

Best Aspects

Faculty were asked to identify the two (and only two) **best aspects** of working at your institution. The top four responses for your institution are shown in red and disaggregated by tenure status, rank, gender, and race. The columns labeled Peer show the total number of times an item appeared as a top four item amongst any of your five peer institutions. The All column reflects the number of times an item appeared in the top four at any of the institutions in your comparable cohort. When a **best aspect** at your institution is also shown as a best aspect for your peers and/or the cohort, the issue may be seen as common in the faculty labor market. Best aspects that are unique to your campus are market differentiators, which can be highlighted in your institution's recruitment and retention efforts.

	Overall			Pre-Tenure			Women			Asian			URM		
	you	peers	all (109)	you	peers	all (109)	you	peers	all (109)	you	peers	all (109)	you	peers	all (109)
Quality of colleagues	36%	5	104	39%	5	97	35%	5	105	42%	4	80	13%	5	90
Support of colleagues	17%	2	78	20%	4	91	21%	2	90	13%	4	66	13%	1	61
Opportunities to collaborate with colleagues	13%	1	4	15%	2	11	13%	0	2	15%	2	18	14%	0	11
Quality of graduate students	12%	3	10	10%	2	6	18%	3	8	4%	2	11	9%	4	14
Quality of undergraduate students	5%	2	40	1%	1	32	6%	2	45	4%	1	23	6%	2	43
Quality of facilities	3%	0	1	3%	0	2	1%	0	1	0%	0	0	1%	0	3
Compensation	3%	0	0	1%	0	2	3%	0	1	4%	0	2	2%	0	5
Support for research/creative work	6%	0	2	8%	0	2	6%	0	2	6%	0	7	5%	0	6
Support for teaching	5%	0	1	1%	0	5	6%	0	2	0%	0	9	4%	0	5
Support for professional development	3%	0	0	2%	0	0	4%	0	0	2%	0	4	1%	0	5
Assistance for grant proposals	1%	0	0	3%	0	0	1%	0	0	4%	0	3	1%	0	1
Childcare policies	0%	0	0	1%	0	0	1%	0	0	0%	0	0	0%	0	0
Spousal/partner hiring program	2%	0	0	4%	0	0	2%	0	0	6%	0	1	4%	0	0
Diversity	2%	0	11	1%	0	15	1%	0	13	0%	0	18	8%	0	16
Presence of others like me	1%	0	0	0%	0	0	1%	0	0	2%	0	2	0%	0	1
My sense of "fit" here	8%	0	26	9%	0	24	8%	0	32	6%	1	21	10%	0	23
Geographic location	32%	4	72	28%	4	67	31%	5	69	21%	3	55	37%	4	62
Commute	1%	0	1	1%	0	0	1%	0	4	0%	0	7	3%	0	7
Cost of living	12%	1	25	18%	1	30	11%	1	22	13%	1	38	21%	1	35
Protections from service/assignments	1%	0	0	1%	0	0	0%	0	0	0%	0	1	2%	0	0
Teaching load	8%	0	1	8%	0	5	8%	0	3	6%	0	14	10%	1	15
Manageable pressure to perform	5%	0	1	4%	0	12	3%	0	4	6%	0	22	4%	0	16
Academic freedom	14%	2	72	12%	2	62	10%	2	55	13%	4	67	15%	2	72
Tenure/promotion clarity or requirements	1%	0	0	1%	0	1	1%	0	0	6%	0	4	2%	0	1
Quality of leadership	1%	0	0	2%	0	0	1%	0	0	2%	0	1	2%	0	2
There are no positive aspects	1%	0	0	1%	0	0	0%	0	0	0%	0	1	3%	0	1
Decline to answer	2%	0	0	1%	0	0	2%	0	0	10%	0	13	2%	0	6

Worst Aspects

Faculty were asked to identify the two (and only two) **worst aspects** of working at your institution. The top four responses for your institution are shown in red and disaggregated by tenure status, rank, gender, and race. The columns labeled Peer show the total number of times an item appeared as a top four item amongst any of your five peer institutions. The All column reflects the number of times an item appeared in the top four at any of the institutions in your comparable cohort. When a **worst aspect** at your institution is also shown as a worst aspect for your peers and/or the cohort, the issue may be seen as common in the faculty labor market. More attention should be paid to the worst aspects that are unique to your institution. These distinctions cast the institution in a negative light.

	Overall			Pre-Tenure			Women			Asian			URM		
	you	peers	all (109)	you	peers	all (109)	you	peers	all (109)	you	peers	all (109)	you	peers	all (109)
Quality of colleagues	4%	0	2	3%	0	6	3%	0	1	4%	0	13	3%	0	9
Support of colleagues	5%	0	0	5%	0	0	5%	0	1	4%	0	5	7%	0	4
Opportunities to collaborate with colleagues	2%	0	0	3%	0	0	2%	0	0	0%	0	1	2%	0	1
Quality of graduate students	8%	0	4	12%	3	27	5%	0	1	8%	2	31	6%	0	4
Quality of undergraduate students	10%	0	15	12%	0	17	9%	0	6	15%	0	26	11%	0	14
Quality of facilities	11%	3	29	9%	4	34	9%	2	30	12%	1	19	7%	1	22
Compensation	31%	5	104	23%	4	83	29%	4	98	31%	5	80	29%	5	92
Lack of support for research/creative work	10%	3	78	12%	2	77	10%	3	75	10%	3	59	10%	5	68
Lack of support for teaching	5%	0	0	5%	0	2	6%	0	0	6%	0	0	7%	0	2
Lack of support for professional development	4%	0	1	7%	0	5	5%	0	3	6%	0	12	8%	0	7
Lack of assistance for grant proposals	3%	0	0	4%	0	3	5%	0	0	4%	0	6	1%	0	5
Childcare policies	4%	0	2	4%	0	12	5%	0	7	2%	0	5	2%	0	5
Spousal/partner hiring program	3%	0	1	7%	0	22	3%	0	2	2%	0	28	2%	0	7
Lack of diversity	5%	1	14	9%	2	26	8%	1	22	4%	0	14	15%	4	58
Absence of others like me	4%	0	0	4%	0	3	3%	0	0	6%	0	6	6%	1	12
My sense of "fit" here	6%	0	0	3%	0	3	5%	0	1	2%	0	4	8%	0	8
Geographic location	5%	0	16	6%	1	37	5%	1	16	8%	0	28	2%	1	26
Commute	1%	0	3	1%	1	12	2%	0	6	0%	0	6	1%	0	5
Cost of living	0%	1	19	1%	1	19	1%	1	13	0%	0	22	1%	1	16
Too much service/too many assignments	12%	4	67	12%	2	38	17%	4	82	12%	2	22	10%	3	42
Teaching load	5%	0	36	8%	2	36	6%	0	39	4%	2	43	5%	0	34
Unrelenting pressure to perform	7%	0	4	8%	3	14	9%	2	9	2%	1	6	9%	1	7
Academic freedom	1%	0	0	1%	0	0	1%	0	0	0%	0	1	0%	0	0
Tenure/promotion clarity or requirements	4%	0	3	4%	1	16	4%	0	5	2%	1	12	2%	0	10
Quality of leadership	17%	3	47	11%	2	16	17%	2	31	10%	3	31	18%	1	30
There are no positive aspects	5%	0	0	4%	0	1	3%	0	1	8%	0	13	5%	0	4
Decline to answer	5%	0	1	4%	0	5	5%	0	1	13%	1	28	6%	0	11