%
				Neither satisfied nor dissatisfied	0	0%	N/A	N/A	112	17%	3	10%	N/A	N/A	98	13%	3	59%	N/A	N/A	49	18%
				Dissatisfied	1	19%	N/A	N/A	120	18%	4	14%	N/A	N/A	123	17%	0	0%	N/A	N/A	41	15%
				Very dissatisfied	0	0%	N/A	N/A	33	5%	2	8%	N/A	N/A	33	4%	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	81%	24	36%	469	41%	11	39%	41	34%	567	40%	2	41%	9	23%	181	35%
				Satisfied	0	0%	30	45%	435	38%	11	39%	57	47%	584	41%	3	59%	22	58%	253	49%
				Neither satisfied nor dissatisfied	1	19%	8	12%	95	8%	3	11%	9	8%	125	9%	0	0%	5	13%	48	9%
				Dissatisfied	0	0%	4	7%	118	10%	2	7%	8	7%	113	8%	0	0%	2	5%	28	5%
				Very dissatisfied	0	0%	0	0%	23	2%	1	3%	6	5%	29	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	2	39%	30	45%	493	43%	11	40%	53	44%	552	39%	3	59%	14	37%	210	40%
				Satisfied	1	22%	26	39%	323	28%	9	31%	35	29%	438	31%	1	22%	10	28%	177	34%
				Neither satisfied nor dissatisfied	1	19%	7	11%	104	9%	1	4%	10	9%	145	10%	0	0%	7	20%	67	13%
				Dissatisfied	1	19%	3	4%	149	13%	3	10%	16	13%	200	14%	1	19%	5	13%	47	9%
				Very dissatisfied	0	0%	1	2%	67	6%	4	15%	6	5%	83	6%	0	0%	1	2%	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	3	58%	34	51%	666	59%	21	75%	60	50%	820	58%	4	81%	11	29%	249	48%
				Satisfied	2	42%	28	42%	292	26%	4	14%	37	31%	379	27%	0	0%	17	46%	168	32%
				Neither satisfied nor dissatisfied	0	0%	3	4%	67	6%	1	3%	8	6%	91	6%	1	19%	3	8%	53	10%
				Dissatisfied	0	0%	2	3%	88	8%	2	8%	12	10%	105	7%	0	0%	4	11%	28	5%
				Very dissatisfied	0	0%	0	0%	21	2%	0	0%	3	3%	24	2%	0	0%	2	6%	25	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	4	78%	48	73%	860	76%	25	89%	92	77%	1127	80%	4	81%	12	32%	318	61%
				Satisfied	1	22%	15	23%	195	17%	2	7%	21	17%	241	17%	0	0%	19	52%	146	28%
				Neither satisfied nor dissatisfied	0	0%	2	3%	36	3%	0	0%	4	3%	27	2%	1	19%	4	11%	32	6%
				Dissatisfied	0	0%	1	2%	32	3%	1	4%	3	3%	21	1%	0	0%	0	0%	11	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	1	19%	16	25%	374	33%	6	22%	35	29%	512	36%	2	41%	9	24%	159	30%
				Satisfied	2	39%	30	45%	407	36%	9	31%	47	39%	497	35%	2	41%	16	42%	227	43%
				Neither satisfied nor dissatisfied	1	22%	12	18%	114	10%	4	15%	13	11%	138	10%	0	0%	12	32%	72	14%
				Dissatisfied	1	19%	5	7%	166	15%	8	27%	16	13%	194	14%	0	0%	0	0%	40	8%
				Very dissatisfied	0	0%	3	4%	73	6%	1	5%	9	7%	78	6%	1	19%	1	3%	24	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	3	0%	7	11%	236	21%	1	5%	17	16%	269	20%	1	22%	2	6%	100	19%
				Satisfied	0	0%	23	35%	418	37%	11	45%	28	26%	412	30%	0	0%	11	28%	162	31%
				Neither satisfied nor dissatisfied	1	19%	16	25%	202	18%	5	18%	26	24%	268	20%	2	41%	15	40%	136	27%
				Dissatisfied	0	0%	16	23%	224	20%	6	24%	28	27%	299	22%	2	38%	8	20%	93	18%
				Very dissatisfied	1	19%	4	6%	52	5%	2	8%	8	7%	111	8%	0	0%	2	5%	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	4	19%	7	12%	209	23%	3	12%	16	14%	271	23%	1	22%	1	3%	56	12%
				Satisfied	4	81%	25	40%	365	41%	7	28%	39	34%	451	37%	1	22%	16	44%	169	37%
				Neither satisfied nor dissatisfied	0	0%	14	23%	151	17%	6	22%	33	28%	213	18%	1	19%	8	22%	105	23%
				Dissatisfied	0	0%	14	23%	136	15%	8	30%	21	18%	204	17%	2	38%	8	22%	99	22%
				Very dissatisfied	0	0%	1	2%	33	4%	2	7%	7	6%	65	5%	0	0%	3	8%	32	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	2	39%	4	7%	114	10%	5	18%	9	8%	156	11%	0	0%	4	11%	46	9%
				Satisfied	1	20%	25	39%	319	28%	8	28%	45	37%	436	31%	1	22%	11	29%	160	31%
				Neither satisfied nor dissatisfied	1	22%	8	13%	126	11%	1	3%	22	18%	167	12%	2	41%	8	22%	77	15%
				Dissatisfied	0	0%	21	33%	350	31%	8	29%	32	26%	438	31%	1	19%	12	33%	177	34%
				Very dissatisfied	1	19%	6	9%	227	20%	6	22%	13	10%	222	16%	1	19%	2	5%	63	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	1	19%	5	8%	74	8%	0	0%	11	10%	144	11%	0	0%	2	5%	39	8%
				Satisfied	1	22%	15	26%	194	21%	11	44%	31	27%	371	28%	4	81%	13	36%	178	35%
				Neither satisfied nor dissatisfied	0	0%	18	33%	367	40%	5	20%	41	36%	443	33%	1	19%	13	36%	165	32%
				Dissatisfied	1	19%	13	24%	170	18%	5	19%	25	22%	252	19%	0	0%	6	15%	89	17%
				Very dissatisfied	2	39%	5	9%	121	13%	4	17%	6	5%	115	9%	0	0%	3	8%	43	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	3	58%	44	68%	732	65%	19	68%	80	67%	948	67%	2	38%	18	49%	304	58%
				Satisfied	2	42%	13	21%	281	25%	6	20%	29	25%	330	23%	3	62%	16	43%	162	31%
				Neither satisfied nor dissatisfied	0	0%	4	6%	72	6%	2	7%	7	6%	84	6%	0	0%	2	5%	36	7%
				Dissatisfied	0	0%	2	3%	32	3%	1	4%	3	3%	45	3%	0	0%	1	3%	16	3%
				Very dissatisfied	0	0%	2	3%	14	1%	0	0%	0	0%	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	2	42%	6	9%	225	20%	4	14%	16	13%	309	22%	0	0%	7	19%	128	25%
				Satisfied	1	19%	20	31%	366	33%	11	39%	53	44%	450	32%	4	81%	13	35%	190	36%
				Neither satisfied nor dissatisfied	2	39%	14	21%	175	16%	5	18%	19	16%	215	15%	0	0%	8	23%	78	15%
				Dissatisfied	0	0%	20	30%	243	22%	5	19%	22	18%	299	21%	1	19%	5	14%	88	17%
				Very dissatisfied	0	0%	6	9%	110	10%	3	10%	11	9%	133	9%	0	0%	3	8%	38	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	1	22%	4	8%	105	11%	2	7%	13	11%	183	14%	1	22%	5	13%	72	15%
				Satisfied	2	39%	11	20%	233	25%	10	36%	39	33%	376	28%	1	22%	14	37%	161	34%
				Neither satisfied nor dissatisfied	1	19%	16	30%	196	21%	5	19%	25	21%	241	18%	2	38%	8	23%	100	21%
				Dissatisfied	1	19%	14	25%	231	24%	4	15%	27	23%	317	24%	1	19%	7	18%	86	18%
				Very dissatisfied	0	0%	10	18%	179	19%	7	24%	14	12%	210	16%	0	0%	3	8%	59	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	100%	20	31%	407	36%	5	18%	35	30%	429	30%	2	41%	8	23%	144	28%
				Satisfied	0	0%	29	44%	373	33%	11	38%	53	44%	458	32%	2	41%	13	37%	173	34%
				Neither satisfied nor dissatisfied	0	0%	8	12%	121	11%	6	20%	11	9%	155	11%	0	0%	5	15%	73	14%
				Dissatisfied	0	0%	7	10%	154	14%	4	14%	16	13%	235	17%	0	0%	7	21%	73	14%
				Very dissatisfied	0	0%	2	3%	73	6%	3	10%	4	4%	133	9%	1	19%	2	4%	48	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	8	12%	158	15%	1	4%	15	14%	173	13%	1	22%	6	17%	92	19%
				Satisfied	N<5	N<5	25	40%	334	32%	12	45%	37	34%	389	29%	2	41%	11	32%	169	34%
				Neither satisfied nor dissatisfied	N<5	N<5	19	31%	235	23%	4	16%	34	31%	344	26%	1	19%	8	21%	95	19%
				Dissatisfied	N<5	N<5	8	13%	194	19%	5	20%	15	14%	295	22%	0	0%	10	29%	98	20%
				Very dissatisfied	N<5	N<5	3	5%	119	11%	4	15%	8	7%	129	10%	1	19%	1	2%	43	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	11	18%	237	22%	4	16%	26	24%	265	20%	N<5	N<5	8	22%	103	21%
				Satisfied	N<5	N<5	28	45%	423	40%	10	38%	52	47%	510	38%	N<5	N<5	13	36%	218	44%
				Neither satisfied nor dissatisfied	N<5	N<5	17	27%	249	23%	7	29%	22	20%	364	27%	N<5	N<5	11	30%	105	21%
				Dissatisfied	N<5	N<5	5	8%	112	11%	1	5%	5	4%	146	11%	N<5	N<5	3	9%	49	10%
				Very dissatisfied	N<5	N<5	2	3%	44	4%	3	12%	5	5%	55	4%	N<5	N<5	1	2%	22	4%
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	Very satisfied	2	39%	14	21%	275	24%	5	19%	23	20%	295	21%	1	22%	6	16%	106	21%
				Satisfied	2	37%	27	41%	428	38%	11	40%	55	47%	521	37%	3	59%	9	25%	180	35%
				Neither satisfied nor dissatisfied	0	0%	15	23%	203	18%	2	8%	20	18%	280	20%	0	0%	11	31%	104	20%
				Dissatisfied	0	0%	5	8%	144	13%	5	18%	12	11%	205	15%	0	0%	5	15%	75	15%
				Very dissatisfied	1	24%	4	6%	75	7%	4	15%	5	4%	93	7%	1	19%	4	13%	47	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	2	42%	15	24%	310	27%	7	25%	22	18%	364	26%	0	0%	2	5%	111	21%
				Important	0	0%	32	49%	434	38%	11	39%	46	38%	542	38%	4	81%	21	58%	223	43%
				Neither important nor unimportant	1	19%	13	21%	210	19%	5	18%	24	20%	279	20%	1	19%	10	29%	110	21%
				Unimportant	2	39%	3	5%	123	11%	2	7%	16	14%	150	11%	0	0%	2	4%	53	10%
				Very unimportant	0	0%	1	1%	53	5%	3	11%	11	9%	76	5%	0	0%	1	4%	23	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	2	39%	20	30%	523	46%	11	40%	45	37%	697	49%	1	19%	8	23%	213	41%
				Important	1	22%	34	53%	462	41%	13	49%	61	51%	530	38%	2	43%	18	51%	236	45%
				Neither important nor unimportant	1	19%	8	12%	82	7%	3	11%	11	9%	123	9%	2	38%	10	27%	53	10%
				Unimportant	1	20%	2	3%	44	4%	0	0%	1	1%	38	3%	0	0%	0	0%	14	3%
				Very unimportant	0	0%	1	1%	17	1%	0	0%	3	2%	21	2%	0	0%	0	0%	5	1%

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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	%					
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	0	0%	13	20%	398	35%	11	39%	32	27%	552	40%	0	0%	7	21%	159	31%
				Important	2	42%	42	64%	554	49%	16	57%	68	58%	630	45%	5	100%	23	64%	277	53%
				Neither important nor unimportant	2	39%	7	10%	119	11%	1	3%	14	12%	142	10%	0	0%	5	13%	62	12%
				Unimportant	1	20%	2	3%	38	3%	0	0%	3	3%	44	3%	0	0%	1	3%	18	3%
				Very unimportant	0	0%	2	3%	12	1%	0	0%	1	1%	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	0	0%	13	20%	378	34%	9	34%	32	27%	525	38%	0	0%	4	11%	141	27%
				Important	2	42%	41	64%	556	50%	16	56%	60	51%	609	44%	5	100%	25	70%	256	50%
				Neither important nor unimportant	2	39%	5	7%	135	12%	3	10%	21	18%	179	13%	0	0%	6	17%	96	19%
				Unimportant	1	20%	3	4%	39	4%	0	0%	5	4%	57	4%	0	0%	0	0%	17	3%
				Very unimportant	0	0%	3	5%	11	1%	0	0%	0	0%	27	2%	0	0%	1	2%	8	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	1	22%	23	37%	328	29%	14	51%	37	31%	526	38%	N<5	N<5	13	36%	216	42%
				Important	2	39%	21	33%	404	36%	6	23%	65	55%	599	43%	N<5	N<5	18	51%	214	41%
				Neither important nor unimportant	2	39%	13	21%	247	22%	3	11%	11	9%	189	13%	N<5	N<5	3	9%	60	12%
				Unimportant	0	0%	5	8%	97	9%	3	11%	5	4%	64	5%	N<5	N<5	2	4%	21	4%
				Very unimportant	0	0%	1	2%	36	3%	1	4%	0	0%	21	1%	N<5	N<5	0	0%	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	0	0%	8	12%	202	18%	6	22%	9	8%	204	15%	N<5	N<5	3	8%	73	14%
				Important	2	42%	30	47%	501	45%	9	33%	54	46%	577	41%	N<5	N<5	24	68%	235	46%
				Neither important nor unimportant	1	19%	19	29%	245	22%	7	26%	34	29%	349	25%	N<5	N<5	8	22%	150	29%
				Unimportant	2	39%	5	8%	130	12%	4	15%	18	16%	214	15%	N<5	N<5	1	2%	48	9%
				Very unimportant	0	0%	3	4%	44	4%	1	4%	2	2%	60	4%	N<5	N<5	0	0%	10	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	3	61%	46	72%	851	75%	20	71%	79	66%	951	67%	N<5	N<5	10	29%	188	36%
				Important	2	39%	13	21%	248	22%	7	25%	39	33%	415	29%	N<5	N<5	19	54%	235	45%
				Neither important nor unimportant	0	0%	3	4%	19	2%	1	3%	2	2%	23	2%	N<5	N<5	5	15%	71	14%
				Unimportant	0	0%	2	3%	8	1%	0	0%	0	0%	13	1%	N<5	N<5	1	3%	23	4%
				Very unimportant	0	0%	0	0%	4	0%	0	0%	0	0%	6	0%	N<5	N<5	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	3	61%	40	61%	823	73%	15	54%	64	53%	913	65%	2	41%	6	17%	192	38%
				Important	1	19%	19	30%	228	20%	10	35%	45	37%	363	26%	2	41%	19	52%	177	35%
				Neither important nor unimportant	0	0%	3	4%	43	4%	3	11%	8	7%	99	7%	0	0%	10	27%	100	20%
				Unimportant	1	20%	2	3%	14	1%	0	0%	3	3%	25	2%	0	0%	1	3%	26	5%
				Very unimportant	0	0%	1	2%	15	1%	0	0%	0	0%	9	1%	1	19%	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	N<5	N<5	14	23%	367	33%	8	27%	28	24%	446	32%	2	41%	0	0%	65	13%
				Important	N<5	N<5	22	36%	348	31%	8	31%	44	38%	435	31%	1	22%	17	48%	163	32%
				Neither important nor unimportant	N<5	N<5	20	33%	278	25%	11	39%	32	28%	383	27%	2	38%	12	33%	196	39%
				Unimportant	N<5	N<5	4	6%	79	7%	1	3%	7	6%	83	6%	0	0%	6	16%	54	11%
				Very unimportant	N<5	N<5	2	3%	37	3%	0	0%	5	4%	46	3%	0	0%	1	3%	27	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	3	61%	22	33%	599	54%	12	42%	47	40%	717	51%	1	22%	8	22%	173	34%
				Important	2	39%	34	53%	398	36%	13	48%	57	48%	521	37%	3	59%	18	50%	247	48%
				Neither important nor unimportant	0	0%	8	13%	95	9%	3	10%	14	12%	136	10%	1	19%	10	28%	80	16%
				Unimportant	0	0%	0	0%	15	1%	0	0%	1	1%	18	1%	0	0%	0	0%	13	2%
				Very unimportant	0	0%	1	2%	10	1%	0	0%	0	0%	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	3	61%	39	60%	759	68%	19	68%	70	58%	964	69%	1	19%	18	50%	298	58%
				Important	2	39%	21	32%	313	28%	8	28%	49	41%	400	28%	4	81%	15	43%	192	37%
				Neither important nor unimportant	0	0%	4	6%	39	3%	1	3%	1	1%	29	2%	0	0%	3	7%	21	4%
				Unimportant	0	0%	0	0%	6	1%	0	0%	1	1%	6	0%	0	0%	0	0%	4	1%
				Very unimportant	0	0%	1	2%	2	0%	0	0%	0	0%	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	1	22%	15	23%	343	31%	8	30%	25	21%	373	27%	2	41%	4	11%	125	24%
				Important	0	0%	36	56%	541	49%	12	42%	67	57%	693	50%	1	22%	19	52%	248	48%
				Neither important nor unimportant	3	58%	11	18%	160	14%	7	25%	18	15%	224	16%	2	38%	11	30%	104	20%
				Unimportant	1	20%	2	3%	52	5%	1	3%	7	6%	86	6%	0	0%	3	8%	28	5%
				Very unimportant	0	0%	0	0%	11	1%	0	0%	1	1%	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	3	61%	18	29%	400	37%	7	26%	34	30%	542	39%	2	41%	7	21%	153	31%
				Important	1	19%	14	22%	211	20%	6	20%	30	26%	296	21%	0	0%	5	15%	114	23%
				Neither important nor unimportant	1	19%	16	26%	244	23%	8	29%	20	17%	259	19%	2	41%	13	38%	134	27%
				Unimportant	0	0%	4	6%	69	6%	4	14%	11	9%	96	7%	0	0%	7	20%	37	7%
				Very unimportant	0	0%	10	17%	156	14%	3	10%	21	18%	186	14%	1	19%	2	6%	56	11%
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	22%	9	15%	281	26%	3	11%	8	7%	279	20%	1	22%	1	3%	78	15%
				Important	1	19%	17	26%	280	26%	6	21%	31	26%	325	23%	1	19%	7	22%	117	23%
				Neither important nor unimportant	1	19%	19	30%	281	26%	9	33%	38	32%	403	29%	2	41%	16	46%	152	30%
				Unimportant	2	39%	12	18%	145	13%	7	24%	22	19%	201	14%	0	0%	7	20%	89	17%
				Very unimportant	0	0%	7	10%	105	10%	3	10%	19	16%	185	13%	1	19%	3	9%	74	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	42%	29	47%	497	45%	11	41%	48	41%	636	46%	2	41%	8	22%	138	27%
				Important	1	19%	16	25%	309	28%	9	34%	39	33%	401	29%	0	0%	12	36%	170	34%
				Neither important nor unimportant	1	19%	9	14%	173	16%	3	10%	17	15%	200	14%	2	41%	12	36%	120	24%
				Unimportant	1	20%	3	5%	50	5%	3	11%	5	4%	50	4%	0	0%	2	6%	35	7%
				Very unimportant	0	0%	6	10%	65	6%	1	3%	8	7%	97	7%	1	19%	0	0%	41	8%

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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	%				
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	2	42%	25	40%	435	40%	12	44%	38	33%	482	35%	2	41%	16	48%	155	31%				
				Important	0	0%	14	24%	267	25%	7	23%	27	24%	349	25%	1	19%	7	21%	150	30%				
				Neither important nor unimportant	2	39%	9	15%	197	18%	4	13%	30	26%	284	21%	1	22%	7	20%	110	22%				
				Unimportant	0	0%	8	13%	75	7%	1	4%	7	6%	112	8%	1	19%	2	6%	40	8%				
				Very unimportant	1	19%	5	8%	115	11%	4	15%	13	11%	157	11%	0	0%	1	4%	50	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	22%	N/A	N/A	68	15%	4	16%	N/A	N/A	52	10%	1	22%	N/A	N/A	8	5%				
				Important	1	19%	N/A	N/A	110	24%	5	18%	N/A	N/A	103	20%	0	0%	N/A	N/A	35	20%				
				Neither important nor unimportant	1	19%	N/A	N/A	148	32%	11	41%	N/A	N/A	200	38%	2	41%	N/A	N/A	81	47%				
				Unimportant	1	20%	N/A	N/A	75	16%	4	14%	N/A	N/A	86	16%	0	0%	N/A	N/A	23	14%				
				Very unimportant	1	19%	N/A	N/A	55	12%	3	11%	N/A	N/A	80	15%	2	38%	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	1	22%	N/A	N/A	157	34%	10	37%	N/A	N/A	169	32%	2	41%	N/A	N/A	47	26%				
				Important	1	20%	N/A	N/A	130	28%	7	26%	N/A	N/A	170	32%	1	19%	N/A	N/A	64	35%				
				Neither important nor unimportant	3	58%	N/A	N/A	107	23%	6	23%	N/A	N/A	111	21%	2	41%	N/A	N/A	37	20%				
				Unimportant	0	0%	N/A	N/A	34	8%	2	8%	N/A	N/A	32	6%	0	0%	N/A	N/A	17	9%				
				Very unimportant	0	0%	N/A	N/A	31	7%	2	7%	N/A	N/A	51	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	2	42%	N/A	N/A	136	30%	8	31%	N/A	N/A	154	29%	1	22%	N/A	N/A	26	14%				
				Important	2	39%	N/A	N/A	162	35%	11	40%	N/A	N/A	210	40%	1	19%	N/A	N/A	75	42%				
				Neither important nor unimportant	1	19%	N/A	N/A	96	21%	5	18%	N/A	N/A	107	20%	2	41%	N/A	N/A	55	31%				
				Unimportant	0	0%	N/A	N/A	31	7%	1	4%	N/A	N/A	21	4%	0	0%	N/A	N/A	15	8%				
				Very unimportant	0	0%	N/A	N/A	33	7%	2	7%	N/A	N/A	33	6%	1	19%	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	33%	N/A	N/A	33	7%	3	11%	N/A	N/A	40	8%	0	0%	N/A	N/A	7	4%				
				Important	0	0%	N/A	N/A	76	17%	3	12%	N/A	N/A	78	15%	1	22%	N/A	N/A	28	16%				
				Neither important nor unimportant	3	46%	N/A	N/A	193	43%	11	41%	N/A	N/A	210	41%	3	59%	N/A	N/A	65	38%				
				Unimportant	0	0%	N/A	N/A	75	17%	3	11%	N/A	N/A	86	17%	0	0%	N/A	N/A	31	18%				
				Very unimportant	1	21%	N/A	N/A	76	17%	7	24%	N/A	N/A	98	19%	1	19%	N/A	N/A	43	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	N<5	N<5	7	14%	74	9%	1	5%	6	8%	95	10%	0	0%	1	3%	27	7%				
				Effective	N<5	N<5	23	45%	238	28%	7	35%	23	30%	252	25%	2	43%	10	33%	119	31%				
				Neither effective nor ineffective	N<5	N<5	10	19%	190	23%	10	51%	32	41%	250	25%	2	38%	12	41%	99	26%				
				Ineffective	N<5	N<5	5	10%	198	24%	2	10%	8	11%	222	22%	1	19%	6	20%	81	21%				
				Very ineffective	N<5	N<5	6	11%	141	17%	0	0%	8	10%	175	18%	0	0%	1	3%	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	N<5	N<5	7	13%	197	19%	4	17%	14	12%	239	19%	1	19%	4	12%	85	18%				
				Effective	N<5	N<5	30	52%	408	40%	10	42%	47	42%	516	40%	2	43%	13	39%	203	43%				
				Neither effective nor ineffective	N<5	N<5	9	16%	202	20%	7	30%	31	28%	262	20%	2	38%	14	40%	104	22%				
				Ineffective	N<5	N<5	6	10%	141	14%	3	11%	9	8%	161	13%	0	0%	1	3%	57	12%				
				Very ineffective	N<5	N<5	5	9%	70	7%	0	0%	10	9%	111	9%	0	0%	2	5%	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	0	0%	6	11%	148	14%	6	22%	12	11%	226	18%	0	0%	2	5%	64	14%				
				Effective	2	42%	33	56%	473	46%	13	50%	51	46%	526	41%	3	62%	17	46%	193	41%				
				Neither effective nor ineffective	3	58%	12	20%	204	20%	3	10%	33	30%	261	20%	2	38%	8	22%	112	24%				
				Ineffective	0	0%	5	8%	144	14%	4	15%	8	7%	166	13%	0	0%	6	16%	62	13%				
				Very ineffective	0	0%	3	5%	69	7%	1	4%	6	5%	101	8%	0	0%	4	11%	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	N<5	N<5	7	12%	137	14%	6	23%	12	11%	189	16%	0	0%	1	2%	56	13%				
				Effective	N<5	N<5	30	52%	432	44%	12	47%	49	46%	477	40%	3	62%	16	46%	165	38%				
				Neither effective nor ineffective	N<5	N<5	11	20%	198	20%	3	11%	27	25%	266	22%	2	38%	10	29%	119	27%				
				Ineffective	N<5	N<5	8	13%	134	14%	4	16%	13	12%	167	14%	0	0%	5	15%	55	13%				
				Very ineffective	N<5	N<5	2	3%	80	8%	1	4%	6	6%	102	9%	0	0%	3	8%	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	N<5	N<5	16	28%	64	7%	0	0%	12	11%	89	8%	N<5	N<5	1	3%	35	8%				
				Effective	N<5	N<5	10	19%	181	21%	5	22%	33	32%	261	22%	N<5	N<5	10	31%	118	29%				
				Neither effective nor ineffective	N<5	N<5	18	32%	259	30%	5	22%	24	23%	281	24%	N<5	N<5	11	36%	118	28%				
				Ineffective	N<5	N<5	8	14%	194	23%	8	37%	27	25%	294	25%	N<5	N<5	7	22%	79	19%				
				Very ineffective	N<5	N<5	4	8%	154	18%	4	18%	9	9%	239	21%	N<5	N<5	2	7%	64	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	N<5	N<5	9	16%	120	13%	1	6%	13	14%	150	13%	N<5	N<5	5	14%	35	9%				
				Effective	N<5	N<5	25	46%	326	35%	2	10%	34	36%	397	35%	N<5	N<5	12	36%	148	37%				
				Neither effective nor ineffective	N<5	N<5	11	20%	280	30%	9	50%	33	36%	382	34%	N<5	N<5	14	40%	147	36%				
				Ineffective	N<5	N<5	6	11%	126	14%	5	28%	9	10%	140	12%	N<5	N<5	3	8%	45	11%				
				Very ineffective	N<5	N<5	4	7%	71	8%	1	7%	3	4%	69	6%	N<5	N<5	1	2%	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	22%	8	13%	219	20%	1	4%	13	11%	268	20%	N<5	N<5	5	15%	59	14%				
				Effective	1	19%	21	33%	404	36%	8	28%	43	36%	509	37%	N<5	N<5	7	21%	165	39%				
				Neither effective nor ineffective	1	19%	13	20%	141	13%	4	14%	15	13%	170	12%	N<5	N<5	9	29%	103	24%				
				Ineffective	1	19%	10	15%	188	17%	7	25%	29	24%	244	18%	N<5	N<5	6	19%	55	13%				
				Very ineffective	1	20%	13	20%	159	14%	8	29%	19	16%	167	12%	N<5	N<5	5	16%	39	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?	Very effective	N<5	N<5	7	13%	224	25%	1	5%	8	9%	224	23%	N<5	N<5	1	4%	69	24%				
				Effective	N<5	N<5	21	38%	272	30%	4	20%	30	35%	272	28%	N<5	N<5	4	20%	76	26%				
				Neither effective nor ineffective	N<5	N<5	9	16%	129	14%	4	18%	26	30%	181	19%	N<5	N<5	8	39%	73	25%				
				Ineffective	N<5	N<5	13	23%	150	17%	4	20%	12	13%	137	14%	N<5	N<5	5	23%	44	15%				
				Very ineffective	N<5	N<5	6	10%	133	15%	7	35%	10	12%	148	15%	N<5	N<5	3	15%	29	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	HUMANITIES												ACADEMIC AREA						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	%						
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	2	5%	75	13%	0	0%	8	13%	96	13%	N<5	N<5	0	0%	24	12%						
				Effective	N<5	N<5	14	37%	150	26%	1	7%	12	22%	185	26%	N<5	N<5	0	0%	43	20%						
				Neither effective nor ineffective	N<5	N<5	16	43%	208	37%	8	60%	23	41%	266	37%	N<5	N<5	13	83%	109	52%						
				Ineffective	N<5	N<5	4	10%	64	11%	1	8%	9	15%	83	11%	N<5	N<5	1	6%	19	9%						
				Very ineffective	N<5	N<5	2	5%	71	12%	3	25%	5	9%	89	12%	N<5	N<5	2	11%	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	N<5	N<5	6	13%	105	13%	1	7%	10	11%	181	18%	N<5	N<5	3	10%	55	15%						
				Effective	N<5	N<5	16	36%	226	27%	3	19%	36	43%	298	30%	N<5	N<5	12	40%	147	40%						
				Neither effective nor ineffective	N<5	N<5	13	28%	157	19%	8	50%	16	19%	182	18%	N<5	N<5	11	37%	87	24%						
				Ineffective	N<5	N<5	6	12%	192	23%	3	18%	13	16%	167	17%	N<5	N<5	3	10%	41	11%						
				Very ineffective	N<5	N<5	5	11%	151	18%	1	6%	9	10%	164	17%	N<5	N<5	1	3%	36	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	0	0%	14	25%	270	26%	4	17%	25	23%	283	23%	0	0%	4	12%	116	25%						
				Effective	4	81%	27	48%	358	35%	11	45%	54	49%	504	40%	3	62%	18	57%	190	42%						
				Neither effective nor ineffective	0	0%	6	11%	147	14%	3	13%	15	14%	198	16%	1	19%	4	13%	84	18%						
				Ineffective	1	19%	9	16%	161	16%	2	8%	12	11%	167	13%	0	0%	3	10%	44	10%						
				Very ineffective	0	0%	0	0%	82	8%	4	17%	3	3%	98	8%	1	19%	3	9%	23	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?	Very effective	N<5	N<5	4	7%	84	9%	2	12%	6	6%	81	8%	2	41%	3	9%	35	9%						
				Effective	N<5	N<5	20	35%	329	36%	10	59%	36	36%	353	33%	1	22%	9	30%	130	33%						
				Neither effective nor ineffective	N<5	N<5	17	31%	234	26%	2	11%	31	31%	324	30%	2	38%	16	52%	134	34%						
				Ineffective	N<5	N<5	12	22%	165	18%	2	12%	18	17%	210	20%	0	0%	2	7%	57	14%						
				Very ineffective	N<5	N<5	3	5%	91	10%	1	6%	10	10%	107	10%	0	0%	1	3%	37	9%						
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	1	4%	24	6%	0	0%	3	7%	44	8%	N<5	N<5	1	7%	19	8%						
				Effective	N<5	N<5	3	13%	49	12%	0	0%	3	7%	63	11%	N<5	N<5	3	18%	28	12%						
				Neither effective nor ineffective	N<5	N<5	7	32%	109	27%	3	36%	13	30%	150	26%	N<5	N<5	6	34%	85	38%						
				Ineffective	N<5	N<5	3	15%	82	21%	2	26%	11	27%	111	19%	N<5	N<5	3	16%	38	17%						
				Very ineffective	N<5	N<5	7	35%	137	34%	3	38%	12	29%	211	37%	N<5	N<5	4	25%	53	24%						
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%	0	0%	1	5%	29	6%	N<5	N<5	0	0%	12	7%						
				Effective	N<5	N<5	1	12%	38	10%	0	0%	0	0%	54	11%	N<5	N<5	0	0%	25	15%						
				Neither effective nor ineffective	N<5	N<5	2	25%	96	26%	5	71%	14	60%	131	27%	N<5	N<5	4	52%	57	34%						
				Ineffective	N<5	N<5	1	13%	61	17%	0	0%	0	0%	70	15%	N<5	N<5	1	17%	28	17%						
				Very ineffective	N<5	N<5	4	50%	152	41%	1	14%	8	35%	196	41%	N<5	N<5	2	31%	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	9	28%	113	24%	1	9%	20	26%	172	26%	N<5	N<5	1	5%	36	17%						
				Effective	N<5	N<5	19	56%	152	32%	2	18%	29	40%	216	33%	N<5	N<5	10	60%	70	34%						
				Neither effective nor ineffective	N<5	N<5	1	4%	114	24%	5	44%	17	22%	153	23%	N<5	N<5	3	18%	69	34%						
				Ineffective	N<5	N<5	2	6%	39	8%	2	19%	5	6%	53	8%	N<5	N<5	2	12%	19	9%						
				Very ineffective	N<5	N<5	2	5%	54	11%	1	10%	4	5%	72	11%	N<5	N<5	1	5%	10	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	3	7%	60	11%	1	11%	4	6%	84	12%	N<5	N<5	3	14%	27	11%						
				Effective	N<5	N<5	16	38%	101	19%	2	19%	14	21%	115	17%	N<5	N<5	2	9%	50	20%						
				Neither effective nor ineffective	N<5	N<5	8	19%	126	23%	4	40%	22	33%	163	24%	N<5	N<5	6	27%	69	28%						
				Ineffective	N<5	N<5	6	14%	100	18%	3	30%	13	20%	132	19%	N<5	N<5	6	28%	41	17%						
				Very ineffective	N<5	N<5	9	22%	159	29%	0	0%	13	20%	193	28%	N<5	N<5	5	23%	59	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%	0	0%	N/A	N/A	4	6%	N<5	N<5	N/A	N/A	2	4%						
				Effective	N<5	N<5	N/A	N/A	13	22%	0	0%	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	27	46%	3	57%	N/A	N/A	42	70%	N<5	N<5	N/A	N/A	25	66%						
				Ineffective	N<5	N<5	N/A	N/A	10	16%	1	22%	N/A	N/A	5	9%	N<5	N<5	N/A	N/A	5	12%						
				Very ineffective	N<5	N<5	N/A	N/A	9	16%	1	22%	N/A	N/A	7	11%	N<5	N<5	N/A	N/A	4	11%						
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	19	11%	0	0%	N/A	N/A	22	10%	N<5	N<5	N/A	N/A	7	9%						
				Effective	N<5	N<5	N/A	N/A	38	23%	5	31%	N/A	N/A	54	25%	N<5	N<5	N/A	N/A	26	34%						
				Neither effective nor ineffective	N<5	N<5	N/A	N/A	36	22%	5	31%	N/A	N/A	29	13%	N<5	N<5	N/A	N/A	16	21%						
				Ineffective	N<5	N<5	N/A	N/A	24	15%	4	26%	N/A	N/A	43	20%	N<5	N<5	N/A	N/A	10	13%						
				Very ineffective	N<5	N<5	N/A	N/A	47	29%	2	12%	N/A	N/A	69	32%	N<5	N<5	N/A	N/A	18	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	N<5	N<5	N/A	N/A	17	12%	0	0%	N/A	N/A	26	11%	N<5	N<5	N/A	N/A	8	11%						
				Effective	N<5	N<5	N/A	N/A	37	26%	0	0%	N/A	N/A	52	23%	N<5	N<5	N/A	N/A	14	20%						
				Neither effective nor ineffective	N<5	N<5	N/A	N/A	45	31%	4	32%	N/A	N/A	64	28%	N<5	N<5	N/A	N/A	29	41%						
				Ineffective	N<5	N<5	N/A	N/A	30	21%	5	43%	N/A	N/A	44	19%	N<5	N<5	N/A	N/A	16	23%						
				Very ineffective	N<5	N<5	N/A	N/A	14	10%	3	25%	N/A	N/A	43	19%	N<5	N<5	N/A	N/A	3	4%						
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%	0	0%	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	2	7%						
				Effective	N<5	N<5	N/A	N/A	12	20%	0	0%	N/A	N/A	8	11%	N<5	N<5	N/A	N/A	2	7%						
				Neither effective nor ineffective	N<5	N<5	N/A	N/A	33	54%	5	70%	N/A	N/A	41	55%	N<5	N<5	N/A	N/A	22	76%						
				Ineffective	N<5	N<5	N/A	N/A	9	15%	1	15%	N/A	N/A	10	13%	N<5	N<5	N/A	N/A	1	3%						
				Very ineffective	N<5	N<5	N/A	N/A	7	11%	1	15%	N/A	N/A	16	21%	N<5	N<5	N/A	N/A	2	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	3	61%	6	14%	102	14%	2	13%	15	17%	147	15%	N<5	N<5	5	22%	48	14%						
				Somewhat agree	0	0%	19	42%	204	27%	0	0%	36	42%	304	30%	N<5	N<5	11	45%	119	34%						
				Neither agree nor disagree	0	0%	6	13%	121	16%	5	30%	6	7%	142	14%	N<5	N<5	2	9%	87	25%						
				Somewhat disagree	2	39%	11	23%	178	24%	2	11%	14	16%	216	21%	N<5	N<5	4	15%	62	18%						
				Strongly disagree	0	0%	4	8%	146	19%	7	46%	15	18%	204	20%	N<5	N<5	2	8%	37	11%						

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	%
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	1	22%	4	10%	68	9%	2	11%	8	9%	84	8%	N<5	N<5	1	4%	32	9%
				Somewhat agree	0	0%	16	37%	172	23%	0	0%	32	38%	269	27%	N<5	N<5	8	31%	92	26%
				Neither agree nor disagree	2	39%	7	16%	148	20%	6	32%	14	17%	177	18%	N<5	N<5	7	30%	114	32%
				Somewhat disagree	1	19%	8	18%	207	28%	2	10%	17	20%	260	26%	N<5	N<5	7	27%	74	21%
				Strongly disagree	1	20%	9	20%	153	20%	8	47%	13	15%	210	21%	N<5	N<5	2	8%	40	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	3	61%	16	33%	230	30%	5	29%	29	34%	299	29%	N<5	N<5	8	32%	100	27%
				Somewhat agree	2	39%	19	40%	240	31%	8	47%	29	34%	331	32%	N<5	N<5	8	29%	128	34%
				Neither agree nor disagree	0	0%	6	12%	154	20%	4	25%	14	17%	183	18%	N<5	N<5	5	20%	98	26%
				Somewhat disagree	0	0%	4	9%	84	11%	0	0%	6	7%	119	12%	N<5	N<5	3	12%	33	9%
				Strongly disagree	0	0%	3	6%	66	9%	0	0%	7	9%	99	10%	N<5	N<5	2	7%	15	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	2	42%	13	28%	215	28%	5	27%	27	32%	271	26%	N<5	N<5	6	26%	89	24%
				Somewhat agree	1	20%	18	41%	245	32%	8	44%	27	32%	314	31%	N<5	N<5	7	26%	133	35%
				Neither agree nor disagree	2	39%	7	16%	163	21%	4	23%	15	18%	198	19%	N<5	N<5	6	25%	99	26%
				Somewhat disagree	0	0%	5	11%	94	12%	0	0%	7	8%	140	14%	N<5	N<5	4	15%	38	10%
				Strongly disagree	0	0%	2	4%	59	8%	1	5%	9	10%	102	10%	N<5	N<5	2	8%	17	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	61%	N/A	N/A	191	35%	8	30%	N/A	N/A	232	37%	N<5	N<5	N/A	N/A	64	29%
				Somewhat agree	1	20%	N/A	N/A	149	28%	11	41%	N/A	N/A	189	30%	N<5	N<5	N/A	N/A	75	34%
				Neither agree nor disagree	1	19%	N/A	N/A	100	19%	7	25%	N/A	N/A	111	18%	N<5	N<5	N/A	N/A	50	23%
				Somewhat disagree	0	0%	N/A	N/A	58	11%	1	5%	N/A	N/A	58	9%	N<5	N<5	N/A	N/A	23	10%
				Strongly disagree	0	0%	N/A	N/A	41	8%	0	0%	N/A	N/A	36	6%	N<5	N<5	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	1	19%	2	3%	118	11%	5	18%	11	10%	158	11%	0	0%	2	6%	60	12%
				Satisfied	2	39%	15	23%	365	33%	11	39%	52	43%	502	36%	2	41%	15	44%	203	40%
				Neither satisfied nor dissatisfied	1	22%	15	24%	148	13%	4	13%	20	17%	184	13%	3	59%	7	20%	79	15%
				Dissatisfied	1	19%	25	39%	312	28%	4	15%	24	20%	376	27%	0	0%	7	20%	113	22%
				Very dissatisfied	0	0%	7	11%	158	14%	4	15%	12	10%	171	12%	0	0%	3	10%	55	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	0	0%	4	6%	78	7%	2	7%	13	10%	121	9%	0	0%	2	7%	29	6%
				Satisfied	1	19%	21	34%	325	30%	10	36%	38	31%	442	32%	2	41%	11	32%	143	28%
				Neither satisfied nor dissatisfied	1	22%	14	23%	181	17%	5	18%	29	24%	245	18%	3	59%	7	21%	113	22%
				Dissatisfied	2	39%	14	22%	343	31%	7	24%	34	28%	389	28%	0	0%	10	30%	153	30%
				Very dissatisfied	1	19%	9	14%	168	15%	4	16%	7	6%	189	14%	0	0%	4	11%	71	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	1	19%	26	44%	475	47%	12	46%	48	41%	532	43%	N<5	N<5	9	30%	171	38%
				Satisfied	4	81%	22	37%	310	31%	10	39%	38	33%	413	33%	N<5	N<5	14	45%	165	36%
				Neither satisfied nor dissatisfied	0	0%	7	11%	95	9%	1	3%	12	10%	122	10%	N<5	N<5	4	12%	52	11%
				Dissatisfied	0	0%	3	5%	76	7%	1	4%	11	10%	102	8%	N<5	N<5	2	7%	39	9%
				Very dissatisfied	0	0%	2	3%	59	6%	2	7%	7	6%	72	6%	N<5	N<5	2	6%	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	2	39%	16	25%	294	27%	5	18%	43	37%	396	29%	1	22%	8	24%	151	30%
				Satisfied	2	42%	29	46%	363	33%	13	47%	34	29%	425	31%	2	41%	13	38%	165	33%
				Neither satisfied nor dissatisfied	0	0%	9	14%	182	17%	4	13%	14	12%	213	15%	2	38%	6	17%	84	17%
				Dissatisfied	1	20%	5	7%	147	14%	4	15%	18	15%	224	16%	0	0%	7	21%	59	12%
				Very dissatisfied	0	0%	5	7%	99	9%	2	7%	8	7%	124	9%	0	0%	0	0%	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%	9	17%	203	21%	5	21%	28	24%	269	21%	1	22%	7	21%	145	30%
				Satisfied	3	61%	18	33%	260	27%	10	40%	40	34%	308	24%	2	41%	19	54%	169	35%
				Neither satisfied nor dissatisfied	1	19%	20	37%	256	26%	3	13%	27	23%	297	23%	2	38%	5	14%	86	18%
				Dissatisfied	1	19%	4	7%	147	15%	4	18%	14	12%	271	21%	0	0%	2	5%	51	11%
				Very dissatisfied	0	0%	3	5%	112	11%	2	8%	8	7%	162	12%	0	0%	2	5%	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	1	19%	N/A	N/A	113	25%	7	26%	N/A	N/A	119	23%	2	41%	N/A	N/A	40	23%
				Satisfied	2	42%	N/A	N/A	158	35%	13	46%	N/A	N/A	179	34%	1	22%	N/A	N/A	72	41%
				Neither satisfied nor dissatisfied	1	19%	N/A	N/A	89	20%	3	10%	N/A	N/A	106	20%	2	38%	N/A	N/A	39	22%
				Dissatisfied	1	20%	N/A	N/A	51	11%	3	11%	N/A	N/A	77	15%	0	0%	N/A	N/A	11	6%
				Very dissatisfied	0	0%	N/A	N/A	36	8%	2	7%	N/A	N/A	44	8%	0	0%	N/A	N/A	13	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	0	0%	12	19%	281	26%	6	22%	33	28%	328	24%	1	22%	7	21%	135	27%
				Satisfied	3	61%	29	46%	375	35%	13	46%	42	35%	427	31%	3	59%	15	44%	177	35%
				Neither satisfied nor dissatisfied	1	19%	12	19%	165	15%	6	20%	24	20%	240	17%	0	0%	2	6%	82	16%
				Dissatisfied	1	20%	7	10%	162	15%	0	0%	13	11%	248	18%	1	19%	7	20%	66	13%
				Very dissatisfied	0	0%	4	6%	96	9%	3	11%	8	6%	138	10%	0	0%	3	8%	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	2	39%	15	24%	326	30%	10	36%	44	37%	405	29%	0	0%	8	25%	143	28%
				Satisfied	3	61%	27	42%	407	38%	9	32%	41	34%	472	34%	3	62%	14	40%	193	38%
				Neither satisfied nor dissatisfied	0	0%	14	22%	196	18%	7	25%	21	18%	295	21%	1	19%	7	22%	86	17%
				Dissatisfied	0	0%	6	9%	87	8%	1	3%	7	6%	121	9%	1	19%	2	5%	49	10%
				Very dissatisfied	0	0%	2	3%	58	5%	1	3%	6	5%	83	6%	0	0%	3	8%	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	1	19%	16	26%	337	32%	9	33%	41	34%	446	33%	1	22%	7	23%	148	30%
				Satisfied	3	61%	31	49%	424	40%	9	34%	48	40%	545	40%	2	41%	17	53%	189	39%
				Neither satisfied nor dissatisfied	0	0%	9	15%	169	16%	4	13%	19	16%	198	15%	1	19%	6	18%	92	19%
				Dissatisfied	1	19%	4	6%	87	8%	2	8%	7	6%	129	9%	1	19%	2	6%	33	7%
				Very dissatisfied	0	0%	2	3%	40	4%	3	11%	5	4%	43	3%	0	0%	0	0%	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	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	%
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	1	19%	23	36%	426	41%	12	43%	46	38%	567	42%	0	0%	8	25%	160	32%
				Satisfied	4	81%	22	35%	397	38%	9	34%	51	42%	489	36%	4	81%	13	38%	186	38%
				Neither satisfied nor dissatisfied	0	0%	12	20%	140	13%	4	13%	14	12%	198	15%	0	0%	10	31%	93	19%
				Dissatisfied	0	0%	5	8%	52	5%	2	7%	6	5%	80	6%	1	19%	1	3%	37	7%
				Very dissatisfied	0	0%	1	2%	34	3%	1	3%	3	2%	29	2%	0	0%	1	3%	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	3	61%	19	31%	393	36%	10	35%	50	42%	509	37%	2	43%	9	27%	184	36%
				Satisfied	1	19%	25	40%	352	32%	14	51%	35	29%	428	31%	1	19%	12	36%	153	30%
				Neither satisfied nor dissatisfied	0	0%	9	15%	151	14%	1	3%	16	14%	175	13%	0	0%	6	19%	73	14%
				Dissatisfied	1	20%	4	6%	115	11%	2	7%	9	7%	165	12%	2	38%	5	15%	62	12%
				Very dissatisfied	0	0%	5	8%	75	7%	1	3%	9	8%	106	8%	0	0%	1	2%	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	61%	15	24%	286	26%	7	25%	27	23%	358	26%	1	22%	8	24%	141	28%
				Satisfied	1	19%	22	35%	345	32%	12	42%	44	37%	415	30%	3	59%	14	41%	176	35%
				Neither satisfied nor dissatisfied	0	0%	11	18%	157	15%	4	14%	19	16%	222	16%	0	0%	5	14%	87	17%
				Dissatisfied	1	20%	12	19%	187	17%	1	4%	16	14%	236	17%	0	0%	4	13%	56	11%
				Very dissatisfied	0	0%	3	4%	105	10%	4	15%	12	10%	144	10%	1	19%	3	8%	43	9%
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	Very satisfied	3	61%	N/A	N/A	163	37%	8	29%	N/A	N/A	207	40%	2	41%	N/A	N/A	58	33%
				Satisfied	2	39%	N/A	N/A	186	42%	15	56%	N/A	N/A	208	40%	3	59%	N/A	N/A	74	42%
				Neither satisfied nor dissatisfied	0	0%	N/A	N/A	65	15%	2	7%	N/A	N/A	72	14%	0	0%	N/A	N/A	35	20%
				Dissatisfied	0	0%	N/A	N/A	21	5%	0	0%	N/A	N/A	21	4%	0	0%	N/A	N/A	5	3%
				Very dissatisfied	0	0%	N/A	N/A	9	2%	2	7%	N/A	N/A	14	3%	0	0%	N/A	N/A	3	1%
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	97	22%	3	12%	N/A	N/A	104	21%	0	0%	N/A	N/A	29	17%
				Satisfied	N<5	N<5	N/A	N/A	187	43%	13	50%	N/A	N/A	193	40%	1	22%	N/A	N/A	65	38%
				Neither satisfied nor dissatisfied	N<5	N<5	N/A	N/A	106	24%	7	27%	N/A	N/A	135	28%	3	59%	N/A	N/A	59	35%
				Dissatisfied	N<5	N<5	N/A	N/A	29	7%	1	4%	N/A	N/A	36	7%	0	0%	N/A	N/A	8	5%
				Very dissatisfied	N<5	N<5	N/A	N/A	16	4%	2	8%	N/A	N/A	20	4%	1	19%	N/A	N/A	8	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	134	30%	9	32%	N/A	N/A	169	33%	0	0%	N/A	N/A	44	25%
				Satisfied	N<5	N<5	N/A	N/A	191	42%	11	40%	N/A	N/A	196	38%	1	19%	N/A	N/A	81	46%
				Neither satisfied nor dissatisfied	N<5	N<5	N/A	N/A	76	17%	3	10%	N/A	N/A	90	17%	3	62%	N/A	N/A	32	18%
				Dissatisfied	N<5	N<5	N/A	N/A	36	8%	3	11%	N/A	N/A	32	6%	0	0%	N/A	N/A	13	7%
				Very dissatisfied	N<5	N<5	N/A	N/A	17	4%	2	7%	N/A	N/A	28	6%	1	19%	N/A	N/A	8	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	4	80%	N/A	N/A	303	47%	13	47%	N/A	N/A	342	48%	2	43%	N/A	N/A	140	52%
				Somewhat agree	1	20%	N/A	N/A	201	31%	12	43%	N/A	N/A	207	29%	1	19%	N/A	N/A	84	32%
				Neither agree nor disagree	0	0%	N/A	N/A	42	7%	2	7%	N/A	N/A	57	8%	1	19%	N/A	N/A	12	4%
				Somewhat disagree	0	0%	N/A	N/A	58	9%	0	0%	N/A	N/A	70	10%	1	19%	N/A	N/A	19	7%
				Strongly disagree	0	0%	N/A	N/A	38	6%	1	3%	N/A	N/A	32	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	61%	13	20%	371	34%	10	36%	40	33%	470	34%	2	43%	8	25%	185	36%
				Satisfied	1	20%	41	66%	464	42%	14	49%	52	44%	589	42%	2	38%	18	52%	206	40%
				Neither satisfied nor dissatisfied	1	19%	3	5%	96	9%	2	8%	13	11%	137	10%	1	19%	4	12%	51	10%
				Dissatisfied	0	0%	4	6%	109	10%	2	7%	12	10%	124	9%	0	0%	3	8%	42	8%
				Very dissatisfied	0	0%	2	3%	55	5%	0	0%	2	2%	66	5%	0	0%	1	3%	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	2	39%	6	10%	198	18%	3	10%	17	14%	228	16%	1	22%	2	6%	91	18%
				Satisfied	2	42%	33	53%	480	44%	14	52%	61	51%	670	48%	2	41%	24	70%	229	45%
				Neither satisfied nor dissatisfied	1	19%	13	21%	177	16%	6	21%	21	18%	219	16%	2	38%	4	12%	102	20%
				Dissatisfied	0	0%	6	9%	176	16%	4	16%	15	13%	199	14%	0	0%	4	12%	62	12%
				Very dissatisfied	0	0%	4	6%	70	6%	0	0%	6	5%	69	5%	0	0%	0	0%	26	5%
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	Chancellor	N<5	N<5	12	26%	80	9%	0	0%	20	22%	99	10%	0	0%	5	18%	34	10%
				President	N<5	N<5	2	4%	167	19%	6	26%	8	9%	218	21%	1	22%	3	10%	61	17%
				Vice President for Academic Affairs	N<5	N<5	0	0%	50	6%	1	4%	2	2%	52	5%	0	0%	0	0%	23	7%
				Academic Dean	N<5	N<5	4	9%	101	12%	0	0%	4	4%	98	10%	0	0%	1	4%	30	9%
				Provost	N<5	N<5	30	62%	460	53%	16	70%	57	63%	548	53%	4	78%	19	66%	204	57%
				Other	N<5	N<5	0	0%	10	1%	0	0%	0	0%	10	1%	0	0%	1	3%	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	N<5	N<5	5	12%	101	15%	4	24%	15	22%	130	16%	N<5	N<5	5	25%	45	16%
				Somewhat agree	N<5	N<5	10	27%	156	23%	5	31%	26	38%	229	28%	N<5	N<5	2	12%	81	29%
				Neither agree nor disagree	N<5	N<5	6	16%	169	25%	3	18%	14	21%	195	24%	N<5	N<5	3	15%	76	27%
				Somewhat disagree	N<5	N<5	15	40%	149	22%	2	15%	6	9%	129	16%	N<5	N<5	7	34%	51	18%
				Strongly disagree	N<5	N<5	2	5%	103	15%	2	12%	6	9%	127	16%	N<5	N<5	3	14%	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	0	0%	5	8%	163	17%	2	8%	17	16%	164	13%	N<5	N<5	4	12%	62	13%
				For the foreseeable future	4	78%	24	41%	450	46%	14	55%	43	42%	567	45%	N<5	N<5	16	50%	244	52%
				For no more than 5 years after earning	0	0%	12	20%	153	16%	4	16%	18	17%	200	16%	N<5	N<5	5	15%	56	12%
				I haven't thought that far ahead	1	22%	18	31%	217	22%	5	21%	25	25%	332	26%	N<5	N<5	7	23%	107	23%
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 ir	N<5	N<5	N/A	N/A	48	74%	N<5	N<5	N/A	N/A	43	70%	N<5	N<5	N/A	N/A	16	90%
				Prefer to work in private industry	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	5%
				Prefer to work in government	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%
				Other	N<5	N<5	N/A	N/A	15	23%	N<5	N<5	N/A	N/A	17	27%	N<5	N<5	N/A	N/A	1	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	%									
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	1	19%	25	40%	514	48%	12	43%	55	48%	634	47%	1	22%	19	58%	224	46%									
				Somewhat agree	3	61%	26	43%	310	29%	9	33%	29	26%	405	30%	3	59%	8	24%	134	27%									
				Neither agree nor disagree	1	19%	5	8%	95	9%	2	7%	16	14%	113	8%	1	19%	1	4%	59	12%									
				Somewhat disagree	0	0%	3	5%	95	9%	4	17%	11	10%	125	9%	0	0%	4	12%	46	9%									
				Strongly disagree	0	0%	3	4%	49	5%	0	0%	3	3%	68	5%	0	0%	1	2%	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	4	80%	34	56%	525	50%	19	70%	68	58%	679	50%	3	62%	21	66%	270	55%									
				Recommend with reservations	1	20%	23	38%	461	44%	8	30%	40	35%	592	44%	2	38%	10	31%	198	40%									
				Not recommend dept	0	0%	4	6%	68	6%	0	0%	8	7%	75	6%	0	0%	1	2%	27	5%									
				Great	2	42%	7	12%	189	18%	6	21%	24	20%	261	19%	0	0%	10	30%	115	23%									
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	Good	3	58%	39	61%	529	49%	14	49%	59	50%	672	49%	5	100%	16	48%	241	49%									
				So-so	0	0%	11	18%	265	25%	5	17%	29	24%	317	23%	0	0%	8	22%	111	22%									
				Bad	0	0%	4	6%	61	6%	3	13%	6	5%	89	6%	0	0%	0	0%	16	3%									
				Awful	0	0%	2	3%	31	3%	0	0%	1	1%	35	3%	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	2	40%	9	22%	90	20%	2	13%	5	12%	94	18%	1	8%	19	25%	227	20%
				Fairly clear	2	40%	20	50%	250	55%	10	67%	26	61%	273	51%	10	72%	36	46%	612	53%
				Neither clear nor unclear	0	0%	7	19%	62	14%	2	13%	6	14%	78	15%	0	0%	14	18%	190	16%
				Fairly unclear	1	20%	3	7%	37	8%	0	0%	3	7%	61	11%	1	7%	7	9%	78	7%
				Very unclear	0	0%	1	3%	20	4%	1	7%	3	7%	29	5%	2	13%	3	3%	52	4%
Q20	tenure practices overall	tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	Very clear	2	40%	6	16%	87	19%	2	13%	4	10%	79	15%	1	8%	15	18%	179	15%
				Fairly clear	2	40%	23	58%	243	53%	7	46%	25	59%	268	50%	7	51%	45	56%	595	51%
				Neither clear nor unclear	0	0%	3	7%	67	15%	5	34%	7	16%	76	14%	2	14%	13	16%	207	18%
				Fairly unclear	1	20%	6	16%	40	9%	0	0%	4	8%	76	14%	2	14%	4	5%	115	10%
				Very unclear	0	0%	1	3%	22	5%	1	7%	3	7%	36	7%	2	13%	3	4%	66	6%
Q21	tenure practices overall	tenure standards	I find the tenure standards (the performance threshold) in my department to be...	Very clear	1	20%	5	12%	39	9%	1	6%	3	7%	53	10%	1	8%	12	15%	116	10%
				Fairly clear	3	60%	16	42%	219	48%	8	53%	26	60%	226	42%	4	29%	31	40%	442	38%
				Neither clear nor unclear	0	0%	9	23%	103	22%	4	27%	9	21%	110	21%	4	30%	20	25%	310	27%
				Fairly unclear	1	20%	5	14%	60	13%	2	14%	2	5%	95	18%	2	13%	13	17%	192	17%
				Very unclear	0	0%	4	10%	37	8%	0	0%	3	7%	50	9%	3	20%	3	4%	93	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	1	20%	7	17%	65	14%	1	6%	5	12%	67	13%	0	0%	16	20%	175	15%
				Fairly clear	3	60%	22	55%	236	51%	10	67%	19	45%	235	44%	5	37%	35	45%	519	45%
				Neither clear nor unclear	0	0%	6	15%	87	19%	3	19%	15	35%	118	22%	5	37%	17	22%	265	23%
				Fairly unclear	1	20%	5	13%	47	10%	1	7%	4	9%	83	16%	1	6%	9	11%	126	11%
				Very unclear	0	0%	0	0%	23	5%	0	0%	0	0%	29	5%	3	20%	1	1%	59	5%
Q23	tenure practices overall	sense of achieving tenure	My sense of whether or not I will achieve tenure is...	Very clear	0	0%	9	23%	79	17%	0	0%	7	17%	91	17%	3	23%	19	25%	203	18%
				Fairly clear	3	60%	17	44%	186	41%	10	69%	22	53%	241	46%	5	36%	29	37%	483	42%
				Neither clear nor unclear	2	40%	9	23%	110	24%	3	23%	10	25%	124	24%	3	20%	22	29%	304	27%
				Fairly unclear	0	0%	2	5%	52	12%	1	8%	1	2%	49	9%	1	8%	6	7%	89	8%
				Very unclear	0	0%	2	5%	26	6%	0	0%	1	2%	22	4%	2	13%	2	3%	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	1	20%	6	16%	89	19%	2	14%	5	13%	87	16%	0	0%	17	22%	225	20%
				Fairly clear	3	60%	20	50%	254	55%	9	65%	24	57%	264	50%	8	52%	46	58%	610	53%
				Neither clear nor unclear	0	0%	7	19%	51	11%	2	14%	8	19%	73	14%	2	14%	9	12%	158	14%
				Fairly unclear	1	20%	5	12%	45	10%	1	8%	4	9%	80	15%	3	21%	6	8%	119	10%
				Very unclear	0	0%	1	2%	19	4%	0	0%	1	3%	23	4%	2	13%	0	0%	40	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	20%	5	14%	55	12%	1	7%	3	7%	101	19%	0	0%	15	18%	196	17%
				Fairly clear	4	80%	23	58%	235	52%	10	72%	31	72%	282	53%	9	65%	37	46%	624	54%
				Neither clear nor unclear	0	0%	5	14%	88	19%	3	21%	6	13%	82	15%	3	21%	23	29%	208	18%
				Fairly unclear	0	0%	3	7%	55	12%	0	0%	3	7%	57	11%	2	13%	5	7%	99	9%
				Very unclear	0	0%	3	7%	23	5%	0	0%	0	0%	9	2%	0	0%	0	0%	28	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	2	40%	4	9%	31	7%	3	21%	3	9%	52	11%	0	0%	7	8%	122	11%
				Fairly clear	2	40%	10	25%	143	32%	2	15%	9	23%	150	31%	6	44%	34	42%	436	39%
				Neither clear nor unclear	1	20%	16	40%	144	32%	7	50%	12	32%	146	30%	3	23%	20	26%	327	29%
				Fairly unclear	0	0%	6	14%	87	19%	2	14%	11	28%	109	22%	4	27%	13	17%	168	15%
				Very unclear	0	0%	5	12%	46	10%	0	0%	3	8%	34	7%	1	7%	5	7%	70	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	1	20%	2	5%	36	8%	2	13%	1	3%	53	10%	0	0%	9	12%	106	9%
				Fairly clear	3	60%	16	39%	159	35%	4	27%	19	47%	204	39%	3	23%	24	30%	409	36%
				Neither clear nor unclear	1	20%	13	34%	141	31%	6	41%	12	29%	125	24%	6	45%	24	31%	328	29%
				Fairly unclear	0	0%	6	14%	87	19%	2	13%	5	11%	100	19%	2	13%	16	21%	204	18%
				Very unclear	0	0%	3	7%	32	7%	1	6%	4	10%	42	8%	3	20%	5	7%	87	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	1	20%	2	5%	30	7%	1	6%	2	5%	41	8%	1	8%	6	8%	75	7%
				Fairly clear	3	60%	12	32%	118	26%	4	27%	8	20%	137	27%	3	26%	17	23%	294	26%
				Neither clear nor unclear	1	20%	12	31%	131	29%	9	60%	14	36%	170	33%	4	35%	26	34%	407	37%
				Fairly unclear	0	0%	7	19%	117	26%	1	6%	7	16%	117	23%	2	15%	18	23%	224	20%
				Very unclear	0	0%	5	12%	55	12%	0	0%	9	23%	50	10%	2	15%	10	12%	112	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	20%	2	5%	21	5%	0	0%	1	3%	33	6%	1	7%	4	5%	62	6%
				Fairly clear	1	20%	11	27%	107	24%	4	28%	11	28%	125	24%	1	8%	30	38%	330	30%
				Neither clear nor unclear	3	60%	19	47%	140	31%	7	50%	13	33%	159	31%	8	52%	22	28%	383	35%
				Fairly unclear	0	0%	5	12%	114	25%	2	15%	10	25%	137	27%	3	20%	14	19%	206	19%
				Very unclear	0	0%	4	9%	67	15%	1	7%	5	13%	57	11%	2	13%	8	10%	120	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	1	20%	6	14%	101	22%	0	0%	6	15%	98	19%	0	0%	17	22%	263	23%
				Fairly reasonable	3	60%	24	61%	206	45%	9	63%	21	51%	225	43%	8	52%	38	48%	510	45%
				Neither reasonable nor unreasonable	1	20%	7	17%	91	20%	5	37%	6	14%	115	22%	4	28%	15	18%	229	20%
				Fairly unreasonable	0	0%	3	7%	41	9%	0	0%	7	17%	68	13%	0	0%	7	9%	92	8%
				Very unreasonable	0	0%	0	0%	18	4%	0	0%	1	2%	17	3%	3	20%	2	3%	44	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	60%	10	24%	118	26%	4	29%	6	15%	134	25%	0	0%	21	26%	295	26%
				Fairly reasonable	2	40%	21	54%	176	39%	6	44%	25	59%	226	43%	6	45%	33	42%	538	47%
				Neither reasonable nor unreasonable	0	0%	6	15%	119	26%	4	28%	8	19%	111	21%	7	49%	19	24%	230	20%
				Fairly unreasonable	0	0%	2	5%	24	5%	0	0%	2	5%	44	8%	1	7%	6	8%	53	5%
				Very unreasonable	0	0%	1	2%	16	3%	0	0%	1	3%	11	2%	0	0%	0	0%	24	2%

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					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	%
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	40%	7	16%	74	17%	2	14%	4	11%	78	16%	0	0%	13	16%	210	19%
				Fairly reasonable	2	40%	11	28%	140	31%	2	15%	10	28%	128	27%	6	44%	31	39%	410	37%
				Neither reasonable nor unreasonable	1	20%	20	51%	201	45%	8	56%	19	50%	230	48%	6	43%	31	38%	421	38%
				Fairly unreasonable	0	0%	1	2%	18	4%	2	15%	4	11%	38	8%	1	7%	4	6%	45	4%
				Very unreasonable	0	0%	1	2%	15	3%	0	0%	0	0%	8	2%	1	7%	1	1%	20	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	40%	6	15%	86	19%	2	13%	5	13%	93	18%	0	0%	10	13%	194	17%
				Fairly reasonable	2	40%	13	33%	136	30%	4	27%	14	34%	157	30%	3	23%	23	30%	383	34%
				Neither reasonable nor unreasonable	1	20%	20	50%	208	46%	8	54%	21	52%	212	41%	9	64%	38	48%	457	41%
				Fairly unreasonable	0	0%	0	0%	11	2%	1	6%	1	2%	40	8%	0	0%	6	8%	56	5%
				Very unreasonable	0	0%	1	2%	11	2%	0	0%	0	0%	15	3%	2	13%	1	1%	26	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	2	40%	5	13%	62	14%	0	0%	3	8%	60	12%	0	0%	6	8%	145	13%
				Fairly reasonable	2	40%	10	25%	100	22%	5	34%	7	18%	122	24%	3	26%	22	28%	290	27%
				Neither reasonable nor unreasonable	1	20%	22	57%	263	59%	9	60%	26	65%	285	56%	8	66%	45	58%	595	54%
				Fairly unreasonable	0	0%	2	5%	14	3%	0	0%	2	5%	36	7%	0	0%	4	6%	47	4%
				Very unreasonable	0	0%	0	0%	5	1%	1	6%	2	5%	8	1%	1	8%	0	0%	14	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	20%	5	12%	58	13%	0	0%	4	10%	62	12%	0	0%	7	9%	129	12%
				Fairly reasonable	1	20%	7	18%	89	20%	3	22%	9	22%	114	23%	1	8%	27	35%	337	31%
				Neither reasonable nor unreasonable	3	60%	27	68%	269	61%	10	72%	25	62%	300	59%	11	78%	41	53%	561	52%
				Fairly unreasonable	0	0%	0	0%	17	4%	1	7%	1	3%	22	4%	1	8%	2	2%	41	4%
				Very unreasonable	0	0%	1	3%	8	2%	0	0%	1	2%	8	2%	1	7%	0	0%	13	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	2	40%	6	16%	90	20%	2	15%	6	15%	83	16%	0	0%	20	25%	196	17%
				Somewhat agree	1	20%	20	50%	156	34%	8	56%	20	51%	145	28%	5	41%	31	39%	390	35%
				Neither agree nor disagree	1	20%	0	0%	42	9%	1	7%	1	2%	45	9%	3	24%	10	12%	133	12%
				Somewhat disagree	1	20%	7	18%	105	23%	1	7%	4	9%	132	26%	1	7%	11	14%	236	21%
				Strongly disagree	0	0%	6	15%	62	14%	2	15%	9	23%	107	21%	4	28%	8	10%	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	2	40%	14	35%	135	31%	7	58%	16	42%	150	31%	1	8%	32	43%	361	33%
				Somewhat agree	2	40%	16	41%	179	41%	3	26%	14	35%	152	31%	5	41%	23	31%	402	37%
				Neither agree nor disagree	1	20%	7	19%	56	13%	1	8%	1	2%	73	15%	3	23%	8	11%	135	12%
				Somewhat disagree	0	0%	2	5%	38	9%	1	8%	5	13%	74	15%	0	0%	7	9%	111	10%
				Strongly disagree	0	0%	0	0%	28	6%	0	0%	3	8%	40	8%	4	28%	5	6%	82	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	1	20%	5	13%	78	17%	4	27%	5	12%	105	20%	2	14%	17	22%	250	22%
				Satisfied	3	60%	19	48%	233	51%	7	45%	25	58%	252	49%	10	66%	48	60%	575	50%
				Neither satisfied nor dissatisfied	1	20%	7	17%	67	15%	4	27%	8	18%	50	10%	0	0%	7	9%	127	11%
				Dissatisfied	0	0%	7	18%	72	16%	0	0%	5	11%	88	17%	1	7%	7	8%	169	15%
				Very dissatisfied	0	0%	1	3%	8	2%	0	0%	0	0%	24	5%	2	13%	1	1%	35	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	1	20%	N/A	N/A	25	10%	3	21%	N/A	N/A	29	10%	1	6%	N/A	N/A	85	14%
				Satisfied	4	80%	N/A	N/A	115	46%	7	45%	N/A	N/A	103	37%	11	74%	N/A	N/A	275	46%
				Neither satisfied nor dissatisfied	0	0%	N/A	N/A	44	18%	4	27%	N/A	N/A	56	20%	0	0%	N/A	N/A	107	18%
				Dissatisfied	0	0%	N/A	N/A	59	24%	1	6%	N/A	N/A	68	24%	2	13%	N/A	N/A	99	17%
				Very dissatisfied	0	0%	N/A	N/A	6	2%	0	0%	N/A	N/A	26	9%	1	7%	N/A	N/A	27	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	2	40%	10	25%	176	39%	3	21%	10	25%	192	37%	3	21%	23	29%	419	36%
				Satisfied	3	60%	20	50%	195	43%	11	72%	26	63%	231	44%	8	57%	41	51%	521	45%
				Neither satisfied nor dissatisfied	0	0%	6	16%	47	10%	1	7%	2	5%	39	8%	1	8%	10	13%	115	10%
				Dissatisfied	0	0%	1	3%	27	6%	0	0%	3	7%	50	10%	2	14%	6	7%	77	7%
				Very dissatisfied	0	0%	2	6%	7	1%	0	0%	0	0%	8	1%	0	0%	0	0%	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	2	40%	9	22%	136	30%	2	14%	9	22%	163	31%	3	21%	22	27%	389	34%
				Satisfied	3	60%	18	45%	174	38%	10	67%	17	41%	158	30%	7	50%	41	50%	388	34%
				Neither satisfied nor dissatisfied	0	0%	4	10%	67	15%	2	13%	8	19%	55	11%	2	14%	10	12%	148	13%
				Dissatisfied	0	0%	8	21%	62	14%	1	6%	8	19%	101	19%	1	8%	5	7%	163	14%
				Very dissatisfied	0	0%	1	3%	12	3%	0	0%	0	0%	42	8%	1	7%	2	3%	65	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	3	60%	15	37%	217	48%	8	54%	20	48%	266	51%	4	28%	22	27%	525	46%
				Satisfied	2	40%	13	33%	151	33%	6	39%	17	40%	155	30%	5	37%	41	51%	420	37%
				Neither satisfied nor dissatisfied	0	0%	5	13%	39	9%	1	7%	1	2%	33	6%	4	28%	10	13%	110	10%
				Dissatisfied	0	0%	4	10%	31	7%	0	0%	3	7%	45	9%	0	0%	6	8%	59	5%
				Very dissatisfied	0	0%	2	6%	14	3%	0	0%	1	3%	18	3%	1	7%	1	1%	37	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	3	60%	20	50%	296	66%	12	81%	28	67%	382	74%	3	20%	28	34%	623	54%
				Satisfied	2	40%	19	48%	120	27%	3	19%	13	30%	103	20%	10	66%	40	50%	398	35%
				Neither satisfied nor dissatisfied	0	0%	0	0%	25	5%	0	0%	1	2%	16	3%	1	7%	11	13%	82	7%
				Dissatisfied	0	0%	0	0%	8	2%	0	0%	0	0%	10	2%	0	0%	1	1%	32	3%
				Very dissatisfied	0	0%	1	2%	3	1%	0	0%	0	0%	4	1%	1	7%	1	1%	14	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	1	20%	13	33%	136	30%	3	22%	11	26%	179	34%	4	28%	14	18%	380	33%
				Satisfied	4	80%	15	37%	188	42%	8	53%	19	45%	184	35%	5	36%	47	59%	473	41%
				Neither satisfied nor dissatisfied	0	0%	5	14%	68	15%	3	19%	5	13%	52	10%	3	22%	12	16%	151	13%
				Dissatisfied	0	0%	3	8%	41	9%	1	6%	6	15%	68	13%	2	14%	4	5%	105	9%
				Very dissatisfied	0	0%	3	7%	19	4%	0	0%	1	2%	37	7%	0	0%	1	2%	41	4%

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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	3	0%	2	5%	99	23%	3	21%	2	6%	108	21%	0	0%	7	9%	193	17%
				Satisfied	3	60%	15	38%	144	33%	8	53%	14	34%	159	31%	5	38%	26	32%	380	34%
				Neither satisfied nor dissatisfied	1	20%	11	28%	85	20%	3	19%	11	26%	102	20%	1	8%	30	37%	255	23%
				Dissatisfied	1	20%	9	23%	85	19%	1	7%	11	27%	111	22%	4	32%	15	19%	217	19%
				Very dissatisfied	0	0%	2	6%	24	5%	0	0%	3	7%	35	7%	3	21%	2	3%	77	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	0	0%	6	15%	94	22%	2	16%	9	23%	116	29%	0	0%	8	10%	170	16%
				Satisfied	3	60%	19	47%	167	39%	5	34%	14	35%	132	33%	4	30%	33	42%	428	40%
				Neither satisfied nor dissatisfied	0	0%	2	5%	73	17%	5	34%	9	23%	76	19%	1	6%	28	35%	242	22%
				Dissatisfied	2	40%	10	26%	81	19%	1	7%	4	10%	63	16%	4	29%	7	9%	182	17%
				Very dissatisfied	0	0%	3	7%	15	3%	1	9%	3	9%	17	4%	5	34%	4	5%	60	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	0	0%	2	6%	43	9%	1	6%	3	8%	24	5%	2	14%	8	10%	137	12%
				Satisfied	4	80%	13	33%	123	27%	4	27%	13	30%	128	25%	7	51%	27	34%	346	30%
				Neither satisfied nor dissatisfied	0	0%	9	22%	60	13%	3	20%	6	14%	53	10%	0	0%	18	22%	179	16%
				Dissatisfied	1	20%	11	27%	173	38%	7	46%	15	35%	187	36%	3	22%	26	32%	343	30%
				Very dissatisfied	0	0%	5	12%	59	13%	0	0%	6	14%	127	24%	2	13%	1	1%	141	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	2	5%	29	7%	0	0%	0	0%	16	4%	0	0%	6	8%	79	7%
				Satisfied	N<5	N<5	15	37%	146	32%	0	0%	8	23%	65	15%	6	45%	30	38%	316	28%
				Neither satisfied nor dissatisfied	N<5	N<5	10	25%	132	29%	7	53%	19	51%	183	43%	4	28%	23	29%	348	31%
				Dissatisfied	N<5	N<5	9	24%	101	22%	6	47%	7	19%	94	22%	1	7%	16	20%	228	21%
				Very dissatisfied	N<5	N<5	3	9%	41	9%	0	0%	3	7%	68	16%	3	21%	3	4%	139	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	3	60%	21	52%	274	60%	8	52%	23	56%	276	54%	3	23%	27	35%	493	43%
				Satisfied	2	40%	16	40%	136	30%	6	41%	11	28%	162	31%	6	43%	41	52%	433	38%
				Neither satisfied nor dissatisfied	0	0%	3	8%	23	5%	1	7%	4	9%	42	8%	1	7%	7	8%	135	12%
				Dissatisfied	0	0%	0	0%	16	4%	0	0%	3	7%	22	4%	3	21%	4	5%	58	5%
				Very dissatisfied	0	0%	0	0%	5	1%	0	0%	0	0%	14	3%	1	7%	0	0%	17	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	20%	11	27%	105	23%	1	7%	0	0%	67	13%	2	14%	10	13%	220	19%
				Satisfied	2	40%	11	27%	155	34%	5	32%	6	15%	127	25%	5	35%	35	44%	422	37%
				Neither satisfied nor dissatisfied	0	0%	7	17%	52	11%	6	41%	13	31%	72	14%	2	14%	19	24%	192	17%
				Dissatisfied	2	40%	7	18%	94	20%	3	19%	14	33%	125	24%	3	22%	6	7%	191	17%
				Very dissatisfied	0	0%	5	11%	52	11%	0	0%	9	22%	124	24%	2	14%	9	12%	120	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	0	0%	6	16%	65	15%	0	0%	5	13%	42	10%	0	0%	6	8%	131	12%
				Satisfied	5	100%	11	27%	113	26%	2	16%	9	22%	108	24%	4	33%	26	33%	326	30%
				Neither satisfied nor dissatisfied	0	0%	10	24%	91	21%	5	40%	13	34%	85	19%	2	15%	24	31%	273	25%
				Dissatisfied	0	0%	11	28%	105	25%	6	45%	8	21%	102	23%	5	37%	13	17%	221	20%
				Very dissatisfied	0	0%	2	5%	54	13%	0	0%	4	10%	106	24%	2	14%	9	11%	137	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	2	40%	6	16%	96	21%	4	30%	8	20%	150	29%	3	20%	13	16%	303	27%
				Satisfied	1	20%	12	29%	153	34%	6	43%	17	41%	170	33%	6	45%	36	46%	416	37%
				Neither satisfied nor dissatisfied	1	20%	9	22%	63	14%	4	27%	6	15%	63	12%	1	8%	12	15%	163	14%
				Dissatisfied	1	20%	10	25%	92	20%	0	0%	8	19%	85	17%	3	21%	16	20%	159	14%
				Very dissatisfied	0	0%	3	8%	51	11%	0	0%	2	5%	43	8%	3	4%	9	11%	96	8%
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	Very satisfied	0	0%	2	5%	55	13%	1	10%	4	12%	49	11%	1	8%	5	6%	148	14%
				Satisfied	2	40%	18	46%	154	35%	2	17%	15	43%	116	26%	7	52%	28	37%	377	34%
				Neither satisfied nor dissatisfied	0	0%	13	34%	96	22%	4	38%	9	25%	144	32%	3	21%	22	28%	264	24%
				Dissatisfied	1	20%	3	8%	91	21%	4	34%	5	14%	96	22%	0	0%	16	21%	210	19%
				Very dissatisfied	2	40%	3	7%	42	10%	0	0%	2	6%	39	9%	3	20%	5	7%	97	9%
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	Very satisfied	0	0%	1	2%	77	18%	1	10%	8	22%	80	17%	0	0%	5	6%	169	15%
				Satisfied	4	80%	17	44%	165	38%	3	26%	14	38%	174	37%	7	52%	41	54%	468	42%
				Neither satisfied nor dissatisfied	1	20%	15	39%	116	27%	7	64%	9	25%	142	30%	2	16%	17	22%	289	26%
				Dissatisfied	0	0%	5	13%	54	13%	0	0%	6	16%	56	12%	2	16%	10	13%	131	12%
				Very dissatisfied	0	0%	1	2%	19	4%	0	0%	0	0%	21	5%	2	15%	3	4%	44	4%
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	Very satisfied	1	20%	4	11%	65	15%	2	15%	6	14%	112	23%	0	0%	8	11%	203	18%
				Satisfied	1	20%	18	46%	145	32%	4	28%	21	51%	189	38%	5	38%	34	44%	444	39%
				Neither satisfied nor dissatisfied	1	20%	3	7%	92	20%	7	51%	8	20%	88	18%	3	23%	15	20%	238	21%
				Dissatisfied	2	40%	12	30%	103	23%	1	7%	5	13%	72	15%	3	24%	12	15%	159	14%
				Very dissatisfied	0	0%	2	5%	45	10%	0	0%	1	2%	34	7%	2	14%	8	10%	86	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	1	20%	7	19%	123	27%	3	20%	10	25%	186	36%	5	34%	20	25%	290	26%
				Important	1	20%	15	39%	191	42%	8	54%	20	51%	205	40%	6	44%	41	53%	490	43%
				Neither important nor unimportant	2	40%	8	21%	82	18%	3	19%	8	19%	90	17%	3	23%	11	14%	214	19%
				Unimportant	0	0%	7	18%	41	9%	1	7%	2	5%	24	5%	0	0%	6	8%	103	9%
				Very unimportant	1	20%	1	2%	16	4%	0	0%	0	0%	10	2%	0	0%	0	0%	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	1	20%	9	24%	209	46%	6	42%	10	25%	236	46%	7	48%	19	24%	425	38%
				Important	4	80%	23	59%	190	42%	8	58%	21	51%	212	41%	4	29%	50	65%	538	48%
				Neither important nor unimportant	0	0%	7	17%	39	9%	0	0%	7	17%	49	9%	3	23%	8	10%	122	11%
				Unimportant	0	0%	0	0%	10	2%	0	0%	3	7%	14	3%	0	0%	1	1%	28	2%
				Very unimportant	0	0%	0	0%	5	1%	0	0%	0	0%	4	1%	0	0%	0	0%	17	1%

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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	%					
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	20%	7	17%	158	35%	5	32%	8	19%	196	38%	3	21%	18	23%	397	35%
				Important	4	80%	25	63%	216	48%	9	62%	24	58%	258	50%	9	64%	45	58%	578	51%
				Neither important nor unimportant	0	0%	5	12%	56	12%	1	6%	7	18%	38	7%	2	15%	11	14%	108	10%
				Unimportant	0	0%	3	8%	17	4%	0	0%	2	5%	17	3%	0	0%	4	5%	45	4%
				Very unimportant	0	0%	0	0%	6	1%	0	0%	0	0%	3	1%	0	0%	0	0%	4	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	1	20%	6	16%	141	31%	6	38%	10	24%	196	39%	4	28%	17	22%	351	31%
				Important	3	60%	26	66%	216	48%	8	56%	21	51%	252	49%	8	57%	44	57%	572	50%
				Neither important nor unimportant	0	0%	5	13%	72	16%	1	6%	9	22%	44	9%	2	15%	15	20%	150	13%
				Unimportant	1	20%	2	5%	20	4%	0	0%	1	3%	10	2%	0	0%	0	0%	46	4%
				Very unimportant	0	0%	0	0%	5	1%	0	0%	0	0%	7	1%	0	0%	1	1%	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	4	80%	17	44%	215	47%	5	39%	9	21%	195	38%	7	50%	33	42%	519	46%
				Important	1	20%	18	46%	171	38%	7	54%	17	41%	179	35%	5	35%	38	48%	458	40%
				Neither important nor unimportant	0	0%	2	5%	41	9%	1	7%	12	30%	95	19%	2	14%	7	9%	103	9%
				Unimportant	0	0%	2	5%	21	5%	0	0%	3	7%	27	5%	0	0%	1	1%	45	4%
				Very unimportant	0	0%	0	0%	5	1%	0	0%	0	0%	11	2%	0	0%	0	0%	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	2	40%	4	11%	65	14%	2	15%	8	19%	116	23%	1	8%	11	14%	203	18%
				Important	3	60%	19	48%	233	51%	7	51%	15	38%	223	43%	9	71%	45	57%	552	49%
				Neither important nor unimportant	0	0%	11	28%	105	23%	4	28%	12	31%	115	22%	3	21%	22	27%	258	23%
				Unimportant	0	0%	5	13%	45	10%	1	7%	5	13%	47	9%	0	0%	1	1%	107	9%
				Very unimportant	0	0%	0	0%	6	1%	0	0%	0	0%	13	2%	0	0%	0	0%	17	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	4	80%	13	32%	172	38%	10	71%	26	62%	366	71%	5	39%	36	46%	567	50%
				Important	1	20%	22	57%	206	45%	4	29%	15	36%	132	26%	6	46%	42	53%	463	41%
				Neither important nor unimportant	0	0%	3	9%	44	10%	0	0%	0	0%	13	3%	2	15%	0	0%	78	7%
				Unimportant	0	0%	1	3%	23	5%	0	0%	0	0%	3	0%	0	0%	1	1%	23	2%
				Very unimportant	0	0%	0	0%	11	3%	0	0%	1	3%	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	0	0%	8	21%	150	33%	10	76%	19	46%	290	57%	4	31%	14	18%	351	31%
				Important	3	60%	22	59%	173	38%	3	24%	12	30%	152	30%	6	47%	44	56%	431	39%
				Neither important nor unimportant	2	40%	6	16%	95	21%	0	0%	8	19%	58	11%	3	22%	19	24%	254	23%
				Unimportant	0	0%	1	3%	24	5%	0	0%	0	0%	8	2%	0	0%	1	1%	63	6%
				Very unimportant	0	0%	0	0%	11	2%	0	0%	2	5%	5	1%	0	0%	0	0%	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	0	0%	6	15%	85	19%	4	30%	7	17%	145	28%	1	8%	10	13%	189	17%
				Important	3	60%	16	43%	162	36%	4	31%	15	38%	167	33%	4	31%	30	39%	355	32%
				Neither important nor unimportant	1	20%	12	33%	156	35%	5	39%	11	27%	158	31%	7	54%	32	41%	412	37%
				Unimportant	1	20%	2	5%	36	8%	0	0%	7	18%	31	6%	0	0%	4	5%	103	9%
				Very unimportant	0	0%	1	3%	8	2%	0	0%	0	0%	10	2%	1	7%	1	1%	43	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	0	0%	8	21%	175	39%	8	56%	13	30%	223	43%	2	14%	24	31%	387	34%
				Important	3	60%	23	59%	209	46%	4	30%	26	61%	222	43%	8	57%	44	57%	545	48%
				Neither important nor unimportant	2	40%	7	18%	52	11%	2	14%	3	7%	65	12%	4	29%	9	12%	151	13%
				Unimportant	0	0%	1	3%	17	4%	0	0%	0	0%	6	1%	0	0%	0	0%	40	4%
				Very unimportant	0	0%	0	0%	1	0%	0	0%	1	3%	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	0	0%	16	39%	271	60%	7	49%	21	50%	310	60%	5	35%	41	51%	641	56%
				Important	5	100%	24	61%	162	36%	7	51%	19	45%	178	35%	7	50%	37	47%	436	38%
				Neither important nor unimportant	0	0%	0	0%	18	4%	0	0%	1	2%	21	4%	2	15%	2	2%	41	4%
				Unimportant	0	0%	0	0%	4	1%	0	0%	0	0%	4	1%	0	0%	0	0%	16	1%
				Very unimportant	0	0%	0	0%	1	0%	0	0%	1	3%	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	2	40%	7	19%	110	24%	5	37%	14	33%	181	35%	4	29%	21	27%	287	25%
				Important	1	20%	27	71%	266	59%	7	55%	21	51%	259	50%	4	29%	42	53%	622	55%
				Neither important nor unimportant	2	40%	3	7%	55	12%	0	0%	4	10%	54	11%	5	35%	14	17%	164	15%
				Unimportant	0	0%	1	3%	17	4%	1	7%	1	3%	16	3%	0	0%	1	1%	44	4%
				Very unimportant	0	0%	0	0%	3	1%	0	0%	1	3%	4	1%	1	7%	1	1%	10	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	1	20%	14	37%	174	39%	3	21%	9	23%	159	32%	2	17%	23	30%	310	28%
				Important	3	60%	15	39%	122	27%	7	52%	8	21%	101	20%	5	41%	21	28%	326	30%
				Neither important nor unimportant	1	20%	6	17%	87	19%	3	20%	10	26%	131	26%	3	27%	23	30%	250	23%
				Unimportant	0	0%	2	5%	33	7%	0	0%	6	16%	41	8%	0	0%	6	8%	104	9%
				Very unimportant	0	0%	1	3%	32	7%	1	7%	6	15%	69	14%	2	16%	3	4%	110	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	1	20%	3	9%	84	19%	1	8%	4	10%	130	26%	0	0%	10	13%	191	17%
				Important	0	0%	9	24%	106	24%	6	44%	15	38%	137	27%	3	26%	19	25%	254	23%
				Neither important nor unimportant	2	40%	14	38%	134	30%	5	35%	12	32%	156	31%	8	66%	25	32%	374	34%
				Unimportant	1	20%	9	23%	80	18%	1	7%	7	18%	43	9%	0	0%	12	16%	159	14%
				Very unimportant	1	20%	2	5%	44	10%	1	7%	1	2%	39	8%	1	8%	11	14%	135	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	0	0%	10	27%	167	37%	4	29%	173	35%	3	25%	24	31%	313	29%		
				Important	3	60%	20	54%	164	37%	6	42%	12	32%	163	33%	3	26%	33	43%	414	38%
				Neither important nor unimportant	2	40%	4	10%	84	19%	4	29%	14	37%	125	25%	4	34%	16	21%	236	21%
				Unimportant	0	0%	0	0%	19	4%	0	0%	3	7%	21	4%	0	0%	4	6%	68	6%
				Very unimportant	0	0%	3	8%	14	3%	0	0%	1	3%	19	4%	2	16%	0	0%	68	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	%					
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	1	20%	18	45%	149	33%	3	25%	8	19%	163	32%	2	13%	20	27%	340	31%
				Important	2	40%	13	33%	118	26%	3	25%	17	41%	129	26%	9	60%	30	39%	363	33%
				Neither important nor unimportant	2	40%	6	16%	108	24%	4	34%	11	27%	137	27%	4	27%	15	20%	212	19%
				Unimportant	0	0%	2	5%	47	10%	2	16%	3	8%	39	8%	0	0%	6	8%	93	8%
				Very unimportant	0	0%	0	0%	27	6%	0	0%	2	5%	35	7%	0	0%	5	6%	98	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	0	0%	N/A	N/A	10	6%	1	8%	N/A	N/A	21	11%	1	8%	N/A	N/A	29	7%
				Important	1	20%	N/A	N/A	32	19%	2	17%	N/A	N/A	49	26%	3	26%	N/A	N/A	79	20%
				Neither important nor unimportant	2	40%	N/A	N/A	73	43%	6	51%	N/A	N/A	71	38%	6	51%	N/A	N/A	162	42%
				Unimportant	2	40%	N/A	N/A	35	21%	3	24%	N/A	N/A	26	14%	0	0%	N/A	N/A	79	20%
				Very unimportant	0	0%	N/A	N/A	19	11%	0	0%	N/A	N/A	19	10%	2	16%	N/A	N/A	38	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	0	0%	N/A	N/A	54	31%	2	18%	N/A	N/A	73	38%	2	15%	N/A	N/A	125	32%
				Important	4	80%	N/A	N/A	53	31%	6	48%	N/A	N/A	61	32%	4	33%	N/A	N/A	140	36%
				Neither important nor unimportant	0	0%	N/A	N/A	39	23%	2	18%	N/A	N/A	29	15%	6	45%	N/A	N/A	84	22%
				Unimportant	1	20%	N/A	N/A	15	9%	2	16%	N/A	N/A	13	7%	0	0%	N/A	N/A	24	6%
				Very unimportant	0	0%	N/A	N/A	10	6%	0	0%	N/A	N/A	16	8%	1	7%	N/A	N/A	18	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	0	0%	N/A	N/A	31	18%	3	23%	N/A	N/A	38	20%	4	33%	N/A	N/A	83	22%
				Important	3	60%	N/A	N/A	74	44%	5	38%	N/A	N/A	78	42%	3	27%	N/A	N/A	164	43%
				Neither important nor unimportant	2	40%	N/A	N/A	49	29%	3	22%	N/A	N/A	50	27%	3	25%	N/A	N/A	108	28%
				Unimportant	0	0%	N/A	N/A	8	5%	2	17%	N/A	N/A	11	6%	0	0%	N/A	N/A	20	5%
				Very unimportant	0	0%	N/A	N/A	8	5%	0	0%	N/A	N/A	9	5%	2	16%	N/A	N/A	11	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	0	0%	N/A	N/A	7	4%	0	0%	N/A	N/A	14	8%	0	0%	N/A	N/A	16	4%
				Important	0	0%	N/A	N/A	17	10%	3	23%	N/A	N/A	27	15%	2	20%	N/A	N/A	55	15%
				Neither important nor unimportant	2	40%	N/A	N/A	82	50%	8	62%	N/A	N/A	90	49%	6	61%	N/A	N/A	178	48%
				Unimportant	2	40%	N/A	N/A	36	22%	2	15%	N/A	N/A	27	15%	1	10%	N/A	N/A	73	20%
				Very unimportant	1	20%	N/A	N/A	21	13%	0	0%	N/A	N/A	24	13%	1	10%	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	1	20%	0	0%	28	8%	2	15%	1	3%	33	8%	0	0%	4	7%	63	7%
				Effective	1	20%	9	31%	99	27%	6	44%	14	46%	136	33%	3	34%	21	35%	236	27%
				Neither effective nor ineffective	1	20%	7	23%	100	27%	5	35%	6	19%	74	18%	3	32%	21	36%	261	30%
				Ineffective	2	40%	7	26%	77	21%	0	0%	6	20%	102	25%	3	34%	9	16%	165	19%
				Very ineffective	0	0%	6	20%	61	17%	1	7%	4	13%	65	16%	0	0%	4	6%	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	1	20%	2	5%	69	17%	1	8%	3	8%	70	15%	1	9%	7	10%	160	16%
				Effective	2	40%	15	46%	179	44%	9	76%	16	43%	208	44%	2	18%	31	44%	409	40%
				Neither effective nor ineffective	1	20%	11	31%	92	22%	0	0%	12	33%	92	19%	4	34%	18	26%	272	26%
				Ineffective	1	20%	3	9%	46	11%	1	8%	3	9%	64	14%	1	9%	10	15%	113	11%
				Very ineffective	0	0%	3	9%	26	6%	1	8%	3	7%	39	8%	4	31%	4	5%	73	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	1	20%	2	6%	53	13%	1	7%	7	18%	80	16%	0	0%	5	6%	142	13%
				Effective	2	40%	19	51%	187	45%	9	71%	15	38%	216	45%	4	29%	34	45%	470	45%
				Neither effective nor ineffective	2	40%	8	21%	86	21%	2	15%	9	24%	86	18%	5	37%	18	23%	218	21%
				Ineffective	0	0%	5	14%	59	14%	1	7%	5	12%	63	13%	5	34%	12	16%	155	15%
				Very ineffective	0	0%	3	8%	32	8%	0	0%	3	8%	38	8%	0	0%	7	9%	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	1	3%	44	11%	1	7%	4	11%	74	16%	0	0%	5	7%	114	11%
				Effective	N<5	N<5	16	44%	156	40%	8	61%	16	41%	205	44%	5	39%	30	44%	430	43%
				Neither effective nor ineffective	N<5	N<5	11	29%	98	25%	3	24%	7	18%	87	18%	4	32%	22	31%	255	25%
				Ineffective	N<5	N<5	7	19%	59	15%	1	7%	8	22%	62	13%	2	14%	4	6%	133	13%
				Very ineffective	N<5	N<5	2	6%	32	8%	0	0%	3	8%	43	9%	2	14%	8	11%	75	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	0	0%	3	8%	20	5%	0	0%	4	11%	27	7%	0	0%	3	4%	61	6%
				Effective	1	20%	8	24%	87	24%	3	26%	6	17%	64	16%	3	28%	22	29%	249	25%
				Neither effective nor ineffective	0	0%	9	26%	108	30%	3	26%	16	45%	136	34%	5	47%	28	36%	278	28%
				Ineffective	2	40%	10	30%	79	22%	3	24%	5	15%	89	22%	1	8%	13	17%	213	22%
				Very ineffective	2	40%	4	12%	71	19%	3	25%	4	12%	82	21%	2	17%	10	13%	182	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	1	20%	3	8%	32	9%	0	0%	2	6%	33	8%	0	0%	8	11%	104	11%
				Effective	1	20%	12	38%	136	39%	2	24%	10	31%	150	36%	3	30%	30	41%	371	38%
				Neither effective nor ineffective	2	40%	10	29%	129	37%	7	76%	13	42%	146	35%	5	51%	29	40%	316	33%
				Ineffective	0	0%	7	22%	42	12%	0	0%	3	9%	51	12%	2	19%	4	6%	120	12%
				Very ineffective	1	20%	1	3%	14	4%	0	0%	4	12%	36	9%	0	0%	1	1%	57	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	3%	29	9%	2	15%	4	10%	76	15%	0	0%	7	9%	137	14%
				Effective	4	80%	15	42%	99	29%	9	64%	16	37%	153	31%	1	8%	23	31%	341	35%
				Neither effective nor ineffective	0	0%	12	34%	101	29%	1	7%	3	7%	64	13%	8	57%	20	28%	231	24%
				Ineffective	0	0%	2	6%	74	21%	1	7%	11	26%	106	21%	1	7%	9	13%	164	17%
				Very ineffective	1	20%	6	16%	43	12%	1	8%	8	19%	100	20%	4	28%	14	19%	108	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%	0	0%	5	17%	68	20%	0	0%	2	4%	61	10%
				Effective	N<5	N<5	5	25%	49	23%	1	16%	12	42%	83	24%	1	15%	7	16%	137	23%
				Neither effective nor ineffective	N<5	N<5	6	34%	90	41%	1	12%	5	18%	67	19%	5	73%	25	55%	212	35%
				Ineffective	N<5	N<5	7	36%	27	12%	2	24%	2	7%	47	14%	0	0%	6	12%	90	15%
				Very ineffective	N<5	N<5	1	5%	28	13%	4	49%	5	17%	82	24%	1	13%	6	13%	99	17%

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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		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	N<5	N<5	0	0%	19	9%	0	0%	2	11%	32	12%	0	0%	2	4%	50	9%
				Effective	N<5	N<5	4	28%	53	26%	1	18%	4	20%	54	21%	1	15%	10	21%	111	21%
				Neither effective nor ineffective	N<5	N<5	7	51%	103	51%	3	49%	7	39%	105	41%	6	85%	28	62%	265	50%
				Ineffective	N<5	N<5	2	15%	16	8%	1	16%	4	21%	28	11%	0	0%	3	6%	45	9%
				Very ineffective	N<5	N<5	1	7%	12	6%	1	16%	2	9%	35	14%	0	0%	3	7%	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	0	0%	3	8%	32	10%	0	0%	1	3%	28	8%	0	0%	8	12%	120	14%
				Effective	3	60%	12	36%	103	33%	0	0%	4	16%	68	19%	4	37%	24	38%	323	37%
				Neither effective nor ineffective	2	40%	7	21%	83	27%	4	44%	11	39%	94	27%	4	38%	22	34%	240	27%
				Ineffective	0	0%	7	19%	52	17%	1	13%	8	30%	73	21%	3	25%	7	11%	110	13%
				Very ineffective	0	0%	5	14%	39	13%	4	44%	3	11%	88	25%	0	0%	4	6%	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	0	0%	5	14%	68	18%	0	0%	3	9%	65	15%	0	0%	10	14%	212	21%
				Effective	3	60%	14	41%	146	38%	6	53%	10	27%	124	28%	5	36%	34	48%	432	42%
				Neither effective nor ineffective	2	40%	4	11%	76	20%	3	24%	5	14%	94	21%	4	33%	17	24%	175	17%
				Ineffective	0	0%	5	16%	53	14%	3	23%	10	28%	92	21%	2	16%	7	10%	121	12%
				Very ineffective	0	0%	6	19%	40	10%	0	0%	8	22%	72	16%	2	14%	2	3%	93	9%
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?	Very effective	1	20%	1	3%	22	6%	1	11%	2	6%	36	8%	0	0%	3	4%	66	7%
				Effective	0	0%	9	29%	117	33%	2	20%	12	34%	146	34%	1	10%	26	36%	297	34%
				Neither effective nor ineffective	3	60%	11	33%	110	31%	7	69%	10	28%	117	27%	6	61%	23	32%	294	33%
				Ineffective	1	20%	10	32%	79	22%	0	0%	4	11%	74	17%	1	10%	13	18%	141	16%
				Very ineffective	0	0%	1	3%	26	7%	0	0%	7	21%	61	14%	2	18%	7	9%	85	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%	12	5%	N<5	N<5	0	0%	4	2%	N<5	N<5	2	5%	27	6%
				Effective	N<5	N<5	4	17%	30	13%	N<5	N<5	3	20%	21	11%	N<5	N<5	7	17%	74	15%
				Neither effective nor ineffective	N<5	N<5	6	25%	71	31%	N<5	N<5	3	21%	64	34%	N<5	N<5	15	37%	192	39%
				Ineffective	N<5	N<5	4	18%	44	19%	N<5	N<5	3	21%	33	18%	N<5	N<5	2	4%	85	17%
				Very ineffective	N<5	N<5	10	40%	71	31%	N<5	N<5	5	38%	66	35%	N<5	N<5	15	36%	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	0	0%	5	3%	N<5	N<5	1	7%	15	7%	0	0%	0	0%	13	3%
				Effective	N<5	N<5	0	0%	23	14%	N<5	N<5	2	17%	20	10%	1	17%	1	4%	33	8%
				Neither effective nor ineffective	N<5	N<5	4	46%	58	35%	N<5	N<5	4	32%	59	29%	4	66%	14	63%	172	42%
				Ineffective	N<5	N<5	1	11%	25	15%	N<5	N<5	2	17%	26	13%	1	17%	3	15%	77	19%
				Very ineffective	N<5	N<5	4	43%	53	32%	N<5	N<5	3	26%	84	41%	0	0%	4	18%	115	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	4	17%	32	14%	N<5	N<5	3	24%	39	21%	0	0%	8	20%	65	14%
				Effective	N<5	N<5	14	62%	84	37%	N<5	N<5	3	25%	50	28%	0	0%	17	42%	158	34%
				Neither effective nor ineffective	N<5	N<5	4	17%	72	32%	N<5	N<5	4	34%	58	32%	5	100%	12	31%	182	39%
				Ineffective	N<5	N<5	1	4%	19	8%	N<5	N<5	1	9%	13	7%	0	0%	2	5%	28	6%
				Very ineffective	N<5	N<5	0	0%	17	8%	N<5	N<5	1	8%	22	12%	0	0%	1	2%	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	0	0%	3	10%	25	10%	0	0%	0	0%	24	10%	0	0%	2	5%	33	6%
				Effective	2	40%	8	28%	58	23%	1	22%	5	27%	38	16%	1	11%	6	16%	117	22%
				Neither effective nor ineffective	2	40%	7	25%	65	27%	1	20%	5	26%	62	26%	4	46%	15	38%	164	30%
				Ineffective	1	20%	6	22%	49	20%	1	20%	4	19%	40	17%	2	21%	9	23%	106	20%
				Very ineffective	0	0%	4	15%	51	20%	2	39%	5	28%	71	30%	2	22%	7	19%	120	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	4%	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	1	4%	N<5	N<5	N/A	N/A	6	9%
				Neither effective nor ineffective	N<5	N<5	N/A	N/A	15	65%	N<5	N<5	N/A	N/A	19	72%	N<5	N<5	N/A	N/A	59	81%
				Ineffective	N<5	N<5	N/A	N/A	3	13%	N<5	N<5	N/A	N/A	4	13%	N<5	N<5	N/A	N/A	3	4%
				Very ineffective	N<5	N<5	N/A	N/A	4	17%	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%	0	0%	N/A	N/A	16	9%
				Effective	N<5	N<5	N/A	N/A	19	29%	N<5	N<5	N/A	N/A	19	22%	2	23%	N/A	N/A	56	32%
				Neither effective nor ineffective	N<5	N<5	N/A	N/A	16	24%	N<5	N<5	N/A	N/A	17	20%	5	55%	N/A	N/A	40	23%
				Ineffective	N<5	N<5	N/A	N/A	9	14%	N<5	N<5	N/A	N/A	19	22%	1	12%	N/A	N/A	28	16%
				Very ineffective	N<5	N<5	N/A	N/A	18	27%	N<5	N<5	N/A	N/A	26	29%	1	10%	N/A	N/A	33	19%
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%	0	0%	N/A	N/A	11	8%
				Effective	N<5	N<5	N/A	N/A	9	18%	N<5	N<5	N/A	N/A	8	16%	1	21%	N/A	N/A	44	33%
				Neither effective nor ineffective	N<5	N<5	N/A	N/A	21	40%	N<5	N<5	N/A	N/A	22	41%	3	62%	N/A	N/A	53	39%
				Ineffective	N<5	N<5	N/A	N/A	8	15%	N<5	N<5	N/A	N/A	9	17%	0	0%	N/A	N/A	14	10%
				Very ineffective	N<5	N<5	N/A	N/A	12	23%	N<5	N<5	N/A	N/A	10	19%	1	18%	N/A	N/A	14	10%
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%	0	0%	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	3	9%	1	20%	N/A	N/A	10	15%
				Neither effective nor ineffective	N<5	N<5	N/A	N/A	15	59%	N<5	N<5	N/A	N/A	18	56%	4	80%	N/A	N/A	46	69%
				Ineffective	N<5	N<5	N/A	N/A	6	24%	N<5	N<5	N/A	N/A	3	10%	0	0%	N/A	N/A	5	8%
				Very ineffective	N<5	N<5	N/A	N/A	4	17%	N<5	N<5	N/A	N/A	6	19%	0	0%	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	3	9%	28	8%	2	26%	3	12%	25	8%	1	13%	8	13%	81	11%
				Somewhat agree	N<5	N<5	11	33%	121	35%	0	0%	4	19%	81	27%	1	13%	21	33%	213	29%
				Neither agree nor disagree	N<5	N<5	10	31%	74	21%	1	15%	8	35%	79	26%	3	37%	16	26%	181	25%
				Somewhat disagree	N<5	N<5	6	18%	77	22%	3	34%	5	21%	65	21%	0	0%	12	20%	140	19%
				Strongly disagree	N<5	N<5	3	9%	47	14%	2	24%	3	12%	55	18%	3	37%	5	8%	115	16%

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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	3	9%	24	7%	2	26%	2	8%	18	6%	1	15%	8	13%	61	8%
				Somewhat agree	N<5	N<5	10	30%	99	27%	0	0%	6	27%	77	24%	1	15%	15	24%	183	24%
				Neither agree nor disagree	N<5	N<5	9	25%	97	27%	3	38%	6	25%	74	23%	3	42%	18	28%	217	29%
				Somewhat disagree	N<5	N<5	8	24%	89	25%	1	12%	7	29%	89	28%	0	0%	14	22%	163	22%
				Strongly disagree	N<5	N<5	4	13%	52	15%	2	24%	3	12%	58	18%	2	28%	9	14%	129	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	4	11%	85	24%	2	27%	6	24%	89	27%	2	26%	13	20%	152	20%
				Somewhat agree	N<5	N<5	9	26%	117	32%	2	23%	10	41%	98	29%	2	30%	19	30%	251	33%
				Neither agree nor disagree	N<5	N<5	11	31%	84	23%	4	50%	4	15%	76	23%	3	44%	22	35%	188	25%
				Somewhat disagree	N<5	N<5	9	25%	53	15%	0	0%	4	16%	38	11%	0	0%	8	12%	86	11%
				Strongly disagree	N<5	N<5	2	6%	23	6%	0	0%	1	3%	33	10%	0	0%	2	2%	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	4	11%	82	22%	2	27%	7	24%	91	26%	1	14%	13	20%	161	20%
				Somewhat agree	N<5	N<5	9	26%	114	31%	2	23%	13	43%	101	29%	3	53%	20	31%	256	32%
				Neither agree nor disagree	N<5	N<5	12	35%	94	25%	4	50%	5	16%	70	20%	2	33%	19	30%	201	25%
				Somewhat disagree	N<5	N<5	6	18%	56	15%	0	0%	3	11%	46	13%	0	0%	11	17%	98	12%
				Strongly disagree	N<5	N<5	3	10%	27	7%	0	0%	2	7%	38	11%	0	0%	2	2%	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	0	0%	N/A	N/A	68	32%	3	34%	N/A	N/A	82	33%	2	20%	N/A	N/A	160	33%
				Somewhat agree	3	60%	N/A	N/A	76	36%	0	0%	N/A	N/A	74	30%	5	58%	N/A	N/A	155	32%
				Neither agree nor disagree	1	20%	N/A	N/A	39	18%	6	66%	N/A	N/A	42	17%	2	22%	N/A	N/A	90	19%
				Somewhat disagree	0	0%	N/A	N/A	20	9%	0	0%	N/A	N/A	27	11%	0	0%	N/A	N/A	48	10%
				Strongly disagree	1	20%	N/A	N/A	10	5%	0	0%	N/A	N/A	21	9%	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	1	20%	0	0%	51	11%	0	0%	2	5%	30	6%	2	14%	14	19%	181	16%
				Satisfied	4	80%	17	42%	191	42%	6	44%	13	33%	162	32%	5	34%	28	37%	463	42%
				Neither satisfied nor dissatisfied	0	0%	12	29%	61	14%	5	36%	6	16%	64	13%	5	38%	12	16%	164	15%
				Dissatisfied	0	0%	8	21%	99	22%	3	20%	17	42%	172	34%	1	7%	17	22%	200	18%
				Very dissatisfied	0	0%	3	8%	50	11%	0	0%	2	5%	81	16%	1	7%	4	5%	102	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	0	0%	2	5%	30	7%	0	0%	1	3%	15	3%	0	0%	1	1%	75	7%
				Satisfied	3	60%	12	31%	127	28%	4	29%	9	23%	118	23%	8	56%	30	40%	352	31%
				Neither satisfied nor dissatisfied	2	40%	7	18%	82	18%	6	44%	12	30%	88	17%	3	23%	19	25%	215	19%
				Dissatisfied	0	0%	18	47%	154	35%	4	27%	13	33%	180	35%	2	14%	20	26%	314	28%
				Very dissatisfied	0	0%	0	0%	54	12%	0	0%	5	12%	109	21%	1	7%	6	8%	166	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	2	40%	5	12%	130	32%	5	36%	19	47%	233	48%	2	18%	19	26%	383	37%
				Satisfied	3	60%	25	64%	184	45%	8	56%	12	30%	144	30%	3	26%	35	49%	390	38%
				Neither satisfied nor dissatisfied	0	0%	4	12%	46	11%	1	8%	6	15%	44	9%	5	41%	8	11%	109	11%
				Dissatisfied	0	0%	4	12%	28	7%	0	0%	2	5%	39	8%	2	16%	6	8%	82	8%
				Very dissatisfied	0	0%	0	0%	18	4%	0	0%	1	3%	27	6%	0	0%	4	6%	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	1	20%	4	9%	101	23%	3	21%	10	25%	131	26%	1	9%	11	14%	231	21%
				Satisfied	2	40%	20	50%	160	36%	6	41%	17	43%	161	32%	2	18%	26	34%	379	34%
				Neither satisfied nor dissatisfied	1	20%	7	17%	89	20%	4	30%	7	17%	85	17%	3	25%	16	22%	213	19%
				Dissatisfied	1	20%	4	10%	59	13%	1	7%	5	12%	77	15%	1	8%	15	20%	172	16%
				Very dissatisfied	0	0%	5	14%	38	9%	0	0%	1	2%	53	11%	5	40%	8	10%	106	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	1	20%	5	13%	109	25%	3	22%	11	30%	131	28%	4	33%	9	12%	247	22%
				Satisfied	1	20%	20	53%	164	38%	4	33%	14	37%	136	29%	2	14%	32	42%	316	29%
				Neither satisfied nor dissatisfied	3	60%	6	17%	77	18%	2	15%	7	18%	96	20%	1	8%	11	15%	233	21%
				Dissatisfied	0	0%	3	8%	50	11%	3	22%	2	6%	72	15%	2	16%	16	21%	195	18%
				Very dissatisfied	0	0%	3	9%	34	8%	1	8%	3	8%	39	8%	4	29%	7	10%	108	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	1	20%	N/A	N/A	23	13%	3	21%	N/A	N/A	52	28%	1	9%	N/A	N/A	70	19%
				Satisfied	0	0%	N/A	N/A	63	37%	6	42%	N/A	N/A	61	33%	2	18%	N/A	N/A	136	36%
				Neither satisfied nor dissatisfied	2	40%	N/A	N/A	53	31%	3	22%	N/A	N/A	28	15%	5	41%	N/A	N/A	92	25%
				Dissatisfied	1	20%	N/A	N/A	16	9%	2	15%	N/A	N/A	26	14%	1	9%	N/A	N/A	46	12%
				Very dissatisfied	1	20%	N/A	N/A	17	10%	0	0%	N/A	N/A	22	12%	3	24%	N/A	N/A	29	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	1	20%	2	5%	97	22%	2	14%	6	15%	143	29%	2	20%	11	14%	233	21%
				Satisfied	1	20%	19	48%	172	38%	6	45%	23	58%	149	30%	2	18%	28	37%	359	32%
				Neither satisfied nor dissatisfied	2	40%	9	22%	82	18%	5	35%	4	9%	94	19%	4	36%	13	17%	214	19%
				Dissatisfied	0	0%	8	19%	58	13%	1	7%	4	11%	78	16%	0	0%	14	19%	205	18%
				Very dissatisfied	1	20%	2	6%	39	9%	0	0%	3	7%	37	7%	3	26%	10	13%	98	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	1	20%	3	7%	111	25%	4	28%	9	21%	155	31%	1	10%	11	14%	226	21%
				Satisfied	2	40%	19	47%	164	37%	6	45%	22	56%	178	36%	2	20%	28	37%	390	36%
				Neither satisfied nor dissatisfied	2	40%	10	25%	99	22%	3	20%	7	16%	79	16%	4	36%	19	26%	287	26%
				Dissatisfied	0	0%	6	15%	47	11%	1	7%	1	3%	52	10%	2	17%	12	16%	128	12%
				Very dissatisfied	0	0%	2	6%	26	6%	0	0%	2	4%	36	7%	2	17%	5	7%	59	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	1	20%	8	20%	138	31%	2	14%	10	25%	146	30%	2	18%	22	30%	281	26%
				Satisfied	2	40%	23	61%	197	45%	6	45%	19	48%	195	40%	2	17%	28	37%	430	40%
				Neither satisfied nor dissatisfied	2	40%	5	13%	60	14%	5	35%	7	17%	87	18%	4	34%	12	16%	227	21%
				Dissatisfied	0	0%	2	6%	33	8%	1	7%	3	8%	45	9%	3	23%	7	10%	104	10%
				Very dissatisfied	0	0%	0	0%	12	3%	0	0%	1	2%	18	4%	1	8%	5	7%	42	4%

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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	%					
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	1	20%	10	25%	152	34%	2	15%	10	25%	163	33%	2	18%	19	25%	303	28%
				Satisfied	2	40%	21	56%	192	43%	9	65%	16	41%	184	38%	1	9%	31	42%	411	38%
				Neither satisfied nor dissatisfied	2	40%	5	12%	57	13%	2	14%	11	27%	89	18%	5	42%	16	21%	240	22%
				Dissatisfied	0	0%	1	3%	31	7%	1	7%	1	3%	32	7%	3	23%	8	11%	98	9%
				Very dissatisfied	0	0%	1	4%	10	2%	0	0%	2	5%	19	4%	1	8%	1	1%	28	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	1	20%	6	15%	129	29%	4	29%	13	33%	200	39%	3	24%	14	18%	310	28%
				Satisfied	1	20%	15	37%	167	37%	7	50%	17	43%	166	33%	3	24%	29	39%	427	39%
				Neither satisfied nor dissatisfied	1	20%	9	23%	68	15%	2	14%	7	17%	61	12%	4	31%	14	19%	170	15%
				Dissatisfied	0	0%	2	5%	53	12%	1	7%	3	8%	46	9%	1	8%	10	14%	126	11%
				Very dissatisfied	2	40%	8	20%	33	7%	0	0%	0	0%	35	7%	2	14%	8	11%	73	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	2	40%	0	0%	102	23%	3	24%	7	18%	132	26%	1	9%	11	15%	220	20%
				Satisfied	1	20%	13	32%	148	33%	6	42%	18	45%	148	29%	3	26%	26	35%	343	32%
				Neither satisfied nor dissatisfied	0	0%	11	28%	89	20%	3	20%	6	14%	81	16%	3	24%	16	21%	220	20%
				Dissatisfied	2	40%	12	30%	71	16%	2	15%	7	18%	83	17%	2	18%	15	20%	184	17%
				Very dissatisfied	0	0%	4	10%	41	9%	0	0%	2	5%	61	12%	3	23%	7	10%	114	11%
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	Very satisfied	2	40%	N/A	N/A	54	31%	3	24%	N/A	N/A	72	40%	2	18%	N/A	N/A	106	28%
				Satisfied	2	40%	N/A	N/A	87	51%	9	63%	N/A	N/A	67	37%	5	41%	N/A	N/A	176	47%
				Neither satisfied nor dissatisfied	0	0%	N/A	N/A	25	15%	1	7%	N/A	N/A	30	16%	3	25%	N/A	N/A	70	19%
				Dissatisfied	1	20%	N/A	N/A	5	3%	1	7%	N/A	N/A	8	4%	2	17%	N/A	N/A	16	4%
				Very dissatisfied	0	0%	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	0	0%	N/A	N/A	24	15%	2	14%	N/A	N/A	44	25%	1	8%	N/A	N/A	67	19%
				Satisfied	3	60%	N/A	N/A	57	35%	10	73%	N/A	N/A	79	44%	3	22%	N/A	N/A	149	41%
				Neither satisfied nor dissatisfied	1	20%	N/A	N/A	54	34%	2	14%	N/A	N/A	30	17%	4	32%	N/A	N/A	101	28%
				Dissatisfied	0	0%	N/A	N/A	12	7%	0	0%	N/A	N/A	14	8%	4	31%	N/A	N/A	26	7%
				Very dissatisfied	1	20%	N/A	N/A	14	9%	0	0%	N/A	N/A	12	7%	1	7%	N/A	N/A	18	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	0	0%	N/A	N/A	32	19%	4	28%	N/A	N/A	62	33%	1	8%	N/A	N/A	85	23%
				Satisfied	3	60%	N/A	N/A	68	40%	6	43%	N/A	N/A	69	37%	4	30%	N/A	N/A	178	47%
				Neither satisfied nor dissatisfied	1	20%	N/A	N/A	46	27%	3	23%	N/A	N/A	28	15%	5	39%	N/A	N/A	69	18%
				Dissatisfied	0	0%	N/A	N/A	14	8%	0	0%	N/A	N/A	17	9%	3	23%	N/A	N/A	24	6%
				Very dissatisfied	1	20%	N/A	N/A	9	5%	1	7%	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	2	40%	N/A	N/A	116	48%	6	45%	N/A	N/A	117	43%	3	25%	N/A	N/A	231	41%
				Somewhat agree	2	40%	N/A	N/A	91	37%	5	34%	N/A	N/A	101	37%	2	14%	N/A	N/A	204	36%
				Neither agree nor disagree	0	0%	N/A	N/A	9	4%	0	0%	N/A	N/A	14	5%	4	33%	N/A	N/A	46	8%
				Somewhat disagree	1	20%	N/A	N/A	18	7%	2	14%	N/A	N/A	22	8%	1	7%	N/A	N/A	60	10%
				Strongly disagree	0	0%	N/A	N/A	10	4%	1	8%	N/A	N/A	19	7%	3	22%	N/A	N/A	28	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	2	40%	6	15%	136	30%	2	15%	8	21%	155	30%	3	23%	19	24%	318	29%
				Satisfied	3	60%	20	51%	215	48%	10	72%	19	47%	211	42%	6	42%	29	38%	479	43%
				Neither satisfied nor dissatisfied	0	0%	6	16%	39	9%	2	14%	10	25%	57	11%	2	15%	12	16%	148	13%
				Dissatisfied	0	0%	7	18%	39	9%	0	0%	3	8%	57	11%	1	7%	12	16%	108	10%
				Very dissatisfied	0	0%	0	0%	20	5%	0	0%	0	0%	28	5%	2	13%	4	6%	52	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	20%	5	12%	61	14%	1	8%	7	17%	96	19%	1	8%	12	16%	205	19%
				Satisfied	3	60%	20	51%	220	49%	11	79%	13	33%	228	45%	5	36%	32	42%	501	45%
				Neither satisfied nor dissatisfied	0	0%	9	24%	76	17%	1	7%	14	35%	94	18%	5	36%	22	28%	222	20%
				Dissatisfied	1	20%	4	10%	63	14%	1	7%	6	15%	69	14%	0	0%	8	11%	126	11%
				Very dissatisfied	0	0%	1	3%	29	6%	0	0%	0	0%	22	4%	3	20%	2	3%	51	5%
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	Chancellor	N<5	N<5	6	27%	28	10%	0	0%	3	9%	33	8%	0	0%	8	17%	62	8%
				President	N<5	N<5	1	5%	56	19%	1	10%	6	18%	73	19%	1	9%	1	2%	153	19%
				Vice President for Academic Affairs	N<5	N<5	0	0%	22	8%	0	0%	1	3%	25	6%	1	9%	3	7%	70	9%
				Academic Dean	N<5	N<5	3	15%	34	11%	1	8%	7	22%	58	15%	0	0%	3	7%	36	4%
				Provost	N<5	N<5	13	54%	149	51%	11	82%	16	48%	199	51%	9	83%	31	68%	489	60%
				Other	N<5	N<5	0	0%	3	1%	0	0%	0	0%	5	1%	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	3	14%	25	11%	2	20%	6	20%	56	17%	1	12%	6	18%	105	16%
				Somewhat agree	N<5	N<5	7	32%	64	27%	4	36%	12	42%	100	30%	4	46%	10	30%	190	28%
				Neither agree nor disagree	N<5	N<5	10	50%	73	30%	5	44%	6	21%	81	25%	1	12%	9	26%	197	29%
				Somewhat disagree	N<5	N<5	1	5%	43	18%	0	0%	2	7%	55	17%	1	10%	8	24%	103	15%
				Strongly disagree	N<5	N<5	0	0%	33	14%	0	0%	3	10%	36	11%	2	21%	1	3%	75	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	1	20%	2	5%	65	16%	3	25%	6	18%	84	19%	3	27%	9	12%	172	17%
				For the foreseeable future	3	60%	21	58%	203	49%	7	59%	17	49%	203	45%	3	29%	32	46%	423	43%
				For no more than 5 years after earning	1	20%	6	17%	61	15%	0	0%	4	13%	67	15%	2	17%	3	4%	106	11%
				I haven't thought that far ahead	0	0%	7	20%	87	21%	2	16%	7	20%	96	21%	3	27%	26	38%	289	29%
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 ir	N<5	N<5	N/A	N/A	19	75%	N<5	N<5	N/A	N/A	17	71%	N<5	N<5	N/A	N/A	27	78%
				Prefer to work in private industry	N<5	N<5	N/A	N/A	1	5%	N<5	N<5	N/A	N/A	1	4%	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	20%	N<5	N<5	N/A	N/A	6	25%	N<5	N<5	N/A	N/A	8	22%

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 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	%
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	2	40%	12	32%	163	38%	3	22%	14	37%	227	46%	1	9%	28	38%	399	38%
				Somewhat agree	1	20%	16	43%	147	34%	9	64%	19	48%	158	32%	6	52%	23	31%	367	35%
				Neither agree nor disagree	1	20%	2	5%	43	10%	2	14%	4	10%	46	9%	1	9%	8	11%	126	12%
				Somewhat disagree	1	20%	6	17%	51	12%	0	0%	2	5%	39	8%	2	15%	9	13%	93	9%
				Strongly disagree	0	0%	1	3%	25	6%	0	0%	0	0%	23	5%	2	15%	6	7%	75	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	2	40%	22	59%	209	48%	4	30%	13	32%	200	41%	2	19%	29	40%	483	46%
				Recommend with reservations	3	60%	13	36%	195	45%	10	70%	26	66%	259	53%	6	55%	37	52%	491	47%
				Not recommend dept	0	0%	2	5%	34	8%	0	0%	1	2%	33	7%	3	25%	5	7%	76	7%
				Great	1	20%	6	15%	79	18%	1	7%	8	20%	87	17%	1	10%	14	19%	210	19%
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	Good	3	60%	22	58%	223	50%	10	73%	23	56%	261	52%	4	39%	35	47%	518	48%
				So-so	1	20%	8	22%	105	24%	2	14%	6	16%	119	24%	3	26%	23	31%	282	26%
				Bad	0	0%	2	5%	28	6%	1	7%	3	8%	26	5%	0	0%	1	1%	48	4%
				Awful	0	0%	0	0%	11	3%	0	0%	0	0%	11	2%	3	25%	2	2%	30	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	N<5	N<5	3	18%	74	18%	N<5	N<5	11	18%	68	16%	2	18%	9	34%	118	19%		
				Fairly clear	N<5	N<5	8	52%	209	51%	N<5	N<5	37	61%	227	53%	8	66%	13	48%	313	51%		
				Neither clear nor unclear	N<5	N<5	3	18%	42	10%	N<5	N<5	7	12%	70	16%	2	16%	2	8%	74	12%		
				Fairly unclear	N<5	N<5	2	12%	62	15%	N<5	N<5	4	7%	45	10%	0	0%	3	10%	81	13%		
				Very unclear	N<5	N<5	0	0%	25	6%	N<5	N<5	1	2%	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	N<5	N<5	3	18%	56	14%	N<5	N<5	6	9%	58	13%	2	18%	7	28%	100	16%		
				Fairly clear	N<5	N<5	10	59%	206	50%	N<5	N<5	39	65%	215	50%	8	66%	11	42%	306	50%		
				Neither clear nor unclear	N<5	N<5	3	17%	51	12%	N<5	N<5	7	12%	71	17%	2	16%	5	17%	86	14%		
				Fairly unclear	N<5	N<5	1	6%	70	17%	N<5	N<5	6	11%	62	14%	0	0%	3	10%	83	14%		
				Very unclear	N<5	N<5	0	0%	29	7%	N<5	N<5	2	3%	25	6%	0	0%	1	4%	41	7%		
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	2	11%	39	10%	N<5	N<5	2	3%	31	7%	0	0%	6	24%	71	12%		
				Fairly clear	N<5	N<5	8	48%	179	43%	N<5	N<5	34	57%	179	42%	12	92%	8	31%	262	43%		
				Neither clear nor unclear	N<5	N<5	6	34%	66	16%	N<5	N<5	10	17%	100	23%	1	8%	5	17%	112	18%		
				Fairly unclear	N<5	N<5	1	6%	81	20%	N<5	N<5	10	16%	86	20%	0	0%	6	21%	109	18%		
				Very unclear	N<5	N<5	0	0%	46	11%	N<5	N<5	4	7%	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	N<5	N<5	2	14%	51	13%	N<5	N<5	9	15%	52	12%	1	8%	8	31%	86	14%		
				Fairly clear	N<5	N<5	8	50%	180	44%	N<5	N<5	31	52%	201	47%	10	76%	10	38%	283	46%		
				Neither clear nor unclear	N<5	N<5	3	18%	78	19%	N<5	N<5	8	14%	98	23%	2	16%	3	10%	119	19%		
				Fairly unclear	N<5	N<5	3	17%	62	15%	N<5	N<5	9	16%	53	13%	0	0%	4	14%	87	14%		
				Very unclear	N<5	N<5	0	0%	38	9%	N<5	N<5	2	3%	22	5%	0	0%	2	7%	37	6%		
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	2	10%	76	19%	N<5	N<5	11	19%	71	17%	2	16%	7	26%	88	14%		
				Fairly clear	N<5	N<5	8	49%	180	44%	N<5	N<5	28	49%	199	47%	8	61%	8	31%	231	38%		
				Neither clear nor unclear	N<5	N<5	5	29%	74	18%	N<5	N<5	12	20%	106	25%	1	8%	6	24%	162	27%		
				Fairly unclear	N<5	N<5	2	11%	51	12%	N<5	N<5	5	10%	26	6%	2	15%	5	19%	88	14%		
				Very unclear	N<5	N<5	0	0%	28	7%	N<5	N<5	1	2%	18	4%	0	0%	0	0%	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	N<5	N<5	4	24%	83	20%	N<5	N<5	8	13%	76	18%	1	10%	6	20%	121	20%		
				Fairly clear	N<5	N<5	9	58%	207	51%	N<5	N<5	37	63%	219	51%	10	82%	13	48%	286	47%		
				Neither clear nor unclear	N<5	N<5	1	6%	35	9%	N<5	N<5	8	14%	67	16%	1	8%	4	15%	89	15%		
				Fairly unclear	N<5	N<5	2	12%	66	16%	N<5	N<5	5	8%	54	13%	0	0%	5	17%	83	14%		
				Very unclear	N<5	N<5	0	0%	17	4%	N<5	N<5	1	2%	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	N<5	N<5	2	11%	78	20%	N<5	N<5	8	15%	47	12%	2	19%	9	34%	116	19%		
				Fairly clear	N<5	N<5	12	71%	181	45%	N<5	N<5	26	47%	195	49%	7	62%	9	33%	307	51%		
				Neither clear nor unclear	N<5	N<5	1	6%	58	14%	N<5	N<5	10	18%	93	23%	2	19%	5	18%	109	18%		
				Fairly unclear	N<5	N<5	1	6%	65	16%	N<5	N<5	7	13%	47	12%	0	0%	3	11%	60	10%		
				Very unclear	N<5	N<5	1	6%	18	5%	N<5	N<5	4	7%	13	3%	0	0%	1	4%	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	N<5	N<5	3	17%	47	12%	N<5	N<5	6	10%	36	9%	1	11%	6	25%	62	12%		
				Fairly clear	N<5	N<5	6	38%	122	31%	N<5	N<5	22	40%	126	33%	5	45%	5	22%	137	26%		
				Neither clear nor unclear	N<5	N<5	5	33%	96	25%	N<5	N<5	14	24%	115	30%	4	36%	7	31%	180	35%		
				Fairly unclear	N<5	N<5	2	12%	85	22%	N<5	N<5	7	13%	64	17%	1	8%	3	14%	95	18%		
				Very unclear	N<5	N<5	0	0%	37	10%	N<5	N<5	7	13%	39	10%	0	0%	2	8%	46	9%		
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	3	21%	44	11%	N<5	N<5	2	4%	29	7%	1	11%	6	24%	71	12%		
				Fairly clear	N<5	N<5	6	36%	125	31%	N<5	N<5	25	42%	146	35%	5	45%	9	34%	227	38%		
				Neither clear nor unclear	N<5	N<5	4	24%	84	21%	N<5	N<5	18	31%	115	27%	4	35%	5	18%	158	26%		
				Fairly unclear	N<5	N<5	3	18%	102	25%	N<5	N<5	7	13%	93	22%	1	8%	5	19%	97	16%		
				Very unclear	N<5	N<5	0	0%	45	11%	N<5	N<5	6	11%	39	9%	0	0%	1	4%	51	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%	32	8%	N<5	N<5	3	4%	25	6%	1	9%	5	18%	43	7%		
				Fairly clear	N<5	N<5	7	46%	136	34%	N<5	N<5	20	33%	114	28%	5	43%	8	33%	168	29%		
				Neither clear nor unclear	N<5	N<5	4	23%	89	22%	N<5	N<5	17	29%	119	30%	3	26%	4	16%	186	32%		
				Fairly unclear	N<5	N<5	4	24%	104	26%	N<5	N<5	12	21%	90	22%	3	23%	7	26%	126	22%		
				Very unclear	N<5	N<5	0	0%	36	9%	N<5	N<5	7	12%	55	14%	0	0%	2	8%	61	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%	25	6%	N<5	N<5	3	5%	24	6%	1	11%	3	12%	41	7%		
				Fairly clear	N<5	N<5	6	40%	106	27%	N<5	N<5	21	35%	119	29%	3	26%	9	35%	115	20%		
				Neither clear nor unclear	N<5	N<5	5	30%	107	27%	N<5	N<5	17	28%	121	29%	4	37%	4	18%	215	38%		
				Fairly unclear	N<5	N<5	4	24%	117	30%	N<5	N<5	12	20%	99	24%	2	18%	6	23%	118	21%		
				Very unclear	N<5	N<5	0	0%	39	10%	N<5	N<5	7	12%	52	12%	1	8%	3	12%	81	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	N<5	N<5	3	16%	86	21%	N<5	N<5	10	17%	89	21%	1	10%	7	27%	144	24%		
				Fairly reasonable	N<5	N<5	13	78%	179	44%	N<5	N<5	32	54%	188	44%	9	74%	10	37%	226	38%		
				Neither reasonable nor unreasonable	N<5	N<5	0	0%	60	15%	N<5	N<5	12	21%	89	21%	1	9%	6	22%	129	21%		
				Fairly unreasonable	N<5	N<5	0	0%	54	13%	N<5	N<5	5	8%	48	11%	1	8%	3	11%	79	13%		
				Very unreasonable	N<5	N<5	1	6%	24	6%	N<5	N<5	0	0%	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	N<5	N<5	1	6%	104	26%	N<5	N<5	11	19%	81	21%	3	29%	7	27%	170	28%		
				Fairly reasonable	N<5	N<5	13	77%	166	42%	N<5	N<5	25	45%	174	44%	5	43%	11	41%	244	41%		
				Neither reasonable nor unreasonable	N<5	N<5	2	11%	78	20%	N<5	N<5	16	30%	111	28%	3	28%	7	25%	144	24%		
				Fairly unreasonable	N<5	N<5	0	0%	38	9%	N<5	N<5	4	6%	20	5%	0	0%	1	3%	25	4%		
				Very unreasonable	N<5	N<5	1	6%	11	3%	N<5	N<5	0	0%	6	2%	0	0%	1	4%	15	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	%						
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	2	11%	67	18%	N<5	N<5	8	14%	56	15%	3	28%	8	33%	103	21%						
				Fairly reasonable	N<5	N<5	8	50%	126	33%	N<5	N<5	21	38%	123	33%	2	18%	5	21%	128	26%						
				Neither reasonable nor unreasonable	N<5	N<5	5	33%	136	36%	N<5	N<5	24	43%	163	44%	6	54%	9	41%	235	47%						
				Fairly unreasonable	N<5	N<5	1	6%	41	11%	N<5	N<5	3	5%	24	6%	0	0%	0	0%	23	5%						
				Very unreasonable	N<5	N<5	0	0%	11	3%	N<5	N<5	0	0%	5	1%	0	0%	1	5%	11	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	1	6%	74	19%	N<5	N<5	7	11%	55	13%	1	11%	7	28%	137	23%						
				Fairly reasonable	N<5	N<5	6	43%	115	29%	N<5	N<5	17	30%	123	30%	4	36%	8	30%	198	33%						
				Neither reasonable nor unreasonable	N<5	N<5	5	30%	161	41%	N<5	N<5	33	56%	205	49%	6	53%	9	33%	220	37%						
				Fairly unreasonable	N<5	N<5	3	21%	32	8%	N<5	N<5	2	3%	27	7%	0	0%	2	9%	24	4%						
				Very unreasonable	N<5	N<5	0	0%	13	3%	N<5	N<5	0	0%	6	1%	0	0%	0	0%	12	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	2	15%	59	15%	N<5	N<5	8	13%	46	12%	2	19%	8	33%	88	16%						
				Fairly reasonable	N<5	N<5	6	38%	115	30%	N<5	N<5	14	24%	107	27%	4	33%	4	14%	159	28%						
				Neither reasonable nor unreasonable	N<5	N<5	6	41%	183	47%	N<5	N<5	36	61%	217	55%	6	49%	13	53%	282	50%						
				Fairly unreasonable	N<5	N<5	1	6%	21	5%	N<5	N<5	1	1%	23	6%	0	0%	0	0%	21	4%						
				Very unreasonable	N<5	N<5	0	0%	12	3%	N<5	N<5	0	0%	5	1%	0	0%	0	0%	10	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	N<5	N<5	1	6%	52	13%	N<5	N<5	6	11%	44	11%	1	11%	6	24%	75	14%						
				Fairly reasonable	N<5	N<5	5	32%	89	23%	N<5	N<5	18	29%	121	30%	3	26%	5	19%	122	22%						
				Neither reasonable nor unreasonable	N<5	N<5	9	57%	213	55%	N<5	N<5	34	57%	216	53%	7	63%	14	57%	319	58%						
				Fairly unreasonable	N<5	N<5	1	5%	27	7%	N<5	N<5	1	1%	20	5%	0	0%	0	0%	17	3%						
				Very unreasonable	N<5	N<5	0	0%	7	2%	N<5	N<5	1	2%	8	2%	0	0%	0	0%	13	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	N<5	N<5	3	17%	62	16%	N<5	N<5	9	16%	71	17%	1	9%	5	20%	118	20%						
				Somewhat agree	N<5	N<5	7	46%	125	31%	N<5	N<5	25	43%	138	33%	8	67%	14	52%	194	33%						
				Neither agree nor disagree	N<5	N<5	3	18%	27	7%	N<5	N<5	8	13%	48	11%	0	0%	0	0%	49	8%						
				Somewhat disagree	N<5	N<5	2	14%	104	26%	N<5	N<5	14	24%	106	25%	3	25%	5	17%	131	22%						
				Strongly disagree	N<5	N<5	1	6%	82	21%	N<5	N<5	2	4%	58	14%	0	0%	3	11%	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	N<5	N<5	7	45%	109	28%	N<5	N<5	18	32%	131	32%	8	60%	12	46%	158	27%						
				Somewhat agree	N<5	N<5	6	37%	135	34%	N<5	N<5	25	45%	138	34%	5	40%	6	23%	213	36%						
				Neither agree nor disagree	N<5	N<5	2	11%	48	12%	N<5	N<5	5	9%	58	14%	0	0%	2	7%	85	14%						
				Somewhat disagree	N<5	N<5	1	6%	57	15%	N<5	N<5	6	10%	56	14%	0	0%	3	11%	81	14%						
				Strongly disagree	N<5	N<5	0	0%	42	11%	N<5	N<5	2	4%	23	6%	0	0%	3	13%	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	N<5	N<5	4	23%	80	20%	N<5	N<5	13	21%	96	22%	3	26%	9	34%	188	31%						
				Satisfied	N<5	N<5	8	52%	210	52%	N<5	N<5	31	52%	218	51%	6	48%	11	41%	284	47%						
				Neither satisfied nor dissatisfied	N<5	N<5	1	6%	38	9%	N<5	N<5	6	10%	38	9%	0	0%	5	17%	56	9%						
				Dissatisfied	N<5	N<5	3	19%	65	16%	N<5	N<5	7	13%	67	16%	3	26%	2	7%	62	10%						
				Very dissatisfied	N<5	N<5	0	0%	10	2%	N<5	N<5	2	3%	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	N<5	N<5	N/A	N/A	16	9%	N<5	N<5	N/A	N/A	30	16%	1	10%	N/A	N/A	84	27%						
				Satisfied	N<5	N<5	N/A	N/A	74	42%	N<5	N<5	N/A	N/A	90	47%	7	56%	N/A	N/A	152	49%						
				Neither satisfied nor dissatisfied	N<5	N<5	N/A	N/A	32	18%	N<5	N<5	N/A	N/A	31	16%	1	8%	N/A	N/A	48	16%						
				Dissatisfied	N<5	N<5	N/A	N/A	37	21%	N<5	N<5	N/A	N/A	31	16%	3	26%	N/A	N/A	22	7%						
				Very dissatisfied	N<5	N<5	N/A	N/A	19	10%	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	N<5	N<5	9	54%	152	39%	N<5	N<5	21	41%	158	43%	2	18%	13	48%	239	40%						
				Satisfied	N<5	N<5	8	46%	180	46%	N<5	N<5	19	36%	150	40%	6	48%	10	36%	255	42%						
				Neither satisfied nor dissatisfied	N<5	N<5	0	0%	28	7%	N<5	N<5	7	13%	31	8%	3	26%	2	7%	51	8%						
				Dissatisfied	N<5	N<5	0	0%	32	8%	N<5	N<5	4	7%	28	7%	1	9%	1	3%	43	7%						
				Very dissatisfied	N<5	N<5	0	0%	2	1%	N<5	N<5	1	2%	5	1%	0	0%	2	6%	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	N<5	N<5	8	48%	154	39%	N<5	N<5	19	37%	148	40%	3	25%	10	35%	215	36%						
				Satisfied	N<5	N<5	5	30%	139	35%	N<5	N<5	23	45%	141	38%	5	41%	8	28%	211	35%						
				Neither satisfied nor dissatisfied	N<5	N<5	3	16%	31	8%	N<5	N<5	7	14%	29	8%	1	9%	5	20%	72	12%						
				Dissatisfied	N<5	N<5	1	5%	51	13%	N<5	N<5	1	2%	43	12%	3	25%	4	14%	79	13%						
				Very dissatisfied	N<5	N<5	0	0%	19	5%	N<5	N<5	1	2%	12	3%	0	0%	1	3%	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	N<5	N<5	13	78%	202	51%	N<5	N<5	24	45%	197	53%	4	34%	12	45%	267	45%						
				Satisfied	N<5	N<5	3	16%	118	30%	N<5	N<5	22	41%	111	30%	5	41%	9	32%	196	33%						
				Neither satisfied nor dissatisfied	N<5	N<5	1	6%	34	9%	N<5	N<5	5	9%	36	10%	2	17%	2	8%	64	11%						
				Dissatisfied	N<5	N<5	0	0%	25	6%	N<5	N<5	3	5%	19	5%	1	8%	1	3%	42	7%						
				Very dissatisfied	N<5	N<5	0	0%	15	4%	N<5	N<5	0	0%	11	3%	0	0%	3	12%	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	N<5	N<5	11	67%	269	69%	N<5	N<5	31	59%	261	70%	5	43%	16	62%	384	64%						
				Satisfied	N<5	N<5	5	33%	91	23%	N<5	N<5	18	34%	91	25%	5	41%	5	21%	146	24%						
				Neither satisfied nor dissatisfied	N<5	N<5	0	0%	16	4%	N<5	N<5	4	8%	18	5%	1	9%	1	4%	30	5%						
				Dissatisfied	N<5	N<5	0	0%	14	4%	N<5	N<5	0	0%	2	1%	1	8%	0	0%	20	3%						
				Very dissatisfied	N<5	N<5	0	0%	1	0%	N<5	N<5	0	0%	0	0%	0	0%	3	13%	17	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	N<5	N<5	8	50%	148	38%	N<5	N<5	19	36%	147	40%	3	26%	10	38%	207	34%						
				Satisfied	N<5	N<5	5	29%	140	36%	N<5	N<5	20	37%	150	41%	4	31%	5	18%	219	36%						
				Neither satisfied nor dissatisfied	N<5	N<5	3	16%	45	11%	N<5	N<5	8	14%	30	8%	1	9%	5	17%	76	13%						
				Dissatisfied	N<5	N<5	1	6%	49	13%	N<5	N<5	5	10%	26	7%	4	34%	4	15%	76	13%						
				Very dissatisfied	N<5	N<5	0	0%	12	3%	N<5	N<5	2	3%	15	4%	0	0%	3	12%	24	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	N<5	N<5	3	20%	47	15%	N<5	N<5	9	19%	62	18%	1	8%	4	14%	108	22%						
				Satisfied	N<5	N<5	8	49%	110	35%	N<5	N<5	19	39%	137	39%	4	34%	12	46%	164	33%						
				Neither satisfied nor dissatisfied	N<5	N<5	4	25%	72	22%	N<5	N<5	12	25%	68	19%	6	50%	6	20%	111	22%						
				Dissatisfied	N<5	N<5	1	6%	71	22%	N<5	N<5	5	10%	65	19%	1	9%	2	7%	83	17%						
				Very dissatisfied	N<5	N<5	0	0%	20	6%	N<5	N<5	4	7%	18	5%	0	0%	3	12%	34	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	5	35%	95	26%	N<5	N<5	17	30%	96	25%	1	9%	7	28%	119	23%						
				Satisfied	N<5	N<5	7	52%	159	44%	N<5	N<5	23	40%	167	43%	3	29%	10	38%	209	41%						
				Neither satisfied nor dissatisfied	N<5	N<5	1	7%	54	15%	N<5	N<5	10	18%	62	16%	2	23%	4	15%	89	17%						
				Dissatisfied	N<5	N<5	1	6%	46	13%	N<5	N<5	5	9%	53	14%	4	39%	4	16%	72	14%						
				Very dissatisfied	N<5	N<5	0	0%	11	3%	N<5	N<5	2	4%	10	3%	0	0%	1	3%	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	N<5	N<5	0	0%	38	10%	N<5	N<5	9	15%	58	14%	0	0%	3	10%	118	20%						
				Satisfied	N<5	N<5	7	41%	132	33%	N<5	N<5	18	30%	131	31%	7	59%	14	52%	211	35%						
				Neither satisfied nor dissatisfied	N<5	N<5	3	16%	37	9%	N<5	N<5	8	14%	48	11%	1	9%	4	14%	81	13%						
				Dissatisfied	N<5	N<5	3	18%	113	28%	N<5	N<5	17	28%	129	30%	4	32%	6	24%	143	24%						
				Very dissatisfied	N<5	N<5	4	25%	81	20%	N<5	N<5	7	12%	58	14%	0	0%	0	0%	47	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	N<5	N<5	1	6%	26	7%	N<5	N<5	4	6%	22	5%	0	0%	6	30%	134	29%						
				Satisfied	N<5	N<5	6	39%	99	26%	N<5	N<5	14	24%	107	26%	3	28%	7	34%	96	21%						
				Neither satisfied nor dissatisfied	N<5	N<5	7	49%	104	27%	N<5	N<5	22	38%	114	28%	3	26%	5	23%	145	31%						
				Dissatisfied	N<5	N<5	1	6%	91	24%	N<5	N<5	15	26%	118	29%	4	37%	2	9%	57	12%						
				Very dissatisfied	N<5	N<5	0	0%	62	16%	N<5	N<5	3	5%	47	12%	1	8%	1	4%	30	7%						
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	9	55%	202	50%	N<5	N<5	23	39%	202	48%	4	34%	16	59%	351	59%						
				Satisfied	N<5	N<5	5	29%	133	33%	N<5	N<5	30	52%	164	39%	7	57%	8	29%	186	31%						
				Neither satisfied nor dissatisfied	N<5	N<5	2	10%	28	7%	N<5	N<5	3	5%	25	6%	0	0%	2	9%	34	6%						
				Dissatisfied	N<5	N<5	1	6%	21	5%	N<5	N<5	1	2%	26	6%	0	0%	1	4%	20	3%						
				Very dissatisfied	N<5	N<5	0	0%	16	4%	N<5	N<5	1	1%	4	1%	1	9%	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	N<5	N<5	6	37%	82	20%	N<5	N<5	11	19%	78	19%	1	8%	9	36%	198	33%						
				Satisfied	N<5	N<5	5	30%	141	35%	N<5	N<5	17	31%	138	33%	4	33%	7	26%	191	32%						
				Neither satisfied nor dissatisfied	N<5	N<5	4	27%	54	13%	N<5	N<5	8	14%	55	13%	3	25%	2	9%	81	14%						
				Dissatisfied	N<5	N<5	1	6%	78	19%	N<5	N<5	14	26%	91	22%	3	26%	5	19%	101	17%						
				Very dissatisfied	N<5	N<5	0	0%	45	11%	N<5	N<5	5	9%	53	13%	1	9%	3	11%	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	N<5	N<5	1	6%	51	13%	N<5	N<5	3	6%	51	13%	2	16%	6	24%	101	17%						
				Satisfied	N<5	N<5	5	29%	120	31%	N<5	N<5	25	44%	121	31%	3	26%	6	22%	171	30%						
				Neither satisfied nor dissatisfied	N<5	N<5	4	23%	56	14%	N<5	N<5	13	23%	67	17%	0	0%	4	16%	93	16%						
				Dissatisfied	N<5	N<5	6	36%	91	24%	N<5	N<5	14	24%	106	27%	7	57%	3	11%	132	23%						
				Very dissatisfied	N<5	N<5	1	6%	70	18%	N<5	N<5	2	4%	52	13%	0	0%	7	27%	83	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	N<5	N<5	6	38%	94	23%	N<5	N<5	10	18%	118	28%	3	27%	10	37%	207	35%						
				Satisfied	N<5	N<5	6	34%	150	37%	N<5	N<5	24	41%	138	33%	7	63%	9	35%	197	33%						
				Neither satisfied nor dissatisfied	N<5	N<5	2	11%	50	13%	N<5	N<5	8	13%	53	13%	1	9%	2	7%	70	12%						
				Dissatisfied	N<5	N<5	3	17%	67	17%	N<5	N<5	13	23%	71	17%	0	0%	4	14%	78	13%						
				Very dissatisfied	N<5	N<5	0	0%	40	10%	N<5	N<5	3	6%	41	10%	0	0%	2	7%	40	7%						
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	1	6%	45	12%	N<5	N<5	4	7%	59	14%	1	8%	6	24%	93	16%						
				Satisfied	N<5	N<5	6	42%	136	35%	N<5	N<5	23	41%	147	36%	3	26%	12	43%	192	34%						
				Neither satisfied nor dissatisfied	N<5	N<5	6	39%	72	19%	N<5	N<5	17	29%	94	23%	6	49%	3	10%	123	22%						
				Dissatisfied	N<5	N<5	1	6%	96	25%	N<5	N<5	8	15%	73	18%	2	17%	4	13%	106	19%						
				Very dissatisfied	N<5	N<5	1	6%	39	10%	N<5	N<5	5	9%	37	9%	0	0%	3	10%	54	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	6%	81	21%	N<5	N<5	7	14%	78	22%	2	15%	8	28%	125	22%						
				Satisfied	N<5	N<5	14	84%	170	45%	N<5	N<5	27	51%	142	39%	6	45%	13	48%	231	41%						
				Neither satisfied nor dissatisfied	N<5	N<5	2	10%	79	21%	N<5	N<5	12	23%	96	26%	4	32%	3	11%	117	21%						
				Dissatisfied	N<5	N<5	0	0%	38	10%	N<5	N<5	3	6%	35	9%	1	9%	4	14%	67	12%						
				Very dissatisfied	N<5	N<5	0	0%	13	3%	N<5	N<5	3	6%	14	4%	0	0%	0	0%	30	5%						
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	4	25%	102	26%	N<5	N<5	6	10%	85	21%	4	33%	5	20%	124	21%						
				Satisfied	N<5	N<5	7	46%	160	40%	N<5	N<5	25	44%	158	39%	3	26%	14	50%	248	41%						
				Neither satisfied nor dissatisfied	N<5	N<5	3	18%	62	16%	N<5	N<5	12	21%	82	20%	2	16%	3	10%	104	17%						
				Dissatisfied	N<5	N<5	0	0%	47	12%	N<5	N<5	12	22%	66	16%	3	25%	4	14%	84	14%						
				Very dissatisfied	N<5	N<5	2	12%	27	7%	N<5	N<5	2	4%	16	4%	0	0%	2	7%	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	N<5	N<5	6	35%	142	35%	N<5	N<5	15	26%	142	33%	1	9%	5	20%	141	24%						
				Important	N<5	N<5	5	31%	166	41%	N<5	N<5	28	49%	178	42%	6	49%	11	42%	231	39%						
				Neither important nor unimportant	N<5	N<5	5	28%	58	14%	N<5	N<5	12	21%	61	14%	2	19%	6	22%	123	21%						
				Unimportant	N<5	N<5	1	6%	27	7%	N<5	N<5	3	5%	28	7%	2	15%	4	16%	61	10%						
				Very unimportant	N<5	N<5	0	0%	8	2%	N<5	N<5	0	0%	15	4%	1	9%	0	0%	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	N<5	N<5	8	49%	198	50%	N<5	N<5	25	43%	199	47%	4	34%	8	30%	274	46%						
				Important	N<5	N<5	7	46%	156	39%	N<5	N<5	27	46%	182	43%	6	50%	12	44%	236	40%						
				Neither important nor unimportant	N<5	N<5	0	0%	32	8%	N<5	N<5	6	11%	23	5%	1	8%	5	19%	56	9%						
				Unimportant	N<5	N<5	1	6%	12	3%	N<5	N<5	0	0%	14	3%	0	0%	1	4%	19	3%						
				Very unimportant	N<5	N<5	0	0%	1	0%	N<5	N<5	0	0%	6	1%	1	9%	1	3%	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	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	%						
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	7	41%	185	47%	N<5	N<5	19	32%	191	45%	3	26%	11	39%	199	34%						
				Important	N<5	N<5	7	42%	168	42%	N<5	N<5	35	61%	185	44%	8	65%	14	50%	306	52%						
				Neither important nor unimportant	N<5	N<5	2	11%	31	8%	N<5	N<5	3	5%	31	7%	1	9%	2	7%	62	10%						
				Unimportant	N<5	N<5	1	6%	13	3%	N<5	N<5	1	1%	10	2%	0	0%	1	4%	20	3%						
				Very unimportant	N<5	N<5	0	0%	1	0%	N<5	N<5	0	0%	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	N<5	N<5	4	28%	162	41%	N<5	N<5	13	23%	178	42%	3	24%	6	22%	171	29%						
				Important	N<5	N<5	10	61%	174	44%	N<5	N<5	37	65%	189	45%	7	59%	17	63%	288	49%						
				Neither important nor unimportant	N<5	N<5	0	0%	37	9%	N<5	N<5	6	10%	44	11%	1	9%	1	4%	84	14%						
				Unimportant	N<5	N<5	2	12%	23	6%	N<5	N<5	1	1%	7	2%	0	0%	2	7%	29	5%						
				Very unimportant	N<5	N<5	0	0%	2	1%	N<5	N<5	0	0%	3	1%	1	9%	1	3%	15	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	N<5	N<5	10	63%	204	51%	N<5	N<5	21	37%	182	43%	2	17%	5	17%	87	15%						
				Important	N<5	N<5	5	30%	142	36%	N<5	N<5	27	47%	166	39%	6	49%	7	25%	168	29%						
				Neither important nor unimportant	N<5	N<5	1	6%	41	10%	N<5	N<5	8	14%	46	11%	3	25%	10	36%	177	31%						
				Unimportant	N<5	N<5	0	0%	10	2%	N<5	N<5	1	2%	20	5%	0	0%	5	19%	82	14%						
				Very unimportant	N<5	N<5	0	0%	1	0%	N<5	N<5	0	0%	9	2%	1	9%	1	3%	57	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	N<5	N<5	6	35%	106	27%	N<5	N<5	13	23%	112	27%	0	0%	5	17%	96	16%						
				Important	N<5	N<5	10	60%	175	44%	N<5	N<5	25	43%	195	47%	6	50%	9	34%	264	45%						
				Neither important nor unimportant	N<5	N<5	0	0%	68	17%	N<5	N<5	15	27%	65	16%	3	23%	8	31%	132	22%						
				Unimportant	N<5	N<5	1	6%	46	12%	N<5	N<5	3	5%	35	8%	2	19%	5	18%	77	13%						
				Very unimportant	N<5	N<5	0	0%	2	1%	N<5	N<5	1	2%	11	3%	1	9%	0	0%	23	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	N<5	N<5	13	83%	231	58%	N<5	N<5	20	34%	201	47%	4	33%	17	63%	381	64%						
				Important	N<5	N<5	3	17%	136	34%	N<5	N<5	32	56%	170	40%	7	59%	10	37%	188	32%						
				Neither important nor unimportant	N<5	N<5	0	0%	16	4%	N<5	N<5	6	11%	37	9%	0	0%	0	0%	18	3%						
				Unimportant	N<5	N<5	0	0%	16	4%	N<5	N<5	0	0%	11	3%	0	0%	0	0%	4	1%						
				Very unimportant	N<5	N<5	0	0%	2	0%	N<5	N<5	0	0%	7	2%	1	9%	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	N<5	N<5	9	53%	144	37%	N<5	N<5	14	25%	102	24%	2	17%	16	58%	247	43%						
				Important	N<5	N<5	6	35%	139	35%	N<5	N<5	27	48%	155	37%	7	56%	9	32%	198	34%						
				Neither important nor unimportant	N<5	N<5	1	6%	87	22%	N<5	N<5	11	20%	108	26%	2	18%	1	4%	102	18%						
				Unimportant	N<5	N<5	1	6%	13	3%	N<5	N<5	4	7%	37	9%	0	0%	0	0%	20	3%						
				Very unimportant	N<5	N<5	0	0%	9	2%	N<5	N<5	0	0%	17	4%	1	9%	2	6%	12	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	N<5	N<5	6	36%	90	23%	N<5	N<5	16	28%	95	23%	2	15%	7	25%	140	24%						
				Important	N<5	N<5	4	23%	126	32%	N<5	N<5	24	42%	159	39%	5	42%	7	24%	169	29%						
				Neither important nor unimportant	N<5	N<5	5	30%	131	33%	N<5	N<5	8	15%	99	24%	1	8%	11	40%	190	33%						
				Unimportant	N<5	N<5	1	6%	30	8%	N<5	N<5	8	15%	49	12%	3	26%	1	4%	50	9%						
				Very unimportant	N<5	N<5	1	6%	14	4%	N<5	N<5	0	0%	10	2%	1	9%	2	7%	31	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	N<5	N<5	9	55%	173	43%	N<5	N<5	13	23%	152	36%	3	26%	15	54%	268	46%						
				Important	N<5	N<5	7	40%	169	42%	N<5	N<5	30	53%	193	46%	9	74%	10	35%	255	43%						
				Neither important nor unimportant	N<5	N<5	1	5%	41	10%	N<5	N<5	12	20%	56	13%	0	0%	2	7%	51	9%						
				Unimportant	N<5	N<5	0	0%	14	4%	N<5	N<5	2	4%	15	4%	0	0%	1	4%	7	1%						
				Very unimportant	N<5	N<5	0	0%	2	0%	N<5	N<5	0	0%	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	N<5	N<5	11	66%	229	58%	N<5	N<5	23	41%	203	49%	5	43%	19	71%	364	62%						
				Important	N<5	N<5	6	34%	148	37%	N<5	N<5	27	47%	166	40%	6	49%	8	29%	206	35%						
				Neither important nor unimportant	N<5	N<5	0	0%	14	3%	N<5	N<5	6	10%	38	9%	0	0%	0	0%	17	3%						
				Unimportant	N<5	N<5	0	0%	2	1%	N<5	N<5	1	2%	7	2%	0	0%	0	0%	1	0%						
				Very unimportant	N<5	N<5	0	0%	5	1%	N<5	N<5	0	0%	5	1%	1	9%	0	0%	0	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	3	18%	116	29%	N<5	N<5	17	29%	145	35%	2	15%	11	40%	161	27%						
				Important	N<5	N<5	12	76%	193	48%	N<5	N<5	36	63%	210	50%	8	61%	11	42%	294	50%						
				Neither important nor unimportant	N<5	N<5	1	6%	66	17%	N<5	N<5	4	7%	43	10%	1	8%	2	8%	81	14%						
				Unimportant	N<5	N<5	0	0%	19	5%	N<5	N<5	1	2%	13	3%	1	8%	2	7%	34	6%						
				Very unimportant	N<5	N<5	0	0%	4	1%	N<5	N<5	0	0%	6	1%	1	9%	1	3%	17	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	N<5	N<5	6	39%	123	32%	N<5	N<5	14	24%	132	32%	3	25%	7	26%	118	20%						
				Important	N<5	N<5	3	18%	80	21%	N<5	N<5	16	28%	93	23%	7	58%	5	17%	145	25%						
				Neither important nor unimportant	N<5	N<5	3	18%	86	22%	N<5	N<5	18	32%	87	21%	0	0%	7	25%	146	25%						
				Unimportant	N<5	N<5	1	6%	38	10%	N<5	N<5	4	7%	40	10%	1	9%	7	25%	61	11%						
				Very unimportant	N<5	N<5	3	18%	61	16%	N<5	N<5	4	8%	58	14%	1	9%	2	7%	109	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	N<5	N<5	1	5%	66	17%	N<5	N<5	7	11%	52	12%	3	26%	2	8%	82	14%						
				Important	N<5	N<5	5	31%	95	24%	N<5	N<5	13	23%	85	20%	3	25%	8	29%	115	20%						
				Neither important nor unimportant	N<5	N<5	8	47%	128	33%	N<5	N<5	23	40%	143	34%	2	15%	10	35%	158	27%						
				Unimportant	N<5	N<5	2	12%	53	14%	N<5	N<5	11	20%	68	16%	2	16%	4	14%	99	17%						
				Very unimportant	N<5	N<5	1	6%	52	13%	N<5	N<5	3	6%	69	17%	2	18%	4	14%	126	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	N<5	N<5	7	45%	155	39%	N<5	N<5	18	32%	151	36%	7	59%	7	27%	197	34%						
				Important	N<5	N<5	3	18%	126	32%	N<5	N<5	24	42%	138	33%	4	33%	12	43%	197	34%						
				Neither important nor unimportant	N<5	N<5	4	25%	69	17%	N<5	N<5	9	17%	82	20%	0	0%	6	23%	106	18%						
				Unimportant	N<5	N<5	2	12%	18	5%	N<5	N<5	3	6%	19	5%	0	0%	0	0%	27	5%						
				Very unimportant	N<5	N<5	0	0%	25	6%	N<5	N<5	2	4%	24	6%	1	9%	2	7%	52	9%						

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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	%				
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	4	24%	111	29%	N<5	N<5	17	30%	122	30%	4	34%	8	30%	144	25%				
				Important	N<5	N<5	7	41%	102	26%	N<5	N<5	14	25%	112	27%	3	25%	8	31%	162	28%				
				Neither important nor unimportant	N<5	N<5	5	29%	105	27%	N<5	N<5	15	27%	105	26%	2	15%	7	24%	118	21%				
				Unimportant	N<5	N<5	1	6%	25	6%	N<5	N<5	7	12%	26	6%	1	8%	0	0%	50	9%				
				Very unimportant	N<5	N<5	0	0%	46	12%	N<5	N<5	3	6%	47	11%	2	19%	4	14%	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	N<5	N<5	N/A	N/A	14	12%	N<5	N<5	N/A	N/A	15	11%	0	0%	N/A	N/A	16	8%				
				Important	N<5	N<5	N/A	N/A	35	30%	N<5	N<5	N/A	N/A	37	26%	2	17%	N/A	N/A	48	23%				
				Neither important nor unimportant	N<5	N<5	N/A	N/A	41	36%	N<5	N<5	N/A	N/A	50	35%	5	45%	N/A	N/A	63	30%				
				Unimportant	N<5	N<5	N/A	N/A	16	14%	N<5	N<5	N/A	N/A	17	12%	1	8%	N/A	N/A	43	21%				
				Very unimportant	N<5	N<5	N/A	N/A	10	8%	N<5	N<5	N/A	N/A	21	15%	3	30%	N/A	N/A	38	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	N<5	N<5	N/A	N/A	44	38%	N<5	N<5	N/A	N/A	55	39%	5	44%	N/A	N/A	66	31%				
				Important	N<5	N<5	N/A	N/A	45	40%	N<5	N<5	N/A	N/A	55	39%	3	27%	N/A	N/A	75	35%				
				Neither important nor unimportant	N<5	N<5	N/A	N/A	15	13%	N<5	N<5	N/A	N/A	20	14%	2	18%	N/A	N/A	39	18%				
				Unimportant	N<5	N<5	N/A	N/A	4	4%	N<5	N<5	N/A	N/A	5	4%	1	11%	N/A	N/A	15	7%				
				Very unimportant	N<5	N<5	N/A	N/A	7	6%	N<5	N<5	N/A	N/A	6	5%	0	0%	N/A	N/A	17	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	N<5	N<5	N/A	N/A	22	19%	N<5	N<5	N/A	N/A	27	20%	4	35%	N/A	N/A	42	20%				
				Important	N<5	N<5	N/A	N/A	60	53%	N<5	N<5	N/A	N/A	62	45%	4	36%	N/A	N/A	95	46%				
				Neither important nor unimportant	N<5	N<5	N/A	N/A	20	18%	N<5	N<5	N/A	N/A	35	26%	2	18%	N/A	N/A	39	19%				
				Unimportant	N<5	N<5	N/A	N/A	7	6%	N<5	N<5	N/A	N/A	9	7%	1	11%	N/A	N/A	12	6%				
				Very unimportant	N<5	N<5	N/A	N/A	5	4%	N<5	N<5	N/A	N/A	4	3%	0	0%	N/A	N/A	19	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	N<5	N<5	N/A	N/A	11	10%	N<5	N<5	N/A	N/A	7	5%	0	0%	N/A	N/A	16	8%				
				Important	N<5	N<5	N/A	N/A	21	18%	N<5	N<5	N/A	N/A	34	25%	2	19%	N/A	N/A	29	14%				
				Neither important nor unimportant	N<5	N<5	N/A	N/A	44	39%	N<5	N<5	N/A	N/A	52	38%	3	30%	N/A	N/A	75	37%				
				Unimportant	N<5	N<5	N/A	N/A	21	19%	N<5	N<5	N/A	N/A	29	22%	1	9%	N/A	N/A	41	20%				
				Very unimportant	N<5	N<5	N/A	N/A	16	14%	N<5	N<5	N/A	N/A	14	10%	4	42%	N/A	N/A	44	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	N<5	N<5	1	9%	28	9%	N<5	N<5	2	5%	40	12%	0	0%	2	12%	34	9%				
				Effective	N<5	N<5	6	54%	112	34%	N<5	N<5	18	39%	122	35%	4	37%	3	20%	112	28%				
				Neither effective nor ineffective	N<5	N<5	3	28%	66	20%	N<5	N<5	15	33%	72	21%	6	53%	4	26%	104	26%				
				Ineffective	N<5	N<5	1	9%	55	17%	N<5	N<5	5	11%	61	18%	1	10%	6	42%	81	20%				
				Very ineffective	N<5	N<5	0	0%	65	20%	N<5	N<5	6	13%	49	14%	0	0%	0	0%	70	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	N<5	N<5	1	9%	67	18%	N<5	N<5	6	13%	76	20%	2	18%	4	17%	86	16%				
				Effective	N<5	N<5	10	72%	159	43%	N<5	N<5	27	56%	176	46%	4	32%	8	38%	188	36%				
				Neither effective nor ineffective	N<5	N<5	3	19%	58	16%	N<5	N<5	9	19%	74	19%	6	50%	7	31%	116	22%				
				Ineffective	N<5	N<5	0	0%	48	13%	N<5	N<5	3	6%	38	10%	0	0%	2	9%	77	15%				
				Very ineffective	N<5	N<5	0	0%	40	11%	N<5	N<5	3	6%	21	6%	0	0%	1	4%	63	12%				
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	2	14%	70	19%	N<5	N<5	11	19%	77	19%	2	18%	5	19%	88	15%				
				Effective	N<5	N<5	7	49%	169	46%	N<5	N<5	28	51%	183	46%	8	65%	12	46%	235	41%				
				Neither effective nor ineffective	N<5	N<5	5	37%	55	15%	N<5	N<5	8	15%	69	17%	2	17%	4	15%	133	23%				
				Ineffective	N<5	N<5	0	0%	38	10%	N<5	N<5	7	13%	48	12%	0	0%	5	17%	74	13%				
				Very ineffective	N<5	N<5	0	0%	35	10%	N<5	N<5	1	2%	21	5%	0	0%	1	3%	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	N<5	N<5	2	12%	54	15%	N<5	N<5	6	12%	63	17%	2	18%	3	12%	70	13%				
				Effective	N<5	N<5	9	60%	149	42%	N<5	N<5	24	50%	169	45%	7	56%	16	59%	213	39%				
				Neither effective nor ineffective	N<5	N<5	4	28%	70	20%	N<5	N<5	12	25%	82	22%	3	26%	5	18%	145	26%				
				Ineffective	N<5	N<5	0	0%	38	11%	N<5	N<5	3	7%	36	10%	0	0%	2	7%	82	15%				
				Very ineffective	N<5	N<5	0	0%	43	12%	N<5	N<5	3	5%	29	8%	0	0%	1	3%	42	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	3	18%	25	7%	N<5	N<5	4	9%	23	7%	0	0%	3	14%	17	5%				
				Effective	N<5	N<5	6	37%	81	24%	N<5	N<5	7	14%	81	23%	2	26%	5	26%	69	20%				
				Neither effective nor ineffective	N<5	N<5	2	13%	75	22%	N<5	N<5	15	32%	104	29%	5	59%	5	29%	121	36%				
				Ineffective	N<5	N<5	5	33%	83	24%	N<5	N<5	14	31%	83	23%	1	15%	3	15%	65	19%				
				Very ineffective	N<5	N<5	0	0%	75	22%	N<5	N<5	6	13%	68	19%	0	0%	3	15%	68	20%				
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	4	26%	51	15%	N<5	N<5	5	12%	56	17%	1	14%	5	24%	69	14%				
				Effective	N<5	N<5	6	42%	140	40%	N<5	N<5	20	44%	144	43%	0	0%	6	34%	172	36%				
				Neither effective nor ineffective	N<5	N<5	4	24%	106	30%	N<5	N<5	11	25%	90	27%	6	73%	2	10%	141	29%				
				Ineffective	N<5	N<5	1	8%	27	8%	N<5	N<5	5	11%	33	10%	1	14%	5	27%	69	14%				
				Very ineffective	N<5	N<5	0	0%	26	7%	N<5	N<5	4	8%	14	4%	0	0%	1	5%	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	N<5	N<5	5	31%	68	19%	N<5	N<5	5	11%	48	13%	1	9%	9	34%	182	31%				
				Effective	N<5	N<5	6	34%	128	35%	N<5	N<5	5	13%	124	35%	6	49%	14	52%	214	36%				
				Neither effective nor ineffective	N<5	N<5	3	17%	57	15%	N<5	N<5	11	26%	76	21%	4	34%	2	7%	70	12%				
				Ineffective	N<5	N<5	1	6%	59	16%	N<5	N<5	12	28%	66	19%	1	9%	2	7%	87	15%				
				Very ineffective	N<5	N<5	2	11%	57	15%	N<5	N<5	9	22%	44	12%	0	0%	0	0%	33	6%				
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	3	28%	23	10%	N<5	N<5	2	10%	17	10%	0	0%	2	9%	34	11%				
				Effective	N<5	N<5	6	55%	47	21%	N<5	N<5	8	36%	42	23%	1	15%	4	24%	59	19%				
				Neither effective nor ineffective	N<5	N<5	2	17%	76	34%	N<5	N<5	7	30%	68	38%	3	36%	5	29%	100	33%				
				Ineffective	N<5	N<5	0	0%	37	17%	N<5	N<5	0	0%	17	9%	2	23%	5	26%	60	20%				
				Very ineffective	N<5	N<5	0	0%	39	18%	N<5	N<5	5	23%	35	20%	2	26%	2	11%	53	17%				

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				AGRI / NAT RES / ENV SCI			All comparables			Your institution		All selected peers		All comparables	
					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	N<5	N<5	2	20%	14	6%	N<5	N<5	7	17%	35	14%	0	0%	3	24%	35	13%						
				Effective	N<5	N<5	3	36%	55	26%	N<5	N<5	20	52%	104	42%	0	0%	1	9%	62	23%						
				Neither effective nor ineffective	N<5	N<5	3	33%	98	47%	N<5	N<5	9	23%	73	29%	5	69%	5	41%	119	44%						
				Ineffective	N<5	N<5	1	11%	22	11%	N<5	N<5	2	5%	17	7%	0	0%	2	17%	32	12%						
				Very ineffective	N<5	N<5	0	0%	21	10%	N<5	N<5	1	3%	21	8%	2	31%	1	8%	25	9%						
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	1	13%	33	11%	N<5	N<5	3	10%	33	12%	4	47%	5	24%	121	26%						
				Effective	N<5	N<5	2	25%	84	29%	N<5	N<5	6	22%	81	30%	1	10%	13	58%	168	36%						
				Neither effective nor ineffective	N<5	N<5	3	36%	77	27%	N<5	N<5	12	41%	71	26%	2	22%	3	15%	79	17%						
				Ineffective	N<5	N<5	2	27%	49	17%	N<5	N<5	4	13%	38	14%	1	10%	0	0%	62	13%						
				Very ineffective	N<5	N<5	0	0%	48	16%	N<5	N<5	4	14%	46	17%	1	11%	1	4%	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	N<5	N<5	2	18%	62	18%	N<5	N<5	4	9%	52	17%	0	0%	6	25%	125	23%						
				Effective	N<5	N<5	6	52%	129	38%	N<5	N<5	19	45%	103	35%	6	49%	10	41%	210	38%						
				Neither effective nor ineffective	N<5	N<5	1	7%	54	16%	N<5	N<5	11	27%	67	22%	5	43%	2	8%	112	21%						
				Ineffective	N<5	N<5	3	23%	61	18%	N<5	N<5	5	11%	40	14%	0	0%	5	22%	63	12%						
				Very ineffective	N<5	N<5	0	0%	36	11%	N<5	N<5	3	8%	35	12%	1	9%	1	4%	35	6%						
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	7%	N<5	N<5	2	4%	30	9%	0	0%	3	12%	43	9%						
				Effective	N<5	N<5	9	65%	118	36%	N<5	N<5	24	48%	128	39%	3	29%	9	39%	165	34%						
				Neither effective nor ineffective	N<5	N<5	2	14%	90	28%	N<5	N<5	13	25%	87	26%	6	54%	6	26%	138	29%						
				Ineffective	N<5	N<5	2	14%	58	18%	N<5	N<5	9	18%	61	18%	2	18%	2	9%	94	20%						
				Very ineffective	N<5	N<5	1	7%	40	12%	N<5	N<5	2	4%	24	7%	0	0%	3	15%	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	N<5	N<5	1	19%	9	5%	N<5	N<5	1	4%	6	4%	0	0%	2	16%	20	9%						
				Effective	N<5	N<5	0	0%	19	11%	N<5	N<5	1	5%	28	17%	1	18%	2	22%	43	19%						
				Neither effective nor ineffective	N<5	N<5	2	40%	73	43%	N<5	N<5	8	36%	49	30%	2	33%	2	22%	74	34%						
				Ineffective	N<5	N<5	1	22%	29	17%	N<5	N<5	6	26%	31	19%	0	0%	0	0%	36	16%						
				Very ineffective	N<5	N<5	1	19%	41	24%	N<5	N<5	6	29%	48	30%	3	49%	4	39%	48	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	N<5	N<5	0	0%	6	4%	N<5	N<5	0	0%	1	1%	N<5	N<5	0	0%	28	14%						
				Effective	N<5	N<5	0	0%	11	7%	N<5	N<5	1	8%	6	6%	N<5	N<5	1	14%	20	10%						
				Neither effective nor ineffective	N<5	N<5	5	84%	59	39%	N<5	N<5	3	26%	42	38%	N<5	N<5	2	27%	77	38%						
				Ineffective	N<5	N<5	1	16%	21	14%	N<5	N<5	2	13%	17	15%	N<5	N<5	2	26%	31	15%						
				Very ineffective	N<5	N<5	0	0%	53	35%	N<5	N<5	7	53%	43	40%	N<5	N<5	2	33%	47	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	N<5	N<5	5	52%	31	16%	N<5	N<5	4	14%	34	19%	N<5	N<5	1	8%	59	22%						
				Effective	N<5	N<5	1	11%	57	30%	N<5	N<5	9	37%	71	40%	N<5	N<5	5	46%	73	27%						
				Neither effective nor ineffective	N<5	N<5	4	37%	70	37%	N<5	N<5	6	22%	44	25%	N<5	N<5	2	18%	75	28%						
				Ineffective	N<5	N<5	0	0%	12	6%	N<5	N<5	4	17%	16	9%	N<5	N<5	2	18%	27	10%						
				Very ineffective	N<5	N<5	0	0%	18	9%	N<5	N<5	2	10%	13	7%	N<5	N<5	1	10%	32	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	N<5	N<5	1	14%	14	9%	N<5	N<5	0	0%	22	12%	N<5	N<5	0	0%	22	9%						
				Effective	N<5	N<5	2	28%	26	16%	N<5	N<5	4	18%	33	18%	N<5	N<5	3	23%	42	18%						
				Neither effective nor ineffective	N<5	N<5	3	43%	51	31%	N<5	N<5	8	36%	52	28%	N<5	N<5	2	16%	80	33%						
				Ineffective	N<5	N<5	1	16%	29	18%	N<5	N<5	5	20%	23	12%	N<5	N<5	3	28%	29	12%						
				Very ineffective	N<5	N<5	0	0%	42	26%	N<5	N<5	6	26%	53	29%	N<5	N<5	4	33%	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	7%	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	12	60%	N<5	N<5	N/A	N/A	14	65%	N<5	N<5	N/A	N/A	19	62%						
				Ineffective	N<5	N<5	N/A	N/A	3	17%	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	11%	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	N<5	N<5	N/A	N/A	2	4%	N<5	N<5	N/A	N/A	6	9%	0	0%	N/A	N/A	10	9%						
				Effective	N<5	N<5	N/A	N/A	10	21%	N<5	N<5	N/A	N/A	26	40%	5	73%	N/A	N/A	38	32%						
				Neither effective nor ineffective	N<5	N<5	N/A	N/A	9	19%	N<5	N<5	N/A	N/A	16	25%	2	27%	N/A	N/A	22	19%						
				Ineffective	N<5	N<5	N/A	N/A	12	25%	N<5	N<5	N/A	N/A	6	9%	0	0%	N/A	N/A	22	18%						
				Very ineffective	N<5	N<5	N/A	N/A	15	31%	N<5	N<5	N/A	N/A	11	17%	0	0%	N/A	N/A	25	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	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	8	20%	N<5	N<5	N/A	N/A	11	30%	N<5	N<5	N/A	N/A	22	27%						
				Neither effective nor ineffective	N<5	N<5	N/A	N/A	17	45%	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	17%	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	11%	N<5	N<5	N/A	N/A	3	10%	N<5	N<5	N/A	N/A	12	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	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	2	5%						
				Effective	N<5	N<5	N/A	N/A	1	5%	N<5	N<5	N/A	N/A	2	10%	N<5	N<5	N/A	N/A	6	14%						
				Neither effective nor ineffective	N<5	N<5	N/A	N/A	15	72%	N<5	N<5	N/A	N/A	15	74%	N<5	N<5	N/A	N/A	25	60%						
				Ineffective	N<5	N<5	N/A	N/A	3	13%	N<5	N<5	N/A	N/A	2	11%	N<5	N<5	N/A	N/A	4	9%						
				Very ineffective	N<5	N<5	N/A	N/A	2	10%	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	N<5	N<5	3	21%	34	12%	N<5	N<5	3	7%	20	8%	2	27%	5	33%	78	19%						
				Somewhat agree	N<5	N<5	6	42%	66	24%	N<5	N<5	17	42%	94	35%	1	13%	4	25%	118	30%						
				Neither agree nor disagree	N<5	N<5	2	16%	69	25%	N<5	N<5	6	14%	54	20%	3	36%	2	12%	95	24%						
				Somewhat disagree	N<5	N<5	1	7%	64	23%	N<5	N<5	12	29%	68	25%	1	11%	2	13%	60	15%						
				Strongly disagree	N<5	N<5	2	14%	45	16%	N<5	N<5	3	8%	34	13%	1	13%	3	18%	50	12%						

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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						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	N<5	N<5	1	7%	29	10%	N<5	N<5	2	5%	17	6%	2	27%	2	12%	51	12%				
				Somewhat agree	N<5	N<5	7	50%	70	24%	N<5	N<5	14	36%	74	26%	0	0%	6	34%	115	28%				
				Neither agree nor disagree	N<5	N<5	1	7%	74	25%	N<5	N<5	6	16%	66	24%	4	49%	4	21%	119	29%				
				Somewhat disagree	N<5	N<5	5	37%	75	25%	N<5	N<5	11	29%	75	27%	0	0%	2	11%	74	18%				
				Strongly disagree	N<5	N<5	0	0%	48	16%	N<5	N<5	5	14%	48	17%	2	24%	4	22%	52	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	N<5	N<5	4	27%	68	24%	N<5	N<5	16	37%	60	21%	2	24%	7	36%	120	29%				
				Somewhat agree	N<5	N<5	8	58%	99	35%	N<5	N<5	11	24%	92	32%	3	33%	6	32%	117	28%				
				Neither agree nor disagree	N<5	N<5	2	14%	58	20%	N<5	N<5	7	17%	77	27%	3	32%	3	15%	96	23%				
				Somewhat disagree	N<5	N<5	0	0%	30	11%	N<5	N<5	7	16%	32	11%	1	12%	2	10%	47	11%				
				Strongly disagree	N<5	N<5	0	0%	29	10%	N<5	N<5	3	7%	24	8%	0	0%	2	8%	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	N<5	N<5	5	37%	68	24%	N<5	N<5	16	37%	66	22%	1	15%	6	29%	116	27%				
				Somewhat agree	N<5	N<5	7	49%	104	36%	N<5	N<5	11	24%	91	31%	3	37%	8	40%	128	30%				
				Neither agree nor disagree	N<5	N<5	2	14%	55	19%	N<5	N<5	8	19%	79	26%	3	35%	3	15%	98	23%				
				Somewhat disagree	N<5	N<5	0	0%	34	12%	N<5	N<5	7	15%	41	14%	1	13%	2	9%	51	12%				
				Strongly disagree	N<5	N<5	0	0%	29	10%	N<5	N<5	2	5%	22	7%	0	0%	2	8%	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	N<5	N<5	N/A	N/A	64	40%	N<5	N<5	N/A	N/A	61	37%	5	51%	N/A	N/A	109	42%				
				Somewhat agree	N<5	N<5	N/A	N/A	50	31%	N<5	N<5	N/A	N/A	52	32%	2	19%	N/A	N/A	78	30%				
				Neither agree nor disagree	N<5	N<5	N/A	N/A	25	16%	N<5	N<5	N/A	N/A	27	16%	3	30%	N/A	N/A	41	16%				
				Somewhat disagree	N<5	N<5	N/A	N/A	13	8%	N<5	N<5	N/A	N/A	17	10%	0	0%	N/A	N/A	15	6%				
				Strongly disagree	N<5	N<5	N/A	N/A	8	5%	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	N<5	N<5	2	11%	31	8%	N<5	N<5	4	7%	65	16%	3	26%	6	22%	170	29%				
				Satisfied	N<5	N<5	8	52%	170	43%	N<5	N<5	31	53%	168	41%	4	32%	13	49%	227	39%				
				Neither satisfied nor dissatisfied	N<5	N<5	3	17%	42	11%	N<5	N<5	7	12%	61	15%	4	33%	3	13%	71	12%				
				Dissatisfied	N<5	N<5	2	14%	97	25%	N<5	N<5	15	25%	84	20%	1	9%	4	14%	85	14%				
				Very dissatisfied	N<5	N<5	1	6%	54	14%	N<5	N<5	2	3%	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	N<5	N<5	1	6%	25	6%	N<5	N<5	4	7%	36	9%	3	26%	6	21%	92	16%				
				Satisfied	N<5	N<5	5	29%	126	32%	N<5	N<5	18	32%	117	28%	4	31%	9	34%	239	41%				
				Neither satisfied nor dissatisfied	N<5	N<5	6	34%	60	15%	N<5	N<5	11	20%	72	17%	2	16%	4	15%	103	18%				
				Dissatisfied	N<5	N<5	5	31%	122	31%	N<5	N<5	17	29%	130	31%	3	26%	5	19%	110	19%				
				Very dissatisfied	N<5	N<5	0	0%	62	16%	N<5	N<5	7	13%	59	14%	0	0%	3	10%	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	N<5	N<5	5	31%	160	43%	N<5	N<5	29	50%	172	43%	4	36%	9	37%	208	38%				
				Satisfied	N<5	N<5	9	57%	114	31%	N<5	N<5	26	45%	149	37%	5	45%	9	34%	186	34%				
				Neither satisfied nor dissatisfied	N<5	N<5	2	12%	39	11%	N<5	N<5	3	6%	39	10%	2	19%	3	13%	69	12%				
				Dissatisfied	N<5	N<5	0	0%	36	10%	N<5	N<5	0	0%	21	5%	0	0%	4	15%	56	10%				
				Very dissatisfied	N<5	N<5	0	0%	20	5%	N<5	N<5	0	0%	17	4%	0	0%	0	0%	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	N<5	N<5	4	24%	98	25%	N<5	N<5	16	28%	106	26%	4	34%	9	34%	158	27%				
				Satisfied	N<5	N<5	8	49%	125	32%	N<5	N<5	22	38%	136	33%	4	34%	11	39%	174	30%				
				Neither satisfied nor dissatisfied	N<5	N<5	3	20%	62	16%	N<5	N<5	7	12%	71	17%	3	24%	3	11%	100	17%				
				Dissatisfied	N<5	N<5	1	6%	57	15%	N<5	N<5	11	19%	66	16%	1	9%	3	9%	73	13%				
				Very dissatisfied	N<5	N<5	0	0%	48	12%	N<5	N<5	2	3%	31	7%	0	0%	2	7%	72	13%				
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	2	14%	83	21%	N<5	N<5	21	36%	116	28%	2	18%	9	36%	126	22%				
				Satisfied	N<5	N<5	5	38%	119	30%	N<5	N<5	21	37%	137	33%	4	33%	8	30%	148	26%				
				Neither satisfied nor dissatisfied	N<5	N<5	5	35%	67	17%	N<5	N<5	6	10%	60	14%	3	25%	2	8%	123	21%				
				Dissatisfied	N<5	N<5	1	7%	69	18%	N<5	N<5	9	15%	62	15%	3	25%	3	10%	84	15%				
				Very dissatisfied	N<5	N<5	1	6%	53	14%	N<5	N<5	1	2%	38	9%	0	0%	4	16%	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	N<5	N<5	N/A	N/A	31	27%	N<5	N<5	N/A	N/A	37	27%	2	18%	N/A	N/A	67	32%				
				Satisfied	N<5	N<5	N/A	N/A	44	38%	N<5	N<5	N/A	N/A	54	39%	4	34%	N/A	N/A	71	34%				
				Neither satisfied nor dissatisfied	N<5	N<5	N/A	N/A	18	15%	N<5	N<5	N/A	N/A	28	20%	4	32%	N/A	N/A	39	19%				
				Dissatisfied	N<5	N<5	N/A	N/A	11	10%	N<5	N<5	N/A	N/A	12	9%	2	16%	N/A	N/A	22	10%				
				Very dissatisfied	N<5	N<5	N/A	N/A	11	10%	N<5	N<5	N/A	N/A	8	5%	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	N<5	N<5	1	6%	79	20%	N<5	N<5	16	28%	107	26%	1	8%	11	43%	153	27%				
				Satisfied	N<5	N<5	8	52%	145	37%	N<5	N<5	24	42%	146	35%	6	55%	7	27%	166	29%				
				Neither satisfied nor dissatisfied	N<5	N<5	4	23%	64	16%	N<5	N<5	8	14%	62	15%	4	36%	1	4%	107	19%				
				Dissatisfied	N<5	N<5	3	19%	61	16%	N<5	N<5	8	13%	69	17%	0	0%	4	14%	87	15%				
				Very dissatisfied	N<5	N<5	0	0%	43	11%	N<5	N<5	1	2%	32	8%	0	0%	3	13%	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	N<5	N<5	3	22%	87	23%	N<5	N<5	13	23%	95	23%	1	8%	10	37%	170	30%				
				Satisfied	N<5	N<5	7	45%	137	35%	N<5	N<5	16	28%	145	35%	9	69%	7	28%	202	35%				
				Neither satisfied nor dissatisfied	N<5	N<5	4	26%	90	23%	N<5	N<5	16	27%	95	23%	2	15%	2	7%	109	19%				
				Dissatisfied	N<5	N<5	0	0%	43	11%	N<5	N<5	11	19%	53	13%	1	9%	6	22%	57	10%				
				Very dissatisfied	N<5	N<5	1	6%	28	7%	N<5	N<5	2	4%	26	6%	0	0%	2	6%	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	N<5	N<5	4	27%	124	32%	N<5	N<5	15	27%	107	27%	1	8%	5	21%	186	33%				
				Satisfied	N<5	N<5	9	61%	143	37%	N<5	N<5	26	46%	154	39%	4	36%	15	56%	212	38%				
				Neither satisfied nor dissatisfied	N<5	N<5	2	12%	62	16%	N<5	N<5	8	15%	65	17%	5	46%	2	7%	85	15%				
				Dissatisfied	N<5	N<5	0	0%	42	11%	N<5	N<5	7	13%	51	13%	1	10%	0	0%	47	8%				
				Very dissatisfied	N<5	N<5	0	0%	11	3%	N<5	N<5	0	0%	14	3%	0	0%	4	16%	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	N<5	N<5	4	28%	130	34%	N<5	N<5	12	21%	102	26%	1	8%	7	28%	200	36%				
				Satisfied	N<5	N<5	9	65%	145	38%	N<5	N<5	20	35%	147	37%	6	51%	13	49%	223	40%				
				Neither satisfied nor dissatisfied	N<5	N<5	1	6%	69	18%	N<5	N<5	15	26%	84	21%	4	32%	3	10%	80	14%				
				Dissatisfied	N<5	N<5	0	0%	30	8%	N<5	N<5	9	16%	47	12%	1	9%	2	7%	44	8%				
				Very dissatisfied	N<5	N<5	0	0%	8	2%	N<5	N<5	1	2%	12	3%	0	0%	2	6%	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	N<5	N<5	7	42%	131	33%	N<5	N<5	17	30%	126	30%	3	25%	10	38%	210	36%				
				Satisfied	N<5	N<5	7	41%	138	35%	N<5	N<5	21	36%	153	37%	6	50%	7	25%	184	32%				
				Neither satisfied nor dissatisfied	N<5	N<5	3	17%	44	11%	N<5	N<5	11	19%	58	14%	3	25%	7	24%	83	14%				
				Dissatisfied	N<5	N<5	0	0%	47	12%	N<5	N<5	5	9%	55	13%	0	0%	0	0%	62	11%				
				Very dissatisfied	N<5	N<5	0	0%	33	8%	N<5	N<5	3	5%	24	6%	0	0%	3	13%	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	N<5	N<5	5	31%	92	24%	N<5	N<5	12	22%	81	20%	1	8%	11	39%	150	26%				
				Satisfied	N<5	N<5	4	23%	121	31%	N<5	N<5	22	38%	139	34%	5	42%	8	28%	167	29%				
				Neither satisfied nor dissatisfied	N<5	N<5	4	22%	58	15%	N<5	N<5	12	22%	76	18%	4	33%	3	10%	101	17%				
				Dissatisfied	N<5	N<5	3	18%	63	16%	N<5	N<5	8	15%	70	17%	2	17%	0	0%	87	15%				
				Very dissatisfied	N<5	N<5	1	6%	53	14%	N<5	N<5	2	4%	45	11%	0	0%	6	23%	72	12%				
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	33	30%	N<5	N<5	N/A	N/A	42	30%	4	34%	N/A	N/A	75	37%				
				Satisfied	N<5	N<5	N/A	N/A	47	42%	N<5	N<5	N/A	N/A	63	46%	4	32%	N/A	N/A	84	42%				
				Neither satisfied nor dissatisfied	N<5	N<5	N/A	N/A	22	20%	N<5	N<5	N/A	N/A	26	19%	3	25%	N/A	N/A	29	14%				
				Dissatisfied	N<5	N<5	N/A	N/A	5	5%	N<5	N<5	N/A	N/A	4	3%	1	9%	N/A	N/A	8	4%				
				Very dissatisfied	N<5	N<5	N/A	N/A	4	4%	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	N<5	N<5	N/A	N/A	17	16%	N<5	N<5	N/A	N/A	18	14%	3	26%	N/A	N/A	62	32%				
				Satisfied	N<5	N<5	N/A	N/A	50	46%	N<5	N<5	N/A	N/A	51	39%	5	40%	N/A	N/A	70	36%				
				Neither satisfied nor dissatisfied	N<5	N<5	N/A	N/A	31	29%	N<5	N<5	N/A	N/A	49	38%	3	26%	N/A	N/A	46	24%				
				Dissatisfied	N<5	N<5	N/A	N/A	8	8%	N<5	N<5	N/A	N/A	8	6%	1	8%	N/A	N/A	9	4%				
				Very dissatisfied	N<5	N<5	N/A	N/A	2	2%	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	N<5	N<5	N/A	N/A	29	26%	N<5	N<5	N/A	N/A	23	17%	3	26%	N/A	N/A	67	33%				
				Satisfied	N<5	N<5	N/A	N/A	50	45%	N<5	N<5	N/A	N/A	59	43%	5	40%	N/A	N/A	76	38%				
				Neither satisfied nor dissatisfied	N<5	N<5	N/A	N/A	21	19%	N<5	N<5	N/A	N/A	38	28%	3	26%	N/A	N/A	37	18%				
				Dissatisfied	N<5	N<5	N/A	N/A	7	7%	N<5	N<5	N/A	N/A	10	7%	1	8%	N/A	N/A	8	4%				
				Very dissatisfied	N<5	N<5	N/A	N/A	4	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	N<5	N<5	N/A	N/A	70	40%	N<5	N<5	N/A	N/A	83	45%	8	66%	N/A	N/A	159	53%				
				Somewhat agree	N<5	N<5	N/A	N/A	67	38%	N<5	N<5	N/A	N/A	68	37%	3	26%	N/A	N/A	100	33%				
				Neither agree nor disagree	N<5	N<5	N/A	N/A	13	8%	N<5	N<5	N/A	N/A	14	8%	1	8%	N/A	N/A	13	4%				
				Somewhat disagree	N<5	N<5	N/A	N/A	14	8%	N<5	N<5	N/A	N/A	13	7%	0	0%	N/A	N/A	20	7%				
				Strongly disagree	N<5	N<5	N/A	N/A	10	6%	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	N<5	N<5	6	37%	114	29%	N<5	N<5	18	32%	131	32%	4	33%	10	38%	198	34%				
				Satisfied	N<5	N<5	9	57%	178	45%	N<5	N<5	28	49%	184	45%	7	59%	9	32%	237	40%				
				Neither satisfied nor dissatisfied	N<5	N<5	1	6%	28	7%	N<5	N<5	6	10%	39	9%	1	9%	5	20%	55	9%				
				Dissatisfied	N<5	N<5	0	0%	54	14%	N<5	N<5	4	7%	45	11%	0	0%	3	11%	68	12%				
				Very dissatisfied	N<5	N<5	0	0%	19	5%	N<5	N<5	1	2%	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	N<5	N<5	3	17%	70	18%	N<5	N<5	10	18%	85	21%	2	15%	8	30%	124	21%				
				Satisfied	N<5	N<5	13	77%	201	51%	N<5	N<5	29	51%	197	48%	6	51%	11	42%	279	47%				
				Neither satisfied nor dissatisfied	N<5	N<5	1	6%	61	16%	N<5	N<5	15	26%	79	19%	4	34%	4	16%	91	16%				
				Dissatisfied	N<5	N<5	0	0%	50	13%	N<5	N<5	3	5%	42	10%	0	0%	3	11%	70	12%				
				Very dissatisfied	N<5	N<5	0	0%	12	3%	N<5	N<5	0	0%	11	3%	0	0%	0	0%	23	4%				
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	Chancellor	N<5	N<5	2	16%	30	9%	N<5	N<5	10	28%	21	7%	1	9%	2	14%	33	7%				
				President	N<5	N<5	1	7%	68	21%	N<5	N<5	0	0%	63	21%	3	26%	1	6%	59	13%				
				Vice President for Academic Affairs	N<5	N<5	0	0%	25	8%	N<5	N<5	1	3%	22	7%	1	10%	0	0%	37	8%				
				Academic Dean	N<5	N<5	0	0%	48	15%	N<5	N<5	5	14%	20	7%	0	0%	3	22%	94	20%				
				Provost	N<5	N<5	11	77%	148	46%	N<5	N<5	21	56%	169	56%	6	55%	8	58%	229	50%				
Other	N<5	N<5	0	0%	2	1%	N<5	N<5	0	0%	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	N<5	N<5	4	30%	44	17%	N<5	N<5	4	14%	38	17%	6	61%	1	8%	79	22%				
				Somewhat agree	N<5	N<5	6	48%	90	34%	N<5	N<5	7	25%	72	31%	3	30%	6	51%	108	30%				
				Neither agree nor disagree	N<5	N<5	3	23%	65	25%	N<5	N<5	7	26%	63	27%	1	9%	3	24%	97	27%				
				Somewhat disagree	N<5	N<5	0	0%	35	13%	N<5	N<5	5	19%	35	15%	0	0%	2	16%	39	11%				
				Strongly disagree	N<5	N<5	0	0%	31	12%	N<5	N<5	4	16%	21	9%	0	0%	0	0%	40	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	4	27%	71	19%	N<5	N<5	13	24%	75	20%	1	8%	2	7%	90	17%				
				For the foreseeable future	N<5	N<5	8	58%	167	45%	N<5	N<5	27	49%	185	48%	6	55%	16	61%	230	43%				
				For no more than 5 years after earning	N<5	N<5	1	7%	44	12%	N<5	N<5	7	13%	50	13%	0	0%	2	7%	62	11%				
				I haven't thought that far ahead	N<5	N<5	1	7%	88	24%	N<5	N<5	7	13%	75	19%	4	37%	6	25%	158	29%				
				Prefer to work at another academic institution	N<5	N<5	N/A	N/A	10	66%	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 in private industry	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 government	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%				
				Other	N<5	N<5	N/A	N/A	4	28%	N<5	N<5	N/A	N/A	3	24%	N<5	N<5	N/A	N/A	9	44%				

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	%
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	11	74%	169	44%	N<5	N<5	30	54%	191	47%	5	41%	13	51%	246	44%
				Somewhat agree	N<5	N<5	2	12%	117	30%	N<5	N<5	18	33%	130	32%	5	42%	6	22%	168	30%
				Neither agree nor disagree	N<5	N<5	2	14%	39	10%	N<5	N<5	2	4%	32	8%	2	16%	2	7%	62	11%
				Somewhat disagree	N<5	N<5	0	0%	43	11%	N<5	N<5	4	7%	36	9%	0	0%	5	20%	56	10%
				Strongly disagree	N<5	N<5	0	0%	16	4%	N<5	N<5	1	2%	16	4%	0	0%	0	0%	30	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	N<5	N<5	11	70%	166	43%	N<5	N<5	34	60%	188	47%	6	59%	12	47%	259	46%
				Recommend with reservations	N<5	N<5	5	30%	187	49%	N<5	N<5	21	38%	196	49%	4	41%	13	49%	261	46%
				Not recommend dept	N<5	N<5	0	0%	31	8%	N<5	N<5	1	2%	19	5%	0	0%	1	4%	43	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	4	23%	61	16%	N<5	N<5	11	19%	80	20%	2	18%	7	27%	121	21%
				Good	N<5	N<5	9	58%	185	47%	N<5	N<5	35	61%	211	52%	8	66%	13	49%	273	47%
				So-so	N<5	N<5	3	19%	117	30%	N<5	N<5	11	18%	96	24%	2	16%	6	23%	134	23%
				Bad	N<5	N<5	0	0%	18	5%	N<5	N<5	1	1%	12	3%	0	0%	0	0%	29	5%
				Awful	N<5	N<5	0	0%	11	3%	N<5	N<5	0	0%	7	2%	0	0%	0	0%	20	4%

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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	15%	12	22%	120	18%	N<5	N<5	8	9%	104	12%	1	7%	11	17%	103	16%
				Fairly clear	6	40%	28	51%	363	54%	N<5	N<5	55	64%	417	49%	9	71%	28	43%	330	51%
				Neither clear nor unclear	2	13%	4	7%	60	9%	N<5	N<5	12	14%	130	15%	2	15%	10	16%	77	12%
				Fairly unclear	5	31%	11	20%	104	15%	N<5	N<5	7	8%	140	17%	1	7%	13	20%	91	14%
				Very unclear	0	0%	0	0%	30	4%	N<5	N<5	4	5%	53	6%	0	0%	2	3%	48	7%
Q20	tenure practices overall	tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	Very clear	1	7%	9	15%	103	15%	N<5	N<5	8	10%	98	12%	3	24%	11	16%	92	14%
				Fairly clear	7	47%	28	51%	340	50%	N<5	N<5	47	55%	413	49%	7	53%	29	45%	314	49%
				Neither clear nor unclear	2	15%	7	12%	84	12%	N<5	N<5	18	21%	153	18%	1	7%	10	15%	95	15%
				Fairly unclear	5	31%	11	21%	114	17%	N<5	N<5	9	11%	124	15%	2	15%	12	18%	94	15%
				Very unclear	0	0%	1	2%	37	5%	N<5	N<5	3	3%	58	7%	0	0%	4	6%	53	8%
Q21	tenure practices overall	tenure standards	I find the tenure standards (the performance threshold) in my department to be...	Very clear	1	7%	5	9%	66	10%	N<5	N<5	6	7%	68	8%	1	8%	8	12%	56	9%
				Fairly clear	6	40%	25	45%	278	41%	N<5	N<5	50	58%	334	40%	9	69%	27	41%	245	38%
				Neither clear nor unclear	3	22%	9	17%	124	18%	N<5	N<5	14	16%	194	23%	3	22%	13	19%	133	21%
				Fairly unclear	5	31%	11	20%	141	21%	N<5	N<5	12	14%	177	21%	0	0%	11	16%	126	19%
				Very unclear	0	0%	5	10%	69	10%	N<5	N<5	4	5%	71	8%	0	0%	8	12%	88	14%
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%	9	16%	87	13%	N<5	N<5	8	10%	90	11%	3	25%	6	9%	58	9%
				Fairly clear	5	35%	25	44%	315	47%	N<5	N<5	39	46%	347	41%	7	53%	28	43%	283	44%
				Neither clear nor unclear	4	27%	9	16%	116	17%	N<5	N<5	23	28%	182	22%	2	15%	14	21%	130	20%
				Fairly unclear	5	31%	13	23%	127	19%	N<5	N<5	10	11%	164	19%	1	7%	11	17%	113	18%
				Very unclear	0	0%	0	0%	32	5%	N<5	N<5	4	5%	58	7%	0	0%	7	10%	62	10%
Q23	tenure practices overall	sense of achieving tenure	My sense of whether or not I will achieve tenure is...	Very clear	2	13%	5	9%	122	18%	N<5	N<5	7	9%	110	13%	0	0%	11	17%	107	17%
				Fairly clear	4	26%	29	54%	291	43%	N<5	N<5	43	51%	327	39%	11	85%	28	43%	268	42%
				Neither clear nor unclear	6	42%	11	21%	144	22%	N<5	N<5	23	27%	222	26%	2	15%	18	27%	154	24%
				Fairly unclear	3	19%	6	12%	79	12%	N<5	N<5	8	9%	127	15%	0	0%	4	6%	64	10%
				Very unclear	0	0%	3	5%	33	5%	N<5	N<5	3	4%	53	6%	0	0%	5	7%	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	1	7%	10	17%	129	19%	N<5	N<5	15	18%	176	21%	3	25%	5	7%	102	16%
				Fairly clear	9	59%	25	45%	325	48%	N<5	N<5	45	53%	411	48%	6	45%	34	51%	301	47%
				Neither clear nor unclear	3	20%	9	17%	74	11%	N<5	N<5	11	13%	116	14%	3	22%	12	18%	94	15%
				Fairly unclear	2	14%	12	22%	128	19%	N<5	N<5	13	16%	117	14%	1	7%	14	20%	106	16%
				Very unclear	0	0%	0	0%	21	3%	N<5	N<5	0	0%	27	3%	0	0%	2	3%	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	1	7%	12	21%	143	21%	N<5	N<5	8	10%	102	12%	3	24%	12	18%	121	20%
				Fairly clear	6	44%	25	45%	337	50%	N<5	N<5	42	50%	384	46%	8	61%	35	53%	306	49%
				Neither clear nor unclear	2	15%	8	14%	100	15%	N<5	N<5	19	23%	157	19%	0	0%	11	16%	92	15%
				Fairly unclear	4	26%	9	16%	77	11%	N<5	N<5	13	16%	157	19%	2	15%	7	10%	81	13%
				Very unclear	1	7%	2	4%	16	2%	N<5	N<5	1	1%	37	4%	0	0%	1	1%	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	0	0%	4	7%	60	9%	N<5	N<5	6	7%	69	9%	4	37%	5	8%	65	12%
				Fairly clear	5	32%	15	28%	223	35%	N<5	N<5	26	31%	238	30%	3	27%	19	35%	154	29%
				Neither clear nor unclear	4	29%	14	25%	152	24%	N<5	N<5	26	32%	229	28%	1	9%	18	31%	150	28%
				Fairly unclear	4	26%	17	31%	143	23%	N<5	N<5	15	18%	202	25%	3	26%	12	21%	105	20%
				Very unclear	2	13%	5	10%	57	9%	N<5	N<5	9	11%	68	8%	0	0%	3	5%	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%	6	11%	69	10%	N<5	N<5	5	6%	74	9%	3	24%	3	4%	56	9%
				Fairly clear	5	36%	13	23%	235	35%	N<5	N<5	32	39%	255	31%	2	16%	25	38%	247	39%
				Neither clear nor unclear	3	20%	13	24%	154	23%	N<5	N<5	26	31%	224	27%	1	7%	20	31%	154	24%
				Fairly unclear	5	38%	12	23%	134	20%	N<5	N<5	14	17%	198	24%	7	53%	14	22%	109	17%
				Very unclear	1	7%	10	19%	71	11%	N<5	N<5	6	7%	73	9%	0	0%	3	4%	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	0	0%	3	5%	55	8%	N<5	N<5	2	2%	51	6%	1	9%	4	6%	47	7%
				Fairly clear	3	23%	16	29%	212	32%	N<5	N<5	23	27%	224	27%	3	29%	24	37%	196	31%
				Neither clear nor unclear	3	23%	17	30%	185	28%	N<5	N<5	29	33%	232	28%	2	18%	16	25%	159	25%
				Fairly unclear	5	40%	12	22%	135	20%	N<5	N<5	26	30%	213	26%	4	35%	16	25%	149	24%
				Very unclear	2	14%	8	14%	77	12%	N<5	N<5	6	7%	96	12%	1	9%	4	7%	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%	1	2%	42	6%	N<5	N<5	0	0%	42	5%	2	18%	5	7%	37	6%
				Fairly clear	1	7%	13	24%	191	29%	N<5	N<5	23	29%	196	25%	4	33%	22	33%	167	27%
				Neither clear nor unclear	4	27%	17	31%	171	26%	N<5	N<5	28	35%	221	28%	1	8%	20	31%	179	29%
				Fairly unclear	6	41%	15	28%	173	26%	N<5	N<5	23	28%	230	29%	5	41%	15	23%	147	24%
				Very unclear	3	18%	9	15%	86	13%	N<5	N<5	6	8%	109	14%	0	0%	4	7%	86	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	2	13%	6	12%	120	18%	N<5	N<5	15	17%	169	20%	3	25%	15	22%	135	21%
				Fairly reasonable	6	39%	22	40%	303	45%	N<5	N<5	37	44%	354	42%	7	53%	27	41%	256	40%
				Neither reasonable nor unreasonable	6	43%	18	32%	136	20%	N<5	N<5	23	27%	204	24%	2	15%	19	28%	138	22%
				Fairly unreasonable	1	5%	8	14%	93	14%	N<5	N<5	9	11%	90	11%	1	7%	4	6%	82	13%
				Very unreasonable	0	0%	1	3%	22	3%	N<5	N<5	1	1%	22	3%	0	0%	2	3%	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	23%	12	21%	187	28%	N<5	N<5	12	14%	159	19%	3	24%	17	26%	172	28%
				Fairly reasonable	3	21%	22	39%	266	40%	N<5	N<5	37	45%	348	42%	8	61%	30	46%	257	42%
				Neither reasonable nor unreasonable	4	29%	20	37%	143	21%	N<5	N<5	32	38%	246	30%	1	7%	15	23%	137	22%
				Fairly unreasonable	3	22%	2	3%	61	9%	N<5	N<5	3	3%	59	7%	1	7%	4	6%	38	6%
				Very unreasonable	1	6%	0	0%	14	2%	N<5	N<5	0	0%	14	2%	0	0%	0	0%	7	1%

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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	%					
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	1	9%	6	10%	96	15%	N<5	N<5	5	6%	111	14%	3	29%	5	10%	100	19%
				Fairly reasonable	4	31%	11	20%	201	32%	N<5	N<5	23	28%	23	29%	3	27%	22	38%	156	30%
				Neither reasonable nor unreasonable	8	54%	26	48%	240	38%	N<5	N<5	48	59%	395	50%	2	18%	22	39%	216	42%
				Fairly unreasonable	0	0%	10	19%	73	12%	N<5	N<5	4	5%	43	5%	2	17%	7	12%	39	7%
				Very unreasonable	1	6%	2	3%	21	3%	N<5	N<5	2	2%	15	2%	1	9%	1	2%	9	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%	5	9%	111	17%	N<5	N<5	11	13%	133	16%	3	24%	9	14%	116	19%
				Fairly reasonable	5	33%	13	25%	217	33%	N<5	N<5	26	31%	225	28%	2	16%	20	31%	203	33%
				Neither reasonable nor unreasonable	10	67%	28	51%	261	40%	N<5	N<5	44	53%	392	48%	6	45%	32	49%	243	39%
				Fairly unreasonable	0	0%	2	4%	43	6%	N<5	N<5	2	2%	45	6%	2	15%	2	3%	41	7%
				Very unreasonable	0	0%	6	11%	28	4%	N<5	N<5	1	1%	14	2%	0	0%	2	3%	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%	7	12%	102	16%	N<5	N<5	6	7%	87	11%	1	9%	6	10%	92	15%
				Fairly reasonable	4	30%	11	20%	171	26%	N<5	N<5	18	21%	206	26%	3	29%	20	31%	176	29%
				Neither reasonable nor unreasonable	9	63%	37	66%	334	51%	N<5	N<5	59	68%	450	56%	6	53%	32	50%	309	50%
				Fairly unreasonable	1	7%	1	2%	34	5%	N<5	N<5	2	2%	40	5%	1	9%	5	7%	30	5%
				Very unreasonable	0	0%	0	0%	19	3%	N<5	N<5	1	1%	14	2%	0	0%	1	2%	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%	5	9%	79	12%	N<5	N<5	1	1%	74	10%	2	17%	4	6%	73	12%
				Fairly reasonable	2	13%	9	17%	190	29%	N<5	N<5	24	30%	194	25%	4	34%	22	33%	159	26%
				Neither reasonable nor unreasonable	10	67%	38	68%	329	50%	N<5	N<5	52	65%	453	58%	6	49%	35	53%	326	54%
				Fairly unreasonable	2	13%	2	4%	44	7%	N<5	N<5	2	2%	43	5%	0	0%	3	4%	32	5%
				Very unreasonable	0	0%	2	3%	17	3%	N<5	N<5	1	1%	15	2%	0	0%	3	4%	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	2	14%	9	16%	97	15%	N<5	N<5	10	12%	118	14%	3	25%	12	19%	88	14%
				Somewhat agree	4	29%	24	43%	214	32%	N<5	N<5	34	41%	241	29%	5	38%	25	39%	186	30%
				Neither agree nor disagree	3	25%	6	10%	48	7%	N<5	N<5	9	11%	100	12%	0	0%	5	8%	55	9%
				Somewhat disagree	2	13%	12	22%	177	27%	N<5	N<5	22	26%	206	25%	3	22%	16	25%	168	27%
				Strongly disagree	3	20%	5	9%	128	19%	N<5	N<5	8	9%	156	19%	2	15%	6	9%	132	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	1	8%	12	23%	144	23%	N<5	N<5	26	33%	231	29%	8	62%	23	38%	159	26%
				Somewhat agree	6	48%	20	38%	252	40%	N<5	N<5	37	46%	302	38%	4	31%	24	39%	209	34%
				Neither agree nor disagree	4	30%	5	9%	70	11%	N<5	N<5	8	10%	112	14%	0	0%	5	8%	77	13%
				Somewhat disagree	2	14%	11	21%	105	16%	N<5	N<5	4	6%	97	12%	0	0%	5	8%	110	18%
				Strongly disagree	0	0%	5	9%	67	10%	N<5	N<5	4	5%	52	7%	1	7%	4	6%	53	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	3	20%	8	16%	148	22%	N<5	N<5	18	21%	206	25%	1	8%	16	24%	154	24%
				Satisfied	7	48%	21	39%	343	51%	N<5	N<5	49	57%	426	51%	6	47%	30	46%	320	50%
				Neither satisfied nor dissatisfied	1	6%	7	13%	49	7%	N<5	N<5	10	12%	71	9%	2	15%	9	14%	56	9%
				Dissatisfied	3	20%	14	27%	103	15%	N<5	N<5	8	10%	107	13%	3	22%	10	15%	94	15%
				Very dissatisfied	1	6%	3	5%	27	4%	N<5	N<5	1	1%	20	2%	1	7%	1	1%	16	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	0	0%	N/A	N/A	56	14%	N<5	N<5	N/A	N/A	82	17%	2	17%	N/A	N/A	66	19%
				Satisfied	7	46%	N/A	N/A	164	42%	N<5	N<5	N/A	N/A	230	46%	2	15%	N/A	N/A	147	43%
				Neither satisfied nor dissatisfied	5	35%	N/A	N/A	62	16%	N<5	N<5	N/A	N/A	64	13%	5	39%	N/A	N/A	54	16%
				Dissatisfied	1	7%	N/A	N/A	81	21%	N<5	N<5	N/A	N/A	98	20%	3	22%	N/A	N/A	57	17%
				Very dissatisfied	2	13%	N/A	N/A	30	8%	N<5	N<5	N/A	N/A	23	5%	1	7%	N/A	N/A	17	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	5	36%	19	35%	295	44%	N<5	N<5	16	20%	272	36%	4	32%	30	49%	251	42%
				Satisfied	6	39%	25	46%	267	40%	N<5	N<5	39	49%	348	46%	8	60%	27	44%	245	41%
				Neither satisfied nor dissatisfied	0	0%	5	10%	47	7%	N<5	N<5	14	18%	77	10%	0	0%	1	2%	45	8%
				Dissatisfied	4	25%	2	4%	46	7%	N<5	N<5	9	11%	53	7%	1	8%	3	5%	46	8%
				Very dissatisfied	0	0%	3	5%	13	2%	N<5	N<5	1	1%	10	1%	0	0%	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	29%	18	33%	244	36%	N<5	N<5	21	27%	262	34%	2	15%	27	44%	228	38%
				Satisfied	6	39%	20	37%	227	34%	N<5	N<5	37	46%	316	41%	4	31%	25	41%	202	34%
				Neither satisfied nor dissatisfied	1	7%	8	14%	61	9%	N<5	N<5	14	18%	104	14%	3	23%	3	6%	56	9%
				Dissatisfied	3	19%	7	13%	99	15%	N<5	N<5	3	4%	55	7%	3	23%	5	8%	84	14%
				Very dissatisfied	1	6%	2	3%	38	6%	N<5	N<5	4	5%	26	3%	1	8%	1	2%	24	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	7	49%	30	56%	339	51%	N<5	N<5	22	29%	282	37%	11	84%	33	53%	304	51%
				Satisfied	6	39%	15	28%	199	30%	N<5	N<5	32	43%	267	35%	2	16%	26	42%	193	33%
				Neither satisfied nor dissatisfied	0	0%	4	8%	48	7%	N<5	N<5	13	17%	103	14%	0	0%	3	5%	41	7%
				Dissatisfied	0	0%	2	3%	57	9%	N<5	N<5	7	9%	70	9%	0	0%	0	0%	43	7%
				Very dissatisfied	2	13%	3	5%	24	4%	N<5	N<5	1	2%	33	4%	0	0%	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	75%	31	57%	428	64%	N<5	N<5	32	42%	374	50%	11	84%	44	72%	406	68%
				Satisfied	3	19%	16	30%	178	27%	N<5	N<5	28	37%	269	36%	2	16%	17	27%	144	24%
				Neither satisfied nor dissatisfied	0	0%	3	6%	32	5%	N<5	N<5	9	12%	69	9%	0	0%	1	2%	21	4%
				Dissatisfied	1	5%	4	7%	24	4%	N<5	N<5	4	5%	30	4%	0	0%	0	0%	20	3%
				Very dissatisfied	0	0%	0	0%	6	1%	N<5	N<5	2	3%	10	1%	0	0%	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	3	20%	20	36%	251	38%	N<5	N<5	18	23%	264	34%	4	31%	26	42%	198	33%
				Satisfied	6	40%	23	43%	253	38%	N<5	N<5	41	53%	330	43%	5	37%	23	37%	239	40%
				Neither satisfied nor dissatisfied	2	15%	3	5%	66	10%	N<5	N<5	13	16%	103	13%	3	24%	2	3%	44	7%
				Dissatisfied	4	25%	4	8%	72	11%	N<5	N<5	4	5%	44	6%	1	7%	9	15%	83	14%
				Very dissatisfied	0	0%	4	7%	26	4%	N<5	N<5	2	3%	26	3%	0	0%	2	3%	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	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	%					
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	17%	10	35%	93	23%	N<5	N<5	9	20%	132	27%	1	10%	7	14%	74	17%
				Satisfied	1	8%	9	33%	150	37%	N<5	N<5	22	49%	212	43%	2	19%	23	44%	143	33%
				Neither satisfied nor dissatisfied	5	41%	4	13%	76	19%	N<5	N<5	7	16%	93	19%	2	20%	12	23%	92	21%
				Dissatisfied	3	27%	4	15%	67	16%	N<5	N<5	6	13%	48	10%	3	29%	9	16%	90	21%
				Very dissatisfied	1	7%	1	4%	25	6%	N<5	N<5	1	2%	12	2%	2	22%	2	4%	35	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	2	14%	12	22%	162	26%	N<5	N<5	19	22%	220	29%	4	33%	15	25%	120	21%
				Satisfied	7	51%	17	31%	297	47%	N<5	N<5	42	51%	356	46%	7	59%	27	46%	271	48%
				Neither satisfied nor dissatisfied	3	21%	13	24%	69	11%	N<5	N<5	13	16%	105	14%	1	8%	7	12%	75	13%
				Dissatisfied	2	13%	11	21%	84	13%	N<5	N<5	8	10%	76	10%	0	0%	6	10%	72	13%
				Very dissatisfied	0	0%	1	2%	18	3%	N<5	N<5	1	1%	10	1%	0	0%	3	6%	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%	2	4%	56	8%	N<5	N<5	14	17%	147	18%	1	8%	7	11%	63	10%
				Satisfied	3	19%	12	22%	160	24%	N<5	N<5	22	26%	259	31%	3	23%	19	28%	164	26%
				Neither satisfied nor dissatisfied	3	21%	12	22%	81	12%	N<5	N<5	17	20%	82	10%	0	0%	9	13%	73	11%
				Dissatisfied	5	35%	17	31%	229	34%	N<5	N<5	23	27%	235	28%	7	54%	22	33%	215	34%
				Very dissatisfied	4	25%	11	21%	142	21%	N<5	N<5	8	10%	109	13%	2	15%	10	15%	123	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	1	7%	4	7%	36	6%	N<5	N<5	5	6%	66	8%	0	0%	6	11%	48	9%
				Satisfied	3	20%	4	8%	124	20%	N<5	N<5	27	34%	241	30%	1	8%	12	21%	98	19%
				Neither satisfied nor dissatisfied	5	35%	21	40%	244	39%	N<5	N<5	18	22%	207	26%	7	55%	23	40%	174	34%
				Dissatisfied	4	30%	13	25%	148	24%	N<5	N<5	26	32%	196	24%	2	15%	9	16%	123	24%
				Very dissatisfied	1	7%	11	20%	71	11%	N<5	N<5	5	6%	94	12%	3	22%	7	12%	72	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	4	29%	21	39%	329	49%	N<5	N<5	38	44%	425	51%	6	47%	34	52%	346	54%
				Satisfied	7	56%	21	39%	232	35%	N<5	N<5	29	33%	254	31%	6	45%	23	34%	192	30%
				Neither satisfied nor dissatisfied	1	9%	9	17%	55	8%	N<5	N<5	12	14%	84	10%	0	0%	4	5%	53	8%
				Dissatisfied	1	6%	2	3%	41	6%	N<5	N<5	6	7%	52	6%	1	7%	5	7%	33	5%
				Very dissatisfied	0	0%	1	2%	10	2%	N<5	N<5	1	1%	12	1%	0	0%	1	2%	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	3	21%	10	19%	136	20%	N<5	N<5	20	24%	223	27%	3	24%	11	17%	123	19%
				Satisfied	6	49%	14	27%	208	31%	N<5	N<5	35	41%	312	38%	5	38%	30	45%	213	34%
				Neither satisfied nor dissatisfied	1	8%	14	25%	97	15%	N<5	N<5	16	19%	104	13%	3	23%	13	19%	95	15%
				Dissatisfied	1	7%	8	14%	146	22%	N<5	N<5	10	12%	129	16%	2	15%	6	9%	121	19%
				Very dissatisfied	2	15%	8	15%	77	12%	N<5	N<5	4	5%	56	7%	0	0%	7	10%	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	1	5%	7	13%	80	12%	N<5	N<5	7	9%	84	11%	0	0%	8	13%	63	11%
				Satisfied	1	7%	11	21%	161	25%	N<5	N<5	26	33%	213	28%	7	54%	18	29%	157	28%
				Neither satisfied nor dissatisfied	3	19%	13	25%	109	17%	N<5	N<5	21	27%	191	25%	2	15%	18	28%	117	21%
				Dissatisfied	4	29%	10	18%	160	25%	N<5	N<5	15	19%	169	22%	3	23%	12	18%	134	24%
				Very dissatisfied	6	40%	12	23%	137	21%	N<5	N<5	9	12%	99	13%	1	7%	8	12%	92	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	1	7%	11	20%	215	32%	N<5	N<5	19	23%	166	20%	1	8%	17	26%	159	25%
				Satisfied	3	21%	17	32%	204	31%	N<5	N<5	32	37%	264	32%	9	69%	19	29%	190	30%
				Neither satisfied nor dissatisfied	5	32%	10	19%	75	11%	N<5	N<5	8	10%	103	13%	0	0%	11	17%	90	14%
				Dissatisfied	4	25%	11	20%	104	16%	N<5	N<5	16	18%	202	24%	2	15%	13	21%	117	19%
				Very dissatisfied	2	14%	5	9%	69	10%	N<5	N<5	10	12%	89	11%	1	7%	5	8%	69	11%
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	Very satisfied	2	14%	9	17%	89	14%	N<5	N<5	14	16%	120	15%	1	8%	7	11%	101	17%
				Satisfied	3	19%	20	38%	190	29%	N<5	N<5	38	44%	285	35%	4	33%	17	27%	174	29%
				Neither satisfied nor dissatisfied	5	34%	11	22%	132	20%	N<5	N<5	19	22%	164	20%	4	29%	22	35%	137	23%
				Dissatisfied	4	26%	7	14%	166	26%	N<5	N<5	11	13%	171	21%	2	15%	12	19%	107	18%
				Very dissatisfied	1	6%	5	10%	70	11%	N<5	N<5	4	5%	76	9%	2	15%	5	7%	76	13%
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	Very satisfied	2	16%	12	22%	144	23%	N<5	N<5	9	11%	110	14%	1	8%	7	11%	110	20%
				Satisfied	4	26%	18	35%	263	41%	N<5	N<5	41	51%	326	42%	5	39%	28	47%	227	40%
				Neither satisfied nor dissatisfied	3	21%	13	24%	134	21%	N<5	N<5	23	28%	206	27%	5	38%	17	28%	139	25%
				Dissatisfied	3	22%	9	17%	68	11%	N<5	N<5	5	7%	89	12%	2	15%	7	12%	70	13%
				Very dissatisfied	2	14%	1	2%	30	5%	N<5	N<5	3	4%	37	5%	0	0%	2	3%	15	3%
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	Very satisfied	4	28%	15	27%	181	27%	N<5	N<5	15	18%	164	20%	4	32%	19	29%	159	26%
				Satisfied	3	19%	17	31%	262	39%	N<5	N<5	37	44%	348	43%	4	30%	31	46%	228	37%
				Neither satisfied nor dissatisfied	5	32%	11	21%	96	14%	N<5	N<5	24	29%	148	18%	2	15%	4	7%	104	17%
				Dissatisfied	3	21%	9	17%	82	12%	N<5	N<5	4	5%	111	14%	2	15%	9	14%	99	16%
				Very dissatisfied	0	0%	2	3%	45	7%	N<5	N<5	4	5%	46	6%	1	8%	4	5%	34	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	7	52%	14	26%	243	36%	N<5	N<5	14	17%	341	41%	4	33%	20	30%	214	34%
				Important	5	33%	22	41%	277	41%	N<5	N<5	36	43%	330	40%	6	44%	29	44%	260	41%
				Neither important nor unimportant	1	9%	9	16%	84	13%	N<5	N<5	22	26%	113	14%	1	7%	15	23%	108	17%
				Unimportant	0	0%	5	9%	46	7%	N<5	N<5	7	8%	39	5%	0	0%	1	2%	39	6%
				Very unimportant	1	7%	4	7%	17	3%	N<5	N<5	5	6%	10	1%	2	16%	1	1%	14	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	10	67%	28	52%	377	57%	N<5	N<5	26	31%	408	49%	8	63%	28	42%	314	50%
				Important	3	20%	20	37%	223	34%	N<5	N<5	50	58%	335	41%	3	22%	32	49%	242	38%
				Neither important nor unimportant	1	7%	6	11%	43	6%	N<5	N<5	8	9%	60	7%	2	15%	6	10%	59	9%
				Unimportant	1	7%	0	0%	12	2%	N<5	N<5	1	1%	17	2%	0	0%	0	0%	13	2%
				Very unimportant	0	0%	0	0%	7	1%	N<5	N<5	1	1%	7	1%	0	0%	0	0%	6	1%

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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%	19	35%	299	45%	N<5	N<5	23	27%	326	39%	7	56%	29	44%	273	43%
				Important	9	61%	25	47%	279	42%	N<5	N<5	48	58%	397	48%	4	29%	30	45%	284	45%
				Neither important nor unimportant	1	5%	8	14%	58	9%	N<5	N<5	7	9%	69	8%	2	15%	5	8%	55	9%
				Unimportant	1	7%	2	4%	21	3%	N<5	N<5	4	5%	30	4%	0	0%	2	3%	21	3%
				Very unimportant	0	0%	0	0%	7	1%	N<5	N<5	1	1%	5	1%	0	0%	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	4	26%	19	36%	280	42%	N<5	N<5	18	22%	280	34%	8	63%	30	45%	249	40%
				Important	10	67%	27	51%	295	45%	N<5	N<5	45	54%	378	46%	3	22%	27	41%	285	45%
				Neither important nor unimportant	1	7%	5	10%	60	9%	N<5	N<5	15	18%	120	15%	1	7%	8	12%	73	12%
				Unimportant	0	0%	2	3%	19	3%	N<5	N<5	3	4%	37	4%	1	7%	1	1%	18	3%
				Very unimportant	0	0%	0	0%	7	1%	N<5	N<5	2	2%	11	1%	0	0%	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	8	54%	24	45%	320	48%	N<5	N<5	42	51%	418	51%	8	62%	17	26%	237	38%
				Important	5	33%	22	41%	238	36%	N<5	N<5	32	38%	306	37%	2	15%	33	50%	210	33%
				Neither important nor unimportant	2	13%	7	14%	77	12%	N<5	N<5	9	10%	73	9%	3	23%	9	13%	110	18%
				Unimportant	0	0%	0	0%	24	4%	N<5	N<5	1	1%	16	2%	0	0%	4	5%	43	7%
				Very unimportant	0	0%	0	0%	5	1%	N<5	N<5	0	0%	6	1%	0	0%	3	5%	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	2	13%	4	7%	150	23%	N<5	N<5	15	18%	168	20%	1	8%	10	14%	116	18%
				Important	9	65%	29	54%	300	45%	N<5	N<5	44	53%	420	51%	6	46%	33	49%	293	47%
				Neither important nor unimportant	3	21%	11	21%	126	19%	N<5	N<5	16	19%	159	19%	5	38%	14	20%	142	23%
				Unimportant	0	0%	6	11%	66	10%	N<5	N<5	6	8%	58	7%	1	7%	9	14%	58	9%
				Very unimportant	0	0%	3	6%	20	3%	N<5	N<5	1	1%	15	2%	0	0%	2	3%	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	67%	40	76%	503	76%	N<5	N<5	32	39%	364	44%	11	85%	45	68%	418	66%
				Important	5	33%	12	23%	141	21%	N<5	N<5	44	53%	367	45%	1	7%	19	28%	188	30%
				Neither important nor unimportant	0	0%	1	2%	15	2%	N<5	N<5	5	6%	67	8%	0	0%	3	4%	19	3%
				Unimportant	0	0%	0	0%	0	0%	N<5	N<5	1	1%	21	2%	0	0%	0	0%	5	1%
				Very unimportant	0	0%	0	0%	2	0%	N<5	N<5	0	0%	5	1%	1	7%	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	4	29%	22	42%	338	52%	N<5	N<5	21	25%	215	27%	9	71%	29	44%	342	54%
				Important	8	57%	18	34%	206	31%	N<5	N<5	34	41%	283	35%	2	15%	28	43%	183	29%
				Neither important nor unimportant	2	14%	9	17%	89	14%	N<5	N<5	20	24%	239	30%	2	15%	6	9%	79	13%
				Unimportant	0	0%	3	5%	18	3%	N<5	N<5	7	8%	57	7%	0	0%	0	0%	16	3%
				Very unimportant	0	0%	1	2%	5	1%	N<5	N<5	1	1%	13	2%	0	0%	3	4%	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	1	7%	14	28%	192	29%	N<5	N<5	15	18%	176	22%	4	31%	13	20%	180	29%
				Important	5	31%	15	30%	200	31%	N<5	N<5	34	41%	309	38%	3	23%	29	43%	199	32%
				Neither important nor unimportant	9	62%	15	29%	188	29%	N<5	N<5	26	32%	244	30%	5	38%	18	26%	180	29%
				Unimportant	0	0%	5	10%	55	9%	N<5	N<5	8	9%	60	7%	0	0%	5	8%	51	8%
				Very unimportant	0	0%	2	4%	16	2%	N<5	N<5	0	0%	20	2%	1	7%	2	3%	17	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	7	50%	30	57%	353	54%	N<5	N<5	29	35%	301	37%	9	70%	30	45%	296	47%
				Important	7	50%	15	29%	242	37%	N<5	N<5	39	47%	340	42%	4	30%	32	48%	257	41%
				Neither important nor unimportant	0	0%	4	7%	49	7%	N<5	N<5	11	13%	136	17%	0	0%	3	5%	60	9%
				Unimportant	0	0%	3	6%	9	1%	N<5	N<5	5	5%	31	4%	0	0%	1	1%	14	2%
				Very unimportant	0	0%	1	2%	4	1%	N<5	N<5	0	0%	7	1%	0	0%	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	8	57%	33	62%	411	62%	N<5	N<5	31	37%	369	45%	9	71%	39	59%	368	59%
				Important	6	43%	18	34%	227	35%	N<5	N<5	37	44%	348	43%	4	29%	24	36%	190	30%
				Neither important nor unimportant	0	0%	2	4%	19	3%	N<5	N<5	11	13%	82	10%	0	0%	2	3%	48	8%
				Unimportant	0	0%	0	0%	1	0%	N<5	N<5	5	5%	16	2%	0	0%	2	2%	11	2%
				Very unimportant	0	0%	0	0%	0	0%	N<5	N<5	0	0%	1	0%	0	0%	0	0%	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	7	50%	15	28%	212	32%	N<5	N<5	19	23%	253	31%	6	46%	21	32%	201	32%
				Important	5	34%	28	53%	337	51%	N<5	N<5	48	58%	430	53%	6	46%	32	50%	313	50%
				Neither important nor unimportant	2	16%	8	15%	76	12%	N<5	N<5	13	15%	102	12%	1	7%	9	14%	83	13%
				Unimportant	0	0%	1	2%	27	4%	N<5	N<5	3	4%	26	3%	0	0%	1	2%	23	4%
				Very unimportant	0	0%	1	2%	5	1%	N<5	N<5	0	0%	5	1%	0	0%	2	2%	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	2	14%	21	41%	203	32%	N<5	N<5	20	25%	245	31%	4	32%	22	34%	165	27%
				Important	4	30%	12	24%	125	19%	N<5	N<5	21	25%	202	25%	3	23%	13	20%	122	20%
				Neither important nor unimportant	3	22%	8	16%	155	24%	N<5	N<5	22	27%	182	23%	2	16%	13	20%	151	25%
				Unimportant	1	7%	1	2%	50	8%	N<5	N<5	11	13%	71	9%	2	15%	6	10%	63	10%
				Very unimportant	4	26%	9	17%	108	17%	N<5	N<5	7	9%	101	13%	2	15%	11	17%	100	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	1	7%	6	11%	137	21%	N<5	N<5	8	10%	109	14%	3	23%	8	12%	119	19%
				Important	4	29%	11	21%	144	22%	N<5	N<5	16	19%	167	21%	1	7%	14	21%	125	20%
				Neither important nor unimportant	5	36%	20	38%	183	28%	N<5	N<5	31	38%	272	34%	5	39%	30	45%	200	32%
				Unimportant	1	7%	8	16%	83	13%	N<5	N<5	14	18%	141	18%	2	15%	9	14%	92	15%
				Very unimportant	3	21%	8	14%	100	15%	N<5	N<5	13	15%	114	14%	2	16%	5	8%	87	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	7	48%	20	37%	258	40%	N<5	N<5	19	23%	251	31%	5	38%	29	44%	220	35%
				Important	4	26%	18	34%	209	32%	N<5	N<5	38	48%	332	41%	7	55%	24	36%	193	31%
				Neither important nor unimportant	3	19%	11	20%	105	16%	N<5	N<5	17	21%	147	18%	1	7%	7	11%	119	19%
				Unimportant	1	7%	1	2%	24	4%	N<5	N<5	3	4%	34	4%	0	0%	4	7%	39	6%
				Very unimportant	0	0%	4	7%	47	7%	N<5	N<5	3	4%	43	5%	0	0%	1	1%	50	8%

The Collaborative on Academic Careers in Higher Education
Tenure-Track Faculty Job Satisfaction Survey
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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	%					
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%	13	25%	185	29%	N<5	N<5	17	21%	174	22%	5	40%	19	30%	166	27%
				Important	6	40%	13	24%	147	23%	N<5	N<5	16	20%	241	30%	2	15%	13	21%	146	24%
				Neither important nor unimportant	1	7%	18	35%	172	27%	N<5	N<5	31	39%	225	28%	3	23%	20	32%	153	25%
				Unimportant	2	13%	2	4%	60	9%	N<5	N<5	11	14%	76	9%	1	7%	5	8%	64	10%
				Very unimportant	3	20%	7	12%	79	12%	N<5	N<5	5	6%	88	11%	2	15%	6	9%	89	14%
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	2	15%	N/A	N/A	41	15%	N<5	N<5	N/A	N/A	38	10%	2	17%	N/A	N/A	28	12%
				Important	4	30%	N/A	N/A	64	24%	N<5	N<5	N/A	N/A	113	31%	1	8%	N/A	N/A	51	21%
				Neither important nor unimportant	2	16%	N/A	N/A	95	35%	N<5	N<5	N/A	N/A	140	38%	6	50%	N/A	N/A	92	38%
				Unimportant	2	15%	N/A	N/A	37	14%	N<5	N<5	N/A	N/A	49	13%	0	0%	N/A	N/A	31	13%
				Very unimportant	3	24%	N/A	N/A	33	12%	N<5	N<5	N/A	N/A	29	8%	3	25%	N/A	N/A	38	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	6	42%	N/A	N/A	104	38%	N<5	N<5	N/A	N/A	110	30%	4	34%	N/A	N/A	82	34%
				Important	4	30%	N/A	N/A	78	28%	N<5	N<5	N/A	N/A	146	39%	2	17%	N/A	N/A	85	35%
				Neither important nor unimportant	3	22%	N/A	N/A	52	19%	N<5	N<5	N/A	N/A	76	20%	3	25%	N/A	N/A	46	19%
				Unimportant	1	6%	N/A	N/A	21	8%	N<5	N<5	N/A	N/A	19	5%	1	8%	N/A	N/A	11	4%
				Very unimportant	0	0%	N/A	N/A	19	7%	N<5	N<5	N/A	N/A	21	6%	2	16%	N/A	N/A	19	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	3	21%	N/A	N/A	72	27%	N<5	N<5	N/A	N/A	57	16%	5	42%	N/A	N/A	51	21%
				Important	10	71%	N/A	N/A	107	39%	N<5	N<5	N/A	N/A	180	49%	3	25%	N/A	N/A	83	35%
				Neither important nor unimportant	1	8%	N/A	N/A	60	22%	N<5	N<5	N/A	N/A	99	27%	3	25%	N/A	N/A	72	30%
				Unimportant	0	0%	N/A	N/A	19	7%	N<5	N<5	N/A	N/A	22	6%	0	0%	N/A	N/A	16	7%
				Very unimportant	0	0%	N/A	N/A	12	4%	N<5	N<5	N/A	N/A	9	2%	1	8%	N/A	N/A	19	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	1	6%	N/A	N/A	43	16%	N<5	N<5	N/A	N/A	32	9%	2	17%	N/A	N/A	11	5%
				Important	3	23%	N/A	N/A	44	16%	N<5	N<5	N/A	N/A	71	19%	1	8%	N/A	N/A	36	15%
				Neither important nor unimportant	4	30%	N/A	N/A	103	38%	N<5	N<5	N/A	N/A	170	47%	5	41%	N/A	N/A	106	45%
				Unimportant	1	8%	N/A	N/A	52	19%	N<5	N<5	N/A	N/A	59	16%	0	0%	N/A	N/A	38	16%
				Very unimportant	4	34%	N/A	N/A	28	10%	N<5	N<5	N/A	N/A	33	9%	4	34%	N/A	N/A	45	19%
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	3%	46	9%	N<5	N<5	2	4%	53	8%	2	28%	7	13%	43	9%
				Effective	1	21%	9	25%	160	30%	N<5	N<5	18	31%	174	27%	3	36%	16	32%	160	32%
				Neither effective nor ineffective	1	21%	15	38%	131	24%	N<5	N<5	17	29%	149	23%	1	12%	10	21%	113	22%
				Ineffective	1	19%	7	18%	112	21%	N<5	N<5	15	27%	146	23%	2	24%	8	15%	94	19%
				Very ineffective	2	40%	6	16%	92	17%	N<5	N<5	5	9%	121	19%	0	0%	10	19%	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	13%	5	11%	112	18%	N<5	N<5	5	7%	134	18%	3	29%	5	7%	85	15%
				Effective	5	38%	13	27%	232	38%	N<5	N<5	38	50%	281	37%	3	27%	29	48%	209	36%
				Neither effective nor ineffective	3	21%	19	40%	135	22%	N<5	N<5	22	30%	166	22%	2	17%	15	24%	149	26%
				Ineffective	2	14%	6	12%	75	12%	N<5	N<5	8	11%	110	15%	2	18%	9	15%	78	13%
				Very ineffective	2	14%	5	10%	56	9%	N<5	N<5	2	3%	63	8%	1	9%	4	7%	59	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	1	7%	9	17%	107	17%	N<5	N<5	7	9%	95	13%	4	33%	11	18%	77	13%
				Effective	4	31%	16	33%	268	42%	N<5	N<5	43	53%	322	43%	5	38%	31	49%	237	41%
				Neither effective nor ineffective	3	22%	13	27%	118	19%	N<5	N<5	15	18%	152	20%	3	22%	12	19%	134	23%
				Ineffective	5	40%	10	19%	103	16%	N<5	N<5	10	13%	111	15%	1	7%	6	9%	75	13%
				Very ineffective	0	0%	2	4%	38	6%	N<5	N<5	6	7%	77	10%	0	0%	3	5%	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	17%	104	17%	N<5	N<5	5	7%	77	11%	4	33%	11	19%	65	12%
				Effective	4	34%	20	42%	261	43%	N<5	N<5	29	39%	270	39%	3	22%	22	38%	210	40%
				Neither effective nor ineffective	2	15%	9	19%	113	18%	N<5	N<5	22	29%	172	25%	4	31%	13	23%	123	23%
				Ineffective	4	36%	6	13%	91	15%	N<5	N<5	13	17%	98	14%	2	15%	8	14%	76	14%
				Very ineffective	1	7%	4	8%	45	7%	N<5	N<5	6	8%	81	12%	0	0%	3	6%	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%	8	16%	52	9%	N<5	N<5	8	10%	54	8%	1	8%	2	3%	24	5%
				Effective	2	15%	11	21%	159	26%	N<5	N<5	24	30%	201	29%	2	17%	7	13%	83	18%
				Neither effective nor ineffective	4	31%	11	22%	156	26%	N<5	N<5	21	27%	155	22%	5	38%	20	36%	125	27%
				Ineffective	3	24%	14	27%	134	22%	N<5	N<5	18	23%	147	21%	1	7%	18	32%	120	25%
				Very ineffective	4	30%	8	15%	101	17%	N<5	N<5	8	10%	142	20%	4	29%	9	16%	120	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	0	0%	3	7%	67	12%	N<5	N<5	7	10%	53	8%	0	0%	8	14%	51	10%
				Effective	2	19%	15	36%	208	38%	N<5	N<5	29	43%	251	39%	4	33%	24	42%	168	35%
				Neither effective nor ineffective	3	28%	16	36%	185	33%	N<5	N<5	24	36%	219	34%	6	44%	17	29%	166	34%
				Ineffective	2	18%	6	14%	70	13%	N<5	N<5	5	8%	77	12%	3	23%	5	9%	68	14%
				Very ineffective	4	35%	3	7%	24	4%	N<5	N<5	2	3%	41	6%	0	0%	4	6%	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	0	0%	5	9%	107	16%	N<5	N<5	8	11%	112	16%	4	31%	12	18%	134	22%
				Effective	6	39%	23	43%	242	37%	N<5	N<5	33	47%	263	38%	1	7%	32	50%	254	42%
				Neither effective nor ineffective	6	41%	8	15%	96	15%	N<5	N<5	16	22%	124	18%	2	16%	5	7%	72	12%
				Ineffective	2	14%	11	20%	126	19%	N<5	N<5	8	11%	113	16%	3	23%	8	12%	87	14%
				Very ineffective	1	7%	7	13%	84	13%	N<5	N<5	6	9%	76	11%	3	22%	9	13%	61	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	4	11%	38	10%	1	11%	2	8%	63	17%
				Effective	1	13%	2	9%	83	23%	N<5	N<5	9	25%	80	20%	0	0%	7	25%	93	26%
				Neither effective nor ineffective	3	39%	7	30%	89	24%	N<5	N<5	12	36%	163	41%	3	29%	9	31%	75	21%
				Ineffective	2	25%	3	14%	66	18%	N<5	N<5	7	19%	56	14%	5	50%	5	18%	60	17%
				Very ineffective	2	23%	11	47%	85	23%	N<5	N<5	3	9%	59	15%	1	10%	5	18%	73	20%

The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey

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item	theme	name	description	response scale	EDUCATION				ACADEMIC AREA								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	%
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%	3	13%	42	13%	N<5	N<5	9	17%	69	14%	1	11%	4	10%	38	12%
				Effective	1	12%	1	5%	93	28%	N<5	N<5	27	48%	171	35%	1	11%	12	33%	81	26%
				Neither effective nor ineffective	5	73%	8	38%	123	37%	N<5	N<5	19	33%	186	38%	6	59%	16	44%	113	37%
				Ineffective	0	0%	5	24%	29	9%	N<5	N<5	1	2%	26	5%	2	19%	2	6%	33	11%
				Very ineffective	1	15%	4	20%	42	13%	N<5	N<5	0	0%	37	7%	0	0%	2	7%	42	14%
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%	4	9%	50	11%	N<5	N<5	4	8%	60	11%	1	10%	5	10%	55	12%
				Effective	4	32%	5	13%	124	27%	N<5	N<5	18	36%	149	28%	1	10%	14	28%	135	30%
				Neither effective nor ineffective	2	16%	11	30%	87	19%	N<5	N<5	16	34%	162	30%	1	9%	15	28%	82	18%
				Ineffective	3	24%	9	23%	107	23%	N<5	N<5	6	13%	96	18%	4	36%	13	26%	105	23%
				Very ineffective	4	29%	10	25%	93	20%	N<5	N<5	4	9%	67	13%	4	36%	5	9%	79	17%
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%	10	21%	110	19%	N<5	N<5	5	10%	81	14%	1	9%	12	22%	106	20%
				Effective	4	33%	18	38%	224	38%	N<5	N<5	21	41%	223	38%	1	8%	24	43%	175	34%
				Neither effective nor ineffective	4	36%	8	17%	90	15%	N<5	N<5	17	32%	154	26%	1	8%	10	18%	97	19%
				Ineffective	3	25%	7	15%	96	17%	N<5	N<5	5	10%	81	14%	8	67%	8	13%	91	18%
				Very ineffective	1	7%	4	9%	62	11%	N<5	N<5	4	8%	55	9%	1	8%	3	5%	49	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?	Very effective	1	9%	1	2%	47	9%	N<5	N<5	3	5%	55	9%	2	17%	4	8%	38	8%
				Effective	1	10%	11	27%	202	37%	N<5	N<5	18	32%	207	33%	4	34%	17	34%	157	32%
				Neither effective nor ineffective	5	41%	16	38%	146	27%	N<5	N<5	24	41%	197	31%	4	32%	13	27%	141	29%
				Ineffective	2	17%	11	26%	95	17%	N<5	N<5	9	16%	104	16%	1	8%	12	24%	103	21%
				Very ineffective	3	24%	3	7%	55	10%	N<5	N<5	3	5%	70	11%	1	8%	4	8%	53	11%
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%	0	0%	19	8%	N<5	N<5	2	6%	26	7%	0	0%	1	5%	2	1%
				Effective	2	32%	3	16%	34	14%	N<5	N<5	6	20%	63	18%	1	15%	0	0%	23	11%
				Neither effective nor ineffective	2	35%	5	30%	89	36%	N<5	N<5	12	38%	113	32%	2	27%	6	32%	81	40%
				Ineffective	0	0%	5	26%	43	17%	N<5	N<5	5	15%	61	17%	2	27%	8	41%	46	22%
				Very ineffective	2	33%	5	28%	65	26%	N<5	N<5	7	22%	88	25%	2	31%	4	22%	53	26%
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%	10	5%	N<5	N<5	1	6%	26	10%	N<5	N<5	0	0%	7	3%
				Effective	N<5	N<5	1	12%	6	3%	N<5	N<5	4	23%	35	13%	N<5	N<5	0	0%	16	8%
				Neither effective nor ineffective	N<5	N<5	2	23%	70	38%	N<5	N<5	9	47%	114	42%	N<5	N<5	5	51%	68	35%
				Ineffective	N<5	N<5	0	0%	34	19%	N<5	N<5	4	19%	37	14%	N<5	N<5	2	18%	33	17%
				Very ineffective	N<5	N<5	4	65%	63	34%	N<5	N<5	1	6%	57	21%	N<5	N<5	3	31%	72	37%
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	2	11%	57	21%	N<5	N<5	4	14%	62	17%	N<5	N<5	7	28%	43	17%
				Effective	N<5	N<5	6	28%	82	30%	N<5	N<5	12	42%	114	32%	N<5	N<5	12	45%	81	31%
				Neither effective nor ineffective	N<5	N<5	7	37%	88	32%	N<5	N<5	6	22%	124	34%	N<5	N<5	3	11%	78	30%
				Ineffective	N<5	N<5	3	14%	22	8%	N<5	N<5	3	12%	31	9%	N<5	N<5	4	15%	27	10%
				Very ineffective	N<5	N<5	2	9%	24	9%	N<5	N<5	3	10%	28	8%	N<5	N<5	0	0%	29	11%
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%	19	7%	N<5	N<5	5	17%	40	11%	1	18%	2	6%	17	6%
				Effective	N<5	N<5	4	22%	41	16%	N<5	N<5	8	27%	81	23%	1	16%	5	17%	44	16%
				Neither effective nor ineffective	N<5	N<5	7	46%	86	33%	N<5	N<5	9	29%	120	34%	1	16%	9	33%	92	34%
				Ineffective	N<5	N<5	0	0%	39	15%	N<5	N<5	2	7%	42	12%	1	16%	3	11%	50	19%
				Very ineffective	N<5	N<5	5	31%	76	29%	N<5	N<5	6	20%	67	19%	2	34%	10	34%	66	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	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	61%	N<5	N<5	N/A	N/A	45	65%	N<5	N<5	N/A	N/A	17	58%
				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	6	21%
				Very ineffective	N<5	N<5	N/A	N/A	5	12%	N<5	N<5	N/A	N/A	11	16%	N<5	N<5	N/A	N/A	6	21%
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	16%	N/A	N/A	5	4%	N<5	N<5	N/A	N/A	17	10%	0	0%	N/A	N/A	16	14%
				Effective	3	48%	N/A	N/A	33	28%	N<5	N<5	N/A	N/A	78	46%	3	42%	N/A	N/A	27	24%
				Neither effective nor ineffective	1	18%	N/A	N/A	25	21%	N<5	N<5	N/A	N/A	32	19%	2	29%	N/A	N/A	21	18%
				Ineffective	1	18%	N/A	N/A	21	17%	N<5	N<5	N/A	N/A	23	13%	1	14%	N/A	N/A	22	19%
				Very ineffective	0	0%	N/A	N/A	36	30%	N<5	N<5	N/A	N/A	21	13%	1	15%	N/A	N/A	29	25%
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	8	9%	N<5	N<5	N/A	N/A	3	3%	0	0%	N/A	N/A	4	5%
				Effective	N<5	N<5	N/A	N/A	33	36%	N<5	N<5	N/A	N/A	36	33%	1	22%	N/A	N/A	27	35%
				Neither effective nor ineffective	N<5	N<5	N/A	N/A	22	24%	N<5	N<5	N/A	N/A	39	35%	2	40%	N/A	N/A	23	30%
				Ineffective	N<5	N<5	N/A	N/A	11	12%	N<5	N<5	N/A	N/A	22	20%	2	38%	N/A	N/A	13	16%
				Very ineffective	N<5	N<5	N/A	N/A	17	19%	N<5	N<5	N/A	N/A	11	10%	0	0%	N/A	N/A	11	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	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	18%
				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	24	71%
				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%	3	8%	50	12%	N<5	N<5	4	7%	69	12%	0	0%	3	9%	44	12%
				Somewhat agree	0	0%	12	33%	102	26%	N<5	N<5	23	42%	171	31%	2	29%	18	47%	101	26%
				Neither agree nor disagree	0	0%	4	11%	72	18%	N<5	N<5	16	30%	141	25%	2	30%	6	16%	92	24%
				Somewhat disagree	3	45%	13	35%	100	25%	N<5	N<5	7	14%	116	21%	1	14%	6	15%	77	20%
				Strongly disagree	4	55%	4	12%	75	19%	N<5	N<5	4	7%	63	11%	2	27%	5	14%	69	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	1	10%	2	5%	31	8%	N<5	N<5	5	9%	58	10%	0	0%	5	13%	34	9%
				Somewhat agree	0	0%	14	38%	104	25%	N<5	N<5	18	33%	154	27%	1	16%	11	26%	98	25%
				Neither agree nor disagree	1	8%	5	13%	97	23%	N<5	N<5	12	21%	148	26%	1	19%	8	20%	91	23%
				Somewhat disagree	4	43%	10	28%	97	23%	N<5	N<5	16	28%	155	27%	4	65%	8	20%	94	24%
				Strongly disagree	4	40%	6	16%	84	20%	N<5	N<5	4	8%	65	11%	0	0%	8	21%	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	1	11%	10	28%	105	24%	N<5	N<5	15	26%	147	25%	3	41%	15	35%	103	26%
				Somewhat agree	4	42%	14	38%	150	35%	N<5	N<5	19	33%	199	33%	3	43%	7	15%	114	28%
				Neither agree nor disagree	2	25%	5	15%	81	19%	N<5	N<5	12	22%	135	23%	1	16%	8	19%	86	22%
				Somewhat disagree	2	21%	4	11%	55	13%	N<5	N<5	6	11%	73	12%	0	0%	6	13%	61	15%
				Strongly disagree	0	0%	3	8%	37	9%	N<5	N<5	5	8%	44	7%	0	0%	8	17%	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	2	18%	10	28%	103	23%	N<5	N<5	16	29%	135	22%	3	41%	18	39%	103	25%
				Somewhat agree	4	33%	15	41%	156	35%	N<5	N<5	13	24%	217	35%	3	43%	7	17%	117	28%
				Neither agree nor disagree	3	31%	6	17%	92	21%	N<5	N<5	11	20%	132	22%	1	16%	8	19%	91	22%
				Somewhat disagree	2	17%	2	6%	50	11%	N<5	N<5	9	17%	86	14%	0	0%	5	11%	65	16%
				Strongly disagree	0	0%	3	8%	43	10%	N<5	N<5	6	10%	41	7%	0	0%	7	15%	35	9%
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	6	40%	N/A	N/A	121	37%	N<5	N<5	N/A	N/A	153	36%	5	46%	N/A	N/A	101	37%
				Somewhat agree	3	19%	N/A	N/A	96	29%	N<5	N<5	N/A	N/A	158	38%	3	27%	N/A	N/A	86	31%
				Neither agree nor disagree	5	35%	N/A	N/A	56	17%	N<5	N<5	N/A	N/A	54	13%	0	0%	N/A	N/A	45	16%
				Somewhat disagree	1	7%	N/A	N/A	36	11%	N<5	N<5	N/A	N/A	42	10%	2	19%	N/A	N/A	25	9%
				Strongly disagree	0	0%	N/A	N/A	17	5%	N<5	N<5	N/A	N/A	13	3%	1	9%	N/A	N/A	17	6%
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	Very satisfied	1	5%	6	11%	51	8%	N<5	N<5	10	12%	115	14%	1	8%	7	11%	83	13%
				Satisfied	1	9%	19	34%	229	35%	N<5	N<5	43	52%	339	42%	6	51%	24	36%	216	35%
				Neither satisfied nor dissatisfied	7	47%	13	24%	93	14%	N<5	N<5	11	13%	122	15%	2	16%	9	13%	68	11%
				Dissatisfied	6	39%	13	23%	190	29%	N<5	N<5	18	22%	173	21%	0	0%	20	30%	172	28%
				Very dissatisfied	0	0%	4	8%	90	14%	N<5	N<5	1	1%	58	7%	3	25%	6	9%	80	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%	4	7%	38	6%	N<5	N<5	5	6%	65	8%	1	9%	2	3%	43	7%
				Satisfied	1	6%	10	19%	209	32%	N<5	N<5	30	37%	275	34%	3	25%	29	44%	211	34%
				Neither satisfied nor dissatisfied	5	32%	14	25%	107	16%	N<5	N<5	16	19%	126	16%	1	8%	15	22%	111	18%
				Dissatisfied	8	55%	19	35%	200	31%	N<5	N<5	21	26%	233	29%	5	42%	11	17%	157	25%
				Very dissatisfied	1	7%	8	14%	101	15%	N<5	N<5	9	11%	109	13%	2	16%	9	14%	96	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	4	30%	19	38%	265	43%	N<5	N<5	34	42%	330	43%	6	50%	30	48%	239	42%
				Satisfied	6	42%	11	22%	186	30%	N<5	N<5	28	35%	242	32%	5	42%	14	23%	180	32%
				Neither satisfied nor dissatisfied	1	7%	8	16%	65	11%	N<5	N<5	7	8%	81	11%	1	8%	12	19%	54	10%
				Dissatisfied	2	15%	10	20%	69	11%	N<5	N<5	11	13%	68	9%	0	0%	4	6%	64	11%
				Very dissatisfied	1	6%	2	4%	34	5%	N<5	N<5	2	2%	46	6%	0	0%	3	4%	27	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	4	31%	8	15%	149	23%	N<5	N<5	23	28%	199	25%	4	34%	12	19%	138	23%
				Satisfied	3	19%	12	23%	191	29%	N<5	N<5	24	29%	268	33%	7	58%	24	37%	196	32%
				Neither satisfied nor dissatisfied	2	14%	12	22%	119	18%	N<5	N<5	19	24%	109	14%	0	0%	13	21%	98	16%
				Dissatisfied	3	21%	14	27%	116	18%	N<5	N<5	10	12%	143	18%	0	0%	7	11%	114	19%
				Very dissatisfied	2	15%	7	14%	72	11%	N<5	N<5	5	6%	83	10%	1	8%	8	12%	67	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	3	21%	7	13%	132	21%	N<5	N<5	30	37%	239	30%	3	27%	11	17%	107	18%
				Satisfied	6	44%	13	24%	172	27%	N<5	N<5	25	31%	252	32%	4	33%	22	34%	162	27%
				Neither satisfied nor dissatisfied	0	0%	8	16%	112	18%	N<5	N<5	11	14%	111	14%	3	24%	10	15%	118	20%
				Dissatisfied	4	27%	16	31%	142	22%	N<5	N<5	11	14%	133	17%	1	8%	13	20%	119	20%
				Very dissatisfied	1	7%	9	16%	80	13%	N<5	N<5	3	4%	62	8%	1	8%	10	15%	88	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	2	15%	N/A	N/A	60	22%	N<5	N<5	N/A	N/A	91	25%	3	26%	N/A	N/A	56	24%
				Satisfied	7	48%	N/A	N/A	85	31%	N<5	N<5	N/A	N/A	139	38%	6	50%	N/A	N/A	81	34%
				Neither satisfied nor dissatisfied	2	11%	N/A	N/A	58	21%	N<5	N<5	N/A	N/A	68	19%	2	16%	N/A	N/A	48	20%
				Dissatisfied	3	19%	N/A	N/A	41	15%	N<5	N<5	N/A	N/A	54	15%	0	0%	N/A	N/A	33	14%
				Very dissatisfied	1	7%	N/A	N/A	27	10%	N<5	N<5	N/A	N/A	16	4%	1	8%	N/A	N/A	17	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	24%	8	16%	161	25%	N<5	N<5	24	29%	232	29%	3	26%	13	20%	138	23%
				Satisfied	5	34%	15	29%	196	30%	N<5	N<5	29	35%	256	32%	6	50%	25	39%	206	34%
				Neither satisfied nor dissatisfied	1	6%	12	23%	114	18%	N<5	N<5	16	20%	135	17%	2	16%	11	17%	98	16%
				Dissatisfied	3	22%	8	14%	109	17%	N<5	N<5	9	11%	129	16%	0	0%	13	20%	111	18%
				Very dissatisfied	2	14%	10	18%	67	10%	N<5	N<5	4	5%	52	6%	1	8%	3	5%	60	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	29%	10	18%	172	27%	N<5	N<5	19	24%	207	26%	3	26%	18	28%	159	26%
				Satisfied	4	26%	16	31%	213	33%	N<5	N<5	30	37%	257	32%	7	58%	27	43%	229	38%
				Neither satisfied nor dissatisfied	3	20%	14	26%	137	21%	N<5	N<5	19	23%	201	25%	1	8%	11	18%	112	18%
				Dissatisfied	3	19%	8	16%	84	13%	N<5	N<5	10	12%	93	12%	0	0%	4	6%	78	13%
				Very dissatisfied	1	7%	5	9%	36	6%	N<5	N<5	3	4%	37	5%	1	8%	3	5%	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	23%	15	29%	207	32%	N<5	N<5	24	30%	237	30%	4	37%	17	28%	187	31%
				Satisfied	7	55%	18	35%	236	37%	N<5	N<5	33	40%	338	43%	6	53%	27	44%	237	39%
				Neither satisfied nor dissatisfied	2	15%	11	22%	106	17%	N<5	N<5	19	23%	135	17%	1	10%	9	15%	94	16%
				Dissatisfied	1	7%	2	5%	66	10%	N<5	N<5	3	3%	57	7%	0	0%	5	9%	63	10%
				Very dissatisfied	0	0%	5	9%	24	4%	N<5	N<5	2	3%	18	2%	0	0%	3	5%	22	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	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	%
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	4	29%	16	33%	225	35%	N<5	N<5	19	23%	229	30%	3	28%	24	39%	224	37%
				Satisfied	5	36%	16	32%	228	36%	N<5	N<5	38	47%	304	39%	6	53%	29	46%	226	38%
				Neither satisfied nor dissatisfied	4	28%	12	23%	121	19%	N<5	N<5	18	22%	164	21%	2	19%	6	10%	88	15%
				Dissatisfied	1	7%	5	9%	44	7%	N<5	N<5	4	5%	61	8%	0	0%	1	2%	50	8%
				Very dissatisfied	0	0%	2	4%	18	3%	N<5	N<5	2	3%	18	2%	0	0%	2	3%	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	7	46%	12	22%	224	34%	N<5	N<5	25	30%	255	32%	6	51%	25	38%	212	34%
				Satisfied	7	48%	18	33%	215	33%	N<5	N<5	30	36%	285	35%	5	41%	22	34%	234	38%
				Neither satisfied nor dissatisfied	0	0%	10	19%	81	12%	N<5	N<5	12	14%	107	13%	0	0%	4	6%	59	10%
				Dissatisfied	1	6%	6	12%	75	12%	N<5	N<5	13	16%	113	14%	1	8%	9	13%	68	11%
				Very dissatisfied	0	0%	8	15%	57	9%	N<5	N<5	3	4%	48	6%	0	0%	6	9%	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	3	21%	9	17%	144	23%	N<5	N<5	22	27%	221	28%	4	35%	15	24%	135	22%
				Satisfied	4	31%	13	24%	192	30%	N<5	N<5	37	45%	288	36%	7	57%	22	34%	195	32%
				Neither satisfied nor dissatisfied	1	6%	6	12%	107	17%	N<5	N<5	9	11%	126	16%	0	0%	7	11%	89	15%
				Dissatisfied	6	41%	16	30%	116	18%	N<5	N<5	9	12%	101	13%	0	0%	10	15%	119	19%
				Very dissatisfied	0	0%	9	17%	82	13%	N<5	N<5	4	5%	67	8%	1	8%	10	16%	77	12%
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	Very satisfied	7	50%	N/A	N/A	79	30%	N<5	N<5	N/A	N/A	100	28%	4	37%	N/A	N/A	73	32%
				Satisfied	5	36%	N/A	N/A	104	39%	N<5	N<5	N/A	N/A	161	46%	5	44%	N/A	N/A	98	43%
				Neither satisfied nor dissatisfied	2	15%	N/A	N/A	55	21%	N<5	N<5	N/A	N/A	69	19%	2	19%	N/A	N/A	38	17%
				Dissatisfied	0	0%	N/A	N/A	17	6%	N<5	N<5	N/A	N/A	21	6%	0	0%	N/A	N/A	14	6%
				Very dissatisfied	0	0%	N/A	N/A	11	4%	N<5	N<5	N/A	N/A	3	1%	0	0%	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	30%	N/A	N/A	75	28%	N<5	N<5	N/A	N/A	61	18%	2	18%	N/A	N/A	61	27%
				Satisfied	4	33%	N/A	N/A	102	38%	N<5	N<5	N/A	N/A	148	43%	6	50%	N/A	N/A	100	44%
				Neither satisfied nor dissatisfied	4	29%	N/A	N/A	57	21%	N<5	N<5	N/A	N/A	102	30%	2	16%	N/A	N/A	48	21%
				Dissatisfied	1	8%	N/A	N/A	22	8%	N<5	N<5	N/A	N/A	29	8%	2	16%	N/A	N/A	15	6%
				Very dissatisfied	0	0%	N/A	N/A	12	5%	N<5	N<5	N/A	N/A	6	2%	0	0%	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	48%	N/A	N/A	85	31%	N<5	N<5	N/A	N/A	77	21%	3	27%	N/A	N/A	69	29%
				Satisfied	6	46%	N/A	N/A	105	39%	N<5	N<5	N/A	N/A	158	44%	6	49%	N/A	N/A	117	49%
				Neither satisfied nor dissatisfied	0	0%	N/A	N/A	43	16%	N<5	N<5	N/A	N/A	85	24%	1	8%	N/A	N/A	28	12%
				Dissatisfied	1	6%	N/A	N/A	25	9%	N<5	N<5	N/A	N/A	21	6%	2	16%	N/A	N/A	18	8%
				Very dissatisfied	0	0%	N/A	N/A	12	5%	N<5	N<5	N/A	N/A	17	5%	0	0%	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	8	55%	N/A	N/A	153	40%	N<5	N<5	N/A	N/A	242	51%	6	51%	N/A	N/A	147	45%
				Somewhat agree	5	37%	N/A	N/A	141	37%	N<5	N<5	N/A	N/A	160	34%	4	33%	N/A	N/A	118	36%
				Neither agree nor disagree	1	7%	N/A	N/A	28	7%	N<5	N<5	N/A	N/A	35	7%	1	8%	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%	1	8%	N/A	N/A	29	9%
				Strongly disagree	0	0%	N/A	N/A	22	6%	N<5	N<5	N/A	N/A	9	2%	0	0%	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	4	29%	7	13%	209	32%	N<5	N<5	22	26%	251	31%	3	26%	20	30%	199	33%
				Satisfied	6	40%	24	45%	252	39%	N<5	N<5	38	46%	342	42%	8	66%	31	47%	268	44%
				Neither satisfied nor dissatisfied	3	18%	12	22%	82	13%	N<5	N<5	12	14%	93	12%	0	0%	5	8%	57	9%
				Dissatisfied	2	14%	9	16%	68	10%	N<5	N<5	9	11%	92	11%	0	0%	8	12%	67	11%
				Very dissatisfied	0	0%	2	3%	37	6%	N<5	N<5	2	2%	28	3%	1	8%	3	4%	20	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	1	7%	9	16%	145	22%	N<5	N<5	11	14%	165	20%	0	0%	11	16%	119	19%
				Satisfied	9	65%	29	55%	295	45%	N<5	N<5	45	55%	425	53%	8	68%	35	53%	297	48%
				Neither satisfied nor dissatisfied	3	21%	10	18%	110	17%	N<5	N<5	15	19%	119	15%	1	8%	11	17%	91	15%
				Dissatisfied	1	7%	4	8%	76	12%	N<5	N<5	8	10%	70	9%	2	16%	8	12%	82	13%
				Very dissatisfied	0	0%	1	2%	22	3%	N<5	N<5	2	3%	27	3%	1	8%	1	2%	28	4%
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	Chancellor	0	0%	6	14%	57	10%	N<5	N<5	8	18%	53	10%	0	0%	9	16%	47	9%
				President	1	8%	3	7%	89	16%	N<5	N<5	4	8%	83	15%	0	0%	7	12%	84	17%
				Vice President for Academic Affairs	1	9%	0	0%	48	9%	N<5	N<5	2	5%	35	6%	2	17%	2	3%	29	6%
				Academic Dean	0	0%	0	0%	33	6%	N<5	N<5	13	29%	166	31%	1	10%	2	4%	62	12%
				Provost	10	84%	34	79%	315	57%	N<5	N<5	19	40%	193	36%	8	73%	37	65%	272	54%
Other	0	0%	0	0%	7	1%	N<5	N<5	0	0%	10	2%	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	5	51%	4	14%	84	19%	N<5	N<5	7	20%	76	17%	5	48%	9	21%	86	21%
				Somewhat agree	2	19%	7	24%	142	32%	N<5	N<5	10	30%	134	31%	3	26%	14	32%	133	32%
				Neither agree nor disagree	1	10%	8	30%	105	23%	N<5	N<5	8	23%	125	29%	2	17%	11	25%	92	22%
				Somewhat disagree	2	20%	2	8%	63	14%	N<5	N<5	6	16%	64	15%	0	0%	6	14%	56	14%
				Strongly disagree	0	0%	7	25%	54	12%	N<5	N<5	4	12%	37	9%	1	9%	3	7%	44	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	2	15%	13	26%	129	21%	N<5	N<5	11	15%	149	19%	4	35%	7	11%	89	15%
				For the foreseeable future	5	36%	19	37%	238	39%	N<5	N<5	31	42%	361	47%	3	24%	30	48%	274	48%
				For no more than 5 years after earning	2	14%	8	17%	103	17%	N<5	N<5	8	11%	77	10%	2	16%	17	27%	94	16%
				I haven't thought that far ahead	5	35%	10	20%	135	22%	N<5	N<5	24	32%	177	23%	3	25%	9	15%	119	21%
				Prefer to work at another academic institution	N<5	N<5	N/A	N/A	17	51%	N<5	N<5	N/A	N/A	17	53%	N<5	N<5	N/A	N/A	18	63%
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 in private industry	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 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	1	4%
				Other	N<5	N<5	N/A	N/A	16	49%	N<5	N<5	N/A	N/A	14	44%	N<5	N<5	N/A	N/A	9	30%

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	%	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	45%	21	39%	269	43%	N<5	N<5	28	35%	315	40%	4	35%	35	56%	272	46%
				Somewhat agree	4	26%	18	33%	213	34%	N<5	N<5	28	35%	277	35%	7	57%	11	18%	188	32%
				Neither agree nor disagree	3	22%	5	9%	59	9%	N<5	N<5	11	14%	82	10%	0	0%	8	13%	61	10%
				Somewhat disagree	0	0%	6	11%	58	9%	N<5	N<5	9	11%	73	9%	0	0%	7	12%	47	8%
				Strongly disagree	1	6%	4	8%	33	5%	N<5	N<5	4	5%	48	6%	1	8%	1	1%	27	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	8	58%	18	34%	293	47%	N<5	N<5	35	45%	358	46%	8	67%	36	56%	285	47%
				Recommend with reservations	5	35%	32	62%	287	46%	N<5	N<5	38	49%	370	47%	3	25%	24	37%	281	47%
				Not recommend dept	1	7%	2	4%	43	7%	N<5	N<5	4	6%	58	7%	1	8%	5	7%	36	6%
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	Great	4	28%	7	13%	107	17%	N<5	N<5	13	16%	152	19%	1	9%	16	25%	121	20%
				Good	6	42%	28	53%	308	49%	N<5	N<5	47	58%	398	50%	9	75%	29	45%	293	48%
				So-so	4	30%	14	27%	175	28%	N<5	N<5	19	24%	208	26%	0	0%	15	22%	149	24%
				Bad	0	0%	3	5%	29	5%	N<5	N<5	1	1%	33	4%	2	16%	5	8%	43	7%
				Awful	0	0%	1	2%	14	2%	N<5	N<5	1	1%	10	1%	0	0%	0	0%	6	1%

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
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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	OVERALL				
	A	B	C	D	E
	Valid responses (n)	Important + Ineffective*	Important + Effective**	Neutral or Unimportant***	Not offered
Modified duties for parental or other family reasons (e.g., course release)	52	52% (1)	13%	35%	35%
Paid or unpaid research leave	82	48% (2)	17%	35%	13%
Childcare	65	47% (3)	11%	42%	35%
An upper limit on committee assignments for tenure-track faculty	96	46% (4)	26%	28%	14%
Professional assistance in obtaining externally funded grants	101	43% (5)	23%	34%	6%
Stop-the-clock for parental or other family reasons	57	42% (6)	19%	38%	32%
Spousal/partner hiring program	60	40% (7)	19%	41%	20%
Financial assistance with housing	70	36% (8)	5%	59%	57%
An upper limit on teaching obligations	111	34% (9)	44%	22%	8%
Elder care	38	33% (10)	8%	58%	44%
Travel funds to present papers or conduct research	112	32% (11)	42%	26%	0%
Formal mentoring program	103	25% (12)	35%	40%	18%
Professional assistance for improving teaching	92	24% (13)	20%	56%	9%
Tuition waivers (e.g., for child, spouse/partner)	63	22% (14)	36%	41%	6%
Informal mentoring	107	21% (15)	52%	27%	5%
Peer reviews of teaching or research/creative work	102	20% (16)	31%	49%	14%
Part-time tenure-track position	38	20% (16)	8%	72%	38%
Paid or unpaid personal leave	64	19% (18)	19%	62%	3%
Written summary of periodic performance reviews	110	17% (19)	57%	26%	4%
Periodic, formal performance reviews	112	14% (20)	62%	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).

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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
Childcare	38	46% (1)	14%	41%	31%
Professional assistance in obtaining externally funded grants	59	46% (1)	23%	32%	5%
Modified duties for parental or other family reasons (e.g., course release)	31	41% (3)	17%	42%	29%
Paid or unpaid research leave	48	39% (4)	22%	39%	12%
Spousal/partner hiring program	38	39% (4)	24%	37%	15%
Financial assistance with housing	46	39% (4)	5%	56%	53%
An upper limit on committee assignments for tenure-track faculty	58	37% (7)	29%	34%	14%
Stop-the-clock for parental or other family reasons	32	37% (7)	16%	47%	34%
Travel funds to present papers or conduct research	67	36% (9)	35%	29%	0%
An upper limit on teaching obligations	66	30% (10)	50%	20%	6%
Tuition waivers (e.g., for child, spouse/partner)	39	28% (11)	33%	40%	8%
Formal mentoring program	64	26% (12)	35%	39%	18%
Elder care	21	23% (13)	10%	67%	28%
Professional assistance for improving teaching	56	21% (14)	19%	60%	7%
Informal mentoring	66	21% (14)	49%	30%	3%
Peer reviews of teaching or research/creative work	61	19% (16)	35%	46%	9%
Paid or unpaid personal leave	34	15% (17)	21%	63%	3%
Written summary of periodic performance reviews	67	15% (17)	56%	28%	3%
Periodic, formal performance reviews	69	15% (17)	57%	28%	1%
Part-time tenure-track position	23	4% (20)	9%	87%	25%

Policy/Practice	FEMALE				
	A	B	C	D	E
	Valid responses (n)	Important + Ineffective*	Important + Effective**	Neutral or Unimportant***	Not offered
Modified duties for parental or other family reasons (e.g., course release)	21	68% (1)	9%	24%	43%
Paid or unpaid research leave	34	62% (2)	9%	29%	15%
An upper limit on committee assignments for tenure-track faculty	38	60% (3)	21%	18%	14%
Stop-the-clock for parental or other family reasons	25	50% (4)	24%	26%	30%
Childcare	27	48% (5)	8%	44%	40%
Elder care	17	46% (6)	6%	48%	65%
Part-time tenure-track position	15	46% (6)	7%	47%	58%
Spousal/partner hiring program	22	42% (8)	9%	49%	28%
Professional assistance in obtaining externally funded grants	42	40% (9)	22%	38%	7%
An upper limit on teaching obligations	45	40% (9)	35%	25%	12%
Financial assistance with housing	24	30% (11)	4%	66%	66%
Professional assistance for improving teaching	36	28% (12)	24%	49%	11%
Travel funds to present papers or conduct research	45	25% (13)	53%	22%	0%
Paid or unpaid personal leave	30	24% (14)	16%	60%	3%
Formal mentoring program	39	23% (15)	36%	41%	18%
Peer reviews of teaching or research/creative work	41	22% (16)	25%	53%	21%
Informal mentoring	41	20% (17)	57%	24%	8%
Written summary of periodic performance reviews	43	18% (18)	59%	23%	5%
Tuition waivers (e.g., for child, spouse/partner)	24	13% (19)	43%	44%	4%
Periodic, formal performance reviews	43	11% (20)	70%	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).

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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	WHITE, NON-HISPANIC FACULTY				
	A	B	C	D	E
	Valid responses (n)	Important + Ineffective*	Important + Effective**	Neutral or Unimportant***	Not offered
Childcare	38	63% (1)	3%	34%	39%
Modified duties for parental or other family reasons (e.g., course release)	31	61% (2)	6%	32%	39%
Paid or unpaid research leave	53	53% (3)	9%	38%	13%
Professional assistance in obtaining externally funded grants	62	53% (3)	13%	34%	8%
An upper limit on committee assignments for tenure-track faculty	63	52% (5)	16%	32%	14%
Spousal/partner hiring program	38	47% (6)	11%	42%	24%
Stop-the-clock for parental or other family reasons	37	46% (7)	19%	35%	35%
Elder care	20	40% (8)	0%	60%	55%
Financial assistance with housing	44	39% (9)	0%	61%	70%
An upper limit on teaching obligations	69	36% (10)	45%	19%	7%
Travel funds to present papers or conduct research	70	33% (11)	43%	24%	0%
Tuition waivers (e.g., for child, spouse/partner)	37	27% (12)	32%	41%	8%
Informal mentoring	67	25% (13)	51%	24%	3%
Part-time tenure-track position	20	25% (13)	0%	75%	50%
Formal mentoring program	65	23% (15)	35%	42%	19%
Professional assistance for improving teaching	60	22% (16)	12%	67%	8%
Peer reviews of teaching or research/creative work	63	21% (17)	25%	54%	13%
Paid or unpaid personal leave	40	20% (18)	12%	68%	5%
Written summary of periodic performance reviews	67	19% (19)	54%	27%	3%
Periodic, formal performance reviews	68	16% (20)	59%	25%	1%

Policy/Practice	FACULTY OF COLOR				
	A	B	C	D	E
	Valid responses (n)	Important + Ineffective*	Important + Effective**	Neutral or Unimportant***	Not offered
Paid or unpaid research leave	29	41% (1)	28%	31%	14%
Modified duties for parental or other family reasons (e.g., course release)	21	40% (2)	22%	38%	30%
Stop-the-clock for parental or other family reasons	20	37% (3)	20%	43%	27%
An upper limit on committee assignments for tenure-track faculty	33	35% (4)	43%	22%	13%
Financial assistance with housing	26	32% (5)	12%	57%	38%
An upper limit on teaching obligations	42	30% (6)	43%	27%	9%
Travel funds to present papers or conduct research	42	30% (6)	41%	29%	0%
Professional assistance in obtaining externally funded grants	39	29% (8)	36%	35%	2%
Spousal/partner hiring program	22	28% (9)	31%	40%	14%
Elder care	18	27% (10)	17%	57%	34%
Formal mentoring program	38	27% (10)	35%	38%	17%
Professional assistance for improving teaching	32	27% (10)	35%	38%	9%
Childcare	27	26% (13)	22%	52%	28%
Peer reviews of teaching or research/creative work	39	19% (14)	39%	41%	15%
Paid or unpaid personal leave	24	18% (15)	28%	54%	0%
Tuition waivers (e.g., for child, spouse/partner)	26	16% (16)	41%	42%	4%
Part-time tenure-track position	18	15% (17)	17%	68%	26%
Informal mentoring	40	14% (18)	54%	33%	8%
Written summary of periodic performance reviews	43	12% (19)	62%	26%	4%
Periodic, formal performance reviews	44	11% (20)	66%	23%	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.

Arbitrary and capricious.

Based on politics within the college and university. There are many administrative changes that have taken place since I started. Those changes have translated into very gray expectations that seem to be modified almost yearly. Because of this broader context of change I find the expectations to be unclear and inconsistent.

For a while the identities of faculty on the tenure committee were withheld. However, once we fought to clarify who these people were, it became very important to put their names on as many grants and papers as possible, even if they did not contribute anything. Including these people in my research is particularly difficult because there is no topical overlap between their work and mine. Moreover, we are judged based on how well we "follow orders". I have been ordered by tenured faculty to perform tasks that I feel are unethical, hurtful to students, hurtful to my research, and academically dishonest. I have also been ordered to ignore the dishonest activities of my colleagues. Early attempts to bring attention to these problems resulted in censures including poor promotion evaluations, inability to access my own research accounts to buy equipment, and having my job threatened. I understand that a certain amount of hazing is part of being an assistant professor, but I have been forced to choose between keeping my job versus participating in activities I feel are unethical.

My performance in the areas of professional, teaching, and service to the school far exceeded that of my colleagues. What was done in regards to judging my receiving tenure was not only wrong, but was an extremely unfair assessment... and was not actually an assessment, but rather an override. [I helped to develop new curricula.] One established department with a large number of tenured faculty was challenged, and the dean overrode the decision to allow me to continue progress toward tenure. The initial expectation (my assumption) in regards to the criteria of performance assessment was to [publish] widely (internationally), teach well and develop new curricula, and to serve the school through committee work and promotion of programs etc. My work in every area far exceeded that of the expectations, but was hence rejected.

Primarily fear of legal reprisal from those denied tenure; occasionally potentially politicized relationships among faculty.

racial and sex/gender diversity. Department leadership's fear of upsetting anyone.

relationships, politics

Unknown - it is inconsistent between tenure cases

What other people say about the person or their work, i.e., rumor, gossip, misinformation

Who I get along with in the department. The department has warring factions and tenure decisions seem well correlated to where you fit in those factions.

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

Subjects responding "Other" were asked to specify.

Access to doctoral students

colleagues outside dept

Exceptional tenure-track faculty will uplift the department in a short time

Location, quality of life

My department

National reputation of program

Opportunity to found a new department

Travel support

We have no spousal hiring program, but the fact that my spouse was hired is very important

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

Subjects responding "Other" were asked to specify.

faculty development leave available only AFTER receiving tenure

Hypocrisy and ineptness of tenured faculty. Fire them, tenure me, and let me fix this place.

I can't think of another negative aspect. I'm very happy. It would be nice if all faculty members were paid more.

immediate supervisor is grouchy most all the time (it's not personal though)

Inconsistency in role expectations

Instability in departmental leadership

Lack of clarity regarding expectation for P&T

lack of developing a feasible strategic plan

lack of focus for the department

Lack of graduate students to support research activities

lack of pre-tenure research sabbaticals, offered by other 'research' universities, such as Texas A&M

LIMITED LAB OPPORTUNITIES

Poor access to quality RAs

Poor public transport to/from campus

software

sole faculty in large departmental area

Some dept colleagues are threatening; most are outstanding and supportive

Teaching assignment not consistent with areas of expertise

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

Subjects responding "Other" were asked to specify.

Provost and V.P. for Academic Affairs (combined appointment)

VPAA & Provost are Same

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.

Compensation

Need to be closer to extended family

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.

?

1. Protect junior faculty time - 2/2 course load, minimal committee responsibilities. 2. Greater clarity about tenure requirements -- OK, it wasn't one thing, but these are the two things most important to me.

3/2 teaching loads are burden if I need to produce 2 publications for a year. Research school requires 2 publications for a year, but they have many internal grant opportunities, a statistic consulting center, and seed

money for research. But this institution's research expectation is high and teaching load is high as well. Please, adjust teaching loads appropriate to produce 2 quality research publications

a better daycare program

Administrative support within the larger University is an obstacle to doing my job as a professor. I find most of my time is consumed with paperwork or other request for administrative duties without proper assistance from the University general support staff.

Allocate more resources to attract better graduate students

Allow for a semester of paid leave prior to tenure

Attempt to make faculty feel valued rather than degraded. The atmosphere around here is best described as 'The beatings will continue until morale improves.'

become competitive in the market

Broaden its scope in terms of the fields of specialization

Bulldoze itself to the ground, fire all tenured faculty, and start over again? Or give me tenure so I am empowered to start fixing all the things that are broken. UNT could really be a great school; my vision for what this place can become is why I am still here. The top administrators just need to clean house of all the idiots and incompetents that make this place a living hell.

Changes for the better are already taking place. With a relatively new President, Vice-President and Provost, and a new Dean of the college, improvements are occurring. We are searching for a new department Chair. The previous administration's policy and practices have left indelible scars but I have a lot of hope from the current administration all the way from the college Dean to the university President. Their professional competence and inspiration is the only reason I am planning to stay if I achieve tenure.

Child care

Clarity

clarity of the tenure guidelines and following those guidelines.

compensation and teaching load

Concentrate on what a university is, i.e. a place for research and teaching, rather than intellectual prostitution (relentless search for funding).

Consistency in the administration.

Consistent standards for performance

Continue the initiative for support of diversity by extending domestic partner benefits and making sure actual or perceived gender identity expression or sexual orientation are covered beyond the limits of Texas law.

Decrease faculty load for tenure-track faculty

Diffuse power within each department. Right now, a few tenured faculty members run the department, and they actively suppress people of lower rank who disagree with them - or simply ignore them altogether. This is especially true of the department chair.

Direct more funds to hiring/compensation for top-notch faculty and recruitment of high-quality graduate students.

Encourage and reward greater research collaboration among faculty

Ensure that senior faculty are rewarded to mentoring and working with junior faculty.

FOLLOW THROUGH ON A CLEAR & ENDURING VISION

For faculty seeking research grants, there is little one-on-one support. Giving NSF seminars is nice, but gives little targeted help. The actual funding support I have received here consists basically of the faculty doing all the basic work and ORS checking to see if I did anything wrong with the forms. How about hiring some people to proactively consult with faculty on what programs might be a good fit for our research? This is the kind of support that dean's office personnel indicated was present when I first interviewed here, and it simply does not exist. I recently (2 weeks or so ago) contacted ORS to start the submission process on a proposal I have been writing. I was told there was someone who could review my proposal and give comments -- I e-mailed the person named but have not received any response a couple of weeks later. Nice. I suppose hiring this kind of person looks good on paper as a new initiative, but from a faculty perspective trying to actually get things done, this kind of 'support' is useless. The only practical change I have seen over the last couple of years is that the internal research forms have gotten longer and harder to fill out, so I do not see this as getting better. I would like to see useful, meaningful one-on-one consultation available on my schedule -- that would actually help, but we do not have that now in a way that I have actually seen.

Formalize Stop the Clock Policy

Foster a greater sense of university-wide faculty engagement.

Have spousal accommodations and hire qualified spouses. My husband had an illustrious career in academics and was unemployed for 2 years after I joined this institution despite applying for all jobs at and well below his level - he must have put in at least 73 applications and was never called. It is frustrating to say the least, as we have a child and did not want to separate the family, by him going out of town for a job.

Help in seeking more research funding

higher salaries, especially for tenure-track faculty who have just completed graduate school (since this might actually be a way to keep the people they have succeeded in attracting, instead of giving them so many reasons for wanting to leave)

Higher salary

Hire more faculty to help cover our classes and responsibilities due to a rapidly growing student population.

I love my job, and love this university. The only one thing that could make my life better would be... a window.

I really love UNT and my dept, on the whole. There are a few tenured faculty who have made threats against my academic freedom. However, they are in the minority, and I do not let them intimidate me. Still, I wish there was a way that people who are clearly biased against a person due to irrational reasons be removed from making tenure decisions. Overall, however, UNT and my dept both make me very happy.

Improve graduate student funding and recruitment.

Improve support for grad students so we can attract more talented students.

Increase faculty lines and decrease adjunct teaching

Increase requirements of student admissions for both undergraduate and graduate students. At present, the quality of these students, as a whole, is pretty bad.

Infrastructure

Invest in recruiting good grad students

It has been my experience so far as a tenure track faculty member--that I have very little time to get to know the institution at large. Upper administration constantly acknowledges the concept of collegiality between schools and departments...I barely ever leave my department..not because I don't want to--but because I literally cannot spare the time...I feel like, if I am finally tenured---THEN I will be 'freed' up to finally expand my sense of myself as a faculty member of an institution...not just a department within an institution.....

Lower teaching and service load for scholarly and creatively productive faculty.

Make clear the expectations for success. Provide supports commensurate with those expectations.

Make sure our department/new school has stronger leadership.

Make the promotion-&-tenure process more competitive, with higher standards of scholarly productivity, to raise the quality of the faculty.

Minimize the teaching load for tenure track professors from 3-2 to perhaps 2-1

More grant support.

More money for travel

More opportunities for professional development and collaboration (training opportunities, mentoring, etc.)

more reseach focus

More research leave

More research support

more support for faculty research

more support for research

more support for research

My chair follows the letter of the law not the spirit, and the dean shows no true leadership because that's the way he likes it (less trouble for him). We need visionary leadership at the college and chair level that does more than put out fires.

my institution is on the rise and everything seems to be going to the right direction.

Offer pre-tenure research leaves

Organize access to quality RAs for my research lab. My program has no doctoral students (only master's and undergrad) yet I am held to the same standards for publication and grant writing as departments with large doctoral programs.

Parking - limited spaces, rising cost, and abusive fining regulations (They issue tickets if a driver display the parking permit on driver's side instead of passenger's side, which confuses with Texas state inspection sticker).

Pay more so I would not feel the need to work in the summer.

Pay us better.

Pre-tenure, paid research leave for junior faculty (1 semester at least)

Protect tenure-track faculty.

Provide more support for grant writing.

Quality of graduate students.

Recognize and reward research at the department level (while the provost and dean are encouraging research, the department chair & some other tenured faculty who have not done much research appear to have a problem with this as we transition toward a research university)

Recruit more doctoral students in the department

Reduce my teaching load from 3/2 to 2/2.

Reduce the amount of unnecessary administrative paperwork

Replace the VP for Research immediately

Strive to better define realistic expectations for productivity rather than benchmarking against programs noted for burning out pre-tenure faculty. When the work week requires 60-70 hours to maintain expectations and

provide quality instruction as well as publications then the salaried compensation decreases in value. Some suggestions which may help is administrative help relative to maintaining accountability/certification data, redefining what a 'large' course is, establishing or clarifying clinical or teaching track faculty designations, and addition of senior faculty lines in departments with large populations of pre-tenure track faculty in relation to tenured faculty to reduce governance and committee work.

support multi-disciplinary faculty collaboration through actual practice

Support new faculty with more attractive start-up package to hire quality graduate students

Talk with chair and explain that her interpersonal style is at odds with her goal of being supportive. Yelling and naming calling, even though not directed at me, is unpleasant and causes me to (1) not talk with her or ask for help and (2) question her professionalism. I want to feel confident in my chair and not worry that I'm going to set off a loose cannon accidentally.

teaching facility

The institution as a whole has a true lack of identity. It avoids embracing what it truly is or the 'fit' of the institution within the state higher education system. If the university could embrace that role and then become the best at that it could be this institution could become something unique within the Nation.

The institution needs to invest heavily in infrastructure and create multi-user core facilities. The lack of these types of facilities will keep UNT from competing with R-1 institutions. Not every person needs their own individual equipment. Multi-user facilities will allow the University to invest once and not everytime a new professor comes to UNT. Also, some infrastructure programs that will allow tenure track faculty to compete--as opposed to competing with tenured professors with hundreds of thousands of dollars of funding. In addition, the current concept of the substantial matching commitments for infrastructure will ultimately limit proposals and exclude many researchers. In some ways, I feel that UNT is doing just that--excluding the next generation of researchers at UNT.

The university recently addressed my number one thing, research grant assistance, by employing two new directors of research.

To attract more high-quality students.

To put more emphasize on research

We could use better facilities: classrooms in our building (classrooms equipped with more than chalkboards); more than one coursework printer; more than one copy machine.

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

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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
○	○	○	○	○

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]

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
○	○	○	○	○

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]

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
<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]

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
<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]

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
○	○	○	○	○

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]

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
○	○	○	○	○

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]

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
○	○	○	○	○

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]

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
○	○	○	○	○

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]

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.



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