

The Collaborative on Academic Careers in Higher Education
at the Harvard Graduate School of Education



COACHE Faculty Job Satisfaction Survey
FREQUENCY DISTRIBUTIONS
University of Arizona
2014



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The Collaborative on Academic Careers in Higher Education
at the Harvard Graduate School of Education

University of Arizona

				overall					
item	theme	description	response scale	you		peers		all	
				count	%	count	%	count	%
Q45B	Nature of work: Research	Please rate your level of satisfaction or dissatisfaction with the portion of your time spent on research.	very dissatisfied	39	5%	103	3%	1381	6%
			dissatisfied	189	22%	624	19%	5977	24%
			neither satisfied nor satisfied	105	12%	390	12%	3390	14%
			very satisfied	319	38%	1319	41%	9044	36%
			decline to answer	179	21%	758	23%	4522	18%
			not applicable	3	0%	21	1%	134	1%
			not applicable	16	2%	29	1%	406	2%
Q80A	Nature of work: Research	The amount of external funding you are expected to find	very dissatisfied	54	6%	196	6%	1493	6%
			dissatisfied	141	17%	494	15%	3790	15%
			neither satisfied nor satisfied	265	32%	952	30%	7718	31%
			very satisfied	267	32%	1130	35%	7228	29%
			decline to answer	31	4%	222	7%	1489	6%
			not applicable	6	1%	21	1%	218	1%
			not applicable	77	9%	188	6%	2691	11%
Q80B	Nature of work: Research	The influence you have over the focus of your research/scholarly/creative work	very dissatisfied	6	1%	41	1%	302	1%
			dissatisfied	19	2%	86	3%	677	3%
			neither satisfied nor satisfied	52	6%	189	6%	1782	7%
			very satisfied	307	37%	1130	35%	9200	37%
			decline to answer	440	52%	1733	54%	12234	50%
			not applicable	1	0%	11	0%	91	0%
			not applicable	16	2%	13	0%	341	1%
Q80C	Nature of work: Research	The quality of graduate students to support your research/scholarly/creative work	very dissatisfied	39	5%	139	4%	1517	6%
			dissatisfied	136	16%	482	15%	3736	15%
			neither satisfied nor satisfied	153	18%	604	19%	4238	17%
			very satisfied	279	33%	1186	37%	6649	27%
			decline to answer	97	12%	467	15%	2415	10%
			not applicable	4	0%	15	0%	138	1%
			not applicable	133	16%	310	10%	5801	24%
Q80D	Nature of work: Research	Institutional support (e.g., internal grants/seed money) for your research/scholarly/creative work	very dissatisfied	174	21%	386	12%	3345	14%
			dissatisfied	247	29%	822	26%	6198	25%
			neither satisfied nor satisfied	181	22%	740	23%	5837	24%
			very satisfied	175	21%	888	28%	6507	26%
			decline to answer	25	3%	295	9%	1889	8%
			not applicable	1	0%	14	0%	109	0%
			not applicable	38	5%	58	2%	742	3%

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item	theme	description	response scale	overall					
				you		peers		all	
				count	%	count	%	count	%
Q80E	Nature of work: Research	The support your institution provides you for engaging undergraduates in your research/scholarly/creative work	very dissatisfied	75	9%	173	5%	1648	7%
			dissatisfied	167	20%	485	15%	4060	16%
			neither satisfied nor satisfied	254	30%	932	29%	7097	29%
			very satisfied	174	21%	914	29%	6245	25%
			decline to answer	36	4%	314	10%	1954	8%
			not applicable	4	0%	18	1%	160	1%
Q85A	Nature of work: Research	Obtaining externally funded grants (pre-award)	very dissatisfied	131	16%	367	11%	3463	14%
			dissatisfied	89	11%	232	7%	1930	8%
			neither satisfied nor satisfied	202	24%	566	18%	4469	18%
			very satisfied	209	25%	742	23%	6314	26%
			decline to answer	212	25%	1038	32%	6717	27%
			not applicable	40	5%	377	12%	2117	9%
Q85B	Nature of work: Research	Managing externally funded grants (post-award)	decline to answer	3	0%	17	1%	189	1%
			not applicable	85	10%	228	7%	2860	12%
			very dissatisfied	65	8%	210	7%	1715	7%
			dissatisfied	144	17%	503	16%	3415	14%
			neither satisfied nor satisfied	181	22%	732	23%	5616	23%
			very satisfied	238	28%	974	30%	5784	24%
Q85C	Nature of work: Research	Securing graduate student assistance	decline to answer	59	7%	267	8%	1686	7%
			not applicable	7	1%	19	1%	228	1%
			very dissatisfied	146	17%	495	15%	6152	25%
			dissatisfied	98	12%	272	8%	2346	10%
			neither satisfied nor satisfied	218	26%	710	22%	4685	19%
			very satisfied	206	25%	882	27%	5671	23%
Q85D	Nature of work: Research	Traveling to present papers or conduct research/creative work	decline to answer	166	20%	808	25%	4996	20%
			not applicable	23	3%	187	6%	1160	5%
			very dissatisfied	3	0%	39	1%	278	1%
			dissatisfied	126	15%	318	10%	5452	22%
			neither satisfied nor satisfied	142	17%	289	9%	2545	10%
			very satisfied	211	25%	694	22%	5178	21%
Q85D	Nature of work: Research	Traveling to present papers or conduct research/creative work	decline to answer	161	19%	666	21%	4804	20%
			not applicable	233	28%	1057	33%	8201	33%
			very dissatisfied	64	8%	404	13%	3089	13%
			dissatisfied	1	0%	13	0%	88	0%
			neither satisfied nor satisfied	28	3%	77	2%	691	3%
			very satisfied	28	3%	77	2%	691	3%

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item	theme	description	response scale	overall					
				you		peers		all	
				count	%	count	%	count	%
Q85E	Nature of work: Research	The availability of course release time to focus on your research	very dissatisfied	108	13%	448	14%	4310	18%
			dissatisfied	188	22%	711	22%	5835	24%
			neither satisfied nor satisfied	213	25%	808	25%	5741	23%
			very satisfied	162	19%	661	21%	4394	18%
			decline to answer	39	5%	213	7%	1395	6%
			not applicable	0	0%	19	1%	143	1%
Q50B	Nature of work: Research*	Please indicate whether you feel you spend too much or too little time on research.	too little	130	15%	340	11%	2778	11%
			too much	221	97%	689	95%	7006	95%
			decline to answer	7	3%	22	3%	245	3%
Q50C	Nature of work: Service	Please indicate whether you feel you spend too much or too little time on service.	too little	0	0%	16	2%	104	1%
			too much	10	7%	32	5%	258	5%
			decline to answer	131	87%	583	91%	4764	92%
Q55B	Nature of work: Service	My institution does what it can to help faculty who take on additional leadership roles (e.g. major committee assignments, department chairmanship), to sustain other aspects of their faculty work.	strongly disagree	9	6%	23	4%	182	3%
			somewhat disagree	155	18%	573	18%	4620	19%
			neither agree nor disagree	235	28%	768	24%	6444	26%
			somewhat agree	135	16%	473	15%	3432	14%
			strongly agree	192	23%	798	25%	6022	24%
			I don't know	52	6%	306	9%	2155	9%
Q60A	Nature of work: Service	The number of committees on which you serve	decline to answer	66	8%	251	8%	1699	7%
			not applicable	1	0%	16	0%	104	0%
			very dissatisfied	12	1%	52	2%	323	1%
			dissatisfied	24	3%	78	2%	668	3%
			neither satisfied nor satisfied	121	14%	464	14%	3528	14%
			very satisfied	251	30%	884	27%	6507	26%
Q60B	Nature of work: Service	The attractiveness (e.g., value, visibility, importance, personal preference) of the committees on which you serve	decline to answer	379	45%	1500	46%	11568	47%
			not applicable	58	7%	240	7%	1932	8%
			very dissatisfied	5	1%	26	1%	240	1%
			dissatisfied	7	1%	38	1%	346	1%
			neither satisfied nor satisfied	24	3%	105	3%	771	3%
			very satisfied	112	13%	412	13%	2882	12%
Q60B	Nature of work: Service	The attractiveness (e.g., value, visibility, importance, personal preference) of the committees on which you serve	decline to answer	279	33%	1005	31%	7578	31%
			not applicable	347	41%	1330	41%	10426	42%
			very dissatisfied	64	8%	287	9%	2276	9%
			dissatisfied	6	1%	30	1%	266	1%
			neither satisfied nor satisfied	13	2%	61	2%	589	2%

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item	theme	description	response scale	overall					
				you		peers		all	
				count	%	count	%	count	%
Q60C	Nature of work: Service	The discretion you have to choose the committees on which you serve	very dissatisfied	42	5%	128	4%	906	4%
			dissatisfied	108	13%	418	13%	3016	12%
			neither satisfied nor satisfied	233	28%	907	28%	6675	27%
			very satisfied	332	39%	1275	39%	10126	41%
			decline to answer	112	13%	416	13%	3341	13%
			not applicable	6	1%	26	1%	239	1%
Q60D	Nature of work: Service	How equitably committee assignments are distributed across faculty in your department	very dissatisfied	12	1%	60	2%	485	2%
			dissatisfied	102	12%	341	11%	2647	11%
			neither satisfied nor satisfied	189	22%	734	23%	5303	21%
			very satisfied	220	26%	811	25%	6059	24%
			decline to answer	240	28%	1011	31%	7888	32%
			not applicable	69	8%	233	7%	2030	8%
Q45C	Nature of work: Service*	Please rate your level of satisfaction or dissatisfaction with the portion of your time spent on service.	very dissatisfied	9	1%	42	1%	357	1%
			dissatisfied	16	2%	58	2%	504	2%
			neither satisfied nor satisfied	38	4%	140	4%	1136	5%
			very satisfied	112	13%	498	15%	4073	16%
			decline to answer	205	24%	822	25%	5856	24%
			not applicable	405	48%	1409	43%	10947	44%
Q60E	Nature of work: Service*	The number of students you advise/mentor (including oversight of independent study, research projects, internships, study abroad)	very dissatisfied	85	10%	337	10%	2600	10%
			dissatisfied	2	0%	23	1%	124	0%
			neither satisfied nor satisfied	3	0%	15	0%	118	0%
			very satisfied	23	3%	80	2%	1045	4%
			decline to answer	74	9%	312	10%	2975	12%
			not applicable	153	18%	607	19%	4558	18%
Q45A	Nature of work: Teaching	Please rate your level of satisfaction or dissatisfaction with the portion of your time spent on teaching.	very dissatisfied	435	51%	1696	53%	12203	49%
			dissatisfied	109	13%	439	14%	2922	12%
			neither satisfied nor satisfied	4	0%	12	0%	127	1%
			very satisfied	109	13%	439	14%	2922	12%
			decline to answer	47	6%	80	2%	902	4%
			not applicable	4	0%	17	1%	101	0%
Q45A	Nature of work: Teaching	Please rate your level of satisfaction or dissatisfaction with the portion of your time spent on teaching.	very dissatisfied	46	5%	41	1%	487	2%
			dissatisfied	12	1%	41	1%	388	2%
			neither satisfied nor satisfied	71	8%	271	8%	2210	9%
			very satisfied	108	13%	412	13%	3027	12%
			decline to answer	435	51%	1729	53%	12724	51%
			not applicable	174	20%	733	23%	5917	24%

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item	theme	description	response scale	overall					
				you		peers		all	
				count	%	count	%	count	%
Q70A	Nature of work: Teaching	The number of courses you teach	very dissatisfied	11	1%	65	2%	667	3%
			dissatisfied	59	7%	293	9%	2890	12%
			neither satisfied nor	87	10%	359	11%	2736	11%
			satisfied	425	51%	1618	50%	11883	48%
			very satisfied	180	21%	776	24%	5480	22%
			decline to answer	0	0%	11	0%	73	0%
			not applicable	79	9%	93	3%	950	4%
Q70B	Nature of work: Teaching	The level of courses you teach	very dissatisfied	7	1%	29	1%	307	1%
			dissatisfied	48	6%	196	6%	1385	6%
			neither satisfied nor	72	9%	265	8%	2265	9%
			satisfied	433	51%	1740	54%	12714	52%
			very satisfied	202	24%	879	27%	6973	28%
			decline to answer	0	0%	10	0%	70	0%
			not applicable	79	9%	96	3%	965	4%
Q70C	Nature of work: Teaching	The discretion you have over the content of the courses you teach	very dissatisfied	8	1%	38	1%	253	1%
			dissatisfied	21	2%	83	3%	653	3%
			neither satisfied nor	49	6%	191	6%	1319	5%
			satisfied	309	37%	1205	37%	8778	36%
			very satisfied	376	45%	1599	50%	12677	51%
			decline to answer	1	0%	10	0%	66	0%
			not applicable	77	9%	89	3%	933	4%
Q70D	Nature of work: Teaching	The number of students in the classes you teach, on average	very dissatisfied	29	3%	102	3%	859	3%
			dissatisfied	87	10%	422	13%	3137	13%
			neither satisfied nor	112	13%	407	13%	3158	13%
			satisfied	365	43%	1470	46%	10941	44%
			very satisfied	167	20%	704	22%	5531	22%
			decline to answer	0	0%	9	0%	70	0%
			not applicable	81	10%	101	3%	983	4%
Q70E	Nature of work: Teaching	The quality of students you teach, on average	very dissatisfied	37	4%	89	3%	990	4%
			dissatisfied	176	21%	512	16%	4203	17%
			neither satisfied nor	181	22%	745	23%	5338	22%
			satisfied	319	38%	1334	41%	9876	40%
			very satisfied	55	7%	448	14%	3333	14%
			decline to answer	0	0%	9	0%	83	0%
			not applicable	73	9%	78	2%	856	3%

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item	theme	description	response scale	overall					
				you		peers		all	
				count	%	count	%	count	%
Q70H	Nature of work: Teaching	How equitably the teaching workload is distributed across faculty in your department	very dissatisfied	96	11%	372	12%	2382	10%
			dissatisfied	166	20%	628	20%	4537	18%
			neither satisfied nor satisfied	173	21%	711	22%	4992	20%
			very satisfied	269	32%	1083	34%	8743	35%
			very satisfied	54	6%	316	10%	2929	12%
			decline to answer	6	1%	31	1%	237	1%
			not applicable	77	9%	74	2%	859	3%
Q70I	Nature of work: Teaching	The quality of graduate students to support your teaching	very dissatisfied	42	5%	118	4%	1382	6%
			dissatisfied	84	10%	339	11%	2671	11%
			neither satisfied nor satisfied	130	15%	567	18%	3632	15%
			very satisfied	228	27%	1069	33%	6281	26%
			very satisfied	97	12%	455	14%	2493	10%
			decline to answer	3	0%	14	0%	131	1%
			not applicable	257	31%	653	20%	7956	32%
Q50A	Nature of work: Teaching*	Please indicate whether you feel you spend too much or too little time on teaching.	too little	16	19%	44	14%	455	18%
			too much	60	72%	248	79%	2020	78%
			decline to answer	7	8%	20	6%	122	5%
Q45D	Nature of Work*	Please rate your level of satisfaction or dissatisfaction with the portion of your time spent on outreach.	very dissatisfied	8	1%	27	1%	318	1%
			dissatisfied	43	5%	185	6%	1581	6%
			neither satisfied nor satisfied	246	29%	874	27%	6766	27%
			satisfied	315	37%	1091	34%	8079	33%
			very satisfied	115	14%	310	10%	2467	10%
			decline to answer	6	1%	30	1%	236	1%
			not applicable	117	14%	727	22%	5407	22%
Q45E	Nature of Work*	Please rate your level of satisfaction or dissatisfaction with the portion of your time spent on administrative tasks.	very dissatisfied	84	10%	279	9%	2096	8%
			dissatisfied	201	24%	850	26%	6200	25%
			neither satisfied nor satisfied	281	33%	992	31%	7411	30%
			satisfied	209	25%	745	23%	6314	25%
			very satisfied	31	4%	163	5%	1187	5%
			decline to answer	3	0%	23	1%	137	1%
			not applicable	41	5%	192	6%	1508	6%
Q50D	Nature of Work*	Please indicate whether you feel you spend too much or too little time on outreach.	too little	25	49%	145	68%	1364	72%
			too much	21	41%	54	25%	409	22%
			decline to answer	5	10%	13	6%	123	6%
Q50E	Nature of Work*	Please indicate whether you feel you spend too much or too little time on administrative tasks.	too little	0	0%	9	1%	95	1%
			too much	276	97%	1098	97%	7986	96%
			decline to answer	9	3%	22	2%	208	3%

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item	theme	description	response scale	overall					
				you		peers		all	
				count	%	count	%	count	%
Q55A	Nature of Work*	I am able to balance the teaching, research, and service activities expected of me.	strongly disagree	86	10%	298	9%	2839	11%
			somewhat disagree	210	25%	734	23%	6302	25%
			neither agree nor	71	8%	302	9%	2210	9%
			somewhat agree	343	40%	1276	39%	9132	37%
			strongly agree	132	16%	599	19%	4092	17%
			I don't know	3	0%	11	0%	72	0%
			decline to answer	1	0%	12	0%	80	0%
			not applicable	2	0%	5	0%	73	0%
Q70F	Facilities and work resources	The support your institution has offered you for improving your teaching	very dissatisfied	66	8%	187	6%	1452	6%
			dissatisfied	136	16%	434	13%	3191	13%
			neither satisfied nor	293	35%	1026	32%	7582	31%
			satisfied	207	25%	1055	33%	8182	33%
			very satisfied	37	4%	327	10%	2665	11%
			decline to answer	10	1%	17	1%	152	1%
			not applicable	92	11%	169	5%	1455	6%
Q90A	Facilities and work resources	Office	very dissatisfied	23	3%	106	3%	936	4%
			dissatisfied	71	8%	327	10%	2422	10%
			neither satisfied nor	119	14%	467	15%	3451	14%
			satisfied	421	50%	1518	48%	11417	47%
			very satisfied	201	24%	764	24%	6236	25%
			decline to answer	0	0%	5	0%	38	0%
Q90B	Facilities and work resources	Laboratory, research, or studio space	very dissatisfied	36	4%	202	6%	1568	6%
			dissatisfied	100	12%	414	13%	3156	13%
			neither satisfied nor	132	16%	480	15%	3838	16%
			satisfied	278	33%	973	31%	6751	28%
			very satisfied	85	10%	401	13%	2565	10%
			decline to answer	4	0%	14	0%	96	0%
Q90C	Facilities and work resources	Equipment	very dissatisfied	48	6%	144	5%	1155	5%
			dissatisfied	158	19%	466	15%	3765	15%
			neither satisfied nor	182	22%	704	22%	5180	21%
			satisfied	332	40%	1327	42%	10198	42%
			very satisfied	68	8%	352	11%	2906	12%
			decline to answer	1	0%	7	0%	52	0%
			not applicable	50	6%	189	6%	1293	5%

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item	theme	description	response scale	overall					
				you		peers		all	
				count	%	count	%	count	%
Q90D	Facilities and work resources	Classrooms	very dissatisfied	35	4%	156	5%	1331	5%
			dissatisfied	142	17%	585	18%	4569	19%
			neither satisfied nor satisfied	183	22%	644	20%	4551	19%
			very satisfied	347	41%	1377	43%	10306	42%
			decline to answer	66	8%	340	11%	2982	12%
			not applicable	1	0%	4	0%	32	0%
				65	8%	83	3%	778	3%
Q90E	Facilities and work resources	Library resources	very dissatisfied	17	2%	60	2%	689	3%
			dissatisfied	56	7%	211	7%	2024	8%
			neither satisfied nor satisfied	130	15%	471	15%	3653	15%
			very satisfied	400	48%	1630	51%	11710	48%
			decline to answer	212	25%	775	24%	6187	25%
			not applicable	3	0%	6	0%	61	0%
				21	3%	36	1%	225	1%
Q90F	Facilities and work resources	Computing and technical support	very dissatisfied	69	8%	174	5%	1473	6%
			dissatisfied	152	18%	525	16%	3916	16%
			neither satisfied nor satisfied	165	20%	575	18%	4420	18%
			very satisfied	343	41%	1384	43%	10438	43%
			decline to answer	108	13%	519	16%	4178	17%
			not applicable	0	0%	5	0%	34	0%
				2	0%	7	0%	89	0%
Q90H	Facilities and work resources	Clerical/administrative support	very dissatisfied	92	11%	278	9%	2142	9%
			dissatisfied	208	25%	659	21%	4856	20%
			neither satisfied nor satisfied	135	16%	629	20%	4551	19%
			very satisfied	300	36%	1132	35%	8886	36%
			decline to answer	100	12%	469	15%	3849	16%
			not applicable	1	0%	5	0%	51	0%
				3	0%	17	1%	213	1%
Q95D	Personal and Family Policies	Housing benefits (e.g. real estate services, subsidized housing, low-interest mortgage)	very dissatisfied	52	6%	134	4%	1814	7%
			dissatisfied	43	5%	240	8%	1746	7%
			neither satisfied not satisfied	82	10%	412	13%	2612	11%
			very satisfied	6	1%	231	7%	791	3%
			not offered at my	3	0%	99	3%	262	1%
			I don't know	209	25%	531	17%	5488	22%
			decline to answer	154	18%	541	17%	3840	16%
			not applicable	1	0%	15	0%	103	0%
				289	34%	979	31%	7861	32%

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item	theme	description	response scale	overall					
				you		peers		all	
				count	%	count	%	count	%
Q95E	Personal and family policies	Tuition waivers, remission, or exchange	very dissatisfied	9	1%	379	12%	2661	11%
			dissatisfied	32	4%	438	14%	2868	12%
			neither satisfied not satisfied	118	14%	459	14%	3366	14%
			very satisfied	280	33%	389	12%	4048	16%
			not offered at my	128	15%	86	3%	1583	6%
			I don't know	2	0%	209	7%	1334	5%
			decline to answer	93	11%	449	14%	3203	13%
			not applicable	3	0%	37	1%	273	1%
Q95F	Personal and family policies	Spousal/partner hiring program	very dissatisfied	174	21%	761	24%	5346	22%
			dissatisfied	43	5%	260	8%	2248	9%
			neither satisfied not satisfied	70	8%	305	10%	2065	8%
			very satisfied	109	13%	474	15%	3220	13%
			not offered at my	72	9%	344	11%	1742	7%
			I don't know	43	5%	180	6%	771	3%
			decline to answer	22	3%	79	2%	1409	6%
			not applicable	153	18%	479	15%	4230	17%
Q95G	Personal and family policies	Childcare	very dissatisfied	7	1%	30	1%	198	1%
			dissatisfied	320	38%	1031	32%	8634	35%
			neither satisfied not satisfied	52	6%	159	5%	1544	6%
			very satisfied	55	7%	247	8%	1792	7%
			not offered at my	105	13%	466	15%	2961	12%
			I don't know	29	3%	167	5%	1174	5%
			decline to answer	8	1%	48	2%	406	2%
			not applicable	80	10%	168	5%	1878	8%
Q95H	Personal and family policies	Eldercare	very dissatisfied	123	15%	483	15%	3254	13%
			dissatisfied	2	0%	19	1%	169	1%
			neither satisfied not satisfied	385	46%	1425	45%	11339	46%
			very satisfied	11	1%	57	2%	539	2%
			not offered at my	22	3%	90	3%	659	3%
			I don't know	103	12%	396	12%	2890	12%
			decline to answer	15	2%	89	3%	507	2%
			not applicable	4	0%	21	1%	111	0%

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item	theme	description	response scale	overall					
				you		peers		all	
				count	%	count	%	count	%
Q95J	Personal and family policies	Family medical/parental leave	very dissatisfied	21	3%	82	3%	824	3%
			dissatisfied	30	4%	165	5%	1294	5%
			neither satisfied not satisfied	142	17%	581	18%	4468	18%
			very satisfied	200	24%	794	25%	5693	23%
			not offered at my	51	6%	226	7%	1691	7%
			I don't know	7	1%	20	1%	224	1%
			decline to answer	188	22%	591	18%	4909	20%
			not applicable	3	0%	39	1%	299	1%
Q95K	Personal and family policies	Flexible workload/modified duties for parental or other family reasons	very dissatisfied	197	23%	708	22%	5277	21%
			dissatisfied	23	3%	100	3%	810	3%
			neither satisfied not satisfied	29	3%	192	6%	1425	6%
			very satisfied	125	15%	504	16%	3952	16%
			not offered at my	176	21%	797	25%	5460	22%
			I don't know	70	8%	288	9%	1970	8%
			decline to answer	11	1%	54	2%	747	3%
			not applicable	172	21%	495	16%	4094	17%
Q95L	Personal and family policies	Stop-the-clock for parental or other family reasons	very dissatisfied	4	3%	12	2%	172	3%
			dissatisfied	6	4%	20	3%	232	4%
			neither satisfied not satisfied	14	9%	82	13%	765	12%
			very satisfied	33	21%	157	24%	1122	18%
			not offered at my	20	13%	83	13%	520	8%
			I don't know	0	0%	6	1%	180	3%
			decline to answer	36	23%	138	21%	1784	28%
			not applicable	0	0%	6	1%	58	1%
Q200B	Personal and family policies	My institution does what it can to make personal/family obligations (e.g. childcare or eldercare) and an academic career compatible.	strongly disagree	41	27%	140	22%	1455	23%
			somewhat disagree	105	13%	329	11%	2880	12%
			neither agree nor	146	18%	540	17%	4363	18%
			somewhat agree	173	21%	699	23%	5181	22%
			strongly agree	165	20%	758	24%	5525	23%
			I don't know	51	6%	292	9%	2061	9%
			decline to answer	96	12%	276	9%	2116	9%
			not applicable	4	0%	21	1%	203	1%

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item	theme	description	response scale	overall					
				you		peers		all	
				count	%	count	%	count	%
Q200A	Personal and family policies	I have been able to find the right balance, for me, between my professional life and my personal/family life.	strongly disagree	111	13%	352	11%	2847	12%
			somewhat disagree	200	24%	689	22%	5545	23%
			neither agree nor	77	9%	293	9%	2309	10%
			somewhat agree	317	38%	1177	38%	8900	37%
			strongly agree	111	13%	563	18%	4129	17%
			I don't know	4	0%	8	0%	60	0%
			decline to answer	4	0%	22	1%	150	1%
			not applicable	1	0%	2	0%	31	0%
Q95A	Health and retirement benefits	Health benefits for yourself	very dissatisfied	2	0%	59	2%	994	4%
			dissatisfied	40	5%	264	8%	2746	11%
			neither satisfied nor	100	12%	452	14%	3844	16%
			satisfied	477	57%	1680	52%	12159	49%
			very satisfied	206	25%	689	21%	4263	17%
			not offered at my	0	0%	0	0%	8	0%
			I don't know	2	0%	13	0%	124	1%
			decline to answer	2	0%	35	1%	231	1%
not applicable	10	1%	15	0%	313	1%			
Q95B	Health and retirement benefits	Health benefits for your family (i.e. spouse, partner, and dependents)	very dissatisfied	5	1%	67	2%	1420	6%
			dissatisfied	40	5%	242	8%	2678	11%
			neither satisfied nor	81	10%	464	15%	3538	14%
			satisfied	396	47%	1432	45%	9593	39%
			very satisfied	182	22%	584	18%	3480	14%
			not offered at my	0	0%	2	0%	38	0%
			I don't know	21	3%	60	2%	555	2%
			decline to answer	3	0%	12	0%	114	0%
not applicable	111	13%	319	10%	3101	13%			
Q95C	Health and retirement benefits	Retirement benefits	very dissatisfied	15	2%	81	3%	880	4%
			dissatisfied	75	9%	261	8%	2652	11%
			neither satisfied nor	201	24%	563	18%	5681	23%
			satisfied	409	49%	1453	45%	10409	42%
			very satisfied	67	8%	621	19%	2906	12%
			not offered at my	0	0%	4	0%	30	0%
			I don't know	51	6%	145	5%	1442	6%
			decline to answer	1	0%	37	1%	279	1%
not applicable	20	2%	42	1%	403	2%			

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				overall					
item	theme	description	response scale	you		peers		all	
				count	%	count	%	count	%
Q95I	Health and retirement benefits	Phased retirement options	very dissatisfied	21	3%	92	3%	740	3%
			dissatisfied	39	5%	150	5%	1268	5%
			neither satisfied nor satisfied	160	19%	576	18%	4666	19%
			very satisfied	113	13%	562	18%	3965	16%
			not offered at my	12	1%	59	2%	602	2%
			I don't know	312	37%	1070	33%	8334	34%
			decline to answer	4	0%	42	1%	346	1%
			not applicable	165	20%	498	16%	3923	16%
Q90G	Salary*	Salary	very dissatisfied	145	17%	331	10%	3498	14%
			dissatisfied	220	26%	723	23%	6438	26%
			neither satisfied nor satisfied	145	17%	553	17%	4358	18%
			very satisfied	261	31%	1180	37%	7820	32%
			decline to answer	67	8%	387	12%	2327	9%
			not applicable	1	0%	14	0%	99	0%
Q100A	Interdisciplinary work	Budget allocations encourage interdisciplinary work.	strongly disagree	165	20%	510	16%	4553	19%
			somewhat disagree	212	25%	752	24%	5977	24%
			neither agree nor	176	21%	679	21%	4984	20%
			somewhat agree	142	17%	657	21%	4063	17%
			strongly agree	29	3%	198	6%	974	4%
			I don't know	92	11%	294	9%	3109	13%
			decline to answer	1	0%	20	1%	111	0%
			not applicable	20	2%	64	2%	691	3%
Q100B	Interdisciplinary work	Campus facilities (e.g. spaces, buildings, centers, labs) are conducive to interdisciplinary work.	strongly disagree	110	13%	480	15%	4041	17%
			somewhat disagree	225	27%	781	25%	6482	26%
			neither agree nor	196	23%	642	20%	5208	21%
			somewhat agree	195	23%	790	25%	4999	20%
			strongly agree	38	5%	221	7%	1208	5%
			I don't know	53	6%	179	6%	1805	7%
			decline to answer	0	0%	14	0%	99	0%
			not applicable	20	2%	67	2%	620	3%

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item	theme	description	response scale	overall					
				you		peers		all	
				count	%	count	%	count	%
Q100C	Interdisciplinary work	Interdisciplinary work is rewarded in the merit process.	strongly disagree	116	14%	487	15%	4308	18%
			somewhat disagree	183	22%	673	21%	5526	23%
			neither agree nor	173	21%	692	22%	4827	20%
			somewhat agree	186	22%	714	22%	4421	18%
			strongly agree	38	5%	219	7%	1149	5%
			I don't know	129	15%	332	10%	3577	15%
			decline to answer	1	0%	12	0%	105	0%
			not applicable	11	1%	45	1%	549	2%
Q100D	Interdisciplinary work	Interdisciplinary work is rewarded in the promotion process.	strongly disagree	92	14%	373	15%	3085	17%
			somewhat disagree	135	20%	535	21%	4028	23%
			neither agree nor	145	22%	601	24%	3862	22%
			somewhat agree	166	25%	611	24%	3453	19%
			strongly agree	36	5%	169	7%	879	5%
			I don't know	86	13%	190	8%	2114	12%
			decline to answer	1	0%	9	0%	76	0%
			not applicable	10	1%	38	2%	394	2%
Q100E	Interdisciplinary work	Interdisciplinary work is rewarded in the tenure process.	strongly disagree	8	6%	86	14%	671	12%
			somewhat disagree	20	14%	95	15%	924	16%
			neither agree nor	20	14%	98	16%	934	17%
			somewhat agree	29	21%	110	18%	983	18%
			strongly agree	2	1%	37	6%	229	4%
			I don't know	60	43%	183	29%	1755	31%
			decline to answer	0	0%	3	0%	25	0%
			not applicable	0	0%	9	1%	95	2%
Q100G	Interdisciplinary work	My department understands how to evaluate interdisciplinary work.	strongly disagree	107	13%	489	15%	4048	17%
			somewhat disagree	156	19%	641	20%	4942	20%
			neither agree nor	165	20%	607	19%	4664	19%
			somewhat agree	215	26%	779	25%	5270	22%
			strongly agree	89	11%	331	10%	2069	8%
			I don't know	93	11%	282	9%	2889	12%
			decline to answer	2	0%	16	1%	130	1%
			not applicable	10	1%	29	1%	450	2%

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				overall					
item	theme	description	response scale	you		peers		all	
				count	%	count	%	count	%
Q105A	Collaboration	Opportunities for collaboration with other members of your department	very dissatisfied	42	5%	159	5%	1279	5%
			dissatisfied	93	11%	390	12%	2664	11%
			neither satisfied nor satisfied	152	18%	541	17%	4386	18%
			very satisfied	355	42%	1294	41%	9930	41%
			decline to answer	186	22%	744	23%	5774	24%
			not applicable	2	0%	19	1%	148	1%
Q105E	Collaboration	Opportunities for collaboration within your institution, faculty outside your department	very dissatisfied	7	1%	27	1%	267	1%
			dissatisfied	31	4%	115	4%	1089	4%
			neither satisfied nor satisfied	93	11%	381	12%	3207	13%
			very satisfied	184	22%	715	23%	6269	26%
			decline to answer	366	44%	1276	40%	9511	39%
			not applicable	137	16%	623	20%	3659	15%
Q105D	Collaboration	Opportunities for collaboration with faculty outside your institution	decline to answer	5	1%	14	0%	159	1%
			not applicable	21	3%	50	2%	554	2%
			very dissatisfied	19	2%	91	3%	863	4%
			dissatisfied	54	6%	202	6%	2083	9%
			neither satisfied nor satisfied	169	20%	630	20%	5735	23%
			very satisfied	389	46%	1338	42%	9967	41%
Q125A	Mentoring	Please rate the effectiveness or ineffectiveness of mentoring from someone in your department for you.	decline to answer	191	23%	831	26%	4882	20%
			not applicable	3	0%	22	1%	195	1%
			very ineffective	68	8%	309	10%	2023	8%
			ineffective	74	9%	274	9%	2085	9%
			neither effective nor somewhat effective	94	11%	416	13%	3230	13%
			very effective	261	31%	1007	32%	7625	31%
			have not received	170	20%	586	19%	4607	19%
			decline to answer	93	11%	317	10%	2779	11%
Q125B	Mentoring	Please rate the effectiveness or ineffectiveness of mentoring from someone outside your department at your institution for you.	not applicable	3	0%	18	1%	157	1%
			not applicable	72	9%	238	8%	1883	8%
			very ineffective	29	3%	139	4%	1128	5%
			ineffective	40	5%	148	5%	1315	5%
			neither effective nor somewhat effective	136	16%	591	19%	4504	18%
			very effective	226	27%	784	25%	5508	23%
			have not received	95	11%	336	11%	2193	9%
			decline to answer	182	22%	679	21%	5720	23%
not applicable	1	0%	18	1%	149	1%			
			not applicable	126	15%	470	15%	3872	16%

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item	theme	description	response scale	overall					
				you		peers		all	
				count	%	count	%	count	%
Q130A	Mentoring	There is effective mentoring of pre-tenure faculty in my department.	Strongly disagree	124	15%	417	13%	3482	14%
			somewhat disagree	176	21%	584	18%	4556	19%
			neither agree nor	90	11%	387	12%	2877	12%
			somewhat agree	284	34%	1116	35%	8440	35%
			strongly agree	111	13%	513	16%	3829	16%
			I don't know	33	4%	106	3%	858	4%
			decline to answer	5	1%	16	1%	130	1%
			not applicable	11	1%	25	1%	201	1%
Q130B	Mentoring	There is effective mentoring of tenured associate professors in my department.	strongly disagree	169	25%	571	23%	4311	24%
			somewhat disagree	189	28%	665	26%	4767	27%
			neither agree nor	108	16%	475	19%	3312	19%
			somewhat agree	119	18%	490	19%	3184	18%
			strongly agree	31	5%	129	5%	801	4%
			I don't know	37	6%	135	5%	921	5%
			decline to answer	3	0%	13	1%	112	1%
			not applicable	12	2%	40	2%	411	2%
Q130C	Mentoring	My institution provides adequate support for faculty to be good mentors.	strongly disagree	157	24%	521	21%	4028	23%
			somewhat disagree	201	30%	772	31%	5288	30%
			neither agree nor	143	21%	576	23%	4061	23%
			somewhat agree	85	13%	339	13%	2195	12%
			strongly agree	12	2%	78	3%	539	3%
			I don't know	63	9%	199	8%	1448	8%
			decline to answer	2	0%	14	1%	98	1%
			not applicable	5	1%	19	1%	162	1%
Q110	Mentoring*	At this institution and in the past five years, I have served as either a formal or informal mentor to... (Check all that apply)	pre-tenure faculty in	455	68%	1723	53%	12330	69%
			tenured faculty in	196	29%	742	23%	4658	26%
			pre-tenure faculty	203	30%	668	21%	4366	24%
			tenured faculty	100	15%	360	11%	2102	12%
			non-tenure-track	233	35%	683	21%	5794	32%
			non-tenure-track	104	15%	296	9%	1866	10%
			none of the above	139	21%	540	17%	3800	21%
			decline to answer	8	1%	39	1%	317	2%

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item	theme	description	response scale	overall					
				you		peers		all	
				count	%	count	%	count	%
Q115	Mentoring*	Would you agree or disagree that being a mentor is/has been fulfilling to you in your role as a faculty member?	strongly disagree	5	1%	35	2%	212	2%
			somewhat disagree	16	3%	72	4%	468	3%
			neither agree nor	64	12%	267	14%	1924	14%
			somewhat agree	223	43%	836	43%	5920	43%
			strongly agree	214	41%	726	37%	5145	37%
			decline to answer	1	0%	6	0%	32	0%
			not applicable	1	0%	3	0%	46	0%
Q120A	Mentoring*	Please indicate how important or unimportant having a mentor or mentors in your department is to your success as a faculty member.	very unimportant	22	3%	92	3%	603	2%
			unimportant	33	4%	167	5%	1112	5%
			neither important	71	8%	256	8%	2098	9%
			important	309	37%	1187	37%	9288	38%
			very important	369	44%	1367	43%	10488	43%
			decline to answer	2	0%	17	1%	140	1%
			not applicable	30	4%	83	3%	681	3%
Q120B	Mentoring*	Please indicate how important or unimportant having a mentor or mentors outside your department at your institution is to your success as a faculty member.	very unimportant	30	4%	144	5%	1025	4%
			unimportant	92	11%	382	12%	3146	13%
			neither important	194	23%	767	24%	6445	26%
			important	293	35%	1082	34%	8001	33%
			very important	192	23%	651	21%	4600	19%
			decline to answer	3	0%	20	1%	171	1%
			not applicable	32	4%	123	4%	1022	4%
Q120C	Mentoring*	Please indicate how important or unimportant having a mentor or mentors outside your institution is to your success as a faculty member.	very unimportant	22	3%	108	3%	945	4%
			unimportant	69	8%	280	9%	2490	10%
			neither important	175	21%	725	23%	5579	23%
			important	295	35%	1135	36%	8537	35%
			very important	241	29%	791	25%	5777	24%
			decline to answer	3	0%	20	1%	167	1%
			not applicable	31	4%	110	3%	915	4%
Q125C	Mentoring*	Please rate the effectiveness or ineffectiveness of mentoring from someone outside your institution for you.	very ineffective	10	1%	80	3%	601	2%
			ineffective	24	3%	111	4%	832	3%
			neither effective nor	112	13%	495	16%	3749	15%
			somewhat effective	253	30%	1007	32%	7226	30%
			very effective	202	24%	617	19%	4502	18%
			have not received	129	15%	445	14%	3971	16%
			decline to answer	2	0%	18	1%	167	1%
not applicable	103	12%	392	12%	3341	14%			

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item	theme	description	response scale	overall					
				you		peers		all	
				count	%	count	%	count	%
Q136A	Tenure policies	Please rate the clarity of the tenure process in your department.	very unclear	11	8%	44	7%	426	8%
			somewhat unclear	36	26%	94	15%	875	16%
			neither clear nor	8	6%	40	6%	431	8%
			somewhat clear	60	43%	271	44%	2399	43%
			very clear	23	17%	158	26%	1406	25%
			decline to answer	1	1%	10	2%	52	1%
Q136B	Tenure policies	The tenure criteria (what things are evaluated) in my department - Please rate the clarity of the tenure criteria (what things are evaluated) in your department.	very unclear	12	9%	46	7%	447	8%
			somewhat unclear	32	23%	93	15%	920	16%
			neither clear nor	13	9%	51	8%	457	8%
			somewhat clear	60	43%	274	44%	2356	42%
			very clear	21	15%	144	23%	1360	24%
			decline to answer	1	1%	9	1%	49	1%
Q136C	Tenure policies	Please rate the clarity of the tenure standards (the performance threshold) in your department.	very unclear	18	13%	70	11%	642	11%
			somewhat unclear	43	31%	107	17%	1159	21%
			neither clear nor	14	10%	71	12%	603	11%
			somewhat clear	48	35%	262	42%	2169	39%
			very clear	15	11%	95	15%	961	17%
			decline to answer	1	1%	12	2%	55	1%
Q136D	Tenure policies	Please rate the clarity of the body of evidence (the dossier's contents) that will be considered in making tenure decisions in your department.	very unclear	5	4%	40	6%	371	7%
			somewhat unclear	30	22%	78	13%	865	15%
			neither clear nor	6	4%	74	12%	599	11%
			somewhat clear	71	51%	240	39%	2314	41%
			very clear	25	18%	170	28%	1373	25%
			decline to answer	2	1%	15	2%	67	1%
Q136E	Tenure policies	Please rate the clarity of whether or not I will achieve tenure.	very unclear	7	5%	65	11%	462	8%
			somewhat unclear	25	18%	83	13%	747	13%
			neither clear nor	30	22%	96	16%	955	17%
			somewhat clear	53	38%	252	41%	2272	41%
			very clear	21	15%	104	17%	1035	19%
			decline to answer	3	2%	17	3%	118	2%
Q139A	Tenure policies	I have received consistent messages from tenured faculty about the requirements for tenure.	strongly disagree	28	20%	88	14%	916	16%
			somewhat disagree	35	25%	153	25%	1226	22%
			neither agree nor	16	12%	71	12%	683	12%
			somewhat agree	45	32%	179	29%	1716	31%
			strongly agree	12	9%	110	18%	924	17%
			decline to answer	2	1%	10	2%	66	1%
			not applicable	1	1%	1	0%	40	1%

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item	theme	description	response scale	overall					
				you		peers		all	
				count	%	count	%	count	%
Q139B	Tenure policies	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).	strongly disagree	10	7%	47	8%	457	8%
			somewhat disagree	16	12%	60	10%	618	11%
			neither agree nor	28	20%	105	17%	935	17%
			somewhat agree	39	28%	208	34%	1803	32%
			strongly agree	40	29%	169	28%	1546	28%
			decline to answer	5	4%	23	4%	173	3%
			not applicable	1	1%	0	0%	38	1%
Q137A	Tenure clarity	Is what's expected in order to earn tenure CLEAR to you regarding your performance as a scholar?	very unclear	9	6%	32	5%	391	7%
			somewhat unclear	16	12%	64	10%	813	15%
			neither clear nor	10	7%	37	6%	332	6%
			somewhat clear	64	46%	252	41%	2235	40%
			very clear	38	27%	222	36%	1762	32%
			decline to answer	1	1%	7	1%	43	1%
			not applicable	1	1%	2	0%	6	0%
Q137B	Tenure clarity	Is what's expected in order to earn tenure CLEAR to you regarding your performance as a teacher?	very unclear	8	6%	28	5%	268	5%
			somewhat unclear	18	13%	62	10%	661	12%
			neither clear nor	24	17%	71	12%	561	10%
			somewhat clear	56	40%	257	42%	2371	42%
			very clear	27	19%	186	30%	1629	29%
			decline to answer	1	1%	8	1%	60	1%
			not applicable	5	4%	4	1%	32	1%
Q137C	Tenure clarity	Is what's expected in order to earn tenure CLEAR to you regarding your performance as an advisor to students?	very unclear	12	9%	59	10%	514	9%
			somewhat unclear	29	21%	105	17%	1057	19%
			neither clear nor	36	26%	111	18%	1137	20%
			somewhat clear	45	32%	216	35%	1810	32%
			very clear	11	8%	108	18%	879	16%
			decline to answer	1	1%	10	2%	84	2%
			not applicable	5	4%	7	1%	101	2%
Q137D	Tenure clarity	Is what's expected in order to earn tenure CLEAR to you regarding your performance as a colleague in your department?	very unclear	12	9%	62	10%	603	11%
			somewhat unclear	37	27%	111	18%	1091	20%
			neither clear nor	33	24%	119	19%	1073	19%
			somewhat clear	43	31%	210	34%	1846	33%
			very clear	13	9%	103	17%	895	16%
			decline to answer	1	1%	9	1%	58	1%
			not applicable	0	0%	2	0%	16	0%

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item	theme	description	response scale	overall					
				you		peers		all	
				count	%	count	%	count	%
Q137E	Tenure clarity	Is what's expected in order to earn tenure CLEAR to you regarding your performance as a campus citizen?	very unclear	20	14%	82	13%	741	13%
			somewhat unclear	38	27%	127	21%	1220	22%
			neither clear nor	35	25%	154	25%	1280	23%
			somewhat clear	36	26%	164	27%	1610	29%
			very clear	8	6%	76	12%	623	11%
			decline to answer	1	1%	9	1%	66	1%
			not applicable	1	1%	4	1%	42	1%
Q137F	Tenure clarity	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)?	very unclear	17	12%	92	15%	888	16%
			somewhat unclear	39	28%	138	22%	1344	24%
			neither clear nor	38	27%	139	23%	1286	23%
			somewhat clear	34	24%	161	26%	1387	25%
			very clear	7	5%	66	11%	529	9%
			decline to answer	1	1%	11	2%	72	1%
			not applicable	3	2%	9	1%	76	1%
Q138A	Tenure reasonableness	Is what's expected in order to earn tenure REASONABLE to you regarding your performance as a scholar?	very unreasonable	2	1%	20	3%	211	4%
			somewhat	14	10%	66	11%	631	11%
			neither reasonable	26	19%	65	11%	639	11%
			somewhat	62	45%	240	39%	2069	37%
			very reasonable	31	22%	195	32%	1773	32%
			decline to answer	2	1%	26	4%	235	4%
			not applicable	1	1%	1	0%	12	0%
Q138B	Tenure reasonableness	Is what's expected in order to earn tenure REASONABLE to you regarding your performance as a teacher?	very unreasonable	0	0%	9	3%	101	2%
			somewhat	5	4%	35	10%	310	6%
			neither reasonable	36	27%	80	24%	813	15%
			somewhat	47	35%	211	63%	1980	36%
			very reasonable	41	31%	247	74%	2068	37%
			decline to answer	3	2%	27	8%	251	5%
			not applicable	2	1%	2	1%	21	0%
Q138C	Tenure reasonableness	Is what's expected in order to earn tenure REASONABLE to you regarding your performance as an advisor to students?	very unreasonable	0	0%	11	2%	92	2%
			somewhat	8	6%	21	3%	284	5%
			neither reasonable	44	33%	139	23%	1458	27%
			somewhat	47	35%	194	32%	1707	31%
			very reasonable	29	22%	200	33%	1509	28%
			decline to answer	3	2%	39	6%	365	7%
			not applicable	3	2%	3	0%	59	1%

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item	theme	description	response scale	overall					
				you		peers		all	
				count	%	count	%	count	%
Q138D	Tenure reasonableness	Is what's expected in order to earn tenure REASONABLE to you regarding your performance as a colleague in your department?	very unreasonable	2	1%	13	2%	113	2%
			somewhat	3	2%	27	4%	212	4%
			neither reasonable	54	39%	152	25%	1558	28%
			somewhat	37	27%	188	31%	1646	30%
			very reasonable	36	26%	186	30%	1565	28%
			decline to answer	6	4%	42	7%	405	7%
			not applicable	1	1%	4	1%	60	1%
Q138E	Tenure reasonableness	Is what's expected in order to earn tenure REASONABLE to you regarding your performance as a campus citizen?	very unreasonable	1	1%	8	1%	77	1%
			somewhat	3	2%	19	3%	202	4%
			neither reasonable	59	43%	205	34%	1970	36%
			somewhat	37	27%	170	28%	1511	27%
			very reasonable	28	20%	148	24%	1173	21%
			decline to answer	8	6%	48	8%	479	9%
			not applicable	2	1%	12	2%	121	2%
Q138F	Tenure reasonableness	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)?	very unreasonable	0	0%	10	2%	95	2%
			somewhat	5	4%	18	3%	233	4%
			neither reasonable	60	44%	220	36%	2109	38%
			somewhat	34	25%	153	25%	1353	25%
			very reasonable	27	20%	142	23%	1063	19%
			decline to answer	8	6%	50	8%	507	9%
			not applicable	2	1%	12	2%	138	3%
Q135C	Promotion	Generally, the expectations for promotion from associate to full professor are reasonable to me.	strongly disagree	40	6%	148	6%	1262	7%
			somewhat disagree	49	7%	220	9%	1816	10%
			neither agree nor	71	11%	228	9%	1688	9%
			somewhat agree	256	38%	876	35%	6388	36%
			strongly agree	197	30%	926	37%	5458	31%
			I don't know	48	7%	96	4%	1003	6%
			decline to answer	3	0%	11	0%	90	1%
			not applicable	2	0%	11	0%	95	1%
Q135B	Promotion	My department has a culture where associate professors are encouraged to work towards promotion to full professorship.	strongly disagree	69	10%	187	7%	1759	10%
			somewhat disagree	90	14%	241	10%	2331	13%
			neither agree nor	87	13%	235	9%	2291	13%
			somewhat agree	195	29%	761	30%	5374	30%
			strongly agree	202	30%	1043	41%	5529	31%
			I don't know	20	3%	34	1%	395	2%
			decline to answer	1	0%	7	0%	57	0%
			not applicable	2	0%	8	0%	64	0%

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				overall					
item	theme	description	response scale	you		peers		all	
				count	%	count	%	count	%
Q140A	Promotion	Please rate the clarity of the process for promotion from associate professor to full professor in my department.	very unclear	47	7%	146	6%	1245	7%
			somewhat unclear	80	12%	235	9%	2115	12%
			neither clear nor	56	8%	168	7%	1337	8%
			somewhat clear	256	38%	931	37%	6513	37%
			very clear	220	33%	1015	40%	6377	36%
			decline to answer	6	1%	16	1%	191	1%
Q140B	Promotion	Please rate the clarity of the criteria (what things are evaluated) for promotion from associate professor to full professor in my department .	very unclear	47	7%	146	6%	1319	7%
			somewhat unclear	97	15%	288	11%	2337	13%
			neither clear nor	57	9%	170	7%	1386	8%
			somewhat clear	240	36%	953	38%	6586	37%
			very clear	219	33%	940	37%	5967	34%
			decline to answer	5	1%	14	1%	183	1%
Q140C	Promotion	Please rate the clarity of the promotion standards (the performance thresholds) for promotion in rank from associate professor to full professor in my department.	very unclear	58	9%	213	8%	1717	10%
			somewhat unclear	108	16%	355	14%	2841	16%
			neither clear nor	83	12%	252	10%	1804	10%
			somewhat clear	240	36%	993	40%	6636	37%
			very clear	170	26%	682	27%	4576	26%
			decline to answer	6	1%	16	1%	203	1%
Q140D	Promotion	Please rate the clarity of the body of evidence (the dossier's contents) considered for promotion in rank from associate professor to full professor in my department.	very unclear	46	7%	136	5%	1200	7%
			somewhat unclear	81	12%	230	9%	2099	12%
			neither clear nor	72	11%	236	9%	1739	10%
			somewhat clear	234	35%	908	36%	6445	36%
			very clear	222	33%	983	39%	6073	34%
			decline to answer	10	2%	18	1%	221	1%
Q140E	Promotion	Please rate the clarity of the timeframe within which associate professors should apply for promotion in rank from associate professor to full professor.	very unclear	66	10%	223	9%	1969	11%
			somewhat unclear	109	16%	382	15%	2742	15%
			neither clear nor	112	17%	352	14%	2610	15%
			somewhat clear	188	28%	833	33%	5396	30%
			very clear	184	28%	701	28%	4834	27%
			decline to answer	6	1%	20	1%	226	1%
Q140F	Promotion	Please rate my sense of whether or not I will be promoted from associate to full professor.	very unclear	46	17%	124	13%	1323	17%
			somewhat unclear	42	15%	150	15%	1364	17%
			neither clear nor	57	21%	168	17%	1507	19%
			somewhat clear	76	28%	310	32%	2152	27%
			very clear	42	15%	193	20%	1329	17%
			decline to answer	9	3%	27	3%	249	3%

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item	theme	description	response scale	overall					
				you		peers		all	
				count	%	count	%	count	%
Q145A	Promotion*	Have you received formal feedback on your progress toward promotion to full?	No	208	76%	558	57%	5739	72%
			yes	52	19%	372	38%	1796	23%
			decline to answer	12	4%	42	4%	387	5%
Q145B	Promotion*	Have you received formal feedback on your progress toward tenure?	no	46	33%	103	17%	1201	22%
			yes	91	65%	491	80%	4169	75%
			decline to answer	2	1%	18	3%	196	4%
Q150	Promotion*	When do you plan to submit your dossier for promotion to full professor?	never	17	6%	70	7%	670	8%
			in five years or less	171	63%	532	55%	4075	51%
			in more than five years	14	5%	87	9%	787	10%
			in ten years or more	0	0%	3	0%	28	0%
			I've already submitted	14	5%	113	12%	630	8%
			I don't know	46	17%	139	14%	1467	19%
			decline to answer	10	4%	28	3%	264	3%
Q155	Promotion*	What are your primary reasons?	lack of support from	8	47%	6	0%	70	10%
			lack of support from	3	18%	7	0%	75	11%
			lack of time/support	2	12%	16	0%	159	23%
			heavy teaching load	2	12%	12	0%	111	16%
			administrative	2	12%	7	0%	69	10%
			family/personal	0	0%	5	0%	47	7%
			I have not been	1	6%	6	0%	47	7%
			not interested in	5	29%	21	1%	186	26%
			I am planning to	0	0%	6	0%	26	4%
			I plan to retire	7	41%	25	1%	231	33%
other (please	2	12%	6	0%	105	15%			
Q170A	Institutional Governance and Leadership*	My institution's priorities are stated consistently across all levels of leadership (i.e. president, provost, deans/division heads, and department chairs/heads).	decline to answer	0	0%	0	0%	14	2%
			strongly disagree	150	18%	501	16%	3943	16%
			somewhat disagree	216	26%	802	26%	6000	25%
			neither agree nor	169	20%	620	20%	4368	18%
			somewhat agree	189	23%	773	25%	6371	26%
			strongly agree	40	5%	182	6%	1759	7%
			I don't know	60	7%	231	7%	1525	6%
decline to answer	4	0%	22	1%	193	1%			
		not applicable	1	0%	6	0%	43	0%	

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				overall					
item	theme	description	response scale	you		peers		all	
				count	%	count	%	count	%
Q170C	Institutional Governance and Leadership*	My institution's priorities are acted upon consistently across all levels of leadership. (i.e. president, provost, deans/division heads, and department chairs/heads).	strongly disagree	178	21%	545	17%	4469	18%
			somewhat disagree	233	28%	870	28%	6421	27%
			neither agree nor	183	22%	606	19%	4434	18%
			somewhat agree	137	17%	636	20%	5237	22%
			strongly agree	17	2%	146	5%	1278	5%
			I don't know	77	9%	304	10%	2115	9%
			decline to answer	3	0%	24	1%	202	1%
			not applicable	1	0%	6	0%	46	0%
Q170D	Institutional Governance and Leadership*	In the past five years, my institution's priorities have changed in ways that negatively affect my work in my department.	strongly disagree	58	7%	365	12%	3063	13%
			somewhat disagree	89	11%	490	16%	3757	16%
			neither agree nor	202	24%	671	21%	4951	20%
			somewhat agree	215	26%	761	24%	5772	24%
			strongly agree	212	26%	620	20%	4713	19%
			I don't know	42	5%	165	5%	1306	5%
			decline to answer	1	0%	19	1%	212	1%
			not applicable	10	1%	46	1%	428	2%
Q180A	Leadership: Senior	My institution's president's/chancellor's: Pace of decision making	very dissatisfied	50	6%	262	8%	1786	7%
			dissatisfied	104	13%	459	14%	3083	13%
			neither satisfied nor	388	47%	1179	37%	8064	33%
			satisfied	197	24%	810	26%	7198	29%
			very satisfied	41	5%	165	5%	2057	8%
			decline to answer	34	4%	230	7%	1628	7%
Q180B	Leadership: Senior	My institution's president's/chancellor's: Stated priorities	not applicable	15	2%	66	2%	663	3%
			very dissatisfied	93	11%	325	10%	2270	9%
			dissatisfied	150	18%	591	19%	4001	16%
			neither satisfied nor	282	34%	965	30%	6668	27%
			satisfied	218	26%	832	26%	7222	30%
			very satisfied	49	6%	219	7%	2464	10%
			decline to answer	29	3%	202	6%	1433	6%
Q180C	Leadership: Senior	My institution's president's/chancellor's: Communication of priorities to faculty	not applicable	8	1%	37	1%	421	2%
			very dissatisfied	68	8%	403	13%	2624	11%
			dissatisfied	124	15%	612	20%	3879	16%
			neither satisfied nor	277	33%	912	29%	6408	27%
			satisfied	267	32%	831	27%	7218	30%
			very satisfied	67	8%	198	6%	2654	11%
			decline to answer	20	2%	146	5%	1004	4%
not applicable	6	1%	30	1%	366	2%			

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item	theme	description	response scale	overall					
				you		peers		all	
				count	%	count	%	count	%
Q180L	Leadership: Senior	My institution's chief academic officer's (provost, VPAA, dean of faculty): Pace of decision making	very dissatisfied	58	7%	258	8%	2215	9%
			dissatisfied	121	15%	416	13%	3224	13%
			neither satisfied nor satisfied	341	41%	1212	39%	8153	34%
			very satisfied	208	25%	791	25%	6557	27%
			decline to answer	43	5%	169	5%	1893	8%
			not applicable	40	5%	206	7%	1395	6%
				18	2%	80	3%	716	3%
Q180M	Leadership: Senior	My institution's chief academic officer's (provost, VPAA, dean of faculty): Stated priorities	very dissatisfied	79	10%	313	10%	2556	11%
			dissatisfied	145	17%	514	16%	3874	16%
			neither satisfied nor satisfied	305	37%	1071	34%	7193	30%
			very satisfied	196	24%	767	24%	6460	27%
			decline to answer	52	6%	207	7%	2154	9%
			not applicable	36	4%	192	6%	1289	5%
				16	2%	68	2%	627	3%
Q180N	Leadership: Senior	My institution's chief academic officer's (provost, VPAA, dean of faculty): Communication of priorities to faculty	very dissatisfied	69	8%	363	12%	2861	12%
			dissatisfied	148	18%	562	18%	3969	16%
			neither satisfied nor satisfied	290	35%	1007	32%	6752	28%
			very satisfied	214	26%	764	24%	6451	27%
			decline to answer	62	7%	198	6%	2341	10%
			not applicable	32	4%	181	6%	1227	5%
				14	2%	57	2%	552	2%
Q180O	Leadership: Senior	My institution's chief academic officer's (provost, VPAA, dean of faculty): Ensuring opportunities for faculty to have input into the institution's priorities	very dissatisfied	N/A	N/A	N/A		16	12%
			dissatisfied	N/A	N/A	N/A		27	20%
			neither satisfied nor satisfied	N/A	N/A	N/A		28	21%
			very satisfied	N/A	N/A	N/A		34	26%
			decline to answer	N/A	N/A	N/A		19	14%
			not applicable	N/A	N/A	N/A		5	4%
				N/A	N/A	N/A		3	2%
Q175C	Leadership: Senior*	In adapting to the changing mission, I have received sufficient support from my chief academic officer (provost, VPAA, dean of faculty).	strongly disagree	N/A	N/A	N/A		7	19%
			somewhat disagree	N/A	N/A	N/A		4	11%
			neither agree nor disagree	N/A	N/A	N/A		15	42%
			somewhat agree	N/A	N/A	N/A		5	14%
			strongly agree	N/A	N/A	N/A		2	6%
			decline to answer	N/A	N/A	N/A		0	0%
			not applicable	N/A	N/A	N/A		3	8%

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item	theme	description	response scale	overall					
				you		peers		all	
				count	%	count	%	count	%
Q185H	Leadership: Departmental	My department head's or chair's: Pace of decision making	very dissatisfied	65	9%	252	9%	1842	8%
			dissatisfied	105	14%	294	10%	2295	10%
			neither satisfied nor satisfied	136	19%	494	17%	3490	16%
			satisfied	240	33%	1008	35%	7530	34%
			very satisfied	133	18%	637	22%	5203	24%
			decline to answer	13	2%	103	4%	834	4%
			not applicable	38	5%	79	3%	887	4%
Q185I	Leadership: Departmental	My department head's or chair's: Stated priorities	very dissatisfied	73	10%	300	10%	2072	9%
			dissatisfied	110	15%	341	12%	2528	11%
			neither satisfied nor satisfied	133	18%	492	17%	3597	16%
			satisfied	223	31%	892	31%	6835	31%
			very satisfied	142	19%	652	23%	5285	24%
			decline to answer	12	2%	106	4%	834	4%
			not applicable	37	5%	84	3%	930	4%
Q185J	Leadership: Departmental	My department head's or chair's: Communication of priorities to faculty	very dissatisfied	80	11%	329	11%	2303	10%
			dissatisfied	103	14%	326	11%	2445	11%
			neither satisfied nor satisfied	118	16%	431	15%	3222	15%
			satisfied	223	31%	888	31%	6629	30%
			very satisfied	158	22%	712	25%	5787	26%
			decline to answer	11	2%	104	4%	814	4%
			not applicable	37	5%	77	3%	881	4%
Q185K	Leadership: Departmental	My department head's or chair's: Ensuring opportunities for faculty to have input into departmental policy decisions	very dissatisfied	84	12%	336	12%	2346	11%
			dissatisfied	82	11%	306	11%	2142	10%
			neither satisfied nor satisfied	106	15%	381	13%	2734	12%
			satisfied	222	30%	864	30%	6443	29%
			very satisfied	188	26%	803	28%	6778	31%
			decline to answer	12	2%	103	4%	789	4%
			not applicable	36	5%	74	3%	849	4%
Q185L	Leadership: Departmental	My department head's or chair's: Fairness in evaluating my work	very dissatisfied	59	8%	238	8%	1684	8%
			dissatisfied	50	7%	198	7%	1394	6%
			neither satisfied nor satisfied	109	15%	396	14%	3117	14%
			satisfied	237	32%	909	32%	6468	29%
			very satisfied	209	29%	908	32%	7304	33%
			decline to answer	22	3%	113	4%	934	4%
			not applicable	44	6%	105	4%	1180	5%

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				overall					
item	theme	description	response scale	you		peers		all	
				count	%	count	%	count	%
Q175B	Leadership: Departmental*	In adapting to the changing mission, I have received sufficient support from my department head or chair.	strongly disagree	75	20%	230	19%	1560	17%
			somewhat disagree	51	14%	199	16%	1385	15%
			neither agree nor	69	18%	211	17%	1469	16%
			somewhat agree	77	20%	338	27%	2430	26%
			strongly agree	80	21%	207	17%	1977	21%
			decline to answer	5	1%	18	1%	180	2%
			not applicable	19	5%	40	3%	399	4%
Q185D	Leadership: Divisional	My dean's or division head's: Pace of decision making	very dissatisfied	94	11%	289	9%	2215	9%
			dissatisfied	168	20%	453	15%	3374	14%
			neither satisfied nor	241	29%	802	26%	6100	26%
			satisfied	224	27%	1023	33%	7563	32%
			very satisfied	66	8%	356	12%	2992	13%
			decline to answer	16	2%	118	4%	865	4%
			not applicable	13	2%	46	1%	571	2%
Q185E	Leadership: Divisional	My dean's or division head's: Stated priorities	very dissatisfied	108	13%	362	12%	2626	11%
			dissatisfied	177	22%	517	17%	3852	16%
			neither satisfied nor	226	27%	729	24%	5677	24%
			satisfied	214	26%	945	31%	7057	30%
			very satisfied	70	9%	390	13%	3123	13%
			decline to answer	15	2%	110	4%	801	3%
			not applicable	12	1%	34	1%	544	2%
Q185F	Leadership: Divisional	My dean's or division head's: Communication of priorities to faculty	very dissatisfied	114	14%	395	13%	2879	12%
			dissatisfied	182	22%	525	17%	3927	17%
			neither satisfied nor	228	28%	703	23%	5298	22%
			satisfied	199	24%	908	29%	6929	29%
			very satisfied	75	9%	420	14%	3382	14%
			decline to answer	13	2%	104	3%	761	3%
			not applicable	11	1%	32	1%	504	2%
Q185G	Leadership: Divisional	My dean's or division head's: Ensuring opportunities for faculty to have input into school/college priorities	very dissatisfied	134	16%	453	15%	3459	15%
			dissatisfied	182	22%	503	16%	3799	16%
			neither satisfied nor	222	27%	751	24%	5541	23%
			satisfied	198	24%	822	27%	6296	27%
			very satisfied	61	7%	412	13%	3248	14%
			decline to answer	13	2%	114	4%	804	3%
			not applicable	12	1%	32	1%	533	2%

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item	theme	description	response scale	overall					
				you		peers		all	
				count	%	count	%	count	%
Q175A	Leadership: Divisional*	In adapting to the changing mission, I have received sufficient support from my dean or division head.	strongly disagree	121	28%	360	26%	2709	26%
			somewhat disagree	115	27%	320	23%	2332	22%
			neither agree nor	70	16%	261	19%	1946	19%
			somewhat agree	67	16%	242	18%	1931	19%
			strongly agree	37	9%	122	9%	1017	10%
			decline to answer	8	2%	27	2%	203	2%
			not applicable	8	2%	36	3%	260	3%
Q200C	Departmental collegiality	My departmental colleagues do what they can to make personal/family obligations (e.g. childcare or eldercare) and an academic career compatible.	strongly disagree	57	7%	159	5%	1304	5%
			somewhat disagree	84	10%	293	9%	2078	9%
			neither agree nor	174	21%	657	21%	4499	19%
			somewhat agree	261	32%	1089	35%	8401	35%
			strongly agree	119	14%	547	18%	4979	21%
			I don't know	60	7%	185	6%	1268	5%
			decline to answer	6	1%	22	1%	195	1%
not applicable	64	8%	154	5%	1247	5%			
Q200D	Departmental collegiality	Department meetings occur at times that are compatible with my personal/family needs.	strongly disagree	31	4%	140	5%	935	4%
			somewhat disagree	43	5%	194	6%	1432	6%
			neither agree nor	107	13%	373	12%	2869	12%
			somewhat agree	306	37%	1117	36%	8536	36%
			strongly agree	309	37%	1176	38%	9436	39%
			I don't know	3	0%	14	0%	101	0%
			decline to answer	1	0%	21	1%	142	1%
not applicable	25	3%	71	2%	520	2%			
Q205B	Departmental collegiality	The amount of personal interaction you have with pre-tenure faculty in your department	very dissatisfied	12	1%	59	2%	451	2%
			dissatisfied	71	9%	278	9%	1992	8%
			neither satisfied nor	220	27%	815	26%	5643	24%
			satisfied	333	40%	1295	42%	10166	42%
			very satisfied	133	16%	495	16%	4535	19%
			decline to answer	5	1%	33	1%	232	1%
			not applicable	51	6%	128	4%	914	4%
Q205C	Departmental collegiality	How well you fit in your department (e.g. your sense of belonging in your department)	very dissatisfied	59	7%	251	8%	1680	7%
			dissatisfied	115	14%	443	14%	2883	12%
			neither satisfied nor	138	17%	483	16%	3424	14%
			satisfied	306	37%	1141	37%	8777	37%
			very satisfied	200	24%	758	24%	6913	29%
			decline to answer	6	1%	26	1%	213	1%
			not applicable	1	0%	1	0%	43	0%

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item	theme	description	response scale	overall					
				you		peers		all	
				count	%	count	%	count	%
Q205E	Departmental collegiality	The amount of personal interaction you have with tenured faculty in your department	very dissatisfied	20	2%	94	3%	747	3%
			dissatisfied	79	10%	340	11%	2188	9%
			neither satisfied nor satisfied	219	27%	787	25%	5649	24%
			very satisfied	350	42%	1309	42%	10175	43%
			decline to answer	139	17%	511	16%	4639	19%
			not applicable	5	1%	28	1%	247	1%
Q210A	Departmental collegiality	My departmental colleagues "pitch in" when needed.	strongly disagree	13	2%	34	1%	288	1%
			somewhat disagree	43	5%	191	6%	1327	6%
			neither agree nor somewhat agree	111	13%	430	14%	2920	12%
			strongly agree	124	15%	446	14%	2898	12%
			decline to answer	328	40%	1228	40%	9369	39%
			not applicable	211	26%	766	25%	7122	30%
Q210C	Departmental collegiality	On the whole, my department is collegial.	strongly disagree	6	1%	27	1%	182	1%
			somewhat disagree	2	0%	14	0%	107	0%
			neither agree nor somewhat agree	60	7%	236	8%	1503	6%
			strongly agree	63	8%	296	10%	2119	9%
			decline to answer	80	10%	309	10%	2254	9%
			not applicable	296	36%	1095	35%	8184	34%
Q212A	Departmental collegiality	On the whole, my department colleagues are committed to supporting and promoting diversity and inclusion in the department.	strongly disagree	321	39%	1137	37%	9679	40%
			somewhat disagree	5	1%	26	1%	161	1%
			neither agree nor somewhat agree	0	0%	3	0%	24	0%
			strongly agree	41	5%	164	5%	1155	5%
			decline to answer	68	8%	247	8%	1919	8%
			not applicable	122	15%	414	13%	3056	13%
Q190A	Departmental engagement	How often do you engage with faculty in your department in conversations about undergraduate student learning?	strongly disagree	285	35%	1139	37%	8116	34%
			somewhat disagree	292	35%	1059	34%	9160	38%
			neither agree nor somewhat agree	11	1%	61	2%	402	2%
			strongly agree	5	1%	16	1%	113	0%
			decline to answer	69	8%	325	10%	1886	8%
			not applicable	143	17%	474	15%	3007	13%
Q190A	Departmental engagement	How often do you engage with faculty in your department in conversations about undergraduate student learning?	occasionally	228	28%	877	28%	6088	25%
			regularly	238	29%	877	28%	7361	31%
			frequently	127	15%	497	16%	5202	22%
			decline to answer	21	3%	69	2%	510	2%
			not applicable						

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item	theme	description	response scale	overall					
				you		peers		all	
				count	%	count	%	count	%
Q190B	Departmental engagement	How often do you engage with faculty in your department in conversations about graduate student learning?	never	35	4%	129	4%	2526	11%
			seldom	77	9%	304	10%	2638	11%
			occasionally	243	29%	851	27%	5871	25%
			regularly	279	34%	1079	35%	7102	30%
			frequently	176	21%	726	23%	4849	20%
			decline to answer	16	2%	30	1%	937	4%
Q190C	Departmental engagement	How often do you engage with faculty in your department in conversations about effective teaching practices?	never	59	7%	156	5%	1057	4%
			seldom	145	18%	556	18%	3548	15%
			occasionally	296	36%	1191	38%	8397	35%
			regularly	230	28%	834	27%	7077	29%
			frequently	88	11%	360	12%	3795	16%
			decline to answer	8	1%	22	1%	180	1%
Q190D	Departmental engagement	How often do you engage with faculty in your department in conversations about effective uses of technology?	never	50	6%	187	6%	1224	5%
			seldom	150	18%	616	20%	4247	18%
			occasionally	346	42%	1257	40%	9203	38%
			regularly	194	23%	735	24%	6252	26%
			frequently	83	10%	301	10%	2973	12%
			decline to answer	3	0%	23	1%	155	1%
Q190E	Departmental engagement	How often do you engage with faculty in your department in conversations about uses of current research methodologies?	never	61	7%	179	6%	1815	8%
			seldom	129	16%	496	16%	4237	18%
			occasionally	289	35%	962	31%	7870	33%
			regularly	218	26%	919	29%	6414	27%
			frequently	120	15%	529	17%	3470	14%
			decline to answer	9	1%	34	1%	248	1%
Q205A	Departmental engagement	The amount of professional interaction you have with pre-tenure faculty in your department	very dissatisfied	11	1%	56	2%	420	2%
			dissatisfied	64	8%	281	9%	1896	8%
			neither satisfied nor	143	17%	573	18%	4137	17%
			satisfied	395	48%	1435	46%	11087	46%
			very satisfied	164	20%	628	20%	5442	23%
			decline to answer	5	1%	27	1%	198	1%
			not applicable	43	5%	103	3%	753	3%

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item	theme	description	response scale	you		overall		peers		all	
				count	%	count	%	count	%	count	%
Q205D	Departmental engagement	The amount of professional interaction you have with tenured faculty in your department	very dissatisfied	19	2%	102	3%	776	3%		
			dissatisfied	92	11%	352	11%	2406	10%		
			neither satisfied nor satisfied	142	17%	566	18%	4127	17%		
			very satisfied	401	49%	1437	46%	10875	45%		
			decline to answer	162	20%	617	20%	5439	23%		
			not applicable	4	0%	21	1%	199	1%		
				5	1%	8	0%	111	0%		
Q195A	Departmental quality	The intellectual vitality of tenured faculty in your department	very dissatisfied	50	6%	145	5%	1265	5%		
			dissatisfied	93	11%	374	12%	3080	13%		
			neither satisfied nor satisfied	162	20%	506	16%	4116	17%		
			very satisfied	331	40%	1350	43%	9955	41%		
			I don't know	175	21%	681	22%	5079	21%		
			decline to answer	6	1%	22	1%	178	1%		
			not applicable	6	1%	74	2%	651	3%		
	2	0%	6	0%	74	0%					
Q195B	Departmental quality	The intellectual vitality of pre-tenure faculty in your department	very dissatisfied	18	2%	47	1%	395	2%		
			dissatisfied	44	5%	155	5%	1206	5%		
			neither satisfied nor satisfied	111	13%	397	13%	3122	13%		
			very satisfied	350	42%	1339	42%	10430	43%		
			I don't know	252	31%	1035	33%	7787	32%		
			decline to answer	11	1%	28	1%	239	1%		
			not applicable	9	1%	77	2%	639	3%		
	30	4%	80	3%	580	2%					
Q195C	Departmental quality	The research/scholarly/creative productivity of tenured faculty in your department	very dissatisfied	43	5%	131	4%	1337	5%		
			dissatisfied	115	14%	401	13%	3522	14%		
			neither satisfied nor satisfied	174	21%	587	19%	4956	20%		
			very satisfied	317	38%	1270	40%	9054	37%		
			I don't know	158	19%	657	21%	4350	18%		
			decline to answer	8	1%	32	1%	376	2%		
			not applicable	7	1%	73	2%	665	3%		
	3	0%	7	0%	138	1%					

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item	theme	description	response scale	overall					
				you		peers		all	
				count	%	count	%	count	%
Q195D	Departmental quality	The research/scholarly/creative productivity of pre-tenure faculty in your department	very dissatisfied	21	3%	45	1%	440	2%
			dissatisfied	57	7%	159	5%	1447	6%
			neither satisfied nor	131	16%	536	17%	4064	17%
			satisfied	348	42%	1354	43%	10466	43%
			very satisfied	211	26%	850	27%	6169	25%
			I don't know	17	2%	50	2%	524	2%
			decline to answer	9	1%	76	2%	661	3%
			not applicable	31	4%	88	3%	627	3%
Q195G	Departmental quality	The teaching effectiveness of tenured faculty in your department	very dissatisfied	23	3%	87	3%	728	3%
			dissatisfied	77	9%	284	9%	2199	9%
			neither satisfied nor	189	23%	628	20%	4622	19%
			satisfied	322	39%	1384	45%	10251	43%
			very satisfied	130	16%	504	16%	4300	18%
			I don't know	56	7%	173	6%	1406	6%
			decline to answer	6	1%	25	1%	242	1%
			not applicable	22	3%	24	1%	239	1%
Q195H	Departmental quality	The teaching effectiveness of pre-tenure faculty in your department	very dissatisfied	8	1%	35	1%	262	1%
			dissatisfied	31	4%	119	4%	931	4%
			neither satisfied nor	154	19%	599	19%	4167	17%
			satisfied	350	42%	1416	46%	11053	46%
			very satisfied	156	19%	591	19%	4931	21%
			I don't know	68	8%	214	7%	1644	7%
			decline to answer	8	1%	30	1%	239	1%
			not applicable	50	6%	105	3%	760	3%
Q195I	Departmental quality	The teaching effectiveness of non-tenure track faculty in your department	very dissatisfied	N/A	N/A	35	2%	180	2%
			dissatisfied	N/A	N/A	83	4%	517	5%
			neither satisfied nor	N/A	N/A	362	17%	1878	17%
			satisfied	N/A	N/A	711	34%	3910	36%
			very satisfied	N/A	N/A	333	16%	1939	18%
			I don't know	N/A	N/A	249	12%	1156	11%
			decline to answer	N/A	N/A	17	1%	106	1%
			not applicable	N/A	N/A	321	15%	1120	10%

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item	theme	description	response scale	overall					
				you		peers		all	
				count	%	count	%	count	%
Q240B	Departmental quality	My department is successful at recruiting high-quality faculty members.	strongly disagree	46	7%	154	6%	1192	7%
			somewhat disagree	110	17%	361	15%	2453	14%
			neither agree nor	89	14%	317	13%	2271	13%
			somewhat agree	257	39%	964	39%	6939	40%
			strongly agree	145	22%	630	26%	4341	25%
			I don't know	3	0%	10	0%	80	0%
			decline to answer	1	0%	20	1%	105	1%
			not applicable	5	1%	7	0%	95	1%
Q240C	Departmental quality	My department is successful at retaining high-quality faculty members.	strongly disagree	94	14%	204	8%	1633	9%
			somewhat disagree	162	25%	422	17%	3040	17%
			neither agree nor	120	18%	412	17%	2791	16%
			somewhat agree	190	29%	942	38%	6538	37%
			strongly agree	75	11%	420	17%	3053	17%
			I don't know	9	1%	29	1%	201	1%
			decline to answer	1	0%	22	1%	118	1%
			not applicable	5	1%	12	0%	102	1%
Q240D	Departmental quality	My department is successful at addressing sub-standard tenured faculty performance.	strongly disagree	151	18%	556	18%	4322	18%
			somewhat disagree	235	29%	857	28%	5993	25%
			neither agree nor	154	19%	567	18%	4232	18%
			somewhat agree	142	17%	563	18%	4610	19%
			strongly agree	27	3%	153	5%	1227	5%
			I don't know	84	10%	268	9%	2447	10%
			decline to answer	4	0%	39	1%	240	1%
			not applicable	23	3%	78	3%	724	3%
Q215A	Appreciation and recognition	How satisfied are you with the recognition you receive for your teaching efforts?	very dissatisfied	61	7%	206	7%	1769	7%
			dissatisfied	143	17%	596	19%	4350	18%
			neither satisfied nor	193	23%	690	22%	4923	21%
			satisfied	301	37%	1148	37%	9018	38%
			very satisfied	68	8%	352	11%	2989	13%
			decline to answer	2	0%	33	1%	216	1%
			not applicable	56	7%	63	2%	595	2%

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item	theme	description	response scale	overall					
				you		peers		all	
				count	%	count	%	count	%
Q215B	Appreciation and recognition	How satisfied are you with the recognition you receive for your student advising?	very dissatisfied	55	7%	219	7%	1908	8%
			dissatisfied	159	19%	621	20%	4644	19%
			neither satisfied nor satisfied	253	31%	901	29%	6860	29%
			very satisfied	41	5%	215	7%	1617	7%
			decline to answer	4	0%	32	1%	245	1%
			not applicable	90	11%	213	7%	2094	9%
Q215C	Appreciation and recognition	How satisfied are you with the recognition you receive for your scholarly/creative work?	very dissatisfied	65	8%	204	7%	1777	7%
			dissatisfied	137	17%	442	14%	3691	15%
			neither satisfied nor satisfied	187	23%	635	21%	5247	22%
			very satisfied	335	41%	1282	42%	9461	40%
			decline to answer	89	11%	475	15%	3202	13%
			not applicable	3	0%	34	1%	234	1%
Q215D	Appreciation and recognition	How satisfied are you with the recognition you receive for your service contributions?	very dissatisfied	79	10%	282	9%	2265	9%
			dissatisfied	150	18%	596	19%	4749	20%
			neither satisfied nor satisfied	234	28%	829	27%	6265	26%
			very satisfied	293	36%	1037	34%	7824	33%
			decline to answer	59	7%	270	9%	2260	9%
			not applicable	4	0%	36	1%	234	1%
Q215E	Appreciation and recognition	How satisfied are you with the recognition you receive for your outreach?	very dissatisfied	5	1%	38	1%	263	1%
			dissatisfied	61	7%	175	6%	1560	7%
			neither satisfied nor satisfied	110	13%	387	13%	2993	13%
			very satisfied	251	30%	903	29%	6543	27%
			decline to answer	224	27%	623	20%	5002	21%
			not applicable	48	6%	161	5%	1322	6%
Q215J	Appreciation and recognition	For all of your work, how satisfied are you with the recognition you receive from your chief academic officer (provost, VPAA, dean of faculty)?	decline to answer	9	1%	47	2%	382	2%
			not applicable	121	15%	792	26%	6058	25%
			very dissatisfied	108	16%	325	13%	2506	14%
			dissatisfied	138	21%	441	18%	3168	18%
			neither satisfied nor satisfied	229	35%	867	35%	5516	31%
			very satisfied	87	13%	417	17%	3418	20%
Q215J	Appreciation and recognition	For all of your work, how satisfied are you with the recognition you receive from your chief academic officer (provost, VPAA, dean of faculty)?	very satisfied	25	4%	160	6%	1315	8%
			decline to answer	8	1%	48	2%	337	2%
			not applicable	65	10%	212	9%	1267	7%

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item	theme	description	response scale	overall					
				you		peers		all	
				count	%	count	%	count	%
Q215K	Appreciation and recognition	For all of your work, how satisfied are you with the recognition you receive from your dean or division head?	very dissatisfied	102	16%	335	14%	2405	14%
			dissatisfied	132	20%	408	17%	2906	17%
			neither satisfied nor satisfied	177	27%	616	25%	4265	25%
			very satisfied	143	22%	645	26%	4547	26%
			decline to answer	72	11%	309	13%	2203	13%
			decline to answer	7	1%	43	2%	276	2%
			not applicable	22	3%	80	3%	660	4%
Q215L	Appreciation and recognition	For all of your work, how satisfied are you with the recognition you receive from your department head or chair?	very dissatisfied	69	9%	275	10%	1907	9%
			dissatisfied	87	12%	317	11%	2280	10%
			neither satisfied nor satisfied	135	19%	485	17%	3527	16%
			very satisfied	258	35%	979	34%	7508	34%
			decline to answer	140	19%	632	22%	5301	24%
			decline to answer	8	1%	92	3%	748	3%
			not applicable	30	4%	69	2%	699	3%
Q215I	Appreciation and recognition	For all of your work, how satisfied are you with the recognition you receive from your colleagues/peers?	very dissatisfied	38	5%	145	5%	1022	4%
			dissatisfied	69	8%	301	10%	2256	9%
			neither satisfied nor satisfied	203	25%	704	23%	5385	23%
			very satisfied	353	43%	1311	42%	10031	42%
			decline to answer	148	18%	576	19%	4742	20%
			decline to answer	8	1%	37	1%	300	1%
			not applicable	5	1%	14	0%	123	1%
Q220A	Appreciation and recognition	I feel that my school/college is valued by this institution's President/Chancellor and Provost.	strongly disagree	69	10%	285	12%	1827	10%
			somewhat disagree	120	18%	451	18%	2707	16%
			neither agree nor somewhat agree	129	20%	430	17%	2783	16%
			strongly agree	207	31%	756	31%	5527	32%
			decline to answer	121	18%	494	20%	4131	24%
			decline to answer	7	1%	37	1%	236	1%
			not applicable	7	1%	15	1%	205	1%
Q220B	Appreciation and recognition	I feel that my department is valued by this institution's President/Chancellor and Provost.	strongly disagree	92	14%	362	15%	2561	15%
			somewhat disagree	152	23%	500	20%	3334	19%
			neither agree nor somewhat agree	152	23%	521	21%	3102	18%
			strongly agree	184	28%	665	27%	5032	29%
			decline to answer	59	9%	355	14%	3009	17%
			decline to answer	7	1%	36	1%	220	1%
			not applicable	14	2%	29	1%	262	1%

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item	theme	description	response scale	overall					
				you		peers		all	
				count	%	count	%	count	%
Q245A	Appreciation and recognition	The person who serves as the chief academic officer at my institution seems to care about the quality of life for faculty of my rank.	strongly disagree	84	10%	325	11%	2766	12%
			somewhat disagree	106	13%	383	12%	3184	13%
			neither agree nor	200	24%	749	24%	4964	21%
			somewhat agree	149	18%	631	20%	5564	23%
			strongly agree	53	6%	265	9%	2549	11%
			I don't know	214	26%	681	22%	4429	19%
			decline to answer	4	0%	34	1%	205	1%
			not applicable	9	1%	13	0%	122	1%
Q225x1	Recruitment and retention*	Which of the following have you done at this institution in the past five years? (Check all that apply.)	actively sought an	243	30%	790	24%	5934	25%
			received a formal	160	19%	521	16%	3550	15%
			renegotiated the	186	23%	433	13%	2847	12%
			none of the above	382	46%	1685	52%	13102	55%
			decline to answer	52	6%	213	7%	1790	8%
Q230	Recruitment and retention*	Which of the following items were adjusted as a result of those negotiations? (Check all that apply.)	base salary	128	69%	291	9%	1698	60%
			supplemental salary	44	24%	130	4%	793	28%
			tenure clock	5	3%	10	0%	163	6%
			teaching load (e.g.,	40	22%	103	3%	836	29%
			administrative	61	33%	108	3%	877	31%
			equipment	17	9%	38	1%	216	8%
			lab/research support	35	19%	117	4%	497	17%
			employment for	7	4%	27	1%	121	4%
			sabbatical or other	21	11%	43	1%	355	12%
			other (please	18	10%	25	1%	155	5%
			no adjustments	13	7%	14	0%	133	5%
decline to answer	2	1%	11	0%	71	2%			
Q235	Recruitment and retention*	If you could negotiate adjustments to your employment, which one of the following items would you most like to adjust?	base salary	323	51%	945	36%	8573	41%
			supplemental salary	12	2%	100	4%	782	4%
			tenure clock	11	2%	45	2%	334	2%
			teaching load (e.g.,	36	6%	249	9%	2496	12%
			administrative	31	5%	108	4%	849	4%
			equipment	16	3%	60	2%	421	2%
			lab/research support	84	13%	454	17%	2275	11%
			employment for	24	4%	120	5%	854	4%
			sabbatical or other	21	3%	172	6%	1557	7%
			other (please	33	5%	110	4%	890	4%
			there is nothing	34	5%	211	8%	1348	6%
decline to answer	10	2%	74	3%	579	3%			

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item	theme	description	response scale	overall					
				you		peers		all	
				count	%	count	%	count	%
Q240A	Recruitment and retention*	Outside offers are not necessary as leverage in compensation negotiations.	strongly disagree	332	51%	1115	45%	6393	37%
			somewhat disagree	134	20%	536	22%	3641	21%
			neither agree nor	54	8%	232	9%	1888	11%
			somewhat agree	47	7%	259	11%	1846	11%
			strongly agree	39	6%	137	6%	1181	7%
			I don't know	43	7%	139	6%	1985	11%
			decline to answer	5	1%	24	1%	201	1%
			not applicable	3	0%	21	1%	345	2%
Q255A	Recruitment and retention*	How long do you plan to remain at this institution?	for no more than	148	23%	494	20%	3491	20%
			more than five years	105	16%	395	16%	2695	15%
			ten years or more	128	20%	604	25%	4274	24%
			I don't know	237	36%	865	35%	6100	35%
			decline to answer	37	6%	105	4%	906	5%
Q255B	Recruitment and retention*	Assuming you achieve tenure, how long do you plan to remain at this institution?	for no more than	16	12%	81	14%	669	12%
			more than five years	7	5%	31	5%	356	7%
			ten years or more	38	28%	179	30%	1699	32%
			I don't know	71	51%	265	45%	2414	45%
			decline to answer	6	4%	35	6%	247	5%
Q212B	Global satisfaction*	There is visible leadership at my institution for the support and promotion of diversity on campus	strongly disagree	56	7%	192	6%	1426	6%
			somewhat disagree	87	11%	226	7%	2160	9%
			neither agree nor	176	21%	495	16%	3908	16%
			somewhat agree	295	36%	1142	37%	8306	35%
			strongly agree	194	24%	963	31%	7553	32%
			decline to answer	12	1%	68	2%	465	2%
			not applicable	4	0%	14	0%	103	0%
Q245D	Global satisfaction*	If I had it to do all over, I would again choose to work at this institution.	strongly disagree	70	9%	223	7%	1805	8%
			somewhat disagree	105	13%	302	10%	2575	11%
			neither agree nor	127	16%	442	14%	3144	13%
			somewhat agree	266	32%	968	31%	7211	30%
			strongly agree	190	23%	961	31%	7481	31%
			I don't know	51	6%	123	4%	1082	5%
			decline to answer	9	1%	58	2%	427	2%
			not applicable	1	0%	4	0%	58	0%

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				overall					
item	theme	description	response scale	you		peers		all	
				count	%	count	%	count	%
Q250A	Global satisfaction*	All things considered, your department as a place to work	very dissatisfied	46	6%	194	6%	1352	6%
			dissatisfied	99	12%	317	10%	2345	10%
			neither satisfied nor satisfied	119	15%	398	13%	3151	13%
			very satisfied	349	43%	1294	42%	9423	40%
			decline to answer	198	24%	839	27%	7248	30%
			not applicable	8	1%	35	1%	223	1%
Q250B	Global satisfaction*	All things considered, your institution as a place to work	very dissatisfied	0	0%	4	0%	37	0%
			dissatisfied	37	5%	131	4%	1133	5%
			neither satisfied nor satisfied	148	18%	338	11%	2926	12%
			very satisfied	162	20%	524	17%	4314	18%
			decline to answer	370	45%	1431	46%	10287	43%
			not applicable	94	11%	620	20%	4867	20%
Q260	Global satisfaction*	If you were to choose to leave your institution, what would be your primary reason?	decline to answer	8	1%	36	1%	237	1%
			improve your	0	0%	1	0%	15	0%
			find a more collegial	155	19%	365	12%	3591	15%
			increase resources	39	5%	155	5%	974	4%
			work at an institution	124	15%	355	12%	2601	11%
			pursue an admin.	91	11%	322	10%	2434	10%
			pursue a	24	3%	155	5%	1037	4%
			employment opps.	11	1%	38	1%	362	2%
			for other family or	33	4%	121	4%	946	4%
			improve your quality	44	5%	182	6%	1370	6%
			retire	48	6%	231	8%	1842	8%
			move to a preferred	168	21%	617	20%	4798	20%
Q265	Global satisfaction*	If a candidate for a faculty position at your rank asked you about your department as a place to work, would you...	other (please	43	5%	270	9%	1759	7%
			there is no reason	14	2%	57	2%	444	2%
			decline to answer	9	1%	96	3%	765	3%
			not recommend	16	2%	115	4%	847	4%
			recommend your	66	8%	204	7%	1665	7%
			strongly recommend	352	43%	1150	37%	9138	38%
decline to answer	365	45%	1573	51%	11769	50%			
			decline to answer	36	4%	152	5%	1195	5%

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item	theme	description	response scale	you		overall		peers		all	
				count	%	count	%	count	%	count	%
Q267A	Global satisfaction*	Please check the two (and only two) BEST aspects about working at your institution.	quality of colleagues	282	34%	1065	33%	7879	33%		
			support of colleagues	110	13%	343	11%	3559	15%		
			opportunities to collaborate	136	17%	432	13%	2301	10%		
			quality of graduate student	96	12%	360	11%	1910	8%		
			quality of undergraduate	14	2%	127	4%	1953	8%		
			quality of the facilities	34	4%	163	5%	1126	5%		
			support for research/	31	4%	233	7%	1164	5%		
			support for teaching	7	1%	32	1%	883	4%		
			support for professional	11	1%	57	2%	515	2%		
			assistance for grant p	9	1%	73	2%	393	2%		
			childcare policies/prac	2	0%	6	0%	40	0%		
			availability/quality of	0	0%	4	0%	63	0%		
			spousal/partner hiring	19	2%	87	3%	355	1%		
			compensation	20	2%	161	5%	932	4%		
			geographic location	278	34%	454	14%	5064	21%		
			diversity	11	1%	29	1%	450	2%		
			presence of others lik	15	2%	55	2%	404	2%		
			my sense of "fit" here	85	10%	398	12%	3579	15%		
			protections from serv	7	1%	12	0%	138	1%		
			commute	29	4%	189	6%	1335	6%		
			cost of living	98	12%	539	17%	2917	12%		
			teaching load	46	6%	194	6%	1248	5%		
			manageable pressure	34	4%	169	5%	1662	7%		
academic freedom	133	16%	493	15%	3825	16%					
t&p clarity or require	3	0%	109	3%	655	3%					
quality of leadership	4	0%	31	1%	201	1%					
other (please specify	28	3%	89	3%	867	4%					
decline to answer	19	2%	77	2%	586	2%					
there are no positive	12	1%	14	0%	197	1%					

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item	theme	description	response scale	you		overall		all	
				count	%	count	%	count	%
			quality of colleagues	30	4%	169	5%	1268	5%
			support of colleagues	37	5%	209	6%	1347	6%
			opportunities to collab	18	2%	72	2%	504	2%
			quality of graduate st	42	5%	231	7%	1530	6%
			quality of undergradu	62	8%	115	4%	1424	6%
			quality of the facilities	91	11%	314	10%	2279	10%
			lack of support for res	137	17%	396	12%	3845	16%
			lack of support for tea	49	6%	162	5%	978	4%
			lack of support for pro	43	5%	136	4%	1032	4%
			lack of assistance for	60	7%	159	5%	1017	4%
			childcare policies/prac	17	2%	39	1%	404	2%
			availability/quality of	21	3%	45	1%	425	2%
			spousal/partner hiring	35	4%	130	4%	1144	5%
Q267B	Global satisfaction*	Please check the two (and only two) WORST aspects about working at your institution.	compensation	278	34%	691	21%	6789	29%
			geographic location	34	4%	405	12%	2110	9%
			lack of diversity	21	3%	150	5%	1128	5%
			absence of others like	41	5%	150	5%	941	4%
			my lack of "fit" here	32	4%	189	6%	1070	5%
			too much service/too	86	11%	352	11%	2950	12%
			commute	7	1%	52	2%	678	3%
			cost of living	7	1%	81	2%	850	4%
			teaching load	26	3%	137	4%	1806	8%
			unrelenting pressure	49	6%	242	7%	1422	6%
			academic freedom	6	1%	24	1%	183	1%
			t&p clarity or require	20	2%	122	4%	1227	5%
			quality of leadership	149	18%	279	9%	1833	8%
			other (please specify	79	10%	271	8%	1805	8%
			decline to answer	31	4%	140	4%	983	4%
			there are no negative	18	2%	137	4%	969	4%

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item	theme	description	response scale	tenured						tenure-track					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q45B	Nature of work: Research	Please rate your level of satisfaction or dissatisfaction with the portion of your time spent on research.	very dissatisfied	28	4%	82	3%	996	5%	11	7%	21	3%	385	6%
			dissatisfied	145	21%	489	19%	4342	24%	44	28%	135	20%	1635	26%
			neither satisfied nor satisfied	93	13%	298	12%	2513	14%	12	8%	92	14%	877	14%
			very satisfied	263	38%	1040	40%	6671	36%	56	36%	279	42%	2373	37%
			decline to answer	149	21%	627	24%	3482	19%	30	19%	131	20%	1040	16%
			not applicable	2	0%	17	1%	100	1%	1	1%	4	1%	34	1%
			not applicable	14	2%	29	1%	351	2%	2	1%	0	0%	55	1%
Q80A	Nature of work: Research	The amount of external funding you are expected to find	very dissatisfied	39	6%	153	6%	1053	6%	15	10%	43	7%	440	7%
			dissatisfied	121	18%	388	15%	2800	15%	20	13%	106	16%	990	16%
			neither satisfied nor satisfied	214	31%	756	30%	5736	31%	51	33%	196	30%	1982	31%
			very satisfied	216	31%	905	35%	5353	29%	51	33%	225	35%	1875	30%
			decline to answer	27	4%	179	7%	1092	6%	4	3%	43	7%	397	6%
			not applicable	5	1%	13	1%	152	1%	1	1%	8	1%	66	1%
			not applicable	65	9%	158	6%	2118	12%	12	8%	30	5%	573	9%
Q80B	Nature of work: Research	The influence you have over the focus of your research/scholarly/creative work	very dissatisfied	4	1%	29	1%	212	1%	2	1%	12	2%	90	1%
			dissatisfied	12	2%	68	3%	485	3%	7	5%	18	3%	192	3%
			neither satisfied nor satisfied	37	5%	145	6%	1279	7%	15	10%	44	7%	503	8%
			very satisfied	257	37%	878	34%	6693	37%	50	32%	252	39%	2507	40%
			decline to answer	361	53%	1413	55%	9302	51%	79	51%	320	49%	2932	46%
			not applicable	0	0%	8	0%	60	0%	1	1%	3	0%	31	0%
			not applicable	16	2%	11	0%	273	1%	0	0%	2	0%	68	1%
Q80C	Nature of work: Research	The quality of graduate students to support your research/scholarly/creative work	very dissatisfied	28	4%	100	4%	1062	6%	11	7%	39	6%	455	7%
			dissatisfied	103	15%	371	15%	2691	15%	33	21%	111	17%	1045	17%
			neither satisfied nor satisfied	122	18%	475	19%	3118	17%	31	20%	129	20%	1120	18%
			very satisfied	234	34%	956	37%	5086	28%	45	29%	230	35%	1563	25%
			decline to answer	87	13%	400	16%	1904	10%	10	6%	67	10%	511	8%
			not applicable	2	0%	11	0%	98	1%	2	1%	4	1%	40	1%
			not applicable	111	16%	239	9%	4241	23%	22	14%	71	11%	1560	25%
Q80D	Nature of work: Research	Institutional support (e.g., internal grants/seed money) for your research/scholarly/creative work	very dissatisfied	143	21%	332	13%	2596	14%	31	20%	54	8%	749	12%
			dissatisfied	209	30%	684	27%	4769	26%	38	25%	138	21%	1429	23%
			neither satisfied nor satisfied	146	21%	596	23%	4453	24%	35	23%	144	22%	1384	22%
			very satisfied	130	19%	670	26%	4575	25%	45	29%	218	33%	1932	31%
			decline to answer	23	3%	206	8%	1221	7%	2	1%	89	14%	668	11%
			not applicable	0	0%	10	0%	81	0%	1	1%	4	1%	28	0%
			not applicable	36	5%	54	2%	609	3%	2	1%	4	1%	133	2%

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item	theme	description	response scale	tenured						tenure-track					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q80E	Nature of work: Research	The support your institution provides you for engaging undergraduates in your research/scholarly/creative work	very dissatisfied	59	9%	145	6%	1249	7%	16	10%	28	4%	399	6%
			dissatisfied	143	21%	393	15%	3000	16%	24	16%	92	14%	1060	17%
			neither satisfied nor satisfied	200	29%	766	30%	5324	29%	54	35%	166	25%	1773	28%
			satisfied	143	21%	713	28%	4606	25%	31	20%	201	31%	1639	26%
			very satisfied	29	4%	240	9%	1411	8%	7	5%	74	11%	543	9%
			decline to answer	3	0%	13	1%	117	1%	1	1%	5	1%	43	1%
			not applicable	110	16%	282	11%	2597	14%	21	14%	85	13%	866	14%
Q85A	Nature of work: Research	Obtaining externally funded grants (pre-award)	very dissatisfied	75	11%	180	7%	1462	8%	14	9%	52	8%	468	7%
			dissatisfied	170	25%	459	18%	3361	18%	32	21%	107	16%	1108	18%
			neither satisfied nor satisfied	176	26%	608	24%	4834	26%	33	21%	134	21%	1480	23%
			satisfied	158	23%	832	33%	4942	27%	54	35%	206	32%	1775	28%
			very satisfied	34	5%	279	11%	1470	8%	6	4%	98	15%	647	10%
			decline to answer	2	0%	12	0%	126	1%	1	1%	5	1%	63	1%
			not applicable	71	10%	180	7%	2086	11%	14	9%	48	7%	774	12%
Q85B	Nature of work: Research	Managing externally funded grants (post-award)	very dissatisfied	52	8%	173	7%	1376	8%	13	8%	37	6%	339	5%
			dissatisfied	125	18%	426	17%	2672	15%	19	12%	77	12%	743	12%
			neither satisfied nor satisfied	149	22%	590	23%	4278	23%	32	21%	142	22%	1338	21%
			satisfied	188	27%	806	32%	4494	25%	50	32%	168	26%	1290	20%
			very satisfied	51	7%	212	8%	1274	7%	8	5%	55	8%	412	7%
			decline to answer	5	1%	12	0%	145	1%	2	1%	7	1%	83	1%
			not applicable	116	17%	331	13%	4042	22%	30	19%	164	25%	2110	33%
Q85C	Nature of work: Research	Securing graduate student assistance	very dissatisfied	80	12%	218	9%	1785	10%	18	12%	54	8%	561	9%
			dissatisfied	187	27%	582	23%	3551	19%	31	20%	128	20%	1134	18%
			neither satisfied nor satisfied	163	24%	686	27%	4263	23%	43	28%	196	30%	1408	22%
			satisfied	129	19%	646	25%	3728	20%	37	24%	162	25%	1268	20%
			very satisfied	22	3%	149	6%	843	5%	1	1%	38	6%	317	5%
			decline to answer	2	0%	28	1%	186	1%	1	1%	11	2%	92	1%
			not applicable	103	15%	252	10%	3906	21%	23	15%	66	10%	1546	24%
Q85D	Nature of work: Research	Traveling to present papers or conduct research/creative work	very dissatisfied	126	18%	246	10%	2026	11%	16	10%	43	7%	519	8%
			dissatisfied	177	26%	564	22%	3965	22%	34	22%	130	20%	1213	19%
			neither satisfied nor satisfied	131	19%	541	21%	3679	20%	30	19%	125	19%	1125	18%
			satisfied	177	26%	824	32%	5904	32%	56	36%	233	36%	2297	36%
			very satisfied	48	7%	304	12%	2132	12%	16	10%	100	15%	957	15%
			decline to answer	1	0%	9	0%	54	0%	0	0%	4	1%	34	1%
			not applicable	26	4%	62	2%	521	3%	2	1%	15	2%	170	3%

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item	theme	description	response scale	tenured						tenure-track					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q85E	Nature of work: Research	The availability of course release time to focus on your research	very dissatisfied	98	14%	378	15%	3284	18%	10	6%	70	11%	1026	16%
			dissatisfied	159	23%	571	22%	4458	24%	29	19%	140	22%	1377	22%
			neither satisfied nor satisfied	173	25%	665	26%	4412	24%	40	26%	143	22%	1329	21%
			very satisfied	121	18%	505	20%	3220	18%	41	27%	156	24%	1174	19%
			decline to answer	32	5%	166	7%	988	5%	7	5%	47	7%	407	6%
			not applicable	0	0%	12	0%	84	0%	0	0%	7	1%	59	1%
Q50B	Nature of work: Research*	Please indicate whether you feel you spend too much or too little time on research.	too little	103	15%	253	10%	1835	10%	27	18%	87	13%	943	15%
			too much	169	98%	545	95%	5099	96%	52	95%	144	92%	1907	94%
			decline to answer	4	2%	19	3%	160	3%	3	5%	3	2%	85	4%
Q50C	Nature of work: Service	Please indicate whether you feel you spend too much or too little time on service.	decline to answer	0	0%	7	1%	77	1%	0	0%	9	6%	27	1%
			too little	9	7%	27	5%	180	5%	1	3%	5	4%	78	6%
			too much	106	88%	480	91%	3659	92%	25	86%	103	92%	1105	91%
Q55B	Nature of work: Service	My institution does what it can to help faculty who take on additional leadership roles (e.g. major committee assignments, department chairmanship), to sustain other aspects of their faculty work.	decline to answer	6	5%	19	4%	148	4%	3	10%	4	4%	34	3%
			strongly disagree	137	20%	493	19%	3803	21%	18	12%	80	12%	817	13%
			somewhat disagree	199	29%	635	25%	4996	27%	36	23%	133	20%	1448	23%
			neither agree nor disagree	105	15%	372	14%	2485	13%	30	19%	101	15%	947	15%
			somewhat agree	157	23%	656	25%	4501	24%	35	22%	142	22%	1521	24%
			strongly agree	43	6%	254	10%	1632	9%	9	6%	52	8%	523	8%
			I don't know	43	6%	129	5%	780	4%	23	15%	122	18%	919	14%
decline to answer	0	0%	13	1%	69	0%	1	1%	3	0%	35	1%			
Q60A	Nature of work: Service	The number of committees on which you serve	not applicable	8	1%	25	1%	150	1%	4	3%	27	4%	173	3%
			very dissatisfied	18	3%	70	3%	519	3%	6	4%	8	1%	149	2%
			dissatisfied	101	15%	385	15%	2744	15%	20	13%	79	12%	784	12%
			neither satisfied nor satisfied	208	30%	739	29%	5092	28%	43	28%	145	22%	1415	22%
			very satisfied	308	45%	1172	46%	8458	46%	71	46%	328	50%	3110	49%
			decline to answer	45	7%	169	7%	1302	7%	13	8%	71	11%	630	10%
			not applicable	4	1%	19	1%	171	1%	1	1%	7	1%	69	1%
Q60B	Nature of work: Service	The attractiveness (e.g., value, visibility, importance, personal preference) of the committees on which you serve	not applicable	5	1%	18	1%	124	1%	2	1%	20	3%	222	3%
			very dissatisfied	21	3%	95	4%	629	3%	3	2%	10	2%	142	2%
			dissatisfied	87	13%	330	13%	2213	12%	25	16%	82	12%	669	10%
			neither satisfied nor satisfied	221	32%	798	31%	5686	31%	58	37%	207	31%	1892	30%
			very satisfied	292	42%	1056	41%	7696	42%	55	35%	274	42%	2730	43%
			decline to answer	54	8%	239	9%	1718	9%	10	6%	48	7%	558	9%
not applicable	5	1%	23	1%	184	1%	1	1%	7	1%	82	1%			
			not applicable	9	1%	31	1%	283	2%	4	3%	30	5%	306	5%

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				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q60C	Nature of work: Service	The discretion you have to choose the committees on which you serve	very dissatisfied	38	6%	101	4%	668	4%	4	3%	27	4%	238	4%
			dissatisfied	84	12%	318	12%	2191	12%	24	15%	100	15%	825	13%
			neither satisfied nor satisfied	186	27%	695	27%	4912	27%	47	30%	212	32%	1763	28%
			very satisfied	273	40%	1062	41%	7676	42%	59	38%	213	32%	2450	38%
			decline to answer	95	14%	348	14%	2595	14%	17	11%	68	10%	746	12%
			not applicable	5	1%	18	1%	157	1%	1	1%	8	1%	82	1%
Q60D	Nature of work: Service	How equitably committee assignments are distributed across faculty in your department	very dissatisfied	8	1%	30	1%	210	1%	4	3%	30	5%	275	4%
			dissatisfied	91	13%	291	11%	2119	12%	11	7%	50	8%	528	8%
			neither satisfied nor satisfied	153	22%	617	24%	4157	23%	36	23%	117	18%	1146	18%
			very satisfied	172	25%	636	25%	4424	24%	48	31%	175	27%	1635	26%
			decline to answer	201	29%	792	31%	5810	32%	39	25%	219	33%	2078	33%
			not applicable	52	8%	175	7%	1429	8%	17	11%	58	9%	601	9%
Q45C	Nature of work: Service*	Please rate your level of satisfaction or dissatisfaction with the portion of your time spent on service.	very dissatisfied	8	1%	28	1%	229	1%	1	1%	14	2%	128	2%
			dissatisfied	12	2%	33	1%	241	1%	4	3%	25	4%	263	4%
			neither satisfied nor satisfied	32	5%	118	5%	898	5%	6	4%	22	3%	238	4%
			very satisfied	89	13%	408	16%	3093	17%	23	15%	90	14%	980	15%
			decline to answer	164	24%	641	25%	4336	23%	41	26%	181	27%	1520	24%
			not applicable	332	48%	1119	43%	8011	43%	73	47%	290	44%	2936	46%
Q60E	Nature of work: Service*	The number of students you advise/mentor (including oversight of independent study, research projects, internships, study abroad)	very dissatisfied	74	11%	272	11%	1968	11%	11	7%	65	10%	632	10%
			dissatisfied	1	0%	17	1%	89	0%	1	1%	6	1%	35	1%
			neither satisfied nor satisfied	2	0%	7	0%	60	0%	1	1%	8	1%	58	1%
			very satisfied	15	2%	62	2%	743	4%	8	5%	18	3%	302	5%
			decline to answer	59	9%	248	10%	2120	12%	15	10%	64	10%	855	13%
			not applicable	127	18%	487	19%	3398	18%	26	17%	120	18%	1160	18%
Q45A	Nature of work: Teaching	Please rate your level of satisfaction or dissatisfaction with the portion of your time spent on teaching.	very dissatisfied	356	52%	1350	53%	9205	50%	79	51%	346	53%	2998	47%
			dissatisfied	88	13%	351	14%	2190	12%	21	13%	88	13%	732	12%
			neither satisfied nor satisfied	3	0%	10	0%	87	0%	1	1%	2	0%	40	1%
			very satisfied	41	6%	62	2%	629	3%	6	4%	18	3%	273	4%
			decline to answer	7	1%	26	1%	262	1%	5	3%	15	2%	126	2%
			not applicable	60	9%	203	8%	1510	8%	11	7%	68	10%	700	11%

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				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q70A	Nature of work: Teaching	The number of courses you teach	very dissatisfied	10	1%	53	2%	492	3%	1	1%	12	2%	175	3%
			dissatisfied	51	7%	236	9%	2106	11%	8	5%	57	9%	784	12%
			neither satisfied nor	71	10%	278	11%	2025	11%	16	10%	81	12%	711	11%
			satisfied	349	51%	1300	51%	8947	49%	76	49%	318	49%	2936	46%
			very satisfied	141	21%	617	24%	4099	22%	39	25%	159	24%	1381	22%
			decline to answer	0	0%	8	0%	46	0%	0	0%	3	0%	27	0%
			not applicable	65	9%	69	3%	622	3%	14	9%	24	4%	328	5%
Q70B	Nature of work: Teaching	The level of courses you teach	very dissatisfied	5	1%	23	1%	225	1%	2	1%	6	1%	82	1%
			dissatisfied	34	5%	153	6%	991	5%	14	9%	43	7%	394	6%
			neither satisfied nor	54	8%	201	8%	1628	9%	18	12%	64	10%	637	10%
			satisfied	364	53%	1380	54%	9518	52%	69	45%	360	55%	3196	50%
			very satisfied	167	24%	725	28%	5307	29%	35	23%	154	24%	1666	26%
			decline to answer	0	0%	8	0%	43	0%	0	0%	2	0%	27	0%
			not applicable	63	9%	71	3%	625	3%	16	10%	25	4%	340	5%
Q70C	Nature of work: Teaching	The discretion you have over the content of the courses you teach	very dissatisfied	5	1%	27	1%	164	1%	3	2%	11	2%	89	1%
			dissatisfied	15	2%	62	2%	414	2%	6	4%	21	3%	239	4%
			neither satisfied nor	37	5%	137	5%	894	5%	12	8%	54	8%	425	7%
			satisfied	254	37%	941	37%	6468	35%	55	36%	264	40%	2310	36%
			very satisfied	314	46%	1322	52%	9755	53%	62	40%	277	42%	2922	46%
			decline to answer	1	0%	8	0%	42	0%	0	0%	2	0%	24	0%
			not applicable	61	9%	64	2%	600	3%	16	10%	25	4%	333	5%
Q70D	Nature of work: Teaching	The number of students in the classes you teach, on average	very dissatisfied	25	4%	77	3%	640	3%	4	3%	25	4%	219	3%
			dissatisfied	69	10%	330	13%	2329	13%	18	12%	92	14%	808	13%
			neither satisfied nor	83	12%	321	13%	2297	13%	29	19%	86	13%	861	14%
			satisfied	313	46%	1179	46%	8187	45%	52	34%	291	44%	2754	43%
			very satisfied	135	20%	574	22%	4211	23%	32	21%	130	20%	1320	21%
			decline to answer	0	0%	6	0%	41	0%	0	0%	3	0%	29	0%
			not applicable	62	9%	74	3%	632	3%	19	12%	27	4%	351	6%
Q70E	Nature of work: Teaching	The quality of students you teach, on average	very dissatisfied	29	4%	66	3%	718	4%	8	5%	23	4%	272	4%
			dissatisfied	144	21%	399	16%	3115	17%	32	21%	113	17%	1088	17%
			neither satisfied nor	140	20%	586	23%	3907	21%	41	27%	159	24%	1431	23%
			satisfied	269	39%	1071	42%	7417	40%	50	32%	263	40%	2459	39%
			very satisfied	48	7%	378	15%	2577	14%	7	5%	70	11%	756	12%
			decline to answer	0	0%	6	0%	51	0%	0	0%	3	0%	32	1%
			not applicable	57	8%	55	2%	552	3%	16	10%	23	4%	304	5%

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				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q70H	Nature of work: Teaching	How equitably the teaching workload is distributed across faculty in your department	very dissatisfied	85	12%	313	12%	1891	10%	11	7%	59	9%	491	8%
			dissatisfied	136	20%	519	20%	3491	19%	30	19%	109	17%	1046	16%
			neither satisfied nor satisfied	138	20%	577	23%	3717	20%	35	23%	134	20%	1275	20%
			very satisfied	215	31%	842	33%	6451	35%	54	35%	241	37%	2292	36%
			decline to answer	41	6%	236	9%	2065	11%	13	8%	80	12%	864	14%
			not applicable	6	1%	19	1%	152	1%	0	0%	12	2%	85	1%
Q70I	Nature of work: Teaching	The quality of graduate students to support your teaching	very dissatisfied	66	10%	55	2%	570	3%	11	7%	19	3%	289	5%
			dissatisfied	31	5%	89	3%	976	5%	11	7%	29	4%	406	6%
			neither satisfied nor satisfied	68	10%	246	10%	1921	11%	16	10%	93	14%	750	12%
			very satisfied	103	15%	451	18%	2734	15%	27	18%	116	18%	898	14%
			decline to answer	188	27%	869	34%	4810	26%	40	26%	200	31%	1471	23%
			not applicable	87	13%	382	15%	1956	11%	10	6%	73	11%	537	9%
Q50A	Nature of work: Teaching*	Please indicate whether you feel you spend too much or too little time on teaching.	decline to answer	2	0%	11	0%	87	0%	1	1%	3	0%	44	1%
			not applicable	208	30%	513	20%	5749	32%	49	32%	140	21%	2207	35%
			too little	13	19%	37	16%	341	19%	3	19%	7	8%	114	14%
			too much	48	72%	180	79%	1335	75%	12	75%	68	82%	685	83%
Q45D	Nature of Work*	Please rate your level of satisfaction or dissatisfaction with the portion of your time spent on outreach.	decline to answer	6	9%	12	5%	95	5%	1	6%	8	10%	27	3%
			very dissatisfied	6	1%	22	1%	228	1%	2	1%	5	1%	90	1%
			dissatisfied	35	5%	136	5%	1068	6%	8	5%	49	7%	513	8%
			neither satisfied nor satisfied	188	27%	698	27%	4988	27%	58	37%	176	27%	1778	28%
			very satisfied	263	38%	872	34%	6071	33%	52	33%	219	33%	2008	31%
			decline to answer	96	14%	247	10%	1922	10%	19	12%	63	10%	545	9%
Q45E	Nature of Work*	Please rate your level of satisfaction or dissatisfaction with the portion of your time spent on administrative tasks.	not applicable	5	1%	24	1%	174	1%	1	1%	6	1%	62	1%
			very dissatisfied	101	15%	583	23%	4004	22%	16	10%	144	22%	1403	22%
			dissatisfied	69	10%	234	9%	1685	9%	15	10%	45	7%	411	6%
			neither satisfied nor satisfied	165	24%	709	27%	4762	26%	36	23%	141	21%	1438	22%
			very satisfied	232	33%	778	30%	5424	29%	49	31%	214	32%	1987	31%
			decline to answer	167	24%	580	22%	4594	25%	42	27%	165	25%	1720	27%
Q50D	Nature of Work*	Please indicate whether you feel you spend too much or too little time on outreach.	very satisfied	27	4%	122	5%	850	5%	4	3%	41	6%	337	5%
			decline to answer	2	0%	17	1%	98	1%	1	1%	6	1%	39	1%
			not applicable	32	5%	142	5%	1041	6%	9	6%	50	8%	467	7%
			too little	24	59%	102	65%	877	68%	1	10%	43	80%	487	81%
Q50E	Nature of Work*	Please indicate whether you feel you spend too much or too little time on administrative tasks.	too much	13	32%	47	30%	321	25%	8	80%	7	13%	88	15%
			decline to answer	4	10%	9	6%	96	7%	1	10%	4	7%	27	4%
			too little	0	0%	8	1%	69	1%	0	0%	1	1%	26	1%
Q50E	Nature of Work*	Please indicate whether you feel you spend too much or too little time on administrative tasks.	too much	225	96%	917	97%	6199	96%	51	100%	181	97%	1787	97%
			decline to answer	9	4%	18	2%	173	3%	0	0%	4	2%	35	2%

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				count	%	count	%	count	%	count	%	count	%	count	%
Q55A	Nature of Work*	I am able to balance the teaching, research, and service activities expected of me.	strongly disagree	71	10%	241	9%	2141	12%	15	10%	57	9%	698	11%
			somewhat disagree	166	24%	565	22%	4607	25%	44	28%	169	26%	1695	27%
			neither agree nor	59	9%	248	10%	1644	9%	12	8%	54	8%	566	9%
			somewhat agree	277	40%	1007	39%	6685	36%	66	42%	269	41%	2447	38%
			strongly agree	114	16%	497	19%	3197	17%	18	12%	102	15%	895	14%
			I don't know	2	0%	6	0%	36	0%	1	1%	5	1%	36	1%
			decline to answer	1	0%	9	0%	59	0%	0	0%	3	0%	21	0%
			not applicable	2	0%	4	0%	47	0%	0	0%	1	0%	26	0%
Q70F	Facilities and work resources	The support your institution has offered you for improving your teaching	very dissatisfied	54	8%	160	6%	1115	6%	12	8%	27	4%	337	5%
			dissatisfied	112	16%	344	13%	2364	13%	24	16%	90	14%	827	13%
			neither satisfied nor	245	36%	831	32%	5859	32%	48	31%	195	30%	1723	27%
			satisfied	162	24%	832	32%	5950	32%	45	29%	223	34%	2232	35%
			very satisfied	31	5%	250	10%	1863	10%	6	4%	77	12%	802	13%
			decline to answer	8	1%	14	1%	118	1%	2	1%	3	0%	34	1%
			not applicable	75	11%	130	5%	1068	6%	17	11%	39	6%	387	6%
Q90A	Facilities and work resources	Office	very dissatisfied	17	2%	84	3%	668	4%	6	4%	22	3%	268	4%
			dissatisfied	59	9%	278	11%	1785	10%	12	8%	49	8%	637	10%
			neither satisfied nor	101	15%	368	14%	2568	14%	18	12%	99	15%	883	14%
			satisfied	335	49%	1204	47%	8495	47%	86	56%	314	49%	2922	46%
			very satisfied	171	25%	605	24%	4683	26%	30	19%	159	25%	1553	25%
			decline to answer	0	0%	2	0%	23	0%	0	0%	3	0%	15	0%
Q90B	Facilities and work resources	Laboratory, research, or studio space	very dissatisfied	30	4%	166	7%	1142	6%	6	4%	36	6%	426	7%
			dissatisfied	84	12%	325	13%	2257	12%	16	10%	89	14%	899	14%
			neither satisfied nor	101	15%	367	14%	2817	15%	31	20%	113	17%	1021	16%
			satisfied	230	34%	781	31%	5033	28%	48	31%	192	30%	1718	27%
			very satisfied	67	10%	323	13%	1920	11%	18	12%	78	12%	645	10%
			decline to answer	2	0%	9	0%	63	0%	2	1%	5	1%	33	1%
			not applicable	171	25%	572	22%	5020	28%	33	21%	133	21%	1555	25%
Q90C	Facilities and work resources	Equipment	very dissatisfied	41	6%	131	5%	907	5%	7	5%	13	2%	248	4%
			dissatisfied	137	20%	379	15%	2881	16%	21	14%	87	13%	884	14%
			neither satisfied nor	146	21%	562	22%	3841	21%	36	23%	142	22%	1339	21%
			satisfied	265	39%	1042	41%	7481	41%	67	44%	285	44%	2717	43%
			very satisfied	51	7%	269	11%	2085	11%	17	11%	83	13%	821	13%
			decline to answer	1	0%	4	0%	34	0%	0	0%	3	0%	18	0%
not applicable	44	6%	156	6%	1023	6%	6	4%	33	5%	270	4%			

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				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q90D	Facilities and work resources	Classrooms	very dissatisfied	31	5%	140	6%	1041	6%	4	3%	16	2%	290	5%
			dissatisfied	122	18%	466	18%	3452	19%	20	13%	119	18%	1117	18%
			neither satisfied nor satisfied	149	22%	510	20%	3412	19%	34	22%	134	21%	1139	18%
			very satisfied	278	41%	1101	43%	7697	42%	69	45%	276	43%	2609	41%
			decline to answer	51	7%	266	10%	2184	12%	15	10%	74	11%	798	13%
			not applicable	1	0%	1	0%	19	0%	0	0%	3	0%	13	0%
			not applicable	53	8%	59	2%	447	2%	12	8%	24	4%	331	5%
Q90E	Facilities and work resources	Library resources	very dissatisfied	10	1%	48	2%	457	3%	7	5%	12	2%	232	4%
			dissatisfied	45	7%	159	6%	1385	8%	11	7%	52	8%	639	10%
			neither satisfied nor satisfied	104	15%	372	15%	2735	15%	26	17%	99	15%	918	15%
			very satisfied	323	47%	1302	51%	8795	48%	77	50%	328	51%	2915	46%
			decline to answer	180	26%	629	25%	4677	26%	32	21%	146	23%	1510	24%
			not applicable	3	0%	3	0%	37	0%	0	0%	3	0%	24	0%
			not applicable	20	3%	30	1%	166	1%	1	1%	6	1%	59	1%
Q90F	Facilities and work resources	Computing and technical support	very dissatisfied	60	9%	138	5%	1045	6%	9	6%	36	6%	428	7%
			dissatisfied	123	18%	418	16%	2873	16%	29	19%	107	17%	1043	17%
			neither satisfied nor satisfied	133	19%	456	18%	3305	18%	32	21%	119	18%	1115	18%
			very satisfied	274	40%	1099	43%	7786	43%	69	45%	285	44%	2652	42%
			decline to answer	93	14%	423	17%	3147	17%	15	10%	96	15%	1031	16%
			not applicable	0	0%	2	0%	22	0%	0	0%	3	0%	12	0%
			not applicable	2	0%	7	0%	74	0%	0	0%	0	0%	15	0%
Q90H	Facilities and work resources	Clerical/administrative support	very dissatisfied	76	11%	237	9%	1660	9%	16	10%	41	6%	482	8%
			dissatisfied	179	26%	536	21%	3708	20%	29	19%	123	19%	1148	18%
			neither satisfied nor satisfied	109	16%	521	20%	3424	19%	26	17%	108	17%	1127	18%
			very satisfied	241	35%	876	34%	6536	36%	59	38%	256	40%	2350	37%
			decline to answer	77	11%	356	14%	2734	15%	23	15%	113	17%	1115	18%
			not applicable	1	0%	2	0%	33	0%	0	0%	3	0%	18	0%
			not applicable	2	0%	15	1%	157	1%	1	1%	2	0%	56	1%
Q95D	Personal and Family Policies	Housing benefits (e.g. real estate services, subsidized housing, low-interest mortgage)	very dissatisfied	41	6%	102	4%	1305	7%	11	7%	32	5%	509	8%
			dissatisfied	35	5%	189	7%	1207	7%	8	5%	51	8%	539	9%
			neither satisfied not satisfied	68	10%	341	13%	1943	11%	14	9%	71	11%	669	11%
			very satisfied	5	1%	177	7%	535	3%	1	1%	54	8%	256	4%
			not offered at my	3	0%	76	3%	185	1%	0	0%	23	4%	77	1%
			I don't know	160	23%	424	17%	4155	23%	49	32%	107	17%	1333	21%
			decline to answer	121	18%	385	15%	2489	14%	33	21%	156	24%	1351	21%
			not applicable	1	0%	9	0%	62	0%	0	0%	6	1%	41	1%
not applicable	251	37%	835	33%	6347	35%	38	25%	144	22%	1514	24%			

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				count	%	count	%	count	%	count	%	count	%	count	%
Q95E	Personal and family policies	Tuition waivers, remission, or exchange	very dissatisfied	7	1%	340	13%	2148	12%	2	1%	39	6%	513	8%
			dissatisfied	27	4%	383	15%	2300	13%	5	3%	55	8%	568	9%
			neither satisfied not satisfied	97	14%	361	14%	2508	14%	21	14%	98	15%	858	14%
			very satisfied	238	35%	303	12%	2893	16%	42	27%	86	13%	1155	18%
			not offered at my	100	15%	73	3%	1136	6%	28	18%	13	2%	447	7%
			I don't know	2	0%	182	7%	1109	6%	0	0%	27	4%	225	4%
			decline to answer	66	10%	281	11%	1907	10%	27	18%	168	26%	1296	20%
			not applicable	2	0%	24	1%	179	1%	1	1%	13	2%	94	1%
Q95F	Personal and family policies	Spousal/partner hiring program	very dissatisfied	146	21%	607	24%	4156	23%	28	18%	154	24%	1190	19%
			dissatisfied	33	5%	200	8%	1553	9%	10	6%	60	9%	695	11%
			neither satisfied not satisfied	58	8%	236	9%	1518	8%	12	8%	69	11%	547	9%
			very satisfied	93	14%	397	16%	2552	14%	16	10%	77	12%	668	11%
			not offered at my	55	8%	278	11%	1367	7%	17	11%	66	10%	375	6%
			I don't know	28	4%	142	6%	558	3%	15	10%	38	6%	213	3%
			decline to answer	19	3%	61	2%	1064	6%	3	2%	18	3%	345	5%
			not applicable	120	18%	354	14%	2770	15%	33	21%	125	19%	1460	23%
Q95G	Personal and family policies	Childcare	very dissatisfied	7	1%	21	1%	139	1%	0	0%	9	1%	59	1%
			dissatisfied	272	40%	849	33%	6707	37%	48	31%	182	28%	1927	31%
			neither satisfied not satisfied	39	6%	120	5%	996	5%	13	8%	39	6%	548	9%
			very satisfied	40	6%	190	7%	1213	7%	15	10%	57	9%	579	9%
			not offered at my	88	13%	374	15%	2284	13%	17	11%	92	14%	677	11%
			I don't know	22	3%	135	5%	840	5%	7	5%	32	5%	334	5%
			decline to answer	6	1%	32	1%	267	1%	2	1%	16	2%	139	2%
			not applicable	66	10%	137	5%	1398	8%	14	9%	31	5%	480	8%
Q95H	Personal and family policies	Eldercare	very dissatisfied	92	13%	348	14%	2106	12%	31	20%	135	21%	1148	18%
			dissatisfied	2	0%	12	0%	113	1%	0	0%	7	1%	56	1%
			neither satisfied not satisfied	330	48%	1190	47%	9011	49%	55	36%	235	36%	2328	37%
			very satisfied	10	1%	54	2%	463	3%	1	1%	3	0%	76	1%
			not offered at my	20	3%	86	3%	560	3%	2	1%	4	1%	99	2%
			I don't know	90	13%	336	13%	2265	12%	13	8%	60	9%	625	10%
			decline to answer	12	2%	75	3%	368	2%	3	2%	14	2%	139	2%
			not applicable	3	0%	17	1%	79	0%	1	1%	4	1%	32	1%
Q95H	Personal and family policies	Eldercare	very dissatisfied	47	7%	201	8%	1974	11%	10	6%	27	4%	419	7%
			dissatisfied	181	26%	703	28%	4611	25%	53	34%	272	42%	2320	37%
			neither satisfied not satisfied	3	0%	26	1%	197	1%	0	0%	16	2%	113	2%
			very satisfied	319	47%	1055	41%	7818	43%	71	46%	253	39%	2523	40%
			not offered at my	10	1%	54	2%	463	3%	1	1%	3	0%	76	1%
			I don't know	20	3%	86	3%	560	3%	2	1%	4	1%	99	2%
			decline to answer	90	13%	336	13%	2265	12%	13	8%	60	9%	625	10%
			not applicable	12	2%	75	3%	368	2%	3	2%	14	2%	139	2%

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Q95J	Personal and family policies	Family medical/parental leave	very dissatisfied	14	2%	65	3%	571	3%	7	5%	17	3%	253	4%
			dissatisfied	20	3%	119	5%	932	5%	10	6%	46	7%	362	6%
			neither satisfied not satisfied	121	18%	482	19%	3526	19%	21	14%	99	15%	942	15%
			very satisfied	173	25%	663	26%	4472	24%	27	18%	131	20%	1221	19%
			not offered at my	43	6%	187	7%	1230	7%	8	5%	39	6%	461	7%
			I don't know	7	1%	16	1%	175	1%	0	0%	4	1%	49	1%
			decline to answer	140	20%	417	16%	3183	17%	48	31%	174	27%	1726	27%
			not applicable	2	0%	25	1%	200	1%	1	1%	14	2%	99	2%
Q95K	Personal and family policies	Flexible workload/modified duties for parental or other family reasons	very dissatisfied	165	24%	579	23%	4044	22%	32	21%	129	20%	1233	19%
			dissatisfied	17	2%	75	3%	566	3%	6	4%	25	4%	244	4%
			neither satisfied not satisfied	20	3%	150	6%	1018	6%	9	6%	42	7%	407	6%
			very satisfied	100	15%	422	17%	3098	17%	25	16%	82	13%	854	14%
			not offered at my	144	21%	641	25%	4081	22%	32	21%	156	24%	1379	22%
			I don't know	55	8%	236	9%	1413	8%	15	10%	52	8%	557	9%
			decline to answer	9	1%	40	2%	562	3%	2	1%	14	2%	185	3%
			not applicable	136	20%	347	14%	2697	15%	36	23%	148	23%	1397	22%
Q95L	Personal and family policies	Stop-the-clock for parental or other family reasons	very dissatisfied	4	1%	8	0%	92	1%	0	0%	5	1%	49	1%
			dissatisfied	200	29%	617	24%	4697	26%	29	19%	120	19%	1217	19%
			neither satisfied not satisfied	N/A	N/A	N/A	N/A	N/A	N/A	4	3%	12	2%	172	3%
			very satisfied	N/A	N/A	N/A	N/A	N/A	N/A	6	4%	20	3%	232	4%
			not offered at my	N/A	N/A	N/A	N/A	N/A	N/A	14	9%	82	13%	765	12%
			I don't know	N/A	N/A	N/A	N/A	N/A	N/A	33	21%	157	24%	1122	18%
			decline to answer	N/A	N/A	N/A	N/A	N/A	N/A	20	13%	83	13%	520	8%
			not applicable	N/A	N/A	N/A	N/A	N/A	N/A	0	0%	6	1%	180	3%
Q200B	Personal and family policies	My institution does what it can to make personal/family obligations (e.g. childcare or eldercare) and an academic career compatible.	strongly disagree	N/A	N/A	N/A	N/A	N/A	N/A	36	23%	138	21%	1784	28%
			somewhat disagree	N/A	N/A	N/A	N/A	N/A	N/A	0	0%	6	1%	180	3%
			neither agree nor	N/A	N/A	N/A	N/A	N/A	N/A	0	0%	6	1%	58	1%
			somewhat agree	N/A	N/A	N/A	N/A	N/A	N/A	41	27%	140	22%	1455	23%
			strongly agree	91	14%	278	11%	2191	12%	14	9%	51	8%	689	11%
			I don't know	117	17%	426	17%	3248	18%	29	19%	114	18%	1115	18%
			decline to answer	138	21%	577	23%	4029	23%	35	23%	122	20%	1152	19%
			not applicable	135	20%	618	25%	4084	23%	30	20%	140	23%	1441	24%

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Q200A	Personal and family policies	I have been able to find the right balance, for me, between my professional life and my personal/family life.	strongly disagree	84	12%	253	10%	1909	11%	27	18%	99	16%	938	15%
			somewhat disagree	161	24%	516	21%	3916	22%	39	26%	173	28%	1629	27%
			neither agree nor	64	10%	228	9%	1711	10%	13	9%	65	11%	598	10%
			somewhat agree	257	38%	982	39%	6781	38%	60	39%	195	32%	2119	35%
			strongly agree	100	15%	488	20%	3413	19%	11	7%	75	12%	716	12%
			I don't know	3	0%	3	0%	38	0%	1	1%	5	1%	22	0%
			decline to answer	3	0%	17	1%	106	1%	1	1%	5	1%	44	1%
			not applicable	1	0%	2	0%	24	0%	0	0%	0	0%	7	0%
Q95A	Health and retirement benefits	Health benefits for yourself	very dissatisfied	2	0%	50	2%	733	4%	0	0%	9	1%	261	4%
			dissatisfied	33	5%	209	8%	2102	11%	7	5%	55	8%	644	10%
			neither satisfied nor	84	12%	350	14%	2801	15%	16	10%	102	16%	1043	16%
			satisfied	379	55%	1341	53%	9077	50%	98	64%	339	52%	3082	49%
			very satisfied	174	25%	568	22%	3185	17%	32	21%	121	19%	1078	17%
			not offered at my	0	0%	0	0%	5	0%	0	0%	0	0%	3	0%
			I don't know	2	0%	6	0%	75	0%	0	0%	7	1%	49	1%
			decline to answer	2	0%	21	1%	146	1%	0	0%	14	2%	85	1%
not applicable	9	1%	9	0%	212	1%	1	1%	6	1%	101	2%			
Q95B	Health and retirement benefits	Health benefits for your family (i.e. spouse, partner, and dependents)	very dissatisfied	5	1%	57	2%	1060	6%	0	0%	10	2%	360	6%
			dissatisfied	33	5%	196	8%	2003	11%	7	5%	46	7%	675	11%
			neither satisfied nor	67	10%	374	15%	2656	15%	14	9%	90	14%	882	14%
			satisfied	325	47%	1164	46%	7302	40%	71	46%	268	42%	2291	36%
			very satisfied	155	23%	480	19%	2631	14%	27	18%	104	16%	849	13%
			not offered at my	0	0%	1	0%	28	0%	0	0%	1	0%	10	0%
			I don't know	12	2%	26	1%	284	2%	9	6%	34	5%	271	4%
			decline to answer	3	0%	8	0%	78	0%	0	0%	4	1%	36	1%
not applicable	85	12%	232	9%	2186	12%	26	17%	87	14%	915	15%			
Q95C	Health and retirement benefits	Retirement benefits	very dissatisfied	11	2%	71	3%	734	4%	4	3%	10	2%	146	2%
			dissatisfied	66	10%	213	8%	2182	12%	9	6%	48	7%	470	7%
			neither satisfied nor	173	25%	430	17%	4245	23%	28	18%	133	20%	1436	23%
			satisfied	323	47%	1168	46%	7588	41%	86	56%	285	44%	2821	44%
			very satisfied	56	8%	520	20%	2118	12%	11	7%	101	15%	788	12%
			not offered at my	0	0%	4	0%	26	0%	0	0%	0	0%	4	0%
			I don't know	39	6%	91	4%	975	5%	12	8%	54	8%	467	7%
			decline to answer	1	0%	22	1%	179	1%	0	0%	15	2%	100	2%
not applicable	16	2%	35	1%	289	2%	4	3%	7	1%	114	2%			

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Q95I	Health and retirement benefits	Phased retirement options	very dissatisfied	20	3%	89	3%	669	4%	1	1%	3	0%	71	1%
			dissatisfied	37	5%	141	6%	1141	6%	2	1%	9	1%	127	2%
			neither satisfied nor satisfied	142	21%	478	19%	3727	20%	18	12%	98	15%	939	15%
			very satisfied	96	14%	483	19%	3149	17%	17	11%	79	12%	816	13%
			not offered at my	12	2%	135	5%	676	4%	1	1%	22	3%	160	3%
			I don't know	10	1%	53	2%	522	3%	2	1%	6	1%	80	1%
			decline to answer	238	35%	772	30%	5497	30%	74	48%	298	46%	2837	45%
			not applicable	4	1%	25	1%	225	1%	0	0%	17	3%	121	2%
Q90G	Salary*	Salary	not applicable	126	18%	377	15%	2728	15%	39	25%	121	19%	1195	19%
			very dissatisfied	128	19%	291	11%	2749	15%	17	11%	40	6%	749	12%
			dissatisfied	190	28%	603	24%	4785	26%	30	19%	120	19%	1653	26%
			neither satisfied nor satisfied	111	16%	419	16%	3062	17%	34	22%	134	21%	1296	21%
			very satisfied	199	29%	906	36%	5773	32%	62	40%	274	42%	2047	33%
			decline to answer	56	8%	313	12%	1813	10%	11	7%	74	11%	514	8%
			not applicable	1	0%	10	0%	63	0%	0	0%	4	1%	36	1%
			not applicable	0	0%	1	0%	7	0%	0	0%	0	0%	1	0%
Q100A	Interdisciplinary work	Budget allocations encourage interdisciplinary work.	strongly disagree	141	21%	442	17%	3735	21%	24	16%	68	11%	818	13%
			somewhat disagree	167	24%	614	24%	4625	25%	45	29%	138	22%	1352	22%
			neither agree nor	147	22%	557	22%	3767	21%	29	19%	122	19%	1217	19%
			somewhat agree	120	18%	514	20%	2903	16%	22	14%	143	22%	1160	18%
			strongly agree	22	3%	143	6%	672	4%	7	5%	55	9%	302	5%
			I don't know	66	10%	195	8%	1890	10%	26	17%	99	15%	1219	19%
			decline to answer	1	0%	17	1%	79	0%	0	0%	3	0%	32	1%
			not applicable	19	3%	51	2%	520	3%	1	1%	13	2%	171	3%
Q100B	Interdisciplinary work	Campus facilities (e.g. spaces, buildings, centers, labs) are conducive to interdisciplinary work.	strongly disagree	88	13%	412	16%	3167	17%	22	14%	68	11%	874	14%
			somewhat disagree	189	28%	625	25%	4929	27%	36	23%	156	24%	1553	25%
			neither agree nor	156	23%	530	21%	3983	22%	40	26%	112	17%	1225	20%
			somewhat agree	156	23%	602	24%	3541	19%	39	25%	188	29%	1458	23%
			strongly agree	33	5%	173	7%	852	5%	5	3%	48	7%	356	6%
			I don't know	41	6%	123	5%	1153	6%	12	8%	56	9%	652	10%
			decline to answer	0	0%	11	0%	71	0%	0	0%	3	0%	28	0%
			not applicable	20	3%	57	2%	495	3%	0	0%	10	2%	125	2%

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Q100C	Interdisciplinary work	Interdisciplinary work is rewarded in the merit process.	strongly disagree	103	15%	395	16%	3448	19%	13	8%	92	14%	860	14%
			somewhat disagree	157	23%	568	22%	4364	24%	26	17%	105	16%	1162	19%
			neither agree nor	144	21%	582	23%	3751	21%	29	19%	110	17%	1076	17%
			somewhat agree	154	23%	595	23%	3328	18%	32	21%	119	19%	1093	17%
			strongly agree	35	5%	167	7%	861	5%	3	2%	52	8%	288	5%
			I don't know	78	11%	181	7%	1946	11%	51	33%	151	24%	1631	26%
			decline to answer	1	0%	9	0%	75	0%	0	0%	3	0%	30	0%
			not applicable	11	2%	36	1%	418	2%	0	0%	9	1%	131	2%
Q100D	Interdisciplinary work	Interdisciplinary work is rewarded in the promotion process.	strongly disagree	92	14%	373	15%	3085	17%	N/A	N/A	N/A	N/A	N/A	N/A
			somewhat disagree	135	20%	535	21%	4028	23%	N/A	N/A	N/A	N/A	N/A	N/A
			neither agree nor	145	22%	601	24%	3862	22%	N/A	N/A	N/A	N/A	N/A	N/A
			somewhat agree	166	25%	611	24%	3453	19%	N/A	N/A	N/A	N/A	N/A	N/A
			strongly agree	36	5%	169	7%	879	5%	N/A	N/A	N/A	N/A	N/A	N/A
			I don't know	86	13%	190	8%	2114	12%	N/A	N/A	N/A	N/A	N/A	N/A
			decline to answer	1	0%	9	0%	76	0%	N/A	N/A	N/A	N/A	N/A	N/A
			not applicable	10	1%	38	2%	394	2%	N/A	N/A	N/A	N/A	N/A	N/A
Q100E	Interdisciplinary work	Interdisciplinary work is rewarded in the tenure process.	strongly disagree	N/A	N/A	N/A	N/A	N/A	N/A	8	6%	86	14%	671	12%
			somewhat disagree	N/A	N/A	N/A	N/A	N/A	N/A	20	14%	95	15%	924	16%
			neither agree nor	N/A	N/A	N/A	N/A	N/A	N/A	20	14%	98	16%	934	17%
			somewhat agree	N/A	N/A	N/A	N/A	N/A	N/A	29	21%	110	18%	983	18%
			strongly agree	N/A	N/A	N/A	N/A	N/A	N/A	2	1%	37	6%	229	4%
			I don't know	N/A	N/A	N/A	N/A	N/A	N/A	60	43%	183	29%	1755	31%
			decline to answer	N/A	N/A	N/A	N/A	N/A	N/A	0	0%	3	0%	25	0%
			not applicable	N/A	N/A	N/A	N/A	N/A	N/A	0	0%	9	1%	95	2%
Q100G	Interdisciplinary work	My department understands how to evaluate interdisciplinary work.	strongly disagree	93	14%	396	16%	3143	17%	14	9%	93	15%	905	14%
			somewhat disagree	127	19%	535	21%	3814	21%	29	19%	106	17%	1128	18%
			neither agree nor	132	19%	494	20%	3575	20%	33	21%	113	18%	1089	17%
			somewhat agree	182	27%	660	26%	4109	23%	33	21%	119	19%	1161	19%
			strongly agree	77	11%	276	11%	1620	9%	12	8%	55	9%	449	7%
			I don't know	61	9%	138	5%	1493	8%	32	21%	144	22%	1396	22%
			decline to answer	2	0%	11	0%	92	1%	0	0%	5	1%	38	1%
			not applicable	9	1%	23	1%	345	2%	1	1%	6	1%	105	2%

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				count	%	count	%	count	%	count	%	count	%	count	%
Q105A	Collaboration	Opportunities for collaboration with other members of your department	very dissatisfied	30	4%	115	5%	924	5%	12	8%	44	7%	355	6%
			dissatisfied	72	11%	294	12%	1895	10%	21	14%	96	15%	769	12%
			neither satisfied nor satisfied	124	18%	433	17%	3289	18%	28	18%	108	17%	1097	18%
			very satisfied	296	43%	1051	41%	7441	41%	59	38%	243	38%	2489	40%
			decline to answer	153	22%	608	24%	4338	24%	33	21%	136	21%	1436	23%
			not applicable	2	0%	12	0%	99	1%	0	0%	7	1%	49	1%
Q105E	Collaboration	Opportunities for collaboration within your institution, faculty outside your department	very dissatisfied	6	1%	20	1%	196	1%	1	1%	7	1%	71	1%
			dissatisfied	22	3%	89	4%	797	4%	9	6%	26	4%	292	5%
			neither satisfied nor satisfied	74	11%	313	12%	2334	13%	19	12%	68	11%	873	14%
			very satisfied	156	23%	565	22%	4717	26%	28	18%	150	23%	1552	25%
			decline to answer	304	45%	992	39%	7082	39%	62	40%	284	44%	2429	39%
			not applicable	105	15%	523	21%	2732	15%	32	21%	100	16%	927	15%
Q105D	Collaboration	Opportunities for collaboration with faculty outside your institution	decline to answer	5	1%	10	0%	105	1%	0	0%	4	1%	54	1%
			not applicable	17	2%	41	2%	415	2%	4	3%	9	1%	139	2%
			very dissatisfied	15	2%	77	3%	648	4%	4	3%	14	2%	215	3%
			dissatisfied	39	6%	154	6%	1506	8%	15	10%	48	7%	577	9%
			neither satisfied nor satisfied	143	21%	491	19%	4312	24%	26	17%	139	22%	1423	23%
			very satisfied	317	46%	1077	43%	7348	40%	72	47%	261	41%	2619	42%
Q125A	Mentoring	Please rate the effectiveness or ineffectiveness of mentoring from someone in your department for you.	very satisfied	156	23%	676	27%	3696	20%	35	23%	155	24%	1186	19%
			decline to answer	2	0%	11	0%	133	1%	1	1%	11	2%	62	1%
			not applicable	11	2%	47	2%	539	3%	1	1%	13	2%	184	3%
			very ineffective	54	8%	232	9%	1409	8%	14	9%	77	12%	614	10%
			ineffective	53	8%	205	8%	1428	8%	21	14%	69	11%	657	11%
			neither effective nor somewhat effective	77	11%	341	13%	2478	14%	17	11%	75	12%	752	12%
			very effective	209	31%	802	32%	5590	31%	52	34%	205	32%	2035	33%
			have not received	131	19%	426	17%	3046	17%	39	25%	160	25%	1561	25%
Q125B	Mentoring	Please rate the effectiveness or ineffectiveness of mentoring from someone outside your department at your institution for you.	decline to answer	83	12%	279	11%	2306	13%	10	6%	38	6%	473	8%
			not applicable	2	0%	14	1%	124	1%	1	1%	4	1%	33	1%
			very ineffective	72	11%	227	9%	1753	10%	0	0%	11	2%	130	2%
			ineffective	24	4%	112	4%	790	4%	5	3%	27	4%	338	5%
			neither effective nor somewhat effective	34	5%	114	5%	940	5%	6	4%	34	5%	375	6%
			very effective	114	17%	475	19%	3454	19%	22	14%	116	18%	1050	17%
			have not received	180	26%	616	24%	4019	22%	46	30%	168	26%	1489	24%
			decline to answer	71	10%	270	11%	1600	9%	24	16%	66	10%	593	9%
Q125B	Mentoring	Please rate the effectiveness or ineffectiveness of mentoring from someone outside your department at your institution for you.	not applicable	139	20%	512	20%	3984	22%	43	28%	167	26%	1736	28%
			decline to answer	1	0%	15	1%	123	1%	0	0%	3	0%	26	0%
Q125B	Mentoring	Please rate the effectiveness or ineffectiveness of mentoring from someone outside your department at your institution for you.	not applicable	118	17%	412	16%	3224	18%	8	5%	58	9%	648	10%
			decline to answer	1	0%	15	1%	123	1%	0	0%	3	0%	26	0%

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item	theme	description	response scale	tenured						tenure-track					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q130A	Mentoring	There is effective mentoring of pre-tenure faculty in my department.	Strongly disagree	85	13%	286	11%	2201	12%	39	25%	131	21%	1281	20%
			somewhat disagree	141	21%	475	19%	3333	18%	35	23%	109	17%	1223	20%
			neither agree nor	79	12%	307	12%	2202	12%	11	7%	80	13%	675	11%
			somewhat agree	249	37%	935	37%	6637	37%	35	23%	181	28%	1803	29%
			strongly agree	83	12%	396	16%	2759	15%	28	18%	117	18%	1070	17%
			I don't know	29	4%	90	4%	721	4%	4	3%	16	3%	137	2%
			decline to answer	3	0%	12	0%	93	1%	2	1%	4	1%	37	1%
			not applicable	11	2%	24	1%	172	1%	0	0%	1	0%	29	0%
Q130B	Mentoring	There is effective mentoring of tenured associate professors in my department.	strongly disagree	169	25%	571	23%	4311	24%	N/A	N/A	N/A	N/A	N/A	N/A
			somewhat disagree	189	28%	665	26%	4767	27%	N/A	N/A	N/A	N/A	N/A	N/A
			neither agree nor	108	16%	475	19%	3312	19%	N/A	N/A	N/A	N/A	N/A	N/A
			somewhat agree	119	18%	490	19%	3184	18%	N/A	N/A	N/A	N/A	N/A	N/A
			strongly agree	31	5%	129	5%	801	4%	N/A	N/A	N/A	N/A	N/A	N/A
			I don't know	37	6%	135	5%	921	5%	N/A	N/A	N/A	N/A	N/A	N/A
			decline to answer	3	0%	13	1%	112	1%	N/A	N/A	N/A	N/A	N/A	N/A
			not applicable	12	2%	40	2%	411	2%	N/A	N/A	N/A	N/A	N/A	N/A
Q130C	Mentoring	My institution provides adequate support for faculty to be good mentors.	strongly disagree	157	24%	521	21%	4028	23%	N/A	N/A	N/A	N/A	N/A	N/A
			somewhat disagree	201	30%	772	31%	5288	30%	N/A	N/A	N/A	N/A	N/A	N/A
			neither agree nor	143	21%	576	23%	4061	23%	N/A	N/A	N/A	N/A	N/A	N/A
			somewhat agree	85	13%	339	13%	2195	12%	N/A	N/A	N/A	N/A	N/A	N/A
			strongly agree	12	2%	78	3%	539	3%	N/A	N/A	N/A	N/A	N/A	N/A
			I don't know	63	9%	199	8%	1448	8%	N/A	N/A	N/A	N/A	N/A	N/A
			decline to answer	2	0%	14	1%	98	1%	N/A	N/A	N/A	N/A	N/A	N/A
			not applicable	5	1%	19	1%	162	1%	N/A	N/A	N/A	N/A	N/A	N/A
Q110	Mentoring*	At this institution and in the past five years, I have served as either a formal or informal mentor to... (Check all that apply)	pre-tenure faculty in	455	68%	1723	67%	12330	69%	N/A	N/A	N/A	N/A	N/A	N/A
			tenured faculty in	196	29%	742	29%	4658	26%	N/A	N/A	N/A	N/A	N/A	N/A
			pre-tenure faculty	203	30%	668	26%	4366	24%	N/A	N/A	N/A	N/A	N/A	N/A
			tenured faculty	100	15%	360	14%	2102	12%	N/A	N/A	N/A	N/A	N/A	N/A
			non-tenure-track	233	35%	683	26%	5794	32%	N/A	N/A	N/A	N/A	N/A	N/A
			non-tenure-track	104	15%	296	11%	1866	10%	N/A	N/A	N/A	N/A	N/A	N/A
			none of the above	139	21%	540	21%	3800	21%	N/A	N/A	N/A	N/A	N/A	N/A
			decline to answer	8	1%	39	2%	317	2%	N/A	N/A	N/A	N/A	N/A	N/A

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item	theme	description	response scale	tenured						tenure-track					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q115	Mentoring*	Would you agree or disagree that being a mentor is/has been fulfilling to you in your role as a faculty member?	strongly disagree	5	1%	35	2%	212	2%	N/A	N/A	N/A	N/A	N/A	N/A
			somewhat disagree	16	3%	72	4%	468	3%	N/A	N/A	N/A	N/A	N/A	N/A
			neither agree nor	64	12%	267	14%	1924	14%	N/A	N/A	N/A	N/A	N/A	N/A
			somewhat agree	223	43%	836	43%	5920	43%	N/A	N/A	N/A	N/A	N/A	N/A
			strongly agree	214	41%	726	37%	5145	37%	N/A	N/A	N/A	N/A	N/A	N/A
			decline to answer	1	0%	6	0%	32	0%	N/A	N/A	N/A	N/A	N/A	N/A
			not applicable	1	0%	3	0%	46	0%	N/A	N/A	N/A	N/A	N/A	N/A
Q120A	Mentoring*	Please indicate how important or unimportant having a mentor or mentors in your department is to your success as a faculty member.	very unimportant	21	3%	84	3%	520	3%	1	1%	8	1%	83	1%
			unimportant	30	4%	155	6%	976	5%	3	2%	12	2%	136	2%
			neither important	64	9%	231	9%	1738	10%	7	5%	25	4%	360	6%
			important	249	37%	975	39%	7134	39%	60	39%	212	33%	2154	34%
			very important	287	42%	994	39%	7046	39%	82	53%	373	58%	3442	55%
			decline to answer	2	0%	10	0%	117	1%	0	0%	7	1%	23	0%
			not applicable	29	4%	79	3%	618	3%	1	1%	4	1%	63	1%
Q120B	Mentoring*	Please indicate how important or unimportant having a mentor or mentors outside your department at your institution is to your success as a faculty member.	very unimportant	27	4%	130	5%	866	5%	3	2%	14	2%	159	3%
			unimportant	80	12%	324	13%	2496	14%	12	8%	58	9%	650	10%
			neither important	166	24%	637	25%	5064	28%	28	18%	130	20%	1381	22%
			important	239	35%	847	34%	5744	32%	54	35%	235	37%	2257	36%
			very important	137	20%	465	18%	2975	16%	55	36%	186	29%	1625	26%
			decline to answer	3	0%	14	1%	144	1%	0	0%	6	1%	27	0%
			not applicable	30	4%	111	4%	860	5%	2	1%	12	2%	162	3%
Q120C	Mentoring*	Please indicate how important or unimportant having a mentor or mentors outside your institution is to your success as a faculty member.	very unimportant	21	3%	99	4%	824	5%	1	1%	9	1%	121	2%
			unimportant	61	9%	239	9%	2017	11%	8	5%	41	6%	473	8%
			neither important	147	22%	603	24%	4353	24%	28	18%	122	19%	1226	20%
			important	235	34%	908	36%	6200	34%	60	39%	227	35%	2337	37%
			very important	184	27%	574	23%	3861	21%	57	37%	217	34%	1916	31%
			decline to answer	3	0%	13	1%	139	1%	0	0%	7	1%	28	0%
			not applicable	31	5%	92	4%	755	4%	0	0%	18	3%	160	3%
Q125C	Mentoring*	Please rate the effectiveness or ineffectiveness of mentoring from someone outside your institution for you.	very ineffective	9	1%	68	3%	453	2%	1	1%	12	2%	148	2%
			ineffective	17	2%	92	4%	636	4%	7	5%	19	3%	196	3%
			neither effective nor	93	14%	398	16%	2848	16%	19	12%	97	15%	901	14%
			somewhat effective	204	30%	801	32%	5322	29%	49	32%	206	32%	1904	30%
			very effective	163	24%	476	19%	3181	18%	39	25%	141	22%	1321	21%
			have not received	95	14%	335	13%	2812	16%	34	22%	110	17%	1159	19%
			decline to answer	1	0%	14	1%	138	1%	1	1%	4	1%	29	0%
not applicable	99	15%	342	14%	2744	15%	4	3%	50	8%	597	10%			

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item	theme	description	response scale	tenured						tenure-track					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q136A	Tenure policies	Please rate the clarity of the tenure process in your department.	very unclear	N/A	N/A	N/A	N/A	N/A	N/A	11	8%	44	7%	426	8%
			somewhat unclear	N/A	N/A	N/A	N/A	N/A	N/A	36	26%	94	15%	875	16%
			neither clear nor	N/A	N/A	N/A	N/A	N/A	N/A	8	6%	40	6%	431	8%
			somewhat clear	N/A	N/A	N/A	N/A	N/A	N/A	60	43%	271	44%	2399	43%
			very clear	N/A	N/A	N/A	N/A	N/A	N/A	23	17%	158	26%	1406	25%
			decline to answer	N/A	N/A	N/A	N/A	N/A	N/A	1	1%	10	2%	52	1%
Q136B	Tenure policies	The tenure criteria (what things are evaluated) in my department - Please rate the clarity of the tenure criteria (what things are evaluated) in your department.	very unclear	N/A	N/A	N/A	N/A	N/A	12	9%	46	7%	447	8%	
			somewhat unclear	N/A	N/A	N/A	N/A	N/A	32	23%	93	15%	920	16%	
			neither clear nor	N/A	N/A	N/A	N/A	N/A	13	9%	51	8%	457	8%	
			somewhat clear	N/A	N/A	N/A	N/A	N/A	60	43%	274	44%	2356	42%	
			very clear	N/A	N/A	N/A	N/A	N/A	21	15%	144	23%	1360	24%	
			decline to answer	N/A	N/A	N/A	N/A	N/A	1	1%	9	1%	49	1%	
Q136C	Tenure policies	Please rate the clarity of the tenure standards (the performance threshold) in your department.	very unclear	N/A	N/A	N/A	N/A	N/A	18	13%	70	11%	642	11%	
			somewhat unclear	N/A	N/A	N/A	N/A	N/A	43	31%	107	17%	1159	21%	
			neither clear nor	N/A	N/A	N/A	N/A	N/A	14	10%	71	12%	603	11%	
			somewhat clear	N/A	N/A	N/A	N/A	N/A	48	35%	262	42%	2169	39%	
			very clear	N/A	N/A	N/A	N/A	N/A	15	11%	95	15%	961	17%	
			decline to answer	N/A	N/A	N/A	N/A	N/A	1	1%	12	2%	55	1%	
Q136D	Tenure policies	Please rate the clarity of the body of evidence (the dossier's contents) that will be considered in making tenure decisions in your department.	very unclear	N/A	N/A	N/A	N/A	N/A	5	4%	40	6%	371	7%	
			somewhat unclear	N/A	N/A	N/A	N/A	N/A	30	22%	78	13%	865	15%	
			neither clear nor	N/A	N/A	N/A	N/A	N/A	6	4%	74	12%	599	11%	
			somewhat clear	N/A	N/A	N/A	N/A	N/A	71	51%	240	39%	2314	41%	
			very clear	N/A	N/A	N/A	N/A	N/A	25	18%	170	28%	1373	25%	
			decline to answer	N/A	N/A	N/A	N/A	N/A	2	1%	15	2%	67	1%	
Q136E	Tenure policies	Please rate the clarity of whether or not I will achieve tenure.	very unclear	N/A	N/A	N/A	N/A	N/A	7	5%	65	11%	462	8%	
			somewhat unclear	N/A	N/A	N/A	N/A	N/A	25	18%	83	13%	747	13%	
			neither clear nor	N/A	N/A	N/A	N/A	N/A	30	22%	96	16%	955	17%	
			somewhat clear	N/A	N/A	N/A	N/A	N/A	53	38%	252	41%	2272	41%	
			very clear	N/A	N/A	N/A	N/A	N/A	21	15%	104	17%	1035	19%	
			decline to answer	N/A	N/A	N/A	N/A	N/A	3	2%	17	3%	118	2%	
Q139A	Tenure policies	I have received consistent messages from tenured faculty about the requirements for tenure.	strongly disagree	N/A	N/A	N/A	N/A	N/A	28	20%	88	14%	916	16%	
			somewhat disagree	N/A	N/A	N/A	N/A	N/A	35	25%	153	25%	1226	22%	
			neither agree nor	N/A	N/A	N/A	N/A	N/A	16	12%	71	12%	683	12%	
			somewhat agree	N/A	N/A	N/A	N/A	N/A	45	32%	179	29%	1716	31%	
			strongly agree	N/A	N/A	N/A	N/A	N/A	12	9%	110	18%	924	17%	
			decline to answer	N/A	N/A	N/A	N/A	N/A	2	1%	10	2%	66	1%	
			not applicable	N/A	N/A	N/A	N/A	N/A	1	1%	1	0%	40	1%	

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item	theme	description	response scale	tenured						tenure-track					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q139B	Tenure policies	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).	strongly disagree	N/A	N/A	N/A	N/A	N/A	N/A	10	7%	47	8%	457	8%
			somewhat disagree	N/A	N/A	N/A	N/A	N/A	N/A	16	12%	60	10%	618	11%
			neither agree nor disagree	N/A	N/A	N/A	N/A	N/A	N/A	28	20%	105	17%	935	17%
			somewhat agree	N/A	N/A	N/A	N/A	N/A	N/A	39	28%	208	34%	1803	32%
			strongly agree	N/A	N/A	N/A	N/A	N/A	N/A	40	29%	169	28%	1546	28%
			decline to answer	N/A	N/A	N/A	N/A	N/A	N/A	5	4%	23	4%	173	3%
			not applicable	N/A	N/A	N/A	N/A	N/A	N/A	1	1%	0	0%	38	1%
Q137A	Tenure clarity	Is what's expected in order to earn tenure CLEAR to you regarding your performance as a scholar?	very unclear	N/A	N/A	N/A	N/A	N/A	9	6%	32	5%	391	7%	
			somewhat unclear	N/A	N/A	N/A	N/A	N/A	16	12%	64	10%	813	15%	
			neither clear nor somewhat clear	N/A	N/A	N/A	N/A	N/A	10	7%	37	6%	332	6%	
			somewhat clear	N/A	N/A	N/A	N/A	N/A	64	46%	252	41%	2235	40%	
			very clear	N/A	N/A	N/A	N/A	N/A	38	27%	222	36%	1762	32%	
			decline to answer	N/A	N/A	N/A	N/A	N/A	1	1%	7	1%	43	1%	
			not applicable	N/A	N/A	N/A	N/A	N/A	1	1%	2	0%	6	0%	
Q137B	Tenure clarity	Is what's expected in order to earn tenure CLEAR to you regarding your performance as a teacher?	very unclear	N/A	N/A	N/A	N/A	N/A	8	6%	28	5%	268	5%	
			somewhat unclear	N/A	N/A	N/A	N/A	N/A	18	13%	62	10%	661	12%	
			neither clear nor somewhat clear	N/A	N/A	N/A	N/A	N/A	24	17%	71	12%	561	10%	
			somewhat clear	N/A	N/A	N/A	N/A	N/A	56	40%	257	42%	2371	42%	
			very clear	N/A	N/A	N/A	N/A	N/A	27	19%	186	30%	1629	29%	
			decline to answer	N/A	N/A	N/A	N/A	N/A	1	1%	8	1%	60	1%	
			not applicable	N/A	N/A	N/A	N/A	N/A	5	4%	4	1%	32	1%	
Q137C	Tenure clarity	Is what's expected in order to earn tenure CLEAR to you regarding your performance as an advisor to students?	very unclear	N/A	N/A	N/A	N/A	N/A	12	9%	59	10%	514	9%	
			somewhat unclear	N/A	N/A	N/A	N/A	N/A	29	21%	105	17%	1057	19%	
			neither clear nor somewhat clear	N/A	N/A	N/A	N/A	N/A	36	26%	111	18%	1137	20%	
			somewhat clear	N/A	N/A	N/A	N/A	N/A	45	32%	216	35%	1810	32%	
			very clear	N/A	N/A	N/A	N/A	N/A	11	8%	108	18%	879	16%	
			decline to answer	N/A	N/A	N/A	N/A	N/A	1	1%	10	2%	84	2%	
			not applicable	N/A	N/A	N/A	N/A	N/A	5	4%	7	1%	101	2%	
Q137D	Tenure clarity	Is what's expected in order to earn tenure CLEAR to you regarding your performance as a colleague in your department?	very unclear	N/A	N/A	N/A	N/A	N/A	12	9%	62	10%	603	11%	
			somewhat unclear	N/A	N/A	N/A	N/A	N/A	37	27%	111	18%	1091	20%	
			neither clear nor somewhat clear	N/A	N/A	N/A	N/A	N/A	33	24%	119	19%	1073	19%	
			somewhat clear	N/A	N/A	N/A	N/A	N/A	43	31%	210	34%	1846	33%	
			very clear	N/A	N/A	N/A	N/A	N/A	13	9%	103	17%	895	16%	
			decline to answer	N/A	N/A	N/A	N/A	N/A	1	1%	9	1%	58	1%	
			not applicable	N/A	N/A	N/A	N/A	N/A	0	0%	2	0%	16	0%	

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item	theme	description	response scale	tenured						tenure-track					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q137E	Tenure clarity	Is what's expected in order to earn tenure CLEAR to you regarding your performance as a campus citizen?	very unclear	N/A	N/A	N/A	N/A	N/A	N/A	20	14%	82	13%	741	13%
			somewhat unclear	N/A	N/A	N/A	N/A	N/A	N/A	38	27%	127	21%	1220	22%
			neither clear nor	N/A	N/A	N/A	N/A	N/A	N/A	35	25%	154	25%	1280	23%
			somewhat clear	N/A	N/A	N/A	N/A	N/A	N/A	36	26%	164	27%	1610	29%
			very clear	N/A	N/A	N/A	N/A	N/A	N/A	8	6%	76	12%	623	11%
			decline to answer	N/A	N/A	N/A	N/A	N/A	N/A	1	1%	9	1%	66	1%
			not applicable	N/A	N/A	N/A	N/A	N/A	N/A	1	1%	4	1%	42	1%
Q137F	Tenure clarity	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)?	very unclear	N/A	N/A	N/A	N/A	N/A	17	12%	92	15%	888	16%	
			somewhat unclear	N/A	N/A	N/A	N/A	N/A	39	28%	138	22%	1344	24%	
			neither clear nor	N/A	N/A	N/A	N/A	N/A	38	27%	139	23%	1286	23%	
			somewhat clear	N/A	N/A	N/A	N/A	N/A	34	24%	161	26%	1387	25%	
			very clear	N/A	N/A	N/A	N/A	N/A	7	5%	66	11%	529	9%	
			decline to answer	N/A	N/A	N/A	N/A	N/A	1	1%	11	2%	72	1%	
			not applicable	N/A	N/A	N/A	N/A	N/A	3	2%	9	1%	76	1%	
Q138A	Tenure reasonableness	Is what's expected in order to earn tenure REASONABLE to you regarding your performance as a scholar?	very unreasonable	N/A	N/A	N/A	N/A	N/A	2	1%	20	3%	211	4%	
			somewhat	N/A	N/A	N/A	N/A	N/A	14	10%	66	11%	631	11%	
			neither reasonable	N/A	N/A	N/A	N/A	N/A	26	19%	65	11%	639	11%	
			somewhat	N/A	N/A	N/A	N/A	N/A	62	45%	240	39%	2069	37%	
			very reasonable	N/A	N/A	N/A	N/A	N/A	31	22%	195	32%	1773	32%	
			decline to answer	N/A	N/A	N/A	N/A	N/A	2	1%	26	4%	235	4%	
			not applicable	N/A	N/A	N/A	N/A	N/A	1	1%	1	0%	12	0%	
Q138B	Tenure reasonableness	Is what's expected in order to earn tenure REASONABLE to you regarding your performance as a teacher?	very unreasonable	N/A	N/A	N/A	N/A	N/A	0	0%	9	3%	101	2%	
			somewhat	N/A	N/A	N/A	N/A	N/A	5	4%	35	10%	310	6%	
			neither reasonable	N/A	N/A	N/A	N/A	N/A	36	27%	80	24%	813	15%	
			somewhat	N/A	N/A	N/A	N/A	N/A	47	35%	211	63%	1980	36%	
			very reasonable	N/A	N/A	N/A	N/A	N/A	41	31%	247	74%	2068	37%	
			decline to answer	N/A	N/A	N/A	N/A	N/A	3	2%	27	8%	251	5%	
			not applicable	N/A	N/A	N/A	N/A	N/A	2	1%	2	1%	21	0%	
Q138C	Tenure reasonableness	Is what's expected in order to earn tenure REASONABLE to you regarding your performance as an advisor to students?	very unreasonable	N/A	N/A	N/A	N/A	N/A	0	0%	11	2%	92	2%	
			somewhat	N/A	N/A	N/A	N/A	N/A	8	6%	21	3%	284	5%	
			neither reasonable	N/A	N/A	N/A	N/A	N/A	44	33%	139	23%	1458	27%	
			somewhat	N/A	N/A	N/A	N/A	N/A	47	35%	194	32%	1707	31%	
			very reasonable	N/A	N/A	N/A	N/A	N/A	29	22%	200	33%	1509	28%	
			decline to answer	N/A	N/A	N/A	N/A	N/A	3	2%	39	6%	365	7%	
			not applicable	N/A	N/A	N/A	N/A	N/A	3	2%	3	0%	59	1%	

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item	theme	description	response scale	tenured						tenure-track					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q138D	Tenure reasonableness	Is what's expected in order to earn tenure REASONABLE to you regarding your performance as a colleague in your department?	very unreasonable	N/A	N/A	N/A	N/A	N/A	N/A	2	1%	13	2%	113	2%
			somewhat	N/A	N/A	N/A	N/A	N/A	3	2%	27	4%	212	4%	
			neither reasonable	N/A	N/A	N/A	N/A	N/A	54	39%	152	25%	1558	28%	
			somewhat	N/A	N/A	N/A	N/A	N/A	37	27%	188	31%	1646	30%	
			very reasonable	N/A	N/A	N/A	N/A	N/A	36	26%	186	30%	1565	28%	
			decline to answer	N/A	N/A	N/A	N/A	N/A	6	4%	42	7%	405	7%	
Q138E	Tenure reasonableness	Is what's expected in order to earn tenure REASONABLE to you regarding your performance as a campus citizen?	not applicable	N/A	N/A	N/A	N/A	N/A	1	1%	4	1%	60	1%	
			very unreasonable	N/A	N/A	N/A	N/A	N/A	1	1%	8	1%	77	1%	
			somewhat	N/A	N/A	N/A	N/A	N/A	3	2%	19	3%	202	4%	
			neither reasonable	N/A	N/A	N/A	N/A	N/A	59	43%	205	34%	1970	36%	
			somewhat	N/A	N/A	N/A	N/A	N/A	37	27%	170	28%	1511	27%	
			very reasonable	N/A	N/A	N/A	N/A	N/A	28	20%	148	24%	1173	21%	
Q138F	Tenure reasonableness	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)?	decline to answer	N/A	N/A	N/A	N/A	N/A	8	6%	48	8%	479	9%	
			not applicable	N/A	N/A	N/A	N/A	N/A	2	1%	12	2%	121	2%	
			very unreasonable	N/A	N/A	N/A	N/A	N/A	0	0%	10	2%	95	2%	
			somewhat	N/A	N/A	N/A	N/A	N/A	5	4%	18	3%	233	4%	
			neither reasonable	N/A	N/A	N/A	N/A	N/A	60	44%	220	36%	2109	38%	
			somewhat	N/A	N/A	N/A	N/A	N/A	34	25%	153	25%	1353	25%	
Q135C	Promotion	Generally, the expectations for promotion from associate to full professor are reasonable to me.	very reasonable	N/A	N/A	N/A	N/A	N/A	27	20%	142	23%	1063	19%	
			decline to answer	N/A	N/A	N/A	N/A	N/A	8	6%	50	8%	507	9%	
			not applicable	N/A	N/A	N/A	N/A	N/A	2	1%	12	2%	138	3%	
			strongly disagree	40	6%	148	6%	1262	7%	N/A	N/A	N/A	N/A	N/A	
			somewhat disagree	49	7%	220	9%	1816	10%	N/A	N/A	N/A	N/A	N/A	
			neither agree nor	71	11%	228	9%	1688	9%	N/A	N/A	N/A	N/A	N/A	
			somewhat agree	256	38%	876	35%	6388	36%	N/A	N/A	N/A	N/A	N/A	
			strongly agree	197	30%	926	37%	5458	31%	N/A	N/A	N/A	N/A	N/A	
Q135B	Promotion	My department has a culture where associate professors are encouraged to work towards promotion to full professorship.	I don't know	48	7%	96	4%	1003	6%	N/A	N/A	N/A	N/A	N/A	
			decline to answer	3	0%	11	0%	90	1%	N/A	N/A	N/A	N/A	N/A	
			not applicable	2	0%	11	0%	95	1%	N/A	N/A	N/A	N/A	N/A	
			strongly disagree	69	10%	187	7%	1759	10%	N/A	N/A	N/A	N/A	N/A	
			somewhat disagree	90	14%	241	10%	2331	13%	N/A	N/A	N/A	N/A	N/A	
			neither agree nor	87	13%	235	9%	2291	13%	N/A	N/A	N/A	N/A	N/A	
			somewhat agree	195	29%	761	30%	5374	30%	N/A	N/A	N/A	N/A	N/A	
			strongly agree	202	30%	1043	41%	5529	31%	N/A	N/A	N/A	N/A	N/A	
I don't know	20	3%	34	1%	395	2%	N/A	N/A	N/A	N/A	N/A				
decline to answer	1	0%	7	0%	57	0%	N/A	N/A	N/A	N/A	N/A				
not applicable	2	0%	8	0%	64	0%	N/A	N/A	N/A	N/A	N/A				

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item	theme	description	response scale	tenured						tenure-track					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q140A	Promotion	Please rate the clarity of the process for promotion from associate professor to full professor in my department.	very unclear	47	7%	146	6%	1245	7%	N/A	N/A	N/A	N/A	N/A	N/A
			somewhat unclear	80	12%	235	9%	2115	12%	N/A	N/A	N/A	N/A	N/A	N/A
			neither clear nor	56	8%	168	7%	1337	8%	N/A	N/A	N/A	N/A	N/A	N/A
			somewhat clear	256	38%	931	37%	6513	37%	N/A	N/A	N/A	N/A	N/A	N/A
			very clear	220	33%	1015	40%	6377	36%	N/A	N/A	N/A	N/A	N/A	N/A
			decline to answer	6	1%	16	1%	191	1%	N/A	N/A	N/A	N/A	N/A	N/A
Q140B	Promotion	Please rate the clarity of the criteria (what things are evaluated) for promotion from associate professor to full professor in my department .	very unclear	47	7%	146	6%	1319	7%	N/A	N/A	N/A	N/A	N/A	N/A
			somewhat unclear	97	15%	288	11%	2337	13%	N/A	N/A	N/A	N/A	N/A	N/A
			neither clear nor	57	9%	170	7%	1386	8%	N/A	N/A	N/A	N/A	N/A	N/A
			somewhat clear	240	36%	953	38%	6586	37%	N/A	N/A	N/A	N/A	N/A	N/A
			very clear	219	33%	940	37%	5967	34%	N/A	N/A	N/A	N/A	N/A	N/A
			decline to answer	5	1%	14	1%	183	1%	N/A	N/A	N/A	N/A	N/A	N/A
Q140C	Promotion	Please rate the clarity of the promotion standards (the performance thresholds) for promotion in rank from associate professor to full professor in my department.	very unclear	58	9%	213	8%	1717	10%	N/A	N/A	N/A	N/A	N/A	N/A
			somewhat unclear	108	16%	355	14%	2841	16%	N/A	N/A	N/A	N/A	N/A	N/A
			neither clear nor	83	12%	252	10%	1804	10%	N/A	N/A	N/A	N/A	N/A	N/A
			somewhat clear	240	36%	993	40%	6636	37%	N/A	N/A	N/A	N/A	N/A	N/A
			very clear	170	26%	682	27%	4576	26%	N/A	N/A	N/A	N/A	N/A	N/A
			decline to answer	6	1%	16	1%	203	1%	N/A	N/A	N/A	N/A	N/A	N/A
Q140D	Promotion	Please rate the clarity of the body of evidence (the dossier's contents) considered for promotion in rank from associate professor to full professor in my department.	very unclear	46	7%	136	5%	1200	7%	N/A	N/A	N/A	N/A	N/A	N/A
			somewhat unclear	81	12%	230	9%	2099	12%	N/A	N/A	N/A	N/A	N/A	N/A
			neither clear nor	72	11%	236	9%	1739	10%	N/A	N/A	N/A	N/A	N/A	N/A
			somewhat clear	234	35%	908	36%	6445	36%	N/A	N/A	N/A	N/A	N/A	N/A
			very clear	222	33%	983	39%	6073	34%	N/A	N/A	N/A	N/A	N/A	N/A
			decline to answer	10	2%	18	1%	221	1%	N/A	N/A	N/A	N/A	N/A	N/A
Q140E	Promotion	Please rate the clarity of the timeframe within which associate professors should apply for promotion in rank from associate professor to full professor.	very unclear	66	10%	223	9%	1969	11%	N/A	N/A	N/A	N/A	N/A	N/A
			somewhat unclear	109	16%	382	15%	2742	15%	N/A	N/A	N/A	N/A	N/A	N/A
			neither clear nor	112	17%	352	14%	2610	15%	N/A	N/A	N/A	N/A	N/A	N/A
			somewhat clear	188	28%	833	33%	5396	30%	N/A	N/A	N/A	N/A	N/A	N/A
			very clear	184	28%	701	28%	4834	27%	N/A	N/A	N/A	N/A	N/A	N/A
			decline to answer	6	1%	20	1%	226	1%	N/A	N/A	N/A	N/A	N/A	N/A
Q140F	Promotion	Please rate my sense of whether or not I will be promoted from associate to full professor.	very unclear	46	17%	124	13%	1323	17%	N/A	N/A	N/A	N/A	N/A	N/A
			somewhat unclear	42	15%	150	15%	1364	17%	N/A	N/A	N/A	N/A	N/A	N/A
			neither clear nor	57	21%	168	17%	1507	19%	N/A	N/A	N/A	N/A	N/A	N/A
			somewhat clear	76	28%	310	32%	2152	27%	N/A	N/A	N/A	N/A	N/A	N/A
			very clear	42	15%	193	20%	1329	17%	N/A	N/A	N/A	N/A	N/A	N/A
			decline to answer	9	3%	27	3%	249	3%	N/A	N/A	N/A	N/A	N/A	N/A

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item	theme	description	response scale	tenured						tenure-track					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q145A	Promotion*	Have you received formal feedback on your progress toward promotion to full?	No	208	76%	558	57%	5739	72%	N/A	N/A	N/A	N/A	N/A	N/A
			yes	52	19%	372	38%	1796	23%	N/A	N/A	N/A	N/A	N/A	N/A
			decline to answer	12	4%	42	4%	387	5%	N/A	N/A	N/A	N/A	N/A	N/A
Q145B	Promotion*	Have you received formal feedback on your progress toward tenure?	no	N/A	N/A	N/A	N/A	N/A	N/A	46	33%	103	17%	1201	22%
			yes	N/A	N/A	N/A	N/A	N/A	N/A	91	65%	491	80%	4169	75%
			decline to answer	N/A	N/A	N/A	N/A	N/A	N/A	2	1%	18	3%	196	4%
Q150	Promotion*	When do you plan to submit your dossier for promotion to full professor?	never	17	6%	70	7%	670	8%	N/A	N/A	N/A	N/A	N/A	
			in five years or less	171	63%	532	55%	4075	51%	N/A	N/A	N/A	N/A	N/A	
			in more than five years	14	5%	87	9%	787	10%	N/A	N/A	N/A	N/A	N/A	
			in ten years or more	0	0%	3	0%	28	0%	N/A	N/A	N/A	N/A	N/A	
			I've already submitted	14	5%	113	12%	630	8%	N/A	N/A	N/A	N/A	N/A	
			I don't know	46	17%	139	14%	1467	19%	N/A	N/A	N/A	N/A	N/A	
			decline to answer	10	4%	28	3%	264	3%	N/A	N/A	N/A	N/A	N/A	
Q155	Promotion*	What are your primary reasons?	lack of support from	8	47%	6	0%	70	10%	N/A	N/A	N/A	N/A	N/A	
			lack of support from	3	18%	7	0%	75	11%	N/A	N/A	N/A	N/A	N/A	
			lack of time/support	2	12%	16	1%	159	23%	N/A	N/A	N/A	N/A	N/A	
			heavy teaching load	2	12%	12	0%	111	16%	N/A	N/A	N/A	N/A	N/A	
			administrative	2	12%	7	0%	69	10%	N/A	N/A	N/A	N/A	N/A	
			family/personal	0	0%	5	0%	47	7%	N/A	N/A	N/A	N/A	N/A	
			I have not been	1	6%	6	0%	47	7%	N/A	N/A	N/A	N/A	N/A	
			not interested in	5	29%	21	1%	186	26%	N/A	N/A	N/A	N/A	N/A	
			I am planning to	0	0%	6	0%	26	4%	N/A	N/A	N/A	N/A	N/A	
			I plan to retire	7	41%	25	1%	231	33%	N/A	N/A	N/A	N/A	N/A	
other (please	2	12%	6	0%	105	15%	N/A	N/A	N/A	N/A	N/A				
decline to answer	0	0%	0	0%	14	2%	N/A	N/A	N/A	N/A	N/A				
Q170A	Institutional Governance and Leadership*	My institution's priorities are stated consistently across all levels of leadership (i.e. president, provost, deans/division heads, and department chairs/heads).	strongly disagree	135	20%	441	18%	3324	18%	15	10%	60	10%	619	10%
			somewhat disagree	183	27%	681	27%	4707	26%	33	22%	121	19%	1293	21%
			neither agree nor	129	19%	488	19%	3276	18%	40	26%	132	21%	1092	18%
			somewhat agree	150	22%	615	25%	4582	25%	39	25%	158	25%	1789	29%
			strongly agree	33	5%	129	5%	1197	7%	7	5%	53	8%	562	9%
			I don't know	42	6%	139	6%	804	4%	18	12%	92	15%	721	12%
			decline to answer	3	0%	14	1%	121	1%	1	1%	8	1%	72	1%
			not applicable	1	0%	3	0%	22	0%	0	0%	3	0%	21	0%

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item	theme	description	response scale	tenured						tenure-track					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q170C	Institutional Governance and Leadership*	My institution's priorities are acted upon consistently across all levels of leadership. (i.e. president, provost, deans/division heads, and department chairs/heads).	strongly disagree	156	23%	485	19%	3745	21%	22	14%	60	10%	724	12%
			somewhat disagree	200	30%	742	30%	5031	28%	33	22%	128	20%	1390	23%
			neither agree nor	140	21%	483	19%	3340	19%	43	28%	123	20%	1094	18%
			somewhat agree	115	17%	486	19%	3759	21%	22	14%	150	24%	1478	24%
			strongly agree	11	2%	107	4%	859	5%	6	4%	39	6%	419	7%
			I don't know	52	8%	188	7%	1149	6%	25	16%	116	19%	966	16%
			decline to answer	2	0%	16	1%	130	1%	1	1%	8	1%	72	1%
			not applicable	0	0%	3	0%	20	0%	1	1%	3	0%	26	0%
Q170D	Institutional Governance and Leadership*	In the past five years, my institution's priorities have changed in ways that negatively affect my work in my department.	strongly disagree	47	7%	287	11%	2274	13%	11	7%	78	12%	789	13%
			somewhat disagree	68	10%	393	16%	2793	15%	21	14%	97	15%	964	16%
			neither agree nor	153	23%	531	21%	3719	21%	49	32%	140	22%	1232	20%
			somewhat agree	184	27%	649	26%	4557	25%	31	20%	112	18%	1215	20%
			strongly agree	193	29%	552	22%	4004	22%	19	12%	68	11%	709	11%
			I don't know	24	4%	71	3%	434	2%	18	12%	94	15%	872	14%
			decline to answer	0	0%	11	0%	130	1%	1	1%	8	1%	82	1%
			not applicable	7	1%	16	1%	122	1%	3	2%	30	5%	306	5%
Q180A	Leadership: Senior	My institution's president's/chancellor's: Pace of decision making	very dissatisfied	42	6%	241	10%	1533	8%	8	5%	21	3%	253	4%
			dissatisfied	89	13%	405	16%	2549	14%	15	10%	54	8%	534	9%
			neither satisfied nor	320	47%	910	36%	5838	32%	68	44%	269	42%	2226	35%
			satisfied	157	23%	672	27%	5439	30%	40	26%	138	22%	1759	28%
			very satisfied	32	5%	131	5%	1566	9%	9	6%	34	5%	491	8%
			decline to answer	25	4%	134	5%	922	5%	9	6%	96	15%	706	11%
			not applicable	11	2%	39	2%	355	2%	4	3%	27	4%	308	5%
Q180B	Leadership: Senior	My institution's president's/chancellor's: Stated priorities	very dissatisfied	82	12%	297	12%	1957	11%	11	7%	28	4%	313	5%
			dissatisfied	131	19%	513	20%	3291	18%	19	12%	78	12%	710	11%
			neither satisfied nor	229	34%	733	29%	4798	26%	53	35%	232	36%	1870	30%
			satisfied	169	25%	676	27%	5311	29%	49	32%	156	24%	1911	30%
			very satisfied	41	6%	178	7%	1861	10%	8	5%	41	6%	603	10%
			decline to answer	18	3%	116	5%	793	4%	11	7%	86	13%	640	10%
			not applicable	6	1%	19	1%	191	1%	2	1%	18	3%	230	4%
Q180C	Leadership: Senior	My institution's president's/chancellor's: Communication of priorities to faculty	very dissatisfied	58	9%	362	14%	2218	12%	10	7%	41	7%	406	7%
			dissatisfied	113	17%	518	21%	3102	17%	11	7%	94	15%	777	13%
			neither satisfied nor	223	33%	703	28%	4645	26%	54	35%	209	33%	1763	29%
			satisfied	210	31%	678	27%	5345	30%	57	37%	153	24%	1873	30%
			very satisfied	53	8%	154	6%	2012	11%	14	9%	44	7%	642	10%
			decline to answer	15	2%	75	3%	522	3%	5	3%	71	11%	482	8%
			not applicable	4	1%	15	1%	160	1%	2	1%	15	2%	206	3%

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				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q180L	Leadership: Senior	My institution's chief academic officer's (provost, VPAA, dean of faculty): Pace of decision making	very dissatisfied	53	8%	242	10%	1935	11%	5	3%	16	3%	280	5%
			dissatisfied	106	16%	356	14%	2663	15%	15	10%	60	10%	561	9%
			neither satisfied nor satisfied	272	40%	961	38%	5912	33%	69	45%	251	40%	2241	36%
			very satisfied	167	25%	641	26%	4876	27%	41	27%	150	24%	1681	27%
			decline to answer	35	5%	132	5%	1366	8%	8	5%	37	6%	527	9%
			not applicable	31	5%	119	5%	811	5%	9	6%	87	14%	584	9%
				12	2%	54	2%	441	2%	6	4%	26	4%	275	4%
Q180M	Leadership: Senior	My institution's chief academic officer's (provost, VPAA, dean of faculty): Stated priorities	very dissatisfied	69	10%	291	12%	2231	12%	10	7%	22	4%	325	5%
			dissatisfied	130	19%	455	18%	3192	18%	15	10%	59	9%	682	11%
			neither satisfied nor satisfied	245	36%	828	33%	5197	29%	60	39%	243	39%	1996	32%
			very satisfied	152	22%	609	24%	4705	26%	44	29%	158	25%	1755	29%
			decline to answer	43	6%	166	7%	1541	9%	9	6%	41	7%	613	10%
			not applicable	27	4%	108	4%	746	4%	9	6%	84	13%	543	9%
				10	1%	48	2%	392	2%	6	4%	20	3%	235	4%
Q180N	Leadership: Senior	My institution's chief academic officer's (provost, VPAA, dean of faculty): Communication of priorities to faculty	very dissatisfied	62	9%	332	13%	2474	14%	7	5%	31	5%	387	6%
			dissatisfied	130	19%	487	19%	3196	18%	18	12%	75	12%	773	13%
			neither satisfied nor satisfied	230	34%	776	31%	4892	27%	60	39%	231	37%	1860	30%
			very satisfied	169	25%	613	24%	4736	26%	45	29%	151	24%	1715	28%
			decline to answer	50	7%	155	6%	1669	9%	12	8%	43	7%	672	11%
			not applicable	27	4%	101	4%	699	4%	5	3%	80	13%	528	9%
				8	1%	41	2%	338	2%	6	4%	16	3%	214	3%
Q180O	Leadership: Senior	My institution's chief academic officer's (provost, VPAA, dean of faculty): Ensuring opportunities for faculty to have input into the institution's priorities	very dissatisfied	N/A	N/A	N/A		14	13%	N/A	N/A	N/A		2	7%
			dissatisfied	N/A	N/A	N/A		23	22%	N/A	N/A	N/A		4	14%
			neither satisfied nor satisfied	N/A	N/A	N/A		25	24%	N/A	N/A	N/A		3	11%
			very satisfied	N/A	N/A	N/A		24	23%	N/A	N/A	N/A		10	36%
			decline to answer	N/A	N/A	N/A		16	15%	N/A	N/A	N/A		3	11%
			not applicable	N/A	N/A	N/A		2	2%	N/A	N/A	N/A		3	11%
				N/A	N/A	N/A		0	0%	N/A	N/A	N/A		3	11%
Q175C	Leadership: Senior*	In adapting to the changing mission, I have received sufficient support from my chief academic officer (provost, VPAA, dean of faculty).	strongly disagree	N/A	N/A	N/A		7	23%	N/A	N/A	N/A		0	0%
			somewhat disagree	N/A	N/A	N/A		4	13%	N/A	N/A	N/A		0	0%
			neither agree nor disagree	N/A	N/A	N/A		11	35%	N/A	N/A	N/A		4	80%
			somewhat agree	N/A	N/A	N/A		5	16%	N/A	N/A	N/A		0	0%
			strongly agree	N/A	N/A	N/A		2	6%	N/A	N/A	N/A		0	0%
			decline to answer	N/A	N/A	N/A		0	0%	N/A	N/A	N/A		0	0%
			not applicable	N/A	N/A	N/A		2	6%	N/A	N/A	N/A		1	20%

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				count	%	count	%	count	%	count	%	count	%	count	%
Q185H	Leadership: Departmental	My department head's or chair's: Pace of decision making	very dissatisfied	52	9%	212	9%	1457	9%	13	9%	40	6%	385	6%
			dissatisfied	83	14%	237	11%	1709	11%	22	15%	57	9%	586	9%
			neither satisfied nor satisfied	109	19%	389	17%	2556	16%	27	18%	105	17%	934	15%
			satisfied	191	33%	785	35%	5381	34%	49	32%	223	35%	2149	35%
			very satisfied	99	17%	482	22%	3572	22%	34	23%	155	24%	1631	26%
			decline to answer	10	2%	63	3%	516	3%	3	2%	40	6%	318	5%
			not applicable	35	6%	65	3%	713	4%	3	2%	14	2%	174	3%
Q185I	Leadership: Departmental	My department head's or chair's: Stated priorities	very dissatisfied	61	11%	253	11%	1665	10%	12	8%	47	7%	407	7%
			dissatisfied	92	16%	283	13%	1921	12%	18	12%	58	9%	607	10%
			neither satisfied nor satisfied	108	19%	385	17%	2620	16%	25	17%	107	17%	977	16%
			satisfied	170	29%	694	31%	4838	30%	53	35%	198	31%	1997	32%
			very satisfied	106	18%	484	22%	3592	23%	36	24%	168	26%	1693	27%
			decline to answer	9	2%	66	3%	515	3%	3	2%	40	6%	319	5%
			not applicable	33	6%	68	3%	753	5%	4	3%	16	3%	177	3%
Q185J	Leadership: Departmental	My department head's or chair's: Communication of priorities to faculty	very dissatisfied	67	12%	275	12%	1821	11%	13	9%	54	9%	482	8%
			dissatisfied	85	15%	268	12%	1851	12%	18	12%	58	9%	594	10%
			neither satisfied nor satisfied	93	16%	341	15%	2345	15%	25	17%	90	14%	877	14%
			satisfied	174	30%	693	31%	4708	30%	49	32%	195	31%	1921	31%
			very satisfied	119	21%	528	24%	3964	25%	39	26%	184	29%	1823	30%
			decline to answer	8	1%	64	3%	506	3%	3	2%	40	6%	308	5%
			not applicable	33	6%	64	3%	709	4%	4	3%	13	2%	172	3%
Q185K	Leadership: Departmental	My department head's or chair's: Ensuring opportunities for faculty to have input into departmental policy decisions	very dissatisfied	71	12%	283	13%	1879	12%	13	9%	53	8%	467	8%
			dissatisfied	65	11%	244	11%	1616	10%	17	11%	62	10%	526	9%
			neither satisfied nor satisfied	88	15%	288	13%	1946	12%	18	12%	93	15%	788	13%
			satisfied	174	30%	679	30%	4571	29%	48	32%	185	29%	1872	30%
			very satisfied	139	24%	614	27%	4726	30%	49	32%	189	30%	2052	33%
			decline to answer	9	2%	64	3%	482	3%	3	2%	39	6%	307	5%
			not applicable	33	6%	61	3%	684	4%	3	2%	13	2%	165	3%
Q185L	Leadership: Departmental	My department head's or chair's: Fairness in evaluating my work	very dissatisfied	50	9%	206	9%	1372	9%	9	6%	32	5%	312	5%
			dissatisfied	40	7%	165	7%	1061	7%	10	7%	33	5%	333	5%
			neither satisfied nor satisfied	87	15%	300	13%	2252	14%	22	15%	96	15%	865	14%
			satisfied	185	32%	714	32%	4593	29%	52	34%	195	31%	1875	30%
			very satisfied	160	28%	694	31%	5091	32%	49	32%	214	34%	2213	36%
			decline to answer	16	3%	70	3%	589	4%	6	4%	43	7%	345	6%
			not applicable	41	7%	84	4%	946	6%	3	2%	21	3%	234	4%

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				count	%	count	%	count	%	count	%	count	%	count	%
Q175B	Leadership: Departmental*	In adapting to the changing mission, I have received sufficient support from my department head or chair.	strongly disagree	65	20%	205	19%	1308	17%	10	20%	25	14%	252	13%
			somewhat disagree	44	13%	173	16%	1095	15%	7	14%	26	15%	290	15%
			neither agree nor	60	18%	191	18%	1235	16%	9	18%	20	11%	234	12%
			somewhat agree	66	20%	285	27%	1898	25%	11	22%	53	30%	532	28%
			strongly agree	68	21%	163	15%	1484	20%	12	24%	44	25%	493	26%
			decline to answer	5	2%	14	1%	144	2%	0	0%	4	2%	36	2%
			not applicable	18	6%	36	3%	343	5%	1	2%	4	2%	56	3%
Q185D	Leadership: Divisional	My dean's or division head's: Pace of decision making	very dissatisfied	82	12%	252	10%	1885	11%	12	8%	37	6%	330	5%
			dissatisfied	145	22%	393	16%	2746	16%	23	15%	60	10%	628	10%
			neither satisfied nor	180	27%	640	26%	4542	26%	61	40%	162	26%	1558	26%
			satisfied	187	28%	803	33%	5444	31%	37	24%	220	35%	2119	35%
			very satisfied	54	8%	280	11%	2085	12%	12	8%	76	12%	907	15%
			decline to answer	12	2%	67	3%	507	3%	4	3%	51	8%	358	6%
			not applicable	10	1%	30	1%	388	2%	3	2%	16	3%	183	3%
Q185E	Leadership: Divisional	My dean's or division head's: Stated priorities	very dissatisfied	97	14%	321	13%	2263	13%	11	7%	41	7%	363	6%
			dissatisfied	145	22%	448	18%	3110	18%	32	21%	69	11%	742	12%
			neither satisfied nor	175	26%	566	23%	4154	24%	51	34%	163	26%	1523	25%
			satisfied	175	26%	736	30%	5071	29%	39	26%	209	34%	1986	33%
			very satisfied	58	9%	307	12%	2157	12%	12	8%	83	13%	966	16%
			decline to answer	11	2%	62	3%	465	3%	4	3%	48	8%	336	6%
			not applicable	9	1%	25	1%	377	2%	3	2%	9	1%	167	3%
Q185F	Leadership: Divisional	My dean's or division head's: Communication of priorities to faculty	very dissatisfied	99	15%	342	14%	2447	14%	15	10%	53	9%	432	7%
			dissatisfied	147	22%	446	18%	3108	18%	35	23%	79	13%	819	13%
			neither satisfied nor	184	27%	548	22%	3911	22%	44	29%	155	25%	1387	23%
			satisfied	163	24%	716	29%	5002	28%	36	24%	192	31%	1927	32%
			very satisfied	59	9%	331	13%	2342	13%	16	11%	89	14%	1040	17%
			decline to answer	9	1%	59	2%	436	2%	4	3%	45	7%	325	5%
			not applicable	9	1%	23	1%	351	2%	2	1%	9	1%	153	3%
Q185G	Leadership: Divisional	My dean's or division head's: Ensuring opportunities for faculty to have input into school/college priorities	very dissatisfied	114	17%	403	16%	2932	17%	20	13%	50	8%	527	9%
			dissatisfied	152	23%	424	17%	3020	17%	30	20%	79	13%	779	13%
			neither satisfied nor	173	26%	568	23%	4026	23%	49	32%	183	29%	1515	25%
			satisfied	162	24%	653	26%	4501	26%	36	24%	169	27%	1795	30%
			very satisfied	50	7%	327	13%	2293	13%	11	7%	85	14%	955	16%
			decline to answer	9	1%	66	3%	462	3%	4	3%	48	8%	342	6%
			not applicable	10	1%	24	1%	363	2%	2	1%	8	1%	170	3%

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				count	%	count	%	count	%	count	%	count	%	count	%
Q175A	Leadership: Divisional*	In adapting to the changing mission, I have received sufficient support from my dean or division head.	strongly disagree	109	29%	331	28%	2346	28%	12	24%	29	16%	363	19%
			somewhat disagree	101	27%	270	23%	1907	22%	14	28%	50	28%	425	22%
			neither agree nor	60	16%	225	19%	1579	19%	10	20%	36	20%	367	19%
			somewhat agree	62	16%	208	18%	1519	18%	5	10%	34	19%	412	21%
			strongly agree	31	8%	104	9%	774	9%	6	12%	18	10%	243	13%
			decline to answer	7	2%	18	2%	148	2%	1	2%	9	5%	55	3%
			not applicable	6	2%	32	3%	204	2%	2	4%	4	2%	56	3%
Q200C	Departmental collegiality	My departmental colleagues do what they can to make personal/family obligations (e.g. childcare or eldercare) and an academic career compatible.	strongly disagree	47	7%	127	5%	956	5%	10	7%	32	5%	348	6%
			somewhat disagree	69	10%	234	9%	1533	9%	15	10%	59	10%	545	9%
			neither agree nor	137	20%	548	22%	3485	19%	37	24%	109	18%	1014	17%
			somewhat agree	217	32%	873	35%	6334	35%	44	29%	216	35%	2067	34%
			strongly agree	93	14%	432	17%	3586	20%	26	17%	115	19%	1393	23%
			I don't know	50	7%	135	5%	886	5%	10	7%	50	8%	382	6%
			decline to answer	5	1%	16	1%	137	1%	1	1%	6	1%	58	1%
not applicable	55	8%	124	5%	981	5%	9	6%	30	5%	266	4%			
Q200D	Departmental collegiality	Department meetings occur at times that are compatible with my personal/family needs.	strongly disagree	28	4%	122	5%	695	4%	3	2%	18	3%	240	4%
			somewhat disagree	33	5%	154	6%	1033	6%	10	7%	40	6%	399	7%
			neither agree nor	86	13%	309	12%	2204	12%	21	14%	64	10%	665	11%
			somewhat agree	253	38%	895	36%	6433	36%	53	35%	222	36%	2103	35%
			strongly agree	249	37%	933	37%	6993	39%	60	39%	243	39%	2443	40%
			I don't know	3	0%	10	0%	69	0%	0	0%	4	1%	32	1%
			decline to answer	1	0%	13	1%	93	1%	0	0%	8	1%	49	1%
not applicable	20	3%	53	2%	378	2%	5	3%	18	3%	142	2%			
Q205B	Departmental collegiality	The amount of personal interaction you have with pre-tenure faculty in your department	very dissatisfied	7	1%	47	2%	319	2%	5	3%	12	2%	132	2%
			dissatisfied	59	9%	223	9%	1450	8%	12	8%	55	9%	542	9%
			neither satisfied nor	183	27%	683	27%	4481	25%	37	24%	132	21%	1162	19%
			satisfied	272	40%	1039	42%	7685	43%	61	40%	256	42%	2481	41%
			very satisfied	103	15%	371	15%	3086	17%	30	20%	124	20%	1449	24%
			decline to answer	4	1%	23	1%	156	1%	1	1%	10	2%	76	1%
			not applicable	45	7%	101	4%	695	4%	6	4%	27	4%	219	4%
Q205C	Departmental collegiality	How well you fit in your department (e.g. your sense of belonging in your department)	very dissatisfied	50	7%	211	8%	1330	7%	9	6%	40	6%	350	6%
			dissatisfied	91	14%	365	15%	2199	12%	24	16%	78	13%	684	11%
			neither satisfied nor	107	16%	389	16%	2546	14%	31	20%	94	15%	878	14%
			satisfied	255	38%	892	36%	6430	36%	51	34%	249	40%	2347	39%
			very satisfied	165	25%	609	24%	5188	29%	35	23%	149	24%	1725	28%
			decline to answer	4	1%	20	1%	145	1%	2	1%	6	1%	68	1%
			not applicable	1	0%	1	0%	34	0%	0	0%	0	0%	9	0%

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				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q205E	Departmental collegiality	The amount of personal interaction you have with tenured faculty in your department	very dissatisfied	18	3%	72	3%	504	3%	2	1%	22	4%	243	4%
			dissatisfied	63	9%	261	10%	1520	9%	16	11%	79	13%	668	11%
			neither satisfied nor satisfied	170	25%	637	26%	4231	24%	49	32%	150	24%	1418	23%
			very satisfied	290	43%	1051	42%	7773	43%	60	39%	258	42%	2402	40%
			decline to answer	4	1%	21	1%	170	1%	1	1%	7	1%	77	1%
			not applicable	12	2%	26	1%	213	1%	1	1%	8	1%	75	1%
Q210A	Departmental collegiality	My departmental colleagues "pitch in" when needed.	strongly disagree	36	5%	157	6%	1021	6%	7	5%	34	6%	306	5%
			somewhat disagree	89	13%	351	14%	2231	12%	22	14%	79	13%	689	11%
			neither agree nor somewhat agree	97	14%	352	14%	2097	12%	27	18%	94	15%	801	13%
			strongly agree	270	40%	992	40%	7010	39%	58	38%	236	38%	2359	39%
			decline to answer	174	26%	613	25%	5347	30%	37	24%	153	25%	1775	29%
			not applicable	5	1%	15	1%	102	1%	1	1%	12	2%	80	1%
Q210C	Departmental collegiality	On the whole, my department is collegial.	strongly disagree	2	0%	7	0%	61	0%	0	0%	7	1%	46	1%
			somewhat disagree	50	7%	189	8%	1177	7%	10	7%	47	8%	326	5%
			neither agree nor somewhat agree	51	8%	251	10%	1612	9%	12	8%	45	7%	507	8%
			strongly agree	69	10%	247	10%	1695	9%	11	7%	62	10%	559	9%
			decline to answer	245	36%	868	35%	6091	34%	51	34%	227	37%	2093	35%
			not applicable	254	38%	914	37%	7181	40%	67	44%	223	36%	2498	41%
Q212A	Departmental collegiality	On the whole, my department colleagues are committed to supporting and promoting diversity and inclusion in the department.	strongly disagree	4	1%	16	1%	98	1%	1	1%	10	2%	63	1%
			somewhat disagree	0	0%	2	0%	14	0%	0	0%	1	0%	10	0%
			neither agree nor somewhat agree	35	5%	136	5%	883	5%	6	4%	28	5%	272	4%
			strongly agree	53	8%	190	8%	1407	8%	15	10%	57	9%	512	8%
			decline to answer	93	14%	329	13%	2188	12%	29	19%	85	14%	868	14%
			not applicable	232	35%	899	36%	6038	34%	53	35%	240	39%	2078	34%
Q190A	Departmental engagement	How often do you engage with faculty in your department in conversations about undergraduate student learning?	strongly agree	245	36%	876	35%	6983	39%	47	31%	183	30%	2177	36%
			decline to answer	9	1%	42	2%	279	2%	2	1%	19	3%	123	2%
			never	5	1%	14	1%	88	0%	0	0%	2	0%	25	0%
			seldom	56	8%	250	10%	1240	7%	13	9%	75	12%	646	11%
			occasionally	115	17%	358	14%	2179	12%	28	18%	116	19%	828	14%
			regularly	186	28%	703	28%	4645	26%	42	28%	174	28%	1443	24%
frequently	197	29%	732	29%	5656	32%	41	27%	145	23%	1705	28%			
decline to answer	102	15%	399	16%	3869	22%	25	16%	98	16%	1333	22%			
not applicable	18	3%	57	2%	359	2%	3	2%	12	2%	151	2%			

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				count	%	count	%	count	%	count	%	count	%	count	%
Q190B	Departmental engagement	How often do you engage with faculty in your department in conversations about graduate student learning?	never	25	4%	105	4%	1783	10%	10	7%	24	4%	743	12%
			seldom	63	9%	229	9%	1874	11%	14	9%	75	12%	764	13%
			occasionally	193	29%	672	27%	4358	24%	50	33%	179	29%	1513	25%
			regularly	235	35%	886	35%	5465	31%	44	29%	193	31%	1637	27%
			frequently	145	22%	583	23%	3695	21%	31	20%	143	23%	1154	19%
			decline to answer	13	2%	24	1%	669	4%	3	2%	6	1%	268	4%
Q190C	Departmental engagement	How often do you engage with faculty in your department in conversations about effective teaching practices?	never	49	7%	121	5%	750	4%	10	7%	35	6%	307	5%
			seldom	116	17%	426	17%	2609	15%	29	19%	130	21%	939	15%
			occasionally	244	36%	966	39%	6462	36%	52	34%	225	36%	1935	32%
			regularly	191	28%	683	27%	5288	29%	39	26%	151	24%	1789	29%
			frequently	68	10%	287	11%	2725	15%	20	13%	73	12%	1070	18%
			decline to answer	6	1%	16	1%	114	1%	2	1%	6	1%	66	1%
Q190D	Departmental engagement	How often do you engage with faculty in your department in conversations about effective uses of technology?	never	41	6%	144	6%	860	5%	9	6%	43	7%	364	6%
			seldom	112	17%	472	19%	3086	17%	38	25%	144	23%	1161	19%
			occasionally	286	42%	1010	40%	7053	39%	60	39%	247	40%	2150	35%
			regularly	166	25%	614	25%	4702	26%	28	18%	121	20%	1550	25%
			frequently	67	10%	240	10%	2147	12%	16	11%	61	10%	826	14%
			decline to answer	2	0%	19	1%	100	1%	1	1%	4	1%	55	1%
Q190E	Departmental engagement	How often do you engage with faculty in your department in conversations about uses of current research methodologies?	never	49	7%	147	6%	1314	7%	12	8%	32	5%	501	8%
			seldom	104	15%	383	15%	3160	18%	25	16%	113	18%	1077	18%
			occasionally	235	35%	777	31%	6026	34%	54	36%	185	30%	1844	30%
			regularly	189	28%	737	29%	4768	27%	29	19%	182	29%	1646	27%
			frequently	89	13%	429	17%	2502	14%	31	20%	100	16%	968	16%
			decline to answer	8	1%	26	1%	178	1%	1	1%	8	1%	70	1%
Q205A	Departmental engagement	The amount of professional interaction you have with pre-tenure faculty in your department	very dissatisfied	7	1%	42	2%	289	2%	4	3%	14	2%	131	2%
			dissatisfied	46	7%	207	8%	1344	8%	18	12%	74	12%	552	9%
			neither satisfied nor satisfied	121	18%	458	18%	3190	18%	22	14%	115	19%	947	16%
			satisfied	323	48%	1202	48%	8519	48%	72	47%	233	38%	2568	42%
			very satisfied	134	20%	482	19%	3839	21%	30	20%	146	24%	1603	26%
			decline to answer	4	1%	17	1%	129	1%	1	1%	10	2%	69	1%
		not applicable	38	6%	79	3%	562	3%	5	3%	24	4%	191	3%	

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				count	%	count	%	count	%	count	%	count	%	count	%
Q205D	Departmental engagement	The amount of professional interaction you have with tenured faculty in your department	very dissatisfied	17	3%	73	3%	515	3%	2	1%	29	5%	261	4%
			dissatisfied	67	10%	260	10%	1644	9%	25	16%	92	15%	762	13%
			neither satisfied nor satisfied	109	16%	456	18%	3092	17%	33	22%	110	18%	1035	17%
			very satisfied	339	50%	1178	47%	8339	47%	62	41%	259	42%	2536	42%
			decline to answer	3	0%	14	1%	124	1%	1	1%	7	1%	75	1%
			not applicable	5	1%	3	0%	72	0%	0	0%	5	1%	39	1%
			very dissatisfied	39	6%	105	4%	840	5%	11	7%	40	6%	425	7%
Q195A	Departmental quality	The intellectual vitality of tenured faculty in your department	dissatisfied	76	11%	287	11%	2246	12%	17	11%	87	14%	834	13%
			neither satisfied nor satisfied	125	19%	396	16%	2984	16%	37	24%	110	17%	1132	18%
			very satisfied	274	41%	1101	44%	7662	42%	57	38%	249	39%	2293	37%
			I don't know	149	22%	569	23%	3931	22%	26	17%	112	18%	1148	18%
			decline to answer	4	1%	11	0%	79	0%	2	1%	11	2%	99	2%
			not applicable	4	1%	50	2%	371	2%	2	1%	24	4%	280	4%
			not applicable	2	0%	2	0%	33	0%	0	0%	4	1%	41	1%
Q195B	Departmental quality	The intellectual vitality of pre-tenure faculty in your department	very dissatisfied	16	2%	39	2%	320	2%	2	1%	8	1%	75	1%
			dissatisfied	38	6%	129	5%	969	5%	6	4%	26	4%	237	4%
			neither satisfied nor satisfied	94	14%	325	13%	2380	13%	17	11%	72	11%	742	12%
			very satisfied	273	41%	1054	42%	7683	42%	77	51%	285	45%	2747	44%
			I don't know	209	31%	843	33%	5819	32%	43	28%	192	30%	1968	31%
			decline to answer	10	1%	19	1%	148	1%	1	1%	9	1%	91	1%
			not applicable	5	1%	48	2%	359	2%	4	3%	29	5%	280	4%
Q195C	Departmental quality	The research/scholarly/creative productivity of tenured faculty in your department	not applicable	28	4%	64	3%	468	3%	2	1%	16	3%	112	2%
			very dissatisfied	29	4%	90	4%	840	5%	14	9%	41	6%	497	8%
			dissatisfied	98	15%	311	12%	2609	14%	17	11%	90	14%	913	15%
			neither satisfied nor satisfied	135	20%	456	18%	3638	20%	39	26%	131	21%	1318	21%
			very satisfied	263	39%	1055	42%	7027	39%	54	36%	215	34%	2027	32%
			I don't know	135	20%	541	21%	3382	19%	23	15%	116	18%	968	15%
			decline to answer	5	1%	16	1%	188	1%	3	2%	16	3%	188	3%
not applicable	5	1%	49	2%	380	2%	2	1%	24	4%	285	5%			
			not applicable	3	0%	3	0%	82	0%	0	0%	4	1%	56	1%

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				count	%	count	%	count	%	count	%	count	%	count	%
Q195D	Departmental quality	The research/scholarly/creative productivity of pre-tenure faculty in your department	very dissatisfied	17	3%	38	2%	348	2%	4	3%	7	1%	92	1%
			dissatisfied	51	8%	129	5%	1152	6%	6	4%	30	5%	295	5%
			neither satisfied nor	108	16%	428	17%	3040	17%	23	15%	108	17%	1024	16%
			satisfied	273	41%	1090	43%	7800	43%	75	49%	264	41%	2666	43%
			very satisfied	175	26%	686	27%	4605	25%	36	24%	164	26%	1564	25%
			I don't know	16	2%	33	1%	320	2%	1	1%	17	3%	204	3%
			decline to answer	5	1%	47	2%	375	2%	4	3%	29	5%	286	5%
			not applicable	28	4%	70	3%	506	3%	3	2%	18	3%	121	2%
Q195G	Departmental quality	The teaching effectiveness of tenured faculty in your department	very dissatisfied	15	2%	66	3%	468	3%	8	5%	21	3%	260	4%
			dissatisfied	64	10%	226	9%	1584	9%	13	9%	58	9%	615	10%
			neither satisfied nor	147	22%	503	20%	3427	19%	42	28%	125	20%	1195	20%
			satisfied	277	41%	1151	46%	8099	45%	45	30%	233	38%	2152	35%
			very satisfied	109	16%	413	17%	3321	19%	21	14%	91	15%	979	16%
			I don't know	39	6%	99	4%	739	4%	17	11%	74	12%	667	11%
			decline to answer	4	1%	17	1%	124	1%	2	1%	8	1%	118	2%
			not applicable	18	3%	15	1%	145	1%	4	3%	9	1%	94	2%
Q195H	Departmental quality	The teaching effectiveness of pre-tenure faculty in your department	very dissatisfied	8	1%	31	1%	214	1%	0	0%	4	1%	48	1%
			dissatisfied	29	4%	103	4%	762	4%	2	1%	16	3%	169	3%
			neither satisfied nor	125	19%	489	20%	3174	18%	29	19%	110	18%	993	16%
			satisfied	284	42%	1162	47%	8428	47%	66	43%	254	41%	2625	43%
			very satisfied	128	19%	472	19%	3650	20%	28	18%	119	19%	1281	21%
			I don't know	52	8%	130	5%	956	5%	16	11%	84	14%	688	11%
			decline to answer	4	1%	18	1%	123	1%	4	3%	12	2%	116	2%
			not applicable	43	6%	85	3%	600	3%	7	5%	20	3%	160	3%
Q195I	Departmental quality	The teaching effectiveness of non-tenure track faculty in your department	very dissatisfied	N/A	N/A	29	2%	127	2%	N/A	N/A	6	1%	53	2%
			dissatisfied	N/A	N/A	70	4%	399	5%	N/A	N/A	13	3%	118	4%
			neither satisfied nor	N/A	N/A	291	17%	1377	17%	N/A	N/A	71	17%	501	18%
			satisfied	N/A	N/A	592	35%	3026	38%	N/A	N/A	119	29%	884	32%
			very satisfied	N/A	N/A	257	15%	1495	19%	N/A	N/A	76	18%	444	16%
			I don't know	N/A	N/A	167	10%	705	9%	N/A	N/A	82	20%	451	16%
			decline to answer	N/A	N/A	11	1%	59	1%	N/A	N/A	6	1%	47	2%
			not applicable	N/A	N/A	280	16%	835	10%	N/A	N/A	41	10%	285	10%

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				count	%	count	%	count	%	count	%	count	%	count	%
Q240B	Departmental quality	My department is successful at recruiting high-quality faculty members.	strongly disagree	46	7%	154	6%	1192	7%	N/A	N/A	N/A	N/A	N/A	N/A
			somewhat disagree	110	17%	361	15%	2453	14%	N/A	N/A	N/A	N/A	N/A	N/A
			neither agree nor	89	14%	317	13%	2271	13%	N/A	N/A	N/A	N/A	N/A	N/A
			somewhat agree	257	39%	964	39%	6939	40%	N/A	N/A	N/A	N/A	N/A	N/A
			strongly agree	145	22%	630	26%	4341	25%	N/A	N/A	N/A	N/A	N/A	N/A
			I don't know	3	0%	10	0%	80	0%	N/A	N/A	N/A	N/A	N/A	N/A
			decline to answer	1	0%	20	1%	105	1%	N/A	N/A	N/A	N/A	N/A	N/A
			not applicable	5	1%	7	0%	95	1%	N/A	N/A	N/A	N/A	N/A	N/A
Q240C	Departmental quality	My department is successful at retaining high-quality faculty members.	strongly disagree	94	14%	204	8%	1633	9%	N/A	N/A	N/A	N/A	N/A	N/A
			somewhat disagree	162	25%	422	17%	3040	17%	N/A	N/A	N/A	N/A	N/A	N/A
			neither agree nor	120	18%	412	17%	2791	16%	N/A	N/A	N/A	N/A	N/A	N/A
			somewhat agree	190	29%	942	38%	6538	37%	N/A	N/A	N/A	N/A	N/A	N/A
			strongly agree	75	11%	420	17%	3053	17%	N/A	N/A	N/A	N/A	N/A	N/A
			I don't know	9	1%	29	1%	201	1%	N/A	N/A	N/A	N/A	N/A	N/A
			decline to answer	1	0%	22	1%	118	1%	N/A	N/A	N/A	N/A	N/A	N/A
			not applicable	5	1%	12	0%	102	1%	N/A	N/A	N/A	N/A	N/A	N/A
Q240D	Departmental quality	My department is successful at addressing sub-standard tenured faculty performance.	strongly disagree	123	18%	449	18%	3288	19%	28	18%	107	18%	1034	17%
			somewhat disagree	204	31%	734	30%	4785	27%	31	20%	123	20%	1208	20%
			neither agree nor	131	20%	475	19%	3350	19%	23	15%	92	15%	882	15%
			somewhat agree	131	20%	478	19%	3835	22%	11	7%	85	14%	775	13%
			strongly agree	23	3%	131	5%	972	5%	4	3%	22	4%	255	4%
			I don't know	36	5%	111	4%	858	5%	48	32%	157	26%	1589	26%
			decline to answer	2	0%	30	1%	168	1%	2	1%	9	1%	72	1%
			not applicable	18	3%	62	3%	515	3%	5	3%	16	3%	209	3%
Q215A	Appreciation and recognition	How satisfied are you with the recognition you receive for your teaching efforts?	very dissatisfied	51	8%	171	7%	1411	8%	10	7%	35	6%	358	6%
			dissatisfied	123	18%	488	20%	3379	19%	20	13%	108	18%	971	16%
			neither satisfied nor	157	23%	523	21%	3602	20%	36	24%	167	27%	1321	22%
			satisfied	244	36%	939	38%	6693	38%	57	38%	209	34%	2325	39%
			very satisfied	53	8%	288	12%	2214	12%	15	10%	64	10%	775	13%
			decline to answer	2	0%	20	1%	129	1%	0	0%	13	2%	87	1%
			not applicable	42	6%	48	2%	394	2%	14	9%	15	2%	201	3%

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Q215B	Appreciation and recognition	How satisfied are you with the recognition you receive for your student advising?	very dissatisfied	46	7%	180	7%	1524	9%	9	6%	39	6%	384	6%
			dissatisfied	135	20%	511	21%	3631	20%	24	16%	110	18%	1013	17%
			neither satisfied nor satisfied	199	30%	712	29%	4986	28%	54	36%	189	31%	1874	31%
			very satisfied	176	26%	711	29%	4815	27%	46	30%	176	29%	1677	28%
			decline to answer	36	5%	176	7%	1199	7%	5	3%	39	6%	418	7%
			not applicable	3	0%	19	1%	142	1%	1	1%	13	2%	103	2%
Q215C	Appreciation and recognition	How satisfied are you with the recognition you receive for your scholarly/creative work?	very dissatisfied	77	11%	168	7%	1525	9%	13	9%	45	7%	569	9%
			dissatisfied	53	8%	172	7%	1448	8%	12	8%	32	5%	329	5%
			neither satisfied nor satisfied	122	18%	364	15%	2852	16%	15	10%	78	13%	839	14%
			very satisfied	141	21%	498	20%	3827	21%	46	30%	137	22%	1420	24%
			decline to answer	273	41%	1015	41%	6955	39%	62	41%	267	44%	2506	42%
			not applicable	74	11%	394	16%	2418	14%	15	10%	81	13%	784	13%
Q215D	Appreciation and recognition	How satisfied are you with the recognition you receive for your service contributions?	decline to answer	3	0%	23	1%	146	1%	0	0%	11	2%	88	1%
			not applicable	6	1%	11	0%	176	1%	2	1%	5	1%	72	1%
			very dissatisfied	66	10%	244	10%	1886	11%	13	9%	38	6%	379	6%
			dissatisfied	128	19%	499	20%	3747	21%	22	14%	97	16%	1002	17%
			neither satisfied nor satisfied	185	28%	635	26%	4471	25%	49	32%	194	32%	1794	30%
			very satisfied	236	35%	824	33%	5743	32%	57	38%	213	35%	2081	34%
Q215E	Appreciation and recognition	How satisfied are you with the recognition you receive for your outreach?	decline to answer	50	7%	235	9%	1732	10%	9	6%	35	6%	528	9%
			not applicable	4	1%	21	1%	141	1%	0	0%	15	2%	93	2%
			very dissatisfied	3	0%	19	1%	102	1%	2	1%	19	3%	161	3%
			dissatisfied	54	8%	141	6%	1278	7%	7	5%	34	6%	282	5%
			neither satisfied nor satisfied	95	14%	319	13%	2315	13%	15	10%	68	11%	678	11%
			very satisfied	186	28%	711	29%	4784	27%	65	43%	192	31%	1759	29%
Q215J	Appreciation and recognition	For all of your work, how satisfied are you with the recognition you receive from your chief academic officer (provost, VPAA, dean of faculty)?	decline to answer	187	28%	498	20%	3739	21%	37	24%	125	20%	1263	21%
			not applicable	40	6%	140	6%	986	6%	8	5%	21	3%	336	6%
			very dissatisfied	7	1%	35	1%	250	1%	2	1%	12	2%	132	2%
			dissatisfied	103	15%	633	26%	4470	25%	18	12%	159	26%	1588	26%
			neither satisfied nor satisfied	108	16%	325	13%	2506	14%	N/A	N/A	N/A	N/A	N/A	N/A
			very satisfied	138	21%	441	18%	3168	18%	N/A	N/A	N/A	N/A	N/A	N/A
Q215J	Appreciation and recognition	For all of your work, how satisfied are you with the recognition you receive from your chief academic officer (provost, VPAA, dean of faculty)?	decline to answer	229	35%	867	35%	5516	31%	N/A	N/A	N/A	N/A	N/A	N/A
			not applicable	87	13%	417	17%	3418	20%	N/A	N/A	N/A	N/A	N/A	N/A
			very dissatisfied	25	4%	160	6%	1315	8%	N/A	N/A	N/A	N/A	N/A	N/A
			dissatisfied	8	1%	48	2%	337	2%	N/A	N/A	N/A	N/A	N/A	N/A
			neither satisfied nor satisfied	65	10%	212	9%	1267	7%	N/A	N/A	N/A	N/A	N/A	N/A
			very satisfied	25	4%	160	6%	1315	8%	N/A	N/A	N/A	N/A	N/A	N/A

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				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q215K	Appreciation and recognition	For all of your work, how satisfied are you with the recognition you receive from your dean or division head?	very dissatisfied	102	16%	335	14%	2405	14%	N/A	N/A	N/A	N/A	N/A	N/A
			dissatisfied	132	20%	408	17%	2906	17%	N/A	N/A	N/A	N/A	N/A	N/A
			neither satisfied nor satisfied	177	27%	616	25%	4265	25%	N/A	N/A	N/A	N/A	N/A	N/A
			very satisfied	143	22%	645	26%	4547	26%	N/A	N/A	N/A	N/A	N/A	N/A
			decline to answer	72	11%	309	13%	2203	13%	N/A	N/A	N/A	N/A	N/A	N/A
			decline to answer	7	1%	43	2%	276	2%	N/A	N/A	N/A	N/A	N/A	N/A
			not applicable	22	3%	80	3%	660	4%	N/A	N/A	N/A	N/A	N/A	N/A
Q215L	Appreciation and recognition	For all of your work, how satisfied are you with the recognition you receive from your department head or chair?	very dissatisfied	55	10%	235	11%	1525	10%	14	9%	40	6%	382	6%
			dissatisfied	73	13%	243	11%	1665	11%	14	9%	74	12%	615	10%
			neither satisfied nor satisfied	94	16%	380	17%	2498	16%	41	27%	105	17%	1029	17%
			very satisfied	204	35%	755	34%	5302	33%	54	36%	224	36%	2206	36%
			decline to answer	113	20%	483	22%	3743	24%	27	18%	149	24%	1558	25%
			decline to answer	7	1%	60	3%	454	3%	1	1%	32	5%	294	5%
			not applicable	30	5%	65	3%	644	4%	0	0%	4	1%	55	1%
Q215I	Appreciation and recognition	For all of your work, how satisfied are you with the recognition you receive from your colleagues/peers?	very dissatisfied	32	5%	122	5%	837	5%	6	4%	23	4%	185	3%
			dissatisfied	57	8%	239	10%	1682	9%	12	8%	62	10%	574	10%
			neither satisfied nor satisfied	160	24%	544	22%	3933	22%	43	28%	160	26%	1452	24%
			very satisfied	287	43%	1055	43%	7459	42%	66	43%	256	42%	2572	43%
			decline to answer	124	18%	483	19%	3629	20%	24	16%	93	15%	1113	18%
			decline to answer	7	1%	25	1%	202	1%	1	1%	12	2%	98	2%
			not applicable	5	1%	9	0%	80	0%	0	0%	5	1%	43	1%
Q220A	Appreciation and recognition	I feel that my school/college is valued by this institution's President/Chancellor and Provost.	strongly disagree	69	10%	285	12%	1827	10%	N/A	N/A	N/A	N/A	N/A	N/A
			somewhat disagree	120	18%	451	18%	2707	16%	N/A	N/A	N/A	N/A	N/A	N/A
			neither agree nor somewhat agree	129	20%	430	17%	2783	16%	N/A	N/A	N/A	N/A	N/A	N/A
			strongly agree	207	31%	756	31%	5527	32%	N/A	N/A	N/A	N/A	N/A	N/A
			decline to answer	121	18%	494	20%	4131	24%	N/A	N/A	N/A	N/A	N/A	N/A
			decline to answer	7	1%	37	1%	236	1%	N/A	N/A	N/A	N/A	N/A	N/A
			not applicable	7	1%	15	1%	205	1%	N/A	N/A	N/A	N/A	N/A	N/A
Q220B	Appreciation and recognition	I feel that my department is valued by this institution's President/Chancellor and Provost.	strongly disagree	92	14%	362	15%	2561	15%	N/A	N/A	N/A	N/A	N/A	N/A
			somewhat disagree	152	23%	500	20%	3334	19%	N/A	N/A	N/A	N/A	N/A	N/A
			neither agree nor somewhat agree	152	23%	521	21%	3102	18%	N/A	N/A	N/A	N/A	N/A	N/A
			strongly agree	184	28%	665	27%	5032	29%	N/A	N/A	N/A	N/A	N/A	N/A
			decline to answer	59	9%	355	14%	3009	17%	N/A	N/A	N/A	N/A	N/A	N/A
			decline to answer	7	1%	36	1%	220	1%	N/A	N/A	N/A	N/A	N/A	N/A
			not applicable	14	2%	29	1%	262	1%	N/A	N/A	N/A	N/A	N/A	N/A

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item	theme	description	response scale	tenured						tenure-track					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q245A	Appreciation and recognition	The person who serves as the chief academic officer at my institution seems to care about the quality of life for faculty of my rank.	strongly disagree	77	12%	289	12%	2290	13%	7	5%	36	6%	476	8%
			somewhat disagree	94	14%	330	13%	2476	14%	12	8%	53	9%	708	12%
			neither agree nor disagree	166	25%	627	25%	3927	22%	34	22%	122	20%	1037	17%
			somewhat agree	128	19%	520	21%	4242	24%	21	14%	111	18%	1322	22%
			strongly agree	44	7%	199	8%	1888	11%	9	6%	66	11%	661	11%
			I don't know	150	22%	473	19%	2733	15%	64	42%	208	34%	1696	28%
			decline to answer	3	0%	26	1%	133	1%	1	1%	8	1%	72	1%
			not applicable	5	1%	6	0%	74	0%	4	3%	7	1%	48	1%
Q225x1	Recruitment and retention*	Which of the following have you done at this institution in the past five years? (Check all that apply.)	actively sought an	203	30%	657	25%	4375	25%	40	26%	133	20%	1559	26%
			received a formal	139	21%	432	17%	2676	15%	21	14%	89	13%	874	15%
			renegotiated the	165	25%	393	15%	2366	13%	21	14%	40	6%	481	8%
			none of the above	300	45%	1332	52%	9790	55%	82	54%	353	53%	3312	55%
			decline to answer	40	6%	150	6%	1243	7%	12	8%	63	10%	547	9%
Q230	Recruitment and retention*	Which of the following items were adjusted as a result of those negotiations? (Check all that apply.)	base salary	113	68%	266	10%	1422	60%	15	71%	24	4%	276	57%
			supplemental salary	42	25%	122	5%	694	29%	2	10%	8	1%	99	21%
			tenure clock	3	2%	3	0%	54	2%	2	10%	5	1%	109	23%
			teaching load (e.g.,	36	22%	95	4%	726	31%	4	19%	8	1%	110	23%
			administrative	60	36%	102	4%	793	34%	1	5%	5	1%	84	17%
			equipment	17	10%	33	1%	172	7%	0	0%	5	1%	44	9%
			lab/research support	32	19%	105	4%	416	18%	3	14%	11	2%	81	17%
			employment for	5	3%	24	1%	86	4%	2	10%	3	0%	35	7%
			sabbatical or other	19	12%	40	2%	319	13%	2	10%	1	0%	36	7%
			other (please	16	10%	22	1%	118	5%	2	10%	1	0%	37	8%
no adjustments	10	6%	11	0%	106	4%	3	14%	3	0%	27	6%			
decline to answer	1	1%	9	0%	58	2%	1	5%	2	0%	13	3%			
Q235	Recruitment and retention*	If you could negotiate adjustments to your employment, which one of the following items would you most like to adjust?	base salary	274	54%	788	38%	6531	42%	49	37%	157	27%	2042	37%
			supplemental salary	10	2%	77	4%	566	4%	2	2%	23	4%	216	4%
			tenure clock	1	0%	3	0%	19	0%	10	8%	42	7%	315	6%
			teaching load (e.g.,	26	5%	176	8%	1776	12%	10	8%	73	13%	720	13%
			administrative	24	5%	97	5%	714	5%	7	5%	11	2%	135	2%
			equipment	15	3%	45	2%	308	2%	1	1%	15	3%	113	2%
			lab/research support	53	11%	343	17%	1488	10%	31	24%	111	19%	787	14%
			employment for	18	4%	69	3%	469	3%	6	5%	51	9%	385	7%
			sabbatical or other	17	3%	150	7%	1309	8%	4	3%	22	4%	248	4%
			other (please	28	6%	86	4%	681	4%	5	4%	24	4%	209	4%
there is nothing	29	6%	192	9%	1135	7%	5	4%	19	3%	213	4%			
decline to answer	9	2%	51	2%	417	3%	1	1%	23	4%	162	3%			

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item	theme	description	response scale	tenured						tenure-track					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q240A	Recruitment and retention*	Outside offers are not necessary as leverage in compensation negotiations.	strongly disagree	332	51%	1115	45%	6393	37%	N/A	N/A	N/A	N/A	N/A	N/A
			somewhat disagree	134	20%	536	22%	3641	21%	N/A	N/A	N/A	N/A	N/A	N/A
			neither agree nor	54	8%	232	9%	1888	11%	N/A	N/A	N/A	N/A	N/A	N/A
			somewhat agree	47	7%	259	11%	1846	11%	N/A	N/A	N/A	N/A	N/A	N/A
			strongly agree	39	6%	137	6%	1181	7%	N/A	N/A	N/A	N/A	N/A	N/A
			I don't know	43	7%	139	6%	1985	11%	N/A	N/A	N/A	N/A	N/A	N/A
			decline to answer	5	1%	24	1%	201	1%	N/A	N/A	N/A	N/A	N/A	N/A
Q255A	Recruitment and retention*	How long do you plan to remain at this institution?	not applicable	3	0%	21	1%	345	2%	N/A	N/A	N/A	N/A	N/A	N/A
			for no more than	148	23%	494	20%	3491	20%	N/A	N/A	N/A	N/A	N/A	N/A
			more than five years	105	16%	395	16%	2695	15%	N/A	N/A	N/A	N/A	N/A	N/A
			ten years or more	128	20%	604	25%	4274	24%	N/A	N/A	N/A	N/A	N/A	N/A
			I don't know	237	36%	865	35%	6100	35%	N/A	N/A	N/A	N/A	N/A	N/A
Q255B	Recruitment and retention*	Assuming you achieve tenure, how long do you plan to remain at this institution?	decline to answer	37	6%	105	4%	906	5%	N/A	N/A	N/A	N/A	N/A	N/A
			for no more than	N/A	N/A	N/A	N/A	N/A	N/A	16	12%	81	14%	669	12%
			more than five years	N/A	N/A	N/A	N/A	N/A	N/A	7	5%	31	5%	356	7%
			ten years or more	N/A	N/A	N/A	N/A	N/A	N/A	38	28%	179	30%	1699	32%
			I don't know	N/A	N/A	N/A	N/A	N/A	N/A	71	51%	265	45%	2414	45%
Q212B	Global satisfaction*	There is visible leadership at my institution for the support and promotion of diversity on campus	decline to answer	N/A	N/A	N/A	N/A	N/A	N/A	6	4%	35	6%	247	5%
			strongly disagree	48	7%	167	7%	1096	6%	8	5%	25	4%	330	5%
			somewhat disagree	64	10%	184	7%	1590	9%	23	15%	42	7%	570	9%
			neither agree nor	140	21%	379	15%	2869	16%	36	24%	116	19%	1039	17%
			somewhat agree	242	36%	911	37%	6192	35%	53	35%	231	38%	2114	35%
			strongly agree	166	25%	786	32%	5730	32%	28	18%	177	29%	1823	30%
			decline to answer	10	1%	45	2%	317	2%	2	1%	23	4%	148	2%
Q245D	Global satisfaction*	If I had it to do all over, I would again choose to work at this institution.	not applicable	2	0%	14	1%	72	0%	2	1%	0	0%	31	1%
			strongly disagree	60	9%	187	8%	1442	8%	10	7%	36	6%	363	6%
			somewhat disagree	93	14%	244	10%	1997	11%	12	8%	58	9%	578	10%
			neither agree nor	105	16%	374	15%	2428	14%	22	14%	68	11%	716	12%
			somewhat agree	209	31%	753	30%	5330	30%	57	38%	215	35%	1881	31%
			strongly agree	152	23%	775	31%	5483	31%	38	25%	186	30%	1998	33%
			I don't know	42	6%	91	4%	764	4%	9	6%	32	5%	318	5%
			decline to answer	6	1%	43	2%	277	2%	3	2%	15	2%	150	2%
not applicable	0	0%	3	0%	42	0%	1	1%	1	0%	16	0%			

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item	theme	description	response scale	tenured						tenure-track					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
			quality of colleagues	229	34%	883	34%	5994	34%	53	35%	182	27%	1885	31%
			support of colleagues	80	12%	238	9%	2403	14%	30	20%	105	16%	1156	19%
			opportunities to collab	113	17%	359	14%	1679	9%	23	15%	73	11%	622	10%
			quality of graduate st	89	13%	318	12%	1594	9%	7	5%	42	6%	316	5%
			quality of undergradu	13	2%	114	4%	1603	9%	1	1%	13	2%	350	6%
			quality of the facilities	28	4%	129	5%	833	5%	6	4%	34	5%	293	5%
			support for research/	27	4%	181	7%	829	5%	4	3%	52	8%	335	6%
			support for teaching	7	1%	24	1%	644	4%	0	0%	8	1%	239	4%
			support for profession	9	1%	41	2%	326	2%	2	1%	16	2%	189	3%
			assistance for grant p	8	1%	37	1%	210	1%	1	1%	36	5%	183	3%
			childcare policies/prac	1	0%	3	0%	13	0%	1	1%	3	0%	27	0%
			availability/quality of	0	0%	3	0%	38	0%	0	0%	1	0%	25	0%
			spousal/partner hiring	13	2%	66	3%	252	1%	6	4%	21	3%	103	2%
			compensation	14	2%	135	5%	685	4%	6	4%	26	4%	247	4%
Q267A	Global satisfaction*	Please check the two (and only two) BEST aspects about working at your institution.	geographic location	246	37%	393	15%	4086	23%	32	21%	61	9%	978	16%
			diversity	11	2%	23	1%	330	2%	0	0%	6	1%	120	2%
			presence of others lik	14	2%	45	2%	304	2%	1	1%	10	2%	100	2%
			my sense of "fit" here	67	10%	313	12%	2633	15%	18	12%	85	13%	946	16%
			protections from serv	1	0%	7	0%	63	0%	6	4%	5	1%	75	1%
			commute	21	3%	145	6%	1021	6%	8	5%	44	7%	314	5%
			cost of living	69	10%	413	16%	2157	12%	29	19%	126	19%	760	13%
			teaching load	36	5%	156	6%	905	5%	10	7%	38	6%	343	6%
			manageable pressure	23	3%	127	5%	1161	7%	11	7%	42	6%	501	8%
			academic freedom	104	16%	398	15%	2905	16%	29	19%	95	14%	920	15%
			t&p clarity or require	2	0%	78	3%	392	2%	1	1%	31	5%	263	4%
			quality of leadership	4	1%	27	1%	152	1%	0	0%	4	1%	49	1%
			other (please specify	24	4%	71	3%	685	4%	4	3%	18	3%	182	3%
			decline to answer	15	2%	65	3%	436	2%	4	3%	12	2%	150	2%
			there are no positive	12	2%	11	0%	161	1%	0	0%	3	0%	36	1%

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item	theme	description	response scale	tenured						tenure-track					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
			quality of colleagues	23	3%	136	5%	989	6%	7	5%	33	5%	279	5%
			support of colleagues	28	4%	169	7%	1062	6%	9	6%	40	6%	285	5%
			opportunities to collab	15	2%	48	2%	337	2%	3	2%	24	4%	167	3%
			quality of graduate st	23	3%	163	6%	1066	6%	19	13%	68	10%	464	8%
			quality of undergradu	52	8%	85	3%	1068	6%	10	7%	30	5%	356	6%
			quality of the facilities	75	11%	268	10%	1770	10%	16	11%	46	7%	509	8%
			lack of support for res	114	17%	337	13%	2880	16%	23	15%	59	9%	965	16%
			lack of support for tea	41	6%	141	5%	821	5%	8	5%	21	3%	157	3%
			lack of support for pro	35	5%	105	4%	798	5%	8	5%	31	5%	234	4%
			lack of assistance for	47	7%	121	5%	751	4%	13	9%	38	6%	266	4%
			childcare policies/prac	7	1%	22	1%	209	1%	10	7%	17	3%	195	3%
			availability/quality of	13	2%	36	1%	265	1%	8	5%	9	1%	160	3%
			spousal/partner hiring	25	4%	83	3%	687	4%	10	7%	47	7%	457	8%
Q267B	Global satisfaction*	Please check the two (and only two) WORST aspects about working at your institution.	compensation	244	37%	605	23%	5332	30%	34	22%	86	13%	1457	24%
			geographic location	23	3%	296	11%	1383	8%	11	7%	109	16%	727	12%
			lack of diversity	14	2%	123	5%	808	5%	7	5%	27	4%	320	5%
			absence of others like	32	5%	109	4%	659	4%	9	6%	41	6%	282	5%
			my lack of "fit" here	28	4%	153	6%	792	4%	4	3%	36	5%	278	5%
			too much service/too	75	11%	313	12%	2394	14%	11	7%	39	6%	556	9%
			commute	5	1%	39	2%	467	3%	2	1%	13	2%	211	4%
			cost of living	4	1%	65	3%	599	3%	3	2%	16	2%	251	4%
			teaching load	23	3%	103	4%	1329	8%	3	2%	34	5%	477	8%
			unrelenting pressure	39	6%	169	7%	989	6%	10	7%	73	11%	433	7%
			academic freedom	5	1%	22	1%	149	1%	1	1%	2	0%	34	1%
			t&p clarity or require	10	2%	69	3%	600	3%	10	7%	53	8%	627	10%
			quality of leadership	132	20%	253	10%	1637	9%	17	11%	26	4%	196	3%
			other (please specify	69	10%	229	9%	1492	8%	10	7%	42	6%	313	5%
			decline to answer	24	4%	106	4%	702	4%	7	5%	34	5%	281	5%
			there are no negative	16	2%	113	4%	732	4%	2	1%	24	4%	237	4%

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item	theme	description	response scale	full						associate					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q45B	Nature of work: Research	Please rate your level of satisfaction or dissatisfaction with the portion of your time spent on research.	very dissatisfied	13	3%	35	2%	356	4%	15	5%	47	5%	623	7%
			dissatisfied	73	18%	229	15%	1849	18%	72	25%	261	26%	2525	29%
			neither satisfied nor satisfied	52	13%	156	10%	1238	12%	38	13%	142	14%	1276	15%
			very satisfied	154	38%	672	43%	3894	39%	110	38%	381	37%	2950	34%
			decline to answer	102	25%	460	29%	2469	25%	47	16%	170	17%	1098	13%
			not applicable	0	0%	9	1%	58	1%	3	1%	8	1%	44	1%
				7	2%	16	1%	201	2%	6	2%	11	1%	131	2%
Q80A	Nature of work: Research	The amount of external funding you are expected to find	very dissatisfied	21	5%	83	5%	535	5%	19	7%	72	7%	565	7%
			dissatisfied	56	14%	220	14%	1348	13%	63	22%	169	17%	1504	18%
			neither satisfied nor satisfied	128	32%	437	28%	2980	30%	84	29%	323	32%	2831	33%
			very satisfied	139	35%	596	38%	3205	32%	80	28%	311	31%	2245	26%
			decline to answer	16	4%	128	8%	721	7%	11	4%	55	5%	392	5%
			not applicable	3	1%	8	1%	78	1%	2	1%	5	0%	73	1%
				35	9%	89	6%	1120	11%	26	9%	70	7%	958	11%
Q80B	Nature of work: Research	The influence you have over the focus of your research/scholarly/creative work	very dissatisfied	2	1%	15	1%	96	1%	2	1%	14	1%	114	1%
			dissatisfied	4	1%	31	2%	180	2%	8	3%	35	3%	294	3%
			neither satisfied nor satisfied	20	5%	77	5%	566	6%	16	6%	69	7%	710	8%
			very satisfied	144	36%	502	32%	3417	34%	112	39%	383	38%	3372	39%
			decline to answer	222	56%	929	60%	5560	56%	138	48%	494	49%	3926	46%
			not applicable	0	0%	3	0%	29	0%	0	0%	5	0%	33	0%
				6	2%	4	0%	139	1%	9	3%	5	0%	119	1%
Q80C	Nature of work: Research	The quality of graduate students to support your research/scholarly/creative work	very dissatisfied	9	2%	46	3%	449	5%	19	7%	54	5%	632	7%
			dissatisfied	63	16%	194	12%	1327	13%	42	15%	180	18%	1406	16%
			neither satisfied nor satisfied	63	16%	288	18%	1680	17%	59	21%	189	19%	1480	17%
			very satisfied	148	37%	612	39%	3089	31%	87	31%	351	35%	2123	25%
			decline to answer	60	15%	285	18%	1328	13%	26	9%	116	12%	641	8%
			not applicable	1	0%	6	0%	51	1%	1	0%	5	0%	48	1%
				54	14%	130	8%	1998	20%	51	18%	110	11%	2199	26%
Q80D	Nature of work: Research	Institutional support (e.g., internal grants/seed money) for your research/scholarly/creative work	very dissatisfied	78	20%	204	13%	1355	14%	63	22%	128	13%	1272	15%
			dissatisfied	117	29%	428	27%	2518	25%	91	32%	259	26%	2312	27%
			neither satisfied nor satisfied	87	22%	361	23%	2401	24%	61	21%	234	23%	2093	24%
			very satisfied	77	19%	403	26%	2562	26%	53	19%	277	28%	2106	25%
			decline to answer	17	4%	126	8%	737	7%	5	2%	83	8%	521	6%
			not applicable	0	0%	5	0%	49	0%	0	0%	5	0%	33	0%
				22	6%	34	2%	365	4%	12	4%	19	2%	231	3%

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item	theme	description	response scale	full						associate					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q80E	Nature of work: Research	The support your institution provides you for engaging undergraduates in your research/scholarly/creative work	very dissatisfied	30	8%	93	6%	639	6%	30	11%	50	5%	623	7%
			dissatisfied	82	21%	247	16%	1551	16%	59	21%	149	15%	1470	17%
			neither satisfied nor satisfied	105	26%	472	30%	2868	29%	95	33%	296	29%	2515	29%
			very satisfied	90	23%	425	27%	2578	26%	55	19%	292	29%	2096	24%
			decline to answer	17	4%	147	9%	865	9%	11	4%	96	10%	570	7%
			not applicable	2	1%	8	1%	57	1%	1	0%	5	0%	61	1%
Q85A	Nature of work: Research	Obtaining externally funded grants (pre-award)	very dissatisfied	72	18%	169	11%	1429	14%	34	12%	117	12%	1233	14%
			dissatisfied	40	10%	119	8%	780	8%	36	13%	60	6%	701	8%
			neither satisfied nor satisfied	98	25%	272	17%	1732	17%	69	24%	189	19%	1676	20%
			very satisfied	101	25%	372	24%	2553	26%	74	26%	238	24%	2339	27%
			decline to answer	99	25%	514	33%	2870	29%	63	22%	326	33%	2189	26%
			not applicable	23	6%	186	12%	903	9%	10	4%	95	9%	600	7%
Q85B	Nature of work: Research	Managing externally funded grants (post-award)	decline to answer	0	0%	4	0%	60	1%	2	1%	8	1%	63	1%
			not applicable	36	9%	93	6%	1076	11%	31	11%	87	9%	990	12%
			very dissatisfied	25	6%	108	7%	773	8%	28	10%	65	6%	624	7%
			dissatisfied	67	17%	268	17%	1463	15%	55	19%	158	16%	1264	15%
			neither satisfied nor satisfied	84	21%	363	23%	2295	23%	65	23%	231	23%	2045	24%
			very satisfied	123	31%	506	32%	2725	27%	67	24%	304	30%	1870	22%
Q85C	Nature of work: Research	Securing graduate student assistance	decline to answer	34	9%	140	9%	818	8%	17	6%	74	7%	484	6%
			not applicable	1	0%	5	0%	61	1%	4	1%	7	1%	80	1%
			very dissatisfied	63	16%	170	11%	1839	18%	49	17%	164	16%	2191	26%
			dissatisfied	39	10%	134	9%	882	9%	43	15%	83	8%	930	11%
			neither satisfied nor satisfied	100	25%	317	20%	1809	18%	85	30%	269	27%	1800	21%
			very satisfied	95	24%	426	27%	2483	25%	69	24%	264	26%	1865	22%
Q85D	Nature of work: Research	Traveling to present papers or conduct research/creative work	decline to answer	84	21%	432	28%	2238	22%	46	16%	219	22%	1564	18%
			not applicable	18	5%	102	7%	548	6%	4	1%	47	5%	321	4%
			very dissatisfied	1	0%	9	1%	87	1%	1	0%	20	2%	103	1%
			dissatisfied	60	15%	144	9%	1906	19%	37	13%	109	11%	1980	23%
			neither satisfied nor satisfied	68	17%	137	9%	1028	10%	59	21%	108	11%	1024	12%
			very satisfied	100	25%	325	21%	2000	20%	77	27%	242	24%	2006	23%
Q85D	Nature of work: Research	Traveling to present papers or conduct research/creative work	decline to answer	75	19%	343	22%	2086	21%	53	19%	199	20%	1640	19%
			not applicable	102	26%	503	32%	3246	33%	73	26%	327	33%	2745	32%
			very dissatisfied	35	9%	209	13%	1298	13%	13	5%	102	10%	896	10%
			dissatisfied	1	0%	4	0%	31	0%	0	0%	5	0%	25	0%
			neither satisfied nor satisfied	16	4%	39	3%	285	3%	10	4%	20	2%	222	3%
			very satisfied												

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				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q85E	Nature of work: Research	The availability of course release time to focus on your research	very dissatisfied	50	13%	208	13%	1459	15%	48	17%	170	17%	1824	21%
			dissatisfied	97	24%	320	21%	2228	22%	62	22%	255	25%	2259	26%
			neither satisfied nor satisfied	100	25%	429	28%	2516	25%	73	26%	237	24%	1954	23%
			very satisfied	69	17%	316	20%	1957	20%	51	18%	195	19%	1332	16%
			decline to answer	23	6%	111	7%	653	7%	10	4%	57	6%	375	4%
			not applicable	0	0%	4	0%	42	0%	0	0%	8	1%	48	1%
Q50B	Nature of work: Research*	Please indicate whether you feel you spend too much or too little time on research.	too little	58	15%	172	11%	1119	11%	41	14%	81	8%	766	9%
			too much	83	97%	251	95%	2097	95%	86	99%	295	96%	3018	96%
			decline to answer	3	3%	9	3%	73	3%	1	1%	10	3%	86	3%
				0	0%	4	2%	35	2%	0	0%	3	1%	42	1%
				5	7%	14	5%	88	5%	4	8%	14	5%	102	5%
				64	89%	249	91%	1627	90%	42	86%	234	91%	2049	93%
Q50C	Nature of work: Service	Please indicate whether you feel you spend too much or too little time on service.	decline to answer	3	4%	11	4%	89	5%	3	6%	8	3%	58	3%
			strongly disagree	74	19%	307	20%	1909	19%	62	21%	186	18%	1911	22%
			somewhat disagree	117	29%	359	23%	2594	26%	80	28%	282	28%	2465	29%
			neither agree nor disagree	61	15%	223	14%	1398	14%	45	16%	151	15%	1144	13%
			somewhat agree	101	25%	422	27%	2625	26%	56	19%	239	23%	1949	23%
			strongly agree	26	7%	183	12%	1067	11%	16	6%	71	7%	573	7%
Q55B	Nature of work: Service	My institution does what it can to help faculty who take on additional leadership roles (e.g. major committee assignments, department chairmanship), to sustain other aspects of their faculty work.	I don't know	15	4%	58	4%	330	3%	29	10%	73	7%	480	6%
			decline to answer	0	0%	6	0%	41	0%	0	0%	7	1%	31	0%
			not applicable	6	2%	15	1%	79	1%	2	1%	10	1%	76	1%
			very dissatisfied	5	1%	42	3%	232	2%	13	4%	28	3%	296	3%
			dissatisfied	61	15%	202	13%	1266	13%	40	14%	187	18%	1504	17%
			neither satisfied nor satisfied	119	30%	436	28%	2722	27%	87	30%	306	30%	2426	28%
Q60A	Nature of work: Service	The number of committees on which you serve	very satisfied	183	46%	753	48%	4790	48%	125	43%	428	42%	3795	44%
			decline to answer	25	6%	117	7%	840	8%	19	7%	52	5%	483	6%
			decline to answer	1	0%	10	1%	107	1%	4	1%	9	1%	70	1%
			not applicable	4	1%	12	1%	86	1%	1	0%	5	0%	50	1%
			very dissatisfied	10	3%	64	4%	328	3%	12	4%	32	3%	308	4%
			dissatisfied	49	12%	176	11%	1073	11%	36	12%	156	15%	1151	13%
Q60B	Nature of work: Service	The attractiveness (e.g., value, visibility, importance, personal preference) of the committees on which you serve	neither satisfied nor satisfied	129	32%	482	31%	3070	31%	93	32%	322	32%	2695	31%
			very satisfied	171	43%	650	41%	4211	42%	118	41%	413	41%	3598	42%
			very satisfied	30	8%	168	11%	1071	11%	24	8%	71	7%	671	8%
			decline to answer	2	1%	10	1%	111	1%	4	1%	13	1%	80	1%
			decline to answer	7	2%	22	1%	178	2%	2	1%	8	1%	121	1%
			not applicable	7	2%	22	1%	178	2%	2	1%	8	1%	121	1%

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				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q60C	Nature of work: Service	The discretion you have to choose the committees on which you serve	very dissatisfied	21	5%	49	3%	323	3%	17	6%	52	5%	363	4%
			dissatisfied	57	14%	178	11%	1093	11%	28	10%	144	14%	1137	13%
			neither satisfied nor satisfied	108	27%	421	27%	2612	26%	78	27%	281	28%	2377	28%
			very satisfied	148	37%	647	41%	4201	42%	121	42%	418	41%	3559	41%
			decline to answer	58	15%	245	16%	1583	16%	37	13%	104	10%	1027	12%
			not applicable	1	0%	9	1%	95	1%	5	2%	9	1%	71	1%
Q60D	Nature of work: Service	How equitably committee assignments are distributed across faculty in your department	very dissatisfied	5	1%	23	1%	135	1%	3	1%	7	1%	90	1%
			dissatisfied	46	12%	147	9%	961	10%	45	16%	144	14%	1174	14%
			neither satisfied nor satisfied	87	22%	344	22%	2033	20%	65	22%	278	27%	2150	25%
			very satisfied	101	25%	394	25%	2438	24%	70	24%	246	24%	2096	24%
			decline to answer	118	30%	527	34%	3413	34%	82	28%	270	27%	2471	29%
			not applicable	35	9%	123	8%	912	9%	17	6%	52	5%	519	6%
Q45C	Nature of work: Service*	Please rate your level of satisfaction or dissatisfaction with the portion of your time spent on service.	very dissatisfied	3	1%	18	1%	134	1%	6	2%	10	1%	102	1%
			dissatisfied	8	2%	19	1%	151	2%	4	1%	15	1%	112	1%
			neither satisfied nor satisfied	16	4%	64	4%	417	4%	16	5%	54	5%	481	6%
			very satisfied	56	14%	210	13%	1387	14%	33	11%	202	20%	1733	20%
			decline to answer	92	23%	372	24%	2285	23%	74	25%	273	27%	2132	25%
			not applicable	194	48%	717	45%	4579	45%	137	47%	409	40%	3557	41%
Q60E	Nature of work: Service*	The number of students you advise/mentor (including oversight of independent study, research projects, internships, study abroad)	very dissatisfied	43	11%	198	13%	1298	13%	28	10%	74	7%	690	8%
			dissatisfied	0	0%	9	1%	58	1%	2	1%	8	1%	33	0%
			neither satisfied nor satisfied	0	0%	7	0%	41	0%	1	0%	0	0%	21	0%
			very satisfied	2	1%	29	2%	318	3%	13	4%	33	3%	428	5%
			decline to answer	31	8%	113	7%	915	9%	30	10%	133	13%	1234	14%
			not applicable	75	19%	268	17%	1689	17%	50	17%	220	22%	1761	20%
Q45A	Nature of work: Teaching	Please rate your level of satisfaction or dissatisfaction with the portion of your time spent on teaching.	very dissatisfied	213	54%	863	55%	5287	53%	146	51%	505	50%	4064	47%
			dissatisfied	54	14%	258	16%	1435	14%	34	12%	92	9%	799	9%
			neither satisfied nor satisfied	1	0%	6	0%	54	1%	3	1%	4	0%	38	0%
			very satisfied	22	6%	34	2%	321	3%	13	4%	27	3%	283	3%
			decline to answer	2	0%	11	1%	119	1%	5	2%	15	1%	145	2%
			not applicable	24	6%	92	6%	619	6%	36	12%	112	11%	910	11%

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				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q70A	Nature of work: Teaching	The number of courses you teach	very dissatisfied	1	0%	29	2%	219	2%	9	3%	23	2%	267	3%
			dissatisfied	32	8%	126	8%	976	10%	19	7%	109	11%	1133	13%
			neither satisfied nor	34	9%	165	11%	1023	10%	38	13%	115	11%	1036	12%
			satisfied	208	52%	786	50%	4940	49%	142	50%	525	52%	4156	48%
			very satisfied	91	23%	415	26%	2454	25%	52	18%	204	20%	1701	20%
			decline to answer	0	0%	4	0%	30	0%	0	0%	4	0%	17	0%
			not applicable	32	8%	42	3%	363	4%	25	9%	29	3%	274	3%
Q70B	Nature of work: Teaching	The level of courses you teach	very dissatisfied	0	0%	10	1%	97	1%	5	2%	13	1%	128	1%
			dissatisfied	9	2%	83	5%	437	4%	25	9%	71	7%	560	7%
			neither satisfied nor	28	7%	116	7%	818	8%	27	9%	85	8%	843	10%
			satisfied	222	56%	812	52%	5109	51%	144	51%	577	57%	4544	53%
			very satisfied	108	27%	498	32%	3155	32%	59	21%	230	23%	2211	26%
			decline to answer	0	0%	4	0%	28	0%	0	0%	4	0%	18	0%
			not applicable	31	8%	44	3%	361	4%	25	9%	29	3%	280	3%
Q70C	Nature of work: Teaching	The discretion you have over the content of the courses you teach	very dissatisfied	1	0%	20	1%	84	1%	4	1%	7	1%	91	1%
			dissatisfied	7	2%	29	2%	198	2%	8	3%	34	3%	223	3%
			neither satisfied nor	17	4%	86	5%	444	4%	21	7%	49	5%	473	6%
			satisfied	152	38%	543	35%	3379	34%	103	36%	405	40%	3205	37%
			very satisfied	190	48%	848	54%	5527	55%	125	44%	481	48%	4309	50%
			decline to answer	0	0%	3	0%	26	0%	1	0%	5	0%	18	0%
			not applicable	31	8%	38	2%	347	3%	23	8%	28	3%	265	3%
Q70D	Nature of work: Teaching	The number of students in the classes you teach, on average	very dissatisfied	10	3%	42	3%	299	3%	15	5%	34	3%	338	4%
			dissatisfied	31	8%	187	12%	1106	11%	38	13%	144	14%	1230	14%
			neither satisfied nor	47	12%	185	12%	1191	12%	38	13%	139	14%	1140	13%
			satisfied	190	48%	713	46%	4512	45%	122	43%	471	47%	3807	44%
			very satisfied	88	22%	392	25%	2500	25%	48	17%	187	19%	1766	21%
			decline to answer	0	0%	3	0%	30	0%	0	0%	3	0%	15	0%
			not applicable	32	8%	45	3%	367	4%	24	8%	31	3%	288	3%
Q70E	Nature of work: Teaching	The quality of students you teach, on average	very dissatisfied	11	3%	38	2%	354	4%	18	6%	28	3%	373	4%
			dissatisfied	74	19%	221	14%	1575	16%	70	25%	179	18%	1554	18%
			neither satisfied nor	86	22%	352	22%	2000	20%	57	20%	238	24%	1925	22%
			satisfied	166	42%	664	42%	4121	41%	102	36%	415	41%	3413	40%
			very satisfied	34	9%	255	16%	1601	16%	14	5%	125	12%	1054	12%
			decline to answer	0	0%	3	0%	36	0%	0	0%	3	0%	20	0%
			not applicable	27	7%	34	2%	318	3%	24	8%	21	2%	245	3%

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				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q70H	Nature of work: Teaching	How equitably the teaching workload is distributed across faculty in your department	very dissatisfied	45	11%	171	11%	905	9%	40	14%	141	14%	990	12%
			dissatisfied	79	20%	296	19%	1750	17%	57	20%	224	22%	1779	21%
			neither satisfied nor satisfied	83	21%	337	22%	2001	20%	57	20%	245	24%	1794	21%
			very satisfied	125	31%	548	35%	3684	37%	89	31%	304	30%	2875	33%
			decline to answer	30	8%	172	11%	1274	13%	12	4%	64	6%	808	9%
			not applicable	4	1%	11	1%	88	1%	1	0%	8	1%	69	1%
				32	8%	32	2%	303	3%	29	10%	23	2%	269	3%
Q70I	Nature of work: Teaching	The quality of graduate students to support your teaching	very dissatisfied	15	4%	49	3%	447	4%	16	6%	41	4%	544	6%
			dissatisfied	36	9%	140	9%	941	9%	33	12%	107	11%	1011	12%
			neither satisfied nor satisfied	62	16%	272	17%	1486	15%	43	15%	182	18%	1276	15%
			very satisfied	112	28%	546	35%	2863	29%	75	26%	324	32%	2036	24%
			decline to answer	57	14%	257	16%	1246	13%	31	11%	126	12%	759	9%
			not applicable	1	0%	3	0%	41	0%	1	0%	8	1%	48	1%
				115	29%	300	19%	2916	29%	86	30%	221	22%	2871	34%
Q50A	Nature of work: Teaching*	Please indicate whether you feel you spend too much or too little time on teaching.	too little	9	35%	20	19%	156	21%	4	10%	18	14%	187	18%
			too much	15	58%	74	72%	529	72%	33	80%	106	83%	820	78%
			decline to answer	2	8%	9	9%	53	7%	4	10%	3	2%	47	4%
Q45D	Nature of Work*	Please rate your level of satisfaction or dissatisfaction with the portion of your time spent on outreach.	very dissatisfied	3	1%	13	1%	106	1%	3	1%	9	1%	120	1%
			dissatisfied	19	5%	73	5%	479	5%	16	5%	65	6%	619	7%
			neither satisfied nor satisfied	102	25%	396	25%	2582	26%	89	31%	306	30%	2486	29%
			very satisfied	158	39%	562	36%	3439	34%	102	35%	316	31%	2705	31%
			decline to answer	56	14%	162	10%	1160	12%	39	13%	89	9%	788	9%
			not applicable	2	0%	14	1%	99	1%	4	1%	10	1%	77	1%
				61	15%	357	23%	2200	22%	38	13%	225	22%	1852	21%
Q45E	Nature of Work*	Please rate your level of satisfaction or dissatisfaction with the portion of your time spent on administrative tasks.	very dissatisfied	41	10%	143	9%	881	9%	26	9%	90	9%	812	9%
			dissatisfied	93	23%	424	27%	2480	25%	73	25%	290	28%	2352	27%
			neither satisfied nor satisfied	140	35%	461	29%	2901	29%	90	31%	320	31%	2612	30%
			very satisfied	94	23%	359	23%	2598	26%	75	26%	228	22%	2059	24%
			decline to answer	17	4%	89	6%	575	6%	9	3%	35	3%	292	3%
			not applicable	1	0%	9	1%	59	1%	2	1%	8	1%	40	0%
				15	4%	92	6%	570	6%	16	5%	49	5%	480	6%
Q50D	Nature of Work*	Please indicate whether you feel you spend too much or too little time on outreach.	too little	13	59%	51	59%	373	64%	11	58%	53	72%	527	72%
			too much	6	27%	29	34%	160	27%	7	37%	18	24%	166	23%
			decline to answer	3	14%	6	7%	51	9%	1	5%	3	4%	44	6%
Q50E	Nature of Work*	Please indicate whether you feel you spend too much or too little time on administrative tasks.	too little	0	0%	3	1%	29	1%	0	0%	5	1%	42	1%
			too much	127	95%	551	97%	3227	96%	97	98%	369	97%	3045	96%
			decline to answer	7	5%	13	2%	102	3%	2	2%	6	2%	73	2%

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item	theme	description	response scale	full						associate					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q55A	Nature of Work*	I am able to balance the teaching, research, and service activities expected of me.	strongly disagree	37	9%	108	7%	863	9%	34	12%	134	13%	1269	15%
			somewhat disagree	83	21%	289	18%	2079	21%	84	29%	279	27%	2592	30%
			neither agree nor	36	9%	136	9%	877	9%	24	8%	112	11%	797	9%
			somewhat agree	160	40%	658	42%	3879	39%	113	39%	358	35%	2941	34%
			strongly agree	82	21%	371	24%	2264	23%	32	11%	129	13%	967	11%
			I don't know	1	0%	5	0%	23	0%	2	1%	1	0%	17	0%
			decline to answer	0	0%	3	0%	29	0%	1	0%	6	1%	31	0%
			not applicable	1	0%	3	0%	29	0%	0	0%	0	0%	15	0%
Q70F	Facilities and work resources	The support your institution has offered you for improving your teaching	very dissatisfied	33	8%	99	6%	568	6%	21	7%	59	6%	561	7%
			dissatisfied	61	15%	188	12%	1149	11%	49	17%	159	16%	1231	14%
			neither satisfied nor	142	36%	517	33%	3234	32%	105	37%	317	31%	2696	31%
			satisfied	91	23%	507	32%	3238	32%	71	25%	333	33%	2810	33%
			very satisfied	20	5%	163	10%	1074	11%	11	4%	90	9%	826	10%
			decline to answer	8	2%	6	0%	79	1%	0	0%	8	1%	40	0%
			not applicable	43	11%	87	6%	663	7%	28	10%	43	4%	420	5%
			Q90A	Facilities and work resources	Office	very dissatisfied	6	2%	50	3%	350	4%	11	4%	35
dissatisfied	29	7%				171	11%	925	9%	30	11%	108	11%	888	10%
neither satisfied nor	50	13%				227	15%	1336	13%	52	18%	142	14%	1257	15%
satisfied	200	50%				723	46%	4562	46%	131	46%	481	48%	4030	47%
very satisfied	111	28%				383	25%	2763	28%	59	21%	232	23%	1998	23%
decline to answer	0	0%				1	0%	15	0%	0	0%	1	0%	11	0%
Q90B	Facilities and work resources	Laboratory, research, or studio space	not applicable	1	0%	2	0%	15	0%	1	0%	0	0%	18	0%
			very dissatisfied	13	3%	107	7%	587	6%	17	6%	57	6%	580	7%
			dissatisfied	49	12%	178	11%	1149	12%	36	13%	149	15%	1159	14%
			neither satisfied nor	56	14%	217	14%	1514	15%	44	15%	151	15%	1345	16%
			satisfied	144	36%	511	33%	2922	29%	91	32%	277	28%	2204	26%
			very satisfied	40	10%	208	13%	1174	12%	25	9%	115	12%	778	9%
			decline to answer	0	0%	6	0%	34	0%	1	0%	3	0%	31	0%
not applicable	95	24%	330	21%	2586	26%	70	25%	247	25%	2438	29%			
Q90C	Facilities and work resources	Equipment	very dissatisfied	20	5%	92	6%	493	5%	22	8%	37	4%	430	5%
			dissatisfied	79	20%	232	15%	1524	15%	54	19%	148	15%	1392	16%
			neither satisfied nor	83	21%	344	22%	2058	21%	64	23%	218	22%	1819	21%
			satisfied	157	40%	628	40%	4095	41%	107	38%	421	42%	3484	41%
			very satisfied	33	8%	167	11%	1207	12%	18	6%	106	11%	925	11%
			decline to answer	0	0%	3	0%	18	0%	1	0%	1	0%	18	0%
			not applicable	25	6%	91	6%	571	6%	18	6%	68	7%	467	5%

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				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q90D	Facilities and work resources	Classrooms	very dissatisfied	11	3%	83	5%	561	6%	20	7%	55	6%	487	6%
			dissatisfied	72	18%	278	18%	1823	18%	51	18%	192	19%	1659	19%
			neither satisfied nor satisfied	92	23%	316	20%	1886	19%	57	20%	196	20%	1559	18%
			very satisfied	169	43%	687	44%	4216	42%	106	37%	421	42%	3576	42%
			decline to answer	27	7%	164	11%	1236	12%	25	9%	103	10%	992	12%
			not applicable	0	0%	1	0%	13	0%	0	0%	0	0%	8	0%
			not applicable	26	7%	28	2%	231	2%	25	9%	32	3%	254	3%
Q90E	Facilities and work resources	Library resources	very dissatisfied	5	1%	26	2%	222	2%	4	1%	22	2%	246	3%
			dissatisfied	25	6%	88	6%	664	7%	20	7%	71	7%	709	8%
			neither satisfied nor satisfied	53	13%	222	14%	1451	15%	49	17%	149	15%	1294	15%
			very satisfied	193	49%	811	52%	4840	49%	132	46%	500	50%	4081	48%
			decline to answer	113	28%	394	25%	2680	27%	66	23%	240	24%	2108	25%
			not applicable	0	0%	3	0%	20	0%	3	1%	0	0%	19	0%
			not applicable	8	2%	13	1%	89	1%	10	4%	17	2%	78	1%
Q90F	Facilities and work resources	Computing and technical support	very dissatisfied	25	6%	77	5%	522	5%	35	12%	60	6%	545	6%
			dissatisfied	69	17%	251	16%	1500	15%	55	19%	168	17%	1439	17%
			neither satisfied nor satisfied	77	19%	281	18%	1777	18%	55	19%	179	18%	1563	18%
			very satisfied	170	43%	675	43%	4295	43%	102	36%	429	43%	3594	42%
			decline to answer	55	14%	266	17%	1807	18%	36	13%	161	16%	1362	16%
			not applicable	0	0%	1	0%	14	0%	0	0%	1	0%	10	0%
			not applicable	1	0%	6	0%	51	1%	1	0%	1	0%	22	0%
Q90H	Facilities and work resources	Clerical/administrative support	very dissatisfied	41	10%	152	10%	918	9%	36	13%	84	8%	784	9%
			dissatisfied	104	26%	327	21%	2014	20%	72	25%	208	21%	1759	21%
			neither satisfied nor satisfied	58	15%	318	20%	1832	18%	48	17%	205	21%	1618	19%
			very satisfied	140	35%	534	34%	3540	36%	103	36%	351	35%	3084	36%
			decline to answer	53	13%	219	14%	1566	16%	23	8%	141	14%	1200	14%
			not applicable	1	0%	1	0%	17	0%	0	0%	1	0%	18	0%
			not applicable	0	0%	6	0%	79	1%	2	1%	9	1%	72	1%
Q95D	Personal and Family Policies	Housing benefits (e.g. real estate services, subsidized housing, low-interest mortgage)	very dissatisfied	16	4%	61	4%	616	6%	26	9%	42	4%	700	8%
			dissatisfied	22	6%	112	7%	637	6%	13	5%	77	8%	582	7%
			neither satisfied not satisfied	49	12%	222	14%	1126	11%	19	7%	121	12%	853	10%
			very satisfied	1	0%	109	7%	295	3%	4	1%	71	7%	257	3%
			not offered at my	2	1%	45	3%	104	1%	1	0%	31	3%	81	1%
			I don't know	84	21%	225	14%	2125	21%	76	27%	202	20%	2053	24%
			decline to answer	67	17%	222	14%	1187	12%	54	19%	166	17%	1367	16%
			not applicable	1	0%	6	0%	36	0%	0	0%	3	0%	30	0%
			not applicable	155	39%	554	36%	3833	38%	91	32%	282	28%	2595	30%

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				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q95E	Personal and family policies	Tuition waivers, remission, or exchange	very dissatisfied	5	1%	218	14%	1170	12%	2	1%	123	12%	976	11%
			dissatisfied	15	4%	239	15%	1272	13%	14	5%	146	14%	1054	12%
			neither satisfied not satisfied	67	17%	221	14%	1404	14%	29	10%	144	14%	1119	13%
			very satisfied	136	34%	184	12%	1614	16%	98	35%	122	12%	1331	16%
			not offered at my	55	14%	44	3%	702	7%	46	16%	28	3%	506	6%
			I don't know	1	0%	124	8%	625	6%	1	0%	58	6%	485	6%
			decline to answer	31	8%	132	8%	772	8%	35	12%	151	15%	1182	14%
			not applicable	2	1%	8	1%	86	1%	0	0%	17	2%	102	1%
Q95F	Personal and family policies	Spousal/partner hiring program	very dissatisfied	85	21%	390	25%	2366	24%	59	21%	219	22%	1823	21%
			dissatisfied	12	3%	112	7%	753	8%	20	7%	88	9%	821	10%
			neither satisfied not satisfied	33	8%	150	10%	847	9%	24	8%	87	9%	692	8%
			very satisfied	61	15%	262	17%	1534	15%	32	11%	138	14%	1035	12%
			not offered at my	33	8%	188	12%	849	9%	24	8%	90	9%	535	6%
			I don't know	19	5%	90	6%	324	3%	9	3%	55	6%	244	3%
			decline to answer	8	2%	35	2%	533	5%	11	4%	26	3%	534	6%
			not applicable	59	15%	188	12%	1312	13%	59	21%	169	17%	1533	18%
Q95G	Personal and family policies	Childcare	very dissatisfied	5	1%	10	1%	71	1%	2	1%	12	1%	73	1%
			dissatisfied	15	4%	58	4%	409	4%	24	8%	63	6%	604	7%
			neither satisfied not satisfied	16	4%	105	7%	543	5%	24	8%	84	8%	695	8%
			very satisfied	62	16%	236	15%	1286	13%	25	9%	140	14%	1026	12%
			not offered at my	10	3%	79	5%	405	4%	12	4%	59	6%	455	5%
			I don't know	3	1%	18	1%	123	1%	4	1%	14	1%	151	2%
			decline to answer	33	8%	69	4%	662	7%	33	12%	68	7%	737	9%
			not applicable	49	12%	206	13%	1094	11%	46	16%	144	14%	1067	13%
Q95H	Personal and family policies	Eldercare	very dissatisfied	1	0%	9	1%	57	1%	1	0%	4	0%	62	1%
			dissatisfied	208	52%	776	50%	5380	54%	115	40%	419	42%	3721	44%
			neither satisfied not satisfied	6	2%	31	2%	264	3%	4	1%	23	2%	202	2%
			very satisfied	7	2%	58	4%	333	3%	13	5%	27	3%	229	3%
			not offered at my	63	16%	222	14%	1311	13%	26	9%	115	11%	973	11%
			I don't know	6	2%	53	3%	228	2%	6	2%	24	2%	151	2%
			decline to answer	2	1%	13	1%	49	0%	2	1%	4	0%	35	0%
			not applicable	33	8%	128	8%	1124	11%	15	5%	73	7%	857	10%
Q95I	Personal and family policies	Eldercare	very dissatisfied	102	26%	388	25%	2222	22%	80	28%	326	32%	2487	29%
			dissatisfied	1	0%	11	1%	99	1%	2	1%	17	2%	109	1%
			neither satisfied not satisfied	177	45%	656	42%	4381	44%	136	48%	398	40%	3534	41%
			very satisfied	6	2%	31	2%	264	3%	4	1%	23	2%	202	2%
			not offered at my	7	2%	58	4%	333	3%	13	5%	27	3%	229	3%
			I don't know	63	16%	222	14%	1311	13%	26	9%	115	11%	973	11%
			decline to answer	6	2%	53	3%	228	2%	6	2%	24	2%	151	2%
			not applicable	2	1%	13	1%	49	0%	2	1%	4	0%	35	0%

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item	theme	description	response scale	full						associate					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q95J	Personal and family policies	Family medical/parental leave	very dissatisfied	2	1%	33	2%	226	2%	13	5%	31	3%	340	4%
			dissatisfied	10	3%	52	3%	432	4%	9	3%	72	7%	510	6%
			neither satisfied not satisfied	74	19%	308	20%	2020	20%	47	17%	176	17%	1550	18%
			very satisfied	97	24%	413	26%	2527	25%	70	25%	252	25%	2000	23%
			not offered at my	24	6%	112	7%	644	6%	20	7%	74	7%	589	7%
			I don't know	4	1%	8	1%	91	1%	3	1%	8	1%	85	1%
			decline to answer	84	21%	246	16%	1589	16%	61	21%	175	17%	1675	20%
			not applicable	1	0%	9	1%	103	1%	1	0%	18	2%	105	1%
Q95K	Personal and family policies	Flexible workload/modified duties for parental or other family reasons	very dissatisfied	101	25%	379	24%	2377	24%	60	21%	201	20%	1723	20%
			dissatisfied	4	1%	34	2%	235	2%	13	5%	40	4%	327	4%
			neither satisfied not satisfied	8	2%	71	5%	456	5%	12	4%	81	8%	571	7%
			very satisfied	58	15%	276	18%	1745	18%	44	15%	147	15%	1382	16%
			not offered at my	79	20%	375	24%	2197	22%	62	22%	271	27%	1946	23%
			I don't know	26	7%	151	10%	765	8%	30	11%	85	9%	658	8%
			decline to answer	4	1%	22	1%	284	3%	5	2%	18	2%	276	3%
			not applicable	73	18%	197	13%	1354	14%	64	23%	154	15%	1426	17%
Q95L	Personal and family policies	Stop-the-clock for parental or other family reasons	very dissatisfied	2	1%	3	0%	42	0%	2	1%	6	1%	57	1%
			dissatisfied	143	36%	426	27%	2878	29%	52	18%	192	19%	1874	22%
			neither satisfied not satisfied	N/A	N/A	0	0%	0	0%	0	0%	0	0%	6	1%
			very satisfied	N/A	N/A	0	0%	2	13%	0	0%	0	0%	24	5%
			not offered at my	N/A	N/A	0	0%	1	6%	1	13%	4	24%	63	12%
			I don't know	N/A	N/A	0	0%	3	19%	0	0%	2	12%	69	13%
			decline to answer	N/A	N/A	0	0%	1	6%	3	38%	1	6%	21	4%
			not applicable	N/A	N/A	0	0%	0	0%	0	0%	0	0%	17	3%
Q200B	Personal and family policies	My institution does what it can to make personal/family obligations (e.g. childcare or eldercare) and an academic career compatible.	strongly disagree	N/A	N/A	0	0%	1	6%	3	38%	1	6%	21	4%
			somewhat disagree	N/A	N/A	0	0%	0	0%	0	0%	0	0%	17	3%
			neither agree nor	N/A	N/A	0	0%	1	6%	3	38%	6	35%	164	31%
			somewhat agree	N/A	N/A	0	0%	1	6%	0	0%	0	0%	7	1%
			strongly agree	N/A	N/A	0	0%	7	44%	1	13%	4	24%	162	30%
			I don't know	43	11%	150	10%	1050	11%	48	17%	128	13%	1138	14%
			decline to answer	73	19%	248	16%	1653	17%	43	16%	179	18%	1646	20%
			not applicable	84	21%	360	24%	2250	23%	55	20%	219	22%	1828	22%

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				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q200A	Personal and family policies	I have been able to find the right balance, for me, between my professional life and my personal/family life.	strongly disagree	45	11%	124	8%	813	8%	39	14%	130	13%	1133	14%
			somewhat disagree	86	22%	282	19%	1833	19%	74	27%	239	24%	2147	26%
			neither agree nor	31	8%	138	9%	897	9%	32	12%	93	9%	851	10%
			somewhat agree	152	39%	603	40%	3786	39%	106	38%	383	39%	3068	37%
			strongly agree	74	19%	366	24%	2360	24%	22	8%	123	13%	1074	13%
			I don't know	1	0%	1	0%	16	0%	2	1%	2	0%	23	0%
			decline to answer	2	1%	8	1%	62	1%	1	0%	8	1%	45	1%
			not applicable	1	0%	1	0%	16	0%	0	0%	1	0%	9	0%
Q95A	Health and retirement benefits	Health benefits for yourself	very dissatisfied	2	1%	26	2%	387	4%	0	0%	23	2%	353	4%
			dissatisfied	20	5%	136	9%	1135	11%	13	5%	75	7%	983	11%
			neither satisfied nor	47	12%	210	13%	1484	15%	36	13%	141	14%	1375	16%
			satisfied	215	54%	802	51%	4932	49%	161	57%	547	54%	4258	50%
			very satisfied	110	28%	372	24%	1865	19%	65	23%	198	20%	1354	16%
			not offered at my	0	0%	0	0%	3	0%	0	0%	0	0%	2	0%
			I don't know	0	0%	4	0%	32	0%	2	1%	3	0%	47	1%
			decline to answer	0	0%	6	0%	73	1%	2	1%	16	2%	82	1%
not applicable	3	1%	4	0%	100	1%	5	2%	5	0%	124	1%			
Q95B	Health and retirement benefits	Health benefits for your family (i.e. spouse, partner, and dependents)	very dissatisfied	2	1%	31	2%	543	5%	3	1%	26	3%	534	6%
			dissatisfied	20	5%	122	8%	1088	11%	13	5%	76	8%	941	11%
			neither satisfied nor	39	10%	228	15%	1447	15%	27	10%	149	15%	1249	15%
			satisfied	190	48%	725	47%	4138	42%	133	47%	443	45%	3265	38%
			very satisfied	96	24%	304	20%	1555	16%	59	21%	178	18%	1113	13%
			not offered at my	0	0%	1	0%	16	0%	0	0%	0	0%	11	0%
			I don't know	6	2%	12	1%	109	1%	6	2%	14	1%	181	2%
			decline to answer	1	0%	5	0%	33	0%	2	1%	3	0%	47	1%
not applicable	43	11%	128	8%	1030	10%	41	14%	106	11%	1177	14%			
Q95C	Health and retirement benefits	Retirement benefits	very dissatisfied	6	2%	45	3%	421	4%	5	2%	25	2%	316	4%
			dissatisfied	41	10%	127	8%	1247	12%	25	9%	85	8%	946	11%
			neither satisfied nor	105	26%	243	16%	2193	22%	68	24%	189	19%	2077	24%
			satisfied	181	46%	709	45%	4156	42%	140	49%	466	46%	3581	42%
			very satisfied	35	9%	356	23%	1301	13%	20	7%	169	17%	868	10%
			not offered at my	0	0%	3	0%	15	0%	0	0%	1	0%	10	0%
			I don't know	20	5%	42	3%	420	4%	19	7%	49	5%	558	7%
			decline to answer	0	0%	8	1%	95	1%	1	0%	15	1%	96	1%
not applicable	9	2%	27	2%	163	2%	6	2%	9	1%	126	1%			

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				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q95I	Health and retirement benefits	Phased retirement options	very dissatisfied	13	3%	69	4%	459	5%	7	2%	20	2%	211	2%
			dissatisfied	27	7%	109	7%	770	8%	10	4%	30	3%	363	4%
			neither satisfied nor satisfied	92	23%	310	20%	2163	22%	51	18%	169	17%	1596	19%
			very satisfied	60	15%	318	20%	1933	19%	33	12%	166	16%	1251	15%
			not offered at my	9	2%	107	7%	467	5%	4	1%	27	3%	215	3%
			I don't know	6	2%	38	2%	329	3%	4	1%	15	1%	190	2%
			decline to answer	121	30%	391	25%	2430	24%	117	41%	392	39%	3188	37%
			not applicable	3	1%	7	0%	120	1%	1	0%	19	2%	114	1%
Q90G	Salary*	Salary	not applicable	66	17%	211	14%	1339	13%	57	20%	169	17%	1449	17%
			very dissatisfied	66	17%	157	10%	1298	13%	61	21%	133	13%	1463	17%
			dissatisfied	88	22%	325	21%	2267	23%	101	36%	278	28%	2563	30%
			neither satisfied nor satisfied	60	15%	234	15%	1564	16%	49	17%	187	19%	1556	18%
			very satisfied	137	35%	584	38%	3469	35%	61	21%	331	33%	2399	28%
			decline to answer	45	11%	251	16%	1327	13%	12	4%	65	7%	521	6%
			not applicable	1	0%	5	0%	34	0%	0	0%	5	1%	33	0%
			not applicable	0	0%	1	0%	7	0%	0	0%	0	0%	0	0%
Q100A	Interdisciplinary work	Budget allocations encourage interdisciplinary work.	strongly disagree	83	21%	267	17%	2010	20%	59	21%	174	18%	1748	21%
			somewhat disagree	100	25%	379	24%	2504	25%	66	23%	237	24%	2179	26%
			neither agree nor	89	22%	360	23%	2170	22%	59	21%	200	20%	1649	19%
			somewhat agree	71	18%	318	20%	1657	17%	49	17%	200	20%	1313	15%
			strongly agree	13	3%	84	5%	400	4%	8	3%	64	6%	295	3%
			I don't know	29	7%	100	6%	826	8%	36	13%	95	10%	1085	13%
			decline to answer	0	0%	10	1%	52	1%	1	0%	7	1%	34	0%
			not applicable	11	3%	36	2%	318	3%	5	2%	15	2%	198	2%
Q100B	Interdisciplinary work	Campus facilities (e.g. spaces, buildings, centers, labs) are conducive to interdisciplinary work.	strongly disagree	51	13%	239	15%	1658	17%	38	13%	174	18%	1529	18%
			somewhat disagree	108	27%	371	24%	2602	26%	79	28%	257	26%	2383	28%
			neither agree nor	89	22%	335	22%	2272	23%	69	24%	198	20%	1755	21%
			somewhat agree	97	24%	392	25%	2035	20%	58	20%	212	21%	1590	19%
			strongly agree	22	6%	107	7%	506	5%	9	3%	69	7%	375	4%
			I don't know	19	5%	66	4%	536	5%	21	7%	58	6%	630	7%
			decline to answer	0	0%	4	0%	44	0%	0	0%	7	1%	33	0%
			not applicable	10	3%	40	3%	284	3%	9	3%	17	2%	206	2%

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item	theme	description	response scale	full						associate					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q100C	Interdisciplinary work	Interdisciplinary work is rewarded in the merit process.	strongly disagree	51	13%	213	14%	1729	17%	53	19%	182	18%	1744	21%
			somewhat disagree	105	27%	349	22%	2398	24%	52	18%	223	22%	2008	24%
			neither agree nor	87	22%	372	24%	2155	22%	57	20%	210	21%	1646	19%
			somewhat agree	92	23%	384	25%	1985	20%	62	22%	212	21%	1417	17%
			strongly agree	26	7%	114	7%	541	5%	8	3%	59	6%	331	4%
			I don't know	29	7%	92	6%	841	8%	46	16%	91	9%	1154	14%
			decline to answer	0	0%	4	0%	50	1%	1	0%	5	1%	30	0%
			not applicable	6	2%	26	2%	238	2%	4	1%	10	1%	171	2%
Q100D	Interdisciplinary work	Interdisciplinary work is rewarded in the promotion process.	strongly disagree	47	12%	202	13%	1535	15%	45	16%	171	18%	1550	19%
			somewhat disagree	84	21%	330	21%	2199	22%	51	19%	205	21%	1829	23%
			neither agree nor	95	24%	383	25%	2278	23%	50	18%	218	22%	1584	20%
			somewhat agree	106	27%	404	26%	2115	21%	60	22%	207	21%	1338	17%
			strongly agree	27	7%	114	7%	574	6%	9	3%	55	6%	305	4%
			I don't know	30	8%	87	6%	918	9%	56	20%	103	11%	1196	15%
			decline to answer	0	0%	4	0%	52	1%	1	0%	5	1%	24	0%
			not applicable	7	2%	28	2%	250	3%	3	1%	10	1%	144	2%
Q100E	Interdisciplinary work	Interdisciplinary work is rewarded in the tenure process.	strongly disagree	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
			somewhat disagree	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
			neither agree nor	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
			somewhat agree	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
			strongly agree	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q100G	Interdisciplinary work	My department understands how to evaluate interdisciplinary work.	strongly disagree	55	14%	214	14%	1561	16%	37	13%	183	18%	1605	19%
			somewhat disagree	76	19%	320	21%	1995	20%	50	18%	216	22%	1872	22%
			neither agree nor	77	19%	301	19%	2004	20%	58	20%	194	20%	1623	19%
			somewhat agree	114	29%	452	29%	2484	25%	67	24%	213	21%	1699	20%
			strongly agree	51	13%	179	12%	992	10%	25	9%	102	10%	644	8%
			I don't know	17	4%	68	4%	648	7%	42	15%	70	7%	879	10%
			decline to answer	1	0%	6	0%	59	1%	0	0%	5	1%	36	0%
			not applicable	5	1%	14	1%	194	2%	4	1%	9	1%	143	2%

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item	theme	description	response scale	full						associate					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q105A	Collaboration	Opportunities for collaboration with other members of your department	very dissatisfied	13	3%	66	4%	433	4%	17	6%	49	5%	497	6%
			dissatisfied	38	10%	141	9%	853	9%	33	12%	153	15%	1044	12%
			neither satisfied nor satisfied	68	17%	251	16%	1637	16%	54	19%	185	19%	1679	20%
			very satisfied	182	46%	640	41%	4180	42%	115	41%	418	42%	3388	40%
			decline to answer	93	23%	435	28%	2668	27%	58	20%	176	18%	1752	21%
			not applicable	0	0%	9	1%	49	0%	2	1%	3	0%	54	1%
				2	1%	12	1%	114	1%	4	1%	8	1%	81	1%
Q105E	Collaboration	Opportunities for collaboration within your institution, faculty outside your department	very dissatisfied	8	2%	49	3%	379	4%	13	5%	40	4%	423	5%
			dissatisfied	42	11%	166	11%	1122	11%	31	11%	146	15%	1217	14%
			neither satisfied nor satisfied	91	23%	328	21%	2369	24%	65	23%	244	25%	2376	28%
			very satisfied	178	45%	614	40%	4007	40%	125	44%	384	39%	3201	38%
			decline to answer	69	17%	367	24%	1767	18%	36	13%	158	16%	1049	12%
			not applicable	1	0%	7	0%	59	1%	4	1%	3	0%	49	1%
				7	2%	23	1%	231	2%	9	3%	17	2%	180	2%
Q105D	Collaboration	Opportunities for collaboration with faculty outside your institution	very dissatisfied	5	1%	40	3%	284	3%	9	3%	37	4%	364	4%
			dissatisfied	21	5%	73	5%	640	6%	19	7%	82	8%	873	10%
			neither satisfied nor satisfied	73	18%	259	17%	2046	21%	67	24%	237	24%	2274	27%
			very satisfied	193	49%	684	44%	4219	42%	125	44%	400	40%	3289	39%
			decline to answer	100	25%	467	30%	2381	24%	55	19%	211	21%	1399	16%
			not applicable	0	0%	6	0%	66	1%	2	1%	5	1%	67	1%
				4	1%	25	2%	298	3%	6	2%	20	2%	229	3%
Q125A	Mentoring	Please rate the effectiveness or ineffectiveness of mentoring from someone in your department for you.	very ineffective	33	8%	108	7%	582	6%	22	8%	122	12%	847	10%
			ineffective	24	6%	96	6%	594	6%	28	10%	111	11%	858	10%
			neither effective nor somewhat effective	43	11%	236	15%	1456	15%	34	12%	112	11%	1062	13%
			very effective	121	31%	490	32%	2977	30%	87	31%	317	32%	2709	32%
			have not received	63	16%	238	15%	1492	15%	66	23%	191	19%	1623	19%
			decline to answer	45	11%	179	12%	1360	14%	39	14%	99	10%	952	11%
			not applicable	2	1%	10	1%	67	1%	0	0%	4	0%	60	1%
				64	16%	191	12%	1375	14%	6	2%	35	4%	366	4%
Q125B	Mentoring	Please rate the effectiveness or ineffectiveness of mentoring from someone outside your department at your institution for you.	very ineffective	16	4%	69	4%	389	4%	8	3%	43	4%	410	5%
			ineffective	17	4%	64	4%	459	5%	16	6%	50	5%	494	6%
			neither effective nor somewhat effective	69	17%	295	19%	1945	20%	47	17%	185	19%	1563	18%
			very effective	101	26%	382	25%	2151	22%	77	27%	242	24%	1937	23%
			have not received	35	9%	148	10%	794	8%	36	13%	122	12%	840	10%
			decline to answer	75	19%	295	19%	2014	20%	64	23%	217	22%	2019	24%
			not applicable	1	0%	11	1%	67	1%	0	0%	4	0%	59	1%
	81	21%	284	18%	2084	21%	34	12%	128	13%	1155	14%			

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item	theme	description	response scale	full						associate					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q130A	Mentoring	There is effective mentoring of pre-tenure faculty in my department.	Strongly disagree	44	11%	138	9%	922	9%	42	15%	146	15%	1335	16%
			somewhat disagree	80	20%	264	17%	1625	16%	59	21%	213	21%	1752	21%
			neither agree nor	49	12%	189	12%	1246	13%	32	11%	124	13%	998	12%
			somewhat agree	144	37%	598	39%	3882	39%	102	36%	344	35%	2845	34%
			strongly agree	54	14%	272	18%	1652	17%	27	10%	123	12%	1126	13%
			I don't know	14	4%	60	4%	408	4%	15	5%	31	3%	310	4%
			decline to answer	2	1%	8	1%	53	1%	1	0%	4	0%	45	1%
			not applicable	7	2%	18	1%	106	1%	4	1%	6	1%	59	1%
Q130B	Mentoring	There is effective mentoring of tenured associate professors in my department.	strongly disagree	67	17%	233	15%	1551	16%	102	37%	338	35%	2760	35%
			somewhat disagree	117	30%	379	25%	2441	25%	72	26%	286	29%	2326	29%
			neither agree nor	65	16%	332	21%	2099	21%	43	16%	143	15%	1213	15%
			somewhat agree	83	21%	370	24%	2255	23%	36	13%	120	12%	929	12%
			strongly agree	25	6%	104	7%	593	6%	6	2%	25	3%	208	3%
			I don't know	23	6%	86	6%	573	6%	14	5%	49	5%	348	4%
			decline to answer	2	1%	10	1%	65	1%	1	0%	3	0%	47	1%
			not applicable	12	3%	31	2%	301	3%	0	0%	9	1%	110	1%
Q130C	Mentoring	My institution provides adequate support for faculty to be good mentors.	strongly disagree	89	23%	273	18%	1935	20%	68	25%	248	25%	2093	26%
			somewhat disagree	111	28%	466	30%	2838	29%	90	33%	306	31%	2450	31%
			neither agree nor	90	23%	387	25%	2457	25%	53	19%	189	19%	1604	20%
			somewhat agree	56	14%	231	15%	1443	15%	29	11%	108	11%	752	9%
			strongly agree	7	2%	58	4%	359	4%	5	2%	20	2%	180	2%
			I don't know	35	9%	108	7%	687	7%	28	10%	91	9%	761	10%
			decline to answer	1	0%	11	1%	58	1%	1	0%	3	0%	40	1%
			not applicable	5	1%	11	1%	101	1%	0	0%	8	1%	61	1%
Q110	Mentoring*	At this institution and in the past five years, I have served as either a formal or informal mentor to... (Check all that apply)	pre-tenure faculty in	295	74%	1152	73%	7447	75%	160	58%	571	56%	4883	61%
			tenured faculty in	153	39%	635	40%	3623	37%	43	16%	107	10%	1035	13%
			pre-tenure faculty	143	36%	451	29%	2722	27%	60	22%	217	21%	1644	21%
			tenured faculty	79	20%	291	18%	1589	16%	21	8%	69	7%	513	6%
			non-tenure-track	155	39%	463	29%	3511	35%	78	28%	220	22%	2283	29%
			non-tenure-track	68	17%	204	13%	1193	12%	36	13%	92	9%	673	8%
			none of the above	55	14%	234	15%	1580	16%	84	31%	306	30%	2220	28%
			decline to answer	2	1%	26	2%	154	2%	6	2%	13	1%	163	2%

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item	theme	description	response scale	full						associate					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q115	Mentoring*	Would you agree or disagree that being a mentor is/has been fulfilling to you in your role as a faculty member?	strongly disagree	3	1%	23	2%	115	1%	2	1%	12	2%	97	2%
			somewhat disagree	11	3%	47	4%	238	3%	5	3%	25	4%	230	4%
			neither agree nor	38	11%	169	13%	1109	14%	26	14%	98	15%	815	15%
			somewhat agree	141	42%	540	42%	3411	42%	82	44%	296	45%	2509	45%
			strongly agree	145	43%	505	39%	3258	40%	69	37%	221	34%	1887	34%
			decline to answer	0	0%	5	0%	18	0%	1	1%	1	0%	14	0%
			not applicable	1	0%	1	0%	22	0%	0	0%	2	0%	24	0%
Q120A	Mentoring*	Please indicate how important or unimportant having a mentor or mentors in your department is to your success as a faculty member.	very unimportant	13	3%	61	4%	346	3%	8	3%	23	2%	187	2%
			unimportant	22	6%	106	7%	645	7%	8	3%	48	5%	331	4%
			neither important	42	11%	165	11%	1088	11%	22	8%	68	7%	669	8%
			important	141	36%	591	38%	3820	39%	106	38%	386	39%	3398	40%
			very important	154	39%	555	36%	3475	35%	133	47%	450	45%	3708	44%
			decline to answer	2	1%	6	0%	59	1%	0	0%	4	0%	57	1%
			not applicable	22	6%	66	4%	481	5%	5	2%	12	1%	132	2%
Q120B	Mentoring*	Please indicate how important or unimportant having a mentor or mentors outside your department at your institution is to your success as a faculty member.	very unimportant	16	4%	98	6%	567	6%	11	4%	31	3%	308	4%
			unimportant	49	12%	213	14%	1461	15%	31	11%	113	11%	1053	12%
			neither important	103	26%	416	27%	2935	30%	62	22%	225	23%	2179	26%
			important	142	36%	488	31%	2941	30%	95	34%	363	37%	2900	34%
			very important	60	15%	244	16%	1326	13%	78	28%	226	23%	1721	20%
			decline to answer	2	1%	8	1%	77	1%	1	0%	6	1%	68	1%
			not applicable	24	6%	83	5%	607	6%	4	1%	27	3%	253	3%
Q120C	Mentoring*	Please indicate how important or unimportant having a mentor or mentors outside your institution is to your success as a faculty member.	very unimportant	11	3%	72	5%	522	5%	10	4%	28	3%	309	4%
			unimportant	41	10%	170	11%	1245	13%	20	7%	68	7%	779	9%
			neither important	92	23%	394	25%	2482	25%	57	20%	209	21%	1918	23%
			important	136	34%	538	35%	3270	33%	95	34%	379	38%	3020	36%
			very important	91	23%	299	19%	1795	18%	93	33%	280	28%	2160	25%
			decline to answer	2	1%	8	1%	69	1%	1	0%	5	1%	70	1%
			not applicable	23	6%	69	4%	531	5%	6	2%	22	2%	226	3%
Q125C	Mentoring*	Please rate the effectiveness or ineffectiveness of mentoring from someone outside your institution for you.	very ineffective	6	2%	42	3%	254	3%	3	1%	26	3%	197	2%
			ineffective	8	2%	57	4%	321	3%	8	3%	35	4%	329	4%
			neither effective nor	53	13%	256	17%	1625	16%	41	15%	145	15%	1268	15%
			somewhat effective	122	31%	488	32%	2882	29%	80	28%	318	32%	2521	30%
			very effective	85	22%	270	17%	1625	16%	78	28%	210	21%	1611	19%
			have not received	55	14%	187	12%	1367	14%	41	15%	151	15%	1478	17%
			decline to answer	1	0%	10	1%	71	1%	0	0%	4	0%	69	1%
not applicable	65	16%	238	15%	1758	18%	31	11%	102	10%	1004	12%			

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item	theme	description	response scale	full						associate					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q136A	Tenure policies	Please rate the clarity of the tenure process in your department.	very unclear	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			somewhat unclear	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			neither clear nor	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			somewhat clear	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			very clear	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			decline to answer	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Q136B	Tenure policies	The tenure criteria (what things are evaluated) in my department - Please rate the clarity of the tenure criteria (what things are evaluated) in your department.	very unclear	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			somewhat unclear	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			neither clear nor	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			somewhat clear	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			very clear	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			decline to answer	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Q136C	Tenure policies	Please rate the clarity of the tenure standards (the performance threshold) in your department.	very unclear	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			somewhat unclear	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			neither clear nor	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			somewhat clear	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			very clear	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			decline to answer	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Q136D	Tenure policies	Please rate the clarity of the body of evidence (the dossier's contents) that will be considered in making tenure decisions in your department.	very unclear	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			somewhat unclear	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			neither clear nor	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			somewhat clear	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			very clear	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			decline to answer	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Q136E	Tenure policies	Please rate the clarity of whether or not I will achieve tenure.	very unclear	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			somewhat unclear	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			neither clear nor	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			somewhat clear	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			very clear	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			decline to answer	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Q139A	Tenure policies	I have received consistent messages from tenured faculty about the requirements for tenure.	strongly disagree	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			somewhat disagree	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			neither agree nor	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			somewhat agree	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			strongly agree	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			decline to answer	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
not applicable	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A				

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item	theme	description	response scale	full						associate					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q139B	Tenure policies	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).	strongly disagree	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			somewhat disagree	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
			neither agree nor	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
			somewhat agree	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
			strongly agree	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q137A	Tenure clarity	Is what's expected in order to earn tenure CLEAR to you regarding your performance as a scholar?	very unclear	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			somewhat unclear	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			neither clear nor	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			somewhat clear	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			very clear	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			decline to answer	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			not applicable	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Q137B	Tenure clarity	Is what's expected in order to earn tenure CLEAR to you regarding your performance as a teacher?	very unclear	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			somewhat unclear	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			neither clear nor	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			somewhat clear	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			very clear	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			decline to answer	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			not applicable	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Q137C	Tenure clarity	Is what's expected in order to earn tenure CLEAR to you regarding your performance as an advisor to students?	very unclear	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			somewhat unclear	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			neither clear nor	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			somewhat clear	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			very clear	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			decline to answer	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			not applicable	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Q137D	Tenure clarity	Is what's expected in order to earn tenure CLEAR to you regarding your performance as a colleague in your department?	very unclear	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			somewhat unclear	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			neither clear nor	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			somewhat clear	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			very clear	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			decline to answer	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			not applicable	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	

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item	theme	description	response scale	full						associate					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q137E	Tenure clarity	Is what's expected in order to earn tenure CLEAR to you regarding your performance as a campus citizen?	very unclear	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			somewhat unclear	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			neither clear nor	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			somewhat clear	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			very clear	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			decline to answer	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
not applicable	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A				
Q137F	Tenure clarity	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)?	very unclear	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			somewhat unclear	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			neither clear nor	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			somewhat clear	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			very clear	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			decline to answer	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
not applicable	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A				
Q138A	Tenure reasonableness	Is what's expected in order to earn tenure REASONABLE to you regarding your performance as a scholar?	very unreasonable	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			somewhat	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			neither reasonable	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			somewhat	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			very reasonable	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			decline to answer	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
not applicable	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A				
Q138B	Tenure reasonableness	Is what's expected in order to earn tenure REASONABLE to you regarding your performance as a teacher?	very unreasonable	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			somewhat	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			neither reasonable	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			somewhat	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			very reasonable	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			decline to answer	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
not applicable	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A				
Q138C	Tenure reasonableness	Is what's expected in order to earn tenure REASONABLE to you regarding your performance as an advisor to students?	very unreasonable	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			somewhat	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			neither reasonable	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			somewhat	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			very reasonable	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			decline to answer	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
not applicable	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A				

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item	theme	description	response scale	full						associate					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q138D	Tenure reasonableness	Is what's expected in order to earn tenure REASONABLE to you regarding your performance as a colleague in your department?	very unreasonable	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			somewhat	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			neither reasonable	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			somewhat	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			very reasonable	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			decline to answer	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Q138E	Tenure reasonableness	Is what's expected in order to earn tenure REASONABLE to you regarding your performance as a campus citizen?	not applicable	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			very unreasonable	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			somewhat	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			neither reasonable	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			somewhat	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			very reasonable	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Q138F	Tenure reasonableness	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)?	decline to answer	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			not applicable	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			very unreasonable	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			somewhat	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			neither reasonable	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			somewhat	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Q135C	Promotion	Generally, the expectations for promotion from associate to full professor are reasonable to me.	very reasonable	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			strongly disagree	14	4%	53	3%	385	4%	26	10%	95	10%	877	11%
			somewhat disagree	18	5%	93	6%	674	7%	31	11%	127	13%	1142	14%
			neither agree nor	29	7%	98	6%	666	7%	42	15%	130	13%	1022	13%
			somewhat agree	160	41%	537	35%	3721	38%	96	35%	339	35%	2667	34%
			strongly agree	161	41%	737	48%	4191	42%	36	13%	189	19%	1267	16%
			I don't know	8	2%	13	1%	115	1%	40	15%	83	9%	888	11%
			decline to answer	1	0%	2	0%	37	0%	2	1%	9	1%	53	1%
Q135B	Promotion	My department has a culture where associate professors are encouraged to work towards promotion to full professorship.	not applicable	2	1%	10	1%	78	1%	0	0%	1	0%	17	0%
			strongly disagree	27	7%	65	4%	475	5%	42	15%	122	13%	1284	16%
			somewhat disagree	32	8%	89	6%	767	8%	58	21%	152	16%	1564	20%
			neither agree nor	48	12%	124	8%	1043	11%	39	14%	111	11%	1248	16%
			somewhat agree	123	31%	471	31%	3207	33%	72	26%	290	30%	2167	27%
			strongly agree	155	39%	775	50%	4160	42%	47	17%	268	28%	1369	17%
			I don't know	5	1%	10	1%	140	1%	15	5%	24	2%	255	3%
			decline to answer	1	0%	2	0%	24	0%	0	0%	5	1%	33	0%

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item	theme	description	response scale	full						associate					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q140A	Promotion	Please rate the clarity of the process for promotion from associate professor to full professor in my department.	very unclear	13	3%	60	4%	377	4%	34	13%	86	9%	868	11%
			somewhat unclear	28	7%	88	6%	728	7%	52	19%	147	15%	1387	18%
			neither clear nor	29	7%	85	6%	576	6%	27	10%	83	9%	761	10%
			somewhat clear	153	39%	545	35%	3600	37%	103	38%	386	40%	2913	37%
			very clear	166	42%	750	49%	4474	45%	54	20%	265	27%	1903	24%
			decline to answer	4	1%	11	1%	99	1%	2	1%	5	1%	92	1%
Q140B	Promotion	Please rate the clarity of the criteria (what things are evaluated) for promotion from associate professor to full professor in my department .	very unclear	15	4%	67	4%	426	4%	32	12%	79	8%	893	11%
			somewhat unclear	37	9%	109	7%	829	8%	60	22%	179	18%	1508	19%
			neither clear nor	27	7%	75	5%	623	6%	30	11%	95	10%	763	10%
			somewhat clear	151	38%	583	38%	3716	38%	89	33%	370	38%	2870	36%
			very clear	160	41%	696	45%	4173	42%	59	22%	244	25%	1794	23%
			decline to answer	3	1%	9	1%	87	1%	2	1%	5	1%	96	1%
Q140C	Promotion	Please rate the clarity of the promotion standards (the performance thresholds) for promotion in rank from associate professor to full professor in my department.	very unclear	20	5%	95	6%	603	6%	38	14%	118	12%	1114	14%
			somewhat unclear	42	11%	155	10%	1064	11%	66	24%	200	21%	1777	22%
			neither clear nor	41	10%	137	9%	879	9%	42	15%	115	12%	925	12%
			somewhat clear	156	40%	620	40%	3939	40%	84	31%	373	38%	2697	34%
			very clear	131	33%	522	34%	3272	33%	39	14%	160	16%	1304	16%
			decline to answer	3	1%	10	1%	96	1%	3	1%	6	1%	107	1%
Q140D	Promotion	Please rate the clarity of the body of evidence (the dossier's contents) considered for promotion in rank from associate professor to full professor in my department.	very unclear	11	3%	68	4%	391	4%	35	13%	68	7%	809	10%
			somewhat unclear	35	9%	86	6%	721	7%	46	17%	144	15%	1378	17%
			neither clear nor	37	9%	113	7%	753	8%	35	13%	123	13%	986	12%
			somewhat clear	139	35%	525	34%	3542	36%	95	35%	383	39%	2903	37%
			very clear	167	42%	737	48%	4347	44%	55	20%	246	25%	1726	22%
			decline to answer	4	1%	10	1%	99	1%	6	2%	8	1%	122	2%
Q140E	Promotion	Please rate the clarity of the timeframe within which associate professors should apply for promotion in rank from associate professor to full professor.	very unclear	15	4%	86	6%	540	5%	51	19%	137	14%	1429	18%
			somewhat unclear	50	13%	162	11%	978	10%	59	22%	220	23%	1764	22%
			neither clear nor	54	14%	193	13%	1302	13%	58	21%	159	16%	1308	17%
			somewhat clear	124	32%	539	35%	3346	34%	64	24%	294	30%	2050	26%
			very clear	146	37%	549	36%	3572	36%	38	14%	152	16%	1262	16%
			decline to answer	4	1%	10	1%	115	1%	2	1%	10	1%	111	1%
Q140F	Promotion	Please rate my sense of whether or not I will be promoted from associate to full professor.	very unclear	N/A	N/A	N/A	N/A	N/A	N/A	46	17%	124	13%	1323	17%
			somewhat unclear	N/A	N/A	N/A	N/A	N/A	N/A	42	15%	150	15%	1364	17%
			neither clear nor	N/A	N/A	N/A	N/A	N/A	N/A	57	21%	168	17%	1507	19%
			somewhat clear	N/A	N/A	N/A	N/A	N/A	N/A	76	28%	310	32%	2152	27%
			very clear	N/A	N/A	N/A	N/A	N/A	N/A	42	15%	193	20%	1329	17%
			decline to answer	N/A	N/A	N/A	N/A	N/A	N/A	9	3%	27	3%	249	3%

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item	theme	description	response scale	full						associate					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q145A	Promotion*	Have you received formal feedback on your progress toward promotion to full?	No	N/A	N/A	N/A	N/A	N/A	208	76%	558	57%	5739	72%	
			yes	N/A	N/A	N/A	N/A	N/A	52	19%	372	38%	1796	23%	
			decline to answer	N/A	N/A	N/A	N/A	N/A	12	4%	42	4%	387	5%	
Q145B	Promotion*	Have you received formal feedback on your progress toward tenure?	no	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			yes	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			decline to answer	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Q150	Promotion*	When do you plan to submit your dossier for promotion to full professor?	never	N/A	N/A	N/A	N/A	N/A	17	6%	70	7%	670	8%	
			in five years or less	N/A	N/A	N/A	N/A	N/A	171	63%	532	55%	4075	51%	
			in more than five years	N/A	N/A	N/A	N/A	N/A	14	5%	87	9%	787	10%	
			in ten years or more	N/A	N/A	N/A	N/A	N/A	0	0%	3	0%	28	0%	
			I've already submitted	N/A	N/A	N/A	N/A	N/A	14	5%	113	12%	630	8%	
			I don't know	N/A	N/A	N/A	N/A	N/A	46	17%	139	14%	1467	19%	
			decline to answer	N/A	N/A	N/A	N/A	N/A	10	4%	28	3%	264	3%	
Q155	Promotion*	What are your primary reasons?	lack of support from	N/A	N/A	N/A	N/A	N/A	8	47%	6	1%	70	10%	
			lack of support from	N/A	N/A	N/A	N/A	N/A	3	18%	7	1%	75	11%	
			lack of time/support	N/A	N/A	N/A	N/A	N/A	2	12%	16	2%	159	23%	
			heavy teaching load	N/A	N/A	N/A	N/A	N/A	2	12%	12	1%	111	16%	
			administrative	N/A	N/A	N/A	N/A	N/A	2	12%	7	1%	69	10%	
			family/personal	N/A	N/A	N/A	N/A	N/A	0	0%	5	0%	47	7%	
			I have not been	N/A	N/A	N/A	N/A	N/A	1	6%	6	1%	47	7%	
			not interested in	N/A	N/A	N/A	N/A	N/A	5	29%	21	2%	186	26%	
			I am planning to	N/A	N/A	N/A	N/A	N/A	0	0%	6	1%	26	4%	
			I plan to retire	N/A	N/A	N/A	N/A	N/A	7	41%	25	2%	231	33%	
other (please	N/A	N/A	N/A	N/A	N/A	2	12%	6	1%	105	15%				
decline to answer	N/A	N/A	N/A	N/A	N/A	0	0%	0	0%	14	2%				
Q170A	Institutional Governance and Leadership*	My institution's priorities are stated consistently across all levels of leadership (i.e. president, provost, deans/division heads, and department chairs/heads).	strongly disagree	78	20%	264	17%	1823	19%	57	20%	175	18%	1488	18%
			somewhat disagree	114	29%	403	26%	2484	25%	67	24%	281	28%	2262	27%
			neither agree nor	82	21%	324	21%	1852	19%	49	18%	171	17%	1479	18%
			somewhat agree	82	21%	364	24%	2518	26%	63	23%	253	26%	2152	26%
			strongly agree	19	5%	90	6%	725	7%	14	5%	37	4%	489	6%
			I don't know	15	4%	83	5%	378	4%	27	10%	60	6%	478	6%
			decline to answer	1	0%	5	0%	59	1%	2	1%	10	1%	65	1%
not applicable	1	0%	3	0%	13	0%	0	0%	0	0%	8	0%			

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item	theme	description	response scale	full						associate					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q170C	Institutional Governance and Leadership*	My institution's priorities are acted upon consistently across all levels of leadership. (i.e. president, provost, deans/division heads, and department chairs/heads).	strongly disagree	96	24%	293	19%	2057	21%	60	22%	192	19%	1690	20%
			somewhat disagree	122	31%	451	29%	2661	27%	74	27%	293	30%	2404	29%
			neither agree nor	84	21%	304	20%	1875	19%	56	20%	184	19%	1520	18%
			somewhat agree	61	16%	289	19%	2107	21%	52	19%	198	20%	1724	20%
			strongly agree	9	2%	77	5%	518	5%	3	1%	30	3%	355	4%
			I don't know	20	5%	113	7%	554	6%	32	11%	79	8%	653	8%
			decline to answer	0	0%	7	0%	67	1%	2	1%	10	1%	67	1%
			not applicable	0	0%	2	0%	13	0%	0	0%	1	0%	8	0%
Q170D	Institutional Governance and Leadership*	In the past five years, my institution's priorities have changed in ways that negatively affect my work in my department.	strongly disagree	29	7%	205	13%	1443	15%	20	7%	83	8%	879	10%
			somewhat disagree	35	9%	227	15%	1478	15%	32	11%	170	17%	1367	16%
			neither agree nor	97	25%	337	22%	2056	21%	55	20%	196	20%	1722	20%
			somewhat agree	109	28%	388	25%	2353	24%	72	26%	260	26%	2232	27%
			strongly agree	110	28%	330	21%	2193	22%	83	30%	223	23%	1790	21%
			I don't know	9	2%	33	2%	189	2%	14	5%	41	4%	294	3%
			decline to answer	0	0%	4	0%	62	1%	0	0%	8	1%	72	1%
			not applicable	3	1%	12	1%	78	1%	3	1%	6	1%	65	1%
Q180A	Leadership: Senior	My institution's president's/chancellor's: Pace of decision making	very dissatisfied	26	7%	169	11%	870	9%	16	6%	71	7%	642	8%
			dissatisfied	62	16%	251	16%	1420	14%	27	10%	154	15%	1135	13%
			neither satisfied nor	177	45%	521	34%	3046	31%	139	50%	393	39%	2917	34%
			satisfied	93	24%	419	27%	3033	31%	63	23%	257	26%	2484	29%
			very satisfied	18	5%	96	6%	955	10%	13	5%	36	4%	618	7%
			decline to answer	10	3%	67	4%	419	4%	16	6%	72	7%	533	6%
			not applicable	6	2%	23	1%	191	2%	5	2%	17	2%	191	2%
Q180B	Leadership: Senior	My institution's president's/chancellor's: Stated priorities	very dissatisfied	47	12%	187	12%	1073	11%	35	13%	109	11%	857	10%
			dissatisfied	83	21%	306	20%	1799	18%	47	17%	206	21%	1492	18%
			neither satisfied nor	131	33%	452	29%	2570	26%	97	35%	287	29%	2344	28%
			satisfied	99	25%	398	26%	2898	29%	66	24%	281	28%	2514	30%
			very satisfied	23	6%	133	9%	1141	11%	18	6%	46	5%	726	9%
			decline to answer	6	2%	57	4%	355	4%	13	5%	64	6%	470	6%
			not applicable	3	1%	13	1%	98	1%	3	1%	7	1%	117	1%
Q180C	Leadership: Senior	My institution's president's/chancellor's: Communication of priorities to faculty	very dissatisfied	34	9%	235	15%	1209	12%	25	9%	125	13%	977	12%
			dissatisfied	72	18%	304	20%	1676	17%	41	15%	215	22%	1460	17%
			neither satisfied nor	133	34%	416	27%	2531	26%	89	32%	292	30%	2200	26%
			satisfied	118	30%	421	27%	2908	30%	87	31%	260	26%	2533	30%
			very satisfied	31	8%	112	7%	1208	12%	22	8%	45	5%	822	10%
			decline to answer	4	1%	37	2%	227	2%	11	4%	41	4%	313	4%
			not applicable	0	0%	9	1%	77	1%	4	1%	6	1%	104	1%

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item	theme	description	response scale	full						associate					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q180L	Leadership: Senior	My institution's chief academic officer's (provost, VPAA, dean of faculty): Pace of decision making	very dissatisfied	35	9%	174	11%	1147	12%	18	6%	67	7%	772	9%
			dissatisfied	75	19%	219	14%	1502	15%	31	11%	140	14%	1176	14%
			neither satisfied nor satisfied	147	38%	558	36%	3077	31%	123	44%	407	41%	2961	35%
			very satisfied	102	26%	395	26%	2706	28%	62	22%	246	25%	2240	27%
			decline to answer	19	5%	97	6%	802	8%	15	5%	36	4%	578	7%
			not applicable	9	2%	61	4%	373	4%	23	8%	63	6%	456	5%
				5	1%	30	2%	229	2%	7	3%	25	3%	226	3%
Q180M	Leadership: Senior	My institution's chief academic officer's (provost, VPAA, dean of faculty): Stated priorities	very dissatisfied	45	11%	198	13%	1283	13%	24	9%	92	9%	933	11%
			dissatisfied	85	22%	268	17%	1772	18%	44	16%	189	19%	1445	17%
			neither satisfied nor satisfied	137	35%	504	33%	2770	28%	106	38%	328	33%	2521	30%
			very satisfied	86	22%	361	24%	2550	26%	63	23%	250	25%	2238	27%
			decline to answer	27	7%	121	8%	917	9%	16	6%	45	5%	647	8%
			not applicable	8	2%	54	4%	342	3%	20	7%	59	6%	421	5%
				4	1%	28	2%	202	2%	6	2%	21	2%	204	2%
Q180N	Leadership: Senior	My institution's chief academic officer's (provost, VPAA, dean of faculty): Communication of priorities to faculty	very dissatisfied	41	10%	229	15%	1426	14%	21	8%	102	10%	1030	12%
			dissatisfied	84	21%	282	18%	1737	18%	46	16%	207	21%	1501	18%
			neither satisfied nor satisfied	139	35%	464	30%	2677	27%	90	32%	315	32%	2299	27%
			very satisfied	89	23%	371	24%	2540	26%	77	28%	246	25%	2279	27%
			decline to answer	29	7%	115	7%	963	10%	20	7%	40	4%	727	9%
			not applicable	8	2%	51	3%	317	3%	19	7%	54	5%	397	5%
				2	1%	22	1%	176	2%	6	2%	20	2%	176	2%
Q180O	Leadership: Senior	My institution's chief academic officer's (provost, VPAA, dean of faculty): Ensuring opportunities for faculty to have input into the institution's priorities	very dissatisfied	N/A	N/A	N/A		11	17%	N/A	N/A	N/A		3	8%
			dissatisfied	N/A	N/A	N/A		14	22%	N/A	N/A	N/A		9	23%
			neither satisfied nor satisfied	N/A	N/A	N/A		15	23%	N/A	N/A	N/A		10	26%
			very satisfied	N/A	N/A	N/A		15	23%	N/A	N/A	N/A		9	23%
			decline to answer	N/A	N/A	N/A		9	14%	N/A	N/A	N/A		7	18%
			not applicable	N/A	N/A	N/A		1	2%	N/A	N/A	N/A		1	3%
				N/A	N/A	N/A		0	0%	N/A	N/A	N/A		0	0%
Q175C	Leadership: Senior*	In adapting to the changing mission, I have received sufficient support from my chief academic officer (provost, VPAA, dean of faculty).	strongly disagree	N/A	N/A	N/A		4	25%	N/A	N/A	N/A		3	20%
			somewhat disagree	N/A	N/A	N/A		2	13%	N/A	N/A	N/A		2	13%
			neither agree nor disagree	N/A	N/A	N/A		4	25%	N/A	N/A	N/A		7	47%
			somewhat agree	N/A	N/A	N/A		4	25%	N/A	N/A	N/A		1	7%
			strongly agree	N/A	N/A	N/A		0	0%	N/A	N/A	N/A		2	13%
			decline to answer	N/A	N/A	N/A		0	0%	N/A	N/A	N/A		0	0%
			not applicable	N/A	N/A	N/A		2	13%	N/A	N/A	N/A		0	0%

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item	theme	description	response scale	full						associate					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q185H	Leadership: Departmental	My department head's or chair's: Pace of decision making	very dissatisfied	31	10%	134	10%	777	9%	20	8%	76	8%	693	9%
			dissatisfied	57	18%	132	10%	885	11%	26	10%	106	11%	857	11%
			neither satisfied nor satisfied	61	19%	213	16%	1319	16%	45	18%	179	19%	1280	17%
			satisfied	98	30%	483	37%	2832	34%	92	37%	307	33%	2632	34%
			very satisfied	49	15%	287	22%	1937	23%	49	20%	196	21%	1676	22%
			decline to answer	2	1%	29	2%	238	3%	8	3%	36	4%	296	4%
			not applicable	24	7%	42	3%	423	5%	11	4%	26	3%	302	4%
Q185I	Leadership: Departmental	My department head's or chair's: Stated priorities	very dissatisfied	40	12%	162	12%	912	11%	21	8%	89	10%	767	10%
			dissatisfied	54	17%	164	12%	1021	12%	38	15%	119	13%	929	12%
			neither satisfied nor satisfied	59	18%	221	17%	1335	16%	45	18%	167	18%	1341	17%
			satisfied	87	27%	410	31%	2523	30%	81	32%	288	31%	2397	31%
			very satisfied	56	17%	291	22%	1936	23%	50	20%	196	21%	1688	22%
			decline to answer	2	1%	29	2%	231	3%	7	3%	39	4%	301	4%
			not applicable	24	7%	43	3%	453	5%	9	4%	28	3%	313	4%
Q185J	Leadership: Departmental	My department head's or chair's: Communication of priorities to faculty	very dissatisfied	41	13%	171	13%	991	12%	26	10%	102	11%	851	11%
			dissatisfied	57	18%	155	12%	980	12%	27	11%	112	12%	907	12%
			neither satisfied nor satisfied	51	16%	205	16%	1192	14%	40	16%	140	15%	1187	15%
			satisfied	85	26%	396	30%	2479	29%	85	34%	300	32%	2310	30%
			very satisfied	62	19%	324	25%	2114	25%	58	23%	209	23%	1893	24%
			decline to answer	2	1%	29	2%	230	3%	6	2%	37	4%	291	4%
			not applicable	24	7%	40	3%	425	5%	9	4%	26	3%	297	4%
Q185K	Leadership: Departmental	My department head's or chair's: Ensuring opportunities for faculty to have input into departmental policy decisions	very dissatisfied	44	14%	171	13%	1032	12%	28	11%	111	12%	867	11%
			dissatisfied	38	12%	142	11%	864	10%	26	10%	101	11%	777	10%
			neither satisfied nor satisfied	45	14%	170	13%	1008	12%	41	16%	121	13%	989	13%
			satisfied	98	30%	388	29%	2342	28%	73	29%	296	32%	2314	30%
			very satisfied	72	22%	381	29%	2537	30%	66	26%	236	25%	2226	29%
			decline to answer	2	1%	30	2%	218	3%	7	3%	36	4%	280	4%
			not applicable	23	7%	38	3%	410	5%	10	4%	25	3%	283	4%
Q185L	Leadership: Departmental	My department head's or chair's: Fairness in evaluating my work	very dissatisfied	28	9%	126	10%	726	9%	22	9%	79	9%	654	8%
			dissatisfied	23	7%	90	7%	509	6%	16	6%	75	8%	570	7%
			neither satisfied nor satisfied	44	14%	175	13%	1190	14%	40	16%	125	13%	1103	14%
			satisfied	106	33%	417	32%	2361	28%	80	32%	301	33%	2319	30%
			very satisfied	86	27%	430	33%	2802	33%	71	28%	270	29%	2352	30%
			decline to answer	8	2%	32	2%	275	3%	8	3%	40	4%	332	4%
			not applicable	27	8%	50	4%	548	7%	14	6%	36	4%	406	5%

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item	theme	description	response scale	full						associate					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q175B	Leadership: Departmental*	In adapting to the changing mission, I have received sufficient support from my department head or chair.	strongly disagree	40	21%	122	20%	724	19%	25	19%	81	18%	582	16%
			somewhat disagree	30	16%	103	17%	576	15%	14	10%	71	16%	532	15%
			neither agree nor	34	18%	109	17%	623	16%	26	19%	83	19%	613	17%
			somewhat agree	29	15%	159	25%	934	24%	36	27%	126	29%	962	27%
			strongly agree	39	21%	100	16%	765	20%	28	21%	62	14%	721	20%
			decline to answer	0	0%	8	1%	60	2%	5	4%	6	1%	83	2%
			not applicable	16	9%	23	4%	223	6%	1	1%	13	3%	118	3%
Q185D	Leadership: Divisional	My dean's or division head's: Pace of decision making	very dissatisfied	50	13%	167	11%	1100	12%	32	12%	86	9%	786	10%
			dissatisfied	88	23%	226	15%	1517	16%	56	20%	168	17%	1251	15%
			neither satisfied nor	104	27%	386	26%	2371	25%	74	27%	255	26%	2224	27%
			satisfied	111	29%	478	32%	2901	30%	75	27%	333	34%	2639	32%
			very satisfied	30	8%	194	13%	1253	13%	23	8%	87	9%	884	11%
			decline to answer	2	1%	31	2%	223	2%	10	4%	37	4%	296	4%
			not applicable	2	1%	20	1%	198	2%	8	3%	10	1%	187	2%
Q185E	Leadership: Divisional	My dean's or division head's: Stated priorities	very dissatisfied	60	16%	209	14%	1300	14%	37	13%	112	11%	961	12%
			dissatisfied	90	23%	269	18%	1725	18%	54	19%	182	19%	1408	17%
			neither satisfied nor	97	25%	346	23%	2160	23%	77	28%	223	23%	2055	25%
			satisfied	104	27%	434	29%	2705	28%	68	24%	307	31%	2447	30%
			very satisfied	32	8%	202	13%	1287	13%	26	9%	107	11%	930	11%
			decline to answer	2	1%	26	2%	195	2%	9	3%	37	4%	283	3%
			not applicable	2	1%	16	1%	191	2%	7	3%	8	1%	183	2%
Q185F	Leadership: Divisional	My dean's or division head's: Communication of priorities to faculty	very dissatisfied	62	16%	229	15%	1403	15%	38	14%	116	12%	1054	13%
			dissatisfied	100	26%	256	17%	1710	18%	46	17%	190	19%	1418	17%
			neither satisfied nor	99	26%	343	23%	2067	22%	83	30%	210	22%	1900	23%
			satisfied	90	23%	423	28%	2673	28%	70	25%	297	30%	2416	29%
			very satisfied	33	9%	211	14%	1350	14%	26	9%	121	12%	1046	13%
			decline to answer	1	0%	26	2%	186	2%	8	3%	34	3%	262	3%
			not applicable	2	1%	14	1%	174	2%	7	3%	8	1%	171	2%
Q185G	Leadership: Divisional	My dean's or division head's: Ensuring opportunities for faculty to have input into school/college priorities	very dissatisfied	72	19%	261	17%	1683	18%	42	15%	145	15%	1259	15%
			dissatisfied	100	26%	243	16%	1646	17%	49	18%	180	18%	1386	17%
			neither satisfied nor	91	24%	350	23%	2118	22%	80	29%	222	23%	1967	24%
			satisfied	91	24%	392	26%	2412	25%	71	26%	266	27%	2194	27%
			very satisfied	28	7%	210	14%	1324	14%	22	8%	119	12%	1003	12%
			decline to answer	2	1%	29	2%	197	2%	7	3%	38	4%	280	3%
			not applicable	3	1%	17	1%	183	2%	7	3%	6	1%	178	2%

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item	theme	description	response scale	full						associate					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q175A	Leadership: Divisional*	In adapting to the changing mission, I have received sufficient support from my dean or division head.	strongly disagree	63	29%	207	29%	1305	29%	46	30%	124	26%	1039	26%
			somewhat disagree	53	24%	155	22%	979	22%	48	31%	117	24%	931	23%
			neither agree nor	35	16%	119	17%	778	17%	25	16%	106	22%	809	20%
			somewhat agree	39	18%	125	18%	804	18%	21	14%	83	17%	716	18%
			strongly agree	22	10%	70	10%	450	10%	8	5%	32	7%	322	8%
			decline to answer	2	1%	10	1%	57	1%	5	3%	8	2%	89	2%
			not applicable	4	2%	22	3%	118	3%	2	1%	10	2%	85	2%
Q200C	Departmental collegiality	My departmental colleagues do what they can to make personal/family obligations (e.g. childcare or eldercare) and an academic career compatible.	strongly disagree	19	5%	67	4%	443	5%	29	11%	59	6%	521	6%
			somewhat disagree	39	10%	127	8%	749	8%	28	10%	106	11%	797	10%
			neither agree nor	81	21%	344	23%	1964	20%	56	20%	206	21%	1581	19%
			somewhat agree	128	33%	532	35%	3508	36%	88	32%	350	36%	2925	35%
			strongly agree	57	15%	281	18%	1951	20%	33	12%	153	16%	1662	20%
			I don't know	31	8%	85	6%	497	5%	19	7%	52	5%	412	5%
			decline to answer	3	1%	7	0%	71	1%	2	1%	9	1%	69	1%
not applicable	34	9%	80	5%	600	6%	21	8%	44	4%	383	5%			
Q200D	Departmental collegiality	Department meetings occur at times that are compatible with my personal/family needs.	strongly disagree	14	4%	66	4%	334	3%	14	5%	55	6%	376	5%
			somewhat disagree	16	4%	78	5%	499	5%	17	6%	77	8%	550	7%
			neither agree nor	51	13%	199	13%	1211	12%	35	13%	112	11%	1011	12%
			somewhat agree	142	36%	539	35%	3485	36%	108	39%	361	37%	3075	37%
			strongly agree	157	40%	596	39%	3940	40%	91	33%	344	35%	3107	37%
			I don't know	2	1%	7	0%	36	0%	1	0%	3	0%	34	0%
			decline to answer	0	0%	5	0%	52	1%	1	0%	8	1%	43	1%
not applicable	10	3%	33	2%	226	2%	9	3%	19	2%	154	2%			
Q205B	Departmental collegiality	The amount of personal interaction you have with pre-tenure faculty in your department	very dissatisfied	2	1%	32	2%	166	2%	5	2%	15	2%	162	2%
			dissatisfied	35	9%	138	9%	796	8%	24	9%	86	9%	665	8%
			neither satisfied nor	108	28%	438	29%	2476	25%	70	25%	248	25%	2056	25%
			satisfied	157	40%	619	41%	4258	44%	116	42%	424	43%	3546	43%
			very satisfied	65	17%	225	15%	1637	17%	37	13%	151	15%	1488	18%
			decline to answer	2	1%	11	1%	79	1%	2	1%	12	1%	78	1%
			not applicable	23	6%	58	4%	355	4%	22	8%	43	4%	344	4%
Q205C	Departmental collegiality	How well you fit in your department (e.g. your sense of belonging in your department)	very dissatisfied	27	7%	120	8%	679	7%	23	8%	89	9%	659	8%
			dissatisfied	57	15%	208	14%	1121	11%	34	12%	156	16%	1108	13%
			neither satisfied nor	59	15%	228	15%	1287	13%	49	18%	165	17%	1289	15%
			satisfied	143	36%	540	36%	3520	36%	106	38%	361	37%	3005	36%
			very satisfied	105	27%	414	27%	3064	31%	60	22%	198	20%	2193	26%
			decline to answer	1	0%	10	1%	75	1%	3	1%	10	1%	71	1%
			not applicable	0	0%	1	0%	21	0%	1	0%	0	0%	14	0%

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item	theme	description	response scale	full						associate					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q205E	Departmental collegiality	The amount of personal interaction you have with tenured faculty in your department	very dissatisfied	8	2%	40	3%	236	2%	10	4%	32	3%	282	3%
			dissatisfied	43	11%	159	10%	844	9%	20	7%	104	11%	702	8%
			neither satisfied nor satisfied	97	25%	386	25%	2266	23%	70	25%	254	26%	2029	24%
			very satisfied	167	43%	651	43%	4297	44%	123	45%	406	41%	3564	43%
			decline to answer	2	1%	10	1%	80	1%	2	1%	11	1%	93	1%
			not applicable	5	1%	15	1%	110	1%	7	3%	11	1%	113	1%
			strongly disagree	21	5%	85	6%	488	5%	16	6%	73	7%	532	6%
Q210A	Departmental collegiality	My departmental colleagues "pitch in" when needed.	somewhat disagree	50	13%	186	12%	1106	11%	38	14%	165	17%	1159	14%
			neither agree nor	55	14%	217	14%	1110	11%	43	16%	135	14%	1042	12%
			somewhat agree	157	40%	614	40%	3850	39%	109	39%	388	40%	3271	39%
			strongly agree	107	27%	405	27%	3124	32%	65	24%	210	21%	2248	27%
			decline to answer	1	0%	10	1%	56	1%	4	1%	5	1%	52	1%
			not applicable	1	0%	4	0%	31	0%	1	0%	3	0%	34	0%
			strongly disagree	33	8%	112	7%	636	7%	16	6%	78	8%	544	7%
Q210C	Departmental collegiality	On the whole, my department is collegial.	somewhat disagree	29	7%	146	10%	859	9%	23	8%	106	11%	770	9%
			neither agree nor	36	9%	153	10%	861	9%	32	12%	94	10%	855	10%
			somewhat agree	138	35%	526	35%	3255	33%	105	38%	349	36%	2933	35%
			strongly agree	155	40%	571	38%	4092	42%	97	35%	347	35%	3178	38%
			decline to answer	1	0%	11	1%	50	1%	3	1%	5	1%	53	1%
			not applicable	0	0%	2	0%	11	0%	0	0%	0	0%	5	0%
			strongly disagree	19	5%	70	5%	418	4%	16	6%	67	7%	472	6%
Q212A	Departmental collegiality	On the whole, my department colleagues are committed to supporting and promoting diversity and inclusion in the department.	somewhat disagree	30	8%	98	6%	677	7%	22	8%	91	9%	738	9%
			neither agree nor	49	13%	186	12%	1177	12%	44	16%	144	15%	1056	13%
			somewhat agree	145	37%	572	38%	3351	34%	87	32%	333	34%	2796	34%
			strongly agree	145	37%	560	37%	3946	40%	96	35%	321	33%	3100	37%
			decline to answer	3	1%	21	1%	139	1%	6	2%	22	2%	141	2%
			not applicable	1	0%	13	1%	55	1%	4	1%	1	0%	34	0%
			strongly disagree	19	5%	70	5%	418	4%	16	6%	67	7%	472	6%
Q190A	Departmental engagement	How often do you engage with faculty in your department in conversations about undergraduate student learning?	never	36	9%	155	10%	721	7%	18	6%	101	10%	611	7%
			seldom	65	17%	218	14%	1230	13%	48	17%	146	15%	1048	13%
			occasionally	114	29%	431	28%	2679	27%	71	26%	272	28%	2011	24%
			regularly	112	29%	451	29%	3043	31%	86	31%	282	29%	2600	31%
			frequently	54	14%	240	16%	1931	20%	49	18%	158	16%	1925	23%
			decline to answer	11	3%	34	2%	205	2%	5	2%	24	2%	181	2%
			strongly disagree	19	5%	70	5%	418	4%	16	6%	67	7%	472	6%

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item	theme	description	response scale	full						associate					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q190B	Departmental engagement	How often do you engage with faculty in your department in conversations about graduate student learning?	never	13	3%	57	4%	786	8%	11	4%	51	5%	962	12%
			seldom	32	8%	141	9%	901	9%	31	11%	86	9%	991	12%
			occasionally	107	27%	391	26%	2411	25%	84	30%	285	29%	2017	24%
			regularly	154	39%	552	36%	3171	33%	81	29%	339	34%	2406	29%
			frequently	80	20%	370	24%	2121	22%	65	23%	215	22%	1650	20%
			decline to answer	6	2%	18	1%	354	4%	5	2%	7	1%	311	4%
Q190C	Departmental engagement	How often do you engage with faculty in your department in conversations about effective teaching practices?	never	26	7%	71	5%	384	4%	24	9%	53	5%	382	5%
			seldom	61	16%	249	16%	1403	14%	52	19%	177	18%	1253	15%
			occasionally	155	40%	598	39%	3656	37%	86	31%	372	38%	2869	34%
			regularly	110	28%	424	28%	2879	29%	82	30%	265	27%	2483	30%
			frequently	37	9%	176	12%	1418	14%	32	12%	111	11%	1341	16%
			decline to answer	3	1%	11	1%	69	1%	1	0%	5	1%	48	1%
Q190D	Departmental engagement	How often do you engage with faculty in your department in conversations about effective uses of technology?	never	21	5%	81	5%	442	5%	20	7%	65	7%	435	5%
			seldom	54	14%	276	18%	1604	16%	58	21%	198	20%	1530	18%
			occasionally	179	46%	635	42%	3902	40%	105	38%	380	39%	3220	38%
			regularly	102	26%	371	24%	2630	27%	61	22%	245	25%	2134	25%
			frequently	35	9%	153	10%	1170	12%	32	12%	89	9%	1015	12%
			decline to answer	1	0%	13	1%	61	1%	1	0%	6	1%	42	1%
Q190E	Departmental engagement	How often do you engage with faculty in your department in conversations about uses of current research methodologies?	never	23	6%	72	5%	583	6%	25	9%	76	8%	710	8%
			seldom	48	12%	223	15%	1566	16%	54	19%	162	16%	1605	19%
			occasionally	144	37%	468	31%	3296	34%	93	34%	310	32%	2791	33%
			regularly	113	29%	477	31%	2779	28%	73	26%	269	27%	2095	25%
			frequently	60	15%	273	18%	1484	15%	30	11%	156	16%	1099	13%
			decline to answer	4	1%	16	1%	101	1%	2	1%	10	1%	76	1%
Q205A	Departmental engagement	The amount of professional interaction you have with pre-tenure faculty in your department	very dissatisfied	3	1%	27	2%	147	2%	4	1%	15	2%	150	2%
			dissatisfied	26	7%	115	8%	692	7%	19	7%	91	9%	661	8%
			neither satisfied nor	71	18%	284	19%	1689	17%	48	17%	177	18%	1541	18%
			satisfied	178	45%	736	48%	4734	48%	144	52%	468	48%	3901	47%
			very satisfied	91	23%	310	20%	2154	22%	42	15%	180	18%	1745	21%
			decline to answer	1	0%	8	1%	64	1%	3	1%	9	1%	64	1%
		not applicable	22	6%	41	3%	287	3%	16	6%	39	4%	277	3%	

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item	theme	description	response scale	full						associate					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q205D	Departmental engagement	The amount of professional interaction you have with tenured faculty in your department	very dissatisfied	8	2%	36	2%	237	2%	9	3%	37	4%	297	4%
			dissatisfied	41	10%	135	9%	822	8%	26	9%	126	13%	853	10%
			neither satisfied nor satisfied	58	15%	276	18%	1579	16%	49	18%	183	19%	1530	18%
			very satisfied	193	49%	737	48%	4640	48%	145	53%	446	46%	3803	46%
			decline to answer	87	22%	328	22%	2394	25%	44	16%	179	18%	1747	21%
			not applicable	2	1%	7	0%	59	1%	1	0%	7	1%	68	1%
				3	1%	2	0%	36	0%	2	1%	1	0%	41	0%
Q195A	Departmental quality	The intellectual vitality of tenured faculty in your department	very dissatisfied	20	5%	66	4%	436	4%	19	7%	40	4%	433	5%
			dissatisfied	48	12%	153	10%	1096	11%	27	10%	134	13%	1172	14%
			neither satisfied nor satisfied	67	17%	215	14%	1512	15%	57	21%	183	18%	1511	18%
			very satisfied	162	41%	695	45%	4272	43%	112	41%	409	41%	3454	41%
			I don't know	92	23%	378	25%	2362	24%	54	20%	197	20%	1636	19%
			decline to answer	1	0%	4	0%	31	0%	4	1%	7	1%	55	1%
			not applicable	1	0%	26	2%	183	2%	2	1%	26	3%	207	2%
Q195B	Departmental quality	The intellectual vitality of pre-tenure faculty in your department	very dissatisfied	1	0%	1	0%	16	0%	1	0%	1	0%	19	0%
			dissatisfied	9	2%	30	2%	182	2%	7	3%	9	1%	147	2%
			neither satisfied nor satisfied	22	6%	85	6%	546	6%	15	5%	43	4%	433	5%
			very satisfied	57	15%	174	11%	1205	12%	35	13%	154	15%	1206	14%
			I don't know	145	37%	640	42%	4100	41%	130	47%	417	42%	3683	43%
			decline to answer	140	36%	540	35%	3408	34%	66	24%	309	31%	2500	29%
			not applicable	4	1%	9	1%	59	1%	6	2%	10	1%	90	1%
Q195C	Departmental quality	The research/scholarly/creative productivity of tenured faculty in your department	decline to answer	1	0%	24	2%	179	2%	3	1%	26	3%	196	2%
			not applicable	14	4%	36	2%	229	2%	14	5%	29	3%	232	3%
			very dissatisfied	17	4%	53	3%	408	4%	12	4%	38	4%	455	5%
			dissatisfied	58	15%	183	12%	1353	14%	37	13%	128	13%	1271	15%
			neither satisfied nor satisfied	69	18%	253	16%	1799	18%	64	23%	210	21%	1869	22%
			very satisfied	163	42%	660	43%	3975	40%	103	37%	398	40%	3138	37%
			I don't know	81	21%	357	23%	2085	21%	51	18%	185	19%	1364	16%
decline to answer	1	0%	6	0%	71	1%	5	2%	10	1%	126	1%			
not applicable	1	0%	25	2%	184	2%	3	1%	26	3%	216	3%			
			2	1%	1	0%	33	0%	1	0%	2	0%	48	1%	

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item	theme	description	response scale	full						associate					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q195D	Departmental quality	The research/scholarly/creative productivity of pre-tenure faculty in your department	very dissatisfied	12	3%	27	2%	193	2%	5	2%	11	1%	162	2%
			dissatisfied	35	9%	91	6%	670	7%	15	5%	37	4%	492	6%
			neither satisfied nor	58	15%	243	16%	1530	15%	47	17%	189	19%	1547	18%
			satisfied	149	38%	666	43%	4239	43%	127	46%	432	43%	3673	43%
			very satisfied	115	29%	433	28%	2711	27%	57	21%	254	25%	1967	23%
			I don't know	7	2%	15	1%	130	1%	9	3%	17	2%	193	2%
			decline to answer	1	0%	23	1%	184	2%	3	1%	26	3%	210	2%
			not applicable	15	4%	40	3%	251	3%	13	5%	31	3%	243	3%
Q195G	Departmental quality	The teaching effectiveness of tenured faculty in your department	very dissatisfied	8	2%	37	2%	196	2%	6	2%	29	3%	282	3%
			dissatisfied	35	9%	126	8%	760	8%	28	10%	99	10%	836	10%
			neither satisfied nor	83	21%	287	19%	1785	18%	64	23%	219	22%	1694	20%
			satisfied	170	43%	735	48%	4618	47%	108	39%	423	43%	3550	42%
			very satisfied	68	17%	271	18%	1949	20%	39	14%	142	15%	1403	17%
			I don't know	18	5%	50	3%	353	4%	21	8%	52	5%	438	5%
			decline to answer	1	0%	10	1%	64	1%	2	1%	8	1%	69	1%
			not applicable	9	2%	8	1%	65	1%	8	3%	7	1%	81	1%
Q195H	Departmental quality	The teaching effectiveness of pre-tenure faculty in your department	very dissatisfied	6	2%	19	1%	114	1%	2	1%	12	1%	104	1%
			dissatisfied	16	4%	61	4%	368	4%	13	5%	41	4%	397	5%
			neither satisfied nor	71	18%	286	19%	1654	17%	53	19%	205	21%	1565	19%
			satisfied	167	43%	723	47%	4684	48%	117	42%	445	45%	3835	46%
			very satisfied	80	20%	306	20%	2143	22%	46	17%	167	17%	1555	19%
			I don't know	29	7%	70	5%	471	5%	23	8%	63	6%	533	6%
			decline to answer	1	0%	9	1%	64	1%	2	1%	10	1%	67	1%
			not applicable	22	6%	50	3%	292	3%	20	7%	36	4%	297	4%
Q195I	Departmental quality	The teaching effectiveness of non-tenure track faculty in your department	very dissatisfied	N/A	N/A	18	2%	67	1%	N/A	N/A	11	2%	66	2%
			dissatisfied	N/A	N/A	39	4%	206	4%	N/A	N/A	31	4%	212	6%
			neither satisfied nor	N/A	N/A	162	16%	765	17%	N/A	N/A	133	19%	659	18%
			satisfied	N/A	N/A	342	35%	1729	37%	N/A	N/A	254	35%	1369	37%
			very satisfied	N/A	N/A	160	16%	923	20%	N/A	N/A	99	14%	601	16%
			I don't know	N/A	N/A	88	9%	376	8%	N/A	N/A	79	11%	389	11%
			decline to answer	N/A	N/A	7	1%	35	1%	N/A	N/A	5	1%	30	1%
			not applicable	N/A	N/A	174	18%	524	11%	N/A	N/A	106	15%	358	10%

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item	theme	description	response scale	full						associate					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q240B	Departmental quality	My department is successful at recruiting high-quality faculty members.	strongly disagree	28	7%	86	6%	648	7%	18	7%	68	7%	544	7%
			somewhat disagree	57	15%	198	13%	1273	13%	53	20%	163	17%	1180	15%
			neither agree nor	50	13%	192	13%	1184	12%	39	15%	125	13%	1087	14%
			somewhat agree	144	37%	598	40%	3839	40%	113	43%	366	38%	3100	40%
			strongly agree	106	27%	416	28%	2630	27%	39	15%	214	22%	1711	22%
			I don't know	2	1%	3	0%	29	0%	1	0%	7	1%	51	1%
			decline to answer	1	0%	11	1%	47	0%	0	0%	9	1%	58	1%
			not applicable	3	1%	6	0%	53	1%	2	1%	1	0%	42	1%
Q240C	Departmental quality	My department is successful at retaining high-quality faculty members.	strongly disagree	50	13%	106	7%	842	9%	44	17%	98	10%	791	10%
			somewhat disagree	84	21%	235	16%	1577	16%	78	29%	187	20%	1463	19%
			neither agree nor	68	17%	245	16%	1459	15%	52	20%	167	18%	1332	17%
			somewhat agree	125	32%	601	40%	3724	38%	65	25%	341	36%	2814	36%
			strongly agree	57	15%	291	19%	1902	20%	18	7%	129	14%	1151	15%
			I don't know	3	1%	13	1%	81	1%	6	2%	16	2%	120	2%
			decline to answer	1	0%	12	1%	54	1%	0	0%	10	1%	64	1%
			not applicable	3	1%	7	0%	64	1%	2	1%	5	1%	38	0%
Q240D	Departmental quality	My department is successful at addressing sub-standard tenured faculty performance.	strongly disagree	73	19%	271	18%	1723	18%	48	18%	178	18%	1609	19%
			somewhat disagree	116	30%	459	30%	2626	27%	88	32%	281	29%	2206	27%
			neither agree nor	72	18%	280	19%	1823	19%	56	21%	195	20%	1553	19%
			somewhat agree	83	21%	315	21%	2281	23%	47	17%	167	17%	1582	19%
			strongly agree	17	4%	90	6%	595	6%	6	2%	40	4%	371	4%
			I don't know	17	4%	40	3%	314	3%	20	7%	72	7%	623	8%
			decline to answer	1	0%	18	1%	75	1%	1	0%	14	1%	97	1%
			not applicable	12	3%	39	3%	282	3%	6	2%	24	2%	244	3%
Q215A	Appreciation and recognition	How satisfied are you with the recognition you receive for your teaching efforts?	very dissatisfied	28	7%	92	6%	654	7%	23	8%	78	8%	763	9%
			dissatisfied	69	18%	286	19%	1696	17%	54	20%	202	21%	1710	21%
			neither satisfied nor	91	23%	286	19%	1931	20%	67	24%	241	25%	1743	21%
			satisfied	147	38%	605	40%	3776	39%	94	34%	345	35%	3024	36%
			very satisfied	35	9%	205	14%	1388	14%	19	7%	83	9%	848	10%
			decline to answer	1	0%	8	1%	67	1%	1	0%	12	1%	66	1%
			not applicable	21	5%	33	2%	234	2%	17	6%	14	1%	155	2%

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				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q215B	Appreciation and recognition	How satisfied are you with the recognition you receive for your student advising?	very dissatisfied	24	6%	92	6%	703	7%	23	8%	87	9%	826	10%
			dissatisfied	73	19%	280	18%	1762	18%	60	22%	231	24%	1904	23%
			neither satisfied nor satisfied	131	33%	424	28%	2766	28%	70	25%	294	30%	2301	28%
			very satisfied	99	25%	469	31%	2825	29%	78	28%	249	26%	2092	25%
			decline to answer	25	6%	130	9%	766	8%	12	4%	47	5%	454	5%
			not applicable	1	0%	7	0%	73	1%	2	1%	12	1%	72	1%
Q215C	Appreciation and recognition	How satisfied are you with the recognition you receive for your scholarly/creative work?	very dissatisfied	39	10%	113	7%	851	9%	30	11%	55	6%	660	8%
			dissatisfied	30	8%	103	7%	756	8%	24	9%	68	7%	699	8%
			neither satisfied nor satisfied	70	18%	205	14%	1417	15%	51	19%	159	16%	1454	17%
			very satisfied	77	20%	260	17%	1785	18%	61	22%	242	25%	2050	25%
			decline to answer	160	41%	630	42%	3975	41%	111	40%	396	41%	3142	38%
			not applicable	52	13%	308	20%	1663	17%	22	8%	87	9%	796	10%
Q215D	Appreciation and recognition	How satisfied are you with the recognition you receive for your service contributions?	decline to answer	1	0%	7	0%	62	1%	2	1%	16	2%	86	1%
			not applicable	2	1%	2	0%	88	1%	4	1%	7	1%	82	1%
			very dissatisfied	37	9%	128	8%	887	9%	30	11%	115	12%	1000	12%
			dissatisfied	72	18%	270	18%	1807	19%	55	20%	232	24%	1976	24%
			neither satisfied nor satisfied	114	29%	379	25%	2414	25%	70	25%	261	27%	2136	26%
			very satisfied	132	34%	537	35%	3359	34%	102	37%	293	30%	2479	30%
Q215E	Appreciation and recognition	How satisfied are you with the recognition you receive for your outreach?	decline to answer	35	9%	177	12%	1142	12%	14	5%	58	6%	604	7%
			not applicable	2	1%	9	1%	71	1%	2	1%	12	1%	71	1%
			very dissatisfied	0	0%	15	1%	66	1%	2	1%	4	0%	43	1%
			dissatisfied	28	7%	72	5%	597	6%	27	10%	68	7%	679	8%
			neither satisfied nor satisfied	55	14%	183	12%	1221	13%	38	14%	141	14%	1115	13%
			very satisfied	115	29%	426	28%	2569	26%	71	26%	290	30%	2306	28%
Q215J	Appreciation and recognition	For all of your work, how satisfied are you with the recognition you receive from your chief academic officer (provost, VPAA, dean of faculty)?	decline to answer	106	27%	329	22%	2196	23%	79	29%	172	18%	1593	19%
			not applicable	26	7%	107	7%	659	7%	14	5%	33	3%	327	4%
			very dissatisfied	6	2%	16	1%	125	1%	1	0%	19	2%	130	2%
			dissatisfied	56	14%	382	25%	2379	24%	45	16%	252	26%	2159	26%
			neither satisfied nor satisfied	70	18%	219	14%	1398	14%	38	14%	106	11%	1108	14%
			very satisfied	79	20%	247	16%	1693	17%	59	22%	194	20%	1475	19%
Q215J	Appreciation and recognition	For all of your work, how satisfied are you with the recognition you receive from your chief academic officer (provost, VPAA, dean of faculty)?	decline to answer	137	35%	500	33%	2930	30%	92	34%	367	38%	2586	33%
			not applicable	52	13%	292	19%	2035	21%	35	13%	125	13%	1383	18%
			very dissatisfied	20	5%	127	8%	913	9%	5	2%	33	3%	402	5%
			dissatisfied	4	1%	21	1%	151	2%	4	1%	27	3%	186	2%
			neither satisfied nor satisfied	30	8%	107	7%	610	6%	35	13%	105	11%	657	8%
			very satisfied	30	8%	107	7%	610	6%	35	13%	105	11%	657	8%

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				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q215K	Appreciation and recognition	For all of your work, how satisfied are you with the recognition you receive from your dean or division head?	very dissatisfied	58	15%	220	15%	1353	14%	44	16%	115	12%	1052	14%
			dissatisfied	76	20%	240	16%	1545	16%	56	21%	168	18%	1361	18%
			neither satisfied nor satisfied	103	27%	341	23%	2224	23%	74	28%	275	29%	2041	26%
			very satisfied	85	22%	411	28%	2526	26%	58	22%	234	25%	2021	26%
			decline to answer	53	14%	222	15%	1450	15%	19	7%	87	9%	753	10%
			not applicable	4	1%	15	1%	124	1%	3	1%	28	3%	152	2%
				8	2%	37	2%	318	3%	14	5%	43	5%	342	4%
Q215L	Appreciation and recognition	For all of your work, how satisfied are you with the recognition you receive from your department head or chair?	very dissatisfied	33	10%	147	11%	804	10%	23	9%	87	9%	738	10%
			dissatisfied	38	12%	140	11%	830	10%	33	13%	104	11%	847	11%
			neither satisfied nor satisfied	51	16%	208	16%	1249	15%	42	17%	172	19%	1280	17%
			very satisfied	109	34%	434	33%	2710	32%	93	38%	332	36%	2701	35%
			decline to answer	65	20%	321	24%	2177	26%	47	19%	164	18%	1619	21%
			not applicable	4	1%	25	2%	207	2%	3	1%	36	4%	270	4%
				22	7%	38	3%	397	5%	7	3%	26	3%	242	3%
Q215I	Appreciation and recognition	For all of your work, how satisfied are you with the recognition you receive from your colleagues/peers?	very dissatisfied	14	4%	65	4%	411	4%	19	7%	57	6%	423	5%
			dissatisfied	29	7%	134	9%	830	9%	27	10%	107	11%	860	10%
			neither satisfied nor satisfied	98	25%	327	22%	2023	21%	62	23%	219	22%	1957	24%
			very satisfied	167	43%	643	42%	4130	42%	115	42%	422	43%	3453	42%
			decline to answer	75	19%	334	22%	2229	23%	49	18%	148	15%	1452	17%
			not applicable	5	1%	10	1%	81	1%	2	1%	15	2%	124	1%
				4	1%	2	0%	42	0%	1	0%	7	1%	40	0%
Q220A	Appreciation and recognition	I feel that my school/college is valued by this institution's President/Chancellor and Provost.	strongly disagree	37	9%	165	11%	1010	10%	32	12%	120	13%	817	11%
			somewhat disagree	68	17%	272	18%	1423	15%	52	19%	179	19%	1284	17%
			neither agree nor somewhat agree	76	19%	247	16%	1491	15%	53	20%	183	19%	1292	17%
			strongly agree	120	31%	458	30%	3038	31%	87	32%	298	31%	2489	32%
			decline to answer	86	22%	342	23%	2482	26%	35	13%	152	16%	1649	21%
			not applicable	2	1%	19	1%	116	1%	5	2%	18	2%	120	2%
				3	1%	10	1%	102	1%	4	1%	5	1%	103	1%
Q220B	Appreciation and recognition	I feel that my department is valued by this institution's President/Chancellor and Provost.	strongly disagree	55	14%	208	14%	1366	14%	37	14%	154	16%	1195	15%
			somewhat disagree	87	22%	295	19%	1737	18%	65	24%	205	21%	1597	20%
			neither agree nor somewhat agree	89	23%	319	21%	1698	17%	63	24%	202	21%	1404	18%
			strongly agree	107	27%	404	27%	2782	29%	77	29%	261	27%	2250	29%
			decline to answer	44	11%	252	17%	1870	19%	15	6%	103	11%	1139	15%
			not applicable	1	0%	18	1%	113	1%	6	2%	18	2%	107	1%
				9	2%	17	1%	161	2%	5	2%	12	1%	101	1%

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				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q245A	Appreciation and recognition	The person who serves as the chief academic officer at my institution seems to care about the quality of life for faculty of my rank.	strongly disagree	40	10%	179	12%	1227	13%	37	14%	110	11%	1068	13%
			somewhat disagree	51	13%	186	12%	1264	13%	43	16%	144	15%	1226	15%
			neither agree nor	109	28%	376	25%	2161	22%	56	21%	259	27%	1828	22%
			somewhat agree	80	21%	347	23%	2431	25%	47	17%	173	18%	1885	23%
			strongly agree	32	8%	147	10%	1193	12%	11	4%	54	6%	721	9%
			I don't know	74	19%	261	17%	1343	14%	74	27%	215	22%	1437	17%
			decline to answer	1	0%	12	1%	59	1%	2	1%	14	1%	78	1%
			not applicable	3	1%	4	0%	39	0%	2	1%	2	0%	37	0%
Q225x1	Recruitment and retention*	Which of the following have you done at this institution in the past five years? (Check all that apply.)	actively sought an	102	26%	358	23%	2092	21%	101	37%	304	30%	2368	29%
			received a formal	81	21%	288	18%	1601	16%	59	22%	151	15%	1177	14%
			renegotiated the	86	22%	240	15%	1404	14%	75	27%	155	15%	1007	12%
			none of the above	190	48%	844	54%	5491	56%	107	39%	490	48%	4359	53%
			decline to answer	24	6%	77	5%	592	6%	16	6%	76	7%	672	8%
Q230	Recruitment and retention*	Which of the following items were adjusted as a result of those negotiations? (Check all that apply.)	base salary	56	65%	162	10%	838	60%	56	75%	104	10%	613	61%
			supplemental salary	28	33%	73	5%	424	30%	13	17%	50	5%	288	29%
			tenure clock	0	0%	1	0%	13	1%	3	4%	4	0%	64	6%
			teaching load (e.g.,	16	19%	63	4%	421	30%	19	25%	31	3%	314	31%
			administrative	37	43%	69	4%	511	36%	22	29%	35	3%	294	29%
			equipment	7	8%	26	2%	108	8%	9	12%	7	1%	65	6%
			lab/research support	12	14%	64	4%	254	18%	20	27%	41	4%	173	17%
			employment for	1	1%	9	1%	44	3%	4	5%	15	1%	41	4%
			sabbatical or other	14	16%	27	2%	217	15%	4	5%	12	1%	106	11%
			other (please	7	8%	11	1%	69	5%	8	11%	11	1%	53	5%
no adjustments	5	6%	4	0%	59	4%	4	5%	7	1%	48	5%			
decline to answer	0	0%	4	0%	38	3%	1	1%	5	0%	20	2%			
Q235	Recruitment and retention*	If you could negotiate adjustments to your employment, which one of the following items would you most like to adjust?	base salary	161	53%	450	35%	3344	40%	114	58%	340	42%	3261	45%
			supplemental salary	6	2%	38	3%	314	4%	4	2%	40	5%	265	4%
			tenure clock	0	0%	0	0%	6	0%	1	1%	3	0%	30	0%
			teaching load (e.g.,	14	5%	108	8%	835	10%	12	6%	68	8%	929	13%
			administrative	19	6%	59	5%	404	5%	5	3%	38	5%	312	4%
			equipment	9	3%	34	3%	200	2%	6	3%	11	1%	107	1%
			lab/research support	33	11%	219	17%	868	10%	22	11%	127	16%	682	9%
			employment for	10	3%	42	3%	225	3%	7	4%	30	4%	257	4%
			sabbatical or other	9	3%	85	7%	719	9%	8	4%	65	8%	593	8%
			other (please	16	5%	47	4%	350	4%	12	6%	39	5%	337	5%
there is nothing	22	7%	163	13%	826	10%	4	2%	29	4%	313	4%			
decline to answer	6	2%	27	2%	226	3%	3	2%	26	3%	198	3%			

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				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q240A	Recruitment and retention*	Outside offers are not necessary as leverage in compensation negotiations.	strongly disagree	199	51%	673	45%	3585	37%	133	50%	442	46%	2808	36%
			somewhat disagree	91	23%	339	22%	2109	22%	43	16%	197	21%	1532	20%
			neither agree nor	31	8%	136	9%	1067	11%	23	9%	96	10%	821	11%
			somewhat agree	27	7%	169	11%	1077	11%	20	8%	90	9%	769	10%
			strongly agree	19	5%	91	6%	687	7%	20	8%	46	5%	494	6%
			I don't know	21	5%	72	5%	879	9%	22	8%	67	7%	1106	14%
			decline to answer	2	1%	15	1%	96	1%	3	1%	9	1%	105	1%
not applicable	1	0%	15	1%	205	2%	2	1%	6	1%	140	2%			
Q255A	Recruitment and retention*	How long do you plan to remain at this institution?	for no more than	93	24%	339	22%	2288	24%	55	21%	155	16%	1203	15%
			more than five years	85	22%	293	19%	1838	19%	20	8%	102	11%	857	11%
			ten years or more	70	18%	367	24%	2288	24%	58	22%	237	25%	1986	26%
			I don't know	124	32%	445	29%	2807	29%	113	43%	420	44%	3293	42%
			decline to answer	18	5%	66	4%	478	5%	19	7%	39	4%	428	6%
Q255B	Recruitment and retention*	Assuming you achieve tenure, how long do you plan to remain at this institution?	for no more than	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
			more than five years	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
			ten years or more	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q212B	Global satisfaction*	There is visible leadership at my institution for the support and promotion of diversity on campus	strongly disagree	19	5%	85	6%	526	5%	30	11%	82	8%	572	7%
			somewhat disagree	37	9%	97	6%	770	8%	28	10%	87	9%	839	10%
			neither agree nor	74	19%	214	14%	1479	15%	65	24%	165	17%	1414	17%
			somewhat agree	155	40%	572	38%	3376	35%	82	30%	347	35%	2909	35%
			strongly agree	102	26%	513	34%	3404	35%	63	23%	277	28%	2416	29%
			decline to answer	4	1%	27	2%	160	2%	6	2%	19	2%	161	2%
			not applicable	1	0%	12	1%	48	0%	1	0%	2	0%	26	0%
Q245D	Global satisfaction*	If I had it to do all over, I would again choose to work at this institution.	strongly disagree	34	9%	108	7%	756	8%	27	10%	79	8%	694	8%
			somewhat disagree	56	14%	133	9%	1032	11%	37	14%	109	11%	978	12%
			neither agree nor	54	14%	224	15%	1238	13%	49	18%	152	16%	1215	15%
			somewhat agree	119	31%	440	29%	2851	29%	91	33%	320	33%	2552	31%
			strongly agree	106	27%	531	35%	3363	35%	42	15%	248	26%	2225	27%
			I don't know	20	5%	47	3%	321	3%	21	8%	44	5%	443	5%
			decline to answer	1	0%	26	2%	133	1%	5	2%	19	2%	153	2%
not applicable	0	0%	3	0%	23	0%	0	0%	0	0%	20	0%			

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				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q250A	Global satisfaction*	All things considered, your department as a place to work	very dissatisfied	24	6%	90	6%	555	6%	16	6%	68	7%	518	6%
			dissatisfied	49	13%	142	9%	930	10%	35	13%	109	11%	888	11%
			neither satisfied nor satisfied	47	12%	187	12%	1154	12%	41	15%	142	15%	1223	15%
			very satisfied	161	41%	608	40%	3704	38%	126	46%	428	44%	3401	41%
			decline to answer	107	27%	467	31%	3281	34%	50	18%	215	22%	2162	26%
			not applicable	2	1%	15	1%	67	1%	4	1%	8	1%	78	1%
				0	0%	3	0%	24	0%	0	0%	1	0%	9	0%
Q250B	Global satisfaction*	All things considered, your institution as a place to work	very dissatisfied	17	4%	65	4%	489	5%	15	6%	51	5%	424	5%
			dissatisfied	78	20%	171	11%	1172	12%	58	21%	111	11%	1156	14%
			neither satisfied nor satisfied	71	18%	246	16%	1584	16%	54	20%	186	19%	1642	20%
			very satisfied	169	43%	660	44%	4107	42%	119	44%	474	49%	3654	44%
			decline to answer	54	14%	354	23%	2284	24%	21	8%	140	14%	1310	16%
			not applicable	1	0%	16	1%	75	1%	5	2%	8	1%	87	1%
				0	0%	0	0%	4	0%	0	0%	1	0%	6	0%
Q260	Global satisfaction*	If you were to choose to leave your institution, what would be your primary reason?	improve your	64	16%	162	11%	1249	13%	65	24%	140	14%	1476	18%
			find a more collegial	14	4%	65	4%	339	3%	18	7%	48	5%	380	5%
			increase resources	53	14%	153	10%	858	9%	46	17%	124	13%	1010	12%
			work at an institution	40	10%	150	10%	867	9%	28	10%	106	11%	972	12%
			pursue an admin.	14	4%	92	6%	560	6%	7	3%	52	5%	339	4%
			pursue a	6	2%	18	1%	120	1%	4	1%	10	1%	134	2%
			employment opps.	8	2%	32	2%	184	2%	12	4%	47	5%	308	4%
			for other family or	16	4%	56	4%	350	4%	16	6%	56	6%	482	6%
			improve your quality	17	4%	92	6%	552	6%	16	6%	89	9%	717	9%
			retire	133	34%	484	32%	3404	35%	24	9%	119	12%	1144	14%
			move to a preferred	10	3%	94	6%	452	5%	17	6%	88	9%	632	8%
other (please	4	1%	18	1%	125	1%	9	3%	28	3%	179	2%			
there is no reason	4	1%	53	4%	332	3%	3	1%	18	2%	199	2%			
decline to answer	7	2%	42	3%	321	3%	7	3%	46	5%	304	4%			
Q265	Global satisfaction*	If a candidate for a faculty position at your rank asked you about your department as a place to work, would you...	not recommend	35	9%	94	6%	665	7%	20	7%	73	8%	617	7%
			recommend your	145	37%	527	35%	3411	35%	140	51%	379	39%	3414	41%
			strongly recommend	192	49%	825	55%	5215	54%	101	37%	461	47%	3794	46%
			decline to answer	18	5%	65	4%	421	4%	11	4%	58	6%	451	5%

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item	theme	description	response scale	full						associate					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
			quality of colleagues	136	35%	577	37%	3494	36%	95	35%	312	31%	2647	32%
			support of colleagues	44	11%	136	9%	1184	12%	35	13%	103	10%	1253	15%
			opportunities to collab	68	17%	242	15%	1067	11%	44	16%	121	12%	695	8%
			quality of graduate st	60	15%	229	15%	1044	11%	28	10%	90	9%	576	7%
			quality of undergradu	7	2%	51	3%	812	8%	6	2%	61	6%	768	9%
			quality of the facilities	18	5%	86	5%	463	5%	10	4%	43	4%	392	5%
			support for research/	17	4%	110	7%	530	5%	9	3%	74	7%	317	4%
			support for teaching	5	1%	12	1%	319	3%	2	1%	10	1%	324	4%
			support for profession	4	1%	28	2%	165	2%	4	1%	14	1%	170	2%
			assistance for grant p	8	2%	23	1%	107	1%	0	0%	14	1%	112	1%
			childcare policies/prac	0	0%	2	0%	7	0%	1	0%	1	0%	6	0%
			availability/quality of	0	0%	1	0%	7	0%	0	0%	2	0%	30	0%
			spousal/partner hiring	7	2%	30	2%	123	1%	7	3%	35	3%	133	2%
			compensation	6	2%	97	6%	410	4%	7	3%	38	4%	275	3%
Q267A	Global satisfaction*	Please check the two (and only two) BEST aspects about working at your institution.	geographic location	151	39%	240	15%	2279	23%	91	34%	152	15%	1816	22%
			diversity	5	1%	8	1%	159	2%	5	2%	15	1%	167	2%
			presence of others lik	7	2%	24	2%	156	2%	7	3%	21	2%	147	2%
			my sense of "fit" here	43	11%	197	12%	1416	15%	25	9%	120	12%	1250	15%
			protections from serv	0	0%	5	0%	41	0%	1	0%	2	0%	27	0%
			commute	13	3%	78	5%	478	5%	8	3%	66	6%	529	6%
			cost of living	37	9%	200	13%	1017	10%	33	12%	214	21%	1141	14%
			teaching load	19	5%	87	6%	472	5%	18	7%	69	7%	441	5%
			manageable pressur	8	2%	61	4%	535	6%	13	5%	66	6%	631	8%
			academic freedom	58	15%	256	16%	1604	17%	43	16%	149	15%	1342	16%
			t&p clarity or requirer	2	1%	46	3%	181	2%	0	0%	33	3%	225	3%
			quality of leadership	2	1%	16	1%	94	1%	2	1%	11	1%	63	1%
			other (please specify	11	3%	46	3%	385	4%	13	5%	28	3%	313	4%
			decline to answer	8	2%	43	3%	252	3%	7	3%	22	2%	189	2%
			there are no positive	7	2%	6	0%	80	1%	5	2%	5	0%	83	1%

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item	theme	description	response scale	full						associate					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
			quality of colleagues	15	4%	86	5%	574	6%	7	3%	53	5%	425	5%
			support of colleagues	14	4%	91	6%	563	6%	14	5%	82	8%	509	6%
			opportunities to collab	7	2%	28	2%	168	2%	6	2%	20	2%	174	2%
			quality of graduate st	16	4%	96	6%	611	6%	9	3%	66	6%	471	6%
			quality of undergradu	32	8%	51	3%	596	6%	19	7%	34	3%	478	6%
			quality of the facilities	51	13%	185	12%	1106	11%	25	9%	84	8%	680	8%
			lack of support for res	64	16%	210	13%	1468	15%	49	18%	128	13%	1442	17%
			lack of support for tea	19	5%	78	5%	428	4%	21	8%	62	6%	396	5%
			lack of support for pro	20	5%	67	4%	410	4%	14	5%	39	4%	406	5%
			lack of assistance for	29	7%	87	6%	458	5%	19	7%	33	3%	306	4%
			childcare policies/prac	3	1%	9	1%	86	1%	4	1%	13	1%	126	2%
			availability/quality of	8	2%	21	1%	122	1%	5	2%	15	1%	145	2%
			spousal/partner hiring	9	2%	47	3%	350	4%	14	5%	36	4%	351	4%
Q267B	Global satisfaction*	Please check the two (and only two) WORST aspects about working at your institution.	compensation	140	36%	359	23%	2865	30%	105	39%	246	24%	2555	31%
			geographic location	7	2%	194	12%	720	7%	16	6%	105	10%	693	8%
			lack of diversity	8	2%	58	4%	395	4%	6	2%	67	7%	426	5%
			absence of others like	17	4%	70	4%	351	4%	14	5%	40	4%	311	4%
			my lack of "fit" here	11	3%	90	6%	392	4%	17	6%	64	6%	412	5%
			too much service/too	52	13%	171	11%	1201	12%	23	8%	143	14%	1224	15%
			commute	1	0%	20	1%	244	3%	4	1%	20	2%	234	3%
			cost of living	1	0%	40	3%	302	3%	2	1%	25	2%	304	4%
			teaching load	11	3%	53	3%	620	6%	12	4%	50	5%	698	8%
			unrelenting pressure	24	6%	92	6%	525	5%	15	6%	81	8%	502	6%
			academic freedom	2	1%	17	1%	89	1%	3	1%	5	0%	59	1%
			t&p clarity or require	1	0%	17	1%	128	1%	9	3%	55	5%	525	6%
			quality of leadership	84	22%	171	11%	999	10%	46	17%	82	8%	618	7%
			other (please specify	42	11%	147	9%	910	9%	29	11%	81	8%	602	7%
			decline to answer	16	4%	67	4%	447	5%	7	3%	41	4%	262	3%
			there are no negative	13	3%	91	6%	527	5%	3	1%	21	2%	215	3%

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item	theme	description	response scale	men						women					
				you		peers		all		you		peers		all	
				count	%										
Q45B	Nature of work: Research	Please rate your level of satisfaction or dissatisfaction with the portion of your time spent on research.	very dissatisfied	20	4%	46	2%	640	4%	19	6%	57	5%	741	8%
			dissatisfied	92	18%	302	15%	2871	19%	97	28%	322	27%	3106	32%
			neither satisfied nor satisfied	69	14%	243	12%	2048	14%	36	11%	147	12%	1342	14%
			very satisfied	188	37%	862	42%	5846	39%	131	38%	457	38%	3198	33%
			decline to answer	1	0%	12	1%	80	1%	2	1%	9	1%	54	1%
			not applicable	9	2%	22	1%	251	2%	7	2%	7	1%	155	2%
			very dissatisfied	31	6%	111	5%	818	5%	23	7%	85	7%	675	7%
Q80A	Nature of work: Research	The amount of external funding you are expected to find	dissatisfied	75	15%	287	14%	2125	14%	66	20%	207	18%	1665	17%
			neither satisfied nor satisfied	159	32%	585	29%	4560	31%	106	31%	367	31%	3158	33%
			very satisfied	171	34%	770	38%	4805	32%	96	28%	360	31%	2423	25%
			very satisfied	27	5%	154	8%	1020	7%	4	1%	68	6%	469	5%
			decline to answer	5	1%	13	1%	124	1%	1	0%	8	1%	94	1%
			not applicable	36	7%	105	5%	1480	10%	41	12%	83	7%	1211	12%
			very dissatisfied	3	1%	26	1%	168	1%	3	1%	15	1%	134	1%
Q80B	Nature of work: Research	The influence you have over the focus of your research/scholarly/creative work	dissatisfied	9	2%	58	3%	376	3%	10	3%	28	2%	301	3%
			neither satisfied nor satisfied	35	7%	116	6%	1050	7%	17	5%	73	6%	732	8%
			very satisfied	187	37%	697	34%	5478	37%	120	36%	433	37%	3722	38%
			very satisfied	262	52%	1111	55%	7602	51%	178	53%	622	53%	4632	48%
			decline to answer	1	0%	7	0%	56	0%	0	0%	4	0%	35	0%
			not applicable	7	1%	10	0%	202	1%	9	3%	3	0%	139	1%
			very dissatisfied	21	4%	83	4%	831	6%	18	5%	56	5%	686	7%
Q80C	Nature of work: Research	The quality of graduate students to support your research/scholarly/creative work	dissatisfied	83	16%	285	14%	2205	15%	53	16%	197	17%	1531	16%
			neither satisfied nor satisfied	99	20%	403	20%	2705	18%	54	16%	201	17%	1533	16%
			very satisfied	170	34%	766	38%	4328	29%	109	32%	420	36%	2321	24%
			very satisfied	63	13%	294	15%	1535	10%	34	10%	173	15%	880	9%
			decline to answer	2	0%	12	1%	85	1%	2	1%	3	0%	53	1%
			not applicable	66	13%	182	9%	3149	21%	67	20%	128	11%	2652	27%
			very dissatisfied	107	21%	262	13%	2078	14%	67	20%	124	11%	1267	13%
Q80D	Nature of work: Research	Institutional support (e.g., internal grants/seed money) for your research/scholarly/creative work	dissatisfied	146	29%	482	24%	3557	24%	101	30%	340	29%	2641	27%
			neither satisfied nor satisfied	113	22%	480	24%	3620	24%	68	20%	260	22%	2217	23%
			very satisfied	106	21%	577	28%	3998	27%	69	20%	311	26%	2509	26%
			very satisfied	14	3%	175	9%	1160	8%	11	3%	120	10%	729	8%
			decline to answer	1	0%	9	0%	65	0%	0	0%	5	0%	44	0%
			not applicable	17	3%	40	2%	454	3%	21	6%	18	2%	288	3%

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item	theme	description	response scale	men						women					
				you		peers		all		you		peers		all	
				count	%										
Q80E	Nature of work: Research	The support your institution provides you for engaging undergraduates in your research/scholarly/creative work	very dissatisfied	43	9%	112	6%	994	7%	32	9%	61	5%	654	7%
			dissatisfied	102	20%	282	14%	2356	16%	65	19%	203	17%	1704	18%
			neither satisfied nor satisfied	154	31%	603	30%	4388	29%	100	30%	329	28%	2709	28%
			satisfied	105	21%	600	30%	4003	27%	69	20%	314	27%	2242	23%
			very satisfied	22	4%	209	10%	1260	8%	14	4%	105	9%	694	7%
			decline to answer	3	1%	11	1%	106	1%	1	0%	7	1%	54	1%
			not applicable	75	15%	208	10%	1825	12%	56	17%	159	13%	1638	17%
Q85A	Nature of work: Research	Obtaining externally funded grants (pre-award)	very dissatisfied	53	11%	140	7%	1127	8%	36	11%	92	8%	803	8%
			dissatisfied	106	21%	340	17%	2514	17%	96	28%	226	19%	1955	20%
			neither satisfied nor satisfied	131	26%	451	22%	3839	26%	78	23%	291	25%	2475	26%
			satisfied	145	29%	695	34%	4390	29%	67	20%	343	29%	2327	24%
			very satisfied	23	5%	251	12%	1320	9%	17	5%	126	11%	797	8%
			decline to answer	3	1%	11	1%	106	1%	0	0%	6	1%	83	1%
			not applicable	42	8%	134	7%	1617	11%	43	13%	94	8%	1243	13%
Q85B	Nature of work: Research	Managing externally funded grants (post-award)	very dissatisfied	40	8%	134	7%	1042	7%	25	7%	76	6%	673	7%
			dissatisfied	82	16%	312	15%	2045	14%	62	18%	191	16%	1370	14%
			neither satisfied nor satisfied	116	23%	454	22%	3508	24%	65	19%	278	24%	2108	22%
			satisfied	152	30%	670	33%	3911	26%	86	26%	304	26%	1873	19%
			very satisfied	42	8%	175	9%	1099	7%	17	5%	92	8%	587	6%
			decline to answer	5	1%	11	1%	130	1%	2	1%	8	1%	98	1%
			not applicable	66	13%	266	13%	3178	21%	80	24%	229	19%	2974	31%
Q85C	Nature of work: Research	Securing graduate student assistance	very dissatisfied	60	12%	158	8%	1288	9%	38	11%	114	10%	1058	11%
			dissatisfied	127	25%	412	20%	2692	18%	91	27%	298	25%	1993	21%
			neither satisfied nor satisfied	131	26%	591	29%	3680	25%	75	22%	291	25%	1991	21%
			satisfied	106	21%	542	27%	3271	22%	60	18%	266	22%	1725	18%
			very satisfied	17	3%	113	6%	737	5%	6	2%	74	6%	423	4%
			decline to answer	2	0%	24	1%	159	1%	1	0%	15	1%	119	1%
			not applicable	60	12%	192	9%	3063	21%	66	20%	126	11%	2389	25%
Q85D	Nature of work: Research	Traveling to present papers or conduct research/creative work	very dissatisfied	87	17%	183	9%	1521	10%	55	16%	106	9%	1024	11%
			dissatisfied	118	23%	400	20%	2876	19%	93	28%	294	25%	2302	24%
			neither satisfied nor satisfied	101	20%	453	22%	3083	21%	60	18%	213	18%	1721	18%
			satisfied	139	28%	668	33%	5060	34%	94	28%	389	33%	3141	32%
			very satisfied	42	8%	258	13%	1861	12%	22	7%	146	12%	1228	13%
			decline to answer	0	0%	9	0%	51	0%	1	0%	4	0%	37	0%
			not applicable	16	3%	51	3%	461	3%	12	4%	26	2%	230	2%

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item	theme	description	response scale	men						women					
				you		peers		all		you		peers		all	
				count	%										
Q85E	Nature of work: Research	The availability of course release time to focus on your research	very dissatisfied	59	12%	232	11%	2239	15%	49	15%	216	18%	2071	21%
			dissatisfied	103	20%	400	20%	3168	21%	85	25%	311	26%	2667	28%
			neither satisfied nor satisfied	140	28%	550	27%	3861	26%	73	22%	258	22%	1880	19%
			very satisfied	109	22%	433	21%	2916	20%	53	16%	228	19%	1478	15%
			decline to answer	25	5%	152	8%	930	6%	14	4%	61	5%	465	5%
			not applicable	0	0%	12	1%	79	1%	0	0%	7	1%	64	1%
Q50B	Nature of work: Research*	Please indicate whether you feel you spend too much or too little time on research.	too little	67	13%	243	12%	1720	12%	63	19%	97	8%	1058	11%
			too much	106	95%	323	93%	3282	94%	115	99%	366	97%	3724	97%
			decline to answer	6	5%	14	4%	153	4%	1	1%	8	2%	92	2%
Q50C	Nature of work: Service	Please indicate whether you feel you spend too much or too little time on service.	decline to answer	0	0%	11	3%	73	2%	0	0%	5	1%	31	1%
			too little	8	11%	26	8%	166	6%	2	3%	6	2%	92	4%
			too much	62	83%	292	87%	2404	89%	69	92%	291	96%	2360	95%
Q55B	Nature of work: Service	My institution does what it can to help faculty who take on additional leadership roles (e.g. major committee assignments, department chairmanship), to sustain other aspects of their faculty work.	decline to answer	5	7%	16	5%	138	5%	4	5%	7	2%	44	2%
			strongly disagree	90	18%	311	15%	2545	17%	65	19%	262	22%	2075	21%
			somewhat disagree	117	23%	456	22%	3612	24%	118	35%	312	26%	2832	29%
			neither agree nor disagree	93	18%	337	16%	2302	15%	42	12%	136	11%	1130	12%
			somewhat agree	123	24%	541	26%	3916	26%	69	20%	257	22%	2106	22%
			strongly agree	33	6%	204	10%	1446	10%	19	6%	102	9%	709	7%
Q60A	Nature of work: Service	The number of committees on which you serve	I don't know	44	9%	153	7%	951	6%	22	6%	98	8%	748	8%
			decline to answer	0	0%	11	1%	67	0%	1	0%	5	0%	37	0%
			not applicable	8	2%	31	2%	188	1%	4	1%	21	2%	135	1%
			very dissatisfied	15	3%	47	2%	365	2%	9	3%	31	3%	303	3%
			dissatisfied	64	13%	250	12%	1829	12%	57	17%	214	18%	1699	17%
			neither satisfied nor satisfied	149	29%	557	27%	4037	27%	102	30%	327	27%	2470	25%
Q60B	Nature of work: Service	The attractiveness (e.g., value, visibility, importance, personal preference) of the committees on which you serve	very satisfied	232	46%	983	48%	7146	48%	147	43%	517	43%	4422	45%
			decline to answer	37	7%	166	8%	1275	8%	21	6%	74	6%	657	7%
			not applicable	4	1%	14	1%	148	1%	1	0%	12	1%	92	1%
			very dissatisfied	5	1%	23	1%	222	1%	2	1%	15	1%	124	1%
			dissatisfied	18	4%	76	4%	501	3%	6	2%	29	2%	270	3%
			neither satisfied nor satisfied	69	14%	240	12%	1602	11%	43	13%	172	14%	1280	13%
Q60B	Nature of work: Service	The attractiveness (e.g., value, visibility, importance, personal preference) of the committees on which you serve	very satisfied	158	31%	639	31%	4738	32%	121	36%	366	31%	2840	29%
			decline to answer	214	42%	834	41%	6223	41%	133	39%	496	42%	4203	43%
			very satisfied	36	7%	191	9%	1399	9%	28	8%	96	8%	877	9%
			decline to answer	5	1%	19	1%	178	1%	1	0%	11	1%	88	1%
			not applicable	6	1%	41	2%	380	3%	7	2%	20	2%	209	2%

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item	theme	description	response scale	men						women					
				you		peers		all		you		peers		all	
				count	%										
Q60C	Nature of work: Service	The discretion you have to choose the committees on which you serve	very dissatisfied	32	6%	71	3%	516	3%	10	3%	57	5%	390	4%
			dissatisfied	64	13%	227	11%	1647	11%	44	13%	191	16%	1369	14%
			neither satisfied nor satisfied	130	26%	572	28%	4097	27%	103	30%	335	28%	2578	26%
			very satisfied	198	39%	835	41%	6253	42%	134	40%	440	37%	3873	40%
			decline to answer	71	14%	282	14%	2040	14%	41	12%	134	11%	1301	13%
			not applicable	4	1%	16	1%	156	1%	2	1%	10	1%	83	1%
Q60D	Nature of work: Service	How equitably committee assignments are distributed across faculty in your department	very dissatisfied	7	1%	37	2%	312	2%	5	1%	23	2%	173	2%
			dissatisfied	57	11%	181	9%	1356	9%	45	13%	160	13%	1291	13%
			neither satisfied nor satisfied	103	20%	404	20%	2804	19%	86	25%	330	28%	2499	26%
			very satisfied	134	26%	518	25%	3771	25%	86	25%	293	25%	2288	23%
			decline to answer	147	29%	708	35%	5185	35%	93	27%	303	25%	2703	28%
			not applicable	51	10%	161	8%	1367	9%	18	5%	72	6%	663	7%
Q45C	Nature of work: Service*	Please rate your level of satisfaction or dissatisfaction with the portion of your time spent on service.	decline to answer	6	1%	26	1%	231	2%	3	1%	16	1%	126	1%
			not applicable	8	2%	42	2%	307	2%	8	2%	16	1%	197	2%
			very dissatisfied	22	4%	78	4%	599	4%	16	5%	62	5%	537	5%
			dissatisfied	53	10%	256	13%	2114	14%	59	17%	242	20%	1959	20%
			neither satisfied nor satisfied	120	24%	527	26%	3672	24%	85	25%	295	25%	2184	22%
			very satisfied	249	49%	928	45%	6811	45%	156	46%	481	40%	4136	42%
Q60E	Nature of work: Service*	The number of students you advise/mentor (including oversight of independent study, research projects, internships, study abroad)	decline to answer	63	12%	232	11%	1700	11%	22	6%	105	9%	900	9%
			not applicable	1	0%	14	1%	85	1%	1	0%	9	1%	39	0%
			very dissatisfied	1	0%	12	1%	81	1%	2	1%	3	0%	37	0%
			dissatisfied	10	2%	37	2%	554	4%	13	4%	43	4%	491	5%
			neither satisfied nor satisfied	36	7%	149	7%	1481	10%	38	11%	163	14%	1494	15%
			very satisfied	85	17%	383	19%	2744	18%	68	20%	224	19%	1814	19%
Q45A	Nature of work: Teaching	Please rate your level of satisfaction or dissatisfaction with the portion of your time spent on teaching.	decline to answer	277	55%	1115	55%	7712	51%	158	47%	581	49%	4491	46%
			not applicable	77	15%	295	14%	1935	13%	32	9%	144	12%	987	10%
			decline to answer	3	1%	7	0%	77	1%	1	0%	5	0%	50	1%
			not applicable	18	4%	53	3%	483	3%	29	9%	27	2%	419	4%
			very dissatisfied	5	1%	22	1%	209	1%	7	2%	19	2%	179	2%
			dissatisfied	37	7%	140	7%	1086	7%	34	10%	131	11%	1124	11%
Q45A	Nature of work: Teaching	Please rate your level of satisfaction or dissatisfaction with the portion of your time spent on teaching.	neither satisfied nor satisfied	60	12%	237	12%	1750	12%	48	14%	175	15%	1277	13%
			very satisfied	261	51%	1089	53%	7763	52%	174	51%	640	53%	4961	51%
			decline to answer	124	24%	522	26%	3916	26%	50	15%	211	18%	2001	20%
			decline to answer	1	0%	9	0%	66	0%	3	1%	8	1%	35	0%
			not applicable	21	4%	28	1%	272	2%	25	7%	13	1%	215	2%

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item	theme	description	response scale	men						women					
				you		peers		all		you		peers		all	
				count	%										
Q70A	Nature of work: Teaching	The number of courses you teach	very dissatisfied	6	1%	34	2%	370	2%	5	1%	31	3%	297	3%
			dissatisfied	40	8%	155	8%	1523	10%	19	6%	138	12%	1367	14%
			neither satisfied nor	43	9%	236	12%	1693	11%	44	13%	123	10%	1043	11%
			satisfied	263	52%	1033	51%	7313	49%	162	48%	585	49%	4570	47%
			very satisfied	114	23%	507	25%	3486	23%	66	20%	269	23%	1994	21%
			decline to answer	0	0%	7	0%	49	0%	0	0%	4	0%	24	0%
			not applicable	38	8%	59	3%	524	4%	41	12%	34	3%	426	4%
Q70B	Nature of work: Teaching	The level of courses you teach	very dissatisfied	1	0%	18	1%	174	1%	6	2%	11	1%	133	1%
			dissatisfied	32	6%	103	5%	770	5%	16	5%	93	8%	615	6%
			neither satisfied nor	41	8%	159	8%	1351	9%	31	9%	106	9%	914	9%
			satisfied	269	53%	1113	55%	7762	52%	164	49%	627	53%	4952	51%
			very satisfied	124	25%	569	28%	4317	29%	78	23%	310	26%	2656	27%
			decline to answer	0	0%	7	0%	48	0%	0	0%	3	0%	22	0%
			not applicable	37	7%	62	3%	536	4%	42	12%	34	3%	429	4%
Q70C	Nature of work: Teaching	The discretion you have over the content of the courses you teach	very dissatisfied	3	1%	19	1%	151	1%	5	1%	19	2%	102	1%
			dissatisfied	9	2%	41	2%	350	2%	12	4%	42	4%	303	3%
			neither satisfied nor	34	7%	114	6%	802	5%	15	4%	77	7%	517	5%
			satisfied	187	37%	748	37%	5205	35%	122	36%	457	39%	3573	37%
			very satisfied	233	46%	1044	51%	7882	53%	143	42%	555	47%	4795	49%
			decline to answer	0	0%	7	0%	49	0%	1	0%	3	0%	17	0%
			not applicable	38	8%	58	3%	519	3%	39	12%	31	3%	414	4%
Q70D	Nature of work: Teaching	The number of students in the classes you teach, on average	very dissatisfied	14	3%	61	3%	504	3%	15	4%	41	3%	355	4%
			dissatisfied	55	11%	229	11%	1759	12%	32	9%	193	16%	1378	14%
			neither satisfied nor	65	13%	247	12%	1972	13%	47	14%	160	14%	1186	12%
			satisfied	222	44%	959	47%	6724	45%	143	42%	511	43%	4217	43%
			very satisfied	107	21%	463	23%	3402	23%	60	18%	241	20%	2129	22%
			decline to answer	0	0%	6	0%	48	0%	0	0%	3	0%	22	0%
			not applicable	41	8%	66	3%	549	4%	40	12%	35	3%	434	4%
Q70E	Nature of work: Teaching	The quality of students you teach, on average	very dissatisfied	26	5%	63	3%	676	5%	11	3%	26	2%	314	3%
			dissatisfied	104	21%	330	16%	2642	18%	72	21%	182	15%	1561	16%
			neither satisfied nor	122	24%	486	24%	3334	22%	59	18%	259	22%	2004	21%
			satisfied	184	37%	831	41%	5870	39%	135	40%	503	42%	4006	41%
			very satisfied	33	7%	265	13%	1909	13%	22	7%	183	15%	1424	15%
			decline to answer	0	0%	7	0%	56	0%	0	0%	2	0%	27	0%
			not applicable	35	7%	49	2%	471	3%	38	11%	29	2%	385	4%

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item	theme	description	response scale	men						women					
				you		peers		all		you		peers		all	
				count	%										
Q70H	Nature of work: Teaching	How equitably the teaching workload is distributed across faculty in your department	very dissatisfied	58	12%	215	11%	1340	9%	38	11%	157	13%	1042	11%
			dissatisfied	95	19%	362	18%	2514	17%	71	21%	266	22%	2023	21%
			neither satisfied nor satisfied	110	22%	465	23%	3056	20%	63	19%	246	21%	1936	20%
			very satisfied	168	33%	704	35%	5549	37%	101	30%	379	32%	3194	33%
			decline to answer	39	8%	214	11%	1884	13%	15	4%	102	9%	1045	11%
			not applicable	2	0%	24	1%	154	1%	4	1%	7	1%	83	1%
Q70I	Nature of work: Teaching	The quality of graduate students to support your teaching	very dissatisfied	32	6%	47	2%	461	3%	45	13%	27	2%	398	4%
			dissatisfied	31	6%	71	3%	761	5%	11	3%	47	4%	621	6%
			neither satisfied nor satisfied	51	10%	213	10%	1597	11%	33	10%	126	11%	1074	11%
			very satisfied	86	17%	362	18%	2384	16%	44	13%	205	17%	1248	13%
			decline to answer	128	25%	695	34%	4050	27%	100	30%	374	32%	2231	23%
			not applicable	59	12%	295	15%	1575	11%	38	11%	160	14%	918	9%
Q50A	Nature of work: Teaching*	Please indicate whether you feel you spend too much or too little time on teaching.	too little	3	1%	10	0%	90	1%	0	0%	4	0%	41	0%
			too much	29	69%	118	73%	953	74%	31	76%	130	87%	1067	82%
			decline to answer	3	7%	12	7%	78	6%	4	10%	8	5%	44	3%
Q45D	Nature of Work*	Please rate your level of satisfaction or dissatisfaction with the portion of your time spent on outreach.	very dissatisfied	6	1%	22	1%	200	1%	2	1%	5	0%	118	1%
			dissatisfied	22	4%	106	5%	816	5%	21	6%	79	7%	765	8%
			neither satisfied nor satisfied	143	28%	554	27%	4129	27%	103	30%	320	27%	2637	27%
			very satisfied	197	39%	673	33%	4935	33%	118	35%	418	35%	3144	32%
			decline to answer	71	14%	194	9%	1543	10%	44	13%	116	10%	924	9%
			not applicable	3	1%	17	1%	150	1%	3	1%	13	1%	86	1%
Q45E	Nature of Work*	Please rate your level of satisfaction or dissatisfaction with the portion of your time spent on administrative tasks.	very dissatisfied	67	13%	481	23%	3289	22%	50	15%	246	21%	2118	22%
			dissatisfied	52	10%	180	9%	1241	8%	32	9%	99	8%	855	9%
			neither satisfied nor satisfied	118	23%	484	24%	3575	24%	83	24%	366	31%	2625	27%
			very satisfied	162	32%	639	31%	4555	30%	119	35%	353	29%	2856	29%
			decline to answer	129	25%	496	24%	3899	26%	80	23%	249	21%	2415	25%
			not applicable	24	5%	104	5%	788	5%	7	2%	59	5%	399	4%
Q50D	Nature of Work*	Please indicate whether you feel you spend too much or too little time on outreach.	decline to answer	2	0%	13	1%	92	1%	1	0%	10	1%	45	0%
			too little	11	39%	84	66%	684	68%	14	61%	61	73%	680	77%
			too much	12	43%	34	27%	241	24%	9	39%	20	24%	168	19%
Q50E	Nature of Work*	Please indicate whether you feel you spend too much or too little time on administrative tasks.	decline to answer	5	18%	10	8%	88	9%	0	0%	3	4%	35	4%
			too little	0	0%	7	1%	61	1%	0	0%	2	0%	34	1%
			too much	162	95%	641	97%	4607	96%	114	99%	457	98%	3379	97%
			decline to answer	8	5%	16	2%	142	3%	1	1%	6	1%	66	2%

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item	theme	description	response scale	men						women					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q55A	Nature of Work*	I am able to balance the teaching, research, and service activities expected of me.	strongly disagree	38	7%	144	7%	1314	9%	48	14%	154	13%	1525	16%
			somewhat disagree	102	20%	374	18%	3211	21%	108	32%	360	30%	3091	32%
			neither agree nor	47	9%	203	10%	1421	9%	24	7%	99	8%	789	8%
			somewhat agree	216	43%	846	41%	5859	39%	127	37%	430	36%	3273	33%
			strongly agree	101	20%	457	22%	3089	21%	31	9%	142	12%	1003	10%
			I don't know	2	0%	9	0%	41	0%	1	0%	2	0%	31	0%
			decline to answer	1	0%	7	0%	48	0%	0	0%	5	0%	32	0%
not applicable	1	0%	4	0%	45	0%	1	0%	1	0%	28	0%			
Q70F	Facilities and work resources	The support your institution has offered you for improving your teaching	very dissatisfied	47	9%	122	6%	944	6%	19	6%	65	5%	508	5%
			dissatisfied	88	17%	263	13%	1875	13%	48	14%	171	14%	1316	14%
			neither satisfied nor	179	36%	658	32%	4792	32%	114	34%	368	31%	2790	29%
			satisfied	118	23%	672	33%	4903	33%	89	26%	383	32%	3279	34%
			very satisfied	17	3%	197	10%	1491	10%	20	6%	130	11%	1174	12%
			decline to answer	8	2%	11	1%	105	1%	2	1%	6	1%	47	0%
			not applicable	47	9%	108	5%	848	6%	45	13%	61	5%	607	6%
Q90A	Facilities and work resources	Office	very dissatisfied	14	3%	71	4%	559	4%	9	3%	35	3%	377	4%
			dissatisfied	48	10%	197	10%	1448	10%	23	7%	130	11%	974	10%
			neither satisfied nor	81	16%	287	14%	2134	14%	38	11%	180	15%	1317	14%
			satisfied	244	49%	965	48%	6973	47%	177	53%	553	47%	4444	46%
			very satisfied	114	23%	491	24%	3723	25%	87	26%	273	23%	2513	26%
			decline to answer	0	0%	2	0%	29	0%	0	0%	3	0%	9	0%
not applicable	2	0%	1	0%	23	0%	2	1%	1	0%	26	0%			
Q90B	Facilities and work resources	Laboratory, research, or studio space	very dissatisfied	20	4%	136	7%	958	6%	16	5%	66	6%	610	6%
			dissatisfied	66	13%	246	12%	1887	13%	34	10%	168	14%	1269	13%
			neither satisfied nor	84	17%	310	15%	2371	16%	48	14%	170	14%	1467	15%
			satisfied	175	35%	663	33%	4421	30%	103	31%	310	26%	2330	24%
			very satisfied	47	9%	277	14%	1668	11%	38	11%	124	11%	897	9%
			decline to answer	3	1%	7	0%	68	0%	1	0%	7	1%	28	0%
not applicable	108	21%	375	19%	3516	24%	96	29%	330	28%	3059	32%			
Q90C	Facilities and work resources	Equipment	very dissatisfied	22	4%	91	5%	693	5%	26	8%	53	5%	462	5%
			dissatisfied	98	19%	267	13%	2212	15%	60	18%	199	17%	1553	16%
			neither satisfied nor	109	22%	471	23%	3213	22%	73	22%	233	20%	1967	20%
			satisfied	210	42%	835	41%	6233	42%	122	36%	492	42%	3965	41%
			very satisfied	39	8%	239	12%	1792	12%	29	9%	113	10%	1114	12%
			decline to answer	0	0%	3	0%	36	0%	1	0%	4	0%	16	0%
not applicable	25	5%	108	5%	710	5%	25	7%	81	7%	583	6%			

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item	theme	description	response scale	men						women					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q90D	Facilities and work resources	Classrooms	very dissatisfied	17	3%	89	4%	745	5%	18	5%	67	6%	586	6%
			dissatisfied	88	17%	351	17%	2572	17%	54	16%	234	20%	1997	21%
			neither satisfied nor satisfied	106	21%	393	20%	2820	19%	77	23%	251	21%	1731	18%
			very satisfied	229	46%	897	45%	6458	43%	118	35%	480	41%	3848	40%
			decline to answer	39	8%	235	12%	1878	13%	27	8%	105	9%	1104	11%
			not applicable	0	0%	1	0%	21	0%	1	0%	3	0%	11	0%
			not applicable	24	5%	48	2%	395	3%	41	12%	35	3%	383	4%
Q90E	Facilities and work resources	Library resources	very dissatisfied	7	1%	41	2%	409	3%	10	3%	19	2%	280	3%
			dissatisfied	32	6%	110	5%	1197	8%	24	7%	101	9%	827	9%
			neither satisfied nor satisfied	84	17%	307	15%	2361	16%	46	14%	164	14%	1292	13%
			very satisfied	247	49%	1056	52%	7176	48%	153	46%	574	49%	4534	47%
			decline to answer	115	23%	475	24%	3544	24%	97	29%	300	26%	2643	27%
			not applicable	1	0%	2	0%	36	0%	2	1%	4	0%	25	0%
			not applicable	17	3%	23	1%	166	1%	4	1%	13	1%	59	1%
Q90F	Facilities and work resources	Computing and technical support	very dissatisfied	37	7%	110	5%	860	6%	32	10%	64	5%	613	6%
			dissatisfied	95	19%	290	14%	2223	15%	57	17%	235	20%	1693	18%
			neither satisfied nor satisfied	110	22%	391	19%	2754	18%	55	16%	184	16%	1666	17%
			very satisfied	204	41%	883	44%	6456	43%	139	41%	501	43%	3982	41%
			decline to answer	56	11%	333	17%	2510	17%	52	15%	186	16%	1668	17%
			not applicable	0	0%	2	0%	25	0%	0	0%	3	0%	9	0%
			not applicable	1	0%	5	0%	60	0%	1	0%	2	0%	29	0%
Q90H	Facilities and work resources	Clerical/administrative support	very dissatisfied	41	8%	163	8%	1165	8%	51	15%	115	10%	977	10%
			dissatisfied	118	23%	372	18%	2731	18%	90	27%	287	24%	2125	22%
			neither satisfied nor satisfied	84	17%	409	20%	2867	19%	51	15%	220	19%	1684	17%
			very satisfied	187	37%	746	37%	5573	37%	113	34%	386	33%	3313	34%
			decline to answer	72	14%	312	15%	2416	16%	28	8%	157	13%	1433	15%
			not applicable	0	0%	2	0%	28	0%	1	0%	3	0%	23	0%
			not applicable	1	0%	10	0%	108	1%	2	1%	7	1%	105	1%
Q95D	Personal and Family Policies	Housing benefits (e.g. real estate services, subsidized housing, low-interest mortgage)	very dissatisfied	32	6%	87	4%	1152	8%	20	6%	47	4%	662	7%
			dissatisfied	31	6%	171	9%	1098	7%	12	4%	69	6%	648	7%
			neither satisfied not satisfied	55	11%	287	14%	1753	12%	27	8%	125	11%	859	9%
			very satisfied	2	0%	141	7%	494	3%	4	1%	90	8%	297	3%
			not offered at my	3	1%	60	3%	164	1%	0	0%	39	3%	98	1%
			I don't know	109	22%	322	16%	3083	21%	100	30%	209	18%	2405	25%
			decline to answer	99	20%	302	15%	2194	15%	55	16%	239	20%	1646	17%
			not applicable	1	0%	9	0%	72	0%	0	0%	6	1%	31	0%
not applicable	171	34%	631	31%	4864	33%	118	35%	348	30%	2997	31%			

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item	theme	description	response scale	men						women					
				you		peers		all		you		peers		all	
				count	%										
Q95E	Personal and family policies	Tuition waivers, remission, or exchange	very dissatisfied	8	2%	267	13%	1853	12%	1	0%	112	9%	808	8%
			dissatisfied	23	5%	320	16%	1916	13%	9	3%	118	10%	952	10%
			neither satisfied not satisfied	68	14%	314	15%	2127	14%	50	15%	145	12%	1239	13%
			very satisfied	179	36%	273	13%	2513	17%	101	30%	116	10%	1535	16%
			not offered at my	82	16%	51	3%	946	6%	46	14%	35	3%	637	7%
			I don't know	0	0%	118	6%	820	5%	2	1%	91	8%	514	5%
			decline to answer	58	12%	230	11%	1725	12%	35	10%	219	19%	1478	15%
			not applicable	2	0%	23	1%	159	1%	1	0%	14	1%	114	1%
Q95F	Personal and family policies	Spousal/partner hiring program	very dissatisfied	83	17%	430	21%	2906	19%	91	27%	331	28%	2440	25%
			dissatisfied	26	5%	170	8%	1318	9%	17	5%	90	8%	930	10%
			neither satisfied not satisfied	46	9%	200	10%	1331	9%	24	7%	105	9%	734	8%
			very satisfied	73	15%	342	17%	2226	15%	36	11%	132	11%	994	10%
			not offered at my	43	9%	212	11%	1110	7%	29	9%	132	11%	632	7%
			I don't know	22	4%	95	5%	428	3%	21	6%	85	7%	343	4%
			decline to answer	11	2%	49	2%	806	5%	11	3%	30	3%	603	6%
			not applicable	99	20%	305	15%	2578	17%	54	16%	174	15%	1652	17%
Q95G	Personal and family policies	Childcare	very dissatisfied	4	1%	19	1%	122	1%	3	1%	11	1%	76	1%
			dissatisfied	179	36%	618	31%	4955	33%	141	42%	413	35%	3679	38%
			neither satisfied not satisfied	23	5%	83	4%	775	5%	29	9%	76	6%	769	8%
			very satisfied	31	6%	141	7%	963	6%	24	7%	106	9%	829	9%
			not offered at my	77	15%	332	17%	2060	14%	28	8%	134	11%	901	9%
			I don't know	18	4%	111	6%	738	5%	11	3%	56	5%	436	5%
			decline to answer	5	1%	24	1%	238	2%	3	1%	24	2%	168	2%
			not applicable	33	7%	99	5%	1016	7%	47	14%	69	6%	862	9%
Q95H	Personal and family policies	Eldercare	very dissatisfied	96	19%	322	16%	2176	15%	27	8%	161	14%	1078	11%
			dissatisfied	0	0%	9	0%	106	1%	2	1%	10	1%	63	1%
			neither satisfied not satisfied	220	44%	889	44%	6802	46%	165	49%	536	46%	4537	47%
			very satisfied	7	1%	32	2%	311	2%	4	1%	25	2%	228	2%
			not offered at my	14	3%	57	3%	373	2%	8	2%	33	3%	286	3%
			I don't know	67	13%	289	14%	1955	13%	36	11%	107	9%	935	10%
			decline to answer	8	2%	58	3%	328	2%	7	2%	31	3%	179	2%
			not applicable	3	1%	13	1%	69	0%	1	0%	8	1%	42	0%
Q95I	Personal and family policies	Eldercare	very dissatisfied	30	6%	132	7%	1288	9%	27	8%	96	8%	1105	11%
			dissatisfied	156	31%	593	29%	4140	28%	78	23%	382	32%	2791	29%
			neither satisfied not satisfied	1	0%	27	1%	190	1%	2	1%	15	1%	120	1%
			very satisfied	217	43%	825	41%	6311	42%	173	51%	483	41%	4030	41%
			not offered at my												
			I don't know												
			decline to answer												
			not applicable												

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item	theme	description	response scale	men						women					
				you		peers		all		you		peers		all	
				count	%										
Q95J	Personal and family policies	Family medical/parental leave	very dissatisfied	6	1%	40	2%	386	3%	15	4%	42	4%	438	5%
			dissatisfied	13	3%	69	3%	637	4%	17	5%	96	8%	657	7%
			neither satisfied not satisfied	92	18%	408	20%	2976	20%	50	15%	173	15%	1492	15%
			very satisfied	109	22%	540	27%	3557	24%	91	27%	254	22%	2136	22%
			not offered at my	34	7%	124	6%	924	6%	17	5%	102	9%	767	8%
			I don't know	4	1%	8	0%	113	1%	3	1%	12	1%	111	1%
			decline to answer	127	25%	376	19%	3037	20%	61	18%	215	18%	1872	19%
			not applicable	1	0%	24	1%	171	1%	2	1%	15	1%	128	1%
Q95K	Personal and family policies	Flexible workload/modified duties for parental or other family reasons	very dissatisfied	117	23%	437	22%	3162	21%	80	24%	271	23%	2115	22%
			dissatisfied	8	2%	48	2%	363	2%	15	4%	52	4%	447	5%
			neither satisfied not satisfied	11	2%	83	4%	640	4%	18	5%	109	9%	785	8%
			very satisfied	77	15%	340	17%	2609	18%	48	14%	164	14%	1343	14%
			not offered at my	107	21%	538	27%	3485	23%	69	21%	259	22%	1975	20%
			I don't know	40	8%	181	9%	1160	8%	30	9%	107	9%	810	8%
			decline to answer	5	1%	26	1%	350	2%	6	2%	28	2%	397	4%
			not applicable	117	23%	328	16%	2534	17%	55	16%	167	14%	1560	16%
Q95L	Personal and family policies	Stop-the-clock for parental or other family reasons	very dissatisfied	1	0%	7	0%	82	1%	3	1%	6	1%	59	1%
			dissatisfied	2	2%	7	2%	81	3%	2	3%	5	2%	91	3%
			neither satisfied not satisfied	3	4%	10	3%	101	3%	3	4%	10	3%	131	4%
			very satisfied	10	12%	45	14%	442	14%	4	6%	37	12%	323	10%
			not offered at my	11	13%	68	21%	531	17%	22	31%	89	28%	591	19%
			I don't know	10	12%	39	12%	240	7%	10	14%	44	14%	280	9%
			decline to answer	0	0%	4	1%	72	2%	0	0%	2	1%	108	4%
			not applicable	23	28%	78	24%	950	30%	13	18%	60	19%	834	27%
Q200B	Personal and family policies	My institution does what it can to make personal/family obligations (e.g. childcare or eldercare) and an academic career compatible.	strongly disagree	0	0%	3	1%	39	1%	0	0%	3	1%	19	1%
			somewhat disagree	24	29%	73	22%	754	23%	17	24%	67	21%	701	23%
			neither agree nor somewhat agree	53	11%	173	9%	1444	10%	52	16%	156	14%	1436	15%
			strongly agree	86	17%	286	15%	2354	16%	60	18%	254	22%	2009	21%
			I don't know	103	21%	506	26%	3434	24%	70	21%	193	17%	1747	19%
			decline to answer	88	18%	479	24%	3473	24%	77	23%	279	24%	2052	22%
			not applicable	38	8%	197	10%	1348	9%	13	4%	95	8%	713	8%
				73	15%	184	9%	1357	9%	23	7%	92	8%	759	8%

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item	theme	description	response scale	men						women					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q200A	Personal and family policies	I have been able to find the right balance, for me, between my professional life and my personal/family life.	strongly disagree	54	11%	174	9%	1283	9%	57	17%	178	16%	1564	17%
			somewhat disagree	109	22%	365	19%	2893	20%	91	27%	324	28%	2652	28%
			neither agree nor	44	9%	196	10%	1524	10%	33	10%	97	8%	785	8%
			somewhat agree	200	40%	784	40%	5696	39%	117	35%	393	34%	3204	34%
			strongly agree	81	16%	420	21%	3005	21%	30	9%	143	12%	1124	12%
			I don't know	2	0%	5	0%	35	0%	2	1%	3	0%	25	0%
			decline to answer	3	1%	17	1%	99	1%	1	0%	5	0%	51	1%
			not applicable	1	0%	0	0%	20	0%	0	0%	2	0%	11	0%
Q95A	Health and retirement benefits	Health benefits for yourself	very dissatisfied	1	0%	44	2%	648	4%	1	0%	15	1%	346	4%
			dissatisfied	29	6%	177	9%	1646	11%	11	3%	87	7%	1100	11%
			neither satisfied nor	62	12%	298	15%	2401	16%	38	11%	154	13%	1443	15%
			satisfied	286	57%	1066	53%	7410	50%	191	57%	614	52%	4749	49%
			very satisfied	117	23%	406	20%	2513	17%	89	26%	283	24%	1750	18%
			not offered at my	0	0%	0	0%	6	0%	0	0%	0	0%	2	0%
			I don't know	2	0%	8	0%	62	0%	0	0%	5	0%	62	1%
			decline to answer	0	0%	21	1%	126	1%	2	1%	14	1%	105	1%
not applicable	6	1%	6	0%	153	1%	4	1%	9	1%	160	2%			
Q95B	Health and retirement benefits	Health benefits for your family (i.e. spouse, partner, and dependents)	very dissatisfied	5	1%	52	3%	925	6%	0	0%	15	1%	495	5%
			dissatisfied	29	6%	169	8%	1731	12%	11	3%	73	6%	947	10%
			neither satisfied nor	52	10%	311	15%	2287	15%	29	9%	153	13%	1251	13%
			satisfied	256	51%	955	48%	6187	42%	140	42%	477	41%	3406	35%
			very satisfied	106	21%	362	18%	2156	14%	76	23%	222	19%	1324	14%
			not offered at my	0	0%	0	0%	22	0%	0	0%	2	0%	16	0%
			I don't know	13	3%	28	1%	264	2%	8	2%	32	3%	291	3%
			decline to answer	0	0%	7	0%	67	0%	3	1%	5	0%	47	0%
not applicable	42	8%	126	6%	1235	8%	69	21%	193	16%	1866	19%			
Q95C	Health and retirement benefits	Retirement benefits	very dissatisfied	8	2%	55	3%	588	4%	7	2%	26	2%	292	3%
			dissatisfied	49	10%	173	9%	1710	11%	26	8%	88	7%	942	10%
			neither satisfied nor	119	24%	362	18%	3428	23%	82	24%	201	17%	2253	23%
			satisfied	247	49%	931	46%	6402	43%	162	48%	522	44%	4007	41%
			very satisfied	44	9%	398	20%	1785	12%	23	7%	223	19%	1121	12%
			not offered at my	0	0%	3	0%	15	0%	0	0%	1	0%	15	0%
			I don't know	26	5%	57	3%	648	4%	25	7%	88	7%	794	8%
			decline to answer	0	0%	23	1%	158	1%	1	0%	14	1%	121	1%
not applicable	10	2%	24	1%	231	2%	10	3%	18	2%	172	2%			

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item	theme	description	response scale	men						women					
				you		peers		all		you		peers		all	
				count	%										
Q95I	Health and retirement benefits	Phased retirement options	very dissatisfied	16	3%	69	3%	514	3%	5	1%	23	2%	226	2%
			dissatisfied	28	6%	106	5%	861	6%	11	3%	44	4%	407	4%
			neither satisfied nor satisfied	107	21%	393	19%	3063	20%	53	16%	183	16%	1603	16%
			very satisfied	71	14%	389	19%	2583	17%	42	13%	173	15%	1382	14%
			not offered at my	9	2%	94	5%	517	3%	4	1%	63	5%	319	3%
			I don't know	5	1%	37	2%	334	2%	7	2%	22	2%	268	3%
			decline to answer	174	35%	602	30%	4592	31%	138	41%	468	40%	3742	39%
			not applicable	3	1%	26	1%	206	1%	1	0%	16	1%	140	1%
Q90G	Salary*	Salary	not applicable	90	18%	310	15%	2294	15%	75	22%	188	16%	1629	17%
			very dissatisfied	83	17%	207	10%	2056	14%	62	18%	124	11%	1442	15%
			dissatisfied	129	26%	420	21%	3685	25%	91	27%	303	26%	2753	28%
			neither satisfied nor satisfied	85	17%	340	17%	2652	18%	60	18%	213	18%	1706	18%
			very satisfied	158	31%	768	38%	4902	33%	103	31%	412	35%	2918	30%
			decline to answer	47	9%	268	13%	1518	10%	20	6%	119	10%	809	8%
			not applicable	1	0%	10	0%	68	0%	0	0%	4	0%	31	0%
			not applicable	0	0%	1	0%	7	0%	0	0%	0	0%	1	0%
Q100A	Interdisciplinary work	Budget allocations encourage interdisciplinary work.	strongly disagree	88	18%	299	15%	2588	17%	77	23%	211	18%	1965	20%
			somewhat disagree	130	26%	446	22%	3532	24%	82	24%	306	26%	2445	25%
			neither agree nor	122	24%	479	24%	3374	23%	54	16%	200	17%	1610	17%
			somewhat agree	83	17%	424	21%	2578	17%	59	18%	233	20%	1485	15%
			strongly agree	18	4%	121	6%	557	4%	11	3%	77	7%	417	4%
			I don't know	52	10%	170	8%	1658	11%	40	12%	124	11%	1451	15%
			decline to answer	0	0%	16	1%	85	1%	1	0%	4	0%	26	0%
			not applicable	9	2%	49	2%	470	3%	11	3%	15	1%	221	2%
Q100B	Interdisciplinary work	Campus facilities (e.g. spaces, buildings, centers, labs) are conducive to interdisciplinary work.	strongly disagree	54	11%	266	13%	2233	15%	56	17%	214	18%	1808	19%
			somewhat disagree	142	28%	464	23%	3810	26%	83	25%	317	27%	2672	28%
			neither agree nor	127	25%	444	22%	3461	23%	69	21%	198	17%	1747	18%
			somewhat agree	115	23%	524	26%	3163	21%	80	24%	266	23%	1836	19%
			strongly agree	29	6%	140	7%	761	5%	9	3%	81	7%	447	5%
			I don't know	27	5%	109	5%	945	6%	26	8%	70	6%	860	9%
			decline to answer	0	0%	10	0%	71	0%	0	0%	4	0%	28	0%
			not applicable	8	2%	47	2%	398	3%	12	4%	20	2%	222	2%

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item	theme	description	response scale	men						women					
				you		peers		all		you		peers		all	
				count	%										
Q100C	Interdisciplinary work	Interdisciplinary work is rewarded in the merit process.	strongly disagree	64	13%	280	14%	2475	17%	52	16%	207	18%	1833	19%
			somewhat disagree	112	22%	405	20%	3297	22%	71	21%	268	23%	2229	23%
			neither agree nor	119	24%	471	24%	3203	22%	54	16%	221	19%	1624	17%
			somewhat agree	113	23%	492	25%	2860	19%	73	22%	222	19%	1561	16%
			strongly agree	22	4%	124	6%	701	5%	16	5%	95	8%	448	5%
			I don't know	66	13%	188	9%	1870	13%	63	19%	144	12%	1707	18%
			decline to answer	1	0%	8	0%	73	0%	0	0%	4	0%	32	0%
			not applicable	5	1%	36	2%	363	2%	6	2%	9	1%	186	2%
Q100D	Interdisciplinary work	Interdisciplinary work is rewarded in the promotion process.	strongly disagree	51	12%	228	14%	1836	16%	41	16%	145	17%	1249	20%
			somewhat disagree	83	20%	347	21%	2511	22%	52	20%	188	22%	1517	24%
			neither agree nor	103	25%	423	25%	2675	23%	42	16%	178	21%	1187	19%
			somewhat agree	103	25%	433	26%	2353	20%	63	25%	178	21%	1100	17%
			strongly agree	24	6%	98	6%	562	5%	12	5%	71	8%	317	5%
			I don't know	44	11%	111	7%	1223	11%	42	16%	79	9%	891	14%
			decline to answer	1	0%	6	0%	55	0%	0	0%	3	0%	21	0%
			not applicable	5	1%	31	2%	289	3%	5	2%	7	1%	105	2%
Q100E	Interdisciplinary work	Interdisciplinary work is rewarded in the tenure process.	strongly disagree	6	8%	39	13%	325	11%	2	3%	47	15%	346	12%
			somewhat disagree	9	12%	33	11%	428	15%	11	17%	62	20%	496	18%
			neither agree nor	15	21%	50	16%	516	18%	5	8%	48	15%	418	15%
			somewhat agree	13	18%	65	21%	526	19%	16	24%	45	15%	457	16%
			strongly agree	1	1%	22	7%	131	5%	1	2%	15	5%	98	4%
			I don't know	29	40%	93	30%	840	30%	31	47%	90	29%	915	33%
			decline to answer	0	0%	2	1%	14	0%	0	0%	1	0%	11	0%
			not applicable	0	0%	7	2%	55	2%	0	0%	2	1%	40	1%
Q100G	Interdisciplinary work	My department understands how to evaluate interdisciplinary work.	strongly disagree	66	13%	293	15%	2273	15%	41	12%	196	17%	1775	18%
			somewhat disagree	88	18%	382	19%	2865	19%	68	20%	259	22%	2077	22%
			neither agree nor	105	21%	415	21%	3067	21%	60	18%	192	16%	1597	17%
			somewhat agree	132	26%	507	25%	3429	23%	83	25%	272	23%	1841	19%
			strongly agree	61	12%	209	10%	1298	9%	28	8%	122	10%	771	8%
			I don't know	45	9%	165	8%	1523	10%	48	14%	117	10%	1366	14%
			decline to answer	1	0%	11	1%	87	1%	1	0%	5	0%	43	0%
			not applicable	4	1%	22	1%	300	2%	6	2%	7	1%	150	2%

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item	theme	description	response scale	men						women					
				you		peers		all		you		peers		all	
				count	%										
Q105A	Collaboration	Opportunities for collaboration with other members of your department	very dissatisfied	21	4%	96	5%	694	5%	21	6%	63	5%	585	6%
			dissatisfied	45	9%	216	11%	1428	10%	48	14%	174	15%	1236	13%
			neither satisfied nor satisfied	93	19%	327	16%	2558	17%	59	18%	214	18%	1828	19%
			very satisfied	221	44%	857	43%	6325	43%	134	40%	437	37%	3605	38%
			decline to answer	119	24%	490	24%	3635	25%	67	20%	254	22%	2139	22%
			not applicable	0	0%	8	0%	66	0%	2	1%	11	1%	82	1%
				3	1%	10	0%	129	1%	4	1%	17	1%	138	1%
Q105E	Collaboration	Opportunities for collaboration within your institution, faculty outside your department	very dissatisfied	17	3%	80	4%	628	4%	14	4%	35	3%	461	5%
			dissatisfied	57	11%	222	11%	1796	12%	36	11%	159	14%	1411	15%
			neither satisfied nor satisfied	114	23%	428	21%	3746	25%	70	21%	287	25%	2523	26%
			very satisfied	214	43%	823	41%	5945	40%	152	45%	453	39%	3566	37%
			decline to answer	84	17%	414	21%	2294	15%	53	16%	209	18%	1365	14%
			not applicable	2	0%	7	0%	81	1%	3	1%	7	1%	78	1%
				14	3%	30	1%	345	2%	7	2%	20	2%	209	2%
Q105D	Collaboration	Opportunities for collaboration with faculty outside your institution	very dissatisfied	11	2%	51	3%	452	3%	8	2%	40	3%	411	4%
			dissatisfied	29	6%	110	5%	1096	7%	25	7%	92	8%	987	10%
			neither satisfied nor satisfied	92	18%	388	19%	3312	22%	77	23%	242	21%	2423	25%
			very satisfied	245	49%	874	44%	6377	43%	144	43%	464	40%	3590	37%
			decline to answer	117	23%	539	27%	3092	21%	74	22%	292	25%	1790	19%
			not applicable	1	0%	12	1%	102	1%	2	1%	10	1%	93	1%
				7	1%	30	1%	404	3%	5	1%	30	3%	319	3%
Q125A	Mentoring	Please rate the effectiveness or ineffectiveness of mentoring from someone in your department for you.	very ineffective	45	9%	173	9%	1079	7%	23	7%	136	12%	944	10%
			ineffective	34	7%	159	8%	1186	8%	40	12%	115	10%	899	9%
			neither effective nor somewhat effective	68	14%	282	14%	2183	15%	26	8%	134	11%	1047	11%
			very effective	159	32%	625	31%	4703	32%	102	31%	382	33%	2922	30%
			have not received	88	18%	346	17%	2455	17%	82	25%	240	21%	2152	22%
			decline to answer	51	10%	198	10%	1650	11%	42	13%	119	10%	1129	12%
			not applicable	2	0%	15	1%	109	1%	1	0%	3	0%	48	1%
				54	11%	199	10%	1429	10%	18	5%	39	3%	454	5%
Q125B	Mentoring	Please rate the effectiveness or ineffectiveness of mentoring from someone outside your department at your institution for you.	very ineffective	18	4%	94	5%	709	5%	11	3%	45	4%	419	4%
			ineffective	28	6%	102	5%	795	5%	12	4%	46	4%	520	5%
			neither effective nor somewhat effective	96	19%	427	21%	3081	21%	40	12%	164	14%	1423	15%
			very effective	124	25%	459	23%	3048	21%	102	31%	325	28%	2460	26%
			have not received	40	8%	142	7%	894	6%	55	16%	194	17%	1299	14%
			decline to answer	110	22%	408	20%	3398	23%	72	22%	271	23%	2322	24%
			not applicable	1	0%	15	1%	114	1%	0	0%	3	0%	35	0%
				84	17%	350	18%	2755	19%	42	13%	120	10%	1117	12%

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item	theme	description	response scale	men						women					
				you		peers		all		you		peers		all	
				count	%										
Q130A	Mentoring	There is effective mentoring of pre-tenure faculty in my department.	Strongly disagree	66	13%	230	12%	1832	12%	58	17%	187	16%	1650	17%
			somewhat disagree	110	22%	358	18%	2668	18%	66	20%	226	19%	1888	20%
			neither agree nor	58	12%	259	13%	1916	13%	32	10%	128	11%	961	10%
			somewhat agree	172	34%	715	36%	5332	36%	112	34%	401	34%	3108	32%
			strongly agree	65	13%	330	17%	2276	15%	46	14%	183	16%	1553	16%
			I don't know	19	4%	77	4%	541	4%	14	4%	29	2%	317	3%
			decline to answer	4	1%	12	1%	86	1%	1	0%	4	0%	44	0%
not applicable	6	1%	15	1%	139	1%	5	1%	10	1%	62	1%			
Q130B	Mentoring	There is effective mentoring of tenured associate professors in my department.	strongly disagree	84	20%	327	20%	2364	21%	85	33%	244	29%	1947	31%
			somewhat disagree	117	28%	425	25%	2944	26%	72	28%	240	28%	1823	29%
			neither agree nor	74	18%	363	22%	2424	21%	34	13%	112	13%	888	14%
			somewhat agree	82	20%	337	20%	2198	19%	37	14%	153	18%	986	16%
			strongly agree	23	6%	81	5%	521	5%	8	3%	48	6%	280	4%
			I don't know	20	5%	95	6%	614	5%	17	7%	40	5%	307	5%
			decline to answer	2	0%	10	1%	85	1%	1	0%	3	0%	27	0%
not applicable	10	2%	31	2%	311	3%	2	1%	9	1%	100	2%			
Q130C	Mentoring	My institution provides adequate support for faculty to be good mentors.	strongly disagree	88	21%	319	19%	2371	21%	69	27%	202	24%	1657	26%
			somewhat disagree	122	30%	478	29%	3236	28%	79	31%	294	35%	2052	32%
			neither agree nor	98	24%	410	25%	2861	25%	45	18%	166	20%	1200	19%
			somewhat agree	54	13%	242	14%	1477	13%	31	12%	97	11%	718	11%
			strongly agree	8	2%	51	3%	340	3%	4	2%	27	3%	199	3%
			I don't know	37	9%	144	9%	974	8%	26	10%	55	6%	474	7%
			decline to answer	1	0%	12	1%	71	1%	1	0%	2	0%	27	0%
not applicable	4	1%	13	1%	131	1%	1	0%	6	1%	31	0%			
Q110	Mentoring*	At this institution and in the past five years, I have served as either a formal or informal mentor to... (Check all that apply)	pre-tenure faculty in	271	65%	1107	54%	7689	67%	184	72%	616	51%	4641	73%
			tenured faculty in	123	30%	476	23%	3026	26%	73	28%	266	22%	1632	26%
			pre-tenure faculty	108	26%	378	18%	2401	21%	95	37%	290	24%	1965	31%
			tenured faculty	55	13%	202	10%	1241	11%	45	18%	158	13%	861	14%
			non-tenure-track	140	34%	424	21%	3459	30%	93	36%	259	22%	2335	37%
			non-tenure-track	61	15%	170	8%	1065	9%	43	17%	126	11%	801	13%
			none of the above	95	23%	394	19%	2721	24%	44	17%	146	12%	1079	17%
decline to answer	6	1%	32	2%	224	2%	2	1%	7	1%	93	1%			

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item	theme	description	response scale	men						women					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q115	Mentoring*	Would you agree or disagree that being a mentor is/has been fulfilling to you in your role as a faculty member?	strongly disagree	3	1%	27	2%	141	2%	2	1%	8	1%	71	1%
			somewhat disagree	11	4%	45	4%	293	3%	5	2%	27	4%	175	3%
			neither agree nor	40	13%	182	15%	1276	15%	24	11%	85	12%	648	12%
			somewhat agree	127	41%	550	44%	3686	43%	96	45%	286	41%	2234	43%
			strongly agree	130	42%	439	35%	3092	36%	84	40%	287	41%	2053	39%
			decline to answer	1	0%	3	0%	22	0%	0	0%	3	0%	10	0%
			not applicable	1	0%	3	0%	35	0%	0	0%	0	0%	11	0%
Q120A	Mentoring*	Please indicate how important or unimportant having a mentor or mentors in your department is to your success as a faculty member.	very unimportant	18	4%	69	3%	443	3%	4	1%	23	2%	160	2%
			unimportant	21	4%	131	7%	846	6%	12	4%	36	3%	266	3%
			neither important	52	10%	203	10%	1539	10%	19	6%	53	5%	559	6%
			important	195	39%	783	39%	5976	40%	114	34%	404	35%	3312	34%
			very important	195	39%	740	37%	5405	36%	174	52%	627	54%	5083	53%
			decline to answer	2	0%	9	0%	96	1%	0	0%	8	1%	44	0%
			not applicable	18	4%	64	3%	504	3%	12	4%	19	2%	177	2%
Q120B	Mentoring*	Please indicate how important or unimportant having a mentor or mentors outside your department at your institution is to your success as a faculty member.	very unimportant	24	5%	111	6%	772	5%	6	2%	33	3%	253	3%
			unimportant	66	13%	295	15%	2310	16%	26	8%	87	7%	836	9%
			neither important	134	27%	563	28%	4452	30%	60	18%	204	17%	1993	21%
			important	164	33%	639	32%	4524	31%	129	39%	443	38%	3477	36%
			very important	89	18%	279	14%	1888	13%	103	31%	372	32%	2712	28%
			decline to answer	3	1%	14	1%	119	1%	0	0%	6	1%	52	1%
			not applicable	21	4%	98	5%	744	5%	11	3%	25	2%	278	3%
Q120C	Mentoring*	Please indicate how important or unimportant having a mentor or mentors outside your institution is to your success as a faculty member.	very unimportant	18	4%	91	5%	729	5%	4	1%	17	1%	216	2%
			unimportant	53	11%	217	11%	1880	13%	16	5%	63	5%	610	6%
			neither important	122	24%	536	27%	3892	26%	53	16%	189	16%	1687	18%
			important	175	35%	713	36%	5018	34%	120	36%	422	36%	3519	37%
			very important	110	22%	344	17%	2490	17%	131	39%	447	38%	3287	34%
			decline to answer	3	1%	14	1%	121	1%	0	0%	6	1%	46	0%
			not applicable	20	4%	84	4%	679	5%	11	3%	26	2%	236	2%
Q125C	Mentoring*	Please rate the effectiveness or ineffectiveness of mentoring from someone outside your institution for you.	very ineffective	10	2%	57	3%	422	3%	0	0%	23	2%	179	2%
			ineffective	19	4%	85	4%	563	4%	5	1%	26	2%	269	3%
			neither effective nor	85	17%	367	18%	2633	18%	27	8%	128	11%	1116	12%
			somewhat effective	147	29%	599	30%	4159	28%	106	32%	408	35%	3067	32%
			very effective	90	18%	287	14%	2017	14%	112	34%	330	28%	2485	26%
			have not received	79	16%	293	15%	2461	17%	50	15%	152	13%	1510	16%
			decline to answer	2	0%	15	1%	119	1%	0	0%	3	0%	48	1%
not applicable	69	14%	294	15%	2420	16%	34	10%	98	8%	921	10%			

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item	theme	description	response scale	men						women					
				you		peers		all		you		peers		all	
				count	%										
Q136A	Tenure policies	Please rate the clarity of the tenure process in your department.	very unclear	7	10%	23	7%	195	7%	4	6%	21	7%	231	8%
			somewhat unclear	20	27%	40	13%	393	14%	16	24%	54	18%	482	17%
			neither clear nor	5	7%	23	7%	232	8%	3	5%	17	6%	199	7%
			somewhat clear	26	36%	132	42%	1225	43%	34	52%	139	45%	1174	42%
			very clear	14	19%	88	28%	749	27%	9	14%	70	23%	657	24%
			decline to answer	1	1%	5	2%	29	1%	0	0%	5	2%	23	1%
Q136B	Tenure policies	The tenure criteria (what things are evaluated) in my department - Please rate the clarity of the tenure criteria (what things are evaluated) in your department.	very unclear	6	8%	21	7%	201	7%	6	9%	25	8%	246	9%
			somewhat unclear	20	27%	42	14%	421	15%	12	18%	51	17%	499	18%
			neither clear nor	5	7%	28	9%	261	9%	8	12%	23	8%	196	7%
			somewhat clear	29	40%	142	46%	1217	43%	31	47%	132	43%	1139	41%
			very clear	12	16%	73	23%	694	25%	9	14%	71	23%	666	24%
			decline to answer	1	1%	5	2%	29	1%	0	0%	4	1%	20	1%
Q136C	Tenure policies	Please rate the clarity of the tenure standards (the performance threshold) in your department.	very unclear	14	19%	32	10%	317	11%	4	6%	38	12%	325	12%
			somewhat unclear	20	27%	55	18%	524	19%	23	35%	52	17%	635	23%
			neither clear nor	6	8%	40	13%	339	12%	8	12%	31	10%	264	10%
			somewhat clear	21	29%	125	40%	1119	40%	27	41%	137	45%	1050	38%
			very clear	11	15%	53	17%	493	17%	4	6%	42	14%	468	17%
			decline to answer	1	1%	6	2%	31	1%	0	0%	6	2%	24	1%
Q136D	Tenure policies	Please rate the clarity of the body of evidence (the dossier's contents) that will be considered in making tenure decisions in your department.	very unclear	3	4%	16	5%	169	6%	2	3%	24	8%	202	7%
			somewhat unclear	16	22%	36	12%	379	13%	14	21%	42	14%	486	18%
			neither clear nor	2	3%	41	13%	348	12%	4	6%	33	11%	251	9%
			somewhat clear	34	47%	125	40%	1194	42%	37	56%	115	38%	1120	40%
			very clear	16	22%	85	27%	692	25%	9	14%	85	28%	681	25%
			decline to answer	2	3%	8	3%	41	1%	0	0%	7	2%	26	1%
Q136E	Tenure policies	Please rate the clarity of whether or not I will achieve tenure.	very unclear	5	7%	28	9%	212	8%	2	3%	37	12%	250	9%
			somewhat unclear	10	14%	30	10%	296	10%	15	23%	53	17%	451	16%
			neither clear nor	20	27%	56	18%	500	18%	10	15%	40	13%	455	16%
			somewhat clear	23	32%	120	39%	1184	42%	30	45%	132	43%	1088	39%
			very clear	12	16%	66	21%	570	20%	9	14%	38	12%	465	17%
			decline to answer	3	4%	11	4%	61	2%	0	0%	6	2%	57	2%
Q139A	Tenure policies	I have received consistent messages from tenured faculty about the requirements for tenure.	strongly disagree	17	23%	46	15%	415	15%	11	17%	42	14%	501	18%
			somewhat disagree	16	22%	59	19%	547	19%	19	29%	94	31%	679	25%
			neither agree nor	8	11%	37	12%	372	13%	8	12%	34	11%	311	11%
			somewhat agree	23	32%	97	31%	942	33%	22	33%	82	27%	774	28%
			strongly agree	6	8%	63	20%	480	17%	6	9%	47	16%	444	16%
			decline to answer	2	3%	7	2%	39	1%	0	0%	3	1%	27	1%
			not applicable	1	1%	1	0%	20	1%	0	0%	0	0%	20	1%

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item	theme	description	response scale	men						women					
				you		peers		all		you		peers		all	
				count	%										
Q139B	Tenure policies	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).	strongly disagree	5	7%	26	8%	212	8%	5	8%	21	7%	245	9%
			somewhat disagree	8	11%	23	7%	262	9%	8	12%	37	12%	356	13%
			neither agree nor disagree	12	16%	49	16%	477	17%	16	24%	56	19%	458	17%
			somewhat agree	23	32%	98	32%	917	33%	16	24%	110	36%	886	32%
			strongly agree	21	29%	99	32%	846	30%	19	29%	70	23%	700	25%
			decline to answer	4	5%	15	5%	83	3%	1	2%	8	3%	90	3%
			not applicable	0	0%	0	0%	17	1%	1	2%	0	0%	21	1%
Q137A	Tenure clarity	Is what's expected in order to earn tenure CLEAR to you regarding your performance as a scholar?	very unclear	7	10%	15	5%	177	6%	2	3%	17	6%	214	8%
			somewhat unclear	7	10%	30	10%	353	13%	9	14%	34	11%	460	17%
			neither clear nor somewhat clear	6	8%	22	7%	185	7%	4	6%	15	5%	147	5%
			very clear	30	41%	123	40%	1146	41%	34	52%	129	42%	1089	39%
			decline to answer	21	29%	116	37%	929	33%	17	26%	106	35%	833	30%
			not applicable	1	1%	4	1%	25	1%	0	0%	3	1%	18	1%
			not applicable	1	1%	1	0%	5	0%	0	0%	1	0%	1	0%
Q137B	Tenure clarity	Is what's expected in order to earn tenure CLEAR to you regarding your performance as a teacher?	very unclear	5	7%	13	4%	130	5%	3	5%	15	5%	138	5%
			somewhat unclear	9	12%	30	10%	309	11%	9	14%	32	10%	352	13%
			neither clear nor somewhat clear	12	16%	41	13%	311	11%	12	18%	30	10%	250	9%
			very clear	29	40%	126	41%	1191	42%	27	41%	131	43%	1180	43%
			decline to answer	15	21%	93	30%	824	29%	12	18%	93	30%	805	29%
			not applicable	1	1%	5	2%	37	1%	0	0%	3	1%	23	1%
			not applicable	2	3%	3	1%	18	1%	3	5%	1	0%	14	1%
Q137C	Tenure clarity	Is what's expected in order to earn tenure CLEAR to you regarding your performance as an advisor to students?	very unclear	8	11%	26	8%	241	9%	4	6%	33	11%	273	10%
			somewhat unclear	13	18%	44	14%	482	17%	16	24%	61	20%	575	21%
			neither clear nor somewhat clear	21	29%	60	19%	613	22%	15	23%	51	17%	524	19%
			very clear	22	30%	107	34%	937	33%	23	35%	109	36%	873	32%
			decline to answer	6	8%	64	21%	452	16%	5	8%	44	14%	427	15%
			not applicable	1	1%	7	2%	45	2%	0	0%	3	1%	39	1%
			not applicable	2	3%	3	1%	50	2%	3	5%	4	1%	51	2%
Q137D	Tenure clarity	Is what's expected in order to earn tenure CLEAR to you regarding your performance as a colleague in your department?	very unclear	8	11%	26	8%	278	10%	4	6%	36	12%	325	12%
			somewhat unclear	16	22%	48	15%	504	18%	21	32%	63	21%	587	21%
			neither clear nor somewhat clear	16	22%	65	21%	577	20%	17	26%	54	18%	496	18%
			very clear	25	34%	105	34%	955	34%	18	27%	105	34%	891	32%
			decline to answer	7	10%	60	19%	463	16%	6	9%	43	14%	432	16%
			not applicable	1	1%	6	2%	34	1%	0	0%	3	1%	24	1%
			not applicable	0	0%	1	0%	9	0%	0	0%	1	0%	7	0%

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item	theme	description	response scale	men						women					
				you		peers		all		you		peers		all	
				count	%										
Q137E	Tenure clarity	Is what's expected in order to earn tenure CLEAR to you regarding your performance as a campus citizen?	very unclear	12	16%	38	12%	353	13%	8	12%	44	14%	388	14%
			somewhat unclear	19	26%	58	19%	578	20%	19	29%	69	23%	642	23%
			neither clear nor	18	25%	85	27%	719	25%	17	26%	69	23%	561	20%
			somewhat clear	18	25%	80	26%	805	29%	18	27%	84	28%	805	29%
			very clear	4	5%	41	13%	295	10%	4	6%	35	11%	328	12%
			decline to answer	1	1%	6	2%	41	1%	0	0%	3	1%	25	1%
			not applicable	1	1%	3	1%	29	1%	0	0%	1	0%	13	0%
Q137F	Tenure clarity	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)?	very unclear	10	14%	47	15%	442	16%	7	11%	45	15%	446	16%
			somewhat unclear	19	26%	63	20%	635	23%	20	30%	75	25%	709	26%
			neither clear nor	19	26%	79	25%	707	25%	19	29%	60	20%	579	21%
			somewhat clear	18	25%	75	24%	694	25%	16	24%	86	28%	693	25%
			very clear	4	5%	36	12%	264	9%	3	5%	30	10%	265	10%
			decline to answer	1	1%	8	3%	43	2%	0	0%	3	1%	29	1%
			not applicable	2	3%	3	1%	35	1%	1	2%	6	2%	41	1%
Q138A	Tenure reasonableness	Is what's expected in order to earn tenure REASONABLE to you regarding your performance as a scholar?	very unreasonable	2	3%	10	3%	82	3%	0	0%	10	3%	129	5%
			somewhat	6	8%	29	9%	247	9%	8	12%	37	12%	384	14%
			neither reasonable	18	25%	33	11%	312	11%	8	12%	32	11%	327	12%
			somewhat	25	35%	111	36%	1043	37%	37	56%	129	43%	1026	37%
			very reasonable	19	26%	110	35%	1009	36%	12	18%	85	28%	764	28%
			decline to answer	1	1%	16	5%	110	4%	1	2%	10	3%	125	5%
			not applicable	1	1%	1	0%	9	0%	0	0%	0	0%	3	0%
Q138B	Tenure reasonableness	Is what's expected in order to earn tenure REASONABLE to you regarding your performance as a teacher?	very unreasonable	0	0%	6	4%	44	2%	0	0%	3	2%	57	2%
			somewhat	3	4%	12	7%	124	4%	2	3%	23	13%	186	7%
			neither reasonable	21	30%	45	27%	419	15%	15	24%	35	20%	394	14%
			somewhat	22	31%	101	62%	1004	36%	25	40%	110	64%	976	36%
			very reasonable	21	30%	127	77%	1069	38%	20	32%	120	70%	999	36%
			decline to answer	3	4%	16	10%	127	5%	0	0%	11	6%	124	5%
			not applicable	1	1%	1	1%	12	0%	1	2%	1	1%	9	0%
Q138C	Tenure reasonableness	Is what's expected in order to earn tenure REASONABLE to you regarding your performance as an advisor to students?	very unreasonable	0	0%	6	2%	45	2%	0	0%	5	2%	47	2%
			somewhat	4	6%	7	2%	108	4%	4	6%	14	5%	176	7%
			neither reasonable	24	34%	63	20%	710	26%	20	32%	76	25%	748	28%
			somewhat	25	35%	92	30%	896	32%	22	35%	102	34%	811	30%
			very reasonable	13	18%	114	37%	798	29%	16	25%	86	29%	711	26%
			decline to answer	3	4%	24	8%	173	6%	0	0%	15	5%	192	7%
			not applicable	2	3%	2	1%	37	1%	1	2%	1	0%	22	1%

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item	theme	description	response scale	men						women					
				you		peers		all		you		peers		all	
				count	%										
Q138D	Tenure reasonableness	Is what's expected in order to earn tenure REASONABLE to you regarding your performance as a colleague in your department?	very unreasonable	0	0%	9	3%	53	2%	2	3%	4	1%	60	2%
			somewhat	2	3%	13	4%	92	3%	1	2%	14	5%	120	4%
			neither reasonable	31	42%	75	24%	781	28%	23	35%	77	25%	777	28%
			somewhat	19	26%	86	28%	851	30%	18	27%	102	34%	795	29%
			very reasonable	15	21%	100	32%	806	29%	21	32%	86	28%	759	28%
			decline to answer	5	7%	25	8%	191	7%	1	2%	17	6%	214	8%
			not applicable	1	1%	2	1%	34	1%	0	0%	2	1%	26	1%
Q138E	Tenure reasonableness	Is what's expected in order to earn tenure REASONABLE to you regarding your performance as a campus citizen?	very unreasonable	1	1%	4	1%	46	2%	0	0%	4	1%	31	1%
			somewhat	1	1%	11	4%	94	3%	2	3%	8	3%	108	4%
			neither reasonable	33	46%	106	34%	1015	36%	26	39%	99	33%	955	35%
			somewhat	17	24%	78	25%	756	27%	20	30%	92	30%	755	28%
			very reasonable	11	15%	76	25%	593	21%	17	26%	72	24%	580	21%
			decline to answer	7	10%	29	9%	230	8%	1	2%	19	6%	249	9%
			not applicable	2	3%	4	1%	54	2%	0	0%	8	3%	67	2%
Q138F	Tenure reasonableness	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)?	very unreasonable	0	0%	6	2%	53	2%	0	0%	4	1%	42	2%
			somewhat	2	3%	8	3%	108	4%	3	5%	10	3%	125	5%
			neither reasonable	33	46%	118	38%	1087	39%	27	42%	102	34%	1022	38%
			somewhat	15	21%	67	22%	669	24%	19	29%	86	29%	684	25%
			very reasonable	12	17%	72	23%	550	20%	15	23%	70	24%	513	19%
			decline to answer	7	10%	30	10%	250	9%	1	2%	20	7%	257	9%
			not applicable	2	3%	7	2%	65	2%	0	0%	5	2%	73	3%
Q135C	Promotion	Generally, the expectations for promotion from associate to full professor are reasonable to me.	strongly disagree	20	5%	96	6%	774	7%	20	8%	52	6%	488	8%
			somewhat disagree	32	8%	134	8%	1082	9%	17	7%	86	10%	734	12%
			neither agree nor	44	11%	135	8%	1044	9%	27	11%	93	11%	644	10%
			somewhat agree	156	38%	592	35%	4214	37%	100	39%	284	33%	2174	34%
			strongly agree	134	33%	649	39%	3754	33%	63	25%	277	33%	1704	27%
			I don't know	23	6%	50	3%	471	4%	25	10%	46	5%	532	8%
			decline to answer	0	0%	7	0%	53	0%	3	1%	4	0%	37	1%
			not applicable	1	0%	5	0%	57	0%	1	0%	6	1%	38	1%
Q135B	Promotion	My department has a culture where associate professors are encouraged to work towards promotion to full professorship.	strongly disagree	34	8%	102	6%	905	8%	35	14%	85	10%	854	13%
			somewhat disagree	46	11%	133	8%	1252	11%	44	17%	108	13%	1079	17%
			neither agree nor	51	12%	157	9%	1483	13%	36	14%	78	9%	808	13%
			somewhat agree	125	30%	513	31%	3622	32%	70	27%	248	29%	1752	28%
			strongly agree	142	35%	735	44%	3895	34%	60	23%	308	36%	1634	26%
			I don't know	12	3%	20	1%	219	2%	8	3%	14	2%	176	3%
			decline to answer	0	0%	4	0%	35	0%	1	0%	3	0%	22	0%
			not applicable	0	0%	4	0%	38	0%	2	1%	4	0%	26	0%

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item	theme	description	response scale	men						women					
				you		peers		all		you		peers		all	
				count	%										
Q140A	Promotion	Please rate the clarity of the process for promotion from associate professor to full professor in my department.	very unclear	27	7%	83	5%	689	6%	20	8%	63	7%	556	9%
			somewhat unclear	34	8%	134	8%	1163	10%	46	18%	101	12%	952	15%
			neither clear nor	35	9%	114	7%	841	7%	21	8%	54	6%	496	8%
			somewhat clear	158	39%	622	37%	4258	37%	98	38%	309	36%	2255	36%
			very clear	154	38%	703	42%	4375	38%	66	26%	312	37%	2002	32%
			decline to answer	2	0%	7	0%	112	1%	4	2%	9	1%	79	1%
Q140B	Promotion	Please rate the clarity of the criteria (what things are evaluated) for promotion from associate professor to full professor in my department .	very unclear	21	5%	89	5%	756	7%	26	10%	57	7%	563	9%
			somewhat unclear	48	12%	173	10%	1279	11%	49	19%	115	14%	1058	17%
			neither clear nor	40	10%	113	7%	921	8%	17	7%	57	7%	465	7%
			somewhat clear	155	38%	642	39%	4334	38%	85	33%	311	37%	2252	36%
			very clear	144	35%	641	39%	4046	35%	75	29%	299	35%	1921	30%
			decline to answer	2	0%	5	0%	102	1%	3	1%	9	1%	81	1%
Q140C	Promotion	Please rate the clarity of the promotion standards (the performance thresholds) for promotion in rank from associate professor to full professor in my department.	very unclear	28	7%	137	8%	1015	9%	30	12%	76	9%	702	11%
			somewhat unclear	56	14%	198	12%	1576	14%	52	20%	157	19%	1265	20%
			neither clear nor	57	14%	192	12%	1226	11%	26	10%	60	7%	578	9%
			somewhat clear	158	39%	661	40%	4418	39%	82	32%	332	39%	2218	35%
			very clear	108	26%	468	28%	3088	27%	62	24%	214	25%	1488	23%
			decline to answer	3	1%	7	0%	115	1%	3	1%	9	1%	88	1%
Q140D	Promotion	Please rate the clarity of the body of evidence (the dossier's contents) considered for promotion in rank from associate professor to full professor in my department.	very unclear	19	5%	89	5%	685	6%	27	11%	47	6%	515	8%
			somewhat unclear	39	10%	118	7%	1130	10%	42	16%	112	13%	969	15%
			neither clear nor	48	12%	167	10%	1167	10%	24	9%	69	8%	572	9%
			somewhat clear	148	36%	610	37%	4236	37%	86	34%	298	35%	2209	35%
			very clear	150	37%	671	40%	4087	36%	72	28%	312	37%	1986	31%
			decline to answer	6	1%	8	0%	133	1%	4	2%	10	1%	88	1%
Q140E	Promotion	Please rate the clarity of the timeframe within which associate professors should apply for promotion in rank from associate professor to full professor.	very unclear	31	8%	131	8%	1049	9%	35	14%	92	11%	920	15%
			somewhat unclear	58	14%	205	12%	1511	13%	51	20%	177	21%	1231	19%
			neither clear nor	72	18%	257	15%	1744	15%	40	16%	95	11%	866	14%
			somewhat clear	124	30%	554	33%	3642	32%	64	25%	279	33%	1754	28%
			very clear	122	30%	508	31%	3357	29%	62	24%	193	23%	1477	23%
			decline to answer	3	1%	8	0%	135	1%	3	1%	12	1%	91	1%
Q140F	Promotion	Please rate my sense of whether or not I will be promoted from associate to full professor.	very unclear	19	14%	58	11%	669	15%	27	20%	66	16%	654	18%
			somewhat unclear	23	16%	67	12%	665	15%	19	14%	83	20%	699	20%
			neither clear nor	27	19%	108	20%	859	20%	30	23%	60	14%	648	18%
			somewhat clear	41	29%	180	33%	1249	29%	35	27%	130	31%	903	25%
			very clear	27	19%	120	22%	783	18%	15	11%	73	17%	546	15%
			decline to answer	3	2%	15	3%	124	3%	6	5%	12	3%	125	3%

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item	theme	description	response scale	men						women					
				you		peers		all		you		peers		all	
				count	%										
Q145A	Promotion*	Have you received formal feedback on your progress toward promotion to full?	No	100	71%	309	56%	3100	71%	108	82%	249	59%	2639	74%
			yes	31	22%	217	40%	1027	24%	21	16%	155	37%	769	22%
			decline to answer	9	6%	22	4%	220	5%	3	2%	20	5%	167	5%
Q145B	Promotion*	Have you received formal feedback on your progress toward tenure?	no	25	34%	52	17%	614	22%	21	32%	51	17%	587	21%
			yes	46	63%	248	80%	2105	75%	45	68%	243	80%	2064	75%
			decline to answer	2	3%	10	3%	93	3%	0	0%	8	3%	103	4%
Q150	Promotion*	When do you plan to submit your dossier for promotion to full professor?	never	7	5%	41	7%	400	9%	10	8%	29	7%	270	8%
			in five years or less	88	63%	299	55%	2282	53%	83	63%	233	55%	1793	50%
			in more than five years	8	6%	41	7%	374	9%	6	5%	46	11%	413	12%
			in ten years or more	0	0%	1	0%	15	0%	0	0%	2	0%	13	0%
			I've already submitted	8	6%	68	12%	376	9%	6	5%	45	11%	254	7%
			I don't know	23	16%	83	15%	753	17%	23	17%	56	13%	714	20%
			decline to answer	6	4%	15	3%	146	3%	4	3%	13	3%	118	3%
Q155	Promotion*	What are your primary reasons?	lack of support from	3	43%	4	0%	42	10%	5	50%	2	0%	28	10%
			lack of support from	3	43%	4	0%	39	9%	0	0%	3	0%	36	13%
			lack of time/support	0	0%	6	0%	73	18%	2	20%	10	1%	86	30%
			heavy teaching load	0	0%	5	0%	62	15%	2	20%	7	1%	49	17%
			administrative	1	14%	6	0%	35	8%	1	10%	1	0%	34	12%
			family/personal	0	0%	1	0%	17	4%	0	0%	4	0%	30	10%
			I have not been	0	0%	4	0%	30	7%	1	10%	2	0%	17	6%
			not interested in	4	57%	17	1%	135	32%	1	10%	4	0%	51	18%
			I am planning to	0	0%	2	0%	17	4%	0	0%	4	0%	9	3%
			I plan to retire	2	29%	14	1%	138	33%	5	50%	11	1%	93	33%
other (please	0	0%	6	0%	70	17%	2	20%	0	0%	35	12%			
decline to answer	0	0%	0	0%	10	2%	0	0%	0	0%	4	1%			
Q170A	Institutional Governance and Leadership*	My institution's priorities are stated consistently across all levels of leadership (i.e. president, provost, deans/division heads, and department chairs/heads).	strongly disagree	92	19%	318	16%	2429	17%	58	17%	183	16%	1514	16%
			somewhat disagree	133	27%	505	25%	3587	24%	83	25%	297	26%	2413	25%
			neither agree nor	100	20%	419	21%	2819	19%	69	21%	201	17%	1549	16%
			somewhat agree	111	22%	488	25%	3878	26%	78	23%	285	25%	2493	26%
			strongly agree	25	5%	110	6%	1038	7%	15	5%	72	6%	721	8%
			I don't know	32	6%	122	6%	812	6%	28	8%	109	9%	713	8%
			decline to answer	2	0%	15	1%	107	1%	2	1%	7	1%	86	1%
not applicable	1	0%	6	0%	32	0%	0	0%	0	0%	11	0%			

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item	theme	description	response scale	men						women					
				you		peers		all		you		peers		all	
				count	%										
Q170C	Institutional Governance and Leadership*	My institution's priorities are acted upon consistently across all levels of leadership. (i.e. president, provost, deans/division heads, and department chairs/heads).	strongly disagree	112	23%	341	17%	2757	19%	66	20%	204	18%	1712	18%
			somewhat disagree	139	28%	558	28%	3791	26%	94	28%	312	27%	2630	28%
			neither agree nor	109	22%	413	21%	2880	20%	74	22%	193	17%	1554	16%
			somewhat agree	83	17%	397	20%	3246	22%	54	16%	239	21%	1991	21%
			strongly agree	12	2%	94	5%	776	5%	5	2%	52	5%	502	5%
			I don't know	38	8%	158	8%	1104	8%	39	12%	146	13%	1011	11%
			decline to answer	2	0%	16	1%	114	1%	1	0%	8	1%	88	1%
			not applicable	1	0%	6	0%	34	0%	0	0%	0	0%	12	0%
Q170D	Institutional Governance and Leadership*	In the past five years, my institution's priorities have changed in ways that negatively affect my work in my department.	strongly disagree	38	8%	250	13%	1976	13%	20	6%	115	10%	1087	11%
			somewhat disagree	47	9%	339	17%	2376	16%	42	13%	151	13%	1381	15%
			neither agree nor	126	25%	428	22%	3072	21%	76	23%	243	21%	1879	20%
			somewhat agree	125	25%	463	23%	3389	23%	90	27%	298	26%	2383	25%
			strongly agree	133	27%	375	19%	2882	20%	79	24%	245	21%	1831	19%
			I don't know	22	4%	82	4%	653	4%	20	6%	83	7%	653	7%
			decline to answer	0	0%	13	1%	108	1%	1	0%	6	1%	104	1%
			not applicable	5	1%	33	2%	246	2%	5	2%	13	1%	182	2%
Q180A	Leadership: Senior	My institution's president's/chancellor's: Pace of decision making	very dissatisfied	38	8%	195	10%	1131	8%	12	4%	67	6%	655	7%
			dissatisfied	78	16%	295	15%	1908	13%	26	8%	164	14%	1175	12%
			neither satisfied nor	222	45%	704	35%	4735	32%	166	50%	475	41%	3329	35%
			satisfied	106	21%	528	26%	4536	31%	91	27%	282	24%	2662	28%
			very satisfied	21	4%	107	5%	1288	9%	20	6%	58	5%	769	8%
			decline to answer	21	4%	137	7%	846	6%	13	4%	93	8%	782	8%
			not applicable	10	2%	41	2%	403	3%	5	2%	25	2%	260	3%
Q180B	Leadership: Senior	My institution's president's/chancellor's: Stated priorities	very dissatisfied	66	13%	227	11%	1477	10%	27	8%	98	8%	793	8%
			dissatisfied	99	20%	365	18%	2442	16%	51	15%	226	19%	1559	16%
			neither satisfied nor	172	35%	616	31%	4025	27%	110	33%	349	30%	2643	27%
			satisfied	113	23%	513	26%	4399	30%	105	32%	319	27%	2823	29%
			very satisfied	26	5%	138	7%	1524	10%	23	7%	81	7%	940	10%
			decline to answer	17	3%	124	6%	730	5%	12	4%	78	7%	703	7%
			not applicable	3	1%	24	1%	250	2%	5	2%	13	1%	171	2%
Q180C	Leadership: Senior	My institution's president's/chancellor's: Communication of priorities to faculty	very dissatisfied	51	10%	274	14%	1652	11%	17	5%	129	11%	972	10%
			dissatisfied	82	17%	381	19%	2342	16%	42	13%	231	20%	1537	16%
			neither satisfied nor	174	35%	578	29%	3938	27%	103	31%	334	29%	2470	26%
			satisfied	137	28%	518	26%	4382	30%	130	39%	313	27%	2836	30%
			very satisfied	35	7%	120	6%	1627	11%	32	10%	78	7%	1027	11%
			decline to answer	14	3%	89	4%	514	4%	6	2%	57	5%	490	5%
			not applicable	3	1%	20	1%	217	1%	3	1%	10	1%	149	2%

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item	theme	description	response scale	men						women					
				you		peers		all		you		peers		all	
				count	%										
Q180L	Leadership: Senior	My institution's chief academic officer's (provost, VPAA, dean of faculty): Pace of decision making	very dissatisfied	43	9%	189	10%	1408	10%	15	5%	69	6%	807	9%
			dissatisfied	83	17%	251	13%	1936	13%	38	11%	165	14%	1288	14%
			neither satisfied nor satisfied	191	39%	734	37%	4872	33%	150	45%	478	41%	3281	35%
			very satisfied	122	25%	523	26%	4124	28%	86	26%	268	23%	2433	26%
			decline to answer	22	4%	110	6%	1154	8%	21	6%	59	5%	739	8%
			not applicable	22	4%	124	6%	734	5%	18	5%	82	7%	661	7%
				13	3%	49	2%	444	3%	5	2%	31	3%	272	3%
Q180M	Leadership: Senior	My institution's chief academic officer's (provost, VPAA, dean of faculty): Stated priorities	very dissatisfied	58	12%	216	11%	1642	11%	21	6%	97	8%	914	10%
			dissatisfied	101	20%	328	17%	2437	17%	44	13%	186	16%	1437	15%
			neither satisfied nor satisfied	176	35%	651	33%	4306	29%	129	39%	420	36%	2887	30%
			very satisfied	105	21%	494	25%	3935	27%	91	27%	273	24%	2525	27%
			decline to answer	27	5%	130	7%	1294	9%	25	8%	77	7%	860	9%
			not applicable	19	4%	117	6%	667	5%	17	5%	75	7%	622	7%
				10	2%	44	2%	391	3%	6	2%	24	2%	236	2%
Q180N	Leadership: Senior	My institution's chief academic officer's (provost, VPAA, dean of faculty): Communication of priorities to faculty	very dissatisfied	50	10%	249	13%	1803	12%	19	6%	114	10%	1058	11%
			dissatisfied	100	20%	359	18%	2437	17%	48	14%	203	18%	1532	16%
			neither satisfied nor satisfied	171	34%	612	31%	4138	28%	119	36%	395	34%	2614	28%
			very satisfied	116	23%	487	25%	3941	27%	98	29%	277	24%	2510	26%
			decline to answer	32	6%	127	6%	1372	9%	30	9%	71	6%	969	10%
			not applicable	19	4%	112	6%	636	4%	13	4%	69	6%	591	6%
				8	2%	34	2%	345	2%	6	2%	23	2%	207	2%
Q180O	Leadership: Senior	My institution's chief academic officer's (provost, VPAA, dean of faculty): Ensuring opportunities for faculty to have input into the institution's priorities	very dissatisfied	N/A	N/A	N/A		13	14%	N/A	N/A	N/A		3	8%
			dissatisfied	N/A	N/A	N/A		18	19%	N/A	N/A	N/A		9	24%
			neither satisfied nor satisfied	N/A	N/A	N/A		22	23%	N/A	N/A	N/A		6	16%
			very satisfied	N/A	N/A	N/A		24	26%	N/A	N/A	N/A		10	26%
			decline to answer	N/A	N/A	N/A		14	15%	N/A	N/A	N/A		5	13%
			not applicable	N/A	N/A	N/A		3	3%	N/A	N/A	N/A		2	5%
				N/A	N/A	N/A		0	0%	N/A	N/A	N/A		3	8%
Q175C	Leadership: Senior*	In adapting to the changing mission, I have received sufficient support from my chief academic officer (provost, VPAA, dean of faculty).	strongly disagree	N/A	N/A	N/A		3	14%	N/A	N/A	N/A		4	29%
			somewhat disagree	N/A	N/A	N/A		3	14%	N/A	N/A	N/A		1	7%
			neither agree nor disagree	N/A	N/A	N/A		10	45%	N/A	N/A	N/A		5	36%
			somewhat agree	N/A	N/A	N/A		3	14%	N/A	N/A	N/A		2	14%
			strongly agree	N/A	N/A	N/A		2	9%	N/A	N/A	N/A		0	0%
			decline to answer	N/A	N/A	N/A		0	0%	N/A	N/A	N/A		0	0%
			not applicable	N/A	N/A	N/A		1	5%	N/A	N/A	N/A		2	14%

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item	theme	description	response scale	men						women					
				you		peers		all		you		peers		all	
				count	%										
Q185H	Leadership: Departmental	My department head's or chair's: Pace of decision making	very dissatisfied	40	9%	153	8%	1086	8%	25	8%	99	9%	756	9%
			dissatisfied	57	13%	179	10%	1278	10%	48	16%	115	11%	1017	12%
			neither satisfied nor satisfied	73	17%	301	17%	2007	15%	63	21%	193	18%	1483	17%
			very satisfied	149	34%	653	36%	4658	35%	91	31%	355	33%	2872	33%
			decline to answer	82	19%	421	23%	3317	25%	51	17%	216	20%	1886	21%
			decline to answer	8	2%	59	3%	439	3%	5	2%	44	4%	395	4%
			not applicable	24	6%	40	2%	495	4%	14	5%	39	4%	392	4%
Q185I	Leadership: Departmental	My department head's or chair's: Stated priorities	very dissatisfied	42	10%	181	10%	1247	9%	31	10%	119	11%	825	9%
			dissatisfied	61	14%	200	11%	1437	11%	49	16%	141	13%	1091	12%
			neither satisfied nor satisfied	80	18%	310	17%	2074	16%	53	18%	182	17%	1523	17%
			very satisfied	132	30%	590	33%	4248	32%	91	31%	302	28%	2587	29%
			decline to answer	88	20%	425	24%	3320	25%	54	18%	227	21%	1965	22%
			decline to answer	7	2%	59	3%	436	3%	5	2%	47	4%	398	5%
			not applicable	23	5%	41	2%	518	4%	14	5%	43	4%	412	5%
Q185J	Leadership: Departmental	My department head's or chair's: Communication of priorities to faculty	very dissatisfied	50	12%	196	11%	1327	10%	30	10%	133	13%	976	11%
			dissatisfied	49	11%	192	11%	1347	10%	54	18%	134	13%	1098	12%
			neither satisfied nor satisfied	69	16%	289	16%	1951	15%	49	16%	142	13%	1271	14%
			very satisfied	132	30%	568	31%	4075	31%	91	31%	320	30%	2554	29%
			decline to answer	103	24%	467	26%	3663	28%	55	19%	245	23%	2124	24%
			decline to answer	7	2%	57	3%	427	3%	4	1%	47	4%	387	4%
			not applicable	23	5%	37	2%	490	4%	14	5%	40	4%	391	4%
Q185K	Leadership: Departmental	My department head's or chair's: Ensuring opportunities for faculty to have input into departmental policy decisions	very dissatisfied	51	12%	197	11%	1354	10%	33	11%	139	13%	992	11%
			dissatisfied	45	10%	191	11%	1206	9%	37	12%	115	11%	936	11%
			neither satisfied nor satisfied	54	12%	241	13%	1598	12%	52	18%	140	13%	1136	13%
			very satisfied	130	30%	558	31%	3947	30%	92	31%	306	29%	2496	28%
			decline to answer	124	29%	526	29%	4287	32%	64	22%	277	26%	2491	28%
			decline to answer	7	2%	58	3%	414	3%	5	2%	45	4%	375	4%
			not applicable	22	5%	35	2%	474	4%	14	5%	39	4%	375	4%
Q185L	Leadership: Departmental	My department head's or chair's: Fairness in evaluating my work	very dissatisfied	38	9%	152	8%	1002	8%	21	7%	86	8%	682	8%
			dissatisfied	25	6%	123	7%	757	6%	25	8%	75	7%	637	7%
			neither satisfied nor satisfied	55	13%	235	13%	1789	13%	54	18%	161	15%	1328	15%
			very satisfied	143	33%	577	32%	3929	30%	94	32%	332	31%	2539	29%
			decline to answer	129	30%	606	34%	4655	35%	80	27%	302	28%	2649	30%
			decline to answer	13	3%	61	3%	491	4%	9	3%	52	5%	443	5%
			not applicable	30	7%	52	3%	657	5%	14	5%	53	5%	523	6%

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item	theme	description	response scale	men						women					
				you		peers		all		you		peers		all	
				count	%										
Q175B	Leadership: Departmental*	In adapting to the changing mission, I have received sufficient support from my department head or chair.	strongly disagree	41	18%	143	19%	935	17%	34	23%	87	18%	625	16%
			somewhat disagree	29	13%	112	15%	786	14%	22	15%	87	18%	599	16%
			neither agree nor	46	20%	138	18%	901	16%	23	16%	73	15%	568	15%
			somewhat agree	44	19%	196	26%	1462	26%	33	22%	142	29%	968	25%
			strongly agree	51	22%	128	17%	1196	21%	29	20%	79	16%	781	20%
			decline to answer	2	1%	8	1%	76	1%	3	2%	10	2%	104	3%
			not applicable	15	7%	23	3%	232	4%	4	3%	17	3%	167	4%
Q185D	Leadership: Divisional	My dean's or division head's: Pace of decision making	very dissatisfied	64	13%	182	9%	1376	10%	30	9%	107	9%	839	9%
			dissatisfied	96	20%	277	14%	2004	14%	72	22%	176	16%	1370	15%
			neither satisfied nor	141	29%	492	25%	3647	25%	100	30%	310	27%	2453	26%
			satisfied	137	28%	672	34%	4722	33%	87	26%	351	31%	2841	31%
			very satisfied	40	8%	238	12%	1852	13%	26	8%	118	10%	1140	12%
			decline to answer	9	2%	66	3%	448	3%	7	2%	52	5%	417	4%
			not applicable	5	1%	27	1%	341	2%	8	2%	19	2%	230	2%
Q185E	Leadership: Divisional	My dean's or division head's: Stated priorities	very dissatisfied	65	13%	233	12%	1645	11%	43	13%	129	11%	981	11%
			dissatisfied	109	22%	318	16%	2366	16%	68	21%	199	18%	1486	16%
			neither satisfied nor	134	27%	448	23%	3379	23%	92	28%	281	25%	2298	25%
			satisfied	130	26%	616	32%	4371	30%	84	25%	329	29%	2686	29%
			very satisfied	43	9%	260	13%	1896	13%	27	8%	130	11%	1227	13%
			decline to answer	7	1%	59	3%	406	3%	8	2%	51	5%	395	4%
			not applicable	4	1%	20	1%	327	2%	8	2%	14	1%	217	2%
Q185F	Leadership: Divisional	My dean's or division head's: Communication of priorities to faculty	very dissatisfied	70	14%	238	12%	1777	12%	44	13%	157	14%	1102	12%
			dissatisfied	118	24%	321	16%	2329	16%	64	19%	204	18%	1598	17%
			neither satisfied nor	134	27%	436	22%	3244	23%	94	28%	267	24%	2054	22%
			satisfied	112	23%	610	31%	4315	30%	87	26%	298	26%	2614	28%
			very satisfied	49	10%	275	14%	2035	14%	26	8%	145	13%	1347	14%
			decline to answer	6	1%	55	3%	388	3%	7	2%	49	4%	373	4%
			not applicable	3	1%	19	1%	302	2%	8	2%	13	1%	202	2%
Q185G	Leadership: Divisional	My dean's or division head's: Ensuring opportunities for faculty to have input into school/college priorities	very dissatisfied	84	17%	279	14%	2108	15%	50	15%	174	15%	1351	15%
			dissatisfied	110	22%	311	16%	2212	15%	72	22%	192	17%	1587	17%
			neither satisfied nor	126	26%	469	24%	3427	24%	96	29%	282	25%	2114	23%
			satisfied	119	24%	541	28%	3934	27%	79	24%	281	25%	2362	25%
			very satisfied	42	9%	272	14%	1974	14%	19	6%	140	12%	1274	14%
			decline to answer	6	1%	63	3%	415	3%	7	2%	51	5%	389	4%
			not applicable	5	1%	19	1%	320	2%	7	2%	13	1%	213	2%

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item	theme	description	response scale	men						women					
				you		peers		all		you		peers		all	
				count	%										
Q175A	Leadership: Divisional*	In adapting to the changing mission, I have received sufficient support from my dean or division head.	strongly disagree	69	27%	220	26%	1669	27%	52	31%	140	26%	1040	25%
			somewhat disagree	65	25%	184	22%	1369	22%	50	30%	136	25%	963	23%
			neither agree nor	44	17%	163	20%	1187	19%	26	15%	98	18%	759	18%
			somewhat agree	45	18%	154	18%	1156	19%	22	13%	88	16%	775	19%
			strongly agree	26	10%	73	9%	599	10%	11	7%	49	9%	418	10%
			decline to answer	4	2%	14	2%	91	1%	4	2%	13	2%	112	3%
			not applicable	4	2%	25	3%	156	3%	4	2%	11	2%	104	2%
Q200C	Departmental collegiality	My departmental colleagues do what they can to make personal/family obligations (e.g. childcare or eldercare) and an academic career compatible.	strongly disagree	31	6%	82	4%	645	4%	26	8%	77	7%	659	7%
			somewhat disagree	40	8%	157	8%	1047	7%	44	13%	136	12%	1031	11%
			neither agree nor	110	22%	453	23%	2943	20%	64	19%	204	18%	1556	17%
			somewhat agree	154	31%	670	34%	5119	35%	107	32%	419	37%	3282	35%
			strongly agree	68	14%	352	18%	3007	21%	51	15%	195	17%	1972	21%
			I don't know	44	9%	128	7%	851	6%	16	5%	57	5%	417	4%
			decline to answer	6	1%	15	1%	116	1%	0	0%	7	1%	79	1%
not applicable	41	8%	104	5%	827	6%	23	7%	50	4%	420	4%			
Q200D	Departmental collegiality	Department meetings occur at times that are compatible with my personal/family needs.	strongly disagree	19	4%	71	4%	483	3%	12	4%	69	6%	452	5%
			somewhat disagree	19	4%	114	6%	767	5%	24	7%	80	7%	665	7%
			neither agree nor	66	13%	256	13%	1789	12%	41	12%	117	10%	1080	11%
			somewhat agree	175	35%	722	37%	5288	36%	131	40%	395	34%	3248	34%
			strongly agree	198	40%	742	38%	5762	40%	111	34%	434	38%	3674	39%
			I don't know	3	1%	12	1%	74	1%	0	0%	2	0%	27	0%
			decline to answer	0	0%	15	1%	96	1%	1	0%	6	1%	46	0%
not applicable	14	3%	29	1%	296	2%	11	3%	42	4%	224	2%			
Q205B	Departmental collegiality	The amount of personal interaction you have with pre-tenure faculty in your department	very dissatisfied	6	1%	43	2%	279	2%	6	2%	16	1%	172	2%
			dissatisfied	46	9%	177	9%	1188	8%	25	8%	101	9%	804	9%
			neither satisfied nor	129	26%	553	28%	3542	24%	91	27%	262	23%	2101	22%
			satisfied	210	43%	804	41%	6303	43%	123	37%	491	43%	3863	41%
			very satisfied	71	14%	293	15%	2566	18%	62	19%	202	18%	1969	21%
			decline to answer	2	0%	25	1%	144	1%	3	1%	8	1%	88	1%
			not applicable	30	6%	64	3%	511	4%	21	6%	64	6%	403	4%
Q205C	Departmental collegiality	How well you fit in your department (e.g. your sense of belonging in your department)	very dissatisfied	36	7%	148	8%	959	7%	23	7%	103	9%	721	8%
			dissatisfied	70	14%	266	14%	1674	12%	45	14%	177	15%	1209	13%
			neither satisfied nor	82	17%	303	15%	2019	14%	56	17%	180	16%	1405	15%
			satisfied	182	37%	727	37%	5406	37%	124	37%	414	36%	3371	36%
			very satisfied	121	24%	495	25%	4324	30%	79	24%	263	23%	2589	28%
			decline to answer	3	1%	20	1%	126	1%	3	1%	6	1%	87	1%
			not applicable	0	0%	0	0%	25	0%	1	0%	1	0%	18	0%

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item	theme	description	response scale	men						women					
				you		peers		all		you		peers		all	
				count	%										
Q205E	Departmental collegiality	The amount of personal interaction you have with tenured faculty in your department	very dissatisfied	13	3%	59	3%	414	3%	7	2%	35	3%	333	4%
			dissatisfied	48	10%	197	10%	1270	9%	31	9%	143	13%	918	10%
			neither satisfied nor satisfied	126	26%	511	26%	3435	24%	93	28%	276	24%	2214	24%
			very satisfied	77	16%	317	16%	2768	19%	62	19%	194	17%	1871	20%
			decline to answer	3	1%	20	1%	148	1%	2	1%	8	1%	99	1%
			not applicable	6	1%	24	1%	147	1%	7	2%	10	1%	141	2%
			strongly disagree	26	5%	120	6%	748	5%	17	5%	71	6%	579	6%
Q210A	Departmental collegiality	My departmental colleagues "pitch in" when needed.	somewhat disagree	60	12%	247	13%	1639	11%	51	15%	183	16%	1281	14%
			neither agree nor	84	17%	295	15%	1846	13%	40	12%	151	13%	1052	11%
			somewhat agree	195	39%	790	40%	5739	40%	133	40%	438	38%	3630	39%
			strongly agree	126	26%	479	24%	4382	30%	85	26%	287	25%	2740	29%
			decline to answer	3	1%	19	1%	111	1%	3	1%	8	1%	71	1%
			not applicable	0	0%	9	0%	64	0%	2	1%	5	0%	43	0%
			strongly disagree	36	7%	148	8%	843	6%	24	7%	88	8%	660	7%
Q210C	Departmental collegiality	On the whole, my department is collegial.	somewhat disagree	41	8%	171	9%	1165	8%	22	7%	125	11%	954	10%
			neither agree nor	45	9%	205	10%	1365	9%	35	11%	104	9%	889	9%
			somewhat agree	182	37%	704	36%	5062	35%	114	34%	391	34%	3122	33%
			strongly agree	188	38%	714	36%	5993	41%	133	40%	423	37%	3686	39%
			decline to answer	2	0%	15	1%	85	1%	3	1%	11	1%	76	1%
			not applicable	0	0%	2	0%	15	0%	0	0%	1	0%	9	0%
			strongly disagree	17	3%	83	4%	550	4%	24	7%	81	7%	605	6%
Q212A	Departmental collegiality	On the whole, my department colleagues are committed to supporting and promoting diversity and inclusion in the department.	somewhat disagree	39	8%	115	6%	906	6%	29	9%	132	12%	1013	11%
			neither agree nor	76	15%	271	14%	1946	13%	46	14%	143	13%	1110	12%
			somewhat agree	168	34%	725	37%	5057	35%	117	35%	414	36%	3059	33%
			strongly agree	182	37%	705	36%	5666	39%	110	33%	354	31%	3494	37%
			decline to answer	7	1%	46	2%	304	2%	4	1%	15	1%	98	1%
			not applicable	4	1%	12	1%	96	1%	1	0%	4	0%	17	0%
			strongly disagree	17	3%	83	4%	550	4%	24	7%	81	7%	605	6%
Q190A	Departmental engagement	How often do you engage with faculty in your department in conversations about undergraduate student learning?	never	35	7%	189	10%	1033	7%	34	10%	136	12%	853	9%
			seldom	87	18%	293	15%	1842	13%	56	17%	181	16%	1165	12%
			occasionally	140	28%	570	29%	3872	26%	88	27%	307	27%	2216	23%
			regularly	147	30%	561	28%	4664	32%	91	27%	316	28%	2697	29%
			frequently	75	15%	312	16%	2906	20%	52	16%	185	16%	2296	24%
			decline to answer	11	2%	45	2%	300	2%	10	3%	24	2%	210	2%
			strongly disagree	17	3%	83	4%	550	4%	24	7%	81	7%	605	6%

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item	theme	description	response scale	men						women					
				you		peers		all		you		peers		all	
				count	%										
Q190B	Departmental engagement	How often do you engage with faculty in your department in conversations about graduate student learning?	never	17	3%	80	4%	1418	10%	18	5%	49	4%	1108	12%
			seldom	49	10%	196	10%	1566	11%	28	8%	108	9%	1072	11%
			occasionally	138	28%	538	27%	3627	25%	105	32%	313	27%	2244	24%
			regularly	182	37%	687	35%	4530	31%	97	29%	392	34%	2572	27%
			frequently	101	20%	445	23%	2816	19%	75	23%	281	24%	2033	22%
			decline to answer	8	2%	24	1%	566	4%	8	2%	6	1%	371	4%
Q190C	Departmental engagement	How often do you engage with faculty in your department in conversations about effective teaching practices?	never	29	6%	102	5%	629	4%	30	9%	54	5%	428	5%
			seldom	95	19%	357	18%	2211	15%	50	15%	199	17%	1337	14%
			occasionally	188	38%	757	38%	5293	36%	108	33%	434	38%	3104	33%
			regularly	130	26%	528	27%	4334	30%	100	30%	306	27%	2743	29%
			frequently	49	10%	209	11%	2025	14%	39	12%	151	13%	1770	19%
			decline to answer	4	1%	17	1%	125	1%	4	1%	5	0%	55	1%
Q190D	Departmental engagement	How often do you engage with faculty in your department in conversations about effective uses of technology?	never	32	6%	115	6%	704	5%	18	5%	72	6%	520	6%
			seldom	84	17%	386	20%	2559	18%	66	20%	230	20%	1688	18%
			occasionally	207	42%	798	41%	5676	39%	139	42%	459	40%	3527	37%
			regularly	122	25%	466	24%	3860	26%	72	22%	269	23%	2392	25%
			frequently	49	10%	185	9%	1708	12%	34	10%	116	10%	1265	13%
			decline to answer	1	0%	20	1%	110	1%	2	1%	3	0%	45	0%
Q190E	Departmental engagement	How often do you engage with faculty in your department in conversations about uses of current research methodologies?	never	34	7%	106	5%	966	7%	27	8%	73	6%	849	9%
			seldom	73	15%	318	16%	2465	17%	56	17%	178	15%	1772	19%
			occasionally	167	34%	575	29%	4781	33%	122	37%	387	34%	3089	33%
			regularly	137	28%	599	30%	4092	28%	81	24%	320	28%	2322	25%
			frequently	79	16%	346	18%	2160	15%	41	12%	183	16%	1310	14%
			decline to answer	5	1%	26	1%	153	1%	4	1%	8	1%	95	1%
Q205A	Departmental engagement	The amount of professional interaction you have with pre-tenure faculty in your department	very dissatisfied	6	1%	43	2%	266	2%	5	2%	13	1%	154	2%
			dissatisfied	41	8%	167	9%	1083	7%	23	7%	114	10%	813	9%
			neither satisfied nor	83	17%	386	20%	2523	17%	60	18%	187	16%	1614	17%
			satisfied	244	49%	912	47%	6934	48%	151	46%	523	46%	4153	44%
			very satisfied	92	19%	386	20%	3193	22%	72	22%	242	21%	2249	24%
			decline to answer	3	1%	20	1%	115	1%	2	1%	7	1%	83	1%
		not applicable	25	5%	45	2%	419	3%	18	5%	58	5%	334	4%	

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item	theme	description	response scale	men						women					
				you		peers		all		you		peers		all	
				count	%										
Q205D	Departmental engagement	The amount of professional interaction you have with tenured faculty in your department	very dissatisfied	11	2%	58	3%	433	3%	8	2%	44	4%	343	4%
			dissatisfied	52	11%	188	10%	1310	9%	40	12%	164	14%	1096	12%
			neither satisfied nor satisfied	81	16%	366	19%	2473	17%	61	18%	200	17%	1654	18%
			very satisfied	256	52%	936	48%	6836	47%	145	44%	501	44%	4039	43%
			decline to answer	90	18%	393	20%	3316	23%	72	22%	224	20%	2123	23%
			not applicable	2	0%	14	1%	112	1%	2	1%	7	1%	87	1%
			not applicable	2	0%	4	0%	53	0%	3	1%	4	0%	58	1%
Q195A	Departmental quality	The intellectual vitality of tenured faculty in your department	very dissatisfied	29	6%	99	5%	736	5%	21	6%	46	4%	529	6%
			dissatisfied	59	12%	246	12%	1842	12%	34	10%	128	11%	1238	13%
			neither satisfied nor satisfied	90	18%	320	16%	2467	17%	72	22%	186	16%	1649	17%
			very satisfied	211	43%	872	44%	6240	42%	120	36%	478	41%	3715	39%
			I don't know	100	20%	396	20%	3021	20%	75	23%	285	25%	2058	21%
			decline to answer	1	0%	13	1%	95	1%	5	2%	9	1%	83	1%
			not applicable	3	1%	50	3%	356	2%	3	1%	24	2%	295	3%
Q195B	Departmental quality	The intellectual vitality of pre-tenure faculty in your department	very dissatisfied	1	0%	2	0%	38	0%	1	0%	4	0%	36	0%
			dissatisfied	10	2%	41	2%	251	2%	8	2%	6	1%	144	1%
			neither satisfied nor satisfied	28	6%	111	6%	783	5%	16	5%	44	4%	423	4%
			very satisfied	68	14%	279	14%	1907	13%	43	13%	118	10%	1215	13%
			I don't know	212	43%	863	43%	6411	43%	138	42%	476	41%	4019	42%
			decline to answer	149	30%	596	30%	4633	31%	103	31%	439	38%	3154	33%
			not applicable	3	1%	18	1%	128	1%	8	2%	10	1%	111	1%
Q195C	Departmental quality	The research/scholarly/creative productivity of tenured faculty in your department	very dissatisfied	3	1%	53	3%	355	2%	6	2%	24	2%	284	3%
			dissatisfied	21	4%	37	2%	327	2%	9	3%	43	4%	253	3%
			neither satisfied nor satisfied	27	5%	91	5%	801	5%	16	5%	40	3%	536	6%
			very satisfied	74	15%	268	13%	2101	14%	41	12%	133	11%	1421	15%
			I don't know	99	20%	374	19%	2991	20%	75	23%	213	18%	1965	20%
			decline to answer	197	40%	815	41%	5700	39%	120	36%	455	39%	3354	35%
			not applicable	91	18%	378	19%	2582	17%	67	20%	279	24%	1768	18%
Q195C	Departmental quality	The research/scholarly/creative productivity of tenured faculty in your department	very dissatisfied	2	0%	19	1%	176	1%	6	2%	13	1%	200	2%
			dissatisfied	3	1%	50	3%	367	2%	4	1%	23	2%	298	3%
			neither satisfied nor satisfied	1	0%	3	0%	77	1%	2	1%	4	0%	61	1%
			very satisfied	27	5%	91	5%	801	5%	16	5%	40	3%	536	6%
			I don't know	74	15%	268	13%	2101	14%	41	12%	133	11%	1421	15%
			decline to answer	99	20%	374	19%	2991	20%	75	23%	213	18%	1965	20%
			not applicable	197	40%	815	41%	5700	39%	120	36%	455	39%	3354	35%

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item	theme	description	response scale	men						women					
				you		peers		all		you		peers		all	
				count	%										
Q195D	Departmental quality	The research/scholarly/creative productivity of pre-tenure faculty in your department	very dissatisfied	11	2%	40	2%	279	2%	10	3%	5	0%	161	2%
			dissatisfied	37	7%	110	6%	905	6%	20	6%	49	4%	542	6%
			neither satisfied nor	77	16%	368	18%	2504	17%	54	16%	168	14%	1560	16%
			satisfied	210	43%	862	43%	6471	44%	138	42%	492	42%	3995	42%
			very satisfied	128	26%	493	25%	3646	25%	83	25%	357	31%	2523	26%
			I don't know	7	1%	31	2%	262	2%	10	3%	19	2%	262	3%
			decline to answer	3	1%	53	3%	367	2%	6	2%	23	2%	294	3%
			not applicable	21	4%	41	2%	361	2%	10	3%	47	4%	266	3%
Q195G	Departmental quality	The teaching effectiveness of tenured faculty in your department	very dissatisfied	15	3%	52	3%	424	3%	8	2%	35	3%	304	3%
			dissatisfied	48	10%	196	10%	1332	9%	29	9%	88	8%	867	9%
			neither satisfied nor	120	24%	387	20%	2848	20%	69	21%	241	21%	1774	19%
			satisfied	207	42%	899	46%	6433	44%	115	35%	485	42%	3818	41%
			very satisfied	66	13%	300	15%	2503	17%	64	19%	204	18%	1797	19%
			I don't know	24	5%	104	5%	774	5%	32	10%	69	6%	632	7%
			decline to answer	3	1%	16	1%	131	1%	3	1%	9	1%	111	1%
			not applicable	11	2%	10	1%	123	1%	11	3%	14	1%	116	1%
Q195H	Departmental quality	The teaching effectiveness of pre-tenure faculty in your department	very dissatisfied	5	1%	27	1%	169	1%	3	1%	8	1%	93	1%
			dissatisfied	19	4%	88	4%	592	4%	12	4%	31	3%	339	4%
			neither satisfied nor	102	21%	397	20%	2615	18%	52	16%	202	18%	1552	16%
			satisfied	217	44%	917	47%	6877	47%	133	40%	499	44%	4176	44%
			very satisfied	83	17%	342	17%	2842	20%	73	22%	249	22%	2089	22%
			I don't know	34	7%	125	6%	910	6%	34	10%	89	8%	734	8%
			decline to answer	3	1%	20	1%	139	1%	5	2%	10	1%	100	1%
			not applicable	31	6%	48	2%	424	3%	19	6%	57	5%	336	4%
Q195I	Departmental quality	The teaching effectiveness of non-tenure track faculty in your department	very dissatisfied	N/A	N/A	29	2%	111	2%	N/A	N/A	6	1%	69	2%
			dissatisfied	N/A	N/A	54	4%	314	5%	N/A	N/A	29	4%	203	5%
			neither satisfied nor	N/A	N/A	244	18%	1221	18%	N/A	N/A	118	16%	657	16%
			satisfied	N/A	N/A	460	34%	2447	36%	N/A	N/A	251	33%	1463	36%
			very satisfied	N/A	N/A	190	14%	1173	17%	N/A	N/A	143	19%	766	19%
			I don't know	N/A	N/A	153	11%	705	10%	N/A	N/A	96	13%	451	11%
			decline to answer	N/A	N/A	12	1%	72	1%	N/A	N/A	5	1%	34	1%
			not applicable	N/A	N/A	211	16%	729	11%	N/A	N/A	110	15%	391	10%

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item	theme	description	response scale	men						women					
				you		peers		all		you		peers		all	
				count	%										
Q240B	Departmental quality	My department is successful at recruiting high-quality faculty members.	strongly disagree	30	7%	105	6%	771	7%	16	6%	49	6%	421	7%
			somewhat disagree	62	15%	241	15%	1562	14%	48	19%	120	14%	891	14%
			neither agree nor	57	14%	217	13%	1519	14%	32	13%	100	12%	752	12%
			somewhat agree	164	41%	647	40%	4497	40%	93	37%	317	38%	2442	39%
			strongly agree	86	21%	395	24%	2722	24%	59	23%	235	28%	1619	26%
			I don't know	2	0%	6	0%	45	0%	1	0%	4	0%	35	1%
			decline to answer	1	0%	16	1%	71	1%	0	0%	4	0%	34	1%
			not applicable	1	0%	4	0%	56	0%	4	2%	3	0%	39	1%
Q240C	Departmental quality	My department is successful at retaining high-quality faculty members.	strongly disagree	66	16%	132	8%	1064	9%	28	11%	72	9%	569	9%
			somewhat disagree	97	24%	263	16%	1861	17%	65	26%	159	19%	1179	19%
			neither agree nor	70	17%	283	17%	1864	17%	50	20%	129	16%	927	15%
			somewhat agree	116	29%	648	40%	4242	38%	74	29%	294	35%	2296	37%
			strongly agree	49	12%	263	16%	1942	17%	26	10%	157	19%	1111	18%
			I don't know	3	1%	18	1%	125	1%	6	2%	11	1%	76	1%
			decline to answer	1	0%	18	1%	80	1%	0	0%	4	0%	38	1%
			not applicable	1	0%	6	0%	65	1%	4	2%	6	1%	37	1%
Q240D	Departmental quality	My department is successful at addressing sub-standard tenured faculty performance.	strongly disagree	87	18%	347	18%	2458	17%	64	19%	209	18%	1864	20%
			somewhat disagree	132	27%	524	27%	3531	24%	103	31%	333	29%	2462	26%
			neither agree nor	97	20%	379	19%	2802	19%	57	17%	188	17%	1430	15%
			somewhat agree	97	20%	381	20%	3082	21%	45	14%	182	16%	1528	16%
			strongly agree	19	4%	96	5%	770	5%	8	2%	57	5%	457	5%
			I don't know	44	9%	148	8%	1233	9%	40	12%	120	11%	1214	13%
			decline to answer	3	1%	28	1%	155	1%	1	0%	11	1%	85	1%
			not applicable	11	2%	43	2%	419	3%	12	4%	35	3%	305	3%
Q215A	Appreciation and recognition	How satisfied are you with the recognition you receive for your teaching efforts?	very dissatisfied	36	7%	131	7%	1068	7%	25	8%	75	7%	701	7%
			dissatisfied	80	16%	356	18%	2525	17%	63	19%	240	21%	1825	19%
			neither satisfied nor	115	23%	420	22%	2975	21%	78	24%	270	24%	1948	21%
			satisfied	192	39%	751	38%	5597	39%	109	33%	397	35%	3421	37%
			very satisfied	46	9%	228	12%	1861	13%	22	7%	124	11%	1128	12%
			decline to answer	0	0%	26	1%	136	1%	2	1%	7	1%	80	1%
			not applicable	24	5%	39	2%	329	2%	32	10%	24	2%	266	3%

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item	theme	description	response scale	men						women					
				you		peers		all		you		peers		all	
				count	%										
Q215B	Appreciation and recognition	How satisfied are you with the recognition you receive for your student advising?	very dissatisfied	32	6%	132	7%	1113	8%	23	7%	87	8%	795	8%
			dissatisfied	86	17%	350	18%	2575	18%	73	22%	271	24%	2069	22%
			neither satisfied nor satisfied	160	32%	571	29%	4266	29%	93	28%	330	29%	2594	28%
			very satisfied	143	29%	585	30%	4128	28%	79	24%	302	27%	2364	25%
			very satisfied	28	6%	154	8%	1029	7%	13	4%	61	5%	588	6%
			decline to answer	2	0%	25	1%	157	1%	2	1%	7	1%	88	1%
			not applicable	42	9%	134	7%	1223	8%	48	15%	79	7%	871	9%
Q215C	Appreciation and recognition	How satisfied are you with the recognition you receive for your scholarly/creative work?	very dissatisfied	43	9%	136	7%	1132	8%	22	7%	68	6%	645	7%
			dissatisfied	88	18%	268	14%	2120	15%	49	15%	174	15%	1571	17%
			neither satisfied nor satisfied	97	20%	369	19%	3003	21%	90	27%	266	23%	2244	24%
			very satisfied	202	41%	832	43%	5860	40%	133	40%	450	40%	3601	38%
			very satisfied	59	12%	309	16%	2098	14%	30	9%	166	15%	1104	12%
			decline to answer	0	0%	26	1%	141	1%	3	1%	8	1%	93	1%
			not applicable	4	1%	11	1%	137	1%	4	1%	5	0%	111	1%
Q215D	Appreciation and recognition	How satisfied are you with the recognition you receive for your service contributions?	very dissatisfied	50	10%	168	9%	1326	9%	29	9%	114	10%	939	10%
			dissatisfied	84	17%	323	17%	2636	18%	66	20%	273	24%	2113	23%
			neither satisfied nor satisfied	133	27%	544	28%	3862	27%	101	31%	285	25%	2403	26%
			very satisfied	185	38%	683	35%	4930	34%	108	33%	354	31%	2894	31%
			very satisfied	38	8%	177	9%	1433	10%	21	6%	93	8%	827	9%
			decline to answer	0	0%	27	1%	143	1%	4	1%	9	1%	91	1%
			not applicable	3	1%	29	1%	161	1%	2	1%	9	1%	102	1%
Q215E	Appreciation and recognition	How satisfied are you with the recognition you receive for your outreach?	very dissatisfied	37	8%	108	6%	948	7%	24	7%	67	6%	612	7%
			dissatisfied	61	12%	218	11%	1719	12%	49	15%	169	15%	1274	14%
			neither satisfied nor satisfied	146	30%	584	30%	4055	28%	105	32%	319	28%	2488	27%
			very satisfied	144	29%	410	21%	3152	22%	80	24%	213	19%	1850	20%
			very satisfied	28	6%	107	5%	809	6%	20	6%	54	5%	513	5%
			decline to answer	6	1%	35	2%	246	2%	3	1%	12	1%	136	1%
			not applicable	71	14%	489	25%	3562	25%	50	15%	303	27%	2496	27%
Q215J	Appreciation and recognition	For all of your work, how satisfied are you with the recognition you receive from your chief academic officer (provost, VPAA, dean of faculty)?	very dissatisfied	69	17%	224	14%	1611	14%	39	15%	101	12%	895	14%
			dissatisfied	94	23%	282	17%	2033	18%	44	17%	159	19%	1135	18%
			neither satisfied nor satisfied	142	35%	574	35%	3579	32%	87	34%	293	35%	1937	31%
			very satisfied	58	14%	303	19%	2298	20%	29	11%	114	14%	1120	18%
			very satisfied	12	3%	94	6%	834	7%	13	5%	66	8%	481	8%
			decline to answer	3	1%	33	2%	200	2%	5	2%	15	2%	137	2%
			not applicable	28	7%	126	8%	722	6%	37	15%	86	10%	545	9%

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item	theme	description	response scale	men						women					
				you		peers		all		you		peers		all	
				count	%										
Q215K	Appreciation and recognition	For all of your work, how satisfied are you with the recognition you receive from your dean or division head?	very dissatisfied	64	16%	212	13%	1521	14%	38	15%	123	15%	884	14%
			dissatisfied	79	20%	258	16%	1832	16%	53	21%	150	18%	1074	18%
			neither satisfied nor satisfied	108	27%	418	26%	2767	25%	69	27%	198	24%	1498	24%
			very satisfied	89	22%	452	28%	2989	27%	54	21%	193	24%	1558	25%
			decline to answer	50	12%	201	12%	1456	13%	22	9%	108	13%	747	12%
			not applicable	3	1%	30	2%	165	1%	4	2%	13	2%	111	2%
				10	2%	47	3%	400	4%	12	5%	33	4%	260	4%
Q215L	Appreciation and recognition	For all of your work, how satisfied are you with the recognition you receive from your department head or chair?	very dissatisfied	44	10%	159	9%	1109	8%	25	8%	116	11%	798	9%
			dissatisfied	41	10%	188	10%	1243	9%	46	16%	129	12%	1037	12%
			neither satisfied nor satisfied	73	17%	288	16%	2000	15%	62	21%	197	19%	1527	17%
			very satisfied	157	36%	635	35%	4655	35%	101	34%	344	33%	2853	33%
			decline to answer	90	21%	429	24%	3387	26%	50	17%	203	19%	1914	22%
			not applicable	3	1%	60	3%	417	3%	5	2%	32	3%	331	4%
				23	5%	35	2%	396	3%	7	2%	34	3%	303	3%
Q215I	Appreciation and recognition	For all of your work, how satisfied are you with the recognition you receive from your colleagues/peers?	very dissatisfied	23	5%	88	5%	571	4%	15	5%	57	5%	451	5%
			dissatisfied	40	8%	181	9%	1239	9%	29	9%	120	11%	1017	11%
			neither satisfied nor satisfied	126	26%	423	22%	3154	22%	77	23%	281	25%	2231	24%
			very satisfied	210	43%	867	44%	6270	43%	143	43%	444	39%	3761	40%
			decline to answer	88	18%	357	18%	3013	21%	60	18%	219	19%	1729	18%
			not applicable	4	1%	26	1%	171	1%	4	1%	11	1%	129	1%
				2	0%	9	0%	73	1%	3	1%	5	0%	50	1%
Q220A	Appreciation and recognition	I feel that my school/college is valued by this institution's President/Chancellor and Provost.	strongly disagree	39	10%	180	11%	1107	10%	30	12%	105	13%	720	12%
			somewhat disagree	78	19%	277	17%	1623	14%	42	17%	174	21%	1084	17%
			neither agree nor somewhat agree	81	20%	283	17%	1846	16%	48	19%	147	18%	937	15%
			strongly agree	126	31%	506	31%	3594	32%	81	32%	250	30%	1933	31%
			decline to answer	75	18%	354	22%	2758	25%	46	18%	140	17%	1373	22%
			not applicable	4	1%	25	2%	146	1%	3	1%	12	1%	90	1%
				3	1%	10	1%	122	1%	4	2%	5	1%	83	1%
Q220B	Appreciation and recognition	I feel that my department is valued by this institution's President/Chancellor and Provost.	strongly disagree	57	14%	232	14%	1584	14%	35	14%	130	16%	977	16%
			somewhat disagree	96	24%	324	20%	2024	18%	56	22%	176	21%	1310	21%
			neither agree nor somewhat agree	96	24%	341	21%	2064	18%	56	22%	180	22%	1038	17%
			strongly agree	103	25%	441	27%	3269	29%	81	32%	224	27%	1763	28%
			decline to answer	42	10%	252	15%	2038	18%	17	7%	103	12%	971	16%
			not applicable	4	1%	26	2%	134	1%	3	1%	10	1%	86	1%
				8	2%	19	1%	161	1%	6	2%	10	1%	101	2%

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item	theme	description	response scale	men						women					
				you		peers		all		you		peers		all	
				count	%										
Q245A	Appreciation and recognition	The person who serves as the chief academic officer at my institution seems to care about the quality of life for faculty of my rank.	strongly disagree	50	10%	198	10%	1616	11%	34	10%	127	11%	1150	12%
			somewhat disagree	73	15%	230	12%	1848	13%	33	10%	153	13%	1336	14%
			neither agree nor disagree	119	24%	489	25%	3164	22%	81	25%	260	23%	1800	19%
			somewhat agree	87	18%	431	22%	3579	25%	62	19%	200	18%	1985	21%
			strongly agree	34	7%	171	9%	1564	11%	19	6%	94	8%	985	11%
			I don't know	121	25%	392	20%	2469	17%	93	28%	289	25%	1960	21%
			decline to answer	3	1%	27	1%	133	1%	1	0%	7	1%	72	1%
			not applicable	2	0%	8	0%	73	1%	7	2%	5	0%	49	1%
Q225x1	Recruitment and retention*	Which of the following have you done at this institution in the past five years? (Check all that apply.)	actively sought an	148	30%	463	23%	3527	24%	95	29%	327	27%	2407	26%
			received a formal	107	22%	337	16%	2259	16%	53	16%	184	15%	1291	14%
			renegotiated the	104	21%	252	12%	1627	11%	82	25%	181	15%	1220	13%
			none of the above	223	45%	1101	54%	8027	56%	159	48%	584	49%	5075	54%
			decline to answer	33	7%	134	7%	1083	7%	19	6%	79	7%	707	8%
Q230	Recruitment and retention*	Which of the following items were adjusted as a result of those negotiations? (Check all that apply.)	base salary	71	68%	184	9%	1025	63%	57	70%	107	9%	673	55%
			supplemental salary	26	25%	86	4%	482	30%	18	22%	44	4%	311	25%
			tenure clock	3	3%	6	0%	80	5%	2	2%	4	0%	83	7%
			teaching load (e.g.,	17	16%	56	3%	434	27%	23	28%	47	4%	402	33%
			administrative	34	33%	70	3%	514	32%	27	33%	38	3%	363	30%
			equipment	11	11%	24	1%	138	8%	6	7%	14	1%	78	6%
			lab/research support	17	16%	76	4%	309	19%	18	22%	41	3%	188	15%
			employment for	2	2%	13	1%	67	4%	5	6%	14	1%	54	4%
			sabbatical or other	11	11%	26	1%	194	12%	10	12%	17	1%	161	13%
			other (please	10	10%	12	1%	77	5%	8	10%	13	1%	78	6%
			no adjustments	8	8%	6	0%	70	4%	5	6%	8	1%	63	5%
decline to answer	1	1%	6	0%	43	3%	1	1%	5	0%	28	2%			
Q235	Recruitment and retention*	If you could negotiate adjustments to your employment, which one of the following items would you most like to adjust?	base salary	186	48%	640	38%	5496	43%	137	55%	305	32%	3077	38%
			supplemental salary	7	2%	64	4%	497	4%	5	2%	36	4%	285	4%
			tenure clock	6	2%	17	1%	165	1%	5	2%	28	3%	169	2%
			teaching load (e.g.,	19	5%	135	8%	1293	10%	17	7%	114	12%	1203	15%
			administrative	20	5%	69	4%	496	4%	11	4%	39	4%	353	4%
			equipment	12	3%	38	2%	282	2%	4	2%	22	2%	139	2%
			lab/research support	59	15%	299	18%	1458	11%	25	10%	155	16%	817	10%
			employment for	16	4%	77	5%	498	4%	8	3%	43	5%	356	4%
			sabbatical or other	13	3%	91	5%	822	6%	8	3%	81	8%	735	9%
			other (please	20	5%	64	4%	494	4%	13	5%	46	5%	396	5%
			there is nothing	23	6%	152	9%	947	7%	11	4%	59	6%	401	5%
decline to answer	6	2%	48	3%	379	3%	4	2%	26	3%	200	2%			

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item	theme	description	response scale	men						women					
				you		peers		all		you		peers		all	
				count	%										
Q240A	Recruitment and retention*	Outside offers are not necessary as leverage in compensation negotiations.	strongly disagree	201	50%	707	43%	4132	37%	131	52%	408	49%	2261	36%
			somewhat disagree	88	22%	360	22%	2403	21%	46	18%	176	21%	1238	20%
			neither agree nor	33	8%	173	11%	1286	11%	21	8%	59	7%	602	10%
			somewhat agree	28	7%	171	10%	1201	11%	19	8%	88	11%	645	10%
			strongly agree	26	6%	94	6%	724	6%	13	5%	43	5%	457	7%
			I don't know	24	6%	95	6%	1138	10%	19	8%	44	5%	847	14%
			decline to answer	2	0%	14	1%	128	1%	3	1%	10	1%	73	1%
not applicable	2	0%	17	1%	233	2%	1	0%	4	0%	112	2%			
Q255A	Recruitment and retention*	How long do you plan to remain at this institution?	for no more than	94	23%	335	21%	2328	21%	54	21%	159	19%	1163	19%
			more than five years	62	15%	260	16%	1732	15%	43	17%	135	16%	963	15%
			ten years or more	85	21%	397	24%	2804	25%	43	17%	207	25%	1470	24%
			I don't know	138	34%	565	35%	3795	34%	99	39%	300	36%	2305	37%
			decline to answer	23	6%	74	5%	579	5%	14	6%	31	4%	327	5%
Q255B	Recruitment and retention*	Assuming you achieve tenure, how long do you plan to remain at this institution?	for no more than	6	8%	40	13%	323	12%	10	15%	41	14%	346	13%
			more than five years	4	5%	15	5%	170	6%	3	5%	16	5%	186	7%
			ten years or more	21	29%	103	34%	903	33%	17	26%	76	26%	796	30%
			I don't know	39	53%	123	41%	1186	44%	32	49%	142	49%	1228	46%
			decline to answer	3	4%	18	6%	133	5%	3	5%	17	6%	114	4%
Q212B	Global satisfaction*	There is visible leadership at my institution for the support and promotion of diversity on campus	strongly disagree	26	5%	93	5%	701	5%	30	9%	99	9%	725	8%
			somewhat disagree	51	10%	101	5%	1037	7%	36	11%	125	11%	1123	12%
			neither agree nor	107	22%	317	16%	2445	17%	69	21%	178	16%	1463	16%
			somewhat agree	171	35%	742	38%	5119	35%	124	37%	400	35%	3187	34%
			strongly agree	126	26%	643	33%	4801	33%	68	21%	320	28%	2752	29%
			decline to answer	9	2%	52	3%	338	2%	3	1%	16	1%	127	1%
			not applicable	3	1%	9	0%	84	1%	1	0%	5	0%	19	0%
Q245D	Global satisfaction*	If I had it to do all over, I would again choose to work at this institution.	strongly disagree	45	9%	137	7%	1100	8%	25	8%	86	8%	705	8%
			somewhat disagree	61	12%	176	9%	1505	10%	44	13%	126	11%	1070	11%
			neither agree nor	81	17%	291	15%	1965	14%	46	14%	151	13%	1179	13%
			somewhat agree	156	32%	612	31%	4452	31%	110	33%	356	31%	2759	30%
			strongly agree	116	24%	630	32%	4619	32%	74	22%	331	29%	2862	31%
			I don't know	23	5%	60	3%	514	4%	28	8%	63	6%	568	6%
			decline to answer	6	1%	36	2%	255	2%	3	1%	22	2%	172	2%
not applicable	1	0%	4	0%	36	0%	0	0%	0	0%	22	0%			

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item	theme	description	response scale	men						women					
				you		peers		all		you		peers		all	
				count	%										
Q250A	Global satisfaction*	All things considered, your department as a place to work	very dissatisfied	28	6%	118	6%	774	5%	18	5%	76	7%	578	6%
			dissatisfied	61	12%	177	9%	1280	9%	38	12%	140	12%	1065	11%
			neither satisfied nor satisfied	62	13%	245	13%	1820	13%	57	17%	153	13%	1331	14%
			very satisfied	207	42%	830	43%	5816	40%	142	43%	464	41%	3607	39%
			decline to answer	127	26%	554	28%	4613	32%	71	22%	285	25%	2635	28%
			not applicable	4	1%	20	1%	115	1%	4	1%	15	1%	108	1%
Q250B	Global satisfaction*	All things considered, your institution as a place to work	very dissatisfied	0	0%	2	0%	24	0%	0	0%	2	0%	13	0%
			dissatisfied	21	4%	90	5%	727	5%	16	5%	41	4%	406	4%
			neither satisfied nor satisfied	97	20%	190	10%	1713	12%	51	15%	148	13%	1213	13%
			very satisfied	96	20%	335	17%	2534	18%	66	20%	189	17%	1780	19%
			decline to answer	216	44%	910	47%	6265	43%	154	47%	521	46%	4022	43%
			not applicable	57	12%	398	20%	3068	21%	37	11%	222	20%	1799	19%
Q260	Global satisfaction*	If you were to choose to leave your institution, what would be your primary reason?	improve your	2	0%	0	0%	10	0%	0	0%	1	0%	5	0%
			find a more collegial	89	18%	242	12%	2287	16%	66	20%	123	11%	1304	14%
			increase resources	18	4%	84	4%	473	3%	21	6%	71	6%	501	5%
			work at an institution	71	15%	216	11%	1522	11%	53	16%	139	12%	1079	12%
			pursue an admin.	63	13%	203	10%	1537	11%	28	8%	119	10%	897	10%
			pursue a	16	3%	99	5%	642	4%	8	2%	56	5%	395	4%
			employment opps.	7	1%	23	1%	226	2%	4	1%	15	1%	136	1%
			for other family or	16	3%	66	3%	480	3%	17	5%	55	5%	466	5%
			improve your quality	27	6%	112	6%	765	5%	17	5%	70	6%	605	6%
			retire	27	6%	129	7%	978	7%	21	6%	102	9%	864	9%
			move to a preferred	106	22%	443	23%	3224	22%	62	19%	174	15%	1574	17%
			other (please	26	5%	162	8%	1040	7%	17	5%	108	10%	719	8%
there is no reason	8	2%	24	1%	256	2%	6	2%	33	3%	188	2%			
decline to answer	6	1%	68	3%	486	3%	3	1%	28	2%	279	3%			
Q265	Global satisfaction*	If a candidate for a faculty position at your rank asked you about your department as a place to work, would you...	not recommend	9	2%	73	4%	519	4%	7	2%	42	4%	328	4%
			recommend your	42	9%	118	6%	980	7%	24	7%	86	8%	685	7%
			strongly recommend	202	41%	724	37%	5524	38%	150	45%	426	38%	3614	39%
			decline to answer	226	46%	1012	52%	7289	50%	139	42%	561	49%	4480	48%
			decline to answer	19	4%	90	5%	641	4%	17	5%	62	5%	554	6%

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item	theme	description	response scale	men						women					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q267A	Global satisfaction*	Please check the two (and only two) BEST aspects about working at your institution.	quality of colleagues	174	36%	671	33%	4942	34%	108	33%	394	33%	2937	32%
			support of colleagues	53	11%	196	10%	1881	13%	57	17%	147	12%	1678	18%
			opportunities to collaborate	83	17%	264	13%	1423	10%	53	16%	168	14%	878	9%
			quality of graduate student	52	11%	221	11%	1149	8%	44	13%	139	12%	761	8%
			quality of undergraduate	11	2%	68	3%	1168	8%	3	1%	59	5%	785	8%
			quality of the facilities	25	5%	123	6%	781	5%	9	3%	40	3%	345	4%
			support for research/	21	4%	142	7%	736	5%	10	3%	91	8%	428	5%
			support for teaching	4	1%	20	1%	482	3%	3	1%	12	1%	401	4%
			support for professional	6	1%	35	2%	258	2%	5	2%	22	2%	257	3%
			assistance for grant preparation	6	1%	38	2%	214	1%	3	1%	35	3%	179	2%
			childcare policies/practices	1	0%	2	0%	12	0%	1	0%	4	0%	28	0%
			availability/quality of	0	0%	3	0%	31	0%	0	0%	1	0%	32	0%
			spousal/partner hiring	11	2%	41	2%	179	1%	8	2%	46	4%	176	2%
			compensation	13	3%	110	5%	582	4%	7	2%	51	4%	350	4%
			geographic location	165	34%	299	15%	3139	22%	113	34%	155	13%	1925	21%
			diversity	6	1%	17	1%	232	2%	5	2%	12	1%	218	2%
			presence of others like	7	1%	37	2%	246	2%	8	2%	18	2%	158	2%
			my sense of "fit" here	54	11%	261	13%	2196	15%	31	9%	137	11%	1383	15%
			protections from service	4	1%	8	0%	82	1%	3	1%	4	0%	56	1%
			commute	18	4%	116	6%	779	5%	11	3%	73	6%	556	6%
			cost of living	67	14%	339	17%	1847	13%	31	9%	200	17%	1070	11%
			teaching load	34	7%	118	6%	747	5%	12	4%	76	6%	501	5%
			manageable pressure	21	4%	109	5%	1017	7%	13	4%	60	5%	645	7%
academic freedom	78	16%	333	16%	2430	17%	55	17%	160	13%	1395	15%			
t&p clarity or requirements	2	0%	64	3%	387	3%	1	0%	45	4%	268	3%			
quality of leadership	2	0%	17	1%	108	1%	2	1%	14	1%	93	1%			
other (please specify)	11	2%	57	3%	479	3%	17	5%	32	3%	388	4%			
decline to answer	11	2%	56	3%	395	3%	8	2%	21	2%	191	2%			
there are no positive	7	1%	11	1%	120	1%	5	2%	3	0%	77	1%			

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item	theme	description	response scale	men						women					
				you		peers		all		you		peers		all	
				count	%										
			quality of colleagues	23	5%	122	6%	830	6%	7	2%	47	4%	438	5%
			support of colleagues	24	5%	118	6%	768	5%	13	4%	91	8%	579	6%
			opportunities to collab	12	2%	48	2%	299	2%	6	2%	24	2%	205	2%
			quality of graduate st	30	6%	166	8%	1106	8%	12	4%	65	5%	424	5%
			quality of undergradu	44	9%	84	4%	1011	7%	18	5%	31	3%	413	4%
			quality of the facilities	61	12%	211	10%	1472	10%	30	9%	103	9%	807	9%
			lack of support for res	85	17%	254	12%	2159	15%	52	16%	142	12%	1686	18%
			lack of support for tea	35	7%	108	5%	661	5%	14	4%	54	5%	317	3%
			lack of support for pro	25	5%	82	4%	610	4%	18	5%	54	5%	422	5%
			lack of assistance for	33	7%	102	5%	604	4%	27	8%	57	5%	413	4%
			childcare policies/prac	8	2%	16	1%	160	1%	9	3%	23	2%	244	3%
			availability/quality of	9	2%	25	1%	183	1%	12	4%	20	2%	242	3%
			spousal/partner hiring	18	4%	89	4%	681	5%	17	5%	41	3%	463	5%
Q267B	Global satisfaction*	Please check the two (and only two) WORST aspects about working at your institution.	compensation	169	35%	440	21%	4325	30%	109	33%	251	21%	2464	26%
			geographic location	17	3%	264	13%	1320	9%	17	5%	141	12%	790	8%
			lack of diversity	13	3%	64	3%	500	3%	8	2%	86	7%	628	7%
			absence of others like	25	5%	93	5%	554	4%	16	5%	57	5%	387	4%
			my lack of "fit" here	14	3%	121	6%	627	4%	18	5%	68	6%	443	5%
			too much service/too	43	9%	173	8%	1500	10%	43	13%	179	15%	1450	16%
			commute	2	0%	29	1%	382	3%	5	2%	23	2%	296	3%
			cost of living	4	1%	57	3%	554	4%	3	1%	24	2%	296	3%
			teaching load	12	2%	85	4%	1004	7%	14	4%	52	4%	802	9%
			unrelenting pressure	19	4%	114	6%	681	5%	30	9%	128	11%	741	8%
			academic freedom	4	1%	17	1%	127	1%	2	1%	7	1%	56	1%
			t&p clarity or require	9	2%	76	4%	677	5%	11	3%	46	4%	550	6%
			quality of leadership	103	21%	172	8%	1193	8%	46	14%	107	9%	640	7%
			other (please specify	37	8%	171	8%	1093	8%	42	13%	100	8%	712	8%
			decline to answer	18	4%	104	5%	670	5%	13	4%	36	3%	313	3%
			there are no negative	14	3%	100	5%	720	5%	4	1%	37	3%	249	3%

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item	theme	description	response scale	white						faculty of color					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q45B	Nature of work: Research	Please rate your level of satisfaction or dissatisfaction with the portion of your time spent on research.	very dissatisfied	30	4%	83	3%	1096	5%	9	6%	20	3%	279	6%
			dissatisfied	163	24%	533	21%	4996	25%	26	16%	91	14%	967	20%
			neither satisfied nor satisfied	92	13%	305	12%	2763	14%	13	8%	85	13%	619	13%
			satisfied	249	36%	1025	40%	7151	36%	70	44%	293	44%	1880	39%
			very satisfied	142	21%	587	23%	3551	18%	37	23%	171	26%	965	20%
			decline to answer	2	0%	18	1%	108	1%	1	1%	3	0%	25	1%
			not applicable	14	2%	29	1%	364	2%	2	1%	0	0%	42	1%
Q80A	Nature of work: Research	The amount of external funding you are expected to find	very dissatisfied	38	6%	152	6%	1140	6%	16	10%	44	7%	346	7%
			dissatisfied	113	17%	393	15%	3016	15%	28	18%	101	16%	764	16%
			neither satisfied nor satisfied	219	32%	762	30%	6163	31%	46	29%	189	29%	1533	32%
			satisfied	221	32%	889	35%	5944	30%	46	29%	241	37%	1280	27%
			very satisfied	25	4%	182	7%	1214	6%	6	4%	40	6%	274	6%
			decline to answer	5	1%	17	1%	160	1%	1	1%	4	1%	56	1%
			not applicable	63	9%	156	6%	2222	11%	14	9%	32	5%	468	10%
Q80B	Nature of work: Research	The influence you have over the focus of your research/scholarly/creative work	very dissatisfied	4	1%	33	1%	204	1%	2	1%	8	1%	95	2%
			dissatisfied	16	2%	70	3%	507	3%	3	2%	16	2%	164	3%
			neither satisfied nor satisfied	42	6%	128	5%	1251	6%	10	6%	60	9%	523	11%
			satisfied	243	36%	858	34%	7211	36%	64	41%	272	42%	1973	42%
			very satisfied	364	53%	1444	57%	10328	52%	76	48%	289	44%	1893	40%
			decline to answer	1	0%	7	0%	66	0%	0	0%	4	1%	24	1%
			not applicable	14	2%	11	0%	292	1%	2	1%	2	0%	49	1%
Q80C	Nature of work: Research	The quality of graduate students to support your research/scholarly/creative work	very dissatisfied	27	4%	104	4%	1118	6%	12	8%	35	5%	392	8%
			dissatisfied	116	17%	385	15%	3010	15%	20	13%	97	15%	714	15%
			neither satisfied nor satisfied	118	17%	463	18%	3295	17%	35	22%	140	22%	930	20%
			satisfied	229	33%	937	37%	5385	27%	50	32%	249	38%	1258	27%
			very satisfied	80	12%	386	15%	2006	10%	17	11%	81	12%	409	9%
			decline to answer	3	0%	12	0%	99	1%	1	1%	3	0%	38	1%
			not applicable	111	16%	264	10%	4835	24%	22	14%	46	7%	958	20%
Q80D	Nature of work: Research	Institutional support (e.g., internal grants/seed money) for your research/scholarly/creative work	very dissatisfied	143	21%	297	12%	2580	13%	31	20%	89	14%	754	16%
			dissatisfied	196	29%	680	27%	5052	25%	51	32%	142	22%	1133	24%
			neither satisfied nor satisfied	144	21%	575	23%	4745	24%	37	24%	164	25%	1077	23%
			satisfied	150	22%	708	28%	5271	27%	25	16%	180	28%	1230	26%
			very satisfied	20	3%	232	9%	1488	7%	5	3%	63	10%	400	8%
			decline to answer	1	0%	11	0%	84	0%	0	0%	3	0%	24	1%
			not applicable	30	4%	48	2%	639	3%	8	5%	10	2%	103	2%

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item	theme	description	response scale	white						faculty of color					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q80E	Nature of work: Research	The support your institution provides you for engaging undergraduates in your research/scholarly/creative work	very dissatisfied	53	8%	136	5%	1250	6%	22	14%	37	6%	390	8%
			dissatisfied	126	18%	400	16%	3225	16%	41	26%	85	13%	824	17%
			neither satisfied nor satisfied	207	30%	710	28%	5675	29%	47	30%	222	34%	1408	30%
			very satisfied	152	22%	734	29%	5062	25%	22	14%	179	27%	1177	25%
			decline to answer	31	5%	259	10%	1625	8%	5	3%	55	8%	329	7%
			not applicable	4	1%	13	1%	128	1%	0	0%	5	1%	30	1%
Q85A	Nature of work: Research	Obtaining externally funded grants (pre-award)	very dissatisfied	111	16%	299	12%	2894	15%	20	13%	68	10%	563	12%
			dissatisfied	66	10%	174	7%	1474	7%	23	15%	58	9%	448	10%
			neither satisfied nor satisfied	168	25%	456	18%	3632	18%	34	22%	110	17%	823	17%
			very satisfied	168	25%	591	23%	5126	26%	41	26%	151	23%	1171	25%
			decline to answer	177	26%	831	33%	5439	27%	35	22%	207	32%	1275	27%
			not applicable	32	5%	292	11%	1672	8%	8	5%	85	13%	444	9%
Q85B	Nature of work: Research	Managing externally funded grants (post-award)	decline to answer	2	0%	11	0%	134	1%	1	1%	5	1%	51	1%
			not applicable	70	10%	193	8%	2358	12%	15	10%	35	5%	502	11%
			very dissatisfied	47	7%	163	6%	1385	7%	18	11%	47	7%	322	7%
			dissatisfied	117	17%	421	17%	2819	14%	27	17%	82	13%	588	12%
			neither satisfied nor satisfied	146	21%	573	22%	4499	23%	35	22%	159	24%	1102	23%
			very satisfied	198	29%	763	30%	4639	23%	40	25%	211	32%	1139	24%
Q85C	Nature of work: Research	Securing graduate student assistance	decline to answer	49	7%	211	8%	1350	7%	10	6%	56	9%	336	7%
			not applicable	5	1%	13	1%	163	1%	2	1%	5	1%	60	1%
			very dissatisfied	121	18%	404	16%	4980	25%	25	16%	91	14%	1167	25%
			dissatisfied	80	12%	215	8%	1843	9%	18	11%	57	9%	491	10%
			neither satisfied nor satisfied	164	24%	572	22%	3763	19%	54	34%	138	21%	912	19%
			very satisfied	172	25%	707	28%	4546	23%	34	22%	175	27%	1110	24%
Q85D	Nature of work: Research	Traveling to present papers or conduct research/creative work	decline to answer	142	21%	622	24%	4011	20%	24	15%	186	28%	983	21%
			not applicable	18	3%	152	6%	911	5%	5	3%	35	5%	249	5%
			very dissatisfied	2	0%	27	1%	208	1%	1	1%	11	2%	66	1%
			dissatisfied	105	15%	266	10%	4536	23%	21	13%	52	8%	911	19%
			neither satisfied nor satisfied	121	18%	230	9%	2062	10%	21	13%	59	9%	473	10%
			very satisfied	170	25%	576	23%	4240	21%	41	26%	118	18%	928	20%
Q85D	Nature of work: Research	Traveling to present papers or conduct research/creative work	decline to answer	133	19%	528	21%	3877	20%	28	18%	138	21%	915	19%
			not applicable	185	27%	824	32%	6535	33%	48	31%	232	36%	1655	35%
			very dissatisfied	47	7%	315	12%	2459	12%	17	11%	89	14%	627	13%
			dissatisfied	1	0%	11	0%	70	0%	0	0%	2	0%	17	0%
			neither satisfied nor satisfied	26	4%	64	3%	592	3%	2	1%	13	2%	99	2%
			very satisfied												

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item	theme	description	response scale	white						faculty of color					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q85E	Nature of work: Research	The availability of course release time to focus on your research	very dissatisfied	89	13%	352	14%	3381	17%	19	12%	96	15%	915	19%
			dissatisfied	152	22%	592	23%	4811	24%	36	23%	119	18%	1013	21%
			neither satisfied nor satisfied	168	25%	638	25%	4640	23%	45	29%	170	26%	1090	23%
			very satisfied	135	20%	501	20%	3488	18%	27	17%	160	25%	902	19%
			decline to answer	28	4%	167	7%	1104	6%	11	7%	46	7%	291	6%
			not applicable	0	0%	14	1%	112	1%	0	0%	4	1%	28	1%
Q50B	Nature of work: Research*	Please indicate whether you feel you spend too much or too little time on research.	too little	111	16%	284	11%	2299	12%	19	12%	56	9%	475	10%
			too much	187	97%	588	95%	5823	96%	34	97%	101	91%	1166	94%
			decline to answer	6	3%	16	3%	189	3%	1	3%	6	5%	53	4%
Q50C	Nature of work: Service	Please indicate whether you feel you spend too much or too little time on service.	decline to answer	0	0%	12	2%	78	1%	0	0%	4	4%	26	2%
			too little	9	7%	28	5%	197	5%	1	5%	4	3%	60	7%
			too much	111	87%	474	92%	3976	92%	20	91%	109	89%	776	88%
Q55B	Nature of work: Service	My institution does what it can to help faculty who take on additional leadership roles (e.g. major committee assignments, department chairmanship), to sustain other aspects of their faculty work.	decline to answer	8	6%	14	3%	129	3%	1	5%	9	7%	50	6%
			strongly disagree	120	17%	469	18%	3765	19%	35	22%	104	16%	840	18%
			somewhat disagree	195	28%	659	26%	5455	27%	40	25%	109	16%	976	20%
			neither agree nor disagree	106	15%	359	14%	2662	13%	29	18%	113	17%	764	16%
			somewhat agree	165	24%	624	24%	4843	24%	27	17%	174	26%	1171	25%
			strongly agree	41	6%	233	9%	1678	8%	11	7%	73	11%	477	10%
			I don't know	54	8%	187	7%	1318	7%	12	8%	64	10%	376	8%
decline to answer	0	0%	12	0%	77	0%	1	1%	4	1%	27	1%			
Q60A	Nature of work: Service	The number of committees on which you serve	not applicable	9	1%	30	1%	192	1%	3	2%	22	3%	131	3%
			very dissatisfied	18	3%	64	2%	535	3%	6	4%	14	2%	131	3%
			dissatisfied	99	14%	381	15%	2910	15%	22	14%	83	13%	613	13%
			neither satisfied nor satisfied	202	29%	731	28%	5325	27%	49	31%	152	23%	1158	24%
			very satisfied	310	45%	1174	46%	9303	47%	69	44%	326	49%	2251	47%
			decline to answer	47	7%	177	7%	1497	7%	11	7%	63	10%	434	9%
			not applicable	5	1%	17	1%	180	1%	0	0%	9	1%	58	1%
Q60B	Nature of work: Service	The attractiveness (e.g., value, visibility, importance, personal preference) of the committees on which you serve	not applicable	6	1%	26	1%	230	1%	1	1%	12	2%	116	2%
			very dissatisfied	17	2%	80	3%	584	3%	7	4%	25	4%	182	4%
			dissatisfied	88	13%	345	13%	2344	12%	24	15%	67	10%	531	11%
			neither satisfied nor satisfied	229	33%	796	31%	6102	31%	50	32%	208	32%	1456	31%
			very satisfied	283	41%	1053	41%	8448	42%	64	41%	277	42%	1967	41%
			decline to answer	53	8%	232	9%	1864	9%	11	7%	55	8%	410	9%
not applicable	6	1%	16	1%	194	1%	0	0%	14	2%	70	1%			
			not applicable	11	2%	48	2%	443	2%	2	1%	13	2%	145	3%

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item	theme	description	response scale	white						faculty of color					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q60C	Nature of work: Service	The discretion you have to choose the committees on which you serve	very dissatisfied	32	5%	96	4%	676	3%	10	6%	32	5%	226	5%
			dissatisfied	87	13%	336	13%	2386	12%	21	13%	82	12%	624	13%
			neither satisfied nor satisfied	186	27%	722	28%	5281	26%	47	30%	184	28%	1378	29%
			very satisfied	276	40%	1029	40%	8365	42%	56	35%	246	37%	1743	37%
			decline to answer	92	13%	329	13%	2772	14%	20	13%	87	13%	567	12%
			not applicable	5	1%	16	1%	170	1%	1	1%	10	2%	67	1%
Q60D	Nature of work: Service	How equitably committee assignments are distributed across faculty in your department	very dissatisfied	9	1%	42	2%	329	2%	3	2%	18	3%	156	3%
			dissatisfied	81	12%	263	10%	2105	11%	21	13%	78	12%	533	11%
			neither satisfied nor satisfied	151	22%	627	24%	4418	22%	38	24%	107	16%	878	18%
			very satisfied	174	25%	640	25%	4789	24%	46	29%	170	26%	1249	26%
			decline to answer	205	30%	793	31%	6410	32%	35	22%	218	33%	1469	31%
			not applicable	56	8%	181	7%	1649	8%	13	8%	52	8%	381	8%
Q45C	Nature of work: Service*	Please rate your level of satisfaction or dissatisfaction with the portion of your time spent on service.	very dissatisfied	7	1%	29	1%	265	1%	2	1%	13	2%	90	2%
			dissatisfied	13	2%	37	1%	343	2%	3	2%	21	3%	161	3%
			neither satisfied nor satisfied	31	4%	107	4%	882	4%	7	4%	33	5%	250	5%
			very satisfied	97	14%	409	16%	3423	17%	15	9%	89	13%	638	13%
			decline to answer	167	24%	654	25%	4711	24%	38	24%	168	25%	1134	24%
			not applicable	326	47%	1121	43%	8799	44%	79	50%	287	43%	2130	45%
Q60E	Nature of work: Service*	The number of students you advise/mentor (including oversight of independent study, research projects, internships, study abroad)	very dissatisfied	66	10%	262	10%	2046	10%	19	12%	75	11%	552	12%
			dissatisfied	2	0%	18	1%	95	0%	0	0%	5	1%	28	1%
			neither satisfied nor satisfied	3	0%	9	0%	73	0%	0	0%	6	1%	45	1%
			very satisfied	15	2%	62	2%	816	4%	8	5%	18	3%	226	5%
			decline to answer	58	8%	255	10%	2422	12%	16	10%	57	9%	543	11%
			not applicable	130	19%	490	19%	3627	18%	23	15%	116	18%	918	19%
Q45A	Nature of work: Teaching	Please rate your level of satisfaction or dissatisfaction with the portion of your time spent on teaching.	very dissatisfied	361	53%	1343	52%	9927	50%	74	47%	353	54%	2261	48%
			dissatisfied	79	11%	340	13%	2302	12%	30	19%	99	15%	620	13%
			neither satisfied nor satisfied	4	1%	8	0%	100	1%	0	0%	4	1%	25	1%
			very satisfied	40	6%	70	3%	746	4%	7	4%	10	2%	152	3%
			decline to answer	7	1%	25	1%	262	1%	5	3%	16	2%	125	3%
			not applicable	61	9%	221	9%	1757	9%	10	6%	50	8%	446	9%
Q45A	Nature of work: Teaching	Please rate your level of satisfaction or dissatisfaction with the portion of your time spent on teaching.	very dissatisfied	83	12%	312	12%	2352	12%	25	16%	100	15%	663	14%
			dissatisfied	356	51%	1382	54%	10309	51%	79	50%	346	52%	2394	50%
			neither satisfied nor satisfied	143	21%	591	23%	4866	24%	31	20%	142	21%	1047	22%
			very satisfied	2	0%	14	1%	78	0%	2	1%	3	0%	22	0%
			decline to answer	40	6%	35	1%	405	2%	6	4%	6	1%	80	2%
			not applicable	40	6%	35	1%	405	2%	6	4%	6	1%	80	2%

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				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q70A	Nature of work: Teaching	The number of courses you teach	very dissatisfied	7	1%	50	2%	495	2%	4	3%	15	2%	167	4%
			dissatisfied	52	8%	242	9%	2282	11%	7	4%	51	8%	603	13%
			neither satisfied nor	73	11%	280	11%	2103	11%	14	9%	79	12%	623	13%
			satisfied	343	50%	1279	50%	9689	49%	82	52%	338	52%	2173	46%
			very satisfied	141	21%	618	24%	4496	23%	39	25%	158	24%	983	21%
			decline to answer	0	0%	8	0%	56	0%	0	0%	3	0%	15	0%
			not applicable	68	10%	83	3%	782	4%	11	7%	10	2%	165	3%
Q70B	Nature of work: Teaching	The level of courses you teach	very dissatisfied	4	1%	20	1%	217	1%	3	2%	9	1%	87	2%
			dissatisfied	34	5%	149	6%	1072	5%	14	9%	47	7%	306	6%
			neither satisfied nor	59	9%	200	8%	1702	9%	13	8%	65	10%	554	12%
			satisfied	356	52%	1377	54%	10265	52%	77	49%	362	55%	2427	51%
			very satisfied	164	24%	722	28%	5803	29%	38	24%	157	24%	1169	25%
			decline to answer	0	0%	7	0%	53	0%	0	0%	3	0%	15	0%
			not applicable	67	10%	85	3%	791	4%	12	8%	11	2%	171	4%
Q70C	Nature of work: Teaching	The discretion you have over the content of the courses you teach	very dissatisfied	6	1%	31	1%	192	1%	2	1%	7	1%	57	1%
			dissatisfied	16	2%	70	3%	493	2%	5	3%	13	2%	159	3%
			neither satisfied nor	37	5%	143	6%	957	5%	12	8%	48	7%	354	7%
			satisfied	250	37%	910	36%	6826	34%	59	38%	294	45%	1928	41%
			very satisfied	307	45%	1319	52%	10619	53%	69	44%	280	43%	2053	43%
			decline to answer	1	0%	7	0%	50	0%	0	0%	3	0%	14	0%
			not applicable	67	10%	80	3%	766	4%	10	6%	9	1%	164	3%
Q70D	Nature of work: Teaching	The number of students in the classes you teach, on average	very dissatisfied	22	3%	79	3%	684	3%	7	4%	23	4%	170	4%
			dissatisfied	72	11%	341	13%	2519	13%	15	10%	81	12%	612	13%
			neither satisfied nor	94	14%	316	12%	2468	12%	18	11%	90	14%	677	14%
			satisfied	298	44%	1159	45%	8790	44%	67	43%	311	48%	2134	45%
			very satisfied	130	19%	568	22%	4587	23%	37	24%	136	21%	943	20%
			decline to answer	0	0%	6	0%	54	0%	0	0%	3	0%	14	0%
			not applicable	68	10%	91	4%	801	4%	13	8%	10	2%	179	4%
Q70E	Nature of work: Teaching	The quality of students you teach, on average	very dissatisfied	27	4%	69	3%	729	4%	10	6%	20	3%	254	5%
			dissatisfied	139	20%	396	15%	3311	17%	37	24%	115	18%	875	19%
			neither satisfied nor	144	21%	564	22%	4134	21%	37	24%	181	28%	1196	25%
			satisfied	268	39%	1088	43%	8140	41%	51	32%	246	38%	1725	36%
			very satisfied	45	7%	368	14%	2826	14%	10	6%	80	12%	507	11%
			decline to answer	0	0%	5	0%	63	0%	0	0%	4	1%	19	0%
			not applicable	61	9%	70	3%	700	4%	12	8%	8	1%	153	3%

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				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q70H	Nature of work: Teaching	How equitably the teaching workload is distributed across faculty in your department	very dissatisfied	75	11%	301	12%	1909	10%	21	13%	71	11%	464	10%
			dissatisfied	139	20%	526	21%	3775	19%	27	17%	102	16%	752	16%
			neither satisfied nor satisfied	137	20%	573	22%	3939	20%	36	23%	137	21%	1045	22%
			very satisfied	222	32%	825	32%	7045	35%	47	30%	258	39%	1686	36%
			decline to answer	41	6%	249	10%	2382	12%	13	8%	67	10%	546	12%
			not applicable	5	1%	21	1%	163	1%	1	1%	10	2%	70	1%
Q70I	Nature of work: Teaching	The quality of graduate students to support your teaching	very dissatisfied	65	10%	65	3%	690	3%	12	8%	9	1%	166	4%
			dissatisfied	30	4%	92	4%	1034	5%	12	8%	26	4%	340	7%
			neither satisfied nor satisfied	63	9%	260	10%	2119	11%	21	13%	79	12%	542	12%
			very satisfied	103	15%	434	17%	2829	14%	27	17%	133	20%	793	17%
			decline to answer	190	28%	836	33%	5038	25%	38	24%	232	35%	1235	26%
			not applicable	80	12%	378	15%	2063	10%	17	11%	77	12%	429	9%
Q50A	Nature of work: Teaching*	Please indicate whether you feel you spend too much or too little time on teaching.	too little	3	0%	8	0%	103	1%	0	0%	6	1%	27	1%
			too much	49	72%	196	80%	1547	77%	11	73%	52	79%	467	82%
			decline to answer	6	9%	13	5%	90	4%	1	7%	7	11%	31	5%
			very dissatisfied	13	19%	37	15%	382	19%	3	20%	7	11%	72	13%
Q45D	Nature of Work*	Please rate your level of satisfaction or dissatisfaction with the portion of your time spent on outreach.	dissatisfied	49	72%	196	80%	1547	77%	11	73%	52	79%	467	82%
			neither satisfied nor satisfied	7	1%	22	1%	232	1%	1	1%	5	1%	84	2%
			very satisfied	32	5%	145	6%	1223	6%	11	7%	40	6%	354	7%
			decline to answer	198	29%	685	27%	5434	27%	48	30%	188	28%	1316	28%
			not applicable	259	37%	865	34%	6544	33%	56	35%	226	34%	1523	32%
			very satisfied	92	13%	253	10%	2008	10%	23	15%	57	9%	454	10%
Q45E	Nature of Work*	Please rate your level of satisfaction or dissatisfaction with the portion of your time spent on administrative tasks.	decline to answer	5	1%	26	1%	194	1%	1	1%	4	1%	41	1%
			not applicable	99	14%	584	23%	4394	22%	18	11%	143	22%	1005	21%
			very dissatisfied	69	10%	244	9%	1758	9%	15	9%	35	5%	334	7%
			dissatisfied	174	25%	738	29%	5307	26%	27	17%	112	17%	878	18%
			neither satisfied nor satisfied	232	34%	791	31%	6025	30%	49	31%	201	30%	1368	29%
			very satisfied	161	23%	556	22%	5004	25%	48	30%	188	28%	1302	27%
Q50D	Nature of Work*	Please indicate whether you feel you spend too much or too little time on outreach.	decline to answer	24	3%	124	5%	914	5%	7	4%	39	6%	273	6%
			not applicable	3	0%	17	1%	95	0%	0	0%	6	1%	41	1%
			very dissatisfied	29	4%	110	4%	925	5%	12	8%	82	12%	581	12%
Q50E	Nature of Work*	Please indicate whether you feel you spend too much or too little time on administrative tasks.	too little	19	49%	115	69%	1036	71%	6	50%	30	70%	324	74%
			too much	16	41%	44	26%	335	23%	5	42%	9	21%	72	17%
			decline to answer	4	10%	8	5%	83	6%	1	8%	4	9%	40	9%
Q50E	Nature of Work*	Please indicate whether you feel you spend too much or too little time on administrative tasks.	too little	0	0%	6	1%	69	1%	0	0%	3	2%	26	2%
			too much	234	96%	962	98%	6837	97%	42	100%	136	93%	1130	93%
			decline to answer	9	4%	14	1%	154	2%	0	0%	8	5%	54	4%

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				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q55A	Nature of Work*	I am able to balance the teaching, research, and service activities expected of me.	strongly disagree	72	10%	263	10%	2335	12%	14	9%	35	5%	495	10%
			somewhat disagree	171	25%	600	23%	5277	26%	39	25%	133	20%	1007	21%
			neither agree nor	51	7%	235	9%	1741	9%	20	13%	67	10%	465	10%
			somewhat agree	289	42%	1017	40%	7309	37%	54	34%	259	39%	1811	38%
			strongly agree	101	15%	436	17%	3161	16%	31	20%	163	25%	928	19%
			I don't know	3	0%	9	0%	56	0%	0	0%	2	0%	16	0%
			decline to answer	1	0%	8	0%	58	0%	0	0%	4	1%	21	0%
			not applicable	2	0%	5	0%	53	0%	0	0%	0	0%	19	0%
Q70F	Facilities and work resources	The support your institution has offered you for improving your teaching	very dissatisfied	52	8%	148	6%	1087	5%	14	9%	39	6%	356	8%
			dissatisfied	105	15%	353	14%	2580	13%	31	20%	80	12%	603	13%
			neither satisfied nor	238	35%	812	32%	6083	31%	55	35%	214	33%	1480	31%
			satisfied	174	25%	835	33%	6657	33%	33	21%	220	34%	1519	32%
			very satisfied	30	4%	264	10%	2203	11%	7	4%	63	10%	462	10%
			decline to answer	9	1%	10	0%	120	1%	1	1%	7	1%	30	1%
			not applicable	76	11%	138	5%	1173	6%	16	10%	31	5%	279	6%
			Q90A	Facilities and work resources	Office	very dissatisfied	15	2%	80	3%	720	4%	8	5%	26
dissatisfied	54	8%				267	11%	1951	10%	17	11%	59	9%	466	10%
neither satisfied nor	95	14%				349	14%	2663	13%	24	15%	118	18%	776	17%
satisfied	348	51%				1197	47%	9138	46%	73	46%	321	50%	2261	48%
very satisfied	167	24%				643	25%	5267	27%	34	22%	121	19%	964	21%
decline to answer	0	0%				4	0%	30	0%	0	0%	1	0%	8	0%
Q90B	Facilities and work resources	Laboratory, research, or studio space	not applicable	3	0%	2	0%	36	0%	1	1%	0	0%	13	0%
			very dissatisfied	22	3%	160	6%	1216	6%	14	9%	42	7%	345	7%
			dissatisfied	79	12%	335	13%	2500	13%	21	13%	79	12%	647	14%
			neither satisfied nor	109	16%	358	14%	2972	15%	23	15%	122	19%	856	18%
			satisfied	233	34%	766	30%	5428	27%	45	29%	207	32%	1313	28%
			very satisfied	69	10%	329	13%	2136	11%	16	10%	72	11%	427	9%
			decline to answer	3	0%	12	0%	80	0%	1	1%	2	0%	16	0%
Q90C	Facilities and work resources	Equipment	not applicable	167	24%	582	23%	5473	28%	37	24%	122	19%	1093	23%
			very dissatisfied	32	5%	114	4%	888	4%	16	10%	30	5%	261	6%
			dissatisfied	127	19%	383	15%	3046	15%	31	20%	83	13%	705	15%
			neither satisfied nor	150	22%	531	21%	4072	21%	32	20%	173	27%	1093	23%
			satisfied	276	40%	1070	42%	8288	42%	56	36%	256	40%	1901	40%
			very satisfied	52	8%	283	11%	2390	12%	16	10%	69	11%	514	11%
			decline to answer	0	0%	5	0%	42	0%	1	1%	2	0%	10	0%
not applicable	45	7%	156	6%	1079	5%	5	3%	33	5%	213	5%			

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				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q90D	Facilities and work resources	Classrooms	very dissatisfied	26	4%	131	5%	1105	6%	9	6%	25	4%	221	5%
			dissatisfied	120	18%	503	20%	3865	20%	22	14%	82	13%	693	15%
			neither satisfied nor satisfied	157	23%	501	20%	3614	18%	26	17%	143	22%	925	20%
			very satisfied	272	40%	1078	42%	8198	41%	75	48%	298	46%	2096	45%
			decline to answer	53	8%	254	10%	2382	12%	13	8%	86	13%	595	13%
			not applicable	1	0%	3	0%	28	0%	0	0%	1	0%	4	0%
			not applicable	53	8%	72	3%	613	3%	12	8%	11	2%	163	3%
Q90E	Facilities and work resources	Library resources	very dissatisfied	10	1%	45	2%	508	3%	7	4%	15	2%	177	4%
			dissatisfied	47	7%	174	7%	1583	8%	9	6%	37	6%	427	9%
			neither satisfied nor satisfied	103	15%	351	14%	2846	14%	27	17%	119	18%	796	17%
			very satisfied	328	48%	1298	51%	9487	48%	72	46%	332	51%	2212	47%
			decline to answer	175	26%	642	25%	5163	26%	37	24%	133	21%	1019	22%
			not applicable	2	0%	4	0%	44	0%	1	1%	2	0%	16	0%
			not applicable	17	2%	28	1%	174	1%	4	3%	8	1%	50	1%
Q90F	Facilities and work resources	Computing and technical support	very dissatisfied	55	8%	136	5%	1150	6%	14	9%	38	6%	314	7%
			dissatisfied	122	18%	439	17%	3200	16%	30	19%	85	13%	708	15%
			neither satisfied nor satisfied	128	19%	433	17%	3475	18%	37	24%	142	22%	928	20%
			very satisfied	284	42%	1090	43%	8403	42%	59	38%	294	46%	2023	43%
			decline to answer	92	13%	434	17%	3473	18%	16	10%	85	13%	705	15%
			not applicable	0	0%	4	0%	31	0%	0	0%	1	0%	3	0%
			not applicable	1	0%	6	0%	72	0%	1	1%	1	0%	16	0%
Q90H	Facilities and work resources	Clerical/administrative support	very dissatisfied	73	11%	228	9%	1693	9%	19	12%	50	8%	437	9%
			dissatisfied	177	26%	539	21%	3992	20%	31	20%	120	19%	850	18%
			neither satisfied nor satisfied	105	15%	478	19%	3533	18%	30	19%	150	23%	1006	21%
			very satisfied	241	35%	910	36%	7156	36%	59	38%	222	34%	1723	37%
			decline to answer	83	12%	370	15%	3233	16%	17	11%	99	15%	615	13%
			not applicable	1	0%	4	0%	38	0%	0	0%	1	0%	13	0%
			not applicable	2	0%	13	1%	159	1%	1	1%	4	1%	53	1%
Q95D	Personal and Family Policies	Housing benefits (e.g. real estate services, subsidized housing, low-interest mortgage)	very dissatisfied	35	5%	97	4%	1308	7%	17	11%	37	6%	498	11%
			dissatisfied	33	5%	182	7%	1365	7%	10	6%	58	9%	378	8%
			neither satisfied not satisfied	69	10%	290	11%	1969	10%	13	8%	122	19%	637	14%
			very satisfied	5	1%	181	7%	600	3%	1	1%	50	8%	190	4%
			not offered at my	0	0%	81	3%	206	1%	3	2%	18	3%	56	1%
			I don't know	172	25%	435	17%	4573	23%	37	24%	96	15%	904	19%
			decline to answer	127	19%	443	17%	3100	16%	27	17%	97	15%	736	16%
			not applicable	1	0%	12	0%	76	0%	0	0%	3	0%	26	1%
			not applicable	240	35%	817	32%	6583	33%	49	31%	162	25%	1265	27%

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item	theme	description	response scale	white						faculty of color					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q95E	Personal and family policies	Tuition waivers, remission, or exchange	very dissatisfied	9	1%	314	12%	2195	11%	0	0%	65	10%	458	10%
			dissatisfied	21	3%	364	14%	2394	12%	11	7%	74	11%	471	10%
			neither satisfied not satisfied	99	15%	339	13%	2618	13%	19	12%	120	18%	739	16%
			very satisfied	227	33%	324	13%	3276	16%	53	34%	65	10%	769	16%
			not offered at my	107	16%	70	3%	1316	7%	21	13%	16	2%	267	6%
			I don't know	2	0%	182	7%	1127	6%	0	0%	27	4%	202	4%
			decline to answer	76	11%	343	13%	2500	13%	17	11%	105	16%	696	15%
			not applicable	3	0%	24	1%	196	1%	0	0%	13	2%	75	2%
Q95F	Personal and family policies	Spousal/partner hiring program	very dissatisfied	138	20%	595	23%	4276	21%	36	23%	166	25%	1059	22%
			dissatisfied	31	5%	194	8%	1690	9%	12	8%	66	10%	550	12%
			neither satisfied not satisfied	54	8%	230	9%	1625	8%	16	10%	75	12%	434	9%
			very satisfied	80	12%	358	14%	2501	13%	29	18%	116	18%	712	15%
			not offered at my	56	8%	268	11%	1400	7%	16	10%	76	12%	336	7%
			I don't know	36	5%	154	6%	627	3%	7	4%	26	4%	143	3%
			decline to answer	18	3%	64	3%	1182	6%	4	3%	15	2%	224	5%
			not applicable	126	18%	387	15%	3395	17%	27	17%	91	14%	829	18%
Q95G	Personal and family policies	Childcare	very dissatisfied	5	1%	24	1%	156	1%	2	1%	6	1%	42	1%
			dissatisfied	276	40%	859	34%	7204	36%	44	28%	172	27%	1420	30%
			neither satisfied not satisfied	44	6%	128	5%	1212	6%	8	5%	31	5%	328	7%
			very satisfied	39	6%	186	7%	1408	7%	16	10%	61	9%	383	8%
			not offered at my	82	12%	337	13%	2257	11%	23	15%	129	20%	693	15%
			I don't know	24	4%	129	5%	896	5%	5	3%	38	6%	278	6%
			decline to answer	7	1%	39	2%	313	2%	1	1%	9	1%	92	2%
			not applicable	61	9%	141	6%	1553	8%	19	12%	27	4%	321	7%
Q95H	Personal and family policies	Eldercare	very dissatisfied	99	15%	395	16%	2587	13%	24	15%	87	14%	659	14%
			dissatisfied	1	0%	12	0%	129	1%	1	1%	7	1%	40	1%
			neither satisfied not satisfied	325	48%	1171	46%	9425	48%	60	38%	254	40%	1896	40%
			very satisfied	10	1%	44	2%	433	2%	1	1%	13	2%	104	2%
			not offered at my	11	2%	68	3%	503	3%	11	7%	22	3%	155	3%
			I don't know	84	12%	288	11%	2199	11%	19	12%	108	17%	681	14%
			decline to answer	9	1%	63	2%	373	2%	6	4%	26	4%	132	3%
			not applicable	3	0%	16	1%	82	0%	1	1%	5	1%	29	1%
Q95H	Personal and family policies	Eldercare	very dissatisfied	39	6%	199	8%	2026	10%	18	11%	29	4%	363	8%
			dissatisfied	200	29%	789	31%	5661	28%	34	22%	185	28%	1258	27%
			neither satisfied not satisfied	2	0%	29	1%	226	1%	1	1%	13	2%	82	2%
			very satisfied	324	48%	1058	41%	8394	42%	66	42%	250	38%	1932	41%
			not offered at my	10	1%	44	2%	433	2%	1	1%	13	2%	104	2%
			I don't know	11	2%	68	3%	503	3%	11	7%	22	3%	155	3%
			decline to answer	84	12%	288	11%	2199	11%	19	12%	108	17%	681	14%
			not applicable	9	1%	63	2%	373	2%	6	4%	26	4%	132	3%

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				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q95J	Personal and family policies	Family medical/parental leave	very dissatisfied	15	2%	65	3%	618	3%	6	4%	17	3%	202	4%
			dissatisfied	24	4%	127	5%	1032	5%	6	4%	38	6%	256	5%
			neither satisfied not satisfied	109	16%	447	18%	3473	17%	33	21%	134	21%	986	21%
			very satisfied	165	24%	640	25%	4624	23%	35	22%	153	24%	1060	22%
			not offered at my	43	6%	183	7%	1386	7%	8	5%	43	7%	303	6%
			I don't know	4	1%	16	1%	168	1%	3	2%	4	1%	56	1%
			decline to answer	162	24%	473	19%	4032	20%	26	17%	118	18%	871	18%
			not applicable	2	0%	26	1%	224	1%	1	1%	13	2%	73	2%
Q95K	Personal and family policies	Flexible workload/modified duties for parental or other family reasons	very dissatisfied	158	23%	577	23%	4338	22%	39	25%	131	20%	929	20%
			dissatisfied	14	2%	82	3%	615	3%	9	6%	18	3%	190	4%
			neither satisfied not satisfied	26	4%	153	6%	1147	6%	3	2%	39	6%	274	6%
			very satisfied	92	13%	392	15%	3118	16%	33	21%	112	17%	825	18%
			not offered at my	142	21%	627	25%	4364	22%	34	22%	170	26%	1088	23%
			I don't know	56	8%	237	9%	1601	8%	14	9%	51	8%	365	8%
			decline to answer	7	1%	44	2%	606	3%	4	3%	10	2%	138	3%
			not applicable	149	22%	401	16%	3328	17%	23	15%	93	14%	759	16%
Q95L	Personal and family policies	Stop-the-clock for parental or other family reasons	very dissatisfied	2	0%	9	0%	108	1%	2	1%	4	1%	33	1%
			dissatisfied	194	28%	591	23%	4889	25%	35	22%	146	23%	1018	22%
			neither satisfied not satisfied	3	3%	7	2%	112	2%	1	2%	5	3%	58	3%
			very satisfied	2	2%	16	4%	155	3%	4	10%	4	2%	75	5%
			not offered at my	9	8%	51	11%	529	11%	5	12%	31	17%	231	14%
			I don't know	26	23%	111	24%	829	18%	7	17%	45	24%	292	18%
			decline to answer	14	13%	62	14%	397	9%	6	14%	21	11%	123	7%
			not applicable	0	0%	5	1%	132	3%	0	0%	1	1%	48	3%
Q200B	Personal and family policies	My institution does what it can to make personal/family obligations (e.g. childcare or eldercare) and an academic career compatible.	strongly disagree	25	22%	102	22%	1344	29%	11	26%	36	19%	438	26%
			somewhat disagree	0	0%	5	1%	44	1%	0	0%	1	1%	14	1%
			neither agree nor	33	29%	98	21%	1068	23%	8	19%	42	23%	387	23%
			somewhat agree	88	13%	267	11%	2293	12%	17	11%	62	10%	578	13%
			strongly agree	113	17%	440	18%	3635	19%	33	22%	100	16%	722	16%
			I don't know	143	21%	561	23%	4158	21%	30	20%	138	22%	1015	22%
			decline to answer	141	21%	615	25%	4481	23%	24	16%	143	23%	1033	23%
			not applicable	36	5%	238	10%	1691	9%	15	10%	54	9%	370	8%

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				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q200A	Personal and family policies	I have been able to find the right balance, for me, between my professional life and my personal/family life.	strongly disagree	92	14%	291	12%	2327	12%	19	13%	61	10%	514	11%
			somewhat disagree	162	24%	563	23%	4603	24%	38	25%	126	20%	926	20%
			neither agree nor	62	9%	225	9%	1741	9%	15	10%	68	11%	560	12%
			somewhat agree	260	39%	929	37%	7086	37%	57	38%	248	40%	1803	40%
			strongly agree	91	14%	455	18%	3448	18%	20	13%	108	17%	680	15%
			I don't know	3	0%	5	0%	47	0%	1	1%	3	0%	13	0%
			decline to answer	2	0%	15	1%	111	1%	2	1%	7	1%	38	1%
			not applicable	1	0%	2	0%	22	0%	0	0%	0	0%	9	0%
Q95A	Health and retirement benefits	Health benefits for yourself	very dissatisfied	2	0%	46	2%	774	4%	0	0%	13	2%	216	5%
			dissatisfied	32	5%	205	8%	2220	11%	8	5%	59	9%	520	11%
			neither satisfied nor	70	10%	322	13%	2923	15%	30	19%	130	20%	908	19%
			satisfied	393	58%	1338	52%	9869	50%	84	54%	341	52%	2269	48%
			very satisfied	175	26%	597	23%	3580	18%	31	20%	92	14%	680	14%
			not offered at my	0	0%	0	0%	6	0%	0	0%	0	0%	2	0%
			I don't know	2	0%	9	0%	92	0%	0	0%	4	1%	32	1%
			decline to answer	0	0%	25	1%	170	1%	2	1%	10	2%	60	1%
not applicable	8	1%	13	1%	264	1%	2	1%	2	0%	49	1%			
Q95B	Health and retirement benefits	Health benefits for your family (i.e. spouse, partner, and dependents)	very dissatisfied	4	1%	52	2%	1123	6%	1	1%	15	2%	292	6%
			dissatisfied	30	4%	188	7%	2174	11%	10	6%	54	8%	496	11%
			neither satisfied nor	54	8%	331	13%	2672	14%	27	17%	133	21%	856	18%
			satisfied	329	48%	1147	45%	7827	40%	67	43%	284	44%	1751	37%
			very satisfied	152	22%	511	20%	2914	15%	30	19%	73	11%	561	12%
			not offered at my	0	0%	2	0%	29	0%	0	0%	0	0%	9	0%
			I don't know	18	3%	48	2%	420	2%	3	2%	12	2%	133	3%
			decline to answer	1	0%	9	0%	90	0%	2	1%	3	0%	24	1%
not applicable	94	14%	250	10%	2531	13%	17	11%	69	11%	568	12%			
Q95C	Health and retirement benefits	Retirement benefits	very dissatisfied	13	2%	59	2%	697	4%	2	1%	22	3%	179	4%
			dissatisfied	58	9%	205	8%	2167	11%	17	11%	56	9%	479	10%
			neither satisfied nor	153	22%	414	16%	4377	22%	48	31%	148	23%	1289	27%
			satisfied	343	50%	1183	46%	8580	43%	66	42%	270	41%	1810	38%
			very satisfied	59	9%	529	21%	2458	12%	8	5%	92	14%	448	9%
			not offered at my	0	0%	3	0%	23	0%	0	0%	1	0%	7	0%
			I don't know	40	6%	103	4%	1098	6%	11	7%	42	6%	341	7%
			decline to answer	0	0%	28	1%	208	1%	1	1%	9	1%	70	1%
not applicable	16	2%	31	1%	290	1%	4	3%	11	2%	113	2%			

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				count	%	count	%	count	%	count	%	count	%	count	%
Q95I	Health and retirement benefits	Phased retirement options	very dissatisfied	15	2%	76	3%	592	3%	6	4%	16	2%	146	3%
			dissatisfied	37	5%	129	5%	1064	5%	2	1%	21	3%	202	4%
			neither satisfied nor satisfied	121	18%	415	16%	3611	18%	39	25%	161	25%	1045	22%
			very satisfied	97	14%	468	18%	3268	16%	16	10%	94	14%	692	15%
			not offered at my	7	1%	51	2%	523	3%	5	3%	8	1%	77	2%
			I don't know	261	38%	867	34%	6810	34%	51	32%	202	31%	1506	32%
			decline to answer	4	1%	32	1%	260	1%	0	0%	10	2%	85	2%
			not applicable	131	19%	378	15%	3074	15%	34	22%	120	18%	842	18%
Q90G	Salary*	Salary	very dissatisfied	110	16%	247	10%	2622	13%	35	22%	84	13%	859	18%
			dissatisfied	173	25%	579	23%	5179	26%	47	30%	144	22%	1244	26%
			neither satisfied nor satisfied	115	17%	396	16%	3336	17%	30	19%	157	24%	1014	22%
			very satisfied	225	33%	983	39%	6542	33%	36	23%	196	30%	1273	27%
			decline to answer	58	9%	326	13%	2047	10%	9	6%	61	9%	278	6%
			not applicable	1	0%	10	0%	73	0%	0	0%	4	1%	26	1%
Q100A	Interdisciplinary work	Budget allocations encourage interdisciplinary work.	strongly disagree	131	19%	420	17%	3659	19%	34	22%	90	14%	879	19%
			somewhat disagree	171	25%	614	24%	4991	25%	41	26%	138	21%	977	21%
			neither agree nor	144	21%	529	21%	3987	20%	32	20%	149	23%	986	21%
			somewhat agree	115	17%	525	21%	3262	17%	27	17%	132	21%	797	17%
			strongly agree	26	4%	161	6%	762	4%	3	2%	37	6%	211	5%
			I don't know	76	11%	220	9%	2443	12%	16	10%	74	12%	660	14%
			decline to answer	1	0%	15	1%	92	0%	0	0%	5	1%	18	0%
			not applicable	16	2%	47	2%	541	3%	4	3%	17	3%	150	3%
Q100B	Interdisciplinary work	Campus facilities (e.g. spaces, buildings, centers, labs) are conducive to interdisciplinary work.	strongly disagree	85	13%	386	15%	3225	16%	25	16%	94	15%	807	17%
			somewhat disagree	184	27%	636	25%	5451	28%	41	26%	145	23%	1018	22%
			neither agree nor	156	23%	514	20%	4153	21%	40	25%	128	20%	1040	22%
			somewhat agree	161	24%	621	25%	3988	20%	34	22%	169	26%	1008	22%
			strongly agree	33	5%	173	7%	903	5%	5	3%	48	7%	305	7%
			I don't know	44	6%	134	5%	1423	7%	9	6%	44	7%	378	8%
			decline to answer	0	0%	12	0%	85	0%	0	0%	2	0%	13	0%
			not applicable	17	3%	55	2%	509	3%	3	2%	12	2%	109	2%

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				count	%	count	%	count	%	count	%	count	%	count	%
Q100C	Interdisciplinary work	Interdisciplinary work is rewarded in the merit process.	strongly disagree	92	14%	385	15%	3384	17%	24	15%	102	16%	907	19%
			somewhat disagree	152	22%	537	21%	4599	23%	31	20%	136	21%	921	20%
			neither agree nor	136	20%	549	22%	3869	20%	37	24%	143	22%	947	20%
			somewhat agree	156	23%	575	23%	3633	18%	30	19%	139	22%	784	17%
			strongly agree	31	5%	188	7%	925	5%	7	4%	31	5%	224	5%
			I don't know	102	15%	251	10%	2811	14%	27	17%	80	12%	758	16%
			decline to answer	1	0%	10	0%	86	0%	0	0%	2	0%	18	0%
			not applicable	10	1%	36	1%	430	2%	1	1%	9	1%	119	3%
Q100D	Interdisciplinary work	Interdisciplinary work is rewarded in the promotion process.	strongly disagree	73	13%	295	14%	2491	17%	19	17%	78	17%	578	19%
			somewhat disagree	115	21%	437	21%	3416	23%	20	18%	98	21%	605	20%
			neither agree nor	115	21%	483	23%	3165	21%	30	26%	118	26%	692	23%
			somewhat agree	142	25%	516	25%	2946	20%	24	21%	95	21%	505	17%
			strongly agree	29	5%	147	7%	736	5%	7	6%	22	5%	143	5%
			I don't know	73	13%	151	7%	1732	12%	13	11%	39	9%	378	13%
			decline to answer	1	0%	8	0%	67	0%	0	0%	1	0%	9	0%
			not applicable	9	2%	33	2%	332	2%	1	1%	5	1%	62	2%
Q100E	Interdisciplinary work	Interdisciplinary work is rewarded in the tenure process.	strongly disagree	6	6%	67	15%	490	12%	2	5%	19	10%	179	12%
			somewhat disagree	12	12%	69	16%	716	17%	8	21%	26	14%	207	14%
			neither agree nor	13	13%	65	15%	671	16%	7	18%	33	18%	259	17%
			somewhat agree	21	21%	79	18%	710	17%	8	21%	31	17%	272	18%
			strongly agree	2	2%	24	5%	158	4%	0	0%	13	7%	71	5%
			I don't know	47	47%	129	29%	1280	31%	13	34%	53	29%	471	31%
			decline to answer	0	0%	2	0%	17	0%	0	0%	1	1%	8	1%
			not applicable	0	0%	3	1%	53	1%	0	0%	6	3%	42	3%
Q100G	Interdisciplinary work	My department understands how to evaluate interdisciplinary work.	strongly disagree	88	13%	381	15%	3142	16%	19	12%	108	17%	886	19%
			somewhat disagree	127	19%	528	21%	4161	21%	29	18%	113	18%	773	17%
			neither agree nor	130	19%	476	19%	3735	19%	35	22%	131	20%	919	20%
			somewhat agree	181	27%	635	25%	4356	22%	34	22%	144	22%	912	19%
			strongly agree	73	11%	271	11%	1668	8%	16	10%	60	9%	401	9%
			I don't know	70	10%	203	8%	2216	11%	23	15%	78	12%	667	14%
			decline to answer	1	0%	12	0%	100	1%	1	1%	4	1%	30	1%
			not applicable	10	1%	25	1%	359	2%	0	0%	4	1%	90	2%

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				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q105A	Collaboration	Opportunities for collaboration with other members of your department	very dissatisfied	33	5%	118	5%	900	5%	9	6%	41	6%	372	8%
			dissatisfied	74	11%	301	12%	2090	11%	19	12%	89	14%	567	12%
			neither satisfied nor satisfied	111	16%	400	16%	3366	17%	41	26%	140	22%	1008	22%
			very satisfied	302	44%	1040	41%	8143	41%	53	34%	254	40%	1770	38%
			decline to answer	154	23%	633	25%	4906	25%	32	20%	111	17%	864	18%
			not applicable	1	0%	16	1%	109	1%	1	1%	3	0%	39	1%
Q105E	Collaboration	Opportunities for collaboration within your institution, faculty outside your department	very dissatisfied	5	1%	23	1%	211	1%	2	1%	4	1%	56	1%
			dissatisfied	21	3%	80	3%	800	4%	10	6%	35	5%	284	6%
			neither satisfied nor satisfied	78	11%	297	12%	2549	13%	15	10%	84	13%	649	14%
			very satisfied	140	21%	563	22%	5004	25%	44	28%	151	24%	1253	27%
			decline to answer	302	44%	1014	40%	7739	39%	64	41%	262	41%	1756	38%
			not applicable	118	17%	524	21%	3069	16%	19	12%	99	15%	588	13%
Q105D	Collaboration	Opportunities for collaboration with faculty outside your institution	decline to answer	4	1%	12	0%	118	1%	1	1%	2	0%	40	1%
			not applicable	17	3%	41	2%	446	2%	4	3%	9	1%	106	2%
			very dissatisfied	13	2%	67	3%	648	3%	6	4%	24	4%	213	5%
			dissatisfied	41	6%	158	6%	1676	8%	13	8%	44	7%	400	9%
			neither satisfied nor satisfied	133	20%	474	19%	4622	23%	36	23%	155	24%	1101	24%
			very satisfied	322	47%	1063	42%	7974	40%	67	43%	275	43%	1973	42%
Q125A	Mentoring	Please rate the effectiveness or ineffectiveness of mentoring from someone in your department for you.	decline to answer	158	23%	704	28%	4048	21%	33	21%	127	20%	829	18%
			not applicable	2	0%	15	1%	153	1%	1	1%	7	1%	41	1%
			very ineffective	11	2%	50	2%	604	3%	1	1%	10	2%	119	3%
			ineffective	56	8%	258	10%	1625	8%	12	8%	51	8%	391	8%
			neither effective nor somewhat effective	61	9%	223	9%	1729	9%	13	8%	51	8%	355	8%
			very effective	67	10%	322	13%	2577	13%	27	17%	93	15%	648	14%
Q125B	Mentoring	Please rate the effectiveness or ineffectiveness of mentoring from someone outside your department at your institution for you.	very effective	224	33%	824	33%	6225	32%	37	24%	183	29%	1382	30%
			have not received	130	19%	433	17%	3532	18%	40	25%	153	24%	1072	23%
			decline to answer	75	11%	254	10%	2303	12%	18	11%	63	10%	468	10%
			not applicable	3	0%	12	0%	127	1%	0	0%	6	1%	30	1%
			very ineffective	62	9%	197	8%	1562	8%	10	6%	41	6%	317	7%
			ineffective	26	4%	112	4%	906	5%	3	2%	27	4%	220	5%
Q125B	Mentoring	Please rate the effectiveness or ineffectiveness of mentoring from someone outside your department at your institution for you.	neither effective nor somewhat effective	34	5%	119	5%	1057	5%	6	4%	29	5%	256	5%
			very effective	112	17%	457	18%	3614	18%	24	15%	133	21%	882	19%
			have not received	177	26%	623	25%	4323	22%	49	31%	161	25%	1176	25%
			decline to answer	69	10%	256	10%	1648	8%	26	17%	80	12%	540	12%
			not applicable	150	22%	557	22%	4804	24%	32	20%	122	19%	900	19%
			very effective	1	0%	12	0%	120	1%	0	0%	6	1%	29	1%
not applicable	109	16%	387	15%	3208	16%	17	11%	83	13%	660	14%			

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				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q130A	Mentoring	There is effective mentoring of pre-tenure faculty in my department.	Strongly disagree	91	13%	323	13%	2634	13%	33	21%	94	15%	839	18%
			somewhat disagree	147	22%	475	19%	3760	19%	29	18%	109	17%	788	17%
			neither agree nor	70	10%	305	12%	2268	12%	20	13%	82	13%	606	13%
			somewhat agree	235	35%	889	35%	6966	35%	49	31%	226	35%	1454	31%
			strongly agree	93	14%	418	17%	3112	16%	18	11%	95	15%	713	15%
			I don't know	29	4%	84	3%	686	3%	4	3%	22	3%	170	4%
			decline to answer	3	0%	11	0%	97	0%	2	1%	5	1%	33	1%
			not applicable	9	1%	17	1%	144	1%	2	1%	8	1%	57	1%
Q130B	Mentoring	There is effective mentoring of tenured associate professors in my department.	strongly disagree	136	25%	453	22%	3494	24%	33	29%	118	26%	803	27%
			somewhat disagree	159	29%	557	27%	4027	27%	30	26%	108	24%	733	25%
			neither agree nor	84	15%	390	19%	2731	18%	24	21%	85	19%	578	20%
			somewhat agree	103	19%	415	20%	2730	18%	16	14%	75	16%	449	15%
			strongly agree	28	5%	105	5%	683	5%	3	3%	24	5%	117	4%
			I don't know	32	6%	109	5%	758	5%	5	4%	26	6%	160	5%
			decline to answer	2	0%	9	0%	82	1%	1	1%	4	1%	30	1%
			not applicable	10	2%	24	1%	321	2%	2	2%	16	4%	90	3%
Q130C	Mentoring	My institution provides adequate support for faculty to be good mentors.	strongly disagree	122	22%	412	20%	3253	22%	35	31%	109	24%	763	26%
			somewhat disagree	171	31%	650	32%	4494	30%	30	26%	122	27%	781	26%
			neither agree nor	117	21%	467	23%	3390	23%	26	23%	109	24%	667	23%
			somewhat agree	69	12%	289	14%	1871	13%	16	14%	50	11%	324	11%
			strongly agree	12	2%	63	3%	443	3%	0	0%	15	3%	96	3%
			I don't know	58	10%	156	8%	1189	8%	5	4%	43	9%	255	9%
			decline to answer	1	0%	10	0%	71	0%	1	1%	4	1%	27	1%
			not applicable	4	1%	15	1%	115	1%	1	1%	4	1%	47	2%
Q110	Mentoring*	At this institution and in the past five years, I have served as either a formal or informal mentor to... (Check all that apply)	pre-tenure faculty in	387	69%	1462	57%	10541	71%	68	60%	261	39%	1765	59%
			tenured faculty in	172	31%	638	25%	4066	27%	24	21%	104	16%	579	20%
			pre-tenure faculty	170	31%	552	21%	3637	24%	33	29%	116	17%	720	24%
			tenured faculty	86	15%	309	12%	1760	12%	14	12%	51	8%	339	11%
			non-tenure-track	189	34%	589	23%	5001	34%	44	39%	94	14%	781	26%
			non-tenure-track	83	15%	250	10%	1517	10%	21	18%	46	7%	346	12%
			none of the above	105	19%	408	16%	2946	20%	34	30%	132	20%	850	29%
			decline to answer	7	1%	23	1%	227	2%	1	1%	16	2%	88	3%

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item	theme	description	response scale	white						faculty of color					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q115	Mentoring*	Would you agree or disagree that being a mentor is/has been fulfilling to you in your role as a faculty member?	strongly disagree	3	1%	28	2%	175	1%	2	3%	7	2%	37	2%
			somewhat disagree	16	4%	64	4%	414	4%	0	0%	8	3%	51	3%
			neither agree nor	55	12%	229	14%	1663	14%	9	11%	38	12%	258	13%
			somewhat agree	194	44%	718	44%	5125	44%	29	37%	118	38%	782	39%
			strongly agree	176	40%	594	36%	4257	36%	38	48%	132	43%	880	43%
			decline to answer	0	0%	3	0%	21	0%	1	1%	3	1%	11	1%
			not applicable	1	0%	1	0%	34	0%	0	0%	2	1%	12	1%
Q120A	Mentoring*	Please indicate how important or unimportant having a mentor or mentors in your department is to your success as a faculty member.	very unimportant	19	3%	77	3%	484	2%	3	2%	15	2%	113	2%
			unimportant	29	4%	140	6%	980	5%	4	3%	27	4%	131	3%
			neither important	57	8%	199	8%	1701	9%	14	9%	57	9%	395	8%
			important	261	38%	978	39%	7686	39%	48	31%	208	32%	1578	34%
			very important	288	42%	1050	42%	8181	42%	81	52%	317	49%	2296	49%
			decline to answer	2	0%	12	0%	105	1%	0	0%	5	1%	35	1%
			not applicable	23	3%	70	3%	556	3%	7	4%	13	2%	123	3%
Q120B	Mentoring*	Please indicate how important or unimportant having a mentor or mentors outside your department at your institution is to your success as a faculty member.	very unimportant	25	4%	124	5%	866	4%	5	3%	20	3%	155	3%
			unimportant	80	12%	323	13%	2756	14%	12	8%	59	9%	384	8%
			neither important	163	24%	614	24%	5359	27%	31	20%	153	24%	1075	23%
			important	242	36%	858	34%	6435	33%	51	32%	223	35%	1553	33%
			very important	140	21%	491	19%	3324	17%	52	33%	160	25%	1266	27%
			decline to answer	3	0%	16	1%	132	1%	0	0%	4	1%	39	1%
			not applicable	26	4%	100	4%	821	4%	6	4%	23	4%	199	4%
Q120C	Mentoring*	Please indicate how important or unimportant having a mentor or mentors outside your institution is to your success as a faculty member.	very unimportant	16	2%	93	4%	786	4%	6	4%	15	2%	157	3%
			unimportant	63	9%	230	9%	2154	11%	6	4%	50	8%	332	7%
			neither important	142	21%	571	23%	4586	23%	33	21%	154	24%	984	21%
			important	240	35%	931	37%	6977	35%	55	35%	204	32%	1544	33%
			very important	188	28%	598	24%	4336	22%	53	34%	193	30%	1428	31%
			decline to answer	3	0%	16	1%	133	1%	0	0%	4	1%	34	1%
			not applicable	27	4%	87	3%	721	4%	4	3%	22	3%	192	4%
Q125C	Mentoring*	Please rate the effectiveness or ineffectiveness of mentoring from someone outside your institution for you.	very ineffective	7	1%	65	3%	480	2%	3	2%	15	2%	121	3%
			ineffective	20	3%	89	4%	654	3%	4	3%	22	3%	178	4%
			neither effective nor	86	13%	378	15%	2972	15%	26	17%	117	18%	770	17%
			somewhat effective	207	31%	822	33%	5880	30%	46	29%	185	29%	1329	29%
			very effective	159	23%	482	19%	3502	18%	43	27%	135	21%	989	21%
			have not received	111	16%	355	14%	3332	17%	18	11%	90	14%	633	14%
			decline to answer	2	0%	12	0%	136	1%	0	0%	6	1%	31	1%
not applicable	86	13%	320	13%	2724	14%	17	11%	71	11%	612	13%			

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				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q136A	Tenure policies	Please rate the clarity of the tenure process in your department.	very unclear	9	9%	38	9%	318	8%	2	5%	6	3%	108	7%
			somewhat unclear	27	27%	72	17%	660	16%	9	24%	22	12%	212	14%
			neither clear nor	5	5%	27	6%	297	7%	3	8%	12	7%	132	9%
			somewhat clear	44	44%	188	43%	1766	43%	16	42%	83	46%	629	42%
			very clear	16	16%	105	24%	1009	25%	7	18%	53	29%	395	26%
			decline to answer	0	0%	6	1%	26	1%	1	3%	4	2%	25	2%
Q136B	Tenure policies	The tenure criteria (what things are evaluated) in my department - Please rate the clarity of the tenure criteria (what things are evaluated) in your department.	very unclear	9	9%	39	9%	340	8%	3	8%	7	4%	107	7%
			somewhat unclear	24	24%	72	17%	699	17%	8	21%	21	12%	218	15%
			neither clear nor	8	8%	31	7%	304	7%	5	13%	19	11%	151	10%
			somewhat clear	44	44%	190	44%	1715	42%	16	42%	84	47%	637	42%
			very clear	16	16%	99	23%	995	24%	5	13%	45	25%	363	24%
			decline to answer	0	0%	5	1%	23	1%	1	3%	4	2%	25	2%
Q136C	Tenure policies	Please rate the clarity of the tenure standards (the performance threshold) in your department.	very unclear	14	14%	59	14%	496	12%	4	11%	11	6%	146	10%
			somewhat unclear	31	31%	82	19%	884	22%	12	32%	25	14%	271	18%
			neither clear nor	11	11%	47	11%	417	10%	3	8%	23	13%	185	12%
			somewhat clear	35	35%	176	40%	1572	39%	13	34%	86	48%	592	39%
			very clear	10	10%	65	15%	680	17%	5	13%	30	17%	280	19%
			decline to answer	0	0%	7	2%	27	1%	1	3%	5	3%	27	2%
Q136D	Tenure policies	Please rate the clarity of the body of evidence (the dossier's contents) that will be considered in making tenure decisions in your department.	very unclear	4	4%	34	8%	275	7%	1	3%	6	3%	95	6%
			somewhat unclear	23	23%	63	14%	654	16%	7	18%	15	8%	207	14%
			neither clear nor	4	4%	47	11%	410	10%	2	5%	26	14%	188	13%
			somewhat clear	52	51%	159	36%	1711	42%	19	50%	81	45%	600	40%
			very clear	17	17%	123	28%	990	24%	8	21%	47	26%	381	25%
			decline to answer	1	1%	10	2%	36	1%	1	3%	5	3%	30	2%
Q136E	Tenure policies	Please rate the clarity of whether or not I will achieve tenure.	very unclear	5	5%	51	12%	340	8%	2	5%	14	8%	121	8%
			somewhat unclear	20	20%	65	15%	575	14%	5	13%	18	10%	168	11%
			neither clear nor	19	19%	61	14%	659	16%	11	29%	34	19%	295	20%
			somewhat clear	40	40%	180	41%	1699	42%	13	34%	72	40%	571	38%
			very clear	15	15%	70	16%	742	18%	6	16%	34	19%	292	19%
			decline to answer	2	2%	9	2%	61	1%	1	3%	8	4%	54	4%
Q139A	Tenure policies	I have received consistent messages from tenured faculty about the requirements for tenure.	strongly disagree	22	22%	71	16%	679	17%	6	16%	17	10%	236	16%
			somewhat disagree	23	23%	115	26%	920	23%	12	32%	38	21%	301	20%
			neither agree nor	10	10%	42	10%	466	11%	6	16%	29	16%	216	14%
			somewhat agree	35	35%	123	28%	1251	31%	10	26%	56	32%	463	31%
			strongly agree	9	9%	75	17%	681	17%	3	8%	35	20%	242	16%
			decline to answer	1	1%	7	2%	45	1%	1	3%	2	1%	19	1%
			not applicable	1	1%	1	0%	25	1%	0	0%	0	0%	15	1%

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				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q139B	Tenure policies	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).	strongly disagree	9	9%	36	8%	327	8%	1	3%	11	6%	128	9%
			somewhat disagree	11	11%	48	11%	475	12%	5	13%	12	7%	140	9%
			neither agree nor	19	19%	78	18%	688	17%	9	24%	27	15%	245	16%
			somewhat agree	29	29%	137	32%	1293	32%	10	26%	71	40%	509	34%
			strongly agree	30	30%	119	27%	1140	28%	10	26%	50	28%	404	27%
			decline to answer	2	2%	16	4%	117	3%	3	8%	6	3%	54	4%
			not applicable	1	1%	0	0%	26	1%	0	0%	0	0%	12	1%
Q137A	Tenure clarity	Is what's expected in order to earn tenure CLEAR to you regarding your performance as a scholar?	very unclear	7	7%	27	6%	313	8%	2	5%	5	3%	78	5%
			somewhat unclear	16	16%	50	11%	654	16%	0	0%	14	8%	156	10%
			neither clear nor	8	8%	25	6%	236	6%	2	5%	11	6%	94	6%
			somewhat clear	42	42%	178	41%	1629	40%	22	58%	74	41%	601	40%
			very clear	27	27%	150	34%	1211	30%	11	29%	72	40%	549	37%
			decline to answer	0	0%	3	1%	25	1%	1	3%	4	2%	18	1%
			not applicable	1	1%	2	0%	5	0%	0	0%	0	0%	1	0%
Q137B	Tenure clarity	Is what's expected in order to earn tenure CLEAR to you regarding your performance as a teacher?	very unclear	7	7%	24	6%	200	5%	1	3%	4	2%	68	5%
			somewhat unclear	13	13%	45	10%	487	12%	5	13%	17	9%	172	11%
			neither clear nor	18	18%	48	11%	405	10%	6	16%	23	13%	154	10%
			somewhat clear	40	40%	180	41%	1740	43%	16	42%	76	42%	624	42%
			very clear	21	21%	131	30%	1180	29%	6	16%	55	31%	448	30%
			decline to answer	0	0%	4	1%	39	1%	1	3%	4	2%	21	1%
			not applicable	2	2%	3	1%	22	1%	3	8%	1	1%	10	1%
Q137C	Tenure clarity	Is what's expected in order to earn tenure CLEAR to you regarding your performance as an advisor to students?	very unclear	9	9%	47	11%	384	9%	3	8%	12	7%	130	9%
			somewhat unclear	21	21%	79	18%	804	20%	8	21%	26	14%	250	17%
			neither clear nor	29	29%	81	19%	853	21%	7	18%	29	16%	280	19%
			somewhat clear	30	30%	149	34%	1294	32%	15	39%	67	37%	511	34%
			very clear	8	8%	69	16%	603	15%	3	8%	39	22%	276	18%
			decline to answer	0	0%	5	1%	53	1%	1	3%	5	3%	31	2%
			not applicable	4	4%	5	1%	82	2%	1	3%	2	1%	19	1%
Q137D	Tenure clarity	Is what's expected in order to earn tenure CLEAR to you regarding your performance as a colleague in your department?	very unclear	9	9%	52	12%	446	11%	3	8%	10	6%	157	10%
			somewhat unclear	29	29%	77	18%	824	20%	8	21%	33	18%	263	18%
			neither clear nor	23	23%	85	20%	799	20%	10	26%	34	19%	273	18%
			somewhat clear	33	33%	147	34%	1345	33%	10	26%	63	35%	494	33%
			very clear	7	7%	68	16%	617	15%	6	16%	35	19%	278	19%
			decline to answer	0	0%	4	1%	31	1%	1	3%	5	3%	27	2%
			not applicable	0	0%	2	0%	11	0%	0	0%	0	0%	5	0%

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				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q137E	Tenure clarity	Is what's expected in order to earn tenure CLEAR to you regarding your performance as a campus citizen?	very unclear	16	16%	66	15%	565	14%	4	11%	16	9%	176	12%
			somewhat unclear	28	28%	92	21%	930	23%	10	26%	34	19%	284	19%
			neither clear nor	26	26%	108	25%	934	23%	9	24%	46	26%	345	23%
			somewhat clear	25	25%	114	26%	1161	29%	11	29%	50	28%	445	30%
			very clear	5	5%	48	11%	415	10%	3	8%	28	16%	207	14%
			decline to answer	0	0%	4	1%	38	1%	1	3%	5	3%	28	2%
			not applicable	1	1%	3	1%	30	1%	0	0%	1	1%	12	1%
Q137F	Tenure clarity	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)?	very unclear	12	12%	73	17%	667	16%	5	13%	19	11%	221	15%
			somewhat unclear	31	31%	104	24%	1053	26%	8	21%	33	18%	284	19%
			neither clear nor	28	28%	95	22%	933	23%	10	26%	44	24%	352	24%
			somewhat clear	24	24%	111	26%	964	24%	10	26%	50	28%	419	28%
			very clear	3	3%	40	9%	358	9%	4	11%	26	14%	171	11%
			decline to answer	0	0%	5	1%	41	1%	1	3%	6	3%	31	2%
			not applicable	3	3%	7	2%	57	1%	0	0%	2	1%	19	1%
Q138A	Tenure reasonableness	Is what's expected in order to earn tenure REASONABLE to you regarding your performance as a scholar?	very unreasonable	2	2%	15	3%	147	4%	0	0%	5	3%	63	4%
			somewhat	12	12%	55	13%	497	12%	2	5%	11	6%	131	9%
			neither reasonable	17	17%	44	10%	476	12%	9	24%	21	12%	163	11%
			somewhat	46	46%	174	40%	1518	37%	16	42%	66	37%	548	37%
			very reasonable	22	22%	126	29%	1242	31%	9	24%	69	39%	528	35%
			decline to answer	0	0%	18	4%	174	4%	2	5%	7	4%	59	4%
			not applicable	1	1%	1	0%	10	0%	0	0%	0	0%	2	0%
Q138B	Tenure reasonableness	Is what's expected in order to earn tenure REASONABLE to you regarding your performance as a teacher?	very unreasonable	0	0%	7	3%	63	2%	0	0%	2	2%	38	3%
			somewhat	4	4%	27	11%	223	6%	1	3%	8	8%	86	6%
			neither reasonable	23	23%	54	23%	577	14%	13	37%	26	26%	234	16%
			somewhat	37	37%	148	63%	1437	36%	10	29%	63	64%	539	36%
			very reasonable	32	32%	175	74%	1540	38%	9	26%	72	73%	525	35%
			decline to answer	1	1%	19	8%	187	5%	2	6%	7	7%	62	4%
			not applicable	2	2%	2	1%	20	0%	0	0%	0	0%	1	0%
Q138C	Tenure reasonableness	Is what's expected in order to earn tenure REASONABLE to you regarding your performance as an advisor to students?	very unreasonable	0	0%	9	2%	66	2%	0	0%	2	1%	26	2%
			somewhat	8	8%	16	4%	207	5%	0	0%	5	3%	75	5%
			neither reasonable	32	33%	98	23%	1080	27%	12	32%	41	23%	375	25%
			somewhat	30	31%	133	31%	1215	30%	17	46%	61	34%	488	33%
			very reasonable	23	24%	142	33%	1096	27%	6	16%	58	33%	412	28%
			decline to answer	1	1%	28	7%	275	7%	2	5%	10	6%	88	6%
			not applicable	3	3%	3	1%	47	1%	0	0%	0	0%	12	1%

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item	theme	description	response scale	white						faculty of color					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q138D	Tenure reasonableness	Is what's expected in order to earn tenure REASONABLE to you regarding your performance as a colleague in your department?	very unreasonable	1	1%	11	3%	79	2%	1	3%	2	1%	34	2%
			somewhat	2	2%	20	5%	153	4%	1	3%	7	4%	57	4%
			neither reasonable	40	40%	107	25%	1135	28%	14	37%	45	25%	422	28%
			somewhat	27	27%	129	30%	1185	29%	10	26%	59	33%	458	31%
			very reasonable	27	27%	133	31%	1159	29%	9	24%	53	30%	402	27%
			decline to answer	3	3%	29	7%	301	7%	3	8%	12	7%	102	7%
			not applicable	1	1%	3	1%	45	1%	0	0%	1	1%	15	1%
Q138E	Tenure reasonableness	Is what's expected in order to earn tenure REASONABLE to you regarding your performance as a campus citizen?	very unreasonable	1	1%	7	2%	53	1%	0	0%	1	1%	24	2%
			somewhat	1	1%	15	3%	144	4%	2	5%	4	2%	56	4%
			neither reasonable	43	43%	148	34%	1446	36%	16	42%	57	32%	520	35%
			somewhat	26	26%	110	26%	1080	27%	11	29%	60	34%	430	29%
			very reasonable	22	22%	110	26%	867	21%	6	16%	38	21%	303	20%
			decline to answer	5	5%	31	7%	356	9%	3	8%	16	9%	121	8%
			not applicable	2	2%	10	2%	92	2%	0	0%	2	1%	29	2%
Q138F	Tenure reasonableness	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)?	very unreasonable	0	0%	6	1%	60	1%	0	0%	4	2%	35	2%
			somewhat	4	4%	16	4%	172	4%	1	3%	2	1%	60	4%
			neither reasonable	43	44%	159	37%	1559	39%	17	45%	61	34%	545	37%
			somewhat	23	23%	98	23%	941	23%	11	29%	55	31%	409	28%
			very reasonable	21	21%	102	24%	793	20%	6	16%	40	23%	269	18%
			decline to answer	5	5%	35	8%	376	9%	3	8%	14	8%	129	9%
			not applicable	2	2%	11	3%	109	3%	0	0%	1	1%	29	2%
Q135C	Promotion	Generally, the expectations for promotion from associate to full professor are reasonable to me.	strongly disagree	31	6%	120	6%	994	7%	9	8%	28	6%	264	9%
			somewhat disagree	45	8%	178	9%	1529	10%	4	4%	42	9%	284	10%
			neither agree nor	60	11%	164	8%	1282	9%	11	10%	64	14%	399	13%
			somewhat agree	206	37%	718	35%	5352	36%	50	44%	158	35%	1027	35%
			strongly agree	168	30%	787	38%	4731	32%	29	25%	139	30%	722	24%
			I don't know	37	7%	76	4%	777	5%	11	10%	20	4%	221	7%
			decline to answer	3	1%	7	0%	70	0%	0	0%	4	1%	20	1%
			not applicable	2	0%	10	0%	73	0%	0	0%	1	0%	22	1%
Q135B	Promotion	My department has a culture where associate professors are encouraged to work towards promotion to full professorship.	strongly disagree	51	9%	143	7%	1333	9%	18	16%	44	10%	418	14%
			somewhat disagree	75	14%	190	9%	1898	13%	15	13%	51	11%	427	14%
			neither agree nor	66	12%	181	9%	1804	12%	21	18%	54	12%	482	16%
			somewhat agree	171	31%	623	30%	4556	31%	24	21%	138	30%	812	27%
			strongly agree	171	31%	884	43%	4826	33%	31	27%	159	35%	698	24%
			I don't know	15	3%	27	1%	292	2%	5	4%	7	2%	100	3%
			decline to answer	1	0%	5	0%	44	0%	0	0%	2	0%	13	0%
			not applicable	2	0%	7	0%	55	0%	0	0%	1	0%	9	0%

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				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q140A	Promotion	Please rate the clarity of the process for promotion from associate professor to full professor in my department.	very unclear	37	7%	111	5%	949	6%	10	9%	35	8%	291	10%
			somewhat unclear	64	12%	190	9%	1740	12%	16	14%	45	10%	369	13%
			neither clear nor	46	8%	126	6%	1055	7%	10	9%	42	9%	278	9%
			somewhat clear	207	38%	782	38%	5465	37%	49	43%	149	33%	1036	35%
			very clear	192	35%	835	41%	5427	37%	28	25%	180	40%	944	32%
			decline to answer	6	1%	14	1%	157	1%	0	0%	2	0%	34	1%
Q140B	Promotion	Please rate the clarity of the criteria (what things are evaluated) for promotion from associate professor to full professor in my department .	very unclear	36	7%	113	5%	1004	7%	11	10%	33	7%	309	10%
			somewhat unclear	78	14%	235	11%	1908	13%	19	17%	53	12%	422	14%
			neither clear nor	44	8%	125	6%	1085	7%	13	12%	45	10%	296	10%
			somewhat clear	201	36%	788	38%	5526	37%	39	35%	165	36%	1048	36%
			very clear	188	34%	785	38%	5119	35%	31	27%	155	34%	845	29%
			decline to answer	5	1%	12	1%	151	1%	0	0%	2	0%	32	1%
Q140C	Promotion	Please rate the clarity of the promotion standards (the performance thresholds) for promotion in rank from associate professor to full professor in my department.	very unclear	43	8%	169	8%	1328	9%	15	13%	44	10%	380	13%
			somewhat unclear	91	16%	281	14%	2341	16%	17	15%	74	16%	491	17%
			neither clear nor	66	12%	196	10%	1443	10%	17	15%	56	12%	356	12%
			somewhat clear	199	36%	833	40%	5603	38%	41	36%	160	35%	1025	35%
			very clear	148	27%	566	28%	3911	26%	22	19%	116	26%	663	22%
			decline to answer	5	1%	13	1%	166	1%	1	1%	3	1%	37	1%
Q140D	Promotion	Please rate the clarity of the body of evidence (the dossier's contents) considered for promotion in rank from associate professor to full professor in my department.	very unclear	34	6%	105	5%	921	6%	12	11%	31	7%	274	9%
			somewhat unclear	64	12%	177	9%	1687	11%	17	15%	53	12%	403	14%
			neither clear nor	57	10%	186	9%	1385	9%	15	13%	50	11%	347	12%
			somewhat clear	200	36%	741	36%	5360	36%	34	30%	167	37%	1079	37%
			very clear	188	34%	835	41%	5252	36%	34	30%	148	33%	815	28%
			decline to answer	9	2%	14	1%	187	1%	1	1%	4	1%	34	1%
Q140E	Promotion	Please rate the clarity of the timeframe within which associate professors should apply for promotion in rank from associate professor to full professor.	very unclear	56	10%	175	9%	1568	11%	10	9%	48	11%	396	13%
			somewhat unclear	92	17%	308	15%	2255	15%	17	15%	74	16%	475	16%
			neither clear nor	90	16%	288	14%	2137	14%	22	19%	64	14%	466	16%
			somewhat clear	152	28%	686	33%	4526	31%	36	32%	147	32%	867	29%
			very clear	156	28%	584	28%	4124	28%	28	25%	117	26%	704	24%
			decline to answer	6	1%	17	1%	182	1%	0	0%	3	1%	44	1%
Q140F	Promotion	Please rate my sense of whether or not I will be promoted from associate to full professor.	very unclear	34	17%	98	13%	1047	17%	12	18%	26	13%	271	17%
			somewhat unclear	33	16%	121	16%	1114	18%	9	13%	29	14%	245	16%
			neither clear nor	45	22%	129	17%	1179	19%	12	18%	39	19%	328	21%
			somewhat clear	53	26%	234	30%	1708	27%	23	34%	76	37%	441	28%
			very clear	32	16%	165	21%	1098	17%	10	15%	28	14%	229	15%
			decline to answer	7	3%	21	3%	198	3%	2	3%	6	3%	51	3%

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				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q145A	Promotion*	Have you received formal feedback on your progress toward promotion to full?	No	155	76%	432	56%	4583	72%	53	78%	126	62%	1146	73%
			yes	40	20%	312	41%	1490	23%	12	18%	60	29%	303	19%
			decline to answer	9	4%	24	3%	270	4%	3	4%	18	9%	115	7%
Q145B	Promotion*	Have you received formal feedback on your progress toward tenure?	no	24	24%	71	16%	809	20%	22	58%	32	18%	392	26%
			yes	76	75%	354	82%	3145	77%	15	39%	137	77%	1017	68%
			decline to answer	1	1%	9	2%	110	3%	1	3%	8	5%	81	5%
Q150	Promotion*	When do you plan to submit your dossier for promotion to full professor?	never	16	8%	65	8%	606	10%	1	1%	5	2%	62	4%
			in five years or less	121	59%	406	53%	3161	50%	50	74%	126	62%	907	58%
			in more than five years	10	5%	67	9%	648	10%	4	6%	20	10%	138	9%
			in ten years or more	0	0%	2	0%	25	0%	0	0%	1	0%	3	0%
			I've already submitted	12	6%	89	12%	497	8%	2	3%	24	12%	133	9%
			I don't know	37	18%	115	15%	1212	19%	9	13%	24	12%	252	16%
			decline to answer	8	4%	24	3%	193	3%	2	3%	4	2%	69	4%
Q155	Promotion*	What are your primary reasons?	lack of support from	8	50%	4	0%	62	10%	N<5	N<5	0	0%	8	12%
			lack of support from	3	19%	7	0%	69	11%	N<5	N<5	0	0%	6	9%
			lack of time/support	2	13%	14	1%	144	23%	N<5	N<5	0	0%	14	21%
			heavy teaching load	2	13%	12	0%	99	16%	N<5	N<5	0	0%	12	18%
			administrative	1	6%	6	0%	65	10%	N<5	N<5	0	0%	4	6%
			family/personal	0	0%	4	0%	44	7%	N<5	N<5	0	0%	3	5%
			I have not been	1	6%	6	0%	39	6%	N<5	N<5	0	0%	8	12%
			not interested in	5	31%	21	1%	173	27%	N<5	N<5	0	0%	13	20%
			I am planning to	0	0%	6	0%	25	4%	N<5	N<5	0	0%	0	0%
			I plan to retire	6	38%	23	1%	210	33%	N<5	N<5	0	0%	21	32%
other (please	2	13%	6	0%	91	14%	N<5	N<5	0	0%	13	20%			
decline to answer	0	0%	0	0%	11	2%	N<5	N<5	0	0%	3	5%			
Q170A	Institutional Governance and Leadership*	My institution's priorities are stated consistently across all levels of leadership (i.e. president, provost, deans/division heads, and department chairs/heads).	strongly disagree	116	17%	418	17%	3267	17%	34	22%	83	13%	663	14%
			somewhat disagree	184	27%	676	27%	5088	26%	32	21%	126	20%	900	20%
			neither agree nor	140	21%	479	19%	3463	18%	29	19%	141	22%	896	19%
			somewhat agree	147	22%	611	24%	5098	26%	42	27%	162	26%	1269	28%
			strongly agree	31	5%	135	5%	1325	7%	9	6%	47	7%	432	9%
			I don't know	53	8%	170	7%	1153	6%	7	5%	61	10%	370	8%
			decline to answer	2	0%	14	1%	129	1%	2	1%	8	1%	61	1%
not applicable	1	0%	4	0%	24	0%	0	0%	2	0%	19	0%			

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item	theme	description	response scale	white						faculty of color					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q170C	Institutional Governance and Leadership*	My institution's priorities are acted upon consistently across all levels of leadership. (i.e. president, provost, deans/division heads, and department chairs/heads).	strongly disagree	143	21%	450	18%	3695	19%	35	23%	95	15%	759	16%
			somewhat disagree	197	29%	728	29%	5449	28%	36	23%	142	23%	961	21%
			neither agree nor	145	22%	480	19%	3522	18%	38	25%	126	20%	903	20%
			somewhat agree	110	16%	487	19%	4168	21%	27	17%	149	24%	1068	23%
			strongly agree	13	2%	106	4%	917	5%	4	3%	40	6%	359	8%
			I don't know	64	9%	237	9%	1641	8%	13	8%	67	11%	470	10%
			decline to answer	1	0%	15	1%	130	1%	2	1%	9	1%	69	1%
			not applicable	1	0%	4	0%	25	0%	0	0%	2	0%	21	0%
Q170D	Institutional Governance and Leadership*	In the past five years, my institution's priorities have changed in ways that negatively affect my work in my department.	strongly disagree	44	7%	282	11%	2431	12%	14	9%	83	13%	628	14%
			somewhat disagree	74	11%	397	16%	3059	16%	15	10%	93	15%	693	15%
			neither agree nor	157	23%	516	21%	3868	20%	45	29%	155	25%	1072	23%
			somewhat agree	189	28%	642	26%	4903	25%	26	17%	119	19%	860	19%
			strongly agree	173	26%	511	20%	3940	20%	39	25%	109	17%	763	17%
			I don't know	31	5%	116	5%	927	5%	11	7%	49	8%	377	8%
			decline to answer	0	0%	13	1%	130	1%	1	1%	6	1%	78	2%
			not applicable	6	1%	30	1%	289	1%	4	3%	16	3%	139	3%
Q180A	Leadership: Senior	My institution's president's/chancellor's: Pace of decision making	very dissatisfied	38	6%	212	8%	1432	7%	12	8%	50	8%	346	7%
			dissatisfied	87	13%	401	16%	2639	13%	17	11%	58	9%	435	9%
			neither satisfied nor	319	47%	924	37%	6530	33%	69	45%	255	40%	1522	32%
			satisfied	161	24%	651	26%	5826	30%	36	23%	159	25%	1367	29%
			very satisfied	30	4%	127	5%	1639	8%	11	7%	38	6%	415	9%
			decline to answer	29	4%	167	7%	1223	6%	5	3%	63	10%	398	8%
			not applicable	10	1%	47	2%	458	2%	5	3%	19	3%	203	4%
Q180B	Leadership: Senior	My institution's president's/chancellor's: Stated priorities	very dissatisfied	74	11%	273	11%	1871	9%	19	12%	52	8%	387	8%
			dissatisfied	124	18%	500	20%	3442	17%	26	17%	91	14%	551	12%
			neither satisfied nor	234	35%	758	30%	5331	27%	48	31%	207	32%	1328	28%
			satisfied	181	27%	648	26%	5797	29%	37	24%	184	29%	1418	30%
			very satisfied	35	5%	177	7%	1951	10%	14	9%	42	7%	511	11%
			decline to answer	22	3%	147	6%	1078	5%	7	5%	55	9%	349	7%
			not applicable	4	1%	26	1%	277	1%	4	3%	11	2%	142	3%
Q180C	Leadership: Senior	My institution's president's/chancellor's: Communication of priorities to faculty	very dissatisfied	52	8%	328	13%	2179	11%	16	10%	75	12%	433	9%
			dissatisfied	96	14%	528	21%	3252	17%	28	18%	84	13%	617	13%
			neither satisfied nor	236	35%	711	28%	5145	26%	41	26%	201	32%	1256	27%
			satisfied	221	33%	654	26%	5787	30%	46	30%	177	28%	1424	31%
			very satisfied	50	7%	153	6%	2142	11%	17	11%	45	7%	510	11%
			decline to answer	16	2%	107	4%	763	4%	4	3%	39	6%	236	5%
			not applicable	3	0%	21	1%	241	1%	3	2%	9	1%	123	3%

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				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q180L	Leadership: Senior	My institution's chief academic officer's (provost, VPAA, dean of faculty): Pace of decision making	very dissatisfied	46	7%	212	8%	1805	9%	12	8%	46	7%	400	9%
			dissatisfied	101	15%	363	15%	2739	14%	20	13%	53	8%	477	10%
			neither satisfied nor satisfied	278	41%	959	38%	6591	34%	63	41%	253	40%	1552	34%
			very satisfied	169	25%	624	25%	5276	27%	39	25%	167	27%	1274	28%
			decline to answer	34	5%	132	5%	1476	8%	9	6%	37	6%	415	9%
			not applicable	34	5%	152	6%	1075	6%	6	4%	54	9%	313	7%
			not applicable	12	2%	60	2%	547	3%	6	4%	20	3%	168	4%
Q180M	Leadership: Senior	My institution's chief academic officer's (provost, VPAA, dean of faculty): Stated priorities	very dissatisfied	64	9%	256	10%	2103	11%	15	10%	57	9%	441	10%
			dissatisfied	117	17%	434	17%	3288	17%	28	18%	80	13%	577	13%
			neither satisfied nor satisfied	245	36%	856	34%	5798	30%	60	39%	215	34%	1387	30%
			very satisfied	168	25%	597	24%	5155	26%	28	18%	170	27%	1298	28%
			decline to answer	41	6%	165	7%	1695	9%	11	7%	42	7%	458	10%
			not applicable	29	4%	142	6%	994	5%	7	5%	50	8%	288	6%
			not applicable	10	1%	52	2%	476	2%	6	4%	16	3%	150	3%
Q180N	Leadership: Senior	My institution's chief academic officer's (provost, VPAA, dean of faculty): Communication of priorities to faculty	very dissatisfied	54	8%	293	12%	2336	12%	15	10%	70	11%	511	11%
			dissatisfied	119	18%	484	19%	3332	17%	29	19%	78	12%	628	14%
			neither satisfied nor satisfied	235	35%	800	32%	5463	28%	55	35%	207	33%	1284	28%
			very satisfied	181	27%	593	24%	5156	26%	33	21%	171	27%	1287	28%
			decline to answer	50	7%	156	6%	1861	10%	12	8%	42	7%	479	10%
			not applicable	27	4%	132	5%	942	5%	5	3%	49	8%	278	6%
			not applicable	8	1%	44	2%	419	2%	6	4%	13	2%	132	3%
Q180O	Leadership: Senior	My institution's chief academic officer's (provost, VPAA, dean of faculty): Ensuring opportunities for faculty to have input into the institution's priorities	very dissatisfied	N/A	N/A	N/A		14	13%	N/A	N/A	N/A		2	9%
			dissatisfied	N/A	N/A	N/A		24	22%	N/A	N/A	N/A		3	14%
			neither satisfied nor satisfied	N/A	N/A	N/A		24	22%	N/A	N/A	N/A		4	18%
			very satisfied	N/A	N/A	N/A		27	25%	N/A	N/A	N/A		7	32%
			decline to answer	N/A	N/A	N/A		14	13%	N/A	N/A	N/A		5	23%
			not applicable	N/A	N/A	N/A		4	4%	N/A	N/A	N/A		1	5%
			not applicable	N/A	N/A	N/A		3	3%	N/A	N/A	N/A		0	0%
Q175C	Leadership: Senior*	In adapting to the changing mission, I have received sufficient support from my chief academic officer (provost, VPAA, dean of faculty).	strongly disagree	N/A	N/A	N/A		7	21%	N/A	N/A	N/A		N<5	N<5
			somewhat disagree	N/A	N/A	N/A		4	12%	N/A	N/A	N/A		N<5	N<5
			neither agree nor disagree	N/A	N/A	N/A		13	38%	N/A	N/A	N/A		N<5	N<5
			somewhat agree	N/A	N/A	N/A		5	15%	N/A	N/A	N/A		N<5	N<5
			strongly agree	N/A	N/A	N/A		2	6%	N/A	N/A	N/A		N<5	N<5
			decline to answer	N/A	N/A	N/A		0	0%	N/A	N/A	N/A		N<5	N<5
			not applicable	N/A	N/A	N/A		3	9%	N/A	N/A	N/A		N<5	N<5

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item	theme	description	response scale	white						faculty of color					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q185H	Leadership: Departmental	My department head's or chair's: Pace of decision making	very dissatisfied	48	8%	203	9%	1415	8%	17	13%	49	8%	420	10%
			dissatisfied	89	15%	259	11%	1898	11%	16	12%	35	6%	387	9%
			neither satisfied nor satisfied	115	19%	384	17%	2728	15%	21	15%	110	18%	752	17%
			very satisfied	198	33%	792	35%	6071	34%	42	31%	216	36%	1453	33%
			decline to answer	101	17%	498	22%	4214	24%	32	24%	139	23%	983	23%
			not applicable	7	1%	68	3%	612	3%	6	4%	35	6%	217	5%
			not applicable	36	6%	63	3%	751	4%	2	1%	16	3%	135	3%
Q185I	Leadership: Departmental	My department head's or chair's: Stated priorities	very dissatisfied	57	10%	241	11%	1622	9%	16	12%	59	10%	441	10%
			dissatisfied	94	16%	292	13%	2051	12%	16	12%	49	8%	470	11%
			neither satisfied nor satisfied	106	18%	379	17%	2810	16%	27	20%	113	19%	777	18%
			very satisfied	188	32%	695	31%	5501	31%	35	26%	197	33%	1327	31%
			decline to answer	108	18%	520	23%	4299	24%	34	25%	132	22%	980	23%
			not applicable	6	1%	72	3%	615	3%	6	4%	34	6%	214	5%
			not applicable	35	6%	68	3%	791	4%	2	1%	16	3%	138	3%
Q185J	Leadership: Departmental	My department head's or chair's: Communication of priorities to faculty	very dissatisfied	65	11%	270	12%	1817	10%	15	11%	59	10%	477	11%
			dissatisfied	85	14%	268	12%	1988	11%	18	13%	58	10%	450	10%
			neither satisfied nor satisfied	95	16%	340	15%	2519	14%	23	17%	91	15%	693	16%
			very satisfied	186	31%	690	30%	5320	30%	37	27%	198	33%	1302	30%
			decline to answer	123	21%	568	25%	4703	27%	35	26%	144	24%	1078	25%
			not applicable	5	1%	70	3%	595	3%	6	4%	34	6%	214	5%
			not applicable	35	6%	61	3%	747	4%	2	1%	16	3%	133	3%
Q185K	Leadership: Departmental	My department head's or chair's: Ensuring opportunities for faculty to have input into departmental policy decisions	very dissatisfied	65	11%	269	12%	1821	10%	19	14%	67	11%	515	12%
			dissatisfied	70	12%	257	11%	1779	10%	12	9%	49	8%	356	8%
			neither satisfied nor satisfied	85	14%	293	13%	2091	12%	21	15%	88	15%	636	15%
			very satisfied	184	31%	667	29%	5125	29%	38	28%	197	33%	1311	30%
			decline to answer	150	25%	652	29%	5580	32%	38	28%	151	25%	1190	27%
			not applicable	6	1%	70	3%	573	3%	6	4%	33	6%	211	5%
			not applicable	34	6%	59	3%	720	4%	2	1%	15	3%	128	3%
Q185L	Leadership: Departmental	My department head's or chair's: Fairness in evaluating my work	very dissatisfied	45	8%	181	8%	1257	7%	14	10%	57	10%	415	10%
			dissatisfied	42	7%	153	7%	1072	6%	8	6%	45	8%	316	7%
			neither satisfied nor satisfied	89	15%	317	14%	2410	14%	20	15%	79	13%	698	16%
			very satisfied	197	33%	706	31%	5173	29%	40	29%	203	34%	1290	30%
			decline to answer	164	28%	747	33%	6091	34%	45	33%	161	27%	1207	28%
			not applicable	15	3%	78	3%	693	4%	7	5%	35	6%	235	5%
			not applicable	42	7%	85	4%	993	6%	2	1%	20	3%	186	4%

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item	theme	description	response scale	white						faculty of color					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q175B	Leadership: Departmental*	In adapting to the changing mission, I have received sufficient support from my department head or chair.	strongly disagree	58	18%	188	18%	1244	16%	17	31%	42	20%	311	21%
			somewhat disagree	49	15%	164	16%	1170	15%	2	4%	35	17%	212	14%
			neither agree nor	61	19%	176	17%	1241	16%	8	15%	35	17%	222	15%
			somewhat agree	64	20%	289	28%	2083	26%	13	24%	49	23%	346	23%
			strongly agree	70	22%	174	17%	1673	21%	10	19%	33	16%	302	20%
			decline to answer	4	1%	12	1%	145	2%	1	2%	6	3%	34	2%
			not applicable	16	5%	29	3%	334	4%	3	6%	11	5%	64	4%
Q185D	Leadership: Divisional	My dean's or division head's: Pace of decision making	very dissatisfied	72	11%	237	10%	1789	9%	22	14%	52	8%	415	9%
			dissatisfied	146	22%	393	16%	2847	15%	22	14%	60	10%	516	11%
			neither satisfied nor	188	28%	633	26%	4902	26%	53	34%	169	27%	1186	26%
			satisfied	189	28%	811	33%	6115	32%	35	23%	212	34%	1445	32%
			very satisfied	54	8%	284	12%	2351	12%	12	8%	72	12%	640	14%
			decline to answer	9	1%	80	3%	662	3%	7	5%	38	6%	198	4%
			not applicable	10	1%	30	1%	451	2%	3	2%	16	3%	119	3%
Q185E	Leadership: Divisional	My dean's or division head's: Stated priorities	very dissatisfied	89	13%	293	12%	2138	11%	19	12%	69	11%	474	10%
			dissatisfied	147	22%	449	18%	3270	17%	30	19%	68	11%	573	13%
			neither satisfied nor	178	27%	575	23%	4525	24%	48	31%	154	25%	1140	25%
			satisfied	180	27%	743	30%	5678	30%	34	22%	202	33%	1377	30%
			very satisfied	57	9%	309	13%	2464	13%	13	8%	81	13%	658	15%
			decline to answer	8	1%	75	3%	609	3%	7	5%	35	6%	187	4%
			not applicable	9	1%	24	1%	433	2%	3	2%	10	2%	110	2%
Q185F	Leadership: Divisional	My dean's or division head's: Communication of priorities to faculty	very dissatisfied	91	14%	323	13%	2349	12%	23	15%	72	12%	517	11%
			dissatisfied	151	23%	445	18%	3320	17%	31	20%	80	13%	596	13%
			neither satisfied nor	181	27%	558	23%	4225	22%	47	31%	145	23%	1065	24%
			satisfied	168	25%	706	29%	5569	29%	31	20%	202	33%	1355	30%
			very satisfied	61	9%	341	14%	2668	14%	14	9%	79	13%	713	16%
			decline to answer	7	1%	72	3%	587	3%	6	4%	32	5%	169	4%
			not applicable	9	1%	23	1%	399	2%	2	1%	9	1%	104	2%
Q185G	Leadership: Divisional	My dean's or division head's: Ensuring opportunities for faculty to have input into school/college priorities	very dissatisfied	108	16%	377	15%	2843	15%	26	17%	76	12%	598	13%
			dissatisfied	151	23%	426	17%	3227	17%	31	20%	77	12%	565	13%
			neither satisfied nor	181	27%	584	24%	4371	23%	41	27%	167	27%	1161	26%
			satisfied	160	24%	649	26%	5053	26%	38	25%	173	28%	1239	27%
			very satisfied	51	8%	330	13%	2585	14%	10	6%	82	13%	662	15%
			decline to answer	7	1%	79	3%	615	3%	6	4%	35	6%	185	4%
			not applicable	10	1%	23	1%	423	2%	2	1%	9	1%	109	2%

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item	theme	description	response scale	white						faculty of color					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q175A	Leadership: Divisional*	In adapting to the changing mission, I have received sufficient support from my dean or division head.	strongly disagree	103	29%	300	26%	2242	26%	18	28%	60	27%	458	28%
			somewhat disagree	97	27%	268	23%	2024	23%	18	28%	52	23%	305	19%
			neither agree nor	57	16%	222	19%	1658	19%	13	20%	39	17%	283	18%
			somewhat agree	58	16%	202	18%	1655	19%	9	14%	40	18%	275	17%
			strongly agree	32	9%	104	9%	814	9%	5	8%	18	8%	203	13%
			decline to answer	7	2%	19	2%	166	2%	1	2%	8	4%	36	2%
			not applicable	7	2%	27	2%	210	2%	1	2%	9	4%	50	3%
Q200C	Departmental collegiality	My departmental colleagues do what they can to make personal/family obligations (e.g. childcare or eldercare) and an academic career compatible.	strongly disagree	48	7%	125	5%	967	5%	9	6%	34	5%	328	7%
			somewhat disagree	68	10%	234	9%	1685	9%	16	11%	59	10%	388	9%
			neither agree nor	134	20%	497	20%	3530	18%	40	26%	160	26%	961	21%
			somewhat agree	218	32%	900	36%	6929	36%	43	28%	189	30%	1460	32%
			strongly agree	95	14%	462	19%	4175	22%	24	16%	85	14%	801	18%
			I don't know	47	7%	135	5%	947	5%	13	9%	50	8%	318	7%
			decline to answer	5	1%	15	1%	147	1%	1	1%	7	1%	46	1%
not applicable	58	9%	117	5%	1005	5%	6	4%	37	6%	241	5%			
Q200D	Departmental collegiality	Department meetings occur at times that are compatible with my personal/family needs.	strongly disagree	24	4%	102	4%	687	4%	7	5%	38	6%	243	5%
			somewhat disagree	32	5%	162	7%	1163	6%	11	7%	32	5%	267	6%
			neither agree nor	80	12%	271	11%	2198	11%	27	18%	102	16%	658	14%
			somewhat agree	248	37%	876	35%	6848	35%	58	38%	241	39%	1674	37%
			strongly agree	263	39%	996	40%	7944	41%	46	30%	180	29%	1485	33%
			I don't know	3	0%	6	0%	53	0%	0	0%	8	1%	48	1%
			decline to answer	0	0%	15	1%	102	1%	1	1%	6	1%	38	1%
not applicable	23	3%	57	2%	390	2%	2	1%	14	2%	130	3%			
Q205B	Departmental collegiality	The amount of personal interaction you have with pre-tenure faculty in your department	very dissatisfied	8	1%	39	2%	305	2%	4	3%	20	3%	143	3%
			dissatisfied	61	9%	235	9%	1602	8%	10	7%	43	7%	384	8%
			neither satisfied nor	170	25%	627	25%	4425	23%	50	33%	188	30%	1203	27%
			satisfied	276	41%	1059	43%	8326	43%	57	38%	236	38%	1826	40%
			very satisfied	111	16%	417	17%	3813	20%	22	14%	78	13%	718	16%
			decline to answer	3	0%	16	1%	156	1%	2	1%	17	3%	76	2%
			not applicable	44	7%	90	4%	731	4%	7	5%	38	6%	183	4%
Q205C	Departmental collegiality	How well you fit in your department (e.g. your sense of belonging in your department)	very dissatisfied	46	7%	202	8%	1315	7%	13	9%	49	8%	360	8%
			dissatisfied	97	14%	367	15%	2367	12%	18	12%	76	12%	508	11%
			neither satisfied nor	111	16%	371	15%	2631	14%	27	18%	112	18%	782	17%
			satisfied	249	37%	887	36%	7012	36%	57	38%	254	41%	1752	39%
			very satisfied	166	25%	641	26%	5855	30%	34	22%	117	19%	1054	23%
			decline to answer	3	0%	14	1%	148	1%	3	2%	12	2%	64	1%
			not applicable	1	0%	1	0%	30	0%	0	0%	0	0%	13	0%

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item	theme	description	response scale	white						faculty of color					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q205E	Departmental collegiality	The amount of personal interaction you have with tenured faculty in your department	very dissatisfied	15	2%	75	3%	524	3%	5	3%	19	3%	220	5%
			dissatisfied	67	10%	269	11%	1719	9%	12	8%	71	11%	461	10%
			neither satisfied nor satisfied	171	25%	597	24%	4392	23%	48	32%	190	31%	1245	27%
			very satisfied	292	43%	1073	43%	8408	43%	58	38%	236	38%	1753	39%
			decline to answer	113	17%	427	17%	3918	20%	26	17%	84	14%	717	16%
			not applicable	4	1%	16	1%	174	1%	1	1%	12	2%	72	2%
				11	2%	26	1%	223	1%	2	1%	8	1%	65	1%
Q210A	Departmental collegiality	My departmental colleagues "pitch in" when needed.	strongly disagree	34	5%	152	6%	1036	5%	9	6%	39	6%	286	6%
			somewhat disagree	94	14%	354	14%	2457	13%	17	11%	76	12%	456	10%
			neither agree nor somewhat agree	90	13%	323	13%	2150	11%	34	22%	123	20%	739	16%
			strongly agree	269	40%	997	40%	7598	39%	59	39%	231	37%	1753	39%
			decline to answer	180	27%	630	25%	5932	31%	31	20%	136	22%	1187	26%
			not applicable	4	1%	16	1%	110	1%	2	1%	11	2%	72	2%
				2	0%	11	0%	69	0%	0	0%	3	0%	38	1%
Q210C	Departmental collegiality	On the whole, my department is collegial.	strongly disagree	49	7%	182	7%	1159	6%	11	7%	54	9%	338	7%
			somewhat disagree	41	6%	246	10%	1717	9%	22	14%	50	8%	398	9%
			neither agree nor somewhat agree	63	9%	230	9%	1717	9%	17	11%	79	13%	532	12%
			strongly agree	244	36%	870	35%	6559	34%	52	34%	225	36%	1606	35%
			decline to answer	273	41%	939	38%	8097	42%	48	32%	198	32%	1574	35%
			not applicable	3	0%	14	1%	93	0%	2	1%	12	2%	68	2%
				0	0%	2	0%	10	0%	0	0%	1	0%	14	0%
Q212A	Departmental collegiality	On the whole, my department colleagues are committed to supporting and promoting diversity and inclusion in the department.	strongly disagree	29	4%	105	4%	745	4%	12	8%	59	10%	405	9%
			somewhat disagree	50	7%	186	7%	1433	7%	18	12%	61	10%	480	11%
			neither agree nor somewhat agree	93	14%	318	13%	2363	12%	29	19%	96	16%	685	15%
			strongly agree	232	35%	920	37%	6582	34%	53	35%	219	35%	1519	34%
			decline to answer	256	38%	892	36%	7815	40%	36	24%	167	27%	1337	30%
			not applicable	7	1%	45	2%	321	2%	4	3%	16	3%	81	2%
				5	1%	15	1%	90	0%	0	0%	1	0%	23	1%
Q190A	Departmental engagement	How often do you engage with faculty in your department in conversations about undergraduate student learning?	never	53	8%	265	11%	1463	8%	16	10%	60	10%	418	9%
			seldom	114	17%	375	15%	2383	12%	29	19%	99	16%	615	13%
			occasionally	192	29%	689	28%	4822	25%	36	24%	188	30%	1249	27%
			regularly	200	30%	699	28%	6021	31%	38	25%	178	28%	1332	29%
			frequently	100	15%	415	17%	4354	22%	27	18%	82	13%	845	18%
			decline to answer	14	2%	51	2%	396	2%	7	5%	18	3%	113	2%

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item	theme	description	response scale	white						faculty of color					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q190B	Departmental engagement	How often do you engage with faculty in your department in conversations about graduate student learning?	never	24	4%	104	4%	2050	11%	11	7%	25	4%	470	10%
			seldom	58	9%	239	10%	2070	11%	19	12%	65	10%	563	12%
			occasionally	206	31%	670	27%	4689	24%	37	24%	181	29%	1171	26%
			regularly	228	34%	867	35%	5785	30%	51	33%	212	34%	1304	29%
			frequently	144	21%	593	24%	4009	21%	32	21%	133	21%	834	18%
			decline to answer	13	2%	21	1%	727	4%	3	2%	9	1%	208	5%
Q190C	Departmental engagement	How often do you engage with faculty in your department in conversations about effective teaching practices?	never	44	7%	126	5%	801	4%	15	10%	30	5%	252	6%
			seldom	117	17%	452	18%	2797	14%	28	18%	104	17%	739	16%
			occasionally	256	38%	932	37%	6798	35%	40	26%	259	41%	1585	35%
			regularly	183	27%	669	27%	5785	30%	47	31%	165	26%	1283	28%
			frequently	67	10%	300	12%	3137	16%	21	14%	60	10%	655	14%
			decline to answer	6	1%	15	1%	121	1%	2	1%	7	1%	58	1%
Q190D	Departmental engagement	How often do you engage with faculty in your department in conversations about effective uses of technology?	never	35	5%	141	6%	926	5%	15	10%	46	7%	295	6%
			seldom	114	17%	493	20%	3404	18%	36	24%	123	20%	830	18%
			occasionally	292	43%	1022	41%	7490	39%	54	35%	235	38%	1695	37%
			regularly	164	24%	576	23%	5108	26%	30	20%	159	25%	1140	25%
			frequently	66	10%	248	10%	2407	12%	17	11%	53	8%	562	12%
			decline to answer	2	0%	14	1%	104	1%	1	1%	9	1%	50	1%
Q190E	Departmental engagement	How often do you engage with faculty in your department in conversations about uses of current research methodologies?	never	43	6%	141	6%	1413	7%	18	12%	38	6%	397	9%
			seldom	94	14%	392	16%	3401	17%	35	23%	104	17%	830	18%
			occasionally	253	38%	754	30%	6441	33%	36	24%	208	33%	1413	31%
			regularly	180	27%	747	30%	5170	27%	38	25%	172	28%	1237	27%
			frequently	95	14%	433	17%	2826	15%	25	16%	96	15%	637	14%
			decline to answer	8	1%	27	1%	188	1%	1	1%	7	1%	58	1%
Q205A	Departmental engagement	The amount of professional interaction you have with pre-tenure faculty in your department	very dissatisfied	7	1%	37	1%	283	1%	4	3%	19	3%	134	3%
			dissatisfied	50	7%	236	10%	1500	8%	14	9%	45	7%	390	9%
			neither satisfied nor	112	17%	420	17%	3131	16%	31	20%	153	25%	996	22%
			satisfied	326	48%	1183	48%	9100	47%	69	45%	252	41%	1970	43%
			very satisfied	138	21%	525	21%	4603	24%	26	17%	103	17%	833	18%
			decline to answer	3	0%	11	0%	128	1%	2	1%	16	3%	70	2%
		not applicable	37	5%	71	3%	613	3%	6	4%	32	5%	140	3%	

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item	theme	description	response scale	white						faculty of color					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q205D	Departmental engagement	The amount of professional interaction you have with tenured faculty in your department	very dissatisfied	16	2%	77	3%	571	3%	3	2%	25	4%	202	4%
			dissatisfied	72	11%	282	11%	1880	10%	20	13%	70	11%	516	11%
			neither satisfied nor satisfied	109	16%	423	17%	3105	16%	33	22%	143	23%	1015	22%
			very satisfied	334	50%	1166	47%	8949	46%	67	44%	271	44%	1910	42%
			decline to answer	3	0%	11	0%	136	1%	1	1%	10	2%	62	1%
			not applicable	5	1%	5	0%	86	0%	0	0%	3	0%	25	1%
			very dissatisfied	34	5%	111	4%	934	5%	16	11%	34	5%	326	7%
Q195A	Departmental quality	The intellectual vitality of tenured faculty in your department	dissatisfied	77	11%	297	12%	2442	12%	16	11%	77	12%	626	13%
			neither satisfied nor satisfied	121	18%	375	15%	3159	16%	41	27%	131	21%	948	20%
			very satisfied	282	42%	1105	44%	8246	42%	49	32%	245	38%	1697	36%
			very satisfied	151	22%	565	22%	4302	22%	24	16%	116	18%	774	17%
			I don't know	3	0%	11	0%	103	1%	3	2%	11	2%	74	2%
			decline to answer	3	0%	51	2%	454	2%	3	2%	23	4%	195	4%
			not applicable	2	0%	4	0%	51	0%	0	0%	2	0%	23	0%
Q195B	Departmental quality	The intellectual vitality of pre-tenure faculty in your department	very dissatisfied	12	2%	34	1%	260	1%	6	4%	13	2%	133	3%
			dissatisfied	32	5%	118	5%	933	5%	12	8%	37	6%	270	6%
			neither satisfied nor satisfied	85	13%	267	11%	2259	11%	26	17%	130	20%	850	18%
			very satisfied	288	43%	1093	43%	8462	43%	62	41%	246	38%	1948	42%
			very satisfied	219	33%	880	35%	6696	34%	33	22%	155	24%	1088	23%
			I don't know	7	1%	18	1%	150	1%	4	3%	10	2%	88	2%
			decline to answer	6	1%	52	2%	448	2%	3	2%	25	4%	189	4%
not applicable	24	4%	57	2%	483	2%	6	4%	23	4%	97	2%			
Q195C	Departmental quality	The research/scholarly/creative productivity of tenured faculty in your department	very dissatisfied	32	5%	105	4%	997	5%	11	7%	26	4%	335	7%
			dissatisfied	91	14%	322	13%	2827	14%	24	16%	79	12%	686	15%
			neither satisfied nor satisfied	137	20%	441	18%	3861	20%	37	24%	146	23%	1084	23%
			very satisfied	263	39%	1024	41%	7480	38%	54	36%	246	38%	1560	33%
			very satisfied	139	21%	551	22%	3684	19%	19	13%	106	17%	663	14%
			I don't know	4	1%	22	1%	270	1%	4	3%	10	2%	106	2%
			decline to answer	4	1%	49	2%	466	2%	3	2%	24	4%	197	4%
not applicable	3	0%	5	0%	106	1%	0	0%	2	0%	32	1%			

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item	theme	description	response scale	white						faculty of color					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q195D	Departmental quality	The research/scholarly/creative productivity of pre-tenure faculty in your department	very dissatisfied	15	2%	35	1%	297	2%	6	4%	10	2%	140	3%
			dissatisfied	40	6%	128	5%	1135	6%	17	11%	31	5%	310	7%
			neither satisfied nor	106	16%	386	15%	3067	16%	25	16%	150	23%	981	21%
			satisfied	284	42%	1096	44%	8545	43%	64	42%	258	40%	1903	41%
			very satisfied	184	27%	725	29%	5278	27%	27	18%	125	20%	889	19%
			I don't know	12	2%	35	1%	379	2%	5	3%	15	2%	144	3%
			decline to answer	6	1%	50	2%	466	2%	3	2%	26	4%	193	4%
			not applicable	26	4%	64	3%	524	3%	5	3%	24	4%	103	2%
Q195G	Departmental quality	The teaching effectiveness of tenured faculty in your department	very dissatisfied	18	3%	71	3%	551	3%	5	3%	16	3%	174	4%
			dissatisfied	61	9%	233	9%	1788	9%	16	11%	51	8%	406	9%
			neither satisfied nor	151	22%	487	20%	3628	19%	38	25%	141	23%	984	22%
			satisfied	265	39%	1111	45%	8406	43%	57	38%	273	44%	1829	40%
			very satisfied	110	16%	417	17%	3625	19%	20	13%	87	14%	671	15%
			I don't know	47	7%	130	5%	1053	5%	9	6%	43	7%	349	8%
			decline to answer	3	0%	18	1%	163	1%	3	2%	7	1%	78	2%
			not applicable	18	3%	20	1%	183	1%	4	3%	4	1%	56	1%
Q195H	Departmental quality	The teaching effectiveness of pre-tenure faculty in your department	very dissatisfied	5	1%	28	1%	186	1%	3	2%	7	1%	74	2%
			dissatisfied	28	4%	97	4%	748	4%	3	2%	22	4%	182	4%
			neither satisfied nor	121	18%	447	18%	3146	16%	33	22%	152	24%	1008	22%
			satisfied	282	42%	1150	46%	9058	47%	68	45%	266	43%	1979	44%
			very satisfied	132	20%	497	20%	4214	22%	24	16%	94	15%	713	16%
			I don't know	59	9%	163	7%	1248	6%	9	6%	51	8%	390	9%
			decline to answer	5	1%	23	1%	167	1%	3	2%	7	1%	71	2%
			not applicable	41	6%	82	3%	630	3%	9	6%	23	4%	130	3%
Q195I	Departmental quality	The teaching effectiveness of non-tenure track faculty in your department	very dissatisfied	N/A	N/A	28	2%	137	2%	N/A	N/A	7	2%	43	2%
			dissatisfied	N/A	N/A	64	4%	425	5%	N/A	N/A	19	5%	91	4%
			neither satisfied nor	N/A	N/A	273	16%	1432	16%	N/A	N/A	89	21%	443	21%
			satisfied	N/A	N/A	584	34%	3176	36%	N/A	N/A	127	31%	732	35%
			very satisfied	N/A	N/A	276	16%	1654	19%	N/A	N/A	57	14%	284	14%
			I don't know	N/A	N/A	180	11%	875	10%	N/A	N/A	69	17%	281	13%
			decline to answer	N/A	N/A	14	1%	75	1%	N/A	N/A	3	1%	31	1%
			not applicable	N/A	N/A	278	16%	940	11%	N/A	N/A	43	10%	180	9%

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item	theme	description	response scale	white						faculty of color					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q240B	Departmental quality	My department is successful at recruiting high-quality faculty members.	strongly disagree	32	6%	108	5%	870	6%	14	13%	46	10%	318	11%
			somewhat disagree	92	17%	306	15%	2024	14%	18	17%	55	12%	420	15%
			neither agree nor	69	13%	239	12%	1764	12%	20	18%	78	18%	504	18%
			somewhat agree	219	40%	795	39%	5891	40%	38	35%	169	38%	1035	36%
			strongly agree	128	23%	549	27%	3820	26%	17	16%	81	18%	518	18%
			I don't know	2	0%	6	0%	51	0%	1	1%	4	1%	29	1%
			decline to answer	1	0%	14	1%	71	0%	0	0%	6	1%	34	1%
			not applicable	4	1%	4	0%	73	1%	1	1%	3	1%	22	1%
Q240C	Departmental quality	My department is successful at retaining high-quality faculty members.	strongly disagree	73	13%	152	8%	1226	8%	21	19%	52	12%	397	14%
			somewhat disagree	138	25%	358	18%	2543	17%	24	22%	64	14%	487	17%
			neither agree nor	93	17%	333	16%	2207	15%	27	25%	79	18%	577	20%
			somewhat agree	168	31%	772	38%	5626	39%	22	20%	170	38%	908	32%
			strongly agree	64	12%	359	18%	2661	18%	11	10%	61	14%	391	14%
			I don't know	6	1%	21	1%	139	1%	3	3%	8	2%	62	2%
			decline to answer	1	0%	15	1%	81	1%	0	0%	7	2%	37	1%
			not applicable	4	1%	11	1%	81	1%	1	1%	1	0%	21	1%
Q240D	Departmental quality	My department is successful at addressing sub-standard tenured faculty performance.	strongly disagree	120	18%	451	18%	3503	18%	31	21%	105	17%	810	18%
			somewhat disagree	194	29%	720	29%	5061	26%	41	27%	137	22%	914	20%
			neither agree nor	117	17%	434	18%	3309	17%	37	25%	133	22%	916	20%
			somewhat agree	121	18%	459	19%	3834	20%	21	14%	104	17%	774	17%
			strongly agree	24	4%	117	5%	969	5%	3	2%	36	6%	257	6%
			I don't know	68	10%	194	8%	1818	9%	16	11%	74	12%	624	14%
			decline to answer	3	0%	27	1%	167	1%	1	1%	12	2%	73	2%
			not applicable	23	3%	64	3%	597	3%	0	0%	14	2%	127	3%
Q215A	Appreciation and recognition	How satisfied are you with the recognition you receive for your teaching efforts?	very dissatisfied	50	7%	162	7%	1353	7%	11	7%	44	7%	410	9%
			dissatisfied	116	17%	491	20%	3572	19%	27	18%	105	17%	764	17%
			neither satisfied nor	153	23%	539	22%	3828	20%	40	26%	151	24%	1084	24%
			satisfied	250	37%	914	37%	7431	39%	51	34%	234	38%	1580	35%
			very satisfied	55	8%	291	12%	2485	13%	13	9%	61	10%	502	11%
			decline to answer	1	0%	20	1%	153	1%	1	1%	13	2%	62	1%
			not applicable	47	7%	53	2%	476	2%	9	6%	10	2%	118	3%

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item	theme	description	response scale	white						faculty of color					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q215B	Appreciation and recognition	How satisfied are you with the recognition you receive for your student advising?	very dissatisfied	44	7%	172	7%	1498	8%	11	7%	47	8%	403	9%
			dissatisfied	131	19%	522	21%	3828	20%	28	18%	99	16%	804	18%
			neither satisfied nor satisfied	206	31%	713	29%	5521	29%	47	31%	188	30%	1326	29%
			very satisfied	178	26%	686	28%	5191	27%	44	29%	201	33%	1298	29%
			decline to answer	30	4%	169	7%	1278	7%	11	7%	46	7%	337	7%
			not applicable	3	0%	21	1%	180	1%	1	1%	11	2%	64	1%
				80	12%	187	8%	1802	9%	10	7%	26	4%	288	6%
Q215C	Appreciation and recognition	How satisfied are you with the recognition you receive for your scholarly/creative work?	very dissatisfied	51	8%	151	6%	1343	7%	14	9%	53	9%	425	9%
			dissatisfied	118	18%	350	14%	3050	16%	19	13%	92	15%	629	14%
			neither satisfied nor satisfied	148	22%	515	21%	4149	21%	39	26%	120	19%	1088	24%
			very satisfied	281	42%	1021	41%	7738	40%	54	36%	261	42%	1713	38%
			decline to answer	67	10%	394	16%	2641	14%	22	14%	81	13%	560	12%
			not applicable	2	0%	24	1%	177	1%	1	1%	10	2%	57	1%
				5	1%	15	1%	200	1%	3	2%	1	0%	48	1%
Q215D	Appreciation and recognition	How satisfied are you with the recognition you receive for your service contributions?	very dissatisfied	63	9%	217	9%	1783	9%	16	11%	65	11%	473	10%
			dissatisfied	123	18%	495	20%	3956	20%	27	18%	101	16%	780	17%
			neither satisfied nor satisfied	188	28%	658	27%	4960	26%	46	30%	171	28%	1291	29%
			very satisfied	248	37%	831	34%	6374	33%	45	30%	206	33%	1446	32%
			decline to answer	43	6%	216	9%	1875	10%	16	11%	54	9%	384	8%
			not applicable	3	0%	24	1%	163	1%	1	1%	12	2%	70	2%
				4	1%	29	1%	187	1%	1	1%	9	1%	76	2%
Q215E	Appreciation and recognition	How satisfied are you with the recognition you receive for your outreach?	very dissatisfied	47	7%	130	5%	1199	6%	14	9%	45	7%	353	8%
			dissatisfied	92	14%	321	13%	2467	13%	18	12%	66	11%	518	11%
			neither satisfied nor satisfied	200	30%	723	29%	5213	27%	51	34%	180	29%	1319	29%
			very satisfied	187	28%	475	19%	3993	21%	37	24%	148	24%	1003	22%
			decline to answer	32	5%	129	5%	1067	6%	16	11%	32	5%	254	6%
			not applicable	8	1%	33	1%	281	1%	1	1%	14	2%	100	2%
				106	16%	659	27%	5078	26%	15	10%	133	22%	973	22%
Q215J	Appreciation and recognition	For all of your work, how satisfied are you with the recognition you receive from your chief academic officer (provost, VPAA, dean of faculty)?	very dissatisfied	90	16%	261	13%	2063	14%	18	16%	64	14%	431	15%
			dissatisfied	107	19%	373	18%	2706	19%	31	28%	68	15%	454	16%
			neither satisfied nor satisfied	192	35%	720	36%	4577	31%	37	33%	147	33%	933	32%
			very satisfied	72	13%	321	16%	2813	19%	15	14%	96	22%	602	21%
			decline to answer	21	4%	131	6%	1095	7%	4	4%	29	7%	219	8%
			not applicable	7	1%	36	2%	259	2%	1	1%	12	3%	77	3%
				60	11%	183	9%	1088	7%	5	5%	29	7%	178	6%

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				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q215K	Appreciation and recognition	For all of your work, how satisfied are you with the recognition you receive from your dean or division head?	very dissatisfied	77	14%	270	14%	1959	14%	25	23%	65	15%	433	15%
			dissatisfied	114	21%	350	18%	2475	17%	18	16%	58	13%	420	15%
			neither satisfied nor satisfied	146	27%	485	24%	3497	24%	31	28%	131	30%	763	27%
			very satisfied	119	22%	530	27%	3802	26%	24	22%	115	26%	743	26%
			decline to answer	62	11%	266	13%	1861	13%	10	9%	43	10%	342	12%
			decline to answer	6	1%	31	2%	214	1%	1	1%	12	3%	61	2%
			not applicable	20	4%	67	3%	566	4%	2	2%	13	3%	94	3%
Q215L	Appreciation and recognition	For all of your work, how satisfied are you with the recognition you receive from your department head or chair?	very dissatisfied	55	9%	219	10%	1448	8%	14	10%	56	9%	447	10%
			dissatisfied	74	12%	251	11%	1827	10%	13	10%	66	11%	448	10%
			neither satisfied nor satisfied	102	17%	365	16%	2687	15%	33	25%	120	20%	829	19%
			very satisfied	217	37%	778	35%	6127	35%	41	31%	201	34%	1374	32%
			decline to answer	110	19%	518	23%	4373	25%	30	22%	114	19%	923	21%
			decline to answer	6	1%	62	3%	542	3%	2	1%	30	5%	203	5%
			not applicable	29	5%	59	3%	606	3%	1	1%	10	2%	92	2%
Q215I	Appreciation and recognition	For all of your work, how satisfied are you with the recognition you receive from your colleagues/peers?	very dissatisfied	23	3%	113	5%	766	4%	15	10%	32	5%	250	6%
			dissatisfied	63	9%	251	10%	1848	10%	6	4%	50	8%	404	9%
			neither satisfied nor satisfied	161	24%	535	22%	4178	22%	42	28%	169	27%	1194	26%
			very satisfied	293	44%	1050	43%	8249	43%	60	39%	261	42%	1767	39%
			decline to answer	121	18%	485	20%	3962	21%	27	18%	91	15%	777	17%
			decline to answer	6	1%	25	1%	208	1%	2	1%	12	2%	91	2%
			not applicable	5	1%	11	0%	87	0%	0	0%	3	0%	36	1%
Q220A	Appreciation and recognition	I feel that my school/college is valued by this institution's President/Chancellor and Provost.	strongly disagree	51	9%	240	12%	1519	10%	18	16%	45	10%	300	10%
			somewhat disagree	100	18%	381	19%	2310	16%	20	18%	70	16%	393	14%
			neither agree nor disagree	100	18%	341	17%	2218	15%	29	26%	89	20%	557	19%
			somewhat agree	183	33%	605	30%	4593	32%	24	22%	151	34%	925	32%
			strongly agree	107	19%	421	21%	3536	24%	14	13%	73	16%	593	21%
			decline to answer	3	1%	23	1%	162	1%	4	4%	14	3%	73	3%
			not applicable	5	1%	12	1%	172	1%	2	2%	3	1%	33	1%
Q220B	Appreciation and recognition	I feel that my department is valued by this institution's President/Chancellor and Provost.	strongly disagree	72	13%	297	15%	2135	15%	20	18%	65	15%	418	14%
			somewhat disagree	122	22%	417	21%	2846	19%	30	27%	83	19%	481	17%
			neither agree nor disagree	123	22%	421	21%	2471	17%	29	26%	100	22%	625	22%
			somewhat agree	157	29%	543	27%	4205	29%	27	24%	122	27%	818	28%
			strongly agree	57	10%	301	15%	2562	18%	2	2%	54	12%	447	15%
			decline to answer	4	1%	24	1%	151	1%	3	3%	12	3%	68	2%
			not applicable	14	3%	20	1%	226	2%	0	0%	9	2%	35	1%

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				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q245A	Appreciation and recognition	The person who serves as the chief academic officer at my institution seems to care about the quality of life for faculty of my rank.	strongly disagree	65	10%	264	11%	2207	11%	19	13%	61	10%	548	12%
			somewhat disagree	86	13%	315	13%	2636	14%	20	13%	68	11%	539	12%
			neither agree nor	153	23%	589	24%	3955	21%	47	31%	160	26%	1003	22%
			somewhat agree	128	19%	498	20%	4588	24%	21	14%	133	22%	973	22%
			strongly agree	47	7%	213	9%	2085	11%	6	4%	52	8%	462	10%
			I don't know	179	27%	551	22%	3553	18%	35	23%	130	21%	865	19%
			decline to answer	3	0%	28	1%	140	1%	1	1%	6	1%	65	1%
			not applicable	8	1%	8	0%	84	0%	1	1%	5	1%	38	1%
Q225x1	Recruitment and retention*	Which of the following have you done at this institution in the past five years? (Check all that apply.)	actively sought an	200	30%	643	25%	4905	25%	43	28%	147	22%	1014	23%
			received a formal	132	20%	431	17%	2853	15%	28	18%	90	14%	685	15%
			renegotiated the	157	23%	371	14%	2439	13%	29	19%	62	9%	405	9%
			none of the above	318	47%	1359	53%	10731	56%	64	42%	326	49%	2361	52%
			decline to answer	34	5%	139	5%	1229	6%	18	12%	74	11%	551	12%
Q230	Recruitment and retention*	Which of the following items were adjusted as a result of those negotiations? (Check all that apply.)	base salary	111	71%	247	10%	1454	60%	17	59%	44	7%	241	60%
			supplemental salary	37	24%	114	4%	695	28%	7	24%	16	2%	98	24%
			tenure clock	4	3%	10	0%	135	6%	1	3%	0	0%	28	7%
			teaching load (e.g.,	31	20%	92	4%	721	30%	9	31%	11	2%	114	28%
			administrative	50	32%	96	4%	788	32%	11	38%	12	2%	89	22%
			equipment	14	9%	27	1%	182	7%	3	10%	11	2%	34	8%
			lab/research support	31	20%	99	4%	433	18%	4	14%	18	3%	63	16%
			employment for	4	3%	23	1%	96	4%	3	10%	4	1%	24	6%
			sabbatical or other	18	11%	39	2%	318	13%	3	10%	4	1%	37	9%
			other (please	18	11%	24	1%	134	5%	0	0%	1	0%	21	5%
			no adjustments	12	8%	10	0%	103	4%	1	3%	4	1%	30	7%
decline to answer	0	0%	9	0%	57	2%	2	7%	2	0%	14	3%			
Q235	Recruitment and retention*	If you could negotiate adjustments to your employment, which one of the following items would you most like to adjust?	base salary	252	49%	732	35%	6779	40%	71	58%	213	39%	1774	43%
			supplemental salary	9	2%	80	4%	619	4%	3	2%	20	4%	163	4%
			tenure clock	9	2%	30	1%	237	1%	2	2%	15	3%	97	2%
			teaching load (e.g.,	32	6%	195	9%	1991	12%	4	3%	54	10%	499	12%
			administrative	26	5%	97	5%	745	4%	5	4%	11	2%	103	3%
			equipment	15	3%	47	2%	350	2%	1	1%	13	2%	70	2%
			lab/research support	69	13%	364	17%	1805	11%	15	12%	90	16%	468	11%
			employment for	20	4%	84	4%	638	4%	4	3%	36	7%	214	5%
			sabbatical or other	18	4%	144	7%	1326	8%	3	2%	28	5%	229	6%
			other (please	27	5%	94	4%	747	4%	6	5%	16	3%	142	3%
			there is nothing	28	5%	175	8%	1159	7%	6	5%	36	7%	189	5%
decline to answer	8	2%	53	3%	429	3%	2	2%	21	4%	146	4%			

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item	theme	description	response scale	white						faculty of color					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q240A	Recruitment and retention*	Outside offers are not necessary as leverage in compensation negotiations.	strongly disagree	286	52%	931	46%	5419	37%	46	42%	184	42%	958	33%
			somewhat disagree	109	20%	462	23%	3131	21%	25	23%	74	17%	504	17%
			neither agree nor	40	7%	183	9%	1500	10%	14	13%	49	11%	385	13%
			somewhat agree	37	7%	211	10%	1489	10%	10	9%	48	11%	354	12%
			strongly agree	33	6%	96	5%	913	6%	6	5%	41	9%	267	9%
			I don't know	37	7%	107	5%	1682	12%	6	5%	32	7%	301	10%
			decline to answer	3	1%	16	1%	156	1%	2	2%	8	2%	44	2%
not applicable	2	0%	15	1%	277	2%	1	1%	6	1%	68	2%			
Q255A	Recruitment and retention*	How long do you plan to remain at this institution?	for no more than	127	23%	420	21%	3017	21%	21	19%	74	17%	467	16%
			more than five years	90	16%	345	17%	2366	16%	15	14%	50	11%	327	11%
			ten years or more	112	21%	507	25%	3666	25%	16	15%	97	22%	604	21%
			I don't know	190	35%	677	33%	4872	33%	47	43%	188	43%	1215	42%
			decline to answer	27	5%	72	4%	634	4%	10	9%	33	7%	266	9%
Q255B	Recruitment and retention*	Assuming you achieve tenure, how long do you plan to remain at this institution?	for no more than	11	11%	58	14%	482	12%	5	14%	23	14%	186	13%
			more than five years	6	6%	23	5%	268	7%	1	3%	8	5%	88	6%
			ten years or more	25	25%	130	31%	1295	33%	13	35%	49	29%	402	28%
			I don't know	58	57%	191	45%	1763	45%	13	35%	74	44%	645	45%
			decline to answer	1	1%	20	5%	143	4%	5	14%	15	9%	104	7%
Q212B	Global satisfaction*	There is visible leadership at my institution for the support and promotion of diversity on campus	strongly disagree	35	5%	126	5%	928	5%	21	14%	66	11%	491	11%
			somewhat disagree	60	9%	165	7%	1619	8%	27	18%	61	10%	534	12%
			neither agree nor	147	22%	374	15%	3085	16%	29	19%	121	20%	818	18%
			somewhat agree	244	36%	932	38%	6818	35%	51	34%	210	34%	1476	33%
			strongly agree	172	26%	821	33%	6454	33%	22	14%	142	23%	1090	24%
			decline to answer	10	1%	52	2%	371	2%	2	1%	16	3%	92	2%
			not applicable	4	1%	11	0%	74	0%	0	0%	3	0%	29	1%
Q245D	Global satisfaction*	If I had it to do all over, I would again choose to work at this institution.	strongly disagree	59	9%	170	7%	1358	7%	11	7%	53	9%	437	10%
			somewhat disagree	87	13%	242	10%	2077	11%	18	12%	60	10%	490	11%
			neither agree nor	93	14%	329	13%	2362	12%	34	23%	113	18%	777	17%
			somewhat agree	216	32%	771	31%	5892	31%	50	33%	197	32%	1309	29%
			strongly agree	166	25%	818	33%	6394	33%	24	16%	143	23%	1083	24%
			I don't know	43	6%	90	4%	840	4%	8	5%	33	5%	238	5%
			decline to answer	4	1%	42	2%	282	1%	5	3%	16	3%	144	3%
not applicable	1	0%	4	0%	43	0%	0	0%	0	0%	15	0%			

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item	theme	description	response scale	white						faculty of color					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q250A	Global satisfaction*	All things considered, your department as a place to work	very dissatisfied	37	6%	148	6%	1020	5%	9	6%	46	7%	325	7%
			dissatisfied	79	12%	258	10%	1887	10%	20	13%	59	10%	450	10%
			neither satisfied nor satisfied	87	13%	307	12%	2401	12%	32	21%	91	15%	742	17%
			very satisfied	291	43%	1022	41%	7618	40%	58	39%	272	44%	1790	40%
			decline to answer	171	26%	704	29%	6151	32%	27	18%	135	22%	1093	24%
			not applicable	4	1%	24	1%	139	1%	4	3%	11	2%	84	2%
				0	0%	3	0%	28	0%	0	0%	1	0%	9	0%
Q250B	Global satisfaction*	All things considered, your institution as a place to work	very dissatisfied	30	4%	104	4%	881	5%	7	5%	27	4%	245	5%
			dissatisfied	119	18%	275	11%	2385	12%	29	19%	63	10%	532	12%
			neither satisfied nor satisfied	126	19%	400	16%	3341	17%	36	24%	124	20%	961	21%
			very satisfied	305	46%	1149	47%	8385	44%	65	43%	282	46%	1889	42%
			decline to answer	84	13%	510	21%	4090	21%	10	7%	110	18%	776	17%
			not applicable	5	1%	27	1%	154	1%	3	2%	9	1%	83	2%
				0	0%	1	0%	8	0%	0	0%	0	0%	7	0%
Q260	Global satisfaction*	If you were to choose to leave your institution, what would be your primary reason?	improve your	117	17%	279	11%	2803	15%	38	25%	86	14%	779	17%
			find a more collegial	30	4%	110	4%	771	4%	9	6%	45	7%	196	4%
			increase resources	103	15%	281	11%	2035	11%	21	14%	74	12%	560	12%
			work at an institution	77	12%	258	10%	1958	10%	14	9%	64	10%	470	10%
			pursue an admin.	16	2%	125	5%	820	4%	8	5%	30	5%	216	5%
			pursue a	9	1%	37	2%	316	2%	2	1%	1	0%	46	1%
			employment opps.	26	4%	89	4%	705	4%	7	5%	32	5%	241	5%
			for other family or	37	6%	115	5%	1039	5%	7	5%	67	11%	329	7%
			improve your quality	36	5%	192	8%	1483	8%	12	8%	39	6%	356	8%
			retire	154	23%	560	23%	4319	22%	14	9%	57	9%	476	11%
			move to a preferred	35	5%	231	9%	1467	8%	8	5%	39	6%	291	6%
			other (please	11	2%	43	2%	345	2%	3	2%	14	2%	97	2%
there is no reason	8	1%	67	3%	590	3%	1	1%	29	5%	175	4%			
decline to answer	10	1%	78	3%	587	3%	6	4%	37	6%	258	6%			
Q265	Global satisfaction*	If a candidate for a faculty position at your rank asked you about your department as a place to work, would you...	not recommend	54	8%	158	6%	1308	7%	12	8%	46	7%	349	8%
			recommend your	278	42%	939	38%	7362	38%	74	49%	211	34%	1757	39%
			strongly recommend	309	46%	1274	52%	9770	51%	56	37%	299	49%	1991	44%
			decline to answer	28	4%	94	4%	795	4%	8	5%	58	9%	393	9%

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item	theme	description	response scale	white						faculty of color					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
Q267A	Global satisfaction*	Please check the two (and only two) BEST aspects about working at your institution.	quality of colleagues	238	36%	897	35%	6747	35%	44	30%	168	25%	1123	25%
			support of colleagues	84	13%	271	11%	2881	15%	26	17%	72	11%	672	15%
			opportunities to collaborate	114	17%	368	14%	1861	10%	22	15%	64	10%	434	10%
			quality of graduate student	89	13%	300	12%	1605	8%	7	5%	60	9%	305	7%
			quality of undergraduate	13	2%	108	4%	1705	9%	1	1%	19	3%	247	6%
			quality of the facilities	29	4%	125	5%	879	5%	5	3%	38	6%	244	5%
			support for research/	26	4%	176	7%	898	5%	5	3%	57	9%	264	6%
			support for teaching	6	1%	24	1%	737	4%	1	1%	8	1%	146	3%
			support for professional	10	1%	42	2%	366	2%	1	1%	15	2%	148	3%
			assistance for grant p	8	1%	54	2%	282	1%	1	1%	19	3%	110	2%
			childcare policies/prac	2	0%	4	0%	32	0%	0	0%	2	0%	8	0%
			availability/quality of	0	0%	3	0%	52	0%	0	0%	1	0%	11	0%
			spousal/partner hiring	15	2%	71	3%	270	1%	4	3%	16	2%	84	2%
			compensation	18	3%	139	5%	756	4%	2	1%	22	3%	174	4%
			geographic location	227	34%	381	15%	4187	22%	51	34%	73	11%	859	19%
			diversity	8	1%	18	1%	254	1%	3	2%	11	2%	194	4%
			presence of others lik	12	2%	45	2%	323	2%	3	2%	10	2%	81	2%
			my sense of "fit" here	75	11%	327	13%	3043	16%	10	7%	71	11%	532	12%
			protections from serv	7	1%	10	0%	101	1%	0	0%	2	0%	37	1%
			commute	22	3%	155	6%	1079	6%	7	5%	34	5%	250	6%
			cost of living	72	11%	423	16%	2203	11%	26	17%	116	17%	708	16%
			teaching load	32	5%	148	6%	985	5%	14	9%	46	7%	261	6%
			manageable pressure	28	4%	134	5%	1341	7%	6	4%	35	5%	321	7%
			academic freedom	106	16%	364	14%	2978	15%	27	18%	129	19%	842	19%
t&p clarity or require	2	0%	78	3%	508	3%	1	1%	31	5%	147	3%			
quality of leadership	3	0%	23	1%	159	1%	1	1%	8	1%	42	1%			
other (please specify	24	4%	73	3%	727	4%	4	3%	16	2%	139	3%			
decline to answer	13	2%	53	2%	418	2%	6	4%	24	4%	168	4%			
there are no positive	10	1%	8	0%	133	1%	2	1%	6	1%	63	1%			

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item	theme	description	response scale	white						faculty of color					
				you		peers		all		you		peers		all	
				count	%	count	%	count	%	count	%	count	%	count	%
			quality of colleagues	25	4%	141	5%	1034	5%	5	3%	28	4%	232	5%
			support of colleagues	26	4%	171	7%	1108	6%	11	7%	38	6%	237	5%
			opportunities to collab	15	2%	54	2%	381	2%	3	2%	18	3%	121	3%
			quality of graduate st	35	5%	179	7%	1183	6%	7	5%	52	8%	343	8%
			quality of undergradu	57	9%	93	4%	1156	6%	5	3%	22	3%	265	6%
			quality of the facilities	69	10%	271	11%	1934	10%	22	15%	43	6%	342	8%
			lack of support for res	106	16%	317	12%	3092	16%	31	21%	79	12%	742	17%
			lack of support for tea	43	6%	137	5%	854	4%	6	4%	25	4%	122	3%
			lack of support for pro	38	6%	111	4%	844	4%	5	3%	25	4%	186	4%
			lack of assistance for	48	7%	124	5%	809	4%	12	8%	35	5%	207	5%
			childcare policies/prac	12	2%	27	1%	307	2%	5	3%	12	2%	97	2%
			availability/quality of	17	3%	36	1%	344	2%	4	3%	9	1%	81	2%
			spousal/partner hiring	27	4%	87	3%	821	4%	8	5%	43	6%	322	7%
Q267B	Global satisfaction*	Please check the two (and only two) WORST aspects about working at your institution.	compensation	230	34%	571	22%	5647	29%	48	32%	120	18%	1127	25%
			geographic location	22	3%	318	12%	1646	9%	12	8%	87	13%	462	10%
			lack of diversity	11	2%	95	4%	695	4%	10	7%	55	8%	430	10%
			absence of others like	30	4%	122	5%	709	4%	11	7%	28	4%	230	5%
			my lack of "fit" here	29	4%	157	6%	896	5%	3	2%	32	5%	171	4%
			too much service/too	74	11%	305	12%	2577	13%	12	8%	47	7%	371	8%
			commute	5	1%	41	2%	554	3%	2	1%	11	2%	124	3%
			cost of living	6	1%	69	3%	689	4%	1	1%	12	2%	159	4%
			teaching load	23	3%	109	4%	1431	7%	3	2%	28	4%	374	8%
			unrelenting pressure	44	7%	203	8%	1225	6%	5	3%	39	6%	195	4%
			academic freedom	4	1%	16	1%	130	1%	2	1%	8	1%	52	1%
			t&p clarity or require	17	3%	97	4%	984	5%	3	2%	25	4%	240	5%
			quality of leadership	116	17%	234	9%	1540	8%	33	22%	45	7%	284	6%
			other (please specify	71	11%	226	9%	1594	8%	8	5%	45	7%	209	5%
			decline to answer	24	4%	95	4%	709	4%	7	5%	45	7%	274	6%
there are no negative	17	3%	104	4%	743	4%	1	1%	33	5%	226	5%			

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item	theme	description	response scale	2005		No Prior Data	
				count	%	count	%
Q45B	Nature of work: Research	Please rate your level of satisfaction or dissatisfaction with the portion of your time spent on research.	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q80A	Nature of work: Research	The amount of external funding you are expected to find	very dissatisfied	28	14%	N/A	N/A
			dissatisfied	49	24%	N/A	N/A
			neither satisfied nor satisfied	50	24%	N/A	N/A
			very satisfied	49	24%	N/A	N/A
			decline to answer	21	10%	N/A	N/A
			not applicable	2	1%	N/A	N/A
Q80B	Nature of work: Research	The influence you have over the focus of your research/scholarly/creative work	very dissatisfied	7	4%	N/A	N/A
			dissatisfied	12	6%	N/A	N/A
			neither satisfied nor satisfied	51	25%	N/A	N/A
			very satisfied	133	64%	N/A	N/A
			decline to answer	2	1%	N/A	N/A
			not applicable	1	1%	N/A	N/A
Q80C	Nature of work: Research	The quality of graduate students to support your research/scholarly/creative work	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q80D	Nature of work: Research	Institutional support (e.g., internal grants/seed money) for your research/scholarly/creative work	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A

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item	theme	description	response scale	2005		No Prior Data	
				count	%	count	%
Q80E	Nature of work: Research	The support your institution provides you for engaging undergraduates in your research/scholarly/creative work	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q85A	Nature of work: Research	Obtaining externally funded grants (pre-award)	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q85B	Nature of work: Research	Managing externally funded grants (post-award)	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q85C	Nature of work: Research	Securing graduate student assistance	very dissatisfied	31	15%	N/A	N/A
			dissatisfied	45	22%	N/A	N/A
			neither satisfied nor satisfied	34	16%	N/A	N/A
			very satisfied	57	28%	N/A	N/A
			decline to answer	1	0%	N/A	N/A
			not applicable	7	3%	N/A	N/A
Q85D	Nature of work: Research	Traveling to present papers or conduct research/creative work	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A

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item	theme	description	response scale	2005		No Prior Data	
				count	%	count	%
Q85E	Nature of work: Research	The availability of course release time to focus on your research	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q50B	Nature of work: Research*	Please indicate whether you feel you spend too much or too little time on research.	too little	N/A	N/A	N/A	N/A
			too much	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
Q50C	Nature of work: Service	Please indicate whether you feel you spend too much or too little time on service.	too little	N/A	N/A	N/A	N/A
			too much	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
Q55B	Nature of work: Service	My institution does what it can to help faculty who take on additional leadership roles (e.g. major committee assignments, department chairmanship), to sustain other aspects of their faculty work.	strongly disagree	N/A	N/A	N/A	N/A
			somewhat disagree	N/A	N/A	N/A	N/A
			neither agree nor disagree	N/A	N/A	N/A	N/A
			somewhat agree	N/A	N/A	N/A	N/A
			strongly agree	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A
Q60A	Nature of work: Service	The number of committees on which you serve	decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
			very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
Q60B	Nature of work: Service	The attractiveness (e.g., value, visibility, importance, personal preference) of the committees on which you serve	decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
			very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A

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item	theme	description	response scale	2005		No Prior Data	
				count	%	count	%
Q60C	Nature of work: Service	The discretion you have to choose the committees on which you serve	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q60D	Nature of work: Service	How equitably committee assignments are distributed across faculty in your department	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q45C	Nature of work: Service*	Please rate your level of satisfaction or dissatisfaction with the portion of your time spent on service.	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q60E	Nature of work: Service*	The number of students you advise/mentor (including oversight of independent study, research projects, internships, study abroad)	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q45A	Nature of work: Teaching	Please rate your level of satisfaction or dissatisfaction with the portion of your time spent on teaching.	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A

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item	theme	description	response scale	2005		No Prior Data	
				count	%	count	%
Q70A	Nature of work: Teaching	The number of courses you teach	very dissatisfied	7	3%	N/A	N/A
			dissatisfied	11	6%	N/A	N/A
			neither satisfied nor	24	12%	N/A	N/A
			satisfied	57	28%	N/A	N/A
			very satisfied	101	49%	N/A	N/A
			decline to answer	1	0%	N/A	N/A
			not applicable	5	3%	N/A	N/A
Q70B	Nature of work: Teaching	The level of courses you teach	very dissatisfied	1	1%	N/A	N/A
			dissatisfied	14	7%	N/A	N/A
			neither satisfied nor	14	7%	N/A	N/A
			satisfied	76	37%	N/A	N/A
			very satisfied	97	47%	N/A	N/A
			decline to answer	1	0%	N/A	N/A
			not applicable	4	2%	N/A	N/A
Q70C	Nature of work: Teaching	The discretion you have over the content of the courses you teach	very dissatisfied	2	1%	N/A	N/A
			dissatisfied	3	2%	N/A	N/A
			neither satisfied nor	4	2%	N/A	N/A
			satisfied	32	15%	N/A	N/A
			very satisfied	158	76%	N/A	N/A
			decline to answer	1	0%	N/A	N/A
			not applicable	6	3%	N/A	N/A
Q70D	Nature of work: Teaching	The number of students in the classes you teach, on average	very dissatisfied	10	5%	N/A	N/A
			dissatisfied	21	10%	N/A	N/A
			neither satisfied nor	16	8%	N/A	N/A
			satisfied	66	32%	N/A	N/A
			very satisfied	87	42%	N/A	N/A
			decline to answer	1	0%	N/A	N/A
			not applicable	5	3%	N/A	N/A
Q70E	Nature of work: Teaching	The quality of students you teach, on average	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor	N/A	N/A	N/A	N/A
			satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A

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item	theme	description	response scale	2005		No Prior Data	
				count	%	count	%
Q70H	Nature of work: Teaching	How equitably the teaching workload is distributed across faculty in your department	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q70I	Nature of work: Teaching	The quality of graduate students to support your teaching	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q50A	Nature of work: Teaching*	Please indicate whether you feel you spend too much or too little time on teaching.	too little	N/A	N/A	N/A	N/A
			too much	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
Q45D	Nature of Work*	Please rate your level of satisfaction or dissatisfaction with the portion of your time spent on outreach.	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q45E	Nature of Work*	Please rate your level of satisfaction or dissatisfaction with the portion of your time spent on administrative tasks.	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q50D	Nature of Work*	Please indicate whether you feel you spend too much or too little time on outreach.	too little	N/A	N/A	N/A	N/A
			too much	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
Q50E	Nature of Work*	Please indicate whether you feel you spend too much or too little time on administrative tasks.	too little	N/A	N/A	N/A	N/A
			too much	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A

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item	theme	description	response scale	2005		No Prior Data	
				count	%	count	%
Q55A	Nature of Work*	I am able to balance the teaching, research, and service activities expected of me.	strongly disagree	N/A	N/A	N/A	N/A
			somewhat disagree	N/A	N/A	N/A	N/A
			neither agree nor	N/A	N/A	N/A	N/A
			somewhat agree	N/A	N/A	N/A	N/A
			strongly agree	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
Q70F	Facilities and work resources	The support your institution has offered you for improving your teaching	not applicable	N/A	N/A	N/A	N/A
			very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor	N/A	N/A	N/A	N/A
			satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
Q90A	Facilities and work resources	Office	not applicable	N/A	N/A	N/A	N/A
			very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor	N/A	N/A	N/A	N/A
			satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
Q90B	Facilities and work resources	Laboratory, research, or studio space	decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
			very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor	N/A	N/A	N/A	N/A
			satisfied	N/A	N/A	N/A	N/A
Q90C	Facilities and work resources	Equipment	very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
			very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor	N/A	N/A	N/A	N/A

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item	theme	description	response scale	2005		No Prior Data	
				count	%	count	%
Q90D	Facilities and work resources	Classrooms	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q90E	Facilities and work resources	Library resources	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q90F	Facilities and work resources	Computing and technical support	very dissatisfied	18	9%	N/A	N/A
			dissatisfied	29	14%	N/A	N/A
			neither satisfied nor satisfied	34	16%	N/A	N/A
			very satisfied	73	35%	N/A	N/A
			decline to answer	47	23%	N/A	N/A
			not applicable	2	1%	N/A	N/A
Q90H	Facilities and work resources	Clerical/administrative support	very dissatisfied	4	2%	N/A	N/A
			dissatisfied	17	8%	N/A	N/A
			neither satisfied nor satisfied	37	18%	N/A	N/A
			very satisfied	19	9%	N/A	N/A
			decline to answer	55	27%	N/A	N/A
			not applicable	75	36%	N/A	N/A
Q95D	Personal and Family Policies	Housing benefits (e.g. real estate services, subsidized housing, low-interest mortgage)	decline to answer	1	0%	N/A	N/A
			not applicable	4	2%	N/A	N/A
			very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied not satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			not offered at my	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A
decline to answer	N/A	N/A	N/A	N/A			
not applicable	N/A	N/A	N/A	N/A			

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item	theme	description	response scale	2005		No Prior Data	
				count	%	count	%
Q95E	Personal and family policies	Tuition waivers, remission, or exchange	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied not satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			not offered at my	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q95F	Personal and family policies	Spousal/partner hiring program	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied not satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			not offered at my	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q95G	Personal and family policies	Childcare	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied not satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			not offered at my	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q95H	Personal and family policies	Eldercare	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied not satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			not offered at my	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A

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item	theme	description	response scale	2005		No Prior Data	
				count	%	count	%
Q95J	Personal and family policies	Family medical/parental leave	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied not satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			not offered at my	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q95K	Personal and family policies	Flexible workload/modified duties for parental or other family reasons	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied not satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			not offered at my	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q95L	Personal and family policies	Stop-the-clock for parental or other family reasons	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied not satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			not offered at my	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q200B	Personal and family policies	My institution does what it can to make personal/family obligations (e.g. childcare or eldercare) and an academic career compatible.	strongly disagree	N/A	N/A	N/A	N/A
			somewhat disagree	N/A	N/A	N/A	N/A
			neither agree nor	N/A	N/A	N/A	N/A
			somewhat agree	N/A	N/A	N/A	N/A
			strongly agree	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A

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item	theme	description	response scale	2005		No Prior Data	
				count	%	count	%
Q200A	Personal and family policies	I have been able to find the right balance, for me, between my professional life and my personal/family life.	strongly disagree	N/A	N/A	N/A	N/A
			somewhat disagree	N/A	N/A	N/A	N/A
			neither agree nor	N/A	N/A	N/A	N/A
			somewhat agree	N/A	N/A	N/A	N/A
			strongly agree	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q95A	Health and retirement benefits	Health benefits for yourself	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor	N/A	N/A	N/A	N/A
			satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			not offered at my	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
not applicable	N/A	N/A	N/A	N/A			
Q95B	Health and retirement benefits	Health benefits for your family (i.e. spouse, partner, and dependents)	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor	N/A	N/A	N/A	N/A
			satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			not offered at my	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
not applicable	N/A	N/A	N/A	N/A			
Q95C	Health and retirement benefits	Retirement benefits	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor	N/A	N/A	N/A	N/A
			satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			not offered at my	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
not applicable	N/A	N/A	N/A	N/A			

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item	theme	description	response scale	2005		No Prior Data	
				count	%	count	%
Q95I	Health and retirement benefits	Phased retirement options	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			not offered at my	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q90G	Salary*	Salary	very dissatisfied	23	11%	N/A	N/A
			dissatisfied	54	26%	N/A	N/A
			neither satisfied nor satisfied	25	12%	N/A	N/A
			very satisfied	77	37%	N/A	N/A
			decline to answer	24	12%	N/A	N/A
			not applicable	3	2%	N/A	N/A
Q100A	Interdisciplinary work	Budget allocations encourage interdisciplinary work.	strongly disagree	0	0%	N/A	N/A
			somewhat disagree	N/A	N/A	N/A	N/A
			neither agree nor	N/A	N/A	N/A	N/A
			somewhat agree	N/A	N/A	N/A	N/A
			strongly agree	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q100B	Interdisciplinary work	Campus facilities (e.g. spaces, buildings, centers, labs) are conducive to interdisciplinary work.	strongly disagree	N/A	N/A	N/A	N/A
			somewhat disagree	N/A	N/A	N/A	N/A
			neither agree nor	N/A	N/A	N/A	N/A
			somewhat agree	N/A	N/A	N/A	N/A
			strongly agree	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A

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item	theme	description	response scale	2005		No Prior Data	
				count	%	count	%
Q100C	Interdisciplinary work	Interdisciplinary work is rewarded in the merit process.	strongly disagree	N/A	N/A	N/A	N/A
			somewhat disagree	N/A	N/A	N/A	N/A
			neither agree nor	N/A	N/A	N/A	N/A
			somewhat agree	N/A	N/A	N/A	N/A
			strongly agree	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q100D	Interdisciplinary work	Interdisciplinary work is rewarded in the promotion process.	strongly disagree	N/A	N/A	N/A	N/A
			somewhat disagree	N/A	N/A	N/A	N/A
			neither agree nor	N/A	N/A	N/A	N/A
			somewhat agree	N/A	N/A	N/A	N/A
			strongly agree	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q100E	Interdisciplinary work	Interdisciplinary work is rewarded in the tenure process.	strongly disagree	N/A	N/A	N/A	N/A
			somewhat disagree	N/A	N/A	N/A	N/A
			neither agree nor	N/A	N/A	N/A	N/A
			somewhat agree	N/A	N/A	N/A	N/A
			strongly agree	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q100G	Interdisciplinary work	My department understands how to evaluate interdisciplinary work.	strongly disagree	N/A	N/A	N/A	N/A
			somewhat disagree	N/A	N/A	N/A	N/A
			neither agree nor	N/A	N/A	N/A	N/A
			somewhat agree	N/A	N/A	N/A	N/A
			strongly agree	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A

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item	theme	description	response scale	2005		No Prior Data	
				count	%	count	%
Q105A	Collaboration	Opportunities for collaboration with other members of your department	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q105E	Collaboration	Opportunities for collaboration within your institution, faculty outside your department	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q105D	Collaboration	Opportunities for collaboration with faculty outside your institution	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q125A	Mentoring	Please rate the effectiveness or ineffectiveness of mentoring from someone in your department for you.	very ineffective	N/A	N/A	N/A	N/A
			ineffective	N/A	N/A	N/A	N/A
			neither effective nor somewhat effective	N/A	N/A	N/A	N/A
			very effective	N/A	N/A	N/A	N/A
			have not received	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q125B	Mentoring	Please rate the effectiveness or ineffectiveness of mentoring from someone outside your department at your institution for you.	very ineffective	N/A	N/A	N/A	N/A
			ineffective	N/A	N/A	N/A	N/A
			neither effective nor somewhat effective	N/A	N/A	N/A	N/A
			very effective	N/A	N/A	N/A	N/A
			have not received	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A

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item	theme	description	response scale	2005		No Prior Data	
				count	%	count	%
Q130A	Mentoring	There is effective mentoring of pre-tenure faculty in my department.	Strongly disagree	N/A	N/A	N/A	N/A
			somewhat disagree	N/A	N/A	N/A	N/A
			neither agree nor	N/A	N/A	N/A	N/A
			somewhat agree	N/A	N/A	N/A	N/A
			strongly agree	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q130B	Mentoring	There is effective mentoring of tenured associate professors in my department.	strongly disagree	N/A	N/A	N/A	N/A
			somewhat disagree	N/A	N/A	N/A	N/A
			neither agree nor	N/A	N/A	N/A	N/A
			somewhat agree	N/A	N/A	N/A	N/A
			strongly agree	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q130C	Mentoring	My institution provides adequate support for faculty to be good mentors.	strongly disagree	N/A	N/A	N/A	N/A
			somewhat disagree	N/A	N/A	N/A	N/A
			neither agree nor	N/A	N/A	N/A	N/A
			somewhat agree	N/A	N/A	N/A	N/A
			strongly agree	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q110	Mentoring*	At this institution and in the past five years, I have served as either a formal or informal mentor to... (Check all that apply)	pre-tenure faculty in	N/A	N/A	N/A	N/A
			tenured faculty in	N/A	N/A	N/A	N/A
			pre-tenure faculty	N/A	N/A	N/A	N/A
			tenured faculty	N/A	N/A	N/A	N/A
			non-tenure-track	N/A	N/A	N/A	N/A
			non-tenure-track	N/A	N/A	N/A	N/A
			none of the above	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A

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item	theme	description	response scale	2005		No Prior Data	
				count	%	count	%
Q115	Mentoring*	Would you agree or disagree that being a mentor is/has been fulfilling to you in your role as a faculty member?	strongly disagree	N/A	N/A	N/A	N/A
			somewhat disagree	N/A	N/A	N/A	N/A
			neither agree nor	N/A	N/A	N/A	N/A
			somewhat agree	N/A	N/A	N/A	N/A
			strongly agree	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q120A	Mentoring*	Please indicate how important or unimportant having a mentor or mentors in your department is to your success as a faculty member.	very unimportant	N/A	N/A	N/A	N/A
			unimportant	N/A	N/A	N/A	N/A
			neither important	N/A	N/A	N/A	N/A
			important	N/A	N/A	N/A	N/A
			very important	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q120B	Mentoring*	Please indicate how important or unimportant having a mentor or mentors outside your department at your institution is to your success as a faculty member.	very unimportant	N/A	N/A	N/A	N/A
			unimportant	N/A	N/A	N/A	N/A
			neither important	N/A	N/A	N/A	N/A
			important	N/A	N/A	N/A	N/A
			very important	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q120C	Mentoring*	Please indicate how important or unimportant having a mentor or mentors outside your institution is to your success as a faculty member.	very unimportant	N/A	N/A	N/A	N/A
			unimportant	N/A	N/A	N/A	N/A
			neither important	N/A	N/A	N/A	N/A
			important	N/A	N/A	N/A	N/A
			very important	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q125C	Mentoring*	Please rate the effectiveness or ineffectiveness of mentoring from someone outside your institution for you.	very ineffective	N/A	N/A	N/A	N/A
			ineffective	N/A	N/A	N/A	N/A
			neither effective nor	N/A	N/A	N/A	N/A
			somewhat effective	N/A	N/A	N/A	N/A
			very effective	N/A	N/A	N/A	N/A
			have not received	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
not applicable	N/A	N/A	N/A	N/A			

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item	theme	description	response scale	2005		No Prior Data	
				count	%	count	%
Q136A	Tenure policies	Please rate the clarity of the tenure process in your department.	very unclear	8	4%	N/A	N/A
			somewhat unclear	34	16%	N/A	N/A
			neither clear nor	25	12%	N/A	N/A
			somewhat clear	107	51%	N/A	N/A
			very clear	33	16%	N/A	N/A
			decline to answer	1	0%	N/A	N/A
Q136B	Tenure policies	The tenure criteria (what things are evaluated) in my department - Please rate the clarity of the tenure criteria (what things are evaluated) in your department.	very unclear	12	6%	N/A	N/A
			somewhat unclear	29	14%	N/A	N/A
			neither clear nor	30	14%	N/A	N/A
			somewhat clear	104	50%	N/A	N/A
			very clear	30	14%	N/A	N/A
			decline to answer	2	1%	N/A	N/A
Q136C	Tenure policies	Please rate the clarity of the tenure standards (the performance threshold) in your department.	very unclear	15	7%	N/A	N/A
			somewhat unclear	40	19%	N/A	N/A
			neither clear nor	47	22%	N/A	N/A
			somewhat clear	89	43%	N/A	N/A
			very clear	15	7%	N/A	N/A
			decline to answer	2	1%	N/A	N/A
Q136D	Tenure policies	Please rate the clarity of the body of evidence (the dossier's contents) that will be considered in making tenure decisions in your department.	very unclear	11	5%	N/A	N/A
			somewhat unclear	27	13%	N/A	N/A
			neither clear nor	46	22%	N/A	N/A
			somewhat clear	96	46%	N/A	N/A
			very clear	24	12%	N/A	N/A
			decline to answer	3	1%	N/A	N/A
Q136E	Tenure policies	Please rate the clarity of whether or not I will achieve tenure.	very unclear	10	5%	N/A	N/A
			somewhat unclear	20	10%	N/A	N/A
			neither clear nor	35	17%	N/A	N/A
			somewhat clear	99	47%	N/A	N/A
			very clear	43	20%	N/A	N/A
			decline to answer	2	1%	N/A	N/A
Q139A	Tenure policies	I have received consistent messages from tenured faculty about the requirements for tenure.	strongly disagree	42	20%	N/A	N/A
			somewhat disagree	66	32%	N/A	N/A
			neither agree nor	24	12%	N/A	N/A
			somewhat agree	42	20%	N/A	N/A
			strongly agree	25	12%	N/A	N/A
			decline to answer	1	0%	N/A	N/A
			not applicable	7	3%	N/A	N/A

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item	theme	description	response scale	2005		No Prior Data	
				count	%	count	%
Q139B	Tenure policies	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).	strongly disagree	20	10%	N/A	N/A
			somewhat disagree	32	15%	N/A	N/A
			neither agree nor	34	16%	N/A	N/A
			somewhat agree	68	33%	N/A	N/A
			strongly agree	47	23%	N/A	N/A
			decline to answer	1	0%	N/A	N/A
			not applicable	5	3%	N/A	N/A
Q137A	Tenure clarity	Is what's expected in order to earn tenure CLEAR to you regarding your performance as a scholar?	very unclear	8	4%	N/A	N/A
			somewhat unclear	15	7%	N/A	N/A
			neither clear nor	24	12%	N/A	N/A
			somewhat clear	99	47%	N/A	N/A
			very clear	61	29%	N/A	N/A
			decline to answer	2	1%	N/A	N/A
			not applicable	0	0%	N/A	N/A
Q137B	Tenure clarity	Is what's expected in order to earn tenure CLEAR to you regarding your performance as a teacher?	very unclear	4	2%	N/A	N/A
			somewhat unclear	27	13%	N/A	N/A
			neither clear nor	38	18%	N/A	N/A
			somewhat clear	96	46%	N/A	N/A
			very clear	40	19%	N/A	N/A
			decline to answer	4	2%	N/A	N/A
			not applicable	0	0%	N/A	N/A
Q137C	Tenure clarity	Is what's expected in order to earn tenure CLEAR to you regarding your performance as an advisor to students?	very unclear	10	5%	N/A	N/A
			somewhat unclear	40	19%	N/A	N/A
			neither clear nor	61	30%	N/A	N/A
			somewhat clear	64	31%	N/A	N/A
			very clear	28	13%	N/A	N/A
			decline to answer	5	2%	N/A	N/A
			not applicable	0	0%	N/A	N/A
Q137D	Tenure clarity	Is what's expected in order to earn tenure CLEAR to you regarding your performance as a colleague in your department?	very unclear	20	10%	N/A	N/A
			somewhat unclear	32	16%	N/A	N/A
			neither clear nor	56	27%	N/A	N/A
			somewhat clear	70	33%	N/A	N/A
			very clear	28	14%	N/A	N/A
			decline to answer	2	1%	N/A	N/A
			not applicable	0	0%	N/A	N/A

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item	theme	description	response scale	2005		No Prior Data	
				count	%	count	%
Q137E	Tenure clarity	Is what's expected in order to earn tenure CLEAR to you regarding your performance as a campus citizen?	very unclear	14	7%	N/A	N/A
			somewhat unclear	44	21%	N/A	N/A
			neither clear nor	59	28%	N/A	N/A
			somewhat clear	63	30%	N/A	N/A
			very clear	26	12%	N/A	N/A
			decline to answer	3	1%	N/A	N/A
		not applicable	0	0%	N/A	N/A	
Q137F	Tenure clarity	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)?	very unclear	15	7%	N/A	N/A
			somewhat unclear	45	22%	N/A	N/A
			neither clear nor	65	31%	N/A	N/A
			somewhat clear	56	27%	N/A	N/A
			very clear	23	11%	N/A	N/A
			decline to answer	4	2%	N/A	N/A
		not applicable	0	0%	N/A	N/A	
Q138A	Tenure reasonableness	Is what's expected in order to earn tenure REASONABLE to you regarding your performance as a scholar?	very unreasonable	8	4%	N/A	N/A
			somewhat	19	9%	N/A	N/A
			neither reasonable	17	8%	N/A	N/A
			somewhat	75	36%	N/A	N/A
			very reasonable	79	38%	N/A	N/A
			decline to answer	8	4%	N/A	N/A
		not applicable	0	0%	N/A	N/A	
Q138B	Tenure reasonableness	Is what's expected in order to earn tenure REASONABLE to you regarding your performance as a teacher?	very unreasonable	2	1%	N/A	N/A
			somewhat	13	6%	N/A	N/A
			neither reasonable	28	14%	N/A	N/A
			somewhat	63	31%	N/A	N/A
			very reasonable	88	43%	N/A	N/A
			decline to answer	10	5%	N/A	N/A
		not applicable	0	0%	N/A	N/A	
Q138C	Tenure reasonableness	Is what's expected in order to earn tenure REASONABLE to you regarding your performance as an advisor to students?	very unreasonable	2	1%	N/A	N/A
			somewhat	13	6%	N/A	N/A
			neither reasonable	48	23%	N/A	N/A
			somewhat	57	28%	N/A	N/A
			very reasonable	70	34%	N/A	N/A
			decline to answer	14	7%	N/A	N/A
		not applicable	0	0%	N/A	N/A	

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item	theme	description	response scale	2005		No Prior Data	
				count	%	count	%
Q138D	Tenure reasonableness	Is what's expected in order to earn tenure REASONABLE to you regarding your performance as a colleague in your department?	very unreasonable	4	2%	N/A	N/A
			somewhat	10	5%	N/A	N/A
			neither reasonable	58	28%	N/A	N/A
			somewhat	50	24%	N/A	N/A
			very reasonable	70	34%	N/A	N/A
			decline to answer	14	7%	N/A	N/A
			not applicable	0	0%	N/A	N/A
Q138E	Tenure reasonableness	Is what's expected in order to earn tenure REASONABLE to you regarding your performance as a campus citizen?	very unreasonable	2	1%	N/A	N/A
			somewhat	19	9%	N/A	N/A
			neither reasonable	50	24%	N/A	N/A
			somewhat	63	31%	N/A	N/A
			very reasonable	53	26%	N/A	N/A
			decline to answer	18	9%	N/A	N/A
			not applicable	0	0%	N/A	N/A
Q138F	Tenure reasonableness	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)?	very unreasonable	2	1%	N/A	N/A
			somewhat	13	6%	N/A	N/A
			neither reasonable	53	26%	N/A	N/A
			somewhat	61	30%	N/A	N/A
			very reasonable	59	29%	N/A	N/A
			decline to answer	16	8%	N/A	N/A
			not applicable	0	0%	N/A	N/A
Q135C	Promotion	Generally, the expectations for promotion from associate to full professor are reasonable to me.	strongly disagree	N/A	N/A	N/A	N/A
			somewhat disagree	N/A	N/A	N/A	N/A
			neither agree nor	N/A	N/A	N/A	N/A
			somewhat agree	N/A	N/A	N/A	N/A
			strongly agree	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
not applicable	N/A	N/A	N/A	N/A			
Q135B	Promotion	My department has a culture where associate professors are encouraged to work towards promotion to full professorship.	strongly disagree	N/A	N/A	N/A	N/A
			somewhat disagree	N/A	N/A	N/A	N/A
			neither agree nor	N/A	N/A	N/A	N/A
			somewhat agree	N/A	N/A	N/A	N/A
			strongly agree	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
not applicable	N/A	N/A	N/A	N/A			

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item	theme	description	response scale	2005		No Prior Data	
				count	%	count	%
Q140A	Promotion	Please rate the clarity of the process for promotion from associate professor to full professor in my department.	very unclear	N/A	N/A	N/A	N/A
			somewhat unclear	N/A	N/A	N/A	N/A
			neither clear nor	N/A	N/A	N/A	N/A
			somewhat clear	N/A	N/A	N/A	N/A
			very clear	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
Q140B	Promotion	Please rate the clarity of the criteria (what things are evaluated) for promotion from associate professor to full professor in my department .	very unclear	N/A	N/A	N/A	N/A
			somewhat unclear	N/A	N/A	N/A	N/A
			neither clear nor	N/A	N/A	N/A	N/A
			somewhat clear	N/A	N/A	N/A	N/A
			very clear	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
Q140C	Promotion	Please rate the clarity of the promotion standards (the performance thresholds) for promotion in rank from associate professor to full professor in my department.	very unclear	N/A	N/A	N/A	N/A
			somewhat unclear	N/A	N/A	N/A	N/A
			neither clear nor	N/A	N/A	N/A	N/A
			somewhat clear	N/A	N/A	N/A	N/A
			very clear	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
Q140D	Promotion	Please rate the clarity of the body of evidence (the dossier's contents) considered for promotion in rank from associate professor to full professor in my department.	very unclear	N/A	N/A	N/A	N/A
			somewhat unclear	N/A	N/A	N/A	N/A
			neither clear nor	N/A	N/A	N/A	N/A
			somewhat clear	N/A	N/A	N/A	N/A
			very clear	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
Q140E	Promotion	Please rate the clarity of the timeframe within which associate professors should apply for promotion in rank from associate professor to full professor.	very unclear	N/A	N/A	N/A	N/A
			somewhat unclear	N/A	N/A	N/A	N/A
			neither clear nor	N/A	N/A	N/A	N/A
			somewhat clear	N/A	N/A	N/A	N/A
			very clear	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
Q140F	Promotion	Please rate my sense of whether or not I will be promoted from associate to full professor.	very unclear	N/A	N/A	N/A	N/A
			somewhat unclear	N/A	N/A	N/A	N/A
			neither clear nor	N/A	N/A	N/A	N/A
			somewhat clear	N/A	N/A	N/A	N/A
			very clear	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A

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item	theme	description	response scale	2005		No Prior Data	
				count	%	count	%
Q145A	Promotion*	Have you received formal feedback on your progress toward promotion to full?	No	N/A	N/A	N/A	N/A
			yes	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
Q145B	Promotion*	Have you received formal feedback on your progress toward tenure?	no	N/A	N/A	N/A	N/A
			yes	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
Q150	Promotion*	When do you plan to submit your dossier for promotion to full professor?	never	N/A	N/A	N/A	N/A
			in five years or less	N/A	N/A	N/A	N/A
			in more than five years	N/A	N/A	N/A	N/A
			in ten years or more	N/A	N/A	N/A	N/A
			I've already submitted	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
Q155	Promotion*	What are your primary reasons?	lack of support from	N/A	N/A	N/A	N/A
			lack of support from	N/A	N/A	N/A	N/A
			lack of time/support	N/A	N/A	N/A	N/A
			heavy teaching load	N/A	N/A	N/A	N/A
			administrative	N/A	N/A	N/A	N/A
			family/personal	N/A	N/A	N/A	N/A
			I have not been	N/A	N/A	N/A	N/A
			not interested in	N/A	N/A	N/A	N/A
			I am planning to	N/A	N/A	N/A	N/A
			I plan to retire	N/A	N/A	N/A	N/A
			other (please	N/A	N/A	N/A	N/A
decline to answer	N/A	N/A	N/A	N/A			
Q170A	Institutional Governance and Leadership*	My institution's priorities are stated consistently across all levels of leadership (i.e. president, provost, deans/division heads, and department chairs/heads).	strongly disagree	N/A	N/A	N/A	N/A
			somewhat disagree	N/A	N/A	N/A	N/A
			neither agree nor	N/A	N/A	N/A	N/A
			somewhat agree	N/A	N/A	N/A	N/A
			strongly agree	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
not applicable	N/A	N/A	N/A	N/A			

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item	theme	description	response scale	2005		No Prior Data	
				count	%	count	%
Q170C	Institutional Governance and Leadership*	My institution's priorities are acted upon consistently across all levels of leadership. (i.e. president, provost, deans/division heads, and department chairs/heads).	strongly disagree	N/A	N/A	N/A	N/A
			somewhat disagree	N/A	N/A	N/A	N/A
			neither agree nor	N/A	N/A	N/A	N/A
			somewhat agree	N/A	N/A	N/A	N/A
			strongly agree	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q170D	Institutional Governance and Leadership*	In the past five years, my institution's priorities have changed in ways that negatively affect my work in my department.	strongly disagree	N/A	N/A	N/A	N/A
			somewhat disagree	N/A	N/A	N/A	N/A
			neither agree nor	N/A	N/A	N/A	N/A
			somewhat agree	N/A	N/A	N/A	N/A
			strongly agree	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q180A	Leadership: Senior	My institution's president's/chancellor's: Pace of decision making	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor	N/A	N/A	N/A	N/A
			satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
Q180B	Leadership: Senior	My institution's president's/chancellor's: Stated priorities	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor	N/A	N/A	N/A	N/A
			satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
Q180C	Leadership: Senior	My institution's president's/chancellor's: Communication of priorities to faculty	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor	N/A	N/A	N/A	N/A
			satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
not applicable	N/A	N/A	N/A	N/A			

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item	theme	description	response scale	2005		No Prior Data	
				count	%	count	%
Q180L	Leadership: Senior	My institution's chief academic officer's (provost, VPAA, dean of faculty): Pace of decision making	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q180M	Leadership: Senior	My institution's chief academic officer's (provost, VPAA, dean of faculty): Stated priorities	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q180N	Leadership: Senior	My institution's chief academic officer's (provost, VPAA, dean of faculty): Communication of priorities to faculty	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q180O	Leadership: Senior	My institution's chief academic officer's (provost, VPAA, dean of faculty): Ensuring opportunities for faculty to have input into the institution's priorities	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q175C	Leadership: Senior*	In adapting to the changing mission, I have received sufficient support from my chief academic officer (provost, VPAA, dean of faculty).	strongly disagree	N/A	N/A	N/A	N/A
			somewhat disagree	N/A	N/A	N/A	N/A
			neither agree nor disagree	N/A	N/A	N/A	N/A
			somewhat agree	N/A	N/A	N/A	N/A
			strongly agree	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
not applicable	N/A	N/A	N/A	N/A			

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item	theme	description	response scale	2005		No Prior Data	
				count	%	count	%
Q185H	Leadership: Departmental	My department head's or chair's: Pace of decision making	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q185I	Leadership: Departmental	My department head's or chair's: Stated priorities	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q185J	Leadership: Departmental	My department head's or chair's: Communication of priorities to faculty	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q185K	Leadership: Departmental	My department head's or chair's: Ensuring opportunities for faculty to have input into departmental policy decisions	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q185L	Leadership: Departmental	My department head's or chair's: Fairness in evaluating my work	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A

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item	theme	description	response scale	2005		No Prior Data	
				count	%	count	%
Q175B	Leadership: Departmental*	In adapting to the changing mission, I have received sufficient support from my department head or chair.	strongly disagree	N/A	N/A	N/A	N/A
			somewhat disagree	N/A	N/A	N/A	N/A
			neither agree nor	N/A	N/A	N/A	N/A
			somewhat agree	N/A	N/A	N/A	N/A
			strongly agree	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q185D	Leadership: Divisional	My dean's or division head's: Pace of decision making	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor	N/A	N/A	N/A	N/A
			satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
Q185E	Leadership: Divisional	My dean's or division head's: Stated priorities	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor	N/A	N/A	N/A	N/A
			satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
Q185F	Leadership: Divisional	My dean's or division head's: Communication of priorities to faculty	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor	N/A	N/A	N/A	N/A
			satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
Q185G	Leadership: Divisional	My dean's or division head's: Ensuring opportunities for faculty to have input into school/college priorities	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor	N/A	N/A	N/A	N/A
			satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A

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item	theme	description	response scale	2005		No Prior Data	
				count	%	count	%
Q175A	Leadership: Divisional*	In adapting to the changing mission, I have received sufficient support from my dean or division head.	strongly disagree	N/A	N/A	N/A	N/A
			somewhat disagree	N/A	N/A	N/A	N/A
			neither agree nor	N/A	N/A	N/A	N/A
			somewhat agree	N/A	N/A	N/A	N/A
			strongly agree	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q200C	Departmental collegiality	My departmental colleagues do what they can to make personal/family obligations (e.g. childcare or eldercare) and an academic career compatible.	strongly disagree	N/A	N/A	N/A	N/A
			somewhat disagree	N/A	N/A	N/A	N/A
			neither agree nor	N/A	N/A	N/A	N/A
			somewhat agree	N/A	N/A	N/A	N/A
			strongly agree	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
not applicable	N/A	N/A	N/A	N/A			
Q200D	Departmental collegiality	Department meetings occur at times that are compatible with my personal/family needs.	strongly disagree	N/A	N/A	N/A	N/A
			somewhat disagree	N/A	N/A	N/A	N/A
			neither agree nor	N/A	N/A	N/A	N/A
			somewhat agree	N/A	N/A	N/A	N/A
			strongly agree	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
not applicable	N/A	N/A	N/A	N/A			
Q205B	Departmental collegiality	The amount of personal interaction you have with pre-tenure faculty in your department	very dissatisfied	10	5%	N/A	N/A
			dissatisfied	14	7%	N/A	N/A
			neither satisfied nor	34	16%	N/A	N/A
			satisfied	51	25%	N/A	N/A
			very satisfied	85	41%	N/A	N/A
			decline to answer	4	2%	N/A	N/A
			not applicable	7	3%	N/A	N/A
Q205C	Departmental collegiality	How well you fit in your department (e.g. your sense of belonging in your department)	very dissatisfied	11	5%	N/A	N/A
			dissatisfied	22	11%	N/A	N/A
			neither satisfied nor	16	8%	N/A	N/A
			satisfied	72	35%	N/A	N/A
			very satisfied	80	39%	N/A	N/A
			decline to answer	4	2%	N/A	N/A
			not applicable	0	0%	N/A	N/A

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item	theme	description	response scale	2005		No Prior Data	
				count	%	count	%
Q205E	Departmental collegiality	The amount of personal interaction you have with tenured faculty in your department	very dissatisfied	14	7%	N/A	N/A
			dissatisfied	20	10%	N/A	N/A
			neither satisfied nor	42	20%	N/A	N/A
			satisfied	54	26%	N/A	N/A
			very satisfied	72	35%	N/A	N/A
			decline to answer	4	2%	N/A	N/A
			not applicable	0	0%	N/A	N/A
Q210A	Departmental collegiality	My departmental colleagues "pitch in" when needed.	strongly disagree	N/A	N/A	N/A	N/A
			somewhat disagree	N/A	N/A	N/A	N/A
			neither agree nor	N/A	N/A	N/A	N/A
			somewhat agree	N/A	N/A	N/A	N/A
			strongly agree	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q210C	Departmental collegiality	On the whole, my department is collegial.	strongly disagree	N/A	N/A	N/A	N/A
			somewhat disagree	N/A	N/A	N/A	N/A
			neither agree nor	N/A	N/A	N/A	N/A
			somewhat agree	N/A	N/A	N/A	N/A
			strongly agree	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q212A	Departmental collegiality	On the whole, my department colleagues are committed to supporting and promoting diversity and inclusion in the department.	strongly disagree	N/A	N/A	N/A	N/A
			somewhat disagree	N/A	N/A	N/A	N/A
			neither agree nor	N/A	N/A	N/A	N/A
			somewhat agree	N/A	N/A	N/A	N/A
			strongly agree	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q190A	Departmental engagement	How often do you engage with faculty in your department in conversations about undergraduate student learning?	never	N/A	N/A	N/A	N/A
			seldom	N/A	N/A	N/A	N/A
			occasionally	N/A	N/A	N/A	N/A
			regularly	N/A	N/A	N/A	N/A
			frequently	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A

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item	theme	description	response scale	2005		No Prior Data	
				count	%	count	%
Q190B	Departmental engagement	How often do you engage with faculty in your department in conversations about graduate student learning?	never	N/A	N/A	N/A	N/A
			seldom	N/A	N/A	N/A	N/A
			occasionally	N/A	N/A	N/A	N/A
			regularly	N/A	N/A	N/A	N/A
			frequently	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
Q190C	Departmental engagement	How often do you engage with faculty in your department in conversations about effective teaching practices?	never	N/A	N/A	N/A	N/A
			seldom	N/A	N/A	N/A	N/A
			occasionally	N/A	N/A	N/A	N/A
			regularly	N/A	N/A	N/A	N/A
			frequently	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
Q190D	Departmental engagement	How often do you engage with faculty in your department in conversations about effective uses of technology?	never	N/A	N/A	N/A	N/A
			seldom	N/A	N/A	N/A	N/A
			occasionally	N/A	N/A	N/A	N/A
			regularly	N/A	N/A	N/A	N/A
			frequently	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
Q190E	Departmental engagement	How often do you engage with faculty in your department in conversations about uses of current research methodologies?	never	N/A	N/A	N/A	N/A
			seldom	N/A	N/A	N/A	N/A
			occasionally	N/A	N/A	N/A	N/A
			regularly	N/A	N/A	N/A	N/A
			frequently	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
Q205A	Departmental engagement	The amount of professional interaction you have with pre-tenure faculty in your department	very dissatisfied	10	5%	N/A	N/A
			dissatisfied	17	8%	N/A	N/A
			neither satisfied nor	35	17%	N/A	N/A
			satisfied	54	26%	N/A	N/A
			very satisfied	76	37%	N/A	N/A
			decline to answer	4	2%	N/A	N/A
			not applicable	10	5%	N/A	N/A

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item	theme	description	response scale	2005		No Prior Data	
				count	%	count	%
Q205D	Departmental engagement	The amount of professional interaction you have with tenured faculty in your department	very dissatisfied	19	9%	N/A	N/A
			dissatisfied	38	18%	N/A	N/A
			neither satisfied nor	27	13%	N/A	N/A
			satisfied	52	25%	N/A	N/A
			very satisfied	64	31%	N/A	N/A
			decline to answer	4	2%	N/A	N/A
		not applicable	1	1%	N/A	N/A	
Q195A	Departmental quality	The intellectual vitality of tenured faculty in your department	very dissatisfied	20	10%	N/A	N/A
			dissatisfied	26	12%	N/A	N/A
			neither satisfied nor	22	11%	N/A	N/A
			satisfied	72	35%	N/A	N/A
			very satisfied	63	31%	N/A	N/A
			I don't know	0	0%	N/A	N/A
		decline to answer	4	2%	N/A	N/A	
		not applicable	0	0%	N/A	N/A	
Q195B	Departmental quality	The intellectual vitality of pre-tenure faculty in your department	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor	N/A	N/A	N/A	N/A
			satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A
		decline to answer	N/A	N/A	N/A	N/A	
		not applicable	N/A	N/A	N/A	N/A	
Q195C	Departmental quality	The research/scholarly/creative productivity of tenured faculty in your department	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor	N/A	N/A	N/A	N/A
			satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A
		decline to answer	N/A	N/A	N/A	N/A	
		not applicable	N/A	N/A	N/A	N/A	

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item	theme	description	response scale	2005		No Prior Data	
				count	%	count	%
Q195D	Departmental quality	The research/scholarly/creative productivity of pre-tenure faculty in your department	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor	N/A	N/A	N/A	N/A
			satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
not applicable	N/A	N/A	N/A	N/A			
Q195G	Departmental quality	The teaching effectiveness of tenured faculty in your department	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor	N/A	N/A	N/A	N/A
			satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
not applicable	N/A	N/A	N/A	N/A			
Q195H	Departmental quality	The teaching effectiveness of pre-tenure faculty in your department	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor	N/A	N/A	N/A	N/A
			satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
not applicable	N/A	N/A	N/A	N/A			
Q195I	Departmental quality	The teaching effectiveness of non-tenure track faculty in your department	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor	N/A	N/A	N/A	N/A
			satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
not applicable	N/A	N/A	N/A	N/A			

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item	theme	description	response scale	2005		No Prior Data	
				count	%	count	%
Q240B	Departmental quality	My department is successful at recruiting high-quality faculty members.	strongly disagree	N/A	N/A	N/A	N/A
			somewhat disagree	N/A	N/A	N/A	N/A
			neither agree nor	N/A	N/A	N/A	N/A
			somewhat agree	N/A	N/A	N/A	N/A
			strongly agree	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q240C	Departmental quality	My department is successful at retaining high-quality faculty members.	strongly disagree	N/A	N/A	N/A	N/A
			somewhat disagree	N/A	N/A	N/A	N/A
			neither agree nor	N/A	N/A	N/A	N/A
			somewhat agree	N/A	N/A	N/A	N/A
			strongly agree	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q240D	Departmental quality	My department is successful at addressing sub-standard tenured faculty performance.	strongly disagree	N/A	N/A	N/A	N/A
			somewhat disagree	N/A	N/A	N/A	N/A
			neither agree nor	N/A	N/A	N/A	N/A
			somewhat agree	N/A	N/A	N/A	N/A
			strongly agree	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q215A	Appreciation and recognition	How satisfied are you with the recognition you receive for your teaching efforts?	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor	N/A	N/A	N/A	N/A
			satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A

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item	theme	description	response scale	2005		No Prior Data	
				count	%	count	%
Q215B	Appreciation and recognition	How satisfied are you with the recognition you receive for your student advising?	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q215C	Appreciation and recognition	How satisfied are you with the recognition you receive for your scholarly/creative work?	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q215D	Appreciation and recognition	How satisfied are you with the recognition you receive for your service contributions?	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q215E	Appreciation and recognition	How satisfied are you with the recognition you receive for your outreach?	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q215J	Appreciation and recognition	For all of your work, how satisfied are you with the recognition you receive from your chief academic officer (provost, VPAA, dean of faculty)?	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A

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item	theme	description	response scale	2005		No Prior Data	
				count	%	count	%
Q215K	Appreciation and recognition	For all of your work, how satisfied are you with the recognition you receive from your dean or division head?	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
				N/A	N/A	N/A	N/A
Q215L	Appreciation and recognition	For all of your work, how satisfied are you with the recognition you receive from your department head or chair?	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
				N/A	N/A	N/A	N/A
Q215I	Appreciation and recognition	For all of your work, how satisfied are you with the recognition you receive from your colleagues/peers?	very dissatisfied	N/A	N/A	N/A	N/A
			dissatisfied	N/A	N/A	N/A	N/A
			neither satisfied nor satisfied	N/A	N/A	N/A	N/A
			very satisfied	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
				N/A	N/A	N/A	N/A
Q220A	Appreciation and recognition	I feel that my school/college is valued by this institution's President/Chancellor and Provost.	strongly disagree	N/A	N/A	N/A	N/A
			somewhat disagree	N/A	N/A	N/A	N/A
			neither agree nor disagree	N/A	N/A	N/A	N/A
			somewhat agree	N/A	N/A	N/A	N/A
			strongly agree	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
Q220B	Appreciation and recognition	I feel that my department is valued by this institution's President/Chancellor and Provost.	strongly disagree	N/A	N/A	N/A	N/A
			somewhat disagree	N/A	N/A	N/A	N/A
			neither agree nor disagree	N/A	N/A	N/A	N/A
			somewhat agree	N/A	N/A	N/A	N/A
			strongly agree	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A

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item	theme	description	response scale	2005		No Prior Data	
				count	%	count	%
Q245A	Appreciation and recognition	The person who serves as the chief academic officer at my institution seems to care about the quality of life for faculty of my rank.	strongly disagree	25	12%	N/A	N/A
			somewhat disagree	25	12%	N/A	N/A
			neither agree nor	37	18%	N/A	N/A
			somewhat agree	22	11%	N/A	N/A
			strongly agree	10	5%	N/A	N/A
			I don't know	0	0%	N/A	N/A
			decline to answer	6	3%	N/A	N/A
			not applicable	82	40%	N/A	N/A
Q225x1	Recruitment and retention*	Which of the following have you done at this institution in the past five years? (Check all that apply.)	actively sought an	N/A	N/A	N/A	N/A
			received a formal	N/A	N/A	N/A	N/A
			renegotiated the	N/A	N/A	N/A	N/A
			none of the above	N/A	N/A	N/A	N/A
Q230	Recruitment and retention*	Which of the following items were adjusted as a result of those negotiations? (Check all that apply.)	decline to answer	N/A	N/A	N/A	N/A
			base salary	N/A	N/A	N/A	N/A
			supplemental salary	N/A	N/A	N/A	N/A
			tenure clock	N/A	N/A	N/A	N/A
			teaching load (e.g.,	N/A	N/A	N/A	N/A
			administrative	N/A	N/A	N/A	N/A
			equipment	N/A	N/A	N/A	N/A
			lab/research support	N/A	N/A	N/A	N/A
			employment for	N/A	N/A	N/A	N/A
			sabbatical or other	N/A	N/A	N/A	N/A
Q235	Recruitment and retention*	If you could negotiate adjustments to your employment, which one of the following items would you most like to adjust?	other (please	N/A	N/A	N/A	N/A
			no adjustments	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
			base salary	N/A	N/A	N/A	N/A
			supplemental salary	N/A	N/A	N/A	N/A
			tenure clock	N/A	N/A	N/A	N/A
			teaching load (e.g.,	N/A	N/A	N/A	N/A
			administrative	N/A	N/A	N/A	N/A
			equipment	N/A	N/A	N/A	N/A
			lab/research support	N/A	N/A	N/A	N/A
employment for	N/A	N/A	N/A	N/A			
sabbatical or other	N/A	N/A	N/A	N/A			
other (please	N/A	N/A	N/A	N/A			
there is nothing	N/A	N/A	N/A	N/A			
decline to answer	N/A	N/A	N/A	N/A			

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item	theme	description	response scale	2005		No Prior Data	
				count	%	count	%
Q240A	Recruitment and retention*	Outside offers are not necessary as leverage in compensation negotiations.	strongly disagree	N/A	N/A	N/A	N/A
			somewhat disagree	N/A	N/A	N/A	N/A
			neither agree nor	N/A	N/A	N/A	N/A
			somewhat agree	N/A	N/A	N/A	N/A
			strongly agree	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A
			decline to answer	N/A	N/A	N/A	N/A
Q255A	Recruitment and retention*	How long do you plan to remain at this institution?	not applicable	N/A	N/A	N/A	N/A
			for no more than	N/A	N/A	N/A	N/A
			more than five years	N/A	N/A	N/A	N/A
			ten years or more	N/A	N/A	N/A	N/A
			I don't know	N/A	N/A	N/A	N/A
Q255B	Recruitment and retention*	Assuming you achieve tenure, how long do you plan to remain at this institution?	decline to answer	N/A	N/A	N/A	N/A
			for no more than	N/A	N/A	N/A	N/A
			more than five years	N/A	N/A	N/A	N/A
			ten years or more	N/A	N/A	N/A	N/A
Q212B	Global satisfaction*	There is visible leadership at my institution for the support and promotion of diversity on campus	I don't know	N/A	N/A	N/A	N/A
			strongly disagree	N/A	N/A	N/A	N/A
			somewhat disagree	N/A	N/A	N/A	N/A
			neither agree nor	N/A	N/A	N/A	N/A
			somewhat agree	N/A	N/A	N/A	N/A
			strongly agree	N/A	N/A	N/A	N/A
Q245D	Global satisfaction*	If I had it to do all over, I would again choose to work at this institution.	decline to answer	N/A	N/A	N/A	N/A
			not applicable	N/A	N/A	N/A	N/A
			strongly disagree	9	4%	N/A	N/A
			somewhat disagree	16	8%	N/A	N/A
			neither agree nor	17	8%	N/A	N/A
			somewhat agree	70	34%	N/A	N/A
			strongly agree	86	42%	N/A	N/A
			I don't know	0	0%	N/A	N/A
decline to answer	6	3%	N/A	N/A			
not applicable	2	1%	N/A	N/A			

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item	theme	description	response scale	2005		No Prior Data	
				count	%	count	%
Q250A	Global satisfaction*	All things considered, your department as a place to work	very dissatisfied	6	3%	N/A	N/A
			dissatisfied	28	13%	N/A	N/A
			neither satisfied nor satisfied	15	7%	N/A	N/A
			very satisfied	90	44%	N/A	N/A
			decline to answer	64	31%	N/A	N/A
				4	2%	N/A	N/A
				0	0%	N/A	N/A
Q250B	Global satisfaction*	All things considered, your institution as a place to work	very dissatisfied	10	5%	N/A	N/A
			dissatisfied	34	17%	N/A	N/A
			neither satisfied nor satisfied	28	14%	N/A	N/A
			very satisfied	94	45%	N/A	N/A
			decline to answer	36	17%	N/A	N/A
				4	2%	N/A	N/A
				0	0%	N/A	N/A
Q260	Global satisfaction*	If you were to choose to leave your institution, what would be your primary reason?	improve your	N/A	N/A	N/A	N/A
			find a more collegial	N/A	N/A	N/A	N/A
			increase resources	N/A	N/A	N/A	N/A
			work at an institution	N/A	N/A	N/A	N/A
			pursue an admin.	N/A	N/A	N/A	N/A
			pursue a	N/A	N/A	N/A	N/A
			employment opps.	N/A	N/A	N/A	N/A
			for other family or	N/A	N/A	N/A	N/A
			improve your quality	N/A	N/A	N/A	N/A
			retire	N/A	N/A	N/A	N/A
			move to a preferred	N/A	N/A	N/A	N/A
other (please	N/A	N/A	N/A	N/A			
there is no reason	N/A	N/A	N/A	N/A			
decline to answer	N/A	N/A	N/A	N/A			
Q265	Global satisfaction*	If a candidate for a faculty position at your rank asked you about your department as a place to work, would you...	not recommend	11	5%	N/A	N/A
			recommend your	102	49%	N/A	N/A
			strongly recommend	81	40%	N/A	N/A
			decline to answer	12	6%	N/A	N/A

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item	theme	description	response scale	2005		No Prior Data	
				count	%	count	%
			quality of colleagues	47	23%	N/A	N/A
			support of colleagues	33	16%	N/A	N/A
			opportunities to collab	16	8%	N/A	N/A
			quality of graduate st	16	8%	N/A	N/A
			quality of undergradu	3	2%	N/A	N/A
			quality of the facilities	13	6%	N/A	N/A
			support for research/	16	8%	N/A	N/A
			support for teaching	4	2%	N/A	N/A
			support for profession	2	1%	N/A	N/A
			assistance for grant p	2	1%	N/A	N/A
			childcare policies/prac	1	0%	N/A	N/A
			availability/quality of	0	0%	N/A	N/A
			spousal/partner hiring	10	5%	N/A	N/A
Q267A	Global satisfaction*	Please check the two (and only two) BEST aspects about working at your institution.	compensation	6	3%	N/A	N/A
			geographic location	66	32%	N/A	N/A
			diversity	5	2%	N/A	N/A
			presence of others lik	8	4%	N/A	N/A
			my sense of "fit" here	47	23%	N/A	N/A
			protections from serv	2	1%	N/A	N/A
			commute	7	3%	N/A	N/A
			cost of living	31	15%	N/A	N/A
			teaching load	25	12%	N/A	N/A
			manageable pressur	3	2%	N/A	N/A
			academic freedom	7	3%	N/A	N/A
			t&p clarity or requirer	8	4%	N/A	N/A
			quality of leadership	0	0%	N/A	N/A
			other (please specify	23	11%	N/A	N/A
			decline to answer	10	5%	N/A	N/A
			there are no positive	1	0%	N/A	N/A

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<i>item</i>	<i>theme</i>	<i>description</i>	<i>response scale</i>	2005		No Prior Data	
				count	%	count	%
Q267B	Global satisfaction*	Please check the two (and only two) WORST aspects about working at your institution.	quality of colleagues	6	3%	N/A	N/A
			support of colleagues	14	7%	N/A	N/A
			opportunities to collab	6	3%	N/A	N/A
			quality of graduate st	12	6%	N/A	N/A
			quality of undergradu	30	15%	N/A	N/A
			quality of the facilities	21	10%	N/A	N/A
			lack of support for res	25	12%	N/A	N/A
			lack of support for tea	4	2%	N/A	N/A
			lack of support for pro	13	6%	N/A	N/A
			lack of assistance for	19	9%	N/A	N/A
			childcare policies/prac	8	4%	N/A	N/A
			availability/quality of	11	5%	N/A	N/A
			spousal/partner hiring	6	3%	N/A	N/A
			compensation	44	21%	N/A	N/A
			geographic location	10	5%	N/A	N/A
			lack of diversity	10	5%	N/A	N/A
			absence of others like	16	8%	N/A	N/A
			my lack of "fit" here	11	5%	N/A	N/A
			too much service/too	25	12%	N/A	N/A
			commute	5	3%	N/A	N/A
			cost of living	2	1%	N/A	N/A
			teaching load	13	6%	N/A	N/A
			unrelenting pressure	13	6%	N/A	N/A
			academic freedom	0	0%	N/A	N/A
			t&p clarity or require	31	15%	N/A	N/A
			quality of leadership	0	0%	N/A	N/A
other (please specify	28	13%	N/A	N/A			
decline to answer	10	5%	N/A	N/A			
there are no negative	5	2%	N/A	N/A			