

COACHE

the collaborative on academic careers in higher education

A JOINT INITIATIVE TO IMPROVE THE QUALITY OF FACULTY WORK LIFE

Appendix A: Frequency Tables

APPENDIX A: FREQUENCY TABLES

Appendix A consists of frequency tables for all the closed-ended questions in the survey. Whereas the core report presents the average ratings for each question, as well as a bar chart illustrating (but not specifying) frequencies of each response, these tables show the percentage of people who gave each response for each question.

The tables are numbered to match the numbers of the survey question:

- Survey questions 1 through 18 are demographic questions. There is no Table 2-1 (i.e., Table 3-1 follows Table 1-1) because Question 2 in the survey is an open-ended question (see Appendix B for responses to open-ended questions), and thus not amenable to reporting as a frequency table. These results are provided for overall populations only, and are not further broken down into results by sex or race.
- Survey questions 19 through 50 ask about various aspects of the workplace. These results are provided as frequencies overall (indicated as Table/ Question number /-1), by gender (-2), and by race (-3).

The components of the tables are described as follows:

- Questions 1-18 (Demographic Questions)
 1. Each table shows a given question's frequencies for respondents at your institution, for respondents at your five peer institutions pooled, and for respondents at all universities pooled.
 2. *Valid Responders* indicates the number of respondents who answered the question, not including those who chose *NA* (Not Applicable) or *Decline to Answer*.
 3. The possible responses are listed in the left-most column, and the percent of valid responders who chose each response is listed to the right of each response.
 4. Below these percentages is listed the number who chose NA or Decline to Answer.
- Questions 19-50 (Workplace Questions)
 1. Each table shows a given question's frequencies for respondents at your institution, for respondents at each of your five peer institutions, for your five peer institutions pooled, and for respondents at all universities pooled.
 2. The rest of the table for each of these questions is similar to that for each Demographic question, but means are also given. The means for "all peers" and for "all universities" are pooled; these means differ from the "mean of the means" reported in the core report in that the means here are calculated by adding each individual's rating and dividing by the total number of responses (i.e., the faculty respondent is the unit of analysis). The means in the core report, on the other hand, are calculated by adding the institutions' means, then dividing by the number of institutions (i.e., the institution is the unit of analysis). We use this latter method in the core report because we believe the institutional means more faithfully represent the differences between institutions, regardless of the size of their faculty.

Please note that the percentages for each response sometimes do not add up to exactly 100% due to rounding. The data are *weighted* to match the proportion of each race/sex combination (e.g., Hispanic females) in the survey sample to the population of each institution. (See page 6 in the core report for weight values at your institution and page 3 for an explanation of sample balancing/data weighting.) The number of respondents choosing each response is then rounded to the nearest percentage.

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 1-1

I. Demographics

Q1. Are you employed full time in a tenure-track position?

	UNIV ARTZ	All Peers	All Univ
	-----	-----	-----
Valid responders:	203 100%	961 100%	4506 100%
Yes	100%	100%	100%
No	0%	0%	0%
Not included in base:			
Decline to Answer	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 3-1

I. Demographics

Q3. What is the highest degree you have earned?

	UNIV ARIZ	All Peers	All Univ
	-----	-----	-----
Valid responders:	203 100%	960 100%	4496 100%
Doctorate (including J.D.)	96%	96%	94%
Master's	4%	4%	6%
Bachelor's	0%	<1%	<1%
Not included in base:			
Decline to Answer	-	1	9

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 4-1

I. Demographics

Q4. In what year did you earn your highest degree?

	UNIV ARTZ	All Peers	All Univ
	-----	-----	-----
Valid responders:	202 100%	953 100%	4482 100%
Before 1997	31%	29%	26%
1997-1999	30%	26%	24%
2000-2002	28%	32%	34%
2003-2005	12%	13%	16%
Not included in base:			
Decline to Answer	1	8	24

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 5-1

I. Demographics

Q5. Did you hold a postdoctoral appointment?

	UNIV ARTZ	All Peers	All Univ
	-----	-----	-----
Valid responders:	202 100%	955 100%	4454 100%
Yes	47%	46%	38%
No	53%	54%	62%
Not included in base:			
Decline to Answer	1	6	52

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 6a-1

I. Demographics

Q6a. Is this your first tenure-track appointment?

	UNIV ARTZ	All Peers	All Univ
	-----	-----	-----
Valid responders:	203 100%	957 100%	4487 100%
Yes	81%	83%	79%
No	19%	17%	21%
Not included in base:			
Decline to Answer	-	4	19

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 6b-1

I. Demographics

Q6b. How many years on the tenure track did you complete elsewhere?

BASE: Not first tenure-track appointment

	UNIV ARIZ	All Peers	All Univ
	-----	-----	-----
Valid responders:	39 100%	162 100%	912 100%
1 year or less	11%	11%	10%
2 years	20%	26%	22%
3 years	15%	23%	20%
4 years	16%	15%	14%
5 or more years	27%	18%	22%
Full tenure	12%	7%	12%
Not included in base:			
Decline to Answer	-	-	9

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 6c-1

I. Demographics

Q6c. Did you leave that prior appointment voluntarily?

BASE: Not first tenure-track appointment

	UNIV ARIZ -----	All Peers -----	All Univ -----
Valid responders:	39 100%	161 100%	914 100%
Yes	95%	99%	96%
No	5%	1%	4%
Not included in base:			
Decline to Answer	-	1	8

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 6d-1

I. Demographics

Q6d. Did your current faculty appointment begin with credit for prior service elsewhere?

BASE: Not first tenure-track appointment

	UNIV ARIZ -----	All Peers -----	All Univ -----
Valid responders:	38 100%	159 100%	891 100%
Yes	49%	37%	36%
No	51%	63%	64%
Not included in base:			
Decline to Answer	1	3	30

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 6e-1

I. Demographics

Q6e. How many years of credit for prior service elsewhere did you receive?

BASE: Not first tenure-track appointment. Current faculty appointment began with credit for prior service elsewhere.

	UNIV ARIZ	All Peers	All Univ
	-----	-----	-----
Valid responders:	19 100%	55 100%	301 100%
1 year or less	16%	19%	14%
2 years	31%	23%	27%
3 years	27%	18%	28%
4 years	16%	20%	10%
5 or more years	10%	15%	17%
Full tenure	0%	4%	3%
Not included in base:			
Decline to Answer	-	4	23

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 7-1

I. Demographics

Q7. Please indicate the year in which your current faculty appointment began.

	UNIV ARTZ	All Peers	All Univ
	-----	-----	-----
Valid responders:	202 100%	954 100%	4475 100%
Before 1999	3%	3%	3%
1999	4%	7%	5%
2000	11%	14%	12%
2001	18%	18%	16%
2002	21%	17%	20%
2003	15%	17%	21%
2004	29%	23%	23%
Not included in base:			
Decline to Answer	1	7	31

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 8-1

I. Demographics

Q8. What is your rank?

	UNIV ARTZ	All Peers	All Univ
	-----	-----	-----
Valid responders:	203 100%	960 100%	4493 100%
Professor	1%	1%	1%
Associate Professor	12%	7%	10%
Assistant Professor	87%	92%	89%
Instructor/ Lecturer	0%	0%	<1%
Not included in base:			
Decline to Answer	-	1	13

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 9-1

I. Demographics

Q9. Do you hold a joint appointment (formal responsibilities in more than one department)?

	UNIV ARTZ	All Peers	All Univ
	-----	-----	-----
Valid responders:	202 100%	959 100%	4489 100%
Yes	18%	14%	10%
No	82%	86%	90%
Not included in base:			
Decline to Answer	1	2	16

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 11-1

I. Demographics

Q11. What is your race/ethnicity?

	UNIV ARTZ	All Peers	All Univ
	-----	-----	-----
Valid responders:	203 100%	961 100%	4506 100%
- White, Non-Hispanic	73%	73%	74%
- NET: Color	27%	27%	26%
Asian/ Pacific Islander	14%	16%	14%
Hispanic	9%	3%	4%
American Indian/ Native Alaskan	2%	<1%	1%
Black, Non-Hispanic	2%	6%	6%
Other	1%	1%	1%
Not included in base:			
Decline to Answer	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 12-1

I. Demographics

Q12. What is your citizenship status?

	UNIV ARTZ	All Peers	All Univ
	-----	-----	-----
Valid responders:	200 100%	945 100%	4398 100%
U.S. Citizen	72%	78%	78%
Non-U.S. Citizen	28%	22%	22%
Not included in base:			
Decline to Answer	3	16	107

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 13-1

I. Demographics

Q13. What is your gender?

	UNIV ARTZ	All Peers	All Univ
	-----	-----	-----
Valid responders:	203 100%	961 100%	4506 100%
Male	59%	60%	60%
Female	41%	40%	40%
Not included in base:			
Decline to Answer	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 14-1

I. Demographics

Q14. Age (In what year were you born?)

	UNIV ARTZ	All Peers	All Univ
	-----	-----	-----
Valid responders:	200 100%	926 100%	4341 100%
30 OR LESS	3%	5%	4%
31-35	31%	30%	28%
36-40	31%	35%	32%
41-45	19%	19%	18%
46+	16%	11%	18%
MEAN (Age)	39	38	39
Not included in base:			
Decline to Answer	3	35	165

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 15-1

I. Demographics

Q15. What is your annual salary?

	UNIV ARTZ	All Peers	All Univ
	-----	-----	-----
Valid responders:	197 100%	929 100%	4362 100%
Less than \$30,000	0%	0%	<1%
\$30,000 to \$44,999	7%	1%	4%
\$45,000 to \$59,999	31%	32%	39%
\$60,000 to \$74,999	30%	29%	26%
\$75,000 to \$89,999	17%	17%	14%
\$90,000 or above	15%	21%	16%
MEAN (In \$1000s)	\$ 70	\$ 74	\$ 69
Not included in base:			
Decline to Answer	6	32	144

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Table 16a-1

I. Demographics

Q16a. How many children under the age of 18 live with you at home?

	UNIV ARTZ	All Peers	All Univ
	-----	-----	-----
Valid responders:	200 100%	951 100%	4442 100%
- None	48%	47%	50%
- NET: 1+	52%	53%	50%
1	27%	20%	21%
2	20%	26%	22%
3	3%	6%	5%
4+	1%	2%	2%
MEAN (Including None)	0.8	1.0	0.9
MEAN (Excluding None)	1.6	1.8	1.8
Not included in base:			
Decline to Answer	3	10	64

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Table 16b-1

I. Demographics

Q16b. How many other dependents (e.g., an adult that requires your care) live with you at home?

	UNIV ARTZ	All Peers	All Univ
	-----	-----	-----
Valid responders:	198 100%	948 100%	4431 100%
- None	87%	81%	81%
- NET: 1+	13%	19%	19%
1	12%	17%	17%
2	1%	1%	2%
3	1%	1%	1%
4+	<1%	1%	1%
MEAN (Including None)	0.2	0.2	0.2
MEAN (Excluding None)	1.2	1.3	1.3
Not included in base:			
Decline to Answer	5	13	75

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 17-1

I. Demographics

Q17. Which statement most clearly describes your household's employment situation?

	UNIV ARTZ	All Peers	All Univ
	-----	-----	-----
Valid responders:	195 100%	931 100%	4354 100%
- I do not have a spouse/ partner	19%	18%	19%
- NET: Have a spouse/ partner	81%	82%	81%
My spouse/ partner is not employed	12%	17%	18%
My spouse/ partner is employed full-time at this institution	29%	19%	17%
My spouse/ partner is employed full-time elsewhere	27%	29%	32%
My spouse/ partner is employed part-time at this institution	5%	6%	5%
My spouse/ partner is employed part-time elsewhere	8%	10%	10%
Not included in base:			
Decline to Answer	8	30	152

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 18-1

I. Demographics

Q18. Do you and your spouse/partner reside in separate communities for work reasons?

BASE: Have a spouse/partner

	UNIV ARIZ	All Peers	All Univ
	-----	-----	-----
Valid responders:	158 100%	766 100%	3533 100%
Yes	6%	7%	9%
No	91%	90%	88%
Not included in base:			
Decline to Answer	-	-	6
Not applicable	5	24	109

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 19-1

II. Tenure

Q19. This set of items addresses various aspects surrounding tenure in your department.

I find the tenure process to be...

		UNIV					All	All	
		ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		203	-	-	-	-	-	959	4483
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	68%	67%	81%	71%	78%	72%	73%	69%
Very clear	(5)	16%	15%	26%	25%	23%	17%	21%	18%
Fairly clear	(4)	52%	52%	55%	46%	56%	54%	52%	51%
- Neither clear nor unclear	(3)	11%	15%	10%	14%	11%	16%	13%	13%
Fairly unclear	(2)	17%	12%	7%	11%	8%	10%	10%	12%
Very unclear	(1)	4%	6%	3%	5%	3%	3%	4%	6%
- NET: Unclear	(2,1)	21%	18%	9%	16%	11%	12%	14%	18%
Mean		3.596	3.567	3.941	3.755	3.873	3.743	3.765	3.626
Not included in base:									
Decline to Answer		-	-	-	1	1	-	2	23

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 19-2

II. Tenure

Q19. This set of items addresses various aspects surrounding tenure in your department.

I find the tenure process to be...

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	119 100%	- 100%	- 100%	- 100%	- 100%	- 100%	576 100%	2683 100%	84 100%	- 100%	- 100%	- 100%	- 100%	- 100%	383 100%	1800 100%
- NET: Clear (5,4)	68%	63%	82%	72%	79%	75%	74%	70%	69%	71%	79%	68%	77%	68%	72%	68%
Very clear (5)	16%	14%	25%	27%	24%	18%	22%	18%	16%	16%	27%	21%	20%	17%	20%	17%
Fairly clear (4)	51%	49%	57%	45%	55%	57%	52%	52%	52%	56%	52%	47%	57%	51%	52%	51%
- Neither clear nor unclear (3)	12%	17%	10%	13%	14%	13%	14%	14%	11%	12%	9%	15%	6%	19%	12%	12%
Fairly unclear (2)	15%	15%	4%	11%	5%	11%	9%	11%	19%	8%	10%	11%	13%	9%	10%	13%
Very unclear (1)	6%	5%	3%	4%	2%	1%	3%	5%	2%	9%	2%	5%	4%	4%	5%	7%
- NET: Unclear (2,1)	21%	19%	8%	15%	7%	12%	13%	17%	20%	17%	12%	17%	17%	13%	15%	20%
Mean	3.571	3.533	3.960	3.805	3.946	3.791	3.795	3.651	3.632	3.618	3.912	3.677	3.755	3.676	3.719	3.589
Not included in base:																
Decline to Answer	-	-	-	-	1	-	1	17	-	-	-	1	-	-	1	6

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Table 19-3

II. Tenure

Q19. This set of items addresses various aspects surrounding tenure in your department.

I find the tenure process to be...

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	147 100%	- 100%	- 100%	- 100%	- 100%	- 100%	703 100%	3320 100%	56 100%	- 100%	- 100%	- 100%	- 100%	- 100%	256 100%	1163 100%
- NET: Clear (5,4)	72%	70%	80%	73%	78%	71%	74%	70%	57%	55%	82%	64%	80%	74%	71%	67%
Very clear (5)	16%	16%	28%	26%	24%	14%	22%	17%	16%	10%	20%	21%	19%	28%	19%	19%
Fairly clear (4)	56%	54%	52%	47%	53%	57%	52%	52%	42%	45%	63%	42%	61%	47%	52%	48%
- Neither clear nor unclear (3)	6%	14%	9%	10%	9%	16%	12%	12%	24%	18%	13%	23%	15%	15%	17%	16%
Fairly unclear (2)	18%	10%	8%	11%	9%	10%	10%	12%	13%	19%	2%	11%	5%	8%	9%	11%
Very unclear (1)	4%	6%	3%	5%	4%	3%	5%	6%	5%	8%	2%	2%	0%	2%	3%	5%
- NET: Unclear (2,1)	22%	16%	11%	16%	14%	13%	14%	19%	18%	27%	5%	13%	5%	10%	12%	17%
Mean	3.632	3.648	3.939	3.776	3.841	3.696	3.772	3.623	3.499	3.313	3.944	3.695	3.936	3.899	3.747	3.634
Not included in base:																
Decline to Answer	-	-	-	1	1	-	2	15	-	-	-	-	-	-	-	8

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Table 20-1

II. Tenure

Q20. This set of items addresses various aspects surrounding tenure in your department.

I find the tenure criteria (what things are evaluated) to be...

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		202 100%	- 100%	- 100%	- 100%	- 100%	- 100%	959 100%	4482 100%
- NET: Clear	(5,4)	66%	61%	78%	67%	71%	73%	69%	65%
Very clear	(5)	15%	16%	17%	20%	18%	16%	18%	16%
Fairly clear	(4)	51%	45%	60%	46%	53%	57%	51%	49%
- Neither clear nor unclear	(3)	14%	16%	8%	17%	14%	13%	14%	14%
Fairly unclear	(2)	14%	16%	9%	11%	10%	12%	12%	14%
Very unclear	(1)	6%	7%	5%	5%	5%	3%	5%	7%
- NET: Unclear	(2,1)	20%	23%	14%	16%	15%	15%	17%	21%
Mean		3.542	3.465	3.765	3.655	3.696	3.714	3.647	3.530
Not included in base:									
Decline to Answer		1	-	-	1	1	-	2	24

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 20-2

II. Tenure

Q20. This set of items addresses various aspects surrounding tenure in your department.

I find the tenure criteria (what things are evaluated) to be...

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	118 100%	- 100%	- 100%	- 100%	- 100%	- 100%	576 100%	2683 100%	84 100%	- 100%	- 100%	- 100%	- 100%	- 100%	383 100%	1799 100%
- NET: Clear (5,4)	66%	56%	78%	67%	70%	72%	68%	65%	65%	69%	78%	65%	73%	75%	71%	66%
Very clear (5)	16%	15%	16%	22%	18%	15%	18%	16%	13%	17%	20%	17%	18%	17%	18%	16%
Fairly clear (4)	50%	40%	62%	45%	51%	57%	50%	49%	52%	53%	58%	48%	55%	58%	54%	50%
- Neither clear nor unclear (3)	12%	20%	11%	16%	17%	14%	16%	15%	18%	10%	5%	19%	9%	11%	11%	12%
Fairly unclear (2)	14%	18%	5%	13%	10%	13%	12%	14%	14%	12%	15%	9%	10%	10%	11%	14%
Very unclear (1)	8%	7%	6%	4%	4%	1%	5%	6%	3%	8%	2%	6%	8%	5%	6%	8%
- NET: Unclear (2,1)	22%	25%	12%	17%	13%	14%	17%	20%	18%	21%	17%	15%	17%	15%	17%	22%
Mean	3.524	3.394	3.756	3.683	3.714	3.705	3.639	3.541	3.568	3.571	3.779	3.610	3.668	3.726	3.660	3.515
Not included in base:																
Decline to Answer	1	-	-	-	1	-	1	17	-	-	-	1	-	-	1	7

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 20-3

II. Tenure

Q20. This set of items addresses various aspects surrounding tenure in your department.

I find the tenure criteria (what things are evaluated) to be...

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	146 100%	- 100%	- 100%	- 100%	- 100%	- 100%	703 100%	3318 100%	56 100%	- 100%	- 100%	- 100%	- 100%	- 100%	256 100%	1164 100%
- NET: Clear (5,4)	67%	64%	76%	66%	71%	73%	69%	66%	62%	53%	81%	67%	71%	72%	69%	64%
Very clear (5)	15%	18%	19%	21%	19%	14%	19%	16%	14%	8%	14%	19%	16%	20%	15%	16%
Fairly clear (4)	51%	45%	57%	45%	52%	59%	51%	50%	49%	46%	67%	48%	55%	52%	53%	48%
- Neither clear nor unclear (3)	11%	15%	6%	16%	13%	12%	13%	13%	22%	19%	14%	19%	16%	15%	17%	18%
Fairly unclear (2)	15%	15%	12%	12%	9%	11%	12%	14%	11%	17%	2%	11%	11%	13%	11%	12%
Very unclear (1)	7%	7%	6%	6%	6%	4%	6%	7%	5%	10%	2%	2%	2%	0%	4%	6%
- NET: Unclear (2,1)	22%	21%	18%	17%	16%	15%	18%	22%	16%	28%	5%	13%	13%	13%	15%	18%
Mean	3.536	3.540	3.718	3.636	3.682	3.692	3.644	3.525	3.560	3.228	3.882	3.712	3.724	3.787	3.657	3.547
Not included in base:																
Decline to Answer	1	-	-	1	1	-	2	17	-	-	-	-	-	-	-	7

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 21-1

II. Tenure

Q21. This set of items addresses various aspects surrounding tenure in your department.

I find the tenure standards (the performance threshold) to be...

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		202 100%	- 100%	- 100%	- 100%	- 100%	- 100%	958 100%	4474 100%
- NET: Clear	(5,4)	51%	47%	61%	56%	58%	52%	55%	50%
Very clear	(5)	8%	11%	11%	12%	16%	9%	12%	10%
Fairly clear	(4)	44%	37%	50%	44%	42%	43%	43%	41%
- Neither clear nor unclear	(3)	22%	22%	19%	18%	20%	21%	20%	20%
Fairly unclear	(2)	19%	22%	16%	19%	16%	21%	19%	20%
Very unclear	(1)	8%	8%	4%	7%	6%	6%	6%	10%
- NET: Unclear	(2,1)	27%	30%	20%	26%	22%	27%	25%	30%
Mean		3.246	3.194	3.485	3.354	3.454	3.292	3.350	3.205
Not included in base:									
Decline to Answer		1	-	-	2	1	-	3	31

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 21-2

II. Tenure

Q21. This set of items addresses various aspects surrounding tenure in your department.

I find the tenure standards (the performance threshold) to be...

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	118 100%	- 100%	- 100%	- 100%	- 100%	- 100%	575 100%	2678 100%	84 100%	- 100%	- 100%	- 100%	- 100%	- 100%	383 100%	1797 100%
- NET: Clear (5,4)	50%	47%	66%	58%	53%	52%	55%	51%	53%	48%	55%	53%	66%	52%	54%	50%
Very clear (5)	7%	9%	10%	16%	15%	11%	12%	10%	8%	13%	13%	6%	18%	8%	11%	9%
Fairly clear (4)	43%	38%	56%	43%	38%	41%	43%	41%	45%	36%	42%	47%	48%	45%	43%	41%
- Neither clear nor unclear (3)	25%	27%	18%	17%	26%	22%	22%	21%	19%	15%	20%	18%	10%	20%	17%	18%
Fairly unclear (2)	17%	18%	11%	17%	15%	23%	17%	19%	22%	28%	22%	23%	18%	17%	22%	22%
Very unclear (1)	8%	8%	5%	8%	6%	3%	6%	9%	6%	9%	2%	5%	6%	10%	6%	10%
- NET: Unclear (2,1)	25%	26%	16%	24%	22%	26%	23%	28%	28%	36%	25%	29%	24%	27%	29%	32%
Mean	3.234	3.217	3.541	3.421	3.400	3.344	3.380	3.227	3.263	3.159	3.406	3.247	3.541	3.222	3.304	3.173
Not included in base:																
Decline to Answer	1	-	-	1	1	-	2	22	-	-	-	1	-	-	1	9

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 21-3

II. Tenure

Q21. This set of items addresses various aspects surrounding tenure in your department.

I find the tenure standards (the performance threshold) to be...

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	146 100%	- 100%	- 100%	- 100%	- 100%	- 100%	702 100%	3313 100%	56 100%	- 100%	- 100%	- 100%	- 100%	- 100%	256 100%	1161 100%
- NET: Clear (5,4)	54%	48%	57%	52%	56%	52%	53%	50%	45%	45%	72%	68%	62%	54%	61%	52%
Very clear (5)	8%	11%	12%	10%	16%	8%	11%	9%	7%	10%	7%	17%	16%	14%	13%	12%
Fairly clear (4)	46%	38%	45%	42%	40%	44%	41%	41%	38%	35%	65%	51%	46%	41%	48%	40%
- Neither clear nor unclear (3)	18%	23%	19%	19%	20%	20%	20%	19%	32%	21%	18%	15%	20%	24%	19%	23%
Fairly unclear (2)	19%	22%	18%	21%	16%	21%	20%	21%	18%	22%	10%	13%	16%	19%	16%	17%
Very unclear (1)	9%	7%	6%	8%	8%	7%	7%	10%	4%	12%	0%	5%	2%	2%	4%	8%
- NET: Unclear (2,1)	28%	29%	24%	29%	25%	28%	27%	32%	23%	34%	10%	17%	18%	21%	20%	25%
Mean	3.248	3.227	3.401	3.261	3.392	3.246	3.297	3.167	3.244	3.088	3.692	3.629	3.577	3.447	3.494	3.315
Not included in base:																
Decline to Answer	1	-	-	2	1	-	3	21	-	-	-	-	-	-	-	10

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 22-1

II. Tenure

Q22. This set of items addresses various aspects surrounding tenure in your department.

I find the body of evidence that will be considered in making my tenure decision to be...

		UNIV					All	All	
		ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		201	-	-	-	-	-	955	4454
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	59%	59%	68%	63%	68%	62%	64%	59%
Very clear	(5)	12%	15%	15%	18%	20%	13%	16%	13%
Fairly clear	(4)	47%	44%	53%	45%	48%	49%	48%	46%
- Neither clear	(3)	23%	22%	19%	20%	17%	27%	21%	21%
nor unclear									
Fairly unclear	(2)	12%	12%	10%	13%	11%	8%	11%	14%
Very unclear	(1)	6%	7%	2%	4%	4%	3%	4%	6%
- NET: Unclear	(2,1)	18%	19%	12%	18%	15%	11%	15%	20%
Mean		3.479	3.477	3.695	3.583	3.693	3.607	3.602	3.451
Not included in base:									
Decline to Answer		2	-	1	2	1	2	6	52

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 22-2

II. Tenure

Q22. This set of items addresses various aspects surrounding tenure in your department.

I find the body of evidence that will be considered in making my tenure decision to be...

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	118 100%	- 100%	- 100%	- 100%	- 100%	- 100%	575 100%	2667 100%	83 100%	- 100%	- 100%	- 100%	- 100%	- 100%	380 100%	1787 100%
- NET: Clear (5,4)	60%	55%	70%	66%	70%	59%	64%	59%	58%	65%	66%	58%	65%	66%	63%	58%
Very clear (5)	13%	16%	17%	18%	20%	12%	17%	13%	11%	12%	13%	17%	20%	14%	15%	12%
Fairly clear (4)	46%	39%	54%	48%	50%	48%	47%	46%	48%	52%	53%	41%	45%	52%	48%	46%
- Neither clear nor unclear (3)	23%	27%	18%	17%	17%	31%	21%	22%	23%	16%	22%	24%	18%	22%	20%	19%
Fairly unclear (2)	10%	12%	10%	13%	10%	10%	11%	13%	15%	12%	11%	13%	11%	4%	11%	16%
Very unclear (1)	7%	6%	2%	4%	3%	0%	3%	6%	3%	7%	1%	5%	7%	7%	6%	7%
- NET: Unclear (2,1)	17%	19%	12%	17%	13%	10%	15%	19%	19%	20%	13%	19%	18%	12%	17%	23%
Mean	3.483	3.461	3.728	3.629	3.747	3.608	3.627	3.479	3.472	3.500	3.648	3.509	3.607	3.607	3.565	3.408
Not included in base:																
Decline to Answer	1	-	1	-	1	-	2	32	1	-	-	2	-	2	4	20

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 22-3

II. Tenure

Q22. This set of items addresses various aspects surrounding tenure in your department.

I find the body of evidence that will be considered in making my tenure decision to be...

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	145 100%	- 100%	- 100%	- 100%	- 100%	- 100%	699 100%	3299 100%	56 100%	- 100%	- 100%	- 100%	- 100%	- 100%	256 100%	1154 100%
- NET: Clear (5,4)	62%	62%	67%	61%	68%	59%	63%	59%	51%	47%	71%	68%	68%	71%	65%	59%
Very clear (5)	13%	16%	16%	19%	21%	12%	17%	13%	9%	10%	13%	13%	18%	15%	14%	12%
Fairly clear (4)	49%	46%	51%	42%	47%	47%	46%	46%	42%	38%	58%	55%	50%	56%	51%	47%
- Neither clear nor unclear (3)	20%	21%	19%	20%	16%	29%	21%	20%	32%	26%	21%	17%	19%	20%	21%	23%
Fairly unclear (2)	13%	11%	12%	14%	11%	8%	11%	15%	11%	17%	7%	11%	9%	6%	10%	13%
Very unclear (1)	5%	6%	2%	4%	4%	3%	4%	7%	6%	9%	0%	5%	4%	2%	4%	5%
- NET: Unclear (2,1)	18%	17%	14%	18%	16%	11%	16%	21%	17%	26%	7%	15%	13%	8%	15%	18%
Mean	3.518	3.558	3.667	3.575	3.692	3.559	3.604	3.439	3.376	3.217	3.764	3.604	3.695	3.764	3.597	3.483
Not included in base:																
Decline to Answer	2	-	1	2	1	2	6	35	-	-	-	-	-	-	-	17

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 23-1

II. Tenure

Q23. This set of items addresses various aspects surrounding tenure in your department.

I feel that my own prospects for earning tenure are...

		UNIV					All	All	
		ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		202	-	-	-	-	-	940	4390
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	69%	69%	70%	67%	69%	68%	69%	66%
Very clear	(5)	21%	24%	25%	23%	25%	22%	24%	22%
Fairly clear	(4)	48%	45%	45%	44%	44%	46%	45%	44%
- Neither clear nor unclear	(3)	17%	20%	18%	21%	22%	16%	20%	20%
Fairly unclear	(2)	9%	7%	10%	8%	6%	11%	8%	9%
Very unclear	(1)	5%	3%	1%	3%	3%	4%	3%	5%
- NET: Unclear	(2,1)	14%	10%	11%	12%	9%	16%	11%	14%
Mean		3.706	3.797	3.832	3.750	3.814	3.701	3.780	3.690
Not included in base:									
Decline to Answer		1	4	5	9	2	2	21	116

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 23-2

II. Tenure

Q23. This set of items addresses various aspects surrounding tenure in your department.

I feel that my own prospects for earning tenure are...

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	118 100%	- 100%	- 100%	- 100%	- 100%	- 100%	568 100%	2626 100%	84 100%	- 100%	- 100%	- 100%	- 100%	- 100%	372 100%	1764 100%
- NET: Clear (5,4)	70%	72%	74%	69%	73%	74%	72%	68%	68%	65%	65%	64%	62%	60%	63%	63%
Very clear (5)	20%	26%	26%	26%	30%	24%	27%	25%	22%	20%	25%	18%	17%	20%	20%	18%
Fairly clear (4)	49%	46%	48%	42%	43%	50%	45%	44%	46%	45%	40%	46%	45%	40%	43%	44%
- Neither clear nor unclear (3)	14%	21%	16%	23%	21%	9%	19%	19%	20%	20%	22%	19%	23%	26%	22%	22%
Fairly unclear (2)	10%	3%	9%	5%	5%	14%	7%	7%	8%	13%	11%	13%	7%	8%	11%	10%
Very unclear (1)	6%	4%	1%	4%	1%	3%	3%	5%	4%	2%	1%	3%	7%	6%	4%	6%
- NET: Unclear (2,1)	16%	7%	11%	9%	6%	17%	9%	12%	12%	15%	13%	17%	14%	14%	15%	16%
Mean	3.686	3.876	3.882	3.828	3.960	3.779	3.866	3.757	3.733	3.681	3.761	3.620	3.580	3.589	3.648	3.591
Not included in base:																
Decline to Answer	1	3	3	1	2	-	9	74	-	1	2	7	-	2	12	42

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 23-3

II. Tenure

Q23. This set of items addresses various aspects surrounding tenure in your department.

I feel that my own prospects for earning tenure are...

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	147 100%	- 100%	- 100%	- 100%	- 100%	- 100%	691 100%	3263 100%	55 100%	- 100%	- 100%	- 100%	- 100%	- 100%	249 100%	1126 100%
- NET: Clear (5,4)	69%	70%	67%	69%	70%	66%	69%	66%	68%	68%	78%	59%	67%	76%	68%	66%
Very clear (5)	21%	24%	26%	27%	24%	22%	25%	22%	20%	23%	24%	13%	27%	23%	22%	21%
Fairly clear (4)	48%	45%	41%	43%	46%	44%	44%	44%	48%	45%	54%	46%	40%	53%	47%	45%
- Neither clear nor unclear (3)	15%	19%	17%	18%	20%	17%	18%	19%	21%	23%	22%	32%	25%	13%	24%	23%
Fairly unclear (2)	9%	7%	14%	10%	7%	12%	10%	9%	9%	6%	0%	4%	4%	11%	5%	7%
Very unclear (1)	7%	4%	2%	3%	3%	5%	3%	6%	1%	2%	0%	5%	4%	0%	3%	4%
- NET: Unclear (2,1)	16%	11%	16%	13%	10%	17%	13%	15%	10%	8%	0%	9%	9%	11%	7%	11%
Mean	3.682	3.795	3.761	3.801	3.820	3.647	3.772	3.679	3.770	3.802	4.020	3.596	3.800	3.878	3.802	3.722
Not included in base:																
Decline to Answer	-	3	1	6	2	2	14	71	1	1	4	3	-	-	7	45

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24a-1

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

a. A scholar (e.g., research and creative work)

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		202 100%	- 100%	- 100%	- 100%	- 100%	- 100%	952 100%	4448 100%
- NET: Clear	(5,4)	77%	77%	80%	77%	79%	74%	78%	74%
Very clear	(5)	30%	33%	38%	34%	39%	34%	36%	31%
Fairly clear	(4)	47%	44%	41%	43%	40%	40%	42%	43%
- Neither clear nor unclear	(3)	11%	9%	8%	12%	6%	12%	9%	9%
Fairly unclear	(2)	7%	9%	11%	9%	11%	11%	10%	12%
Very unclear	(1)	4%	4%	2%	2%	3%	2%	3%	4%
- NET: Unclear	(2,1)	11%	13%	13%	11%	15%	13%	13%	17%
Mean		3.917	3.930	4.033	3.972	4.001	3.936	3.973	3.830
Not included in base:									
Decline to Answer		-	-	1	1	2	1	4	43
Not Applicable		1	2	-	1	1	-	4	15

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24a-2

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

a. A scholar (e.g., research and creative work)

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	118 100%	- 100%	- 100%	- 100%	- 100%	- 100%	570 100%	2659 100%	84 100%	- 100%	- 100%	- 100%	- 100%	- 100%	382 100%	1788 100%
- NET: Clear (5,4)	77%	78%	79%	77%	79%	78%	78%	75%	77%	77%	80%	76%	79%	70%	77%	72%
Very clear (5)	28%	39%	39%	41%	39%	35%	39%	33%	33%	24%	37%	23%	39%	33%	30%	27%
Fairly clear (4)	49%	39%	40%	36%	41%	42%	39%	42%	45%	53%	43%	53%	40%	37%	46%	45%
- Neither clear nor unclear (3)	13%	10%	11%	12%	8%	12%	11%	10%	8%	8%	4%	11%	3%	12%	8%	9%
Fairly unclear (2)	6%	9%	6%	9%	11%	10%	9%	12%	10%	10%	16%	9%	12%	13%	12%	14%
Very unclear (1)	4%	3%	3%	2%	2%	0%	2%	4%	4%	5%	0%	4%	6%	5%	4%	5%
- NET: Unclear (2,1)	9%	12%	10%	11%	13%	10%	11%	15%	14%	15%	16%	13%	18%	18%	16%	19%
Mean	3.922	4.010	4.052	4.066	4.037	4.030	4.040	3.886	3.911	3.811	4.007	3.825	3.944	3.808	3.873	3.746
Not included in base:																
Decline to Answer	-	-	1	-	2	1	4	29	-	-	-	1	-	-	1	14
Not Applicable	1	1	-	1	1	-	3	11	-	1	-	-	-	-	1	4

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24a-3

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

a. A scholar (e.g., research and creative work)

	White Faculty								Faculty of Color							
	UNIV						All	All	UNIV						All	All
	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
Valid responders:	147	-	-	-	-	-	700	3297	55	-	-	-	-	-	252	1150
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear (5,4)	77%	78%	76%	75%	80%	73%	77%	72%	78%	74%	87%	82%	77%	78%	80%	78%
Very clear (5)	32%	30%	34%	35%	33%	34%	33%	28%	25%	41%	48%	33%	51%	37%	42%	39%
Fairly clear (4)	45%	48%	42%	41%	47%	40%	44%	45%	53%	33%	39%	50%	26%	41%	38%	39%
- Neither clear nor unclear (3)	12%	10%	9%	10%	5%	11%	9%	9%	11%	8%	5%	16%	8%	15%	10%	10%
Fairly unclear (2)	7%	8%	13%	12%	12%	13%	11%	14%	8%	13%	5%	0%	10%	6%	7%	8%
Very unclear (1)	4%	4%	2%	2%	3%	2%	3%	5%	3%	5%	3%	2%	5%	0%	3%	4%
- NET: Unclear (2,1)	11%	12%	15%	14%	15%	15%	14%	18%	12%	17%	8%	2%	15%	6%	10%	12%
Mean	3.930	3.930	3.944	3.929	3.963	3.890	3.931	3.769	3.884	3.931	4.250	4.104	4.078	4.092	4.088	4.003
Not included in base:																
Decline to Answer	-	-	1	1	-	-	2	28	-	-	-	-	2	1	3	15
Not Applicable	-	2	-	-	1	-	3	9	1	-	-	1	-	-	1	6

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24b-1

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

b. A teacher

		UNIV					All	All	
		ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		201	-	-	-	-	-	944	4413
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	66%	66%	72%	63%	70%	69%	68%	69%
Very clear	(5)	20%	17%	30%	19%	22%	20%	21%	23%
Fairly clear	(4)	47%	48%	42%	44%	48%	49%	46%	46%
- Neither clear	(3)	19%	21%	16%	17%	19%	16%	18%	16%
nor unclear									
Fairly unclear	(2)	13%	10%	11%	16%	9%	13%	12%	12%
Very unclear	(1)	2%	4%	1%	4%	2%	2%	3%	4%
- NET: Unclear	(2,1)	15%	13%	12%	20%	11%	14%	15%	15%
Mean		3.692	3.660	3.894	3.575	3.791	3.736	3.716	3.732
Not included in base:									
Decline to Answer		-	1	1	2	2	1	7	44
Not Applicable		2	4	-	5	1	-	10	49

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24b-2

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

b. A teacher

	Males								Females									
	UNIV							All	All	UNIV							All	All
	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ		
Valid responders:	117	-	-	-	-	-	566	2645	84	-	-	-	-	-	379	1767		
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		
- NET: Clear (5,4)	61%	64%	74%	65%	70%	66%	68%	67%	73%	68%	69%	60%	70%	74%	68%	71%		
Very clear (5)	14%	15%	31%	21%	20%	18%	21%	22%	28%	21%	28%	16%	26%	22%	22%	25%		
Fairly clear (4)	48%	49%	44%	44%	51%	48%	47%	45%	45%	48%	40%	45%	44%	51%	45%	46%		
- Neither clear nor unclear (3)	20%	22%	17%	16%	20%	19%	19%	17%	18%	19%	15%	18%	16%	13%	16%	14%		
Fairly unclear (2)	16%	10%	8%	14%	8%	12%	11%	11%	8%	10%	15%	18%	10%	13%	14%	12%		
Very unclear (1)	3%	4%	0%	5%	2%	3%	3%	4%	1%	3%	1%	4%	3%	0%	2%	3%		
- NET: Unclear (2,1)	19%	14%	8%	19%	10%	15%	14%	15%	9%	13%	17%	22%	13%	13%	16%	15%		
Mean	3.535	3.613	3.965	3.624	3.788	3.669	3.719	3.701	3.909	3.731	3.793	3.499	3.797	3.827	3.712	3.778		
Not included in base:																		
Decline to Answer	-	1	1	1	2	1	6	31	-	-	-	1	-	-	1	14		
Not Applicable	2	2	-	2	1	-	5	24	-	2	-	3	-	-	5	25		

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24b-3

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

b. A teacher

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	146 100%	- 100%	- 100%	- 100%	- 100%	- 100%	693 100%	3268 100%	55 100%	- 100%	- 100%	- 100%	- 100%	- 100%	251 100%	1144 100%
- NET: Clear (5,4)	68%	65%	72%	63%	67%	67%	66%	68%	62%	68%	71%	64%	77%	79%	71%	71%
Very clear (5)	20%	17%	31%	19%	16%	15%	19%	22%	19%	18%	26%	20%	34%	37%	26%	27%
Fairly clear (4)	48%	48%	41%	44%	50%	51%	47%	46%	42%	50%	45%	44%	43%	42%	45%	45%
- Neither clear nor unclear (3)	17%	21%	17%	15%	22%	17%	18%	15%	25%	21%	14%	22%	12%	13%	17%	17%
Fairly unclear (2)	15%	10%	10%	17%	9%	14%	12%	13%	9%	8%	15%	11%	8%	8%	10%	9%
Very unclear (1)	1%	4%	1%	5%	2%	2%	3%	4%	5%	3%	0%	3%	3%	0%	2%	4%
- NET: Unclear (2,1)	15%	14%	10%	22%	11%	16%	15%	16%	13%	11%	15%	13%	11%	8%	12%	12%
Mean	3.715	3.643	3.923	3.540	3.700	3.637	3.673	3.701	3.628	3.714	3.823	3.686	3.978	4.076	3.836	3.820
Not included in base:																
Decline to Answer	-	1	1	1	-	-	3	29	-	-	-	1	2	1	4	15
Not Applicable	1	4	-	4	1	-	9	37	1	-	-	1	-	-	1	11

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24c-1

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

c. An advisor to students

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		199 100%	- 100%	- 100%	- 100%	- 100%	- 100%	922 100%	4270 100%
- NET: Clear	(5,4)	45%	39%	50%	40%	45%	48%	44%	47%
Very clear	(5)	14%	10%	15%	12%	14%	12%	13%	14%
Fairly clear	(4)	31%	29%	35%	28%	32%	36%	31%	33%
- Neither clear nor unclear	(3)	31%	37%	28%	30%	33%	25%	31%	28%
Fairly unclear	(2)	19%	17%	19%	22%	12%	22%	18%	19%
Very unclear	(1)	4%	7%	2%	8%	10%	5%	7%	7%
- NET: Unclear	(2,1)	24%	24%	22%	30%	22%	27%	25%	26%
Mean		3.307	3.175	3.416	3.147	3.267	3.294	3.245	3.281
Not included in base:									
Decline to Answer		-	1	1	2	2	1	7	50
Not Applicable		4	8	8	7	5	4	32	185

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24c-2

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

c. An advisor to students

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	116 100%	- 100%	- 100%	- 100%	- 100%	- 100%	556 100%	2571 100%	83 100%	- 100%	- 100%	- 100%	- 100%	- 100%	367 100%	1700 100%
- NET: Clear (5,4)	42%	39%	55%	42%	48%	45%	45%	47%	50%	39%	44%	37%	41%	52%	42%	47%
Very clear (5)	12%	8%	14%	14%	14%	8%	12%	13%	17%	13%	18%	10%	13%	18%	14%	15%
Fairly clear (4)	30%	31%	41%	28%	34%	37%	34%	34%	33%	26%	26%	27%	28%	34%	28%	32%
- Neither clear nor unclear (3)	32%	37%	30%	30%	32%	25%	31%	28%	30%	37%	24%	31%	34%	26%	31%	27%
Fairly unclear (2)	21%	16%	12%	20%	12%	24%	17%	17%	17%	18%	30%	25%	11%	19%	21%	21%
Very unclear (1)	5%	8%	3%	8%	8%	6%	7%	8%	3%	7%	1%	7%	14%	3%	7%	6%
- NET: Unclear (2,1)	27%	24%	16%	28%	20%	30%	24%	25%	20%	24%	31%	33%	24%	22%	27%	26%
Mean	3.215	3.154	3.493	3.198	3.330	3.173	3.260	3.271	3.434	3.208	3.301	3.067	3.166	3.457	3.221	3.295
Not included in base:																
Decline to Answer	-	1	1	1	2	1	6	33	-	-	-	1	-	-	1	18
Not Applicable	3	3	3	4	3	2	15	96	1	5	5	3	3	1	17	89

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24c-3

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

c. An advisor to students

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	145 100%	- 100%	- 100%	- 100%	- 100%	- 100%	678 100%	3152 100%	54 100%	- 100%	- 100%	- 100%	- 100%	- 100%	244 100%	1118 100%
- NET: Clear (5,4)	44%	40%	46%	41%	40%	43%	42%	44%	47%	37%	60%	38%	57%	66%	50%	53%
Very clear (5)	12%	10%	16%	11%	10%	11%	11%	13%	18%	10%	15%	16%	20%	17%	16%	16%
Fairly clear (4)	32%	30%	30%	30%	30%	32%	30%	31%	29%	27%	45%	21%	36%	50%	34%	37%
- Neither clear nor unclear (3)	32%	36%	27%	26%	35%	28%	31%	28%	28%	38%	30%	43%	28%	16%	33%	27%
Fairly unclear (2)	19%	17%	23%	24%	15%	25%	21%	21%	20%	16%	10%	14%	4%	11%	11%	13%
Very unclear (1)	4%	7%	4%	9%	10%	4%	7%	7%	5%	9%	0%	5%	11%	7%	7%	6%
- NET: Unclear (2,1)	23%	24%	27%	33%	25%	29%	28%	28%	25%	25%	10%	19%	15%	18%	18%	20%
Mean	3.288	3.188	3.317	3.100	3.152	3.216	3.184	3.227	3.356	3.138	3.646	3.300	3.501	3.579	3.414	3.434
Not included in base:																
Decline to Answer	-	1	1	1	-	-	3	33	-	-	-	1	2	1	4	18
Not Applicable	2	8	7	3	4	1	24	150	2	-	1	4	1	2	8	35

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24d-1

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

d. A colleague in your department

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		202 100%	- 100%	- 100%	- 100%	- 100%	- 100%	940 100%	4401 100%
- NET: Clear	(5,4)	47%	44%	49%	42%	44%	47%	45%	48%
Very clear	(5)	14%	8%	13%	12%	10%	9%	10%	14%
Fairly clear	(4)	34%	36%	36%	31%	34%	38%	35%	34%
- Neither clear nor unclear	(3)	27%	33%	24%	26%	33%	26%	29%	26%
Fairly unclear	(2)	16%	16%	18%	22%	16%	20%	19%	18%
Very unclear	(1)	9%	6%	8%	9%	8%	6%	8%	8%
- NET: Unclear	(2,1)	25%	23%	27%	32%	24%	27%	26%	26%
Mean		3.268	3.235	3.275	3.134	3.229	3.230	3.214	3.270
Not included in base:									
Decline to Answer		1	-	1	2	2	1	6	50
Not Applicable		1	5	3	3	3	1	15	55

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24d-2

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

d. A colleague in your department

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	118 100%	- 100%	- 100%	- 100%	- 100%	- 100%	561 100%	2634 100%	84 100%	- 100%	- 100%	- 100%	- 100%	- 100%	378 100%	1766 100%
- NET: Clear (5,4)	49%	44%	49%	46%	48%	48%	47%	48%	46%	44%	49%	37%	37%	45%	42%	48%
Very clear (5)	15%	6%	14%	12%	10%	6%	10%	14%	13%	11%	12%	10%	11%	12%	11%	14%
Fairly clear (4)	34%	38%	36%	33%	39%	42%	37%	35%	33%	33%	37%	27%	26%	33%	31%	34%
- Neither clear nor unclear (3)	27%	32%	28%	26%	30%	21%	28%	27%	28%	35%	19%	26%	36%	34%	30%	25%
Fairly unclear (2)	15%	18%	12%	20%	14%	24%	18%	16%	18%	14%	27%	26%	18%	15%	20%	20%
Very unclear (1)	10%	6%	10%	8%	7%	6%	8%	9%	9%	7%	5%	10%	9%	6%	7%	8%
- NET: Unclear (2,1)	24%	24%	23%	29%	21%	31%	25%	25%	27%	21%	32%	36%	27%	21%	28%	28%
Mean	3.294	3.204	3.301	3.210	3.293	3.176	3.235	3.277	3.231	3.280	3.237	3.016	3.126	3.303	3.183	3.259
Not included in base:																
Decline to Answer	-	-	1	1	2	1	5	33	1	-	-	1	-	-	1	17
Not Applicable	1	4	2	1	2	1	11	33	-	1	1	2	1	-	5	23

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24d-3

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

d. A colleague in your department

	White Faculty								Faculty of Color							
	UNIV						All	All	UNIV						All	All
	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
Valid responders:	147	-	-	-	-	-	694	3263	54	-	-	-	-	-	245	1137
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear (5,4)	51%	45%	46%	38%	45%	43%	43%	46%	38%	41%	56%	55%	42%	60%	50%	53%
Very clear (5)	15%	9%	12%	11%	8%	8%	10%	13%	11%	8%	15%	13%	16%	10%	13%	16%
Fairly clear (4)	36%	37%	34%	27%	37%	35%	34%	34%	27%	33%	42%	42%	26%	50%	37%	37%
- Neither clear nor unclear (3)	25%	33%	25%	25%	31%	25%	28%	26%	32%	32%	23%	29%	36%	32%	30%	26%
Fairly unclear (2)	16%	17%	21%	26%	15%	25%	21%	19%	17%	16%	13%	11%	17%	4%	13%	14%
Very unclear (1)	8%	5%	8%	11%	9%	7%	8%	9%	13%	11%	8%	5%	5%	4%	7%	7%
- NET: Unclear (2,1)	24%	21%	29%	37%	24%	32%	29%	28%	30%	27%	21%	16%	22%	8%	20%	22%
Mean	3.345	3.273	3.216	3.023	3.196	3.133	3.162	3.227	3.058	3.114	3.423	3.482	3.298	3.572	3.362	3.394
Not included in base:																
Decline to Answer	-	-	1	1	-	-	2	33	1	-	-	1	2	1	4	17
Not Applicable	-	4	1	2	2	-	9	38	1	1	2	1	1	1	7	17

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24e-1

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

e. A campus citizen (e.g., service committees)

		UNIV					All	All	
		ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		201	-	-	-	-	-	940	4406
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	43%	37%	50%	42%	45%	45%	43%	46%
Very clear	(5)	13%	7%	18%	11%	12%	9%	11%	12%
Fairly clear	(4)	30%	29%	32%	31%	33%	35%	32%	34%
- Neither clear nor unclear	(3)	29%	35%	22%	28%	28%	28%	28%	26%
Fairly unclear	(2)	22%	20%	25%	23%	20%	20%	21%	20%
Very unclear	(1)	6%	9%	3%	8%	7%	8%	7%	8%
- NET: Unclear	(2,1)	28%	29%	28%	30%	27%	27%	28%	28%
Mean		3.219	3.064	3.372	3.153	3.233	3.196	3.193	3.229
Not included in base:									
Decline to Answer		-	-	1	2	2	2	7	47
Not Applicable		2	6	1	6	2	-	15	53

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24e-2

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

e. A campus citizen (e.g., service committees)

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	118 100%	- 100%	- 100%	- 100%	- 100%	- 100%	560 100%	2633 100%	83 100%	- 100%	- 100%	- 100%	- 100%	- 100%	379 100%	1773 100%
- NET: Clear (5,4)	39%	33%	49%	45%	46%	43%	43%	45%	49%	42%	52%	37%	45%	47%	44%	47%
Very clear (5)	9%	5%	18%	12%	13%	8%	11%	11%	18%	11%	18%	9%	11%	12%	12%	13%
Fairly clear (4)	30%	29%	30%	33%	32%	35%	32%	34%	31%	30%	34%	28%	34%	35%	32%	34%
- Neither clear nor unclear (3)	34%	36%	27%	27%	29%	27%	29%	27%	23%	33%	15%	29%	26%	29%	27%	24%
Fairly unclear (2)	20%	21%	21%	21%	20%	18%	21%	19%	24%	18%	31%	25%	19%	21%	23%	22%
Very unclear (1)	7%	10%	3%	7%	5%	11%	7%	8%	4%	8%	2%	9%	11%	3%	7%	7%
- NET: Unclear (2,1)	27%	31%	24%	28%	25%	30%	28%	28%	28%	25%	33%	34%	30%	24%	29%	28%
Mean	3.132	2.968	3.393	3.224	3.284	3.105	3.190	3.210	3.341	3.202	3.344	3.042	3.152	3.318	3.198	3.257
Not included in base:																
Decline to Answer	-	-	1	1	2	2	6	32	-	-	-	1	-	-	1	15
Not Applicable	1	5	1	3	2	-	11	35	1	1	-	3	-	-	4	18

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24e-3

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

e. A campus citizen (e.g., service committees)

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	146 100%	- 100%	- 100%	- 100%	- 100%	- 100%	692 100%	3270 100%	55 100%	- 100%	- 100%	- 100%	- 100%	- 100%	247 100%	1136 100%
- NET: Clear (5,4)	42%	37%	52%	39%	41%	42%	42%	45%	44%	36%	45%	51%	54%	55%	48%	50%
Very clear (5)	13%	7%	17%	12%	8%	8%	10%	11%	11%	8%	20%	10%	20%	16%	14%	14%
Fairly clear (4)	29%	30%	35%	28%	33%	34%	31%	34%	33%	28%	25%	42%	34%	39%	33%	36%
- Neither clear nor unclear (3)	30%	36%	16%	28%	30%	27%	28%	26%	28%	31%	38%	28%	24%	33%	30%	27%
Fairly unclear (2)	21%	18%	29%	26%	22%	24%	24%	22%	24%	26%	15%	11%	15%	2%	15%	16%
Very unclear (1)	7%	9%	3%	7%	7%	7%	7%	8%	5%	8%	2%	9%	7%	10%	7%	8%
- NET: Unclear (2,1)	28%	27%	32%	33%	29%	31%	31%	29%	28%	33%	17%	21%	22%	13%	22%	24%
Mean	3.218	3.078	3.342	3.107	3.130	3.117	3.146	3.196	3.222	3.021	3.445	3.306	3.441	3.474	3.326	3.324
Not included in base:																
Decline to Answer	-	-	1	1	-	-	2	28	-	-	-	1	2	2	5	19
Not Applicable	1	6	1	2	2	-	11	36	1	-	-	4	-	-	4	17

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24f-1

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

f. A member of the broader community (e.g., service, outreach)

		UNIV					All	All	
		ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		200	-	-	-	-	-	929	4347
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	39%	31%	40%	36%	34%	33%	35%	36%
Very clear	(5)	11%	6%	16%	7%	12%	8%	9%	10%
Fairly clear	(4)	27%	25%	24%	28%	21%	25%	25%	26%
- Neither clear nor unclear	(3)	32%	33%	29%	29%	35%	37%	32%	30%
Fairly unclear	(2)	22%	23%	25%	24%	19%	18%	22%	23%
Very unclear	(1)	7%	13%	7%	12%	13%	12%	11%	11%
- NET: Unclear	(2,1)	29%	36%	31%	36%	31%	30%	33%	35%
Mean		3.141	2.884	3.176	2.951	3.019	2.982	2.992	2.997
Not included in base:									
Decline to Answer		-	-	1	2	2	2	7	53
Not Applicable		3	6	4	5	4	6	25	106

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24f-2

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

f. A member of the broader community (e.g., service, outreach)

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	117 100%	- 100%	- 100%	- 100%	- 100%	- 100%	552 100%	2590 100%	83 100%	- 100%	- 100%	- 100%	- 100%	- 100%	377 100%	1758 100%
- NET: Clear (5,4)	34%	24%	42%	37%	36%	35%	34%	35%	45%	41%	37%	33%	31%	30%	35%	37%
Very clear (5)	10%	3%	15%	7%	14%	5%	9%	9%	13%	10%	17%	6%	9%	11%	11%	11%
Fairly clear (4)	24%	21%	27%	30%	21%	30%	26%	26%	32%	30%	20%	26%	21%	19%	24%	27%
- Neither clear nor unclear (3)	36%	37%	35%	28%	38%	34%	34%	32%	27%	28%	19%	29%	30%	40%	29%	27%
Fairly unclear (2)	23%	23%	15%	25%	18%	19%	21%	22%	22%	23%	38%	24%	19%	17%	24%	25%
Very unclear (1)	7%	16%	8%	10%	8%	12%	11%	12%	6%	8%	5%	15%	20%	12%	12%	11%
- NET: Unclear (2,1)	30%	39%	23%	34%	26%	31%	32%	34%	28%	31%	43%	38%	39%	30%	36%	36%
Mean	3.071	2.722	3.260	3.005	3.151	2.971	3.008	2.985	3.241	3.116	3.059	2.865	2.816	2.996	2.970	3.015
Not included in base:																
Decline to Answer	-	-	1	1	2	2	6	36	-	-	-	1	-	-	1	17
Not Applicable	2	5	3	3	4	3	19	74	1	1	1	2	-	2	6	32

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24f-3

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

f. A member of the broader community (e.g., service, outreach)

	White Faculty								Faculty of Color							
	UNIV						All	All	UNIV						All	All
	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
Valid responders:	146	-	-	-	-	-	685	3221	54	-	-	-	-	-	244	1126
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear (5,4)	39%	32%	40%	33%	33%	29%	34%	34%	38%	26%	39%	44%	34%	46%	37%	41%
Very clear (5)	11%	6%	16%	7%	10%	7%	9%	9%	12%	6%	15%	7%	18%	11%	12%	13%
Fairly clear (4)	27%	26%	24%	26%	24%	23%	25%	25%	26%	20%	24%	37%	16%	35%	26%	28%
- Neither clear nor unclear (3)	31%	33%	24%	28%	33%	35%	31%	29%	35%	33%	41%	30%	39%	41%	36%	31%
Fairly unclear (2)	24%	22%	28%	28%	20%	23%	24%	25%	18%	26%	18%	11%	16%	2%	16%	18%
Very unclear (1)	6%	12%	8%	11%	13%	13%	11%	12%	9%	14%	3%	14%	11%	11%	11%	10%
- NET: Unclear (2,1)	30%	34%	36%	39%	33%	35%	36%	37%	27%	40%	21%	25%	27%	13%	27%	28%
Mean	3.147	2.917	3.125	2.898	2.964	2.880	2.949	2.943	3.126	2.779	3.302	3.123	3.129	3.330	3.113	3.152
Not included in base:																
Decline to Answer	-	-	1	1	-	-	2	31	-	-	-	1	2	2	5	22
Not Applicable	1	5	3	1	4	5	18	82	2	1	1	4	-	-	7	23

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25a-1

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

a. A scholar (e.g., research and creative work)

BASE: Clarity regarding your performance as: A scholar (e.g., research and creative work) is applicable

	UNIV						All	All	
	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	195	-	-	-	-	-	929	4309	
	100%	100%	100%	100%	100%	100%	100%	100%	
- NET: Reasonable (5,4)	78%	74%	77%	76%	76%	77%	76%	73%	
Very reasonable (5)	40%	39%	44%	41%	37%	47%	41%	37%	
Somewhat reasonable (4)	38%	35%	33%	35%	39%	30%	35%	36%	
- Neither reasonable nor unreasonable (3)	9%	14%	7%	11%	6%	8%	10%	10%	
Somewhat unreasonable (2)	9%	10%	12%	9%	12%	13%	11%	13%	
Very unreasonable (1)	4%	1%	4%	3%	6%	1%	3%	5%	
- NET: Unreasonable (2,1)	13%	12%	16%	13%	18%	15%	14%	17%	
Mean	4.007	4.004	4.006	4.013	3.889	4.069	3.995	3.876	
Not included in base:									
Decline to Answer	5	6	4	6	4	4	24	155	
Not Applicable	2	1	-	-	3	-	4	27	

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25a-2

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

a. A scholar (e.g., research and creative work)

BASE: Clarity regarding your performance as: A scholar (e.g., research and creative work) is applicable

	Males								Females							
	UNIV								UNIV							
	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	112 100%	- 100%	- 100%	- 100%	- 100%	- 100%	553 100%	2579 100%	83 100%	- 100%	- 100%	- 100%	- 100%	- 100%	375 100%	1731 100%
- NET: Reasonable (5,4)	82%	79%	79%	78%	80%	75%	79%	75%	72%	68%	73%	73%	71%	80%	72%	69%
Very reasonable (5)	45%	44%	46%	50%	45%	53%	47%	42%	34%	33%	40%	28%	25%	38%	32%	29%
Somewhat reasonable (4)	38%	36%	33%	29%	35%	22%	31%	33%	38%	35%	34%	45%	46%	41%	40%	40%
- Neither reasonable nor unreasonable (3)	6%	13%	8%	13%	4%	10%	10%	10%	12%	15%	7%	7%	8%	6%	9%	9%
Somewhat unreasonable (2)	9%	6%	9%	6%	12%	14%	9%	11%	11%	17%	15%	15%	11%	13%	14%	16%
Very unreasonable (1)	3%	2%	4%	3%	4%	1%	3%	4%	6%	1%	5%	5%	9%	2%	4%	5%
- NET: Unreasonable (2,1)	11%	7%	13%	9%	16%	15%	12%	15%	16%	18%	20%	20%	21%	15%	19%	22%
Mean	4.131	4.139	4.094	4.169	4.038	4.107	4.115	3.986	3.838	3.815	3.881	3.771	3.650	4.015	3.818	3.712
Not included in base:																
Decline to Answer	4	6	3	3	3	2	18	94	1	-	1	3	1	2	6	60
Not Applicable	1	1	-	-	1	-	2	16	1	-	-	-	2	-	2	11

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25a-3

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

a. A scholar (e.g., research and creative work)

BASE: Clarity regarding your performance as: A scholar (e.g., research and creative work) is applicable

	White Faculty								Faculty of Color							
	UNIV								UNIV							
	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	142	-	-	-	-	-	682	3192	53	-	-	-	-	-	247	1118
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Reasonable (5,4)	76%	74%	76%	77%	78%	75%	76%	72%	84%	74%	80%	73%	72%	84%	76%	76%
Very reasonable (5)	42%	36%	36%	41%	40%	46%	40%	35%	35%	48%	61%	42%	31%	49%	45%	41%
Somewhat reasonable (4)	34%	38%	39%	36%	38%	29%	36%	37%	49%	27%	19%	31%	41%	36%	31%	35%
- Neither reasonable nor unreasonable (3)	9%	14%	7%	9%	5%	10%	10%	10%	9%	12%	7%	16%	6%	2%	9%	9%
Somewhat unreasonable (2)	11%	9%	12%	9%	12%	13%	11%	14%	5%	13%	10%	11%	11%	13%	12%	11%
Very unreasonable (1)	4%	2%	5%	5%	4%	2%	4%	5%	3%	0%	3%	0%	10%	0%	3%	5%
- NET: Unreasonable (2,1)	15%	11%	17%	13%	17%	15%	14%	18%	8%	13%	13%	11%	22%	13%	15%	15%
Mean	3.979	3.977	3.900	4.003	3.969	4.030	3.978	3.845	4.082	4.087	4.257	4.043	3.718	4.198	4.041	3.964
Not included in base:																
Decline to Answer	4	5	4	5	1	3	17	111	1	1	-	1	3	1	7	44
Not Applicable	1	1	-	-	2	-	3	22	1	-	-	-	1	-	1	4

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25b-1

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

b. A teacher

BASE: Clarity regarding your performance as: A teacher is applicable

	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	191 100%	- 100%	- 100%	- 100%	- 100%	- 100%	918 100%	4270 100%
- NET: Reasonable (5,4)	78%	73%	85%	70%	76%	81%	76%	77%
Very reasonable (5)	45%	36%	51%	42%	45%	45%	43%	43%
Somewhat reasonable (4)	33%	36%	34%	28%	31%	37%	33%	33%
- Neither reasonable nor unreasonable (3)	14%	19%	12%	21%	16%	11%	17%	15%
Somewhat unreasonable (2)	7%	5%	1%	6%	5%	8%	5%	7%
Very unreasonable (1)	1%	3%	2%	3%	3%	0%	2%	2%
- NET: Unreasonable (2,1)	8%	8%	3%	9%	8%	8%	7%	9%
Mean	4.140	3.975	4.314	4.004	4.091	4.179	4.096	4.085
Not included in base:								
Decline to Answer	7	8	5	6	4	4	27	156
Not Applicable	2	2	-	-	3	1	6	31

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25b-2

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

b. A teacher

BASE: Clarity regarding your performance as: A teacher is applicable

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	110 100%	- 100%	- 100%	- 100%	- 100%	- 100%	548 100%	2555 100%	82 100%	- 100%	- 100%	- 100%	- 100%	- 100%	370 100%	1714 100%
- NET: Reasonable (5,4)	76%	73%	83%	73%	76%	78%	76%	77%	81%	72%	87%	65%	75%	86%	76%	76%
Very reasonable (5)	45%	35%	52%	45%	49%	42%	44%	44%	44%	38%	50%	37%	39%	48%	42%	41%
Somewhat reasonable (4)	31%	38%	31%	28%	27%	36%	32%	32%	37%	34%	37%	28%	37%	38%	34%	35%
- Neither reasonable nor unreasonable (3)	17%	19%	13%	20%	16%	12%	17%	15%	10%	18%	11%	23%	16%	9%	16%	13%
Somewhat unreasonable (2)	6%	3%	1%	5%	5%	10%	5%	6%	8%	8%	1%	7%	7%	5%	6%	8%
Very unreasonable (1)	1%	4%	2%	2%	3%	0%	3%	2%	1%	1%	1%	4%	2%	0%	2%	2%
- NET: Unreasonable (2,1)	7%	8%	3%	7%	8%	10%	7%	8%	9%	9%	2%	11%	9%	5%	8%	10%
Mean	4.134	3.958	4.304	4.087	4.133	4.096	4.106	4.108	4.149	3.999	4.329	3.868	4.025	4.293	4.079	4.051
Not included in base:																
Decline to Answer	5	8	4	2	3	2	20	98	2	-	1	4	1	2	8	59
Not Applicable	2	1	-	-	2	1	4	23	1	1	-	-	1	-	2	8

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25b-3

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

b. A teacher

BASE: Clarity regarding your performance as: A teacher is applicable

	White Faculty								Faculty of Color									
	UNIV							All	All	UNIV							All	All
	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ		
Valid responders:	140	-	-	-	-	-	669	3156	52	-	-	-	-	-	248	1114		
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		
- NET: Reasonable (5,4)	79%	72%	86%	71%	74%	80%	76%	77%	76%	73%	82%	67%	79%	86%	77%	76%		
Very reasonable (5)	47%	36%	51%	43%	50%	43%	44%	44%	39%	38%	53%	39%	35%	51%	42%	39%		
Somewhat reasonable (4)	32%	37%	35%	28%	24%	37%	32%	32%	37%	35%	29%	28%	44%	35%	34%	37%		
- Neither reasonable nor unreasonable (3)	12%	19%	10%	20%	16%	13%	16%	14%	20%	20%	18%	26%	15%	4%	18%	15%		
Somewhat unreasonable (2)	8%	6%	2%	6%	7%	7%	6%	7%	4%	2%	0%	4%	2%	10%	3%	5%		
Very unreasonable (1)	2%	3%	3%	3%	3%	0%	2%	2%	0%	4%	0%	2%	3%	0%	2%	3%		
- NET: Unreasonable (2,1)	9%	9%	4%	9%	10%	7%	8%	9%	4%	7%	0%	6%	5%	10%	5%	8%		
Mean	4.152	3.968	4.300	4.011	4.105	4.153	4.089	4.100	4.108	3.999	4.347	3.984	4.062	4.265	4.112	4.043		
Not included in base:																		
Decline to Answer	5	7	5	6	1	3	22	115	2	1	-	-	3	1	5	41		
Not Applicable	1	1	-	-	3	1	5	26	1	1	-	-	-	-	1	5		

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25c-1

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

c. An advisor to students

BASE: Clarity regarding your performance as: An advisor to students is applicable

	UNIV	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All	All	
	ARIZ						Peers	Univ	
Valid responders:	185	-	-	-	-	-	870	4003	
	100%	100%	100%	100%	100%	100%	100%	100%	
- NET: Reasonable (5,4)	67%	58%	71%	60%	67%	71%	65%	63%	
Very reasonable (5)	37%	31%	38%	32%	36%	39%	35%	34%	
Somewhat reasonable (4)	31%	27%	33%	27%	31%	32%	30%	29%	
- Neither reasonable nor unreasonable (3)	25%	34%	25%	33%	25%	23%	29%	29%	
Somewhat unreasonable (2)	7%	5%	3%	6%	5%	6%	5%	6%	
Very unreasonable (1)	1%	2%	1%	2%	3%	0%	2%	2%	
- NET: Unreasonable (2,1)	8%	7%	4%	8%	8%	6%	7%	8%	
Mean	3.949	3.801	4.047	3.825	3.928	4.052	3.912	3.867	
Not included in base:									
Decline to Answer	9	10	7	13	4	6	40	204	
Not Applicable	4	9	2	-	7	2	19	114	

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25c-2

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

c. An advisor to students

BASE: Clarity regarding your performance as: An advisor to students is applicable

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	109 100%	- 100%	- 100%	- 100%	- 100%	- 100%	520 100%	2402 100%	77 100%	- 100%	- 100%	- 100%	- 100%	- 100%	350 100%	1601 100%
- NET: Reasonable (5,4)	68%	57%	71%	65%	69%	69%	66%	64%	66%	59%	71%	51%	64%	74%	63%	62%
Very reasonable (5)	42%	30%	42%	36%	43%	35%	37%	35%	29%	33%	33%	27%	26%	45%	32%	32%
Somewhat reasonable (4)	27%	27%	29%	30%	26%	34%	29%	29%	37%	26%	38%	24%	38%	29%	30%	30%
- Neither reasonable nor unreasonable (3)	26%	34%	25%	29%	25%	24%	28%	29%	23%	35%	24%	38%	27%	21%	30%	29%
Somewhat unreasonable (2)	6%	7%	3%	3%	4%	6%	4%	5%	8%	4%	4%	10%	7%	5%	6%	7%
Very unreasonable (1)	0%	2%	1%	2%	3%	0%	2%	2%	3%	2%	0%	2%	2%	0%	1%	2%
- NET: Unreasonable (2,1)	6%	8%	4%	5%	7%	6%	6%	7%	11%	6%	4%	12%	10%	5%	8%	10%
Mean	4.041	3.773	4.080	3.939	4.023	3.980	3.950	3.901	3.820	3.839	3.999	3.643	3.778	4.147	3.857	3.816
Not included in base:																
Decline to Answer	5	8	5	7	3	4	28	126	4	2	2	6	1	2	12	77
Not Applicable	2	7	1	-	5	1	14	75	3	2	1	-	2	-	5	39

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25c-3

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

c. An advisor to students

BASE: Clarity regarding your performance as: An advisor to students is applicable

	White Faculty								Faculty of Color							
	UNIV								UNIV							
	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	135 100%	- 100%	- 100%	- 100%	- 100%	- 100%	634 100%	2946 100%	51 100%	- 100%	- 100%	- 100%	- 100%	- 100%	236 100%	1058 100%
- NET: Reasonable (5,4)	66%	56%	72%	58%	66%	70%	63%	62%	71%	64%	69%	65%	68%	76%	68%	66%
Very reasonable (5)	37%	33%	40%	33%	37%	39%	36%	35%	36%	28%	34%	31%	35%	41%	33%	32%
Somewhat reasonable (4)	30%	24%	32%	25%	29%	31%	28%	27%	35%	36%	34%	34%	34%	35%	35%	34%
- Neither reasonable nor unreasonable (3)	25%	35%	24%	34%	26%	26%	30%	31%	23%	33%	26%	29%	24%	13%	26%	24%
Somewhat unreasonable (2)	7%	6%	3%	5%	6%	4%	5%	5%	6%	3%	5%	7%	4%	11%	5%	7%
Very unreasonable (1)	1%	3%	1%	3%	2%	0%	2%	2%	0%	0%	0%	0%	3%	0%	1%	3%
- NET: Unreasonable (2,1)	9%	9%	4%	8%	8%	4%	7%	7%	6%	3%	5%	7%	7%	11%	6%	10%
Mean	3.929	3.770	4.077	3.807	3.928	4.049	3.903	3.872	4.005	3.890	3.983	3.885	3.927	4.062	3.937	3.854
Not included in base:																
Decline to Answer	7	9	7	10	1	5	32	154	2	1	-	3	3	1	8	50
Not Applicable	3	7	2	-	5	1	15	85	1	2	-	-	1	-	3	28

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25d-1

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

d. A colleague in your department

BASE: Clarity regarding your performance as: A colleague in your department is applicable

	UNIV	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All	All	
	ARIZ						Peers	Univ	
Valid responders:	188	-	-	-	-	-	897	4157	
	100%	100%	100%	100%	100%	100%	100%	100%	
- NET: Reasonable (5,4)	63%	59%	63%	58%	67%	72%	63%	64%	
Very reasonable (5)	36%	34%	35%	39%	37%	39%	37%	35%	
Somewhat reasonable (4)	26%	24%	27%	20%	31%	33%	26%	29%	
- Neither reasonable nor unreasonable (3)	30%	37%	32%	34%	25%	21%	31%	28%	
Somewhat unreasonable (2)	5%	3%	3%	6%	6%	7%	5%	5%	
Very unreasonable (1)	2%	1%	3%	2%	2%	0%	2%	2%	
- NET: Unreasonable (2,1)	7%	4%	6%	8%	7%	7%	6%	8%	
Mean	3.899	3.872	3.897	3.872	3.947	4.037	3.915	3.890	
Not included in base:									
Decline to Answer	9	9	5	11	4	6	35	216	
Not Applicable	5	6	-	1	6	-	13	77	

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25d-2

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

d. A colleague in your department

BASE: Clarity regarding your performance as: A colleague in your department is applicable

	Males								Females							
	UNIV								UNIV							
	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	109	-	-	-	-	-	533	2482	80	-	-	-	-	-	364	1675
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Reasonable (5,4)	67%	58%	64%	60%	70%	71%	64%	65%	57%	59%	61%	54%	64%	73%	61%	63%
Very reasonable (5)	42%	32%	32%	39%	40%	37%	36%	36%	28%	37%	39%	39%	32%	41%	38%	34%
Somewhat reasonable (4)	25%	26%	31%	22%	30%	34%	28%	29%	29%	22%	21%	16%	32%	32%	24%	29%
- Neither reasonable nor unreasonable (3)	29%	36%	29%	33%	23%	22%	29%	28%	32%	38%	35%	37%	29%	21%	33%	27%
Somewhat unreasonable (2)	2%	4%	3%	5%	6%	8%	5%	5%	9%	1%	4%	6%	5%	6%	4%	7%
Very unreasonable (1)	2%	1%	4%	1%	2%	0%	2%	2%	3%	2%	0%	3%	2%	0%	2%	3%
- NET: Unreasonable (2,1)	4%	5%	7%	7%	7%	8%	7%	7%	11%	3%	4%	9%	8%	6%	6%	9%
Mean	4.032	3.846	3.850	3.908	4.005	4.000	3.917	3.914	3.717	3.907	3.962	3.811	3.855	4.086	3.913	3.855
Not included in base:																
Decline to Answer	6	7	4	4	3	4	23	131	3	2	1	7	1	2	12	85
Not Applicable	3	5	-	1	4	-	10	55	2	1	-	-	2	-	3	23

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25d-3

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

d. A colleague in your department

BASE: Clarity regarding your performance as: A colleague in your department is applicable

	White Faculty								Faculty of Color							
	UNIV								UNIV							
	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	137 100%	- 100%	- 100%	- 100%	- 100%	- 100%	657 100%	3075 100%	52 100%	- 100%	- 100%	- 100%	- 100%	- 100%	240 100%	1082 100%
- NET: Reasonable (5,4)	64%	62%	63%	56%	64%	69%	62%	64%	60%	49%	62%	65%	75%	82%	66%	65%
Very reasonable (5)	40%	37%	35%	38%	41%	41%	38%	36%	26%	25%	37%	41%	28%	32%	33%	32%
Somewhat reasonable (4)	24%	24%	28%	18%	23%	28%	24%	28%	33%	24%	26%	24%	47%	50%	33%	32%
- Neither reasonable nor unreasonable (3)	29%	34%	31%	36%	29%	24%	31%	29%	33%	47%	35%	28%	17%	12%	29%	26%
Somewhat unreasonable (2)	4%	3%	3%	5%	6%	7%	5%	5%	5%	4%	3%	7%	5%	7%	5%	6%
Very unreasonable (1)	2%	2%	4%	3%	1%	0%	2%	2%	2%	0%	0%	0%	3%	0%	1%	3%
- NET: Unreasonable (2,1)	7%	5%	7%	8%	7%	7%	7%	7%	7%	4%	3%	7%	8%	7%	6%	9%
Mean	3.948	3.927	3.872	3.829	3.963	4.028	3.914	3.908	3.767	3.701	3.959	3.992	3.913	4.066	3.918	3.841
Not included in base:																
Decline to Answer	7	8	5	11	1	5	30	163	2	1	-	-	3	1	5	53
Not Applicable	3	4	-	1	4	-	9	58	1	2	-	-	1	-	3	19

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25e-1

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

e. A campus citizen (e.g., service committees)

BASE: Clarity regarding your performance as: A campus citizen (e.g., service committees) is applicable

	UNIV		Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All	All
	ARIZ							Peers	Univ
Valid responders:	183	-	-	-	-	-	-	889	4135
	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Reasonable (5,4)	63%	51%	61%	53%	57%	64%	57%	59%	
Very reasonable (5)	29%	26%	33%	32%	33%	33%	31%	29%	
Somewhat reasonable (4)	34%	25%	28%	22%	24%	31%	26%	30%	
- Neither reasonable nor unreasonable (3)	26%	41%	36%	39%	33%	31%	37%	33%	
Somewhat unreasonable (2)	10%	5%	2%	5%	7%	5%	5%	6%	
Very unreasonable (1)	1%	3%	1%	2%	3%	0%	2%	2%	
- NET: Unreasonable (2,1)	11%	8%	4%	7%	10%	5%	7%	8%	
Mean	3.787	3.667	3.879	3.761	3.780	3.923	3.790	3.775	
Not included in base:									
Decline to Answer	9	8	5	14	6	5	38	209	
Not Applicable	9	10	1	1	5	3	19	109	

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25e-2

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

e. A campus citizen (e.g., service committees)

BASE: Clarity regarding your performance as: A campus citizen (e.g., service committees) is applicable

	Males								Females							
	UNIV								UNIV							
	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	107	-	-	-	-	-	528	2458	77	-	-	-	-	-	360	1677
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Reasonable (5,4)	64%	50%	60%	53%	57%	63%	56%	59%	61%	54%	61%	55%	57%	66%	58%	59%
Very reasonable (5)	30%	24%	31%	30%	33%	32%	30%	29%	26%	29%	35%	35%	34%	34%	33%	28%
Somewhat reasonable (4)	34%	25%	29%	23%	24%	31%	26%	30%	35%	25%	27%	20%	24%	32%	25%	31%
- Neither reasonable nor unreasonable (3)	27%	43%	35%	39%	34%	29%	37%	34%	24%	38%	36%	40%	33%	32%	36%	32%
Somewhat unreasonable (2)	8%	7%	2%	7%	7%	8%	6%	5%	14%	2%	2%	3%	8%	2%	3%	6%
Very unreasonable (1)	1%	1%	3%	2%	3%	0%	2%	2%	1%	6%	0%	2%	2%	0%	2%	2%
- NET: Unreasonable (2,1)	9%	7%	5%	9%	9%	8%	8%	7%	15%	8%	2%	5%	10%	2%	6%	9%
Mean	3.848	3.656	3.841	3.722	3.774	3.876	3.762	3.784	3.703	3.682	3.931	3.825	3.790	3.988	3.832	3.764
Not included in base:																
Decline to Answer	7	7	4	7	3	3	24	131	2	1	1	7	3	2	14	77
Not Applicable	4	6	1	1	4	1	13	75	5	4	-	-	1	1	6	34

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25e-3

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

e. A campus citizen (e.g., service committees)

BASE: Clarity regarding your performance as: A campus citizen (e.g., service committees) is applicable

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	132 100%	- 100%	- 100%	- 100%	- 100%	- 100%	652 100%	3058 100%	52 100%	- 100%	- 100%	- 100%	- 100%	- 100%	237 100%	1076 100%
- NET: Reasonable (5,4)	63%	53%	61%	54%	56%	63%	57%	59%	62%	46%	60%	53%	59%	68%	56%	60%
Very reasonable (5)	32%	30%	34%	33%	33%	33%	32%	30%	21%	15%	29%	28%	33%	32%	27%	26%
Somewhat reasonable (4)	31%	23%	27%	21%	23%	30%	24%	29%	41%	31%	31%	24%	26%	36%	29%	34%
- Neither reasonable nor unreasonable (3)	26%	41%	35%	40%	34%	32%	37%	34%	27%	41%	37%	38%	33%	28%	36%	30%
Somewhat unreasonable (2)	10%	3%	3%	5%	8%	5%	5%	5%	12%	9%	0%	7%	5%	4%	5%	7%
Very unreasonable (1)	2%	3%	1%	2%	2%	0%	2%	2%	0%	4%	3%	2%	3%	0%	3%	3%
- NET: Unreasonable (2,1)	11%	6%	4%	6%	10%	5%	6%	7%	12%	13%	3%	10%	8%	4%	8%	10%
Mean	3.818	3.740	3.897	3.783	3.770	3.912	3.812	3.794	3.709	3.451	3.837	3.692	3.802	3.960	3.731	3.723
Not included in base:																
Decline to Answer	8	7	5	11	1	4	28	153	2	1	-	3	6	1	10	55
Not Applicable	7	8	-	1	4	2	15	86	1	2	1	-	1	-	5	23

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25f-1

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

f. A member of the broader community (e.g., service, outreach)

BASE: Clarity regarding your performance as: A member of the broader community (e.g., service, outreach) is applicable

	UNIV	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All	All
	ARIZ						Peers	Univ
Valid responders:	184	-	-	-	-	-	869	4020
	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Reasonable (5,4)	64%	47%	57%	50%	51%	53%	51%	53%
Very reasonable (5)	32%	25%	34%	30%	31%	31%	30%	27%
Somewhat reasonable (4)	33%	22%	23%	20%	20%	22%	22%	26%
- Neither reasonable nor unreasonable (3)	28%	46%	40%	41%	39%	43%	42%	39%
Somewhat unreasonable (2)	7%	4%	1%	7%	6%	3%	4%	5%
Very unreasonable (1)	1%	3%	2%	1%	4%	2%	2%	3%
- NET: Unreasonable (2,1)	8%	7%	3%	8%	10%	4%	7%	8%
Mean	3.871	3.616	3.863	3.707	3.694	3.779	3.723	3.694
Not included in base:								
Decline to Answer	9	9	7	14	6	6	43	234
Not Applicable	7	12	2	3	5	3	25	146

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25f-2

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

f. A member of the broader community (e.g., service, outreach)

BASE: Clarity regarding your performance as: A member of the broader community (e.g., service, outreach) is applicable

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	107 100%	- 100%	- 100%	- 100%	- 100%	- 100%	514 100%	2396 100%	78 100%	- 100%	- 100%	- 100%	- 100%	- 100%	355 100%	1624 100%
- NET: Reasonable (5,4)	65%	44%	61%	51%	52%	49%	51%	54%	63%	51%	52%	49%	51%	58%	52%	52%
Very reasonable (5)	35%	23%	33%	29%	33%	28%	29%	27%	27%	26%	35%	32%	28%	34%	31%	26%
Somewhat reasonable (4)	30%	21%	28%	22%	18%	21%	22%	27%	36%	24%	17%	17%	23%	24%	21%	26%
- Neither reasonable nor unreasonable (3)	29%	49%	35%	40%	40%	45%	42%	39%	27%	43%	47%	43%	37%	40%	42%	39%
Somewhat unreasonable (2)	5%	5%	1%	8%	5%	5%	5%	4%	8%	2%	0%	6%	8%	0%	4%	6%
Very unreasonable (1)	1%	3%	2%	1%	4%	1%	2%	3%	1%	3%	1%	2%	4%	2%	2%	2%
- NET: Unreasonable (2,1)	6%	7%	4%	8%	8%	6%	7%	7%	10%	6%	1%	8%	12%	2%	6%	9%
Mean	3.925	3.568	3.882	3.705	3.728	3.700	3.710	3.708	3.798	3.680	3.838	3.710	3.641	3.887	3.741	3.673
Not included in base:																
Decline to Answer	7	8	5	7	3	4	28	143	2	1	2	7	3	2	15	91
Not Applicable	3	7	1	3	4	1	16	87	4	5	1	-	1	2	9	58

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25f-3

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

f. A member of the broader community (e.g., service, outreach)

BASE: Clarity regarding your performance as: A member of the broader community (e.g., service, outreach) is applicable

	White Faculty								Faculty of Color							
	UNIV								UNIV							
	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	134 100%	- 100%	- 100%	- 100%	- 100%	- 100%	637 100%	2968 100%	50 100%	- 100%	- 100%	- 100%	- 100%	- 100%	232 100%	1052 100%
- NET: Reasonable (5,4)	66%	50%	58%	49%	50%	51%	51%	52%	60%	38%	55%	55%	55%	59%	52%	55%
Very reasonable (5)	35%	28%	36%	31%	32%	31%	31%	28%	22%	14%	29%	26%	28%	30%	25%	24%
Somewhat reasonable (4)	31%	22%	22%	17%	18%	20%	20%	25%	38%	24%	25%	29%	26%	30%	27%	30%
- Neither reasonable nor unreasonable (3)	27%	44%	39%	43%	38%	47%	42%	41%	31%	53%	43%	35%	40%	30%	41%	35%
Somewhat unreasonable (2)	6%	4%	0%	7%	8%	2%	4%	5%	9%	2%	3%	9%	2%	4%	4%	6%
Very unreasonable (1)	2%	2%	3%	2%	4%	0%	2%	2%	0%	6%	0%	0%	3%	6%	3%	4%
- NET: Unreasonable (2,1)	7%	6%	3%	8%	12%	2%	6%	7%	9%	9%	3%	9%	6%	11%	7%	10%
Mean	3.922	3.692	3.885	3.702	3.671	3.798	3.740	3.708	3.737	3.377	3.811	3.721	3.741	3.720	3.674	3.654
Not included in base:																
Decline to Answer	8	7	6	11	1	5	30	172	2	2	1	3	6	1	13	63
Not Applicable	5	9	2	3	4	3	20	113	1	3	-	-	1	-	4	33

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 26-1

II. Tenure

Q26. Please indicate whether you agree or disagree with the following statement.

I have received mixed messages about the requirements for tenure from senior colleagues

	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	195 100%	- 100%	- 100%	- 100%	- 100%	- 100%	924 100%	4323 100%
- NET: Disagree (5,4)	33%	34%	37%	39%	37%	39%	37%	32%
Strongly disagree (5)	13%	13%	18%	20%	17%	18%	17%	14%
Somewhat disagree (4)	20%	21%	18%	20%	20%	21%	20%	18%
- Neither agree (3) nor disagree	13%	14%	13%	8%	8%	11%	11%	11%
Somewhat agree (2)	33%	32%	32%	33%	38%	30%	33%	32%
Strongly agree (1)	21%	20%	19%	20%	17%	20%	19%	24%
- NET: Agree (2,1)	54%	52%	51%	52%	55%	50%	52%	57%
Mean	2.705	2.743	2.853	2.872	2.823	2.866	2.829	2.657
Not included in base:								
Decline to Answer	1	1	3	4	4	2	14	97
Not Applicable/ Don't know	7	6	5	3	3	5	23	85

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 26-2

II. Tenure

Q26. Please indicate whether you agree or disagree with the following statement.

I have received mixed messages about the requirements for tenure from senior colleagues

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	114 100%	- 100%	- 100%	- 100%	- 100%	- 100%	550 100%	2574 100%	81 100%	- 100%	- 100%	- 100%	- 100%	- 100%	374 100%	1749 100%
- NET: Disagree (5,4)	39%	32%	38%	42%	41%	39%	39%	35%	24%	35%	35%	35%	31%	39%	35%	28%
Strongly disagree (5)	16%	14%	17%	22%	19%	17%	18%	16%	8%	11%	20%	16%	13%	19%	16%	12%
Somewhat disagree (4)	23%	19%	21%	20%	22%	23%	21%	19%	16%	24%	14%	19%	18%	20%	19%	16%
- Neither agree nor disagree (3)	14%	15%	18%	9%	9%	14%	13%	12%	11%	14%	5%	7%	6%	6%	8%	9%
Somewhat agree (2)	32%	37%	24%	32%	36%	28%	32%	30%	35%	26%	42%	34%	40%	34%	35%	35%
Strongly agree (1)	15%	16%	20%	17%	13%	19%	17%	22%	30%	25%	18%	24%	23%	22%	23%	28%
- NET: Agree (2,1)	47%	53%	44%	49%	50%	46%	49%	52%	65%	51%	60%	58%	63%	55%	57%	63%
Mean	2.936	2.772	2.916	2.987	2.975	2.911	2.913	2.764	2.382	2.702	2.765	2.692	2.584	2.805	2.705	2.499
Not included in base:																
Decline to Answer	1	1	2	2	3	1	10	64	-	-	1	2	1	1	4	33
Not Applicable/ Don't know	4	5	4	2	3	4	17	61	3	1	2	1	1	1	6	24

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 26-3

II. Tenure

Q26. Please indicate whether you agree or disagree with the following statement.

I have received mixed messages about the requirements for tenure from senior colleagues

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	144 100%	- 100%	- 100%	- 100%	- 100%	- 100%	685 100%	3231 100%	51 100%	- 100%	- 100%	- 100%	- 100%	- 100%	239 100%	1092 100%
- NET: Disagree (5,4)	37%	34%	37%	37%	38%	36%	36%	32%	22%	31%	36%	46%	36%	48%	39%	33%
Strongly disagree (5)	13%	15%	16%	18%	17%	16%	17%	14%	13%	4%	24%	24%	16%	26%	18%	15%
Somewhat disagree (4)	24%	19%	21%	19%	21%	21%	20%	18%	8%	26%	12%	22%	20%	23%	21%	17%
- Neither agree nor disagree (3)	10%	15%	7%	8%	6%	8%	9%	10%	19%	11%	27%	9%	12%	21%	15%	14%
Somewhat agree (2)	30%	31%	35%	32%	39%	33%	34%	32%	43%	36%	23%	34%	35%	21%	31%	34%
Strongly agree (1)	22%	19%	21%	22%	17%	23%	21%	26%	17%	22%	14%	11%	17%	9%	15%	20%
- NET: Agree (2,1)	53%	50%	56%	55%	56%	56%	54%	58%	60%	58%	37%	45%	52%	30%	46%	53%
Mean	2.748	2.805	2.756	2.784	2.815	2.735	2.782	2.625	2.583	2.544	3.101	3.140	2.841	3.349	2.963	2.753
Not included in base:																
Decline to Answer	1	1	2	3	1	1	7	58	-	-	1	1	3	1	7	40
Not Applicable/ Don't know	2	4	3	2	2	2	12	46	5	2	3	1	2	3	10	39

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 27a-1

II. Tenure

Q27a. Please indicate whether you agree or disagree with the following statement.

From what I can gather, tenure decisions are based primarily on performance rather than on politics, relationships or demographics

		UNIV					All	All	
		ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		198	-	-	-	-	-	912	4271
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Agree	(5,4)	57%	63%	72%	73%	68%	74%	70%	59%
Strongly agree	(5)	23%	25%	27%	32%	30%	25%	28%	22%
Somewhat agree	(4)	34%	37%	45%	41%	37%	49%	41%	37%
- Neither agree nor disagree	(3)	17%	11%	9%	8%	9%	11%	10%	13%
Somewhat disagree	(2)	16%	21%	13%	12%	14%	11%	15%	17%
Strongly disagree	(1)	10%	5%	5%	6%	9%	5%	6%	10%
- NET: Disagree	(2,1)	26%	26%	19%	19%	23%	15%	21%	27%
Mean		3.446	3.572	3.751	3.809	3.656	3.792	3.714	3.436
Not included in base:									
Decline to Answer		1	1	4	5	4	3	17	107
Not Applicable/ Don't know		4	12	3	4	6	7	32	128

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 27a-2

II. Tenure

Q27a. Please indicate whether you agree or disagree with the following statement.

From what I can gather, tenure decisions are based primarily on performance rather than on politics, relationships or demographics

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	115 100%	- 100%	- 100%	- 100%	- 100%	- 100%	544 100%	2561 100%	82 100%	- 100%	- 100%	- 100%	- 100%	- 100%	368 100%	1710 100%
- NET: Agree (5,4)	64%	66%	70%	74%	72%	75%	71%	62%	48%	58%	75%	72%	61%	72%	67%	55%
Strongly agree (5)	31%	28%	28%	36%	33%	26%	31%	24%	13%	22%	26%	26%	26%	25%	25%	19%
Somewhat agree (4)	33%	38%	42%	38%	39%	50%	41%	37%	35%	36%	49%	46%	35%	47%	43%	36%
- Neither agree nor disagree (3)	17%	13%	8%	6%	9%	9%	9%	13%	18%	9%	11%	11%	10%	13%	11%	14%
Somewhat disagree (2)	12%	19%	14%	12%	14%	13%	14%	16%	22%	24%	12%	13%	14%	8%	15%	20%
Strongly disagree (1)	8%	2%	7%	8%	6%	3%	5%	9%	12%	8%	3%	4%	15%	7%	7%	11%
- NET: Disagree (2,1)	20%	21%	22%	20%	19%	16%	20%	25%	34%	33%	14%	16%	29%	15%	22%	31%
Mean	3.663	3.696	3.684	3.825	3.806	3.820	3.768	3.516	3.142	3.396	3.845	3.784	3.420	3.751	3.634	3.317
Not included in base:																
Decline to Answer	1	1	3	3	3	1	12	63	-	-	1	2	1	2	6	44
Not Applicable/ Don't know	2	9	2	2	4	4	21	75	2	3	1	2	2	3	10	52

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 27a-3

II. Tenure

Q27a. Please indicate whether you agree or disagree with the following statement.

From what I can gather, tenure decisions are based primarily on performance rather than on politics, relationships or demographics

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	143 100%	- 100%	- 100%	- 100%	- 100%	- 100%	671 100%	3181 100%	54 100%	- 100%	- 100%	- 100%	- 100%	- 100%	241 100%	1090 100%
- NET: Agree (5,4)	60%	68%	77%	74%	73%	72%	73%	61%	48%	46%	61%	71%	57%	80%	62%	54%
Strongly agree (5)	25%	29%	29%	28%	35%	24%	29%	23%	19%	14%	21%	46%	20%	29%	26%	20%
Somewhat agree (4)	35%	39%	47%	47%	37%	48%	43%	38%	29%	32%	40%	24%	37%	52%	35%	33%
- Neither agree nor disagree (3)	15%	12%	6%	8%	8%	11%	9%	13%	22%	10%	17%	10%	12%	9%	12%	16%
Somewhat disagree (2)	13%	17%	13%	13%	11%	12%	14%	17%	24%	34%	13%	11%	19%	6%	17%	18%
Strongly disagree (1)	11%	3%	4%	5%	8%	5%	5%	9%	6%	10%	8%	9%	11%	4%	9%	12%
- NET: Disagree (2,1)	24%	20%	17%	18%	20%	17%	19%	27%	30%	44%	22%	20%	30%	11%	27%	30%
Mean	3.501	3.735	3.849	3.786	3.801	3.749	3.781	3.477	3.302	3.058	3.509	3.879	3.356	3.938	3.525	3.315
Not included in base:																
Decline to Answer	1	1	3	4	1	1	9	65	-	-	1	1	3	2	8	42
Not Applicable/ Don't know	3	9	2	3	5	6	24	88	1	3	1	1	1	1	7	39

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 28-1

III. The Nature of Your Work

Q28. Please indicate your level of satisfaction with the following:

The way you spend your time as a faculty member

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		202 100%	- 100%	- 100%	- 100%	- 100%	- 100%	943 100%	4405 100%
- NET: Satisfied	(5,4)	72%	80%	78%	78%	72%	75%	77%	74%
Very satisfied	(5)	26%	35%	26%	25%	28%	34%	29%	27%
Somewhat satisfied	(4)	47%	45%	52%	53%	44%	41%	47%	47%
- Neither satisfied nor dissatisfied	(3)	6%	5%	8%	6%	4%	8%	6%	7%
Somewhat dissatisfied	(2)	18%	12%	13%	13%	19%	17%	14%	16%
Very dissatisfied	(1)	4%	4%	1%	3%	5%	1%	3%	4%
- NET: Dissatisfied	(2,1)	22%	16%	14%	16%	24%	17%	17%	19%
Mean		3.717	3.950	3.892	3.846	3.701	3.914	3.862	3.782
Not included in base:									
Decline to Answer		1	2	3	3	7	2	17	97
Not Applicable		-	-	1	-	-	1	1	4

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 28-2

III. The Nature of Your Work

Q28. Please indicate your level of satisfaction with the following:

The way you spend your time as a faculty member

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	118 100%	- 100%	- 100%	- 100%	- 100%	- 100%	564 100%	2633 100%	84 100%	- 100%	- 100%	- 100%	- 100%	- 100%	379 100%	1771 100%
- NET: Satisfied (5,4)	73%	82%	81%	80%	76%	76%	79%	76%	71%	76%	75%	76%	64%	74%	73%	71%
Very satisfied (5)	25%	40%	27%	27%	31%	33%	32%	29%	27%	26%	24%	23%	23%	37%	26%	25%
Somewhat satisfied (4)	49%	41%	53%	52%	46%	43%	47%	47%	44%	50%	51%	53%	41%	37%	47%	46%
- Neither satisfied nor dissatisfied (3)	7%	6%	7%	6%	5%	9%	6%	7%	4%	3%	8%	5%	3%	6%	5%	6%
Somewhat dissatisfied (2)	16%	10%	11%	12%	15%	15%	12%	14%	20%	15%	15%	15%	25%	18%	17%	19%
Very dissatisfied (1)	3%	2%	1%	2%	3%	0%	2%	3%	6%	5%	1%	4%	8%	2%	4%	4%
- NET: Dissatisfied (2,1)	20%	13%	12%	14%	18%	15%	14%	17%	25%	20%	17%	19%	33%	20%	22%	23%
Mean	3.751	4.073	3.946	3.904	3.857	3.931	3.945	3.848	3.670	3.769	3.815	3.755	3.460	3.891	3.737	3.684
Not included in base:																
Decline to Answer	1	1	2	2	6	1	12	64	-	1	1	1	1	1	4	33
Not Applicable	-	-	-	-	-	1	1	3	-	-	1	-	-	-	1	2

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 28-3

III. The Nature of Your Work

Q28. Please indicate your level of satisfaction with the following:

The way you spend your time as a faculty member

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	146 100%	- 100%	- 100%	- 100%	- 100%	- 100%	693 100%	3266 100%	56 100%	- 100%	- 100%	- 100%	- 100%	- 100%	250 100%	1138 100%
- NET: Satisfied (5,4)	70%	79%	78%	77%	76%	74%	77%	74%	78%	82%	80%	81%	64%	77%	77%	75%
Very satisfied (5)	24%	33%	24%	24%	27%	36%	29%	26%	30%	40%	30%	30%	28%	30%	32%	30%
Somewhat satisfied (4)	46%	46%	53%	53%	48%	39%	48%	47%	47%	42%	50%	51%	35%	47%	45%	45%
- Neither satisfied nor dissatisfied (3)	5%	5%	6%	7%	4%	7%	6%	6%	7%	2%	12%	4%	5%	10%	6%	8%
Somewhat dissatisfied (2)	21%	12%	15%	14%	17%	18%	15%	17%	9%	13%	8%	12%	21%	13%	14%	14%
Very dissatisfied (1)	4%	4%	2%	3%	3%	1%	3%	4%	6%	4%	0%	2%	10%	0%	4%	3%
- NET: Dissatisfied (2,1)	24%	16%	17%	17%	20%	19%	17%	20%	16%	16%	8%	14%	31%	13%	17%	17%
Mean	3.661	3.930	3.839	3.811	3.794	3.905	3.857	3.760	3.865	4.015	4.019	3.948	3.509	3.944	3.876	3.844
Not included in base:																
Decline to Answer	1	1	3	3	4	1	11	66	-	1	-	-	3	1	5	30
Not Applicable	-	-	1	-	-	-	1	2	-	-	-	-	-	1	1	2

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29a-1

III. The Nature of Your Work

Q29a. Please indicate your level of satisfaction with the following:

The level of the courses you teach

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		198 100%	- 100%	- 100%	- 100%	- 100%	- 100%	900 100%	4312 100%
- NET: Satisfied	(5,4)	86%	85%	86%	82%	84%	88%	85%	83%
Very satisfied	(5)	49%	46%	44%	43%	48%	55%	47%	47%
Somewhat satisfied	(4)	38%	39%	42%	39%	36%	33%	38%	36%
- Neither satisfied nor dissatisfied	(3)	7%	6%	5%	6%	5%	4%	5%	7%
Somewhat dissatisfied	(2)	6%	9%	7%	8%	9%	7%	8%	8%
Very dissatisfied	(1)	1%	<1%	1%	4%	1%	1%	2%	2%
- NET: Dissatisfied	(2,1)	7%	9%	8%	12%	11%	8%	10%	10%
Mean		4.275	4.217	4.206	4.086	4.203	4.349	4.198	4.173
Not included in base:									
Decline to Answer		1	2	3	3	5	2	15	94
Not Applicable		4	19	9	13	-	6	47	100

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29a-2

III. The Nature of Your Work

Q29a. Please indicate your level of satisfaction with the following:

The level of the courses you teach

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	115 100%	- 100%	- 100%	- 100%	- 100%	- 100%	535 100%	2582 100%	82 100%	- 100%	- 100%	- 100%	- 100%	- 100%	364 100%	1729 100%
- NET: Satisfied (5,4)	87%	84%	87%	82%	85%	88%	85%	82%	86%	86%	85%	82%	83%	88%	84%	83%
Very satisfied (5)	44%	45%	45%	41%	50%	58%	47%	44%	55%	48%	44%	46%	46%	52%	47%	50%
Somewhat satisfied (4)	43%	39%	42%	41%	35%	30%	38%	38%	31%	38%	41%	35%	36%	36%	37%	34%
- Neither satisfied nor dissatisfied (3)	6%	9%	6%	6%	7%	3%	6%	8%	7%	1%	4%	6%	3%	6%	4%	5%
Somewhat dissatisfied (2)	6%	6%	5%	9%	8%	9%	7%	8%	7%	13%	11%	8%	12%	5%	10%	9%
Very dissatisfied (1)	1%	1%	2%	3%	1%	0%	2%	2%	0%	0%	0%	5%	2%	1%	2%	2%
- NET: Dissatisfied (2,1)	7%	7%	7%	12%	9%	9%	9%	10%	7%	13%	11%	13%	14%	6%	12%	11%
Mean	4.230	4.222	4.226	4.071	4.250	4.364	4.209	4.153	4.339	4.211	4.175	4.108	4.128	4.330	4.183	4.203
Not included in base:																
Decline to Answer	1	1	2	2	4	1	10	59	-	1	1	1	1	1	4	34
Not Applicable	2	14	3	8	-	6	31	58	2	5	6	4	-	-	15	42

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29a-3

III. The Nature of Your Work

Q29a. Please indicate your level of satisfaction with the following:

The level of the courses you teach

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	142 100%	- 100%	- 100%	- 100%	- 100%	- 100%	664 100%	3191 100%	56 100%	- 100%	- 100%	- 100%	- 100%	- 100%	236 100%	1121 100%
- NET: Satisfied (5,4)	87%	84%	85%	83%	86%	86%	85%	84%	84%	87%	89%	79%	79%	93%	85%	80%
Very satisfied (5)	50%	46%	42%	45%	56%	55%	48%	48%	45%	46%	50%	38%	32%	57%	43%	42%
Somewhat satisfied (4)	37%	38%	43%	38%	30%	32%	36%	35%	39%	41%	39%	41%	47%	36%	42%	38%
- Neither satisfied nor dissatisfied (3)	6%	6%	4%	5%	6%	6%	5%	6%	8%	5%	8%	9%	4%	0%	6%	9%
Somewhat dissatisfied (2)	6%	10%	9%	7%	7%	8%	8%	8%	8%	6%	3%	12%	14%	5%	9%	9%
Very dissatisfied (1)	1%	0%	2%	5%	1%	0%	2%	2%	0%	2%	0%	0%	2%	2%	1%	2%
- NET: Dissatisfied (2,1)	7%	10%	11%	13%	8%	8%	10%	10%	8%	8%	3%	12%	16%	7%	10%	11%
Mean	4.297	4.209	4.136	4.097	4.333	4.335	4.210	4.198	4.220	4.244	4.365	4.050	3.929	4.401	4.166	4.101
Not included in base:																
Decline to Answer	1	1	3	3	2	1	9	65	-	1	-	-	3	1	5	28
Not Applicable	4	14	8	7	-	2	32	78	-	5	1	6	-	3	15	22

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29b-1

III. The Nature of Your Work

Q29b. Please indicate your level of satisfaction with the following:

The number of courses you teach

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		197 100%	- 100%	- 100%	- 100%	- 100%	- 100%	901 100%	4315 100%
- NET: Satisfied	(5,4)	79%	77%	76%	84%	85%	82%	81%	74%
Very satisfied	(5)	50%	42%	48%	47%	60%	58%	50%	45%
Somewhat satisfied	(4)	28%	35%	28%	38%	25%	24%	31%	29%
- Neither satisfied nor dissatisfied	(3)	12%	10%	4%	7%	5%	7%	7%	8%
Somewhat dissatisfied	(2)	6%	10%	16%	6%	10%	8%	10%	13%
Very dissatisfied	(1)	3%	2%	4%	2%	1%	3%	2%	5%
- NET: Dissatisfied	(2,1)	9%	13%	20%	9%	11%	11%	12%	18%
Mean		4.169	4.034	4.009	4.198	4.331	4.263	4.165	3.969
Not included in base:									
Decline to Answer		1	2	3	3	5	2	15	93
Not Applicable		5	19	8	13	-	5	45	98

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29b-2

III. The Nature of Your Work

Q29b. Please indicate your level of satisfaction with the following:

The number of courses you teach

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	115 100%	- 100%	- 100%	- 100%	- 100%	- 100%	536 100%	2587 100%	81 100%	- 100%	- 100%	- 100%	- 100%	- 100%	365 100%	1728 100%
- NET: Satisfied (5,4)	75%	77%	78%	84%	87%	81%	82%	74%	83%	77%	74%	85%	81%	84%	80%	75%
Very satisfied (5)	46%	39%	47%	45%	60%	59%	49%	44%	56%	44%	50%	49%	59%	58%	52%	47%
Somewhat satisfied (4)	29%	38%	30%	39%	27%	22%	32%	30%	27%	32%	24%	36%	22%	26%	29%	28%
- Neither satisfied nor dissatisfied (3)	15%	12%	7%	9%	6%	9%	9%	10%	9%	8%	0%	3%	3%	5%	4%	6%
Somewhat dissatisfied (2)	6%	8%	10%	6%	6%	8%	7%	12%	6%	14%	25%	8%	15%	9%	14%	14%
Very dissatisfied (1)	4%	3%	6%	1%	1%	3%	3%	4%	2%	1%	1%	4%	1%	3%	2%	6%
- NET: Dissatisfied (2,1)	10%	11%	15%	7%	7%	11%	10%	16%	8%	15%	26%	12%	16%	12%	16%	19%
Mean	4.083	4.026	4.034	4.209	4.393	4.256	4.183	3.968	4.291	4.046	3.971	4.182	4.233	4.273	4.139	3.970
Not included in base:																
Decline to Answer	1	1	2	2	4	1	10	58	-	1	1	1	1	1	4	34
Not Applicable	2	14	3	8	-	5	31	54	3	5	5	4	-	-	15	44

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29b-3

III. The Nature of Your Work

Q29b. Please indicate your level of satisfaction with the following:

The number of courses you teach

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	141 100%	- 100%	- 100%	- 100%	- 100%	- 100%	665 100%	3195 100%	56 100%	- 100%	- 100%	- 100%	- 100%	- 100%	236 100%	1120 100%
- NET: Satisfied (5,4)	78%	80%	74%	83%	86%	80%	81%	75%	80%	68%	81%	88%	82%	88%	81%	72%
Very satisfied (5)	49%	42%	45%	48%	63%	57%	50%	46%	52%	39%	57%	44%	54%	62%	50%	42%
Somewhat satisfied (4)	29%	37%	29%	35%	23%	23%	31%	29%	28%	29%	24%	44%	29%	25%	31%	30%
- Neither satisfied nor dissatisfied (3)	14%	8%	4%	8%	2%	8%	6%	8%	9%	18%	5%	2%	10%	3%	8%	10%
Somewhat dissatisfied (2)	5%	11%	18%	6%	10%	9%	10%	13%	7%	9%	11%	7%	8%	7%	8%	12%
Very dissatisfied (1)	3%	1%	4%	3%	1%	3%	2%	5%	3%	6%	3%	2%	0%	2%	2%	5%
- NET: Dissatisfied (2,1)	8%	12%	22%	9%	12%	12%	13%	17%	10%	14%	14%	9%	8%	9%	11%	18%
Mean	4.160	4.086	3.918	4.194	4.356	4.232	4.159	3.989	4.190	3.865	4.218	4.213	4.279	4.379	4.182	3.910
Not included in base:																
Decline to Answer	1	1	3	3	2	1	9	64	-	1	-	-	3	1	5	28
Not Applicable	5	14	7	7	-	2	31	75	-	5	1	6	-	3	14	23

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29c-1

III. The Nature of Your Work

Q29c. Please indicate your level of satisfaction with the following:

The degree of influence you have over which courses you teach

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		197 100%	- 100%	- 100%	- 100%	- 100%	- 100%	901 100%	4310 100%
- NET: Satisfied	(5,4)	83%	75%	78%	74%	81%	78%	77%	79%
Very satisfied	(5)	55%	42%	47%	46%	52%	54%	48%	50%
Somewhat satisfied	(4)	28%	33%	31%	29%	29%	24%	29%	29%
- Neither satisfied nor dissatisfied	(3)	8%	10%	12%	11%	10%	10%	10%	9%
Somewhat dissatisfied	(2)	7%	12%	8%	10%	5%	7%	9%	9%
Very dissatisfied	(1)	1%	4%	2%	4%	4%	4%	4%	4%
- NET: Dissatisfied	(2,1)	9%	15%	10%	15%	9%	12%	13%	12%
Mean		4.279	3.975	4.133	4.012	4.195	4.163	4.084	4.130
Not included in base:									
Decline to Answer		1	2	3	3	5	2	15	96
Not Applicable		5	20	7	12	-	5	45	100

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29c-2

III. The Nature of Your Work

Q29c. Please indicate your level of satisfaction with the following:

The degree of influence you have over which courses you teach

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	115 100%	- 100%	- 100%	- 100%	- 100%	- 100%	536 100%	2586 100%	81 100%	- 100%	- 100%	- 100%	- 100%	- 100%	365 100%	1724 100%
- NET: Satisfied (5,4)	83%	74%	75%	78%	83%	78%	78%	80%	83%	76%	83%	69%	77%	79%	76%	77%
Very satisfied (5)	53%	38%	44%	45%	50%	57%	46%	49%	57%	47%	53%	47%	56%	51%	50%	52%
Somewhat satisfied (4)	30%	36%	32%	33%	33%	21%	32%	31%	26%	30%	30%	22%	21%	28%	26%	25%
- Neither satisfied nor dissatisfied (3)	10%	12%	14%	12%	11%	10%	12%	9%	6%	6%	9%	9%	7%	10%	8%	8%
Somewhat dissatisfied (2)	7%	11%	9%	6%	2%	8%	7%	7%	8%	13%	7%	17%	10%	7%	11%	11%
Very dissatisfied (1)	1%	3%	3%	3%	3%	4%	3%	3%	3%	5%	1%	6%	6%	4%	5%	5%
- NET: Dissatisfied (2,1)	7%	14%	11%	9%	5%	12%	10%	10%	11%	18%	8%	23%	16%	11%	16%	15%
Mean	4.285	3.956	4.047	4.101	4.252	4.182	4.103	4.157	4.271	4.002	4.260	3.872	4.105	4.138	4.056	4.089
Not included in base:																
Decline to Answer	1	1	2	2	4	1	10	59	-	1	1	1	1	1	4	37
Not Applicable	2	15	3	7	-	5	30	54	3	5	4	5	-	-	15	45

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29c-3

III. The Nature of Your Work

Q29c. Please indicate your level of satisfaction with the following:

The degree of influence you have over which courses you teach

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	141 100%	- 100%	- 100%	- 100%	- 100%	- 100%	664 100%	3191 100%	56 100%	- 100%	- 100%	- 100%	- 100%	- 100%	238 100%	1119 100%
- NET: Satisfied (5,4)	84%	74%	77%	75%	80%	78%	77%	80%	81%	76%	81%	74%	83%	80%	79%	77%
Very satisfied (5)	56%	43%	48%	46%	57%	51%	49%	52%	51%	39%	46%	44%	42%	64%	45%	45%
Somewhat satisfied (4)	28%	32%	29%	28%	23%	27%	28%	28%	29%	38%	35%	30%	41%	16%	33%	31%
- Neither satisfied nor dissatisfied (3)	8%	9%	11%	10%	11%	9%	10%	8%	7%	13%	14%	13%	8%	11%	12%	11%
Somewhat dissatisfied (2)	7%	13%	10%	9%	6%	8%	10%	9%	9%	8%	2%	13%	2%	6%	7%	8%
Very dissatisfied (1)	1%	4%	2%	6%	3%	5%	4%	4%	3%	2%	3%	0%	8%	2%	3%	4%
- NET: Dissatisfied (2,1)	7%	17%	12%	15%	9%	13%	14%	12%	12%	10%	5%	13%	10%	9%	10%	12%
Mean	4.323	3.960	4.112	4.003	4.255	4.116	4.075	4.156	4.168	4.025	4.181	4.039	4.069	4.334	4.108	4.056
Not included in base:																
Decline to Answer	1	1	3	3	2	1	9	65	-	1	-	-	3	1	5	31
Not Applicable	5	15	6	8	-	2	32	78	-	5	1	4	-	3	13	22

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29d-1

III. The Nature of Your Work

Q29d. Please indicate your level of satisfaction with the following:

The discretion you have over the content of your courses

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		195 100%	- 100%	- 100%	- 100%	- 100%	- 100%	900 100%	4309 100%
- NET: Satisfied	(5,4)	96%	91%	94%	93%	94%	93%	93%	94%
Very satisfied	(5)	80%	69%	72%	69%	76%	75%	72%	75%
Somewhat satisfied	(4)	16%	22%	22%	24%	18%	19%	21%	19%
- Neither satisfied nor dissatisfied	(3)	2%	5%	4%	4%	3%	4%	4%	3%
Somewhat dissatisfied	(2)	2%	3%	2%	3%	2%	3%	3%	2%
Very dissatisfied	(1)	1%	1%	1%	<1%	1%	0%	1%	1%
- NET: Dissatisfied	(2,1)	2%	4%	2%	3%	3%	3%	3%	3%
Mean		4.733	4.549	4.628	4.585	4.666	4.645	4.609	4.647
Not included in base:									
Decline to Answer		1	2	3	3	5	2	15	94
Not Applicable		6	18	7	15	-	6	46	103

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29d-2

III. The Nature of Your Work

Q29d. Please indicate your level of satisfaction with the following:

The discretion you have over the content of your courses

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	113 100%	- 100%	- 100%	- 100%	- 100%	- 100%	538 100%	2582 100%	82 100%	- 100%	- 100%	- 100%	- 100%	- 100%	362 100%	1727 100%
- NET: Satisfied (5,4)	95%	90%	94%	92%	93%	93%	92%	94%	98%	92%	93%	94%	96%	94%	94%	93%
Very satisfied (5)	75%	65%	68%	69%	73%	73%	69%	74%	86%	75%	78%	70%	80%	76%	75%	76%
Somewhat satisfied (4)	19%	25%	27%	23%	20%	19%	23%	20%	12%	17%	15%	24%	16%	18%	18%	17%
- Neither satisfied nor dissatisfied (3)	3%	5%	2%	5%	4%	3%	4%	3%	0%	5%	5%	2%	1%	4%	4%	3%
Somewhat dissatisfied (2)	2%	3%	2%	3%	2%	4%	3%	2%	1%	2%	1%	3%	1%	2%	2%	2%
Very dissatisfied (1)	0%	1%	1%	0%	1%	0%	1%	1%	1%	1%	0%	1%	1%	0%	1%	1%
- NET: Dissatisfied (2,1)	2%	4%	3%	3%	3%	4%	3%	3%	2%	4%	1%	4%	2%	2%	3%	4%
Mean	4.677	4.503	4.578	4.579	4.627	4.613	4.577	4.647	4.809	4.616	4.703	4.593	4.728	4.687	4.658	4.646
Not included in base:																
Decline to Answer	1	1	2	2	4	1	10	60	-	1	1	1	1	1	4	34
Not Applicable	4	12	2	9	-	5	29	58	2	6	5	5	-	1	17	45

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29d-3

III. The Nature of Your Work

Q29d. Please indicate your level of satisfaction with the following:

The discretion you have over the content of your courses

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	141 100%	- 100%	- 100%	- 100%	- 100%	- 100%	664 100%	3192 100%	54 100%	- 100%	- 100%	- 100%	- 100%	- 100%	236 100%	1117 100%
- NET: Satisfied (5,4)	96%	91%	92%	92%	96%	92%	93%	94%	96%	91%	98%	96%	90%	98%	94%	92%
Very satisfied (5)	80%	69%	73%	71%	80%	74%	73%	78%	79%	70%	69%	63%	69%	75%	69%	67%
Somewhat satisfied (4)	16%	22%	20%	21%	17%	18%	20%	17%	17%	21%	28%	32%	22%	23%	25%	24%
- Neither satisfied nor dissatisfied (3)	2%	4%	4%	4%	1%	4%	3%	3%	0%	9%	2%	4%	8%	2%	6%	5%
Somewhat dissatisfied (2)	1%	4%	3%	4%	1%	4%	3%	2%	4%	0%	0%	0%	2%	0%	<1%	2%
Very dissatisfied (1)	1%	1%	1%	<1%	1%	0%	1%	1%	0%	0%	0%	0%	0%	0%	0%	1%
- NET: Dissatisfied (2,1)	1%	5%	4%	4%	3%	4%	4%	3%	4%	0%	0%	0%	2%	0%	<1%	3%
Mean	4.743	4.532	4.610	4.584	4.713	4.623	4.606	4.680	4.708	4.606	4.670	4.588	4.568	4.724	4.620	4.551
Not included in base:																
Decline to Answer	1	1	3	3	2	1	9	65	-	1	-	-	3	1	5	29
Not Applicable	5	13	6	9	-	3	32	77	1	5	1	6	-	3	14	26

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29e-1

III. The Nature of Your Work

Q29e. Please indicate your level of satisfaction with the following:

The number of students you teach

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		197 100%	- 100%	- 100%	- 100%	- 100%	- 100%	905 100%	4312 100%
- NET: Satisfied (5,4)		77%	75%	79%	76%	80%	80%	78%	74%
Very satisfied (5)		44%	41%	42%	37%	44%	54%	42%	40%
Somewhat satisfied (4)		33%	35%	37%	39%	36%	26%	35%	33%
- Neither satisfied (3) nor dissatisfied		8%	12%	14%	9%	7%	7%	10%	10%
Somewhat dissatisfied (2)		11%	10%	6%	10%	10%	13%	10%	12%
Very dissatisfied (1)		5%	3%	1%	5%	3%	0%	3%	4%
- NET: Dissatisfied (2,1)		16%	13%	7%	15%	14%	13%	13%	16%
Mean		4.004	4.005	4.121	3.923	4.068	4.209	4.047	3.935
Not included in base:									
Decline to Answer		1	2	3	3	5	2	15	94
Not Applicable		5	16	8	13	-	4	41	100

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29e-2

III. The Nature of Your Work

Q29e. Please indicate your level of satisfaction with the following:

The number of students you teach

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	114 100%	- 100%	- 100%	- 100%	- 100%	- 100%	540 100%	2580 100%	82 100%	- 100%	- 100%	- 100%	- 100%	- 100%	365 100%	1731 100%
- NET: Satisfied (5,4)	76%	74%	78%	75%	84%	78%	77%	74%	78%	78%	80%	78%	73%	83%	78%	73%
Very satisfied (5)	38%	41%	41%	34%	48%	50%	42%	40%	51%	41%	43%	41%	38%	59%	44%	42%
Somewhat satisfied (4)	38%	33%	37%	41%	36%	28%	36%	34%	26%	37%	37%	37%	36%	23%	34%	32%
- Neither satisfied nor dissatisfied (3)	11%	13%	18%	11%	7%	7%	11%	11%	2%	9%	8%	7%	6%	6%	7%	8%
Somewhat dissatisfied (2)	9%	9%	4%	11%	5%	15%	9%	11%	14%	10%	10%	8%	19%	11%	11%	14%
Very dissatisfied (1)	4%	3%	0%	4%	4%	0%	3%	4%	6%	2%	3%	7%	2%	0%	3%	5%
- NET: Dissatisfied (2,1)	13%	13%	4%	15%	9%	15%	11%	15%	20%	13%	12%	15%	21%	11%	15%	19%
Mean	3.977	3.982	4.152	3.894	4.190	4.135	4.052	3.953	4.041	4.037	4.075	3.969	3.875	4.305	4.041	3.909
Not included in base:																
Decline to Answer	1	1	2	2	4	1	10	61	-	1	1	1	1	1	4	33
Not Applicable	3	12	3	7	-	4	27	58	2	4	5	5	-	-	14	42

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29e-3

III. The Nature of Your Work

Q29e. Please indicate your level of satisfaction with the following:

The number of students you teach

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	141 100%	- 100%	- 100%	- 100%	- 100%	- 100%	667 100%	3191 100%	56 100%	- 100%	- 100%	- 100%	- 100%	- 100%	238 100%	1121 100%
- NET: Satisfied (5,4)	74%	75%	79%	74%	79%	80%	77%	73%	83%	75%	78%	82%	81%	81%	79%	75%
Very satisfied (5)	43%	43%	45%	37%	45%	56%	44%	41%	44%	33%	34%	35%	41%	46%	37%	39%
Somewhat satisfied (4)	31%	32%	34%	37%	34%	23%	33%	32%	39%	42%	45%	47%	39%	35%	42%	36%
- Neither satisfied nor dissatisfied (3)	8%	12%	13%	11%	7%	9%	10%	10%	5%	12%	17%	4%	6%	0%	8%	10%
Somewhat dissatisfied (2)	12%	10%	7%	9%	9%	12%	9%	13%	8%	10%	5%	12%	13%	19%	11%	11%
Very dissatisfied (1)	5%	3%	2%	6%	5%	0%	3%	5%	3%	2%	0%	2%	0%	0%	1%	3%
- NET: Dissatisfied (2,1)	17%	13%	8%	15%	14%	12%	13%	17%	11%	12%	5%	14%	13%	19%	12%	15%
Mean	3.954	4.026	4.144	3.896	4.060	4.242	4.052	3.925	4.131	3.937	4.068	4.008	4.086	4.089	4.035	3.964
Not included in base:																
Decline to Answer	1	1	3	3	2	1	9	65	-	1	-	-	3	1	5	29
Not Applicable	5	12	7	7	-	2	29	78	-	4	1	6	-	2	12	22

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29f-1

III. The Nature of Your Work

Q29f. Please indicate your level of satisfaction with the following:

The quality of undergraduate students with whom you interact

		UNIV						All	All
		ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
Valid responders:		167	-	-	-	-	-	760	3774
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)		43%	71%	48%	60%	65%	84%	64%	55%
Very satisfied (5)		11%	37%	11%	21%	26%	48%	27%	23%
Somewhat satisfied (4)		32%	34%	37%	39%	38%	36%	37%	32%
- Neither satisfied nor dissatisfied (3)		16%	13%	23%	18%	15%	8%	16%	15%
Somewhat dissatisfied (2)		32%	14%	23%	20%	17%	6%	17%	23%
Very dissatisfied (1)		9%	2%	6%	3%	3%	2%	3%	7%
- NET: Dissatisfied (2,1)		42%	16%	29%	22%	21%	7%	20%	30%
Mean		3.031	3.892	3.251	3.552	3.668	4.235	3.685	3.410
Not included in base:									
Decline to Answer		1	7	4	4	6	3	24	117
Not Applicable		35	69	17	50	13	28	177	615

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29f-2

III. The Nature of Your Work

Q29f. Please indicate your level of satisfaction with the following:

The quality of undergraduate students with whom you interact

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	97 100%	- 100%	- 100%	- 100%	- 100%	- 100%	457 100%	2272 100%	69 100%	- 100%	- 100%	- 100%	- 100%	- 100%	303 100%	1502 100%
- NET: Satisfied (5,4)	36%	68%	47%	56%	64%	85%	62%	52%	53%	75%	51%	66%	65%	84%	68%	59%
Very satisfied (5)	8%	32%	11%	16%	31%	42%	25%	21%	16%	44%	12%	28%	19%	56%	31%	26%
Somewhat satisfied (4)	28%	35%	36%	40%	33%	43%	37%	31%	37%	31%	38%	38%	46%	28%	37%	33%
- Neither satisfied nor dissatisfied (3)	19%	15%	26%	22%	18%	10%	19%	17%	11%	11%	18%	10%	9%	6%	11%	11%
Somewhat dissatisfied (2)	39%	15%	20%	19%	15%	5%	16%	23%	23%	12%	27%	21%	20%	6%	18%	23%
Very dissatisfied (1)	7%	2%	7%	3%	2%	0%	3%	7%	13%	2%	4%	3%	5%	4%	4%	7%
- NET: Dissatisfied (2,1)	46%	17%	27%	22%	17%	5%	19%	30%	36%	14%	32%	24%	25%	10%	22%	29%
Mean	2.907	3.808	3.239	3.482	3.755	4.213	3.655	3.357	3.205	4.024	3.269	3.674	3.543	4.261	3.731	3.491
Not included in base:																
Decline to Answer	1	3	3	3	5	1	16	72	-	4	1	1	1	2	8	45
Not Applicable	20	40	8	24	12	20	105	355	15	29	9	25	2	7	73	260

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29f-3

III. The Nature of Your Work

Q29f. Please indicate your level of satisfaction with the following:

The quality of undergraduate students with whom you interact

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	119 100%	- 100%	- 100%	- 100%	- 100%	- 100%	560 100%	2805 100%	48 100%	- 100%	- 100%	- 100%	- 100%	- 100%	200 100%	969 100%
- NET: Satisfied (5,4)	41%	74%	48%	60%	70%	85%	67%	56%	48%	61%	49%	58%	52%	81%	58%	51%
Very satisfied (5)	11%	43%	12%	19%	31%	55%	30%	24%	13%	18%	11%	25%	16%	24%	18%	20%
Somewhat satisfied (4)	30%	31%	36%	41%	40%	30%	36%	32%	35%	43%	38%	33%	36%	57%	39%	31%
- Neither satisfied nor dissatisfied (3)	16%	13%	16%	16%	10%	8%	13%	13%	14%	15%	39%	22%	25%	9%	24%	19%
Somewhat dissatisfied (2)	33%	13%	27%	22%	18%	5%	18%	24%	30%	17%	12%	11%	17%	10%	14%	20%
Very dissatisfied (1)	10%	1%	8%	1%	2%	2%	3%	6%	8%	6%	0%	8%	6%	0%	5%	9%
- NET: Dissatisfied (2,1)	43%	14%	36%	23%	19%	7%	20%	30%	38%	24%	12%	19%	23%	10%	18%	30%
Mean	2.986	4.015	3.159	3.548	3.802	4.310	3.740	3.441	3.141	3.496	3.468	3.562	3.376	3.958	3.531	3.321
Not included in base:																
Decline to Answer	1	6	3	3	3	2	16	83	-	1	1	1	3	1	8	34
Not Applicable	27	52	13	36	8	20	129	447	8	18	4	13	6	8	49	168

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29g-1

III. The Nature of Your Work

Q29g. Please indicate your level of satisfaction with the following:

The quality of graduate students with whom you interact

		UNIV						All	All
		ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
Valid responders:		192	-	-	-	-	-	878	3958
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)		72%	81%	66%	64%	72%	69%	70%	65%
Very satisfied (5)		26%	40%	23%	26%	30%	30%	30%	26%
Somewhat satisfied (4)		46%	41%	43%	38%	42%	39%	41%	39%
- Neither satisfied nor dissatisfied (3)		11%	8%	17%	17%	10%	15%	13%	13%
Somewhat dissatisfied (2)		12%	8%	15%	17%	13%	14%	13%	17%
Very dissatisfied (1)		5%	3%	2%	2%	5%	2%	3%	5%
- NET: Dissatisfied (2,1)		17%	11%	17%	19%	18%	16%	16%	22%
Mean		3.758	4.071	3.701	3.683	3.792	3.807	3.813	3.647
Not included in base:									
Decline to Answer		2	4	4	3	6	2	19	115
Not Applicable		9	19	15	13	7	11	65	433

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29g-2

III. The Nature of Your Work

Q29g. Please indicate your level of satisfaction with the following:

The quality of graduate students with whom you interact

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	111 100%	- 100%	- 100%	- 100%	- 100%	- 100%	530 100%	2401 100%	81 100%	- 100%	- 100%	- 100%	- 100%	- 100%	348 100%	1558 100%
- NET: Satisfied (5,4)	65%	80%	61%	60%	78%	73%	70%	64%	80%	83%	72%	70%	62%	63%	71%	67%
Very satisfied (5)	19%	37%	15%	20%	32%	22%	26%	25%	36%	43%	35%	34%	27%	40%	36%	29%
Somewhat satisfied (4)	46%	42%	47%	40%	46%	52%	44%	39%	44%	40%	37%	36%	36%	23%	35%	38%
- Neither satisfied nor dissatisfied (3)	17%	9%	22%	22%	9%	16%	16%	15%	4%	6%	11%	9%	11%	14%	10%	11%
Somewhat dissatisfied (2)	14%	8%	15%	16%	10%	10%	12%	16%	10%	8%	15%	18%	19%	20%	16%	18%
Very dissatisfied (1)	4%	3%	2%	2%	3%	1%	2%	5%	6%	2%	2%	3%	8%	3%	4%	5%
- NET: Dissatisfied (2,1)	18%	11%	17%	18%	12%	11%	14%	21%	16%	10%	17%	21%	27%	23%	19%	22%
Mean	3.626	4.023	3.579	3.606	3.950	3.831	3.794	3.622	3.939	4.144	3.893	3.804	3.542	3.776	3.842	3.685
Not included in base:																
Decline to Answer	2	2	3	2	4	1	12	72	-	2	1	1	2	1	6	43
Not Applicable	5	11	5	7	4	8	35	227	4	8	10	6	3	3	30	206

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29g-3

III. The Nature of Your Work

Q29g. Please indicate your level of satisfaction with the following:

The quality of graduate students with whom you interact

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	140 100%	- 100%	- 100%	- 100%	- 100%	- 100%	648 100%	2933 100%	52 100%	- 100%	- 100%	- 100%	- 100%	- 100%	230 100%	1026 100%
- NET: Satisfied (5,4)	72%	82%	68%	66%	78%	70%	73%	66%	71%	79%	61%	58%	59%	66%	64%	62%
Very satisfied (5)	29%	41%	22%	26%	30%	32%	30%	27%	18%	37%	24%	25%	30%	22%	28%	23%
Somewhat satisfied (4)	43%	41%	46%	40%	48%	38%	42%	39%	54%	43%	37%	33%	29%	44%	36%	39%
- Neither satisfied nor dissatisfied (3)	10%	7%	14%	13%	9%	15%	11%	12%	15%	11%	24%	28%	13%	16%	19%	16%
Somewhat dissatisfied (2)	13%	8%	18%	18%	10%	14%	14%	17%	10%	7%	10%	13%	21%	14%	13%	16%
Very dissatisfied (1)	5%	3%	0%	3%	4%	1%	2%	4%	3%	2%	5%	0%	7%	5%	4%	6%
- NET: Dissatisfied (2,1)	18%	11%	18%	21%	14%	15%	16%	21%	14%	9%	15%	13%	28%	18%	17%	22%
Mean	3.772	4.078	3.724	3.676	3.901	3.851	3.846	3.676	3.719	4.048	3.653	3.704	3.552	3.646	3.718	3.565
Not included in base:																
Decline to Answer	1	2	4	3	3	1	12	77	1	2	-	-	3	1	6	38
Not Applicable	6	13	15	7	3	6	44	325	2	6	-	5	4	4	20	108

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 30a-1

III. The Nature of Your Work

Q30a. Please indicate your level of satisfaction with the following:

What's expected of you as a researcher

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		200 100%	- 100%	- 100%	- 100%	- 100%	- 100%	935 100%	4343 100%
- NET: Satisfied (5,4)		71%	74%	78%	75%	72%	72%	74%	69%
Very satisfied (5)		29%	33%	31%	32%	31%	42%	33%	28%
Somewhat satisfied (4)		42%	41%	47%	43%	41%	30%	41%	41%
- Neither satisfied (3) nor dissatisfied		14%	14%	9%	12%	8%	12%	11%	12%
Somewhat dissatisfied (2)		12%	11%	10%	9%	15%	17%	12%	14%
Very dissatisfied (1)		3%	2%	4%	4%	5%	0%	3%	4%
- NET: Dissatisfied (2,1)		15%	13%	14%	14%	19%	17%	15%	18%
Mean		3.816	3.919	3.904	3.882	3.790	3.968	3.890	3.752
Not included in base:									
Decline to Answer		2	6	3	3	6	2	20	123
Not Applicable		1	1	1	2	1	1	6	40

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 30a-2

III. The Nature of Your Work

Q30a. Please indicate your level of satisfaction with the following:

What's expected of you as a researcher

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	117 100%	- 100%	- 100%	- 100%	- 100%	- 100%	557 100%	2594 100%	84 100%	- 100%	- 100%	- 100%	- 100%	- 100%	379 100%	1749 100%
- NET: Satisfied (5,4)	73%	74%	81%	76%	80%	79%	78%	73%	68%	73%	72%	72%	61%	61%	68%	64%
Very satisfied (5)	35%	37%	34%	35%	40%	50%	39%	33%	20%	27%	25%	26%	17%	31%	25%	22%
Somewhat satisfied (4)	38%	37%	47%	41%	40%	29%	39%	41%	48%	45%	46%	47%	43%	31%	43%	42%
- Neither satisfied nor dissatisfied (3)	15%	13%	10%	13%	7%	10%	11%	13%	12%	15%	7%	9%	10%	14%	11%	12%
Somewhat dissatisfied (2)	10%	12%	4%	7%	10%	11%	9%	11%	15%	10%	18%	13%	22%	24%	16%	18%
Very dissatisfied (1)	2%	2%	4%	3%	3%	0%	2%	3%	4%	2%	4%	6%	8%	0%	4%	6%
- NET: Dissatisfied (2,1)	12%	13%	9%	10%	13%	11%	11%	14%	20%	12%	22%	19%	29%	24%	20%	24%
Mean	3.938	3.963	4.032	3.985	4.035	4.177	4.026	3.885	3.645	3.857	3.719	3.724	3.411	3.680	3.691	3.554
Not included in base:																
Decline to Answer	2	5	2	2	5	1	15	78	-	1	1	1	1	1	4	45
Not Applicable	-	1	-	2	1	1	5	28	1	-	1	-	-	-	1	12

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 30a-3

III. The Nature of Your Work

Q30a. Please indicate your level of satisfaction with the following:

What's expected of you as a researcher

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	145 100%	- 100%	- 100%	- 100%	- 100%	- 100%	689 100%	3220 100%	55 100%	- 100%	- 100%	- 100%	- 100%	- 100%	247 100%	1122 100%
- NET: Satisfied (5,4)	67%	74%	73%	75%	76%	74%	74%	69%	81%	73%	88%	74%	64%	64%	73%	72%
Very satisfied (5)	29%	31%	28%	30%	35%	43%	33%	28%	29%	39%	38%	37%	22%	37%	34%	30%
Somewhat satisfied (4)	38%	43%	45%	45%	41%	31%	42%	41%	52%	34%	50%	37%	42%	27%	39%	42%
- Neither satisfied nor dissatisfied (3)	15%	15%	9%	11%	8%	12%	11%	12%	11%	11%	7%	13%	9%	10%	10%	13%
Somewhat dissatisfied (2)	14%	10%	12%	9%	12%	14%	11%	15%	7%	15%	4%	11%	20%	27%	15%	12%
Very dissatisfied (1)	4%	2%	6%	5%	4%	0%	3%	4%	1%	1%	0%	2%	6%	0%	2%	4%
- NET: Dissatisfied (2,1)	18%	12%	18%	14%	16%	14%	14%	19%	9%	16%	4%	13%	27%	27%	17%	16%
Mean	3.746	3.915	3.773	3.860	3.913	4.032	3.895	3.727	4.001	3.933	4.215	3.949	3.537	3.744	3.877	3.823
Not included in base:																
Decline to Answer	2	3	3	3	3	1	12	81	-	3	-	-	3	1	8	42
Not Applicable	-	1	1	1	1	-	4	33	1	-	-	1	-	1	2	7

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 30b-1

III. The Nature of Your Work

Q30b. Please indicate your level of satisfaction with the following:

The amount of time you have to conduct research

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		202 100%	- 100%	- 100%	- 100%	- 100%	- 100%	938 100%	4367 100%
- NET: Satisfied (5,4)		41%	43%	51%	50%	53%	48%	49%	40%
Very satisfied (5)		14%	20%	18%	18%	21%	21%	20%	14%
Somewhat satisfied (4)		27%	23%	33%	31%	32%	28%	29%	26%
- Neither satisfied (3) nor dissatisfied		10%	9%	14%	8%	9%	9%	10%	10%
Somewhat dissatisfied (2)		33%	33%	21%	27%	25%	29%	27%	32%
Very dissatisfied (1)		16%	15%	14%	15%	13%	13%	14%	18%
- NET: Dissatisfied (2,1)		49%	48%	35%	42%	38%	43%	42%	50%
Mean		2.892	3.001	3.194	3.102	3.231	3.133	3.124	2.858
Not included in base:									
Decline to Answer		1	6	3	3	6	2	20	112
Not Applicable		-	1	1	-	1	-	3	27

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 30b-2

III. The Nature of Your Work

Q30b. Please indicate your level of satisfaction with the following:

The amount of time you have to conduct research

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	118 100%	- 100%	- 100%	- 100%	- 100%	- 100%	559 100%	2606 100%	84 100%	- 100%	- 100%	- 100%	- 100%	- 100%	379 100%	1760 100%
- NET: Satisfied (5,4)	44%	51%	55%	56%	60%	54%	55%	45%	37%	32%	45%	40%	42%	40%	39%	33%
Very satisfied (5)	12%	25%	21%	20%	28%	24%	23%	16%	16%	13%	15%	16%	10%	16%	14%	10%
Somewhat satisfied (4)	31%	26%	35%	36%	32%	30%	32%	29%	21%	19%	30%	24%	32%	24%	25%	23%
- Neither satisfied nor dissatisfied (3)	10%	9%	15%	9%	12%	11%	11%	11%	9%	9%	12%	7%	5%	6%	8%	7%
Somewhat dissatisfied (2)	35%	27%	17%	24%	19%	25%	22%	29%	30%	42%	27%	33%	33%	36%	34%	35%
Very dissatisfied (1)	11%	13%	13%	12%	9%	10%	11%	14%	23%	18%	16%	21%	20%	18%	19%	24%
- NET: Dissatisfied (2,1)	46%	40%	30%	35%	28%	35%	34%	44%	54%	59%	44%	54%	53%	54%	53%	59%
Mean	2.984	3.233	3.333	3.289	3.514	3.336	3.334	3.033	2.763	2.671	2.993	2.811	2.791	2.853	2.814	2.599
Not included in base:																
Decline to Answer	1	5	2	2	5	1	15	74	-	1	1	1	1	1	4	39
Not Applicable	-	1	-	-	1	-	2	20	-	-	1	-	-	-	1	7

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 30b-3

III. The Nature of Your Work

Q30b. Please indicate your level of satisfaction with the following:

The amount of time you have to conduct research

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	146 100%	- 100%	- 100%	- 100%	- 100%	- 100%	690 100%	3241 100%	56 100%	- 100%	- 100%	- 100%	- 100%	- 100%	249 100%	1125 100%
- NET: Satisfied (5,4)	36%	43%	48%	45%	54%	48%	47%	38%	55%	42%	59%	62%	51%	48%	53%	48%
Very satisfied (5)	12%	18%	17%	16%	22%	21%	18%	13%	18%	27%	20%	26%	19%	20%	23%	17%
Somewhat satisfied (4)	24%	26%	30%	30%	32%	27%	29%	25%	36%	15%	38%	36%	32%	29%	30%	31%
- Neither satisfied nor dissatisfied (3)	9%	10%	10%	7%	11%	10%	10%	9%	12%	4%	21%	11%	5%	7%	10%	12%
Somewhat dissatisfied (2)	38%	31%	23%	30%	24%	27%	28%	34%	21%	39%	17%	19%	25%	36%	26%	26%
Very dissatisfied (1)	18%	15%	19%	17%	10%	15%	16%	19%	12%	15%	3%	8%	19%	9%	11%	15%
- NET: Dissatisfied (2,1)	56%	46%	42%	48%	34%	42%	43%	53%	33%	54%	20%	27%	45%	45%	37%	41%
Mean	2.745	2.999	3.038	2.960	3.316	3.129	3.070	2.779	3.277	3.009	3.564	3.525	3.054	3.148	3.274	3.085
Not included in base:																
Decline to Answer	1	3	3	3	3	1	12	72	-	3	-	-	3	1	8	41
Not Applicable	-	1	1	-	1	-	3	22	-	-	-	-	-	-	-	5

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 30c-1

III. The Nature of Your Work

Q30c. Please indicate your level of satisfaction with the following:

The amount of research funding you are expected to find

		UNIV						All	All
		ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		194	-	-	-	-	-	885	4085
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	35%	42%	38%	43%	50%	45%	43%	35%
Very satisfied	(5)	11%	16%	15%	12%	16%	17%	15%	12%
Somewhat satisfied	(4)	24%	25%	22%	31%	34%	28%	28%	23%
- Neither satisfied	(3)	26%	25%	28%	29%	18%	22%	25%	29%
nor dissatisfied									
Somewhat dissatisfied	(2)	25%	25%	25%	20%	20%	22%	22%	22%
Very dissatisfied	(1)	15%	8%	10%	8%	12%	11%	9%	13%
- NET: Dissatisfied	(2,1)	40%	33%	35%	28%	32%	32%	32%	36%
Mean		2.911	3.168	3.086	3.185	3.219	3.192	3.172	2.974
Not included in base:									
Decline to Answer		2	6	4	3	6	2	21	130
Not Applicable		7	11	13	8	12	12	55	291

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 30c-2

III. The Nature of Your Work

Q30c. Please indicate your level of satisfaction with the following:

The amount of research funding you are expected to find

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	111 100%	- 100%	- 100%	- 100%	- 100%	- 100%	530 100%	2458 100%	82 100%	- 100%	- 100%	- 100%	- 100%	- 100%	355 100%	1627 100%
- NET: Satisfied (5,4)	39%	44%	37%	48%	53%	50%	47%	38%	28%	38%	39%	34%	44%	38%	38%	30%
Very satisfied (5)	12%	16%	16%	15%	17%	22%	17%	13%	9%	17%	14%	6%	14%	10%	12%	10%
Somewhat satisfied (4)	28%	28%	20%	33%	36%	28%	30%	25%	19%	21%	25%	28%	30%	28%	26%	21%
- Neither satisfied nor dissatisfied (3)	26%	24%	31%	28%	19%	23%	25%	31%	26%	27%	23%	30%	18%	22%	25%	27%
Somewhat dissatisfied (2)	20%	22%	24%	17%	19%	14%	19%	19%	32%	29%	27%	25%	22%	33%	27%	27%
Very dissatisfied (1)	15%	10%	9%	6%	9%	13%	9%	12%	14%	6%	11%	10%	16%	7%	10%	15%
- NET: Dissatisfied (2,1)	35%	32%	33%	24%	28%	27%	28%	31%	46%	35%	38%	35%	38%	40%	37%	42%
Mean	3.008	3.193	3.112	3.332	3.327	3.327	3.262	3.073	2.780	3.131	3.049	2.951	3.051	3.005	3.036	2.825
Not included in base:																
Decline to Answer	1	5	3	2	5	1	17	77	1	1	1	1	1	1	4	53
Not Applicable	6	6	7	3	7	7	30	165	1	6	5	4	4	5	25	126

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 30c-3

III. The Nature of Your Work

Q30c. Please indicate your level of satisfaction with the following:

The amount of research funding you are expected to find

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	140 100%	- 100%	- 100%	- 100%	- 100%	- 100%	653 100%	3018 100%	54 100%	- 100%	- 100%	- 100%	- 100%	- 100%	232 100%	1067 100%
- NET: Satisfied (5,4)	35%	41%	38%	40%	49%	47%	42%	34%	33%	45%	36%	52%	51%	38%	46%	37%
Very satisfied (5)	11%	17%	15%	11%	18%	16%	15%	11%	10%	15%	17%	13%	12%	21%	15%	12%
Somewhat satisfied (4)	25%	24%	23%	28%	31%	31%	27%	23%	23%	30%	19%	39%	39%	17%	31%	25%
- Neither satisfied nor dissatisfied (3)	24%	26%	26%	28%	24%	22%	25%	30%	32%	24%	31%	33%	8%	23%	24%	27%
Somewhat dissatisfied (2)	27%	26%	24%	23%	17%	19%	22%	23%	20%	21%	27%	13%	27%	32%	23%	21%
Very dissatisfied (1)	14%	8%	11%	10%	11%	12%	10%	13%	15%	10%	6%	2%	14%	7%	8%	14%
- NET: Dissatisfied (2,1)	41%	34%	35%	33%	28%	31%	32%	36%	35%	31%	33%	15%	41%	39%	31%	35%
Mean	2.903	3.162	3.067	3.085	3.285	3.205	3.153	2.968	2.932	3.188	3.130	3.480	3.080	3.139	3.223	2.994
Not included in base:																
Decline to Answer	2	3	3	3	3	1	12	85	-	3	1	-	3	1	9	45
Not Applicable	5	10	10	6	7	6	40	232	2	1	2	1	5	5	15	59

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 30d-1

III. The Nature of Your Work

Q30d. Please indicate your level of satisfaction with the following:

The influence you have over the focus of your research

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		200 100%	- 100%	- 100%	- 100%	- 100%	- 100%	932 100%	4348 100%
- NET: Satisfied (5,4)		91%	92%	86%	89%	87%	94%	90%	87%
Very satisfied (5)		65%	68%	65%	64%	70%	76%	68%	64%
Somewhat satisfied (4)		26%	23%	21%	25%	17%	19%	21%	23%
- Neither satisfied (3) nor dissatisfied		5%	4%	10%	6%	6%	4%	6%	7%
Somewhat dissatisfied (2)		3%	4%	3%	4%	5%	1%	4%	4%
Very dissatisfied (1)		<1%	1%	1%	1%	2%	0%	1%	1%
- NET: Dissatisfied (2,1)		4%	5%	4%	5%	7%	1%	5%	6%
Mean		4.527	4.545	4.453	4.483	4.480	4.689	4.522	4.445
Not included in base:									
Decline to Answer		2	8	3	3	5	2	21	117
Not Applicable		1	3	2	1	3	-	8	40

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 30d-2

III. The Nature of Your Work

Q30d. Please indicate your level of satisfaction with the following:

The influence you have over the focus of your research

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	117 100%	- 100%	- 100%	- 100%	- 100%	- 100%	556 100%	2594 100%	83 100%	- 100%	- 100%	- 100%	- 100%	- 100%	376 100%	1754 100%
- NET: Satisfied (5,4)	89%	91%	87%	89%	91%	94%	90%	88%	94%	93%	84%	89%	81%	95%	88%	86%
Very satisfied (5)	61%	67%	60%	66%	77%	77%	69%	64%	71%	71%	71%	63%	59%	74%	67%	65%
Somewhat satisfied (4)	28%	24%	27%	24%	14%	18%	22%	24%	23%	22%	13%	26%	22%	20%	21%	22%
- Neither satisfied nor dissatisfied (3)	7%	4%	10%	6%	5%	6%	6%	7%	2%	3%	10%	5%	8%	2%	6%	7%
Somewhat dissatisfied (2)	4%	5%	3%	4%	5%	0%	4%	4%	2%	2%	3%	5%	7%	3%	4%	5%
Very dissatisfied (1)	0%	0%	0%	1%	0%	0%	<1%	1%	1%	2%	3%	1%	5%	0%	2%	2%
- NET: Dissatisfied (2,1)	4%	5%	3%	4%	5%	0%	4%	5%	3%	4%	5%	5%	11%	3%	6%	6%
Mean	4.466	4.525	4.433	4.501	4.633	4.711	4.551	4.456	4.612	4.573	4.481	4.455	4.239	4.658	4.480	4.428
Not included in base:																
Decline to Answer	1	7	2	2	4	1	16	77	1	1	1	1	1	1	4	40
Not Applicable	1	2	-	1	2	-	5	28	-	1	2	-	1	-	3	12

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 30d-3

III. The Nature of Your Work

Q30d. Please indicate your level of satisfaction with the following:

The influence you have over the focus of your research

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	144 100%	- 100%	- 100%	- 100%	- 100%	- 100%	684 100%	3228 100%	56 100%	- 100%	- 100%	- 100%	- 100%	- 100%	248 100%	1120 100%
- NET: Satisfied (5,4)	94%	93%	87%	88%	89%	96%	91%	89%	84%	89%	82%	93%	82%	89%	87%	83%
Very satisfied (5)	68%	70%	72%	70%	73%	77%	72%	67%	58%	64%	47%	49%	64%	70%	58%	56%
Somewhat satisfied (4)	26%	23%	15%	18%	16%	19%	19%	21%	26%	24%	35%	44%	18%	19%	29%	28%
- Neither satisfied nor dissatisfied (3)	4%	3%	9%	7%	3%	2%	5%	6%	7%	5%	13%	4%	12%	11%	9%	9%
Somewhat dissatisfied (2)	1%	4%	2%	5%	7%	2%	4%	4%	8%	4%	5%	2%	2%	0%	3%	5%
Very dissatisfied (1)	0%	1%	1%	1%	1%	0%	1%	1%	1%	1%	0%	0%	4%	0%	1%	2%
- NET: Dissatisfied (2,1)	1%	4%	4%	6%	8%	2%	5%	5%	9%	6%	5%	2%	6%	0%	4%	7%
Mean	4.609	4.571	4.541	4.510	4.544	4.719	4.569	4.495	4.315	4.458	4.243	4.404	4.347	4.587	4.394	4.302
Not included in base:																
Decline to Answer	2	5	3	3	2	1	13	75	-	3	-	-	3	1	8	42
Not Applicable	1	2	2	1	3	-	7	31	-	1	-	-	-	-	1	9

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 31-1

III. The Nature of Your Work

Q31. Please indicate your level of satisfaction with the following:

The quality of facilities (i.e., office, labs, classrooms)

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		199 100%	- 100%	- 100%	- 100%	- 100%	- 100%	935 100%	4358 100%
- NET: Satisfied	(5,4)	60%	58%	57%	68%	63%	59%	61%	58%
Very satisfied	(5)	23%	30%	29%	31%	29%	25%	29%	26%
Somewhat satisfied	(4)	36%	28%	28%	37%	33%	34%	32%	31%
- Neither satisfied nor dissatisfied	(3)	11%	11%	12%	14%	8%	10%	11%	12%
Somewhat dissatisfied	(2)	18%	21%	17%	13%	18%	20%	17%	20%
Very dissatisfied	(1)	11%	9%	14%	6%	11%	11%	10%	11%
- NET: Dissatisfied	(2,1)	29%	30%	31%	19%	30%	31%	27%	30%
Mean		3.434	3.481	3.409	3.731	3.509	3.418	3.529	3.431
Not included in base:									
Decline to Answer		1	5	3	3	6	2	19	108
Not Applicable		3	3	3	1	-	-	7	39

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 31-2

III. The Nature of Your Work

Q31. Please indicate your level of satisfaction with the following:

The quality of facilities (i.e., office, labs, classrooms)

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	114 100%	- 100%	- 100%	- 100%	- 100%	- 100%	559 100%	2603 100%	84 100%	- 100%	- 100%	- 100%	- 100%	- 100%	377 100%	1755 100%
- NET: Satisfied (5,4)	63%	58%	59%	71%	66%	64%	64%	59%	56%	59%	54%	63%	56%	52%	58%	55%
Very satisfied (5)	22%	24%	26%	31%	30%	28%	28%	26%	25%	38%	33%	30%	28%	21%	30%	26%
Somewhat satisfied (4)	40%	34%	33%	39%	36%	37%	36%	33%	31%	21%	22%	33%	29%	31%	27%	29%
- Neither satisfied nor dissatisfied (3)	12%	13%	14%	12%	8%	10%	11%	12%	10%	9%	8%	16%	8%	10%	11%	11%
Somewhat dissatisfied (2)	15%	23%	11%	14%	20%	18%	17%	19%	22%	18%	25%	11%	16%	22%	18%	21%
Very dissatisfied (1)	10%	6%	15%	4%	6%	8%	7%	9%	12%	14%	13%	10%	20%	16%	14%	13%
- NET: Dissatisfied (2,1)	25%	29%	26%	17%	26%	26%	24%	28%	34%	32%	38%	21%	36%	38%	32%	34%
Mean	3.497	3.462	3.442	3.808	3.653	3.578	3.604	3.484	3.348	3.509	3.364	3.611	3.284	3.196	3.419	3.351
Not included in base:																
Decline to Answer	1	4	2	2	5	1	14	70	-	1	1	1	1	1	4	38
Not Applicable	3	1	2	1	-	-	4	26	-	2	1	-	-	-	3	13

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 31-3

III. The Nature of Your Work

Q31. Please indicate your level of satisfaction with the following:

The quality of facilities (i.e., office, labs, classrooms)

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	144 100%	- 100%	- 100%	- 100%	- 100%	- 100%	687 100%	3235 100%	54 100%	- 100%	- 100%	- 100%	- 100%	- 100%	249 100%	1123 100%
- NET: Satisfied (5,4)	58%	56%	57%	64%	60%	56%	59%	57%	64%	64%	58%	79%	69%	71%	68%	61%
Very satisfied (5)	21%	32%	32%	31%	28%	25%	30%	26%	29%	23%	21%	30%	32%	24%	26%	26%
Somewhat satisfied (4)	37%	25%	25%	33%	31%	30%	29%	30%	35%	41%	37%	49%	37%	47%	42%	35%
- Neither satisfied nor dissatisfied (3)	10%	12%	9%	17%	7%	10%	12%	12%	16%	9%	18%	4%	10%	11%	10%	12%
Somewhat dissatisfied (2)	18%	21%	18%	13%	22%	23%	19%	20%	17%	19%	14%	13%	11%	9%	14%	18%
Very dissatisfied (1)	14%	10%	16%	7%	12%	12%	11%	11%	3%	8%	10%	4%	10%	9%	8%	9%
- NET: Dissatisfied (2,1)	32%	31%	34%	20%	34%	35%	30%	32%	20%	27%	25%	17%	21%	19%	22%	27%
Mean	3.335	3.472	3.401	3.681	3.421	3.345	3.487	3.405	3.694	3.510	3.430	3.878	3.692	3.664	3.647	3.504
Not included in base:																
Decline to Answer	1	3	3	3	3	1	12	70	-	2	-	-	3	1	6	39
Not Applicable	2	2	3	1	-	-	6	30	1	1	-	-	-	-	1	10

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 32-1

III. The Nature of Your Work

Q32. Please indicate your level of satisfaction with the following:

The amount of access you have to Teaching Fellows, Graduate Assistants, et al.

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		195 100%	- 100%	- 100%	- 100%	- 100%	- 100%	889 100%	4141 100%
- NET: Satisfied	(5,4)	45%	42%	48%	48%	58%	45%	48%	42%
Very satisfied	(5)	16%	12%	16%	16%	25%	20%	17%	15%
Somewhat satisfied	(4)	29%	29%	32%	32%	33%	26%	31%	27%
- Neither satisfied nor dissatisfied	(3)	17%	23%	14%	20%	13%	17%	18%	18%
Somewhat dissatisfied	(2)	22%	25%	21%	22%	18%	28%	22%	24%
Very dissatisfied	(1)	15%	10%	17%	10%	12%	9%	11%	16%
- NET: Dissatisfied	(2,1)	37%	35%	37%	32%	29%	38%	34%	40%
Mean		3.091	3.093	3.102	3.214	3.424	3.183	3.203	3.018
Not included in base:									
Decline to Answer		1	6	3	3	5	3	20	114
Not Applicable		7	13	19	5	7	9	52	250

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 32-2

III. The Nature of Your Work

Q32. Please indicate your level of satisfaction with the following:

The amount of access you have to Teaching Fellows, Graduate Assistants, et al.

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	116 100%	- 100%	- 100%	- 100%	- 100%	- 100%	538 100%	2494 100%	80 100%	- 100%	- 100%	- 100%	- 100%	- 100%	350 100%	1647 100%
- NET: Satisfied (5,4)	46%	41%	55%	52%	67%	45%	52%	44%	45%	43%	38%	41%	43%	46%	42%	40%
Very satisfied (5)	14%	13%	21%	16%	30%	22%	20%	16%	20%	11%	8%	16%	18%	17%	14%	14%
Somewhat satisfied (4)	32%	28%	34%	36%	38%	23%	32%	28%	25%	32%	31%	25%	25%	29%	28%	25%
- Neither satisfied nor dissatisfied (3)	19%	24%	13%	21%	15%	17%	19%	20%	14%	22%	15%	19%	9%	17%	17%	15%
Somewhat dissatisfied (2)	19%	23%	17%	20%	11%	30%	20%	22%	26%	27%	27%	25%	29%	26%	27%	26%
Very dissatisfied (1)	16%	12%	15%	7%	7%	8%	10%	14%	14%	7%	19%	16%	19%	11%	14%	19%
- NET: Dissatisfied (2,1)	35%	35%	32%	27%	18%	38%	29%	36%	41%	35%	46%	40%	48%	37%	41%	45%
Mean	3.089	3.073	3.297	3.342	3.722	3.205	3.328	3.095	3.094	3.123	2.801	3.010	2.940	3.152	3.011	2.902
Not included in base:																
Decline to Answer	1	5	2	2	4	2	16	73	-	1	1	1	1	1	4	41
Not Applicable	2	5	8	2	3	5	23	132	5	8	10	3	4	4	29	118

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 32-3

III. The Nature of Your Work

Q32. Please indicate your level of satisfaction with the following:

The amount of access you have to Teaching Fellows, Graduate Assistants, et al.

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	141 100%	- 100%	- 100%	- 100%	- 100%	- 100%	651 100%	3061 100%	54 100%	- 100%	- 100%	- 100%	- 100%	- 100%	238 100%	1080 100%
- NET: Satisfied (5,4)	45%	43%	45%	46%	62%	45%	48%	42%	46%	39%	56%	53%	49%	48%	49%	44%
Very satisfied (5)	16%	14%	16%	15%	29%	22%	19%	16%	16%	6%	16%	18%	18%	12%	14%	13%
Somewhat satisfied (4)	29%	28%	29%	31%	33%	23%	29%	26%	30%	33%	40%	35%	31%	36%	35%	31%
- Neither satisfied nor dissatisfied (3)	17%	23%	11%	20%	10%	17%	17%	18%	19%	26%	21%	21%	19%	15%	21%	19%
Somewhat dissatisfied (2)	24%	24%	25%	25%	19%	29%	24%	25%	17%	28%	12%	11%	14%	26%	17%	21%
Very dissatisfied (1)	14%	11%	19%	9%	9%	9%	11%	16%	18%	7%	11%	15%	17%	10%	13%	16%
- NET: Dissatisfied (2,1)	38%	35%	44%	34%	28%	38%	35%	41%	35%	35%	23%	26%	32%	36%	30%	37%
Mean	3.095	3.110	2.964	3.186	3.538	3.196	3.198	3.010	3.080	3.035	3.388	3.295	3.178	3.140	3.217	3.041
Not included in base:																
Decline to Answer	1	3	3	3	2	2	13	75	-	3	-	-	3	1	8	39
Not Applicable	5	10	17	4	4	7	42	198	1	3	1	1	4	2	11	52

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33a-1

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

a. Clerical/ administrative services

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		198 100%	- 100%	- 100%	- 100%	- 100%	- 100%	928 100%	4354 100%
- NET: Satisfied	(5,4)	64%	47%	60%	62%	67%	63%	59%	61%
Very satisfied	(5)	37%	25%	23%	31%	40%	30%	30%	32%
Somewhat satisfied	(4)	27%	22%	37%	31%	28%	33%	29%	29%
- Neither satisfied nor dissatisfied	(3)	9%	13%	10%	9%	8%	9%	10%	11%
Somewhat dissatisfied	(2)	19%	25%	17%	20%	16%	20%	20%	18%
Very dissatisfied	(1)	8%	15%	14%	9%	8%	8%	11%	11%
- NET: Dissatisfied	(2,1)	27%	40%	30%	29%	24%	28%	31%	29%
Mean		3.670	3.160	3.384	3.537	3.748	3.562	3.469	3.535
Not included in base:									
Decline to Answer		1	6	3	4	5	2	20	113
Not Applicable		4	1	9	1	-	2	13	39

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33a-2

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

a. Clerical/ administrative services

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	115 100%	- 100%	- 100%	- 100%	- 100%	- 100%	552 100%	2603 100%	83 100%	- 100%	- 100%	- 100%	- 100%	- 100%	376 100%	1751 100%
- NET: Satisfied (5,4)	66%	52%	61%	65%	69%	53%	61%	62%	63%	39%	58%	56%	65%	76%	57%	59%
Very satisfied (5)	39%	23%	25%	29%	45%	20%	29%	33%	35%	28%	20%	33%	32%	43%	31%	31%
Somewhat satisfied (4)	26%	30%	36%	36%	24%	33%	32%	29%	28%	10%	38%	22%	33%	33%	26%	28%
- Neither satisfied nor dissatisfied (3)	8%	14%	12%	6%	11%	13%	11%	11%	10%	11%	7%	13%	4%	3%	8%	9%
Somewhat dissatisfied (2)	20%	23%	18%	22%	14%	26%	20%	18%	16%	28%	15%	18%	20%	13%	19%	19%
Very dissatisfied (1)	6%	11%	9%	7%	6%	8%	8%	9%	10%	22%	20%	13%	12%	8%	15%	13%
- NET: Dissatisfied (2,1)	26%	33%	27%	28%	20%	34%	28%	27%	27%	50%	35%	31%	32%	21%	35%	32%
Mean	3.717	3.310	3.489	3.591	3.884	3.314	3.527	3.588	3.605	2.946	3.235	3.454	3.532	3.898	3.383	3.457
Not included in base:																
Decline to Answer	1	5	2	3	4	1	15	72	-	1	1	1	1	1	4	41
Not Applicable	2	1	6	1	-	2	10	25	1	-	4	-	-	-	4	15

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33a-3

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

a. Clerical/ administrative services

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	145 100%	- 100%	- 100%	- 100%	- 100%	- 100%	685 100%	3238 100%	53 100%	- 100%	- 100%	- 100%	- 100%	- 100%	243 100%	1116 100%
- NET: Satisfied (5,4)	65%	41%	57%	58%	70%	60%	56%	60%	63%	65%	67%	71%	62%	72%	67%	64%
Very satisfied (5)	37%	21%	21%	28%	39%	26%	27%	32%	37%	37%	29%	38%	42%	40%	37%	33%
Somewhat satisfied (4)	28%	20%	36%	30%	31%	34%	29%	28%	26%	28%	38%	32%	20%	32%	30%	31%
- Neither satisfied nor dissatisfied (3)	7%	15%	9%	8%	6%	9%	10%	10%	14%	6%	11%	12%	14%	9%	11%	12%
Somewhat dissatisfied (2)	18%	27%	18%	21%	19%	22%	22%	19%	19%	17%	12%	17%	11%	14%	14%	15%
Very dissatisfied (1)	9%	16%	15%	12%	6%	9%	12%	11%	5%	12%	10%	0%	13%	5%	8%	9%
- NET: Dissatisfied (2,1)	28%	44%	34%	34%	25%	31%	34%	30%	24%	29%	22%	17%	24%	19%	22%	25%
Mean	3.655	3.022	3.286	3.408	3.782	3.470	3.371	3.504	3.711	3.616	3.634	3.917	3.675	3.880	3.744	3.625
Not included in base:																
Decline to Answer	1	3	3	4	2	1	12	73	-	3	-	-	3	1	8	39
Not Applicable	1	1	5	1	-	1	8	23	3	-	5	-	-	1	5	16

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33b-1

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

b. Research services

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		188 100%	- 100%	- 100%	- 100%	- 100%	- 100%	902 100%	4198 100%
- NET: Satisfied	(5,4)	50%	52%	54%	54%	62%	59%	56%	49%
Very satisfied	(5)	16%	19%	12%	18%	36%	23%	21%	18%
Somewhat satisfied	(4)	34%	34%	42%	36%	26%	36%	35%	31%
- Neither satisfied nor dissatisfied	(3)	21%	20%	19%	21%	19%	21%	20%	21%
Somewhat dissatisfied	(2)	15%	19%	19%	21%	15%	13%	18%	21%
Very dissatisfied	(1)	14%	9%	8%	4%	4%	7%	6%	10%
- NET: Dissatisfied	(2,1)	29%	28%	27%	25%	19%	20%	24%	31%
Mean		3.238	3.344	3.310	3.433	3.759	3.543	3.470	3.259
Not included in base:									
Decline to Answer		3	6	3	4	6	2	21	120
Not Applicable		12	5	16	6	5	6	38	188

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33b-2

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

b. Research services

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	110 100%	- 100%	- 100%	- 100%	- 100%	- 100%	539 100%	2510 100%	79 100%	- 100%	- 100%	- 100%	- 100%	- 100%	363 100%	1687 100%
- NET: Satisfied (5,4)	49%	51%	58%	60%	67%	57%	58%	50%	52%	55%	49%	45%	54%	61%	52%	47%
Very satisfied (5)	14%	15%	9%	19%	42%	23%	21%	19%	18%	24%	16%	16%	28%	23%	21%	18%
Somewhat satisfied (4)	35%	36%	49%	40%	26%	34%	37%	31%	34%	31%	32%	29%	26%	39%	31%	29%
- Neither satisfied nor dissatisfied (3)	25%	25%	23%	19%	19%	20%	21%	22%	16%	12%	14%	25%	19%	22%	18%	19%
Somewhat dissatisfied (2)	14%	16%	15%	19%	12%	13%	15%	19%	16%	24%	24%	23%	21%	13%	21%	23%
Very dissatisfied (1)	12%	8%	5%	2%	2%	10%	5%	9%	16%	9%	12%	7%	7%	3%	8%	12%
- NET: Dissatisfied (2,1)	26%	24%	20%	21%	13%	23%	20%	28%	32%	34%	37%	30%	27%	17%	29%	34%
Mean	3.246	3.330	3.419	3.558	3.941	3.468	3.543	3.311	3.226	3.363	3.154	3.238	3.474	3.645	3.361	3.182
Not included in base:																
Decline to Answer	1	5	2	3	5	1	16	75	2	1	1	1	1	1	4	45
Not Applicable	8	2	9	3	3	4	21	115	4	3	7	3	2	2	17	74

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33b-3

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

b. Research services

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	136 100%	- 100%	- 100%	- 100%	- 100%	- 100%	662 100%	3099 100%	52 100%	- 100%	- 100%	- 100%	- 100%	- 100%	240 100%	1099 100%
- NET: Satisfied (5,4)	48%	49%	50%	50%	62%	57%	53%	46%	55%	64%	64%	66%	62%	66%	64%	55%
Very satisfied (5)	16%	19%	12%	15%	37%	23%	20%	17%	15%	19%	10%	28%	35%	24%	24%	20%
Somewhat satisfied (4)	32%	30%	38%	35%	25%	34%	32%	29%	40%	46%	53%	38%	27%	42%	40%	35%
- Neither satisfied nor dissatisfied (3)	21%	24%	19%	21%	20%	21%	21%	21%	20%	6%	20%	23%	17%	20%	17%	18%
Somewhat dissatisfied (2)	15%	19%	21%	24%	15%	15%	19%	22%	15%	19%	13%	11%	16%	7%	14%	18%
Very dissatisfied (1)	15%	8%	10%	6%	3%	7%	7%	11%	10%	10%	3%	0%	5%	6%	5%	9%
- NET: Dissatisfied (2,1)	30%	27%	31%	30%	18%	22%	26%	32%	25%	30%	16%	11%	21%	14%	18%	27%
Mean	3.190	3.318	3.212	3.292	3.785	3.496	3.403	3.209	3.362	3.428	3.550	3.835	3.707	3.703	3.654	3.402
Not included in base:																
Decline to Answer	3	3	3	4	3	1	13	80	-	3	-	-	3	1	8	40
Not Applicable	9	5	11	6	4	4	30	156	3	-	5	-	1	2	8	32

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33c-1

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

c. Teaching services

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		185 100%	- 100%	- 100%	- 100%	- 100%	- 100%	891 100%	4177 100%
- NET: Satisfied	(5,4)	58%	58%	64%	56%	58%	63%	59%	60%
Very satisfied	(5)	21%	19%	17%	27%	28%	24%	23%	24%
Somewhat satisfied	(4)	37%	38%	46%	29%	30%	40%	36%	36%
- Neither satisfied nor dissatisfied	(3)	25%	27%	20%	26%	24%	26%	25%	25%
Somewhat dissatisfied	(2)	10%	12%	14%	15%	14%	10%	13%	12%
Very dissatisfied	(1)	8%	3%	2%	3%	4%	1%	3%	4%
- NET: Dissatisfied	(2,1)	17%	16%	16%	18%	18%	11%	16%	15%
Mean		3.542	3.584	3.625	3.630	3.652	3.749	3.641	3.646
Not included in base:									
Decline to Answer		3	6	4	3	5	4	22	122
Not Applicable		15	11	13	12	2	10	48	207

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33c-2

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

c. Teaching services

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	104 100%	- 100%	- 100%	- 100%	- 100%	- 100%	530 100%	2498 100%	81 100%	- 100%	- 100%	- 100%	- 100%	- 100%	361 100%	1680 100%
- NET: Satisfied (5,4)	55%	57%	61%	58%	59%	61%	59%	59%	62%	59%	67%	53%	57%	66%	60%	61%
Very satisfied (5)	18%	20%	12%	27%	29%	16%	22%	23%	25%	18%	25%	28%	27%	35%	26%	25%
Somewhat satisfied (4)	37%	37%	49%	32%	30%	45%	37%	36%	36%	41%	43%	25%	30%	31%	34%	36%
- Neither satisfied nor dissatisfied (3)	22%	29%	21%	29%	26%	24%	26%	26%	29%	23%	19%	22%	21%	27%	22%	23%
Somewhat dissatisfied (2)	13%	11%	15%	13%	14%	14%	13%	12%	5%	14%	13%	19%	14%	5%	14%	11%
Very dissatisfied (1)	10%	3%	4%	0%	2%	1%	2%	4%	5%	4%	0%	7%	7%	2%	4%	5%
- NET: Dissatisfied (2,1)	23%	14%	18%	13%	15%	14%	15%	15%	10%	18%	13%	25%	21%	6%	18%	16%
Mean	3.399	3.610	3.508	3.721	3.709	3.621	3.645	3.637	3.726	3.550	3.785	3.483	3.566	3.929	3.635	3.658
Not included in base:																
Decline to Answer	1	5	3	2	4	1	15	78	2	1	1	1	1	3	6	44
Not Applicable	14	9	9	5	2	6	31	124	1	2	4	7	-	4	17	83

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33c-3

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

c. Teaching services

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	132 100%	- 100%	- 100%	- 100%	- 100%	- 100%	654 100%	3082 100%	53 100%	- 100%	- 100%	- 100%	- 100%	- 100%	237 100%	1095 100%
- NET: Satisfied (5,4)	57%	57%	66%	54%	58%	59%	58%	58%	59%	61%	58%	63%	58%	77%	62%	65%
Very satisfied (5)	21%	22%	21%	24%	30%	23%	24%	24%	21%	12%	8%	37%	25%	27%	23%	24%
Somewhat satisfied (4)	36%	35%	45%	30%	28%	36%	34%	34%	38%	49%	50%	26%	34%	50%	40%	41%
- Neither satisfied nor dissatisfied (3)	24%	25%	18%	27%	25%	28%	25%	26%	27%	31%	25%	24%	23%	19%	25%	21%
Somewhat dissatisfied (2)	11%	15%	14%	16%	14%	12%	14%	12%	5%	4%	15%	13%	14%	2%	10%	10%
Very dissatisfied (1)	7%	3%	2%	4%	3%	1%	3%	4%	9%	4%	3%	0%	5%	2%	3%	4%
- NET: Dissatisfied (2,1)	19%	18%	16%	20%	17%	13%	17%	16%	14%	8%	17%	13%	18%	4%	13%	14%
Mean	3.531	3.576	3.698	3.545	3.678	3.681	3.622	3.619	3.572	3.614	3.452	3.875	3.600	3.976	3.692	3.721
Not included in base:																
Decline to Answer	3	3	4	3	2	3	14	84	-	3	-	-	3	1	8	38
Not Applicable	12	7	9	11	2	7	36	169	3	4	4	1	-	2	12	38

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33d-1

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

d. Computing services

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		197 100%	- 100%	- 100%	- 100%	- 100%	- 100%	929 100%	4344 100%
- NET: Satisfied	(5,4)	60%	65%	66%	64%	63%	67%	65%	63%
Very satisfied	(5)	23%	28%	26%	28%	35%	24%	28%	28%
Somewhat satisfied	(4)	37%	37%	40%	37%	28%	44%	37%	36%
- Neither satisfied nor dissatisfied	(3)	16%	13%	19%	18%	17%	13%	16%	16%
Somewhat dissatisfied	(2)	14%	18%	12%	13%	16%	13%	15%	15%
Very dissatisfied	(1)	9%	4%	4%	4%	4%	7%	4%	6%
- NET: Dissatisfied	(2,1)	24%	22%	15%	17%	19%	20%	19%	21%
Mean		3.503	3.658	3.735	3.706	3.754	3.632	3.698	3.637
Not included in base:									
Decline to Answer		2	5	4	3	5	2	19	112
Not Applicable		4	2	2	5	1	3	14	49

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33d-2

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

d. Computing services

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	114 100%	- 100%	- 100%	- 100%	- 100%	- 100%	552 100%	2595 100%	82 100%	- 100%	- 100%	- 100%	- 100%	- 100%	377 100%	1750 100%
- NET: Satisfied (5,4)	58%	65%	67%	69%	63%	66%	66%	64%	63%	65%	65%	57%	64%	68%	63%	63%
Very satisfied (5)	21%	26%	26%	29%	38%	17%	28%	27%	27%	30%	27%	26%	31%	32%	29%	28%
Somewhat satisfied (4)	38%	39%	41%	40%	25%	49%	38%	36%	36%	35%	37%	31%	32%	36%	34%	35%
- Neither satisfied nor dissatisfied (3)	17%	14%	21%	18%	22%	8%	17%	16%	14%	11%	14%	19%	10%	19%	15%	15%
Somewhat dissatisfied (2)	14%	15%	9%	10%	14%	18%	13%	14%	15%	22%	16%	19%	18%	7%	17%	16%
Very dissatisfied (1)	10%	5%	2%	3%	1%	8%	4%	6%	8%	2%	5%	5%	8%	6%	5%	7%
- NET: Dissatisfied (2,1)	24%	21%	12%	13%	15%	26%	17%	20%	23%	25%	21%	24%	27%	13%	22%	22%
Mean	3.447	3.645	3.785	3.811	3.852	3.499	3.731	3.652	3.582	3.676	3.665	3.546	3.601	3.809	3.649	3.615
Not included in base:																
Decline to Answer	1	4	3	2	4	1	14	72	1	1	1	1	1	1	4	41
Not Applicable	3	1	1	4	1	3	11	33	1	1	1	1	-	-	3	16

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33d-3

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

d. Computing services

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	142 100%	- 100%	- 100%	- 100%	- 100%	- 100%	683 100%	3231 100%	54 100%	- 100%	- 100%	- 100%	- 100%	- 100%	245 100%	1113 100%
- NET: Satisfied (5,4)	58%	64%	66%	63%	62%	64%	64%	63%	65%	67%	66%	69%	67%	78%	69%	66%
Very satisfied (5)	23%	29%	27%	28%	32%	21%	27%	27%	23%	24%	26%	27%	42%	33%	30%	29%
Somewhat satisfied (4)	35%	35%	40%	35%	29%	43%	36%	35%	42%	43%	40%	43%	24%	45%	38%	37%
- Neither satisfied nor dissatisfied (3)	15%	13%	17%	17%	17%	12%	15%	15%	19%	13%	21%	22%	19%	15%	18%	16%
Somewhat dissatisfied (2)	16%	19%	13%	16%	17%	15%	16%	15%	9%	16%	10%	7%	13%	6%	11%	14%
Very dissatisfied (1)	11%	4%	4%	5%	5%	9%	5%	7%	6%	4%	3%	2%	2%	2%	2%	5%
- NET: Dissatisfied (2,1)	27%	23%	17%	20%	22%	24%	21%	22%	15%	20%	13%	9%	15%	8%	13%	18%
Mean	3.441	3.651	3.724	3.656	3.671	3.519	3.647	3.609	3.667	3.680	3.762	3.857	3.927	4.015	3.839	3.719
Not included in base:																
Decline to Answer	2	3	4	3	2	1	12	74	-	2	-	-	3	1	6	38
Not Applicable	3	2	1	3	1	2	9	29	1	-	1	3	-	1	4	20

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.1-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Formal mentoring program for junior faculty

		UNIV					All	All	
		ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		202	-	-	-	-	-	941	4378
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	83%	81%	80%	82%	78%	87%	82%	80%
Very important	(5)	43%	46%	40%	45%	43%	44%	44%	42%
Somewhat important	(4)	40%	35%	40%	38%	35%	43%	38%	38%
- Neither important nor unimportant	(3)	8%	10%	8%	9%	10%	9%	9%	11%
Somewhat unimportant	(2)	4%	7%	6%	7%	8%	4%	6%	6%
Very unimportant	(1)	4%	2%	6%	2%	3%	<1%	3%	3%
- NET: Unimportant	(2,1)	8%	9%	12%	9%	12%	4%	9%	9%
Mean		4.141	4.158	4.021	4.162	4.064	4.261	4.133	4.107
Not included in base:									
Decline to Answer		1	6	4	3	5	2	20	128

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.1-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Formal mentoring program for junior faculty

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	118 100%	- 100%	- 100%	- 100%	- 100%	- 100%	562 100%	2615 100%	84 100%	- 100%	- 100%	- 100%	- 100%	- 100%	380 100%	1762 100%
- NET: Important (5,4)	82%	79%	75%	78%	70%	85%	77%	76%	86%	83%	87%	89%	91%	90%	88%	87%
Very important (5)	34%	42%	32%	39%	29%	37%	36%	36%	56%	53%	51%	54%	66%	53%	55%	52%
Somewhat important (4)	48%	38%	43%	39%	41%	48%	41%	40%	30%	30%	36%	35%	25%	36%	33%	35%
- Neither important nor unimportant (3)	9%	10%	10%	12%	13%	10%	11%	13%	7%	11%	4%	5%	5%	7%	6%	7%
Somewhat unimportant (2)	6%	8%	5%	7%	11%	4%	7%	7%	2%	4%	8%	7%	5%	3%	5%	4%
Very unimportant (1)	3%	3%	9%	3%	5%	1%	4%	4%	4%	1%	1%	0%	0%	0%	1%	2%
- NET: Unimportant (2,1)	9%	11%	14%	10%	16%	5%	11%	11%	7%	6%	9%	7%	5%	3%	6%	6%
Mean	4.026	4.067	3.838	4.035	3.776	4.163	3.977	3.971	4.303	4.288	4.280	4.361	4.518	4.397	4.364	4.309
Not included in base:																
Decline to Answer	1	5	3	2	4	1	15	84	-	1	1	1	1	1	4	44

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.1-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Formal mentoring program for junior faculty

	White Faculty								Faculty of Color							
	UNIV								UNIV							
	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	146 100%	- 100%	- 100%	- 100%	- 100%	- 100%	691 100%	3250 100%	56 100%	- 100%	- 100%	- 100%	- 100%	- 100%	250 100%	1128 100%
- NET: Important (5,4)	83%	78%	82%	80%	75%	87%	80%	79%	84%	90%	76%	89%	85%	85%	85%	84%
Very important (5)	41%	41%	38%	42%	38%	43%	41%	39%	48%	61%	45%	53%	55%	48%	53%	51%
Somewhat important (4)	42%	37%	44%	38%	37%	45%	39%	40%	35%	28%	31%	36%	31%	37%	33%	33%
- Neither important nor unimportant (3)	8%	12%	7%	10%	10%	9%	10%	11%	9%	4%	8%	7%	10%	10%	8%	9%
Somewhat unimportant (2)	4%	9%	5%	8%	10%	4%	7%	6%	5%	0%	8%	4%	5%	3%	4%	5%
Very unimportant (1)	4%	1%	5%	3%	5%	0%	3%	3%	3%	6%	8%	0%	0%	2%	3%	2%
- NET: Unimportant (2,1)	9%	10%	11%	10%	15%	4%	10%	10%	7%	6%	16%	4%	5%	5%	7%	7%
Mean	4.111	4.084	4.044	4.088	3.929	4.262	4.080	4.056	4.220	4.396	3.967	4.382	4.347	4.258	4.280	4.253
Not included in base:																
Decline to Answer	1	4	4	3	2	1	13	85	-	2	-	-	3	1	6	44

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.2-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Informal mentoring

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		202	-	-	-	-	-	941	4380
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	92%	94%	92%	96%	96%	98%	95%	94%
Very important	(5)	67%	71%	57%	70%	69%	74%	68%	66%
Somewhat important	(4)	25%	23%	35%	26%	27%	24%	27%	28%
- Neither important nor unimportant	(3)	3%	4%	2%	2%	1%	2%	3%	4%
Somewhat unimportant	(2)	4%	2%	3%	1%	2%	0%	2%	1%
Very unimportant	(1)	1%	0%	2%	0%	1%	0%	1%	1%
- NET: Unimportant	(2,1)	5%	2%	6%	1%	3%	0%	2%	2%
Mean		4.527	4.630	4.420	4.655	4.608	4.715	4.609	4.565
Not included in base:									
Decline to Answer		1	6	4	3	5	2	20	126

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.2-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Informal mentoring

	Males								Females							
	UNIV								UNIV							
	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	118	-	-	-	-	-	562	2618	84	-	-	-	-	-	380	1762
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important (5,4)	90%	91%	89%	95%	93%	96%	93%	92%	95%	98%	98%	98%	100%	100%	98%	96%
Very important (5)	66%	66%	48%	63%	63%	64%	62%	61%	69%	78%	70%	81%	77%	87%	79%	74%
Somewhat important (4)	24%	25%	40%	32%	30%	32%	31%	31%	27%	20%	27%	17%	23%	13%	20%	22%
- Neither important nor unimportant (3)	3%	7%	3%	3%	2%	4%	4%	5%	1%	1%	1%	1%	0%	0%	1%	2%
Somewhat unimportant (2)	5%	2%	5%	1%	3%	0%	2%	2%	2%	1%	1%	1%	0%	0%	1%	1%
Very unimportant (1)	2%	0%	4%	0%	2%	0%	1%	1%	1%	0%	0%	0%	0%	0%	0%	<1%
- NET: Unimportant (2,1)	6%	2%	9%	1%	5%	0%	3%	3%	4%	1%	1%	1%	0%	0%	1%	1%
Mean	4.482	4.547	4.247	4.573	4.503	4.604	4.503	4.480	4.591	4.749	4.664	4.783	4.774	4.868	4.766	4.692
Not included in base:																
Decline to Answer	1	5	3	2	4	1	15	82	-	1	1	1	1	1	4	44

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.2-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Informal mentoring

	White Faculty								Faculty of Color									
	UNIV							All	All	UNIV							All	All
	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ		
Valid responders:	146	-	-	-	-	-	691	3252	56	-	-	-	-	-	250	1128		
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		
- NET: Important (5,4)	93%	94%	96%	96%	96%	99%	96%	94%	91%	93%	84%	98%	96%	94%	93%	93%		
Very important (5)	72%	71%	61%	71%	67%	76%	70%	67%	54%	71%	48%	68%	72%	64%	65%	64%		
Somewhat important (4)	21%	23%	34%	25%	29%	23%	26%	27%	37%	22%	36%	30%	24%	30%	28%	29%		
- Neither important nor unimportant (3)	1%	4%	1%	3%	0%	1%	2%	3%	7%	4%	5%	2%	4%	6%	4%	5%		
Somewhat unimportant (2)	5%	2%	2%	2%	2%	0%	2%	2%	0%	2%	6%	0%	0%	0%	2%	1%		
Very unimportant (1)	1%	0%	1%	0%	2%	0%	<1%	1%	1%	0%	5%	0%	0%	0%	1%	1%		
- NET: Unimportant (2,1)	7%	2%	3%	2%	4%	0%	2%	2%	1%	2%	11%	0%	0%	0%	3%	2%		
Mean	4.564	4.633	4.531	4.653	4.574	4.752	4.630	4.577	4.431	4.622	4.156	4.661	4.680	4.588	4.550	4.530		
Not included in base:																		
Decline to Answer	1	4	4	3	2	1	13	82	-	2	-	-	3	1	6	44		

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.3-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Periodic, formal performance reviews for junior faculty

		UNIV					All	All	
		ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		201	-	-	-	-	-	937	4374
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	91%	87%	88%	92%	90%	92%	90%	89%
Very important	(5)	49%	50%	52%	65%	52%	58%	56%	53%
Somewhat important	(4)	41%	36%	36%	27%	38%	34%	34%	36%
- Neither important nor unimportant	(3)	6%	8%	9%	5%	4%	6%	6%	7%
Somewhat unimportant	(2)	3%	4%	2%	3%	4%	1%	3%	3%
Very unimportant	(1)	0%	1%	2%	1%	2%	1%	1%	1%
- NET: Unimportant	(2,1)	3%	5%	3%	4%	6%	2%	4%	4%
Mean		4.369	4.315	4.343	4.524	4.342	4.466	4.402	4.365
Not included in base:									
Decline to Answer		2	7	4	5	6	2	24	132

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.3-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Periodic, formal performance reviews for junior faculty

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	118 100%	- 100%	- 100%	- 100%	- 100%	- 100%	561 100%	2617 100%	83 100%	- 100%	- 100%	- 100%	- 100%	- 100%	377 100%	1757 100%
- NET: Important (5,4)	91%	82%	85%	91%	89%	90%	87%	87%	89%	93%	92%	94%	91%	95%	93%	92%
Very important (5)	45%	44%	44%	57%	42%	49%	48%	47%	55%	60%	62%	77%	69%	70%	68%	62%
Somewhat important (4)	46%	39%	41%	33%	48%	40%	40%	40%	35%	33%	29%	17%	23%	25%	25%	30%
- Neither important nor unimportant (3)	5%	12%	10%	5%	4%	7%	8%	8%	8%	3%	7%	3%	4%	3%	4%	5%
Somewhat unimportant (2)	3%	4%	2%	3%	5%	1%	3%	4%	2%	3%	2%	2%	2%	0%	2%	2%
Very unimportant (1)	0%	2%	3%	1%	2%	1%	2%	1%	0%	0%	0%	1%	2%	2%	1%	1%
- NET: Unimportant (2,1)	3%	6%	5%	4%	7%	3%	5%	5%	2%	3%	2%	3%	4%	2%	3%	3%
Mean	4.335	4.186	4.216	4.427	4.222	4.350	4.286	4.271	4.417	4.500	4.522	4.677	4.537	4.626	4.575	4.504
Not included in base:																
Decline to Answer	1	6	3	2	4	1	16	83	1	1	1	3	2	1	8	49

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.3-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Periodic, formal performance reviews for junior faculty

	White Faculty								Faculty of Color									
	UNIV							All	All	UNIV							All	All
	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ		
Valid responders:	145	-	-	-	-	-	690	3249	56	-	-	-	-	-	248	1126		
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		
- NET: Important (5,4)	90%	85%	93%	93%	89%	91%	90%	89%	93%	92%	75%	89%	92%	95%	88%	89%		
Very important (5)	49%	48%	59%	63%	55%	58%	57%	52%	50%	58%	35%	70%	46%	60%	54%	54%		
Somewhat important (4)	41%	37%	35%	30%	34%	33%	34%	36%	42%	34%	40%	19%	46%	35%	34%	35%		
- Neither important nor unimportant (3)	6%	9%	5%	5%	5%	6%	6%	7%	6%	8%	18%	4%	2%	5%	7%	7%		
Somewhat unimportant (2)	4%	5%	2%	2%	5%	1%	3%	3%	1%	0%	2%	4%	3%	0%	2%	2%		
Very unimportant (1)	0%	1%	0%	<1%	2%	2%	1%	1%	0%	0%	5%	2%	2%	0%	2%	2%		
- NET: Unimportant (2,1)	4%	6%	2%	3%	6%	3%	4%	4%	1%	0%	8%	7%	5%	0%	4%	4%		
Mean	4.351	4.260	4.503	4.529	4.361	4.441	4.418	4.359	4.416	4.498	3.963	4.508	4.302	4.554	4.359	4.381		
Not included in base:																		
Decline to Answer	2	4	4	5	2	1	15	86	-	3	-	-	5	1	8	46		

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.4-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Written summary of periodic performance reviews for junior faculty

		UNIV					All	All	
		ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
Valid responders:		201	-	-	-	-	-	936	4371
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	89%	78%	88%	88%	86%	86%	85%	86%
Very important	(5)	48%	45%	54%	62%	49%	52%	53%	50%
Somewhat important	(4)	42%	33%	33%	26%	36%	34%	32%	35%
- Neither important nor unimportant	(3)	6%	15%	8%	8%	8%	9%	10%	9%
Somewhat unimportant	(2)	4%	7%	4%	3%	4%	3%	4%	4%
Very unimportant	(1)	1%	<1%	1%	1%	2%	1%	1%	1%
- NET: Unimportant	(2,1)	5%	7%	5%	4%	7%	5%	5%	5%
Mean		4.314	4.156	4.362	4.449	4.258	4.318	4.312	4.293
Not included in base:									
Decline to Answer		2	7	4	6	6	2	25	135

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.4-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Written summary of periodic performance reviews for junior faculty

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	118 100%	- 100%	- 100%	- 100%	- 100%	- 100%	559 100%	2614 100%	83 100%	- 100%	- 100%	- 100%	- 100%	- 100%	377 100%	1757 100%
- NET: Important (5,4)	89%	72%	86%	86%	83%	81%	81%	83%	89%	87%	90%	93%	90%	94%	90%	90%
Very important (5)	41%	36%	49%	54%	43%	47%	46%	44%	57%	58%	62%	74%	59%	59%	63%	59%
Somewhat important (4)	49%	35%	37%	31%	40%	34%	35%	39%	32%	29%	28%	18%	31%	35%	27%	31%
- Neither important nor unimportant (3)	5%	19%	8%	10%	10%	13%	12%	11%	8%	10%	7%	3%	3%	3%	6%	6%
Somewhat unimportant (2)	4%	9%	5%	2%	5%	5%	5%	4%	2%	3%	3%	3%	4%	2%	3%	3%
Very unimportant (1)	2%	1%	1%	2%	2%	1%	1%	2%	0%	0%	0%	1%	3%	2%	1%	1%
- NET: Unimportant (2,1)	6%	10%	6%	4%	7%	6%	6%	6%	2%	3%	3%	4%	7%	3%	4%	4%
Mean	4.225	3.976	4.267	4.342	4.179	4.198	4.195	4.193	4.441	4.413	4.497	4.618	4.384	4.485	4.486	4.443
Not included in base:																
Decline to Answer	1	6	3	3	4	1	17	86	1	1	1	3	2	1	8	49

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.4-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Written summary of periodic performance reviews for junior faculty

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	145 100%	- 100%	- 100%	- 100%	- 100%	- 100%	690 100%	3249 100%	56 100%	- 100%	- 100%	- 100%	- 100%	- 100%	246 100%	1122 100%
- NET: Important (5,4)	88%	76%	92%	90%	85%	85%	85%	86%	92%	84%	77%	83%	88%	90%	84%	86%
Very important (5)	46%	43%	61%	62%	56%	52%	55%	51%	50%	54%	38%	63%	35%	51%	48%	49%
Somewhat important (4)	42%	34%	30%	28%	29%	33%	31%	35%	42%	30%	40%	20%	53%	39%	36%	36%
- Neither important nor unimportant (3)	7%	15%	6%	7%	9%	10%	9%	9%	3%	16%	13%	8%	6%	6%	10%	9%
Somewhat unimportant (2)	4%	9%	2%	1%	5%	3%	4%	4%	3%	0%	7%	6%	4%	5%	4%	3%
Very unimportant (1)	1%	1%	0%	1%	2%	2%	1%	1%	1%	0%	3%	2%	2%	0%	2%	2%
- NET: Unimportant (2,1)	4%	9%	2%	3%	7%	5%	5%	5%	5%	0%	10%	9%	6%	5%	6%	5%
Mean	4.297	4.088	4.506	4.481	4.314	4.306	4.336	4.296	4.361	4.380	4.021	4.351	4.137	4.360	4.245	4.286
Not included in base:																
Decline to Answer	2	4	4	5	2	1	15	86	-	3	-	1	5	1	10	49

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.5-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Professional assistance in obtaining externally funded grants

		UNIV					All	All	
		ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
Valid responders:		201	-	-	-	-	-	937	4356
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	88%	87%	80%	88%	87%	87%	86%	85%
Very important	(5)	60%	58%	53%	55%	57%	53%	55%	57%
Somewhat important	(4)	28%	29%	27%	33%	30%	35%	31%	28%
- Neither important nor unimportant	(3)	9%	8%	11%	7%	8%	5%	8%	9%
Somewhat unimportant	(2)	2%	3%	5%	3%	3%	1%	3%	3%
Very unimportant	(1)	2%	2%	4%	2%	1%	7%	3%	2%
- NET: Unimportant	(2,1)	3%	5%	9%	4%	4%	8%	6%	6%
Mean		4.418	4.379	4.202	4.378	4.393	4.253	4.332	4.346
Not included in base:									
Decline to Answer		2	7	7	3	6	2	24	150

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.5-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Professional assistance in obtaining externally funded grants

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	117 100%	- 100%	- 100%	- 100%	- 100%	- 100%	557 100%	2601 100%	84 100%	- 100%	- 100%	- 100%	- 100%	- 100%	380 100%	1755 100%
- NET: Important (5,4)	86%	86%	75%	88%	83%	84%	84%	83%	90%	88%	87%	88%	94%	92%	90%	89%
Very important (5)	53%	57%	53%	49%	52%	43%	51%	52%	68%	59%	54%	64%	66%	66%	62%	65%
Somewhat important (4)	32%	29%	22%	39%	31%	41%	33%	30%	22%	29%	33%	24%	28%	26%	28%	24%
- Neither important nor unimportant (3)	11%	8%	14%	7%	11%	7%	9%	11%	5%	8%	7%	7%	5%	2%	6%	7%
Somewhat unimportant (2)	0%	5%	7%	3%	5%	1%	4%	4%	4%	1%	4%	3%	1%	0%	2%	2%
Very unimportant (1)	3%	1%	5%	1%	2%	8%	3%	3%	1%	3%	2%	2%	0%	6%	2%	2%
- NET: Unimportant (2,1)	3%	5%	12%	4%	6%	9%	7%	7%	4%	5%	5%	5%	1%	6%	4%	4%
Mean	4.336	4.377	4.099	4.323	4.265	4.099	4.253	4.258	4.532	4.381	4.343	4.463	4.593	4.467	4.446	4.476
Not included in base:																
Decline to Answer	2	6	6	2	5	1	20	99	-	1	1	1	1	1	4	51

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.5-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Professional assistance in obtaining externally funded grants

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	146 100%	- 100%	- 100%	- 100%	- 100%	- 100%	689 100%	3235 100%	55 100%	- 100%	- 100%	- 100%	- 100%	- 100%	247 100%	1121 100%
- NET: Important (5,4)	88%	85%	85%	87%	84%	88%	86%	84%	88%	92%	66%	92%	94%	85%	87%	87%
Very important (5)	58%	54%	58%	53%	54%	53%	54%	55%	65%	70%	40%	62%	65%	52%	59%	64%
Somewhat important (4)	30%	31%	27%	34%	31%	35%	32%	29%	23%	22%	25%	30%	29%	33%	28%	24%
- Neither important nor unimportant (3)	8%	9%	10%	8%	9%	5%	8%	10%	11%	4%	14%	6%	6%	4%	7%	8%
Somewhat unimportant (2)	2%	4%	4%	3%	5%	1%	3%	4%	0%	0%	9%	2%	0%	0%	2%	2%
Very unimportant (1)	2%	1%	1%	2%	2%	6%	2%	2%	1%	4%	11%	0%	0%	11%	4%	2%
- NET: Unimportant (2,1)	4%	6%	5%	5%	6%	7%	6%	6%	1%	4%	20%	2%	0%	11%	6%	4%
Mean	4.385	4.325	4.381	4.333	4.298	4.281	4.325	4.312	4.508	4.550	3.750	4.512	4.589	4.160	4.350	4.445
Not included in base:																
Decline to Answer	1	5	4	3	3	1	15	100	1	2	3	-	3	1	9	50

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.6-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Professional assistance for improving teaching

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		202	-	-	-	-	-	938	4372
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	65%	60%	68%	71%	67%	71%	67%	70%
Very important	(5)	25%	21%	22%	24%	18%	26%	22%	25%
Somewhat important	(4)	40%	38%	47%	47%	49%	45%	45%	45%
- Neither important nor unimportant	(3)	23%	27%	15%	15%	22%	15%	19%	17%
Somewhat unimportant	(2)	8%	11%	13%	10%	9%	11%	11%	10%
Very unimportant	(1)	3%	3%	4%	4%	3%	3%	3%	3%
- NET: Unimportant	(2,1)	11%	13%	17%	14%	12%	14%	14%	13%
Mean		3.751	3.645	3.696	3.775	3.700	3.805	3.722	3.777
Not included in base:									
Decline to Answer		1	6	4	4	5	4	23	134

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.6-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Professional assistance for improving teaching

	Males								Females							
	UNIV								UNIV							
	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	118 100%	- 100%	- 100%	- 100%	- 100%	- 100%	560 100%	2614 100%	84 100%	- 100%	- 100%	- 100%	- 100%	- 100%	379 100%	1758 100%
- NET: Important (5,4)	58%	59%	65%	72%	62%	69%	65%	66%	75%	60%	74%	71%	74%	74%	70%	75%
Very important (5)	24%	20%	18%	21%	9%	24%	18%	20%	26%	23%	27%	28%	32%	29%	28%	31%
Somewhat important (4)	35%	40%	46%	50%	53%	45%	47%	46%	48%	37%	47%	43%	43%	46%	42%	44%
- Neither important nor unimportant (3)	27%	29%	18%	16%	25%	15%	21%	19%	18%	24%	11%	13%	17%	15%	16%	14%
Somewhat unimportant (2)	9%	9%	13%	7%	11%	12%	10%	11%	6%	12%	14%	13%	7%	9%	11%	9%
Very unimportant (1)	5%	2%	5%	5%	3%	4%	4%	4%	1%	3%	2%	3%	2%	2%	2%	2%
- NET: Unimportant (2,1)	15%	12%	18%	12%	14%	16%	14%	15%	7%	16%	16%	16%	9%	10%	14%	12%
Mean	3.620	3.649	3.600	3.759	3.542	3.726	3.660	3.687	3.935	3.641	3.832	3.800	3.949	3.912	3.813	3.912
Not included in base:																
Decline to Answer	1	5	3	2	4	3	17	85	-	1	1	2	1	1	5	48

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.6-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Professional assistance for improving teaching

	White Faculty								Faculty of Color									
	UNIV							All	All	UNIV							All	All
	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ		
Valid responders:	146	-	-	-	-	-	691	3248	56	-	-	-	-	-	248	1124		
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		
- NET: Important (5,4)	63%	54%	68%	70%	63%	71%	65%	67%	72%	77%	69%	74%	75%	71%	74%	77%		
Very important (5)	22%	16%	23%	22%	14%	24%	20%	22%	31%	38%	19%	30%	25%	34%	29%	33%		
Somewhat important (4)	40%	38%	45%	48%	48%	47%	45%	46%	40%	38%	50%	44%	50%	37%	45%	44%		
- Neither important nor unimportant (3)	23%	29%	13%	14%	22%	15%	19%	17%	24%	20%	18%	19%	21%	14%	19%	16%		
Somewhat unimportant (2)	10%	13%	18%	12%	12%	12%	13%	12%	2%	4%	2%	2%	4%	8%	4%	5%		
Very unimportant (1)	4%	4%	1%	4%	4%	2%	3%	3%	3%	0%	10%	4%	0%	6%	4%	3%		
- NET: Unimportant (2,1)	14%	16%	19%	16%	16%	13%	16%	15%	5%	4%	13%	6%	4%	15%	7%	8%		
Mean	3.672	3.501	3.712	3.718	3.578	3.796	3.654	3.704	3.959	4.114	3.657	3.942	3.955	3.839	3.912	3.989		
Not included in base:																		
Decline to Answer	1	4	4	4	2	1	14	87	-	2	-	-	3	3	8	47		

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.7-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Travel funds to present papers or conduct research

		UNIV					All	All	
		ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		202	-	-	-	-	-	940	4379
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	91%	87%	94%	91%	94%	88%	91%	93%
Very important	(5)	66%	62%	75%	61%	74%	68%	67%	73%
Somewhat important	(4)	24%	25%	19%	30%	21%	20%	24%	20%
- Neither important nor unimportant	(3)	6%	8%	2%	7%	4%	6%	5%	4%
Somewhat unimportant	(2)	3%	4%	3%	2%	1%	4%	3%	2%
Very unimportant	(1)	<1%	1%	1%	0%	1%	2%	1%	1%
- NET: Unimportant	(2,1)	4%	5%	3%	2%	2%	6%	4%	3%
Mean		4.534	4.428	4.647	4.494	4.648	4.489	4.534	4.631
Not included in base:									
Decline to Answer		1	6	4	3	5	3	21	126

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.7-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Travel funds to present papers or conduct research

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	118 100%	- 100%	- 100%	- 100%	- 100%	- 100%	561 100%	2618 100%	84 100%	- 100%	- 100%	- 100%	- 100%	- 100%	380 100%	1762 100%
- NET: Important (5,4)	88%	88%	90%	88%	92%	87%	89%	92%	94%	87%	100%	96%	99%	91%	94%	96%
Very important (5)	60%	57%	67%	56%	63%	59%	60%	67%	75%	68%	86%	68%	90%	81%	77%	82%
Somewhat important (4)	28%	30%	23%	32%	28%	28%	29%	25%	19%	19%	14%	28%	9%	9%	17%	14%
- Neither important nor unimportant (3)	8%	7%	4%	9%	6%	5%	7%	5%	2%	8%	0%	4%	0%	6%	4%	3%
Somewhat unimportant (2)	3%	4%	5%	4%	1%	7%	4%	2%	4%	4%	0%	0%	1%	0%	1%	1%
Very unimportant (1)	1%	1%	1%	0%	2%	1%	1%	1%	0%	1%	0%	0%	0%	3%	1%	<1%
- NET: Unimportant (2,1)	3%	5%	6%	4%	3%	8%	5%	3%	4%	6%	0%	0%	1%	3%	2%	2%
Mean	4.442	4.393	4.496	4.403	4.505	4.372	4.432	4.543	4.663	4.478	4.861	4.636	4.874	4.649	4.685	4.761
Not included in base:																
Decline to Answer	1	5	3	2	4	2	16	82	-	1	1	1	1	1	4	45

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.7-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Travel funds to present papers or conduct research

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	146 100%	- 100%	- 100%	- 100%	- 100%	- 100%	691 100%	3253 100%	56 100%	- 100%	- 100%	- 100%	- 100%	- 100%	249 100%	1126 100%
- NET: Important (5,4)	90%	87%	97%	92%	93%	87%	91%	93%	94%	89%	86%	87%	98%	92%	90%	94%
Very important (5)	63%	59%	78%	60%	72%	66%	66%	73%	74%	70%	68%	62%	77%	75%	70%	74%
Somewhat important (4)	26%	28%	20%	32%	21%	21%	25%	20%	20%	19%	18%	26%	21%	17%	21%	20%
- Neither important nor unimportant (3)	6%	7%	0%	6%	4%	7%	5%	4%	5%	9%	8%	10%	2%	3%	7%	4%
Somewhat unimportant (2)	4%	5%	3%	2%	1%	5%	3%	2%	0%	0%	3%	2%	0%	0%	1%	1%
Very unimportant (1)	0%	1%	0%	0%	2%	1%	1%	1%	1%	2%	3%	0%	0%	5%	2%	1%
- NET: Unimportant (2,1)	4%	6%	3%	2%	3%	6%	4%	3%	1%	2%	5%	2%	0%	5%	3%	2%
Mean	4.488	4.390	4.724	4.502	4.600	4.468	4.524	4.625	4.656	4.550	4.464	4.469	4.748	4.565	4.560	4.648
Not included in base:																
Decline to Answer	1	4	4	3	2	1	13	81	-	2	-	-	3	2	7	45

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.8-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Paid or unpaid research leave during the probationary period

		UNIV					All	All	
		ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		196	-	-	-	-	-	934	4327
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	77%	82%	85%	77%	85%	81%	82%	83%
Very important	(5)	57%	59%	66%	57%	69%	63%	62%	62%
Somewhat important	(4)	20%	23%	19%	20%	16%	17%	19%	21%
- Neither important nor unimportant	(3)	16%	13%	11%	19%	11%	14%	14%	13%
Somewhat unimportant	(2)	4%	3%	2%	4%	3%	3%	3%	3%
Very unimportant	(1)	3%	2%	2%	0%	1%	2%	1%	2%
- NET: Unimportant	(2,1)	7%	5%	4%	4%	3%	5%	4%	5%
Mean		4.247	4.330	4.448	4.306	4.501	4.365	4.382	4.380
Not included in base:									
Decline to Answer		7	7	4	4	6	6	27	179

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.8-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Paid or unpaid research leave during the probationary period

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	113 100%	- 100%	- 100%	- 100%	- 100%	- 100%	555 100%	2586 100%	83 100%	- 100%	- 100%	- 100%	- 100%	- 100%	379 100%	1741 100%
- NET: Important (5,4)	72%	77%	78%	74%	81%	72%	76%	78%	84%	88%	95%	82%	92%	92%	89%	90%
Very important (5)	48%	50%	55%	49%	60%	52%	53%	54%	71%	71%	82%	70%	83%	78%	76%	74%
Somewhat important (4)	24%	27%	23%	25%	21%	20%	24%	24%	13%	17%	13%	12%	10%	14%	13%	16%
- Neither important nor unimportant (3)	18%	16%	15%	22%	14%	20%	18%	16%	13%	9%	5%	15%	8%	6%	9%	8%
Somewhat unimportant (2)	6%	5%	4%	4%	5%	4%	4%	4%	2%	1%	0%	3%	0%	2%	1%	2%
Very unimportant (1)	5%	2%	3%	0%	1%	4%	2%	2%	0%	2%	0%	0%	0%	0%	1%	1%
- NET: Unimportant (2,1)	10%	7%	7%	4%	6%	8%	6%	6%	2%	3%	0%	3%	0%	2%	2%	3%
Mean	4.047	4.192	4.226	4.186	4.341	4.123	4.215	4.233	4.523	4.527	4.762	4.493	4.753	4.690	4.627	4.599
Not included in base:																
Decline to Answer	6	6	3	3	5	4	22	113	2	1	1	1	1	2	5	65

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.8-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Paid or unpaid research leave during the probationary period

	White Faculty								Faculty of Color							
	UNIV								UNIV							
	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	142 100%	- 100%	- 100%	- 100%	- 100%	- 100%	685 100%	3210 100%	54 100%	- 100%	- 100%	- 100%	- 100%	- 100%	249 100%	1117 100%
- NET: Important (5,4)	76%	80%	90%	79%	82%	77%	81%	82%	80%	85%	73%	70%	92%	92%	82%	84%
Very important (5)	54%	58%	72%	59%	66%	60%	62%	61%	66%	62%	53%	53%	74%	74%	62%	66%
Somewhat important (4)	22%	23%	18%	21%	16%	17%	19%	22%	14%	23%	20%	17%	18%	19%	19%	19%
- Neither important nor unimportant (3)	15%	14%	7%	17%	13%	16%	14%	12%	18%	10%	22%	25%	8%	6%	15%	13%
Somewhat unimportant (2)	6%	3%	2%	4%	4%	4%	3%	4%	0%	4%	3%	4%	0%	0%	2%	2%
Very unimportant (1)	3%	2%	2%	0%	1%	2%	1%	2%	1%	0%	3%	0%	0%	2%	1%	1%
- NET: Unimportant (2,1)	9%	6%	4%	4%	5%	6%	5%	5%	1%	4%	5%	4%	0%	2%	3%	3%
Mean	4.175	4.298	4.563	4.344	4.422	4.289	4.375	4.355	4.437	4.434	4.176	4.194	4.667	4.623	4.401	4.455
Not included in base:																
Decline to Answer	5	5	4	4	3	4	20	124	2	2	-	-	3	2	7	54

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.9-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Paid or unpaid personal leave during the probationary period

		UNIV					All	All	
		ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		194	-	-	-	-	-	930	4310
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	64%	65%	62%	55%	64%	52%	60%	61%
Very important	(5)	40%	34%	35%	29%	43%	32%	34%	34%
Somewhat important	(4)	24%	31%	27%	26%	22%	20%	26%	27%
- Neither important nor unimportant	(3)	26%	24%	26%	31%	22%	36%	28%	27%
Somewhat unimportant	(2)	5%	7%	8%	9%	8%	9%	8%	9%
Very unimportant	(1)	5%	4%	3%	4%	5%	4%	4%	4%
- NET: Unimportant	(2,1)	10%	11%	12%	13%	13%	12%	12%	13%
Mean		3.884	3.829	3.815	3.674	3.890	3.679	3.775	3.784
Not included in base:									
Decline to Answer		9	8	6	5	6	6	31	196

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.9-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Paid or unpaid personal leave during the probationary period

	Males								Females							
	UNIV	-----							UNIV	-----						
	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	111 100%	- 100%	- 100%	- 100%	- 100%	- 100%	554 100%	2578 100%	83 100%	- 100%	- 100%	- 100%	- 100%	- 100%	376 100%	1732 100%
- NET: Important (5,4)	55%	57%	52%	50%	52%	43%	51%	53%	76%	76%	76%	65%	83%	64%	73%	72%
Very important (5)	29%	27%	21%	23%	28%	20%	24%	26%	55%	42%	54%	38%	66%	49%	49%	47%
Somewhat important (4)	26%	29%	31%	26%	24%	23%	27%	28%	20%	34%	22%	26%	17%	15%	24%	25%
- Neither important nor unimportant (3)	31%	29%	35%	37%	27%	39%	33%	31%	19%	16%	13%	23%	14%	31%	19%	20%
Somewhat unimportant (2)	7%	10%	9%	8%	13%	13%	10%	10%	2%	3%	7%	10%	1%	3%	5%	6%
Very unimportant (1)	8%	4%	3%	5%	7%	5%	5%	5%	2%	5%	4%	2%	1%	2%	3%	2%
- NET: Unimportant (2,1)	15%	14%	13%	14%	20%	18%	15%	15%	5%	8%	11%	12%	2%	5%	8%	8%
Mean	3.620	3.663	3.577	3.537	3.524	3.393	3.549	3.585	4.240	4.062	4.159	3.890	4.462	4.064	4.109	4.079
Not included in base:																
Decline to Answer	7	7	3	3	5	4	23	122	2	1	3	2	1	2	8	74

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.9-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Paid or unpaid personal leave during the probationary period

	White Faculty								Faculty of Color									
	UNIV							All	All	UNIV							All	All
	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ		
Valid responders:	141	-	-	-	-	-	684	3202	53	-	-	-	-	-	246	1108		
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		
- NET: Important (5,4)	61%	64%	63%	52%	56%	48%	57%	58%	71%	69%	60%	65%	82%	66%	69%	69%		
Very important (5)	39%	32%	35%	28%	36%	29%	32%	31%	45%	38%	34%	32%	56%	43%	41%	43%		
Somewhat important (4)	23%	31%	28%	24%	19%	19%	25%	27%	26%	31%	26%	32%	26%	23%	28%	26%		
- Neither important nor unimportant (3)	26%	24%	25%	34%	25%	39%	29%	28%	25%	23%	30%	22%	16%	25%	23%	22%		
Somewhat unimportant (2)	6%	7%	7%	10%	11%	10%	9%	10%	2%	6%	11%	6%	2%	3%	6%	6%		
Very unimportant (1)	7%	5%	5%	3%	7%	3%	5%	5%	1%	2%	0%	7%	0%	6%	3%	3%		
- NET: Unimportant (2,1)	13%	12%	12%	13%	19%	13%	14%	14%	4%	8%	11%	13%	2%	9%	9%	8%		
Mean	3.799	3.789	3.808	3.641	3.662	3.601	3.701	3.703	4.110	3.960	3.831	3.774	4.365	3.946	3.980	4.018		
Not included in base:																		
Decline to Answer	7	5	6	4	3	4	21	133	3	3	-	1	3	2	10	63		

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.10-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

An upper limit on committee assignments for tenure-track faculty

		UNIV					All	All	
		ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		199	-	-	-	-	-	937	4370
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	87%	85%	90%	89%	91%	87%	89%	89%
Very important	(5)	54%	54%	57%	57%	66%	53%	58%	60%
Somewhat important	(4)	33%	31%	33%	32%	25%	34%	31%	29%
- Neither important nor unimportant	(3)	9%	13%	7%	7%	6%	9%	8%	8%
Somewhat unimportant	(2)	2%	1%	3%	3%	3%	2%	2%	2%
Very unimportant	(1)	1%	<1%	0%	1%	1%	1%	1%	1%
- NET: Unimportant	(2,1)	3%	2%	3%	3%	3%	3%	3%	3%
Mean		4.372	4.370	4.447	4.422	4.528	4.365	4.426	4.459
Not included in base:									
Decline to Answer		4	8	5	3	5	3	24	136

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.10-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

An upper limit on committee assignments for tenure-track faculty

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	117 100%	- 100%	- 100%	- 100%	- 100%	- 100%	558 100%	2612 100%	82 100%	- 100%	- 100%	- 100%	- 100%	- 100%	380 100%	1758 100%
- NET: Important (5,4)	85%	80%	88%	87%	88%	85%	86%	86%	90%	92%	93%	93%	95%	91%	93%	94%
Very important (5)	50%	47%	46%	49%	56%	44%	49%	52%	61%	65%	73%	70%	81%	66%	71%	72%
Somewhat important (4)	36%	34%	42%	38%	32%	41%	37%	34%	29%	27%	21%	24%	15%	25%	23%	22%
- Neither important nor unimportant (3)	11%	18%	10%	8%	6%	9%	10%	10%	7%	6%	4%	6%	5%	9%	6%	5%
Somewhat unimportant (2)	2%	2%	3%	4%	5%	4%	3%	3%	3%	1%	3%	0%	0%	0%	1%	1%
Very unimportant (1)	2%	0%	0%	1%	1%	1%	1%	1%	0%	1%	0%	1%	0%	0%	<1%	<1%
- NET: Unimportant (2,1)	3%	2%	3%	5%	5%	6%	4%	3%	3%	2%	3%	1%	0%	0%	1%	1%
Mean	4.300	4.251	4.313	4.300	4.381	4.217	4.295	4.338	4.474	4.540	4.634	4.613	4.761	4.567	4.619	4.638
Not included in base:																
Decline to Answer	2	7	4	2	4	2	19	87	2	1	1	1	1	1	4	48

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.10-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

An upper limit on committee assignments for tenure-track faculty

	White Faculty								Faculty of Color							
	UNIV								UNIV							
	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	143 100%	- 100%	- 100%	- 100%	- 100%	- 100%	688 100%	3245 100%	56 100%	- 100%	- 100%	- 100%	- 100%	- 100%	249 100%	1125 100%
- NET: Important (5,4)	87%	85%	92%	90%	87%	85%	88%	89%	87%	85%	87%	87%	100%	94%	90%	89%
Very important (5)	53%	54%	63%	58%	59%	49%	57%	59%	57%	56%	42%	55%	79%	67%	60%	63%
Somewhat important (4)	34%	32%	28%	32%	27%	36%	31%	30%	30%	29%	45%	32%	21%	27%	31%	26%
- Neither important nor unimportant (3)	9%	13%	7%	7%	8%	10%	9%	8%	11%	12%	8%	8%	0%	6%	7%	8%
Somewhat unimportant (2)	3%	1%	2%	3%	4%	3%	2%	2%	1%	2%	5%	2%	0%	0%	2%	1%
Very unimportant (1)	1%	1%	0%	<1%	1%	1%	1%	1%	1%	0%	0%	2%	0%	0%	1%	1%
- NET: Unimportant (2,1)	4%	2%	2%	3%	5%	4%	3%	3%	3%	2%	5%	5%	0%	0%	3%	2%
Mean	4.361	4.362	4.535	4.446	4.404	4.293	4.410	4.449	4.400	4.396	4.239	4.351	4.791	4.617	4.472	4.486
Not included in base:																
Decline to Answer	4	6	5	3	2	1	16	89	-	2	-	-	3	2	7	47

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.11-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

An upper limit on teaching obligations

		UNIV					All	All	
		ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
Valid responders:		198	-	-	-	-	-	937	4365
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	95%	94%	96%	95%	97%	93%	95%	95%
Very important	(5)	68%	72%	73%	70%	77%	71%	72%	73%
Somewhat important	(4)	27%	21%	23%	25%	19%	23%	22%	22%
- Neither important nor unimportant	(3)	4%	3%	3%	5%	3%	5%	4%	4%
Somewhat unimportant	(2)	1%	2%	1%	1%	0%	2%	1%	1%
Very unimportant	(1)	0%	<1%	0%	0%	1%	0%	<1%	<1%
- NET: Unimportant	(2,1)	1%	3%	1%	1%	1%	2%	1%	1%
Mean		4.618	4.630	4.674	4.637	4.728	4.625	4.657	4.661
Not included in base:									
Decline to Answer		5	8	5	4	5	3	24	141

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.11-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

An upper limit on teaching obligations

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	115 100%	- 100%	- 100%	- 100%	- 100%	- 100%	559 100%	2612 100%	82 100%	- 100%	- 100%	- 100%	- 100%	- 100%	378 100%	1754 100%
- NET: Important (5,4)	93%	94%	98%	92%	95%	92%	94%	94%	98%	94%	93%	98%	100%	95%	96%	97%
Very important (5)	64%	67%	69%	60%	70%	64%	66%	67%	73%	80%	78%	86%	89%	80%	83%	81%
Somewhat important (4)	29%	27%	29%	32%	25%	28%	28%	27%	24%	14%	15%	13%	11%	16%	14%	16%
- Neither important nor unimportant (3)	5%	5%	2%	6%	5%	5%	5%	4%	2%	1%	4%	2%	0%	5%	2%	2%
Somewhat unimportant (2)	2%	2%	0%	1%	0%	3%	1%	1%	0%	3%	3%	0%	0%	0%	1%	1%
Very unimportant (1)	0%	0%	0%	0%	1%	0%	<1%	<1%	0%	1%	0%	0%	0%	0%	<1%	<1%
- NET: Unimportant (2,1)	2%	2%	0%	1%	1%	3%	1%	2%	0%	4%	3%	0%	0%	0%	1%	1%
Mean	4.553	4.589	4.667	4.508	4.627	4.533	4.580	4.595	4.709	4.688	4.683	4.838	4.888	4.750	4.771	4.760
Not included in base:																
Decline to Answer	3	7	3	2	4	2	18	88	2	1	2	2	1	1	6	53

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.11-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

An upper limit on teaching obligations

	White Faculty								Faculty of Color									
	UNIV							All	All	UNIV							All	All
	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ		
Valid responders:	142	-	-	-	-	-	688	3239	56	-	-	-	-	-	249	1126		
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		
- NET: Important (5,4)	95%	94%	97%	94%	95%	93%	95%	95%	96%	92%	93%	96%	100%	94%	95%	95%		
Very important (5)	66%	72%	77%	69%	73%	72%	72%	73%	71%	75%	62%	72%	86%	64%	73%	73%		
Somewhat important (4)	28%	23%	20%	25%	22%	21%	22%	22%	25%	17%	31%	24%	14%	30%	22%	22%		
- Neither important nor unimportant (3)	4%	3%	2%	5%	4%	5%	4%	4%	4%	6%	7%	4%	0%	6%	4%	4%		
Somewhat unimportant (2)	2%	2%	1%	1%	0%	2%	1%	1%	0%	2%	0%	0%	0%	0%	<1%	1%		
Very unimportant (1)	0%	1%	0%	0%	1%	0%	<1%	1%	0%	0%	0%	0%	0%	0%	0%	<1%		
- NET: Unimportant (2,1)	2%	3%	1%	1%	1%	2%	2%	1%	0%	2%	0%	0%	0%	0%	<1%	1%		
Mean	4.596	4.623	4.727	4.623	4.666	4.636	4.650	4.658	4.674	4.652	4.548	4.675	4.857	4.585	4.676	4.670		
Not included in base:																		
Decline to Answer	5	6	5	4	2	1	17	96	-	2	-	-	3	2	7	45		

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.12-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Peer reviews of teaching and research

		UNIV					All	All	
		ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		201	-	-	-	-	-	938	4373
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	85%	84%	79%	83%	86%	84%	83%	83%
Very important	(5)	40%	42%	43%	35%	42%	41%	40%	39%
Somewhat important	(4)	46%	42%	36%	48%	44%	43%	43%	44%
- Neither important nor unimportant	(3)	8%	13%	13%	11%	6%	12%	11%	11%
Somewhat unimportant	(2)	5%	3%	7%	6%	6%	4%	5%	5%
Very unimportant	(1)	1%	0%	1%	<1%	2%	0%	1%	1%
- NET: Unimportant	(2,1)	7%	3%	8%	6%	8%	4%	6%	6%
Mean		4.167	4.233	4.116	4.110	4.177	4.208	4.166	4.153
Not included in base:									
Decline to Answer		2	8	4	5	5	2	23	133

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.12-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Peer reviews of teaching and research

	Males								Females							
	UNIV								UNIV							
	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	118 100%	- 100%	- 100%	- 100%	- 100%	- 100%	560 100%	2615 100%	83 100%	- 100%	- 100%	- 100%	- 100%	- 100%	378 100%	1758 100%
- NET: Important (5,4)	83%	81%	75%	83%	85%	82%	81%	82%	89%	88%	84%	83%	87%	87%	86%	85%
Very important (5)	37%	34%	41%	31%	35%	37%	35%	35%	44%	54%	45%	41%	51%	46%	47%	46%
Somewhat important (4)	46%	48%	34%	51%	50%	44%	46%	46%	45%	33%	39%	42%	36%	42%	38%	40%
- Neither important nor unimportant (3)	10%	15%	16%	11%	8%	16%	13%	12%	5%	10%	8%	11%	3%	6%	8%	9%
Somewhat unimportant (2)	5%	3%	6%	6%	5%	3%	5%	5%	6%	2%	8%	6%	8%	6%	6%	4%
Very unimportant (1)	3%	0%	2%	1%	2%	0%	1%	2%	0%	0%	0%	0%	2%	0%	<1%	1%
- NET: Unimportant (2,1)	7%	3%	9%	7%	7%	3%	6%	6%	6%	2%	8%	6%	10%	6%	6%	5%
Mean	4.095	4.118	4.056	4.068	4.118	4.162	4.101	4.090	4.269	4.396	4.200	4.178	4.270	4.272	4.264	4.246
Not included in base:																
Decline to Answer	1	7	3	2	4	1	17	85	1	1	1	3	1	1	6	48

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.12-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Peer reviews of teaching and research

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	145 100%	- 100%	- 100%	- 100%	- 100%	- 100%	689 100%	3246 100%	56 100%	- 100%	- 100%	- 100%	- 100%	- 100%	249 100%	1126 100%
- NET: Important (5,4)	85%	82%	85%	82%	85%	83%	83%	83%	85%	90%	63%	85%	88%	89%	83%	84%
Very important (5)	38%	39%	45%	32%	43%	43%	39%	39%	44%	53%	37%	44%	39%	32%	42%	42%
Somewhat important (4)	47%	43%	41%	50%	42%	39%	44%	44%	41%	37%	26%	41%	49%	57%	41%	42%
- Neither important nor unimportant (3)	8%	15%	9%	13%	7%	12%	11%	11%	8%	8%	21%	4%	4%	11%	9%	11%
Somewhat unimportant (2)	5%	3%	5%	5%	7%	5%	5%	5%	5%	2%	12%	10%	5%	0%	7%	4%
Very unimportant (1)	2%	0%	1%	1%	2%	0%	1%	1%	1%	0%	3%	0%	2%	0%	1%	1%
- NET: Unimportant (2,1)	7%	3%	6%	5%	8%	5%	5%	6%	7%	2%	15%	10%	8%	0%	8%	5%
Mean	4.149	4.182	4.236	4.082	4.178	4.206	4.168	4.137	4.213	4.401	3.829	4.193	4.174	4.216	4.162	4.198
Not included in base:																
Decline to Answer	2	5	4	5	2	1	16	88	-	3	-	-	3	1	7	45

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.13-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Childcare

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		192 100%	- 100%	- 100%	- 100%	- 100%	- 100%	909 100%	4236 100%
- NET: Important	(5,4)	58%	67%	63%	62%	61%	66%	64%	58%
Very important	(5)	41%	42%	41%	39%	43%	46%	42%	38%
Somewhat important	(4)	17%	24%	21%	24%	18%	20%	22%	20%
- Neither important nor unimportant	(3)	24%	19%	25%	21%	23%	20%	22%	24%
Somewhat unimportant	(2)	4%	4%	4%	6%	4%	4%	5%	5%
Very unimportant	(1)	14%	10%	8%	11%	12%	9%	10%	13%
- NET: Unimportant	(2,1)	18%	14%	13%	17%	16%	14%	15%	18%
Mean		3.665	3.852	3.827	3.736	3.768	3.891	3.807	3.654
Not included in base:									
Decline to Answer		11	12	10	10	7	14	52	270

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.13-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Childcare

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	112 100%	- 100%	- 100%	- 100%	- 100%	- 100%	542 100%	2541 100%	80 100%	- 100%	- 100%	- 100%	- 100%	- 100%	367 100%	1695 100%
- NET: Important (5,4)	52%	66%	59%	59%	55%	58%	60%	54%	67%	68%	68%	68%	71%	77%	70%	65%
Very important (5)	34%	34%	30%	33%	32%	34%	33%	30%	51%	53%	56%	48%	61%	63%	55%	49%
Somewhat important (4)	18%	31%	29%	26%	23%	24%	27%	24%	15%	15%	12%	20%	10%	14%	14%	15%
- Neither important nor unimportant (3)	27%	18%	25%	23%	26%	21%	23%	26%	19%	22%	24%	17%	17%	19%	20%	20%
Somewhat unimportant (2)	5%	6%	7%	6%	5%	8%	6%	7%	4%	2%	1%	6%	3%	0%	3%	3%
Very unimportant (1)	16%	11%	10%	12%	14%	13%	12%	13%	11%	8%	7%	9%	9%	3%	8%	12%
- NET: Unimportant (2,1)	21%	17%	16%	18%	19%	21%	18%	20%	14%	10%	8%	15%	12%	3%	10%	15%
Mean	3.478	3.726	3.625	3.623	3.549	3.581	3.626	3.514	3.927	4.028	4.100	3.914	4.123	4.337	4.075	3.865
Not included in base:																
Decline to Answer	7	10	8	6	4	6	35	159	4	2	2	4	2	7	17	111

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.13-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Childcare

	White Faculty								Faculty of Color									
	UNIV							All	All	UNIV							All	All
	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ		
Valid responders:	143	-	-	-	-	-	674	3161	49	-	-	-	-	-	235	1074		
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		
- NET: Important (5,4)	54%	69%	60%	60%	60%	65%	63%	56%	68%	59%	69%	68%	63%	70%	66%	64%		
Very important (5)	40%	44%	42%	37%	39%	43%	41%	36%	43%	36%	39%	44%	53%	57%	45%	43%		
Somewhat important (4)	14%	25%	18%	24%	22%	22%	22%	20%	26%	23%	30%	24%	10%	12%	20%	21%		
- Neither important nor unimportant (3)	25%	18%	25%	22%	21%	20%	21%	24%	20%	24%	23%	18%	27%	22%	23%	23%		
Somewhat unimportant (2)	5%	4%	6%	6%	3%	6%	5%	5%	2%	6%	0%	7%	7%	0%	5%	5%		
Very unimportant (1)	16%	9%	8%	12%	16%	10%	11%	14%	9%	11%	8%	7%	3%	8%	7%	8%		
- NET: Unimportant (2,1)	21%	13%	14%	18%	19%	15%	16%	20%	11%	17%	8%	14%	10%	8%	12%	13%		
Mean	3.581	3.904	3.796	3.678	3.643	3.832	3.769	3.586	3.910	3.682	3.908	3.914	4.033	4.111	3.916	3.855		
Not included in base:																		
Decline to Answer	4	8	5	7	3	8	31	173	7	4	5	2	4	5	21	97		

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.14-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Financial assistance with housing

		UNIV					All	All	
		ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		198	-	-	-	-	-	932	4310
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	38%	44%	30%	40%	36%	44%	39%	43%
Very important	(5)	20%	20%	12%	15%	13%	22%	16%	21%
Somewhat important	(4)	18%	24%	17%	25%	23%	22%	23%	22%
- Neither important nor unimportant	(3)	30%	33%	37%	30%	33%	27%	32%	29%
Somewhat unimportant	(2)	15%	10%	17%	14%	15%	16%	14%	12%
Very unimportant	(1)	17%	13%	16%	16%	16%	14%	15%	16%
- NET: Unimportant	(2,1)	32%	24%	33%	30%	31%	29%	29%	28%
Mean		3.084	3.265	2.920	3.098	3.025	3.235	3.112	3.200
Not included in base:									
Decline to Answer		5	8	7	5	6	3	29	195

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.14-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Financial assistance with housing

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	117 100%	- 100%	- 100%	- 100%	- 100%	- 100%	556 100%	2582 100%	81 100%	- 100%	- 100%	- 100%	- 100%	- 100%	376 100%	1728 100%
- NET: Important (5,4)	40%	46%	31%	43%	33%	44%	40%	44%	36%	40%	27%	35%	41%	44%	37%	41%
Very important (5)	21%	22%	13%	15%	9%	20%	16%	21%	18%	16%	10%	15%	20%	25%	17%	20%
Somewhat important (4)	19%	24%	18%	28%	24%	24%	24%	23%	18%	24%	17%	21%	21%	19%	21%	21%
- Neither important nor unimportant (3)	26%	29%	33%	31%	31%	22%	29%	28%	35%	38%	43%	29%	35%	33%	35%	31%
Somewhat unimportant (2)	14%	12%	18%	13%	17%	19%	15%	13%	17%	8%	16%	15%	12%	11%	12%	12%
Very unimportant (1)	20%	13%	18%	13%	18%	15%	15%	16%	12%	14%	14%	20%	12%	12%	15%	15%
- NET: Unimportant (2,1)	34%	25%	36%	26%	36%	34%	30%	28%	29%	21%	30%	35%	24%	23%	27%	27%
Mean	3.061	3.297	2.905	3.197	2.885	3.158	3.104	3.210	3.115	3.219	2.940	2.945	3.249	3.344	3.124	3.185
Not included in base:																
Decline to Answer	2	6	6	4	4	1	21	118	3	2	2	1	2	2	8	78

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.14-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Financial assistance with housing

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	144 100%	- 100%	- 100%	- 100%	- 100%	- 100%	687 100%	3205 100%	54 100%	- 100%	- 100%	- 100%	- 100%	- 100%	245 100%	1106 100%
- NET: Important (5,4)	31%	38%	23%	36%	29%	39%	34%	39%	57%	60%	46%	52%	51%	63%	54%	55%
Very important (5)	16%	17%	10%	12%	12%	19%	14%	18%	29%	29%	18%	24%	16%	32%	23%	29%
Somewhat important (4)	15%	22%	13%	24%	17%	19%	20%	21%	28%	31%	27%	28%	35%	31%	31%	27%
- Neither important nor unimportant (3)	31%	35%	40%	32%	30%	27%	33%	30%	27%	26%	30%	26%	37%	25%	29%	28%
Somewhat unimportant (2)	17%	12%	17%	13%	19%	18%	15%	13%	11%	4%	16%	15%	8%	8%	10%	9%
Very unimportant (1)	21%	14%	20%	19%	21%	17%	18%	18%	5%	10%	8%	7%	4%	4%	7%	8%
- NET: Unimportant (2,1)	38%	27%	37%	32%	40%	34%	33%	32%	16%	14%	25%	22%	12%	12%	17%	17%
Mean	2.874	3.144	2.762	2.972	2.799	3.070	2.963	3.063	3.645	3.653	3.313	3.479	3.507	3.796	3.532	3.597
Not included in base:																
Decline to Answer	3	6	5	4	2	2	18	130	2	2	3	1	4	1	11	65

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.15-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Stop-the-tenure-clock for parental or other family reasons

		UNIV					All	All	
		ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		200	-	-	-	-	-	926	4315
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	77%	76%	78%	76%	83%	83%	79%	76%
Very important	(5)	49%	47%	48%	50%	51%	54%	50%	47%
Somewhat important	(4)	28%	29%	30%	26%	33%	29%	29%	28%
- Neither important nor unimportant	(3)	13%	15%	17%	13%	10%	8%	13%	15%
Somewhat unimportant	(2)	4%	3%	2%	5%	4%	4%	4%	3%
Very unimportant	(1)	7%	7%	3%	6%	3%	4%	5%	6%
- NET: Unimportant	(2,1)	10%	10%	5%	11%	6%	8%	8%	9%
Mean		4.092	4.069	4.177	4.088	4.248	4.249	4.153	4.072
Not included in base:									
Decline to Answer		3	8	7	7	8	4	35	190

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.15-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Stop-the-tenure-clock for parental or other family reasons

	Males								Females							
	UNIV								UNIV							
	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	117	-	-	-	-	-	552	2578	83	-	-	-	-	-	374	1737
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important (5,4)	69%	73%	76%	70%	79%	78%	75%	69%	89%	80%	80%	85%	91%	91%	85%	85%
Very important (5)	39%	35%	35%	40%	36%	43%	37%	37%	64%	65%	67%	65%	75%	70%	68%	62%
Somewhat important (4)	30%	39%	41%	30%	43%	36%	37%	33%	25%	14%	14%	19%	17%	21%	17%	22%
- Neither important nor unimportant (3)	16%	15%	19%	18%	12%	10%	15%	19%	8%	14%	13%	7%	6%	6%	9%	9%
Somewhat unimportant (2)	5%	3%	1%	7%	5%	6%	4%	4%	2%	2%	4%	3%	2%	2%	3%	2%
Very unimportant (1)	10%	8%	3%	6%	5%	6%	6%	7%	1%	5%	3%	5%	0%	2%	3%	4%
- NET: Unimportant (2,1)	15%	11%	4%	13%	9%	12%	10%	12%	4%	7%	7%	8%	2%	3%	6%	6%
Mean	3.818	3.883	4.034	3.909	4.009	4.021	3.960	3.875	4.476	4.333	4.376	4.363	4.643	4.565	4.439	4.366
Not included in base:																
Decline to Answer	2	7	6	5	4	2	25	121	1	1	2	2	4	2	10	69

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.15-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Stop-the-tenure-clock for parental or other family reasons

	White Faculty								Faculty of Color							
	UNIV	-----							UNIV	-----						
	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	145	-	-	-	-	-	683	3212	55	-	-	-	-	-	243	1103
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important (5,4)	75%	75%	78%	77%	81%	84%	79%	76%	81%	78%	78%	71%	88%	82%	79%	76%
Very important (5)	48%	47%	51%	50%	51%	56%	51%	47%	53%	47%	40%	49%	49%	49%	47%	48%
Somewhat important (4)	28%	28%	27%	27%	30%	28%	28%	29%	28%	31%	38%	22%	39%	33%	32%	27%
- Neither important nor unimportant (3)	13%	15%	16%	12%	10%	6%	12%	14%	13%	12%	18%	17%	10%	16%	15%	17%
Somewhat unimportant (2)	4%	3%	2%	5%	4%	5%	4%	3%	2%	2%	4%	7%	2%	0%	4%	3%
Very unimportant (1)	8%	6%	4%	6%	4%	5%	5%	7%	4%	8%	0%	4%	0%	2%	3%	4%
- NET: Unimportant (2,1)	12%	9%	6%	11%	8%	10%	9%	10%	6%	10%	4%	11%	2%	2%	7%	7%
Mean	4.035	4.071	4.196	4.102	4.202	4.243	4.150	4.051	4.242	4.064	4.128	4.045	4.347	4.269	4.162	4.135
Not included in base:																
Decline to Answer	2	6	5	6	3	3	22	122	1	2	3	1	6	1	13	68

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.16-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Spousal/ partner hiring program

		UNIV					All	All	
		ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
Valid responders:		195	-	-	-	-	-	923	4302
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	67%	62%	69%	56%	73%	69%	65%	63%
Very important	(5)	40%	32%	42%	37%	42%	42%	38%	36%
Somewhat important	(4)	26%	30%	27%	20%	31%	27%	27%	27%
- Neither important nor unimportant	(3)	19%	23%	17%	23%	15%	17%	19%	21%
Somewhat unimportant	(2)	4%	6%	4%	9%	4%	6%	6%	5%
Very unimportant	(1)	10%	10%	10%	12%	9%	9%	10%	11%
- NET: Unimportant	(2,1)	14%	15%	14%	21%	12%	14%	16%	16%
Mean		3.826	3.694	3.862	3.601	3.937	3.880	3.772	3.724
Not included in base:									
Decline to Answer		8	9	7	7	6	8	38	204

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.16-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Spousal/ partner hiring program

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	114 100%	- 100%	- 100%	- 100%	- 100%	- 100%	549 100%	2577 100%	82 100%	- 100%	- 100%	- 100%	- 100%	- 100%	374 100%	1725 100%
- NET: Important (5,4)	70%	62%	69%	53%	70%	66%	63%	62%	62%	62%	69%	60%	76%	73%	67%	64%
Very important (5)	34%	27%	40%	34%	31%	36%	33%	32%	49%	39%	44%	41%	61%	50%	46%	43%
Somewhat important (4)	36%	35%	29%	20%	40%	30%	30%	30%	13%	23%	25%	19%	16%	23%	21%	22%
- Neither important nor unimportant (3)	18%	20%	12%	24%	17%	15%	18%	21%	21%	26%	23%	21%	12%	19%	21%	21%
Somewhat unimportant (2)	4%	7%	7%	11%	5%	7%	8%	6%	3%	3%	0%	8%	2%	3%	4%	4%
Very unimportant (1)	8%	11%	12%	12%	8%	11%	11%	11%	13%	8%	8%	11%	10%	5%	9%	10%
- NET: Unimportant (2,1)	12%	18%	19%	23%	13%	19%	18%	17%	17%	11%	8%	18%	12%	8%	12%	14%
Mean	3.835	3.603	3.784	3.524	3.801	3.717	3.668	3.653	3.813	3.824	3.970	3.719	4.156	4.102	3.925	3.830
Not included in base:																
Decline to Answer	5	7	6	6	4	5	28	122	3	2	2	1	2	3	10	82

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.16-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Spousal/ partner hiring program

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	143 100%	- 100%	- 100%	- 100%	- 100%	- 100%	683 100%	3207 100%	52 100%	- 100%	- 100%	- 100%	- 100%	- 100%	240 100%	1095 100%
- NET: Important (5,4)	65%	60%	64%	53%	68%	67%	62%	59%	72%	68%	82%	64%	82%	76%	74%	73%
Very important (5)	36%	31%	39%	31%	38%	41%	35%	33%	53%	36%	49%	53%	52%	46%	47%	45%
Somewhat important (4)	29%	30%	25%	22%	31%	26%	27%	26%	20%	32%	33%	11%	31%	30%	26%	28%
- Neither important nor unimportant (3)	19%	23%	18%	25%	18%	16%	21%	23%	20%	21%	13%	18%	8%	21%	15%	17%
Somewhat unimportant (2)	4%	7%	5%	8%	4%	7%	7%	6%	3%	2%	0%	14%	2%	0%	4%	4%
Very unimportant (1)	12%	9%	13%	14%	9%	10%	11%	12%	5%	10%	5%	5%	8%	3%	6%	6%
- NET: Unimportant (2,1)	16%	16%	18%	22%	13%	18%	18%	18%	8%	12%	5%	18%	10%	3%	11%	10%
Mean	3.720	3.659	3.726	3.490	3.833	3.798	3.677	3.620	4.118	3.808	4.200	3.946	4.162	4.165	4.044	4.030
Not included in base:																
Decline to Answer	4	6	5	4	2	5	22	127	3	3	3	3	5	3	16	76

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.1-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Formal mentoring program for junior faculty

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		167 100%	- 100%	- 100%	- 100%	- 100%	- 100%	735 100%	3541 100%
- NET: Effective	(5,4)	38%	39%	46%	41%	47%	38%	42%	41%
Very effective	(5)	12%	17%	12%	15%	21%	10%	15%	13%
Somewhat effective	(4)	26%	22%	33%	26%	26%	28%	27%	28%
- Neither effective nor ineffective	(3)	17%	18%	19%	12%	19%	17%	17%	17%
Somewhat ineffective	(2)	19%	18%	17%	23%	15%	17%	18%	17%
Very ineffective	(1)	26%	25%	18%	24%	20%	28%	23%	25%
- NET: Ineffective	(2,1)	45%	43%	36%	47%	35%	45%	41%	42%
Mean		2.789	2.870	3.039	2.852	3.124	2.762	2.925	2.870
Not included in base:									
Decline to Answer		5	8	6	6	7	2	29	182
Not Applicable		31	56	31	48	37	24	197	783

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.1-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Formal mentoring program for junior faculty

	Males								Females							
	UNIV								UNIV							
	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	94	-	-	-	-	-	433	2122	72	-	-	-	-	-	302	1418
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective (5,4)	35%	35%	50%	39%	44%	34%	40%	38%	42%	43%	39%	45%	50%	45%	45%	46%
Very effective (5)	12%	13%	14%	16%	23%	6%	14%	12%	12%	21%	11%	14%	18%	16%	16%	15%
Somewhat effective (4)	23%	22%	37%	23%	21%	28%	26%	26%	30%	22%	28%	32%	32%	28%	28%	31%
- Neither effective nor ineffective (3)	21%	24%	21%	12%	21%	23%	20%	20%	13%	10%	15%	12%	15%	9%	12%	12%
Somewhat ineffective (2)	18%	18%	11%	28%	13%	16%	18%	17%	20%	18%	26%	15%	18%	19%	19%	17%
Very ineffective (1)	27%	23%	17%	22%	22%	28%	22%	26%	25%	28%	20%	27%	17%	27%	24%	25%
- NET: Ineffective (2,1)	45%	41%	28%	49%	35%	43%	40%	42%	45%	46%	45%	43%	35%	46%	43%	42%
Mean	2.758	2.843	3.180	2.830	3.098	2.678	2.919	2.822	2.830	2.907	2.856	2.887	3.163	2.876	2.933	2.941
Not included in base:																
Decline to Answer	3	7	4	4	7	1	23	115	2	1	2	2	1	1	6	67
Not Applicable	21	35	21	28	23	14	121	462	10	22	10	20	14	10	76	321

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.1-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Formal mentoring program for junior faculty

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	120 100%	- 100%	- 100%	- 100%	- 100%	- 100%	532 100%	2583 100%	47 100%	- 100%	- 100%	- 100%	- 100%	- 100%	204 100%	958 100%
- NET: Effective (5,4)	40%	36%	41%	39%	41%	36%	39%	39%	33%	47%	56%	47%	57%	44%	51%	47%
Very effective (5)	12%	14%	12%	11%	17%	10%	12%	12%	13%	25%	14%	27%	28%	12%	22%	18%
Somewhat effective (4)	28%	22%	29%	28%	24%	27%	26%	27%	20%	22%	42%	20%	29%	32%	29%	29%
- Neither effective nor ineffective (3)	17%	19%	13%	13%	18%	14%	15%	16%	18%	16%	30%	8%	21%	27%	19%	18%
Somewhat ineffective (2)	18%	21%	24%	23%	18%	19%	21%	18%	20%	11%	3%	21%	8%	9%	11%	14%
Very ineffective (1)	25%	25%	22%	24%	23%	30%	25%	26%	29%	26%	12%	24%	15%	20%	19%	22%
- NET: Ineffective (2,1)	43%	45%	46%	47%	41%	49%	46%	45%	49%	37%	14%	45%	23%	29%	30%	36%
Mean	2.831	2.793	2.848	2.783	2.945	2.666	2.804	2.797	2.683	3.101	3.444	3.052	3.476	3.078	3.241	3.066
Not included in base:																
Decline to Answer	4	5	6	6	3	1	20	122	1	3	-	-	5	1	9	60
Not Applicable	23	46	24	36	28	19	153	630	7	11	7	12	9	5	44	153

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.2-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Informal mentoring

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		189 100%	- 100%	- 100%	- 100%	- 100%	- 100%	903 100%	4205 100%
- NET: Effective	(5,4)	71%	70%	74%	69%	71%	67%	70%	67%
Very effective	(5)	31%	28%	34%	31%	32%	31%	31%	29%
Somewhat effective	(4)	40%	42%	40%	38%	39%	36%	39%	38%
- Neither effective nor ineffective	(3)	9%	11%	10%	8%	9%	13%	10%	11%
Somewhat ineffective	(2)	11%	10%	10%	13%	11%	12%	12%	11%
Very ineffective	(1)	9%	9%	7%	9%	9%	8%	9%	10%
- NET: Ineffective	(2,1)	20%	19%	17%	23%	21%	20%	20%	22%
Mean		3.733	3.697	3.840	3.673	3.721	3.699	3.720	3.638
Not included in base:									
Decline to Answer		4	8	6	6	7	2	29	174
Not Applicable		9	9	6	4	10	1	30	126

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.2-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Informal mentoring

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	110 100%	- 100%	- 100%	- 100%	- 100%	- 100%	537 100%	2517 100%	79 100%	- 100%	- 100%	- 100%	- 100%	- 100%	365 100%	1688 100%
- NET: Effective (5,4)	69%	69%	72%	66%	75%	63%	69%	65%	74%	71%	77%	73%	64%	73%	72%	70%
Very effective (5)	33%	29%	32%	30%	35%	28%	31%	27%	29%	26%	35%	32%	26%	35%	31%	31%
Somewhat effective (4)	36%	40%	39%	36%	39%	35%	38%	38%	45%	45%	42%	42%	38%	38%	41%	39%
- Neither effective nor ineffective (3)	10%	13%	12%	11%	11%	12%	12%	13%	7%	9%	5%	4%	5%	14%	7%	8%
Somewhat ineffective (2)	12%	12%	9%	16%	8%	17%	13%	12%	11%	8%	11%	9%	16%	6%	10%	11%
Very ineffective (1)	9%	7%	7%	7%	6%	8%	7%	10%	9%	11%	7%	13%	14%	7%	11%	11%
- NET: Ineffective (2,1)	21%	19%	16%	23%	14%	25%	19%	21%	19%	20%	18%	23%	31%	13%	21%	22%
Mean	3.723	3.723	3.813	3.665	3.906	3.569	3.732	3.612	3.747	3.661	3.881	3.687	3.453	3.879	3.704	3.677
Not included in base:																
Decline to Answer	3	7	4	4	7	1	23	110	1	1	2	2	1	1	6	64
Not Applicable	5	4	2	1	9	1	17	73	4	5	3	3	2	-	13	54

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.2-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Informal mentoring

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	139 100%	- 100%	- 100%	- 100%	- 100%	- 100%	663 100%	3130 100%	50 100%	- 100%	- 100%	- 100%	- 100%	- 100%	239 100%	1075 100%
- NET: Effective (5,4)	76%	67%	72%	68%	70%	70%	69%	68%	57%	79%	79%	73%	71%	58%	73%	66%
Very effective (5)	33%	25%	32%	29%	32%	33%	30%	29%	27%	37%	36%	35%	31%	22%	33%	28%
Somewhat effective (4)	43%	42%	39%	39%	38%	36%	39%	39%	30%	42%	43%	38%	40%	37%	40%	37%
- Neither effective nor ineffective (3)	6%	13%	8%	8%	11%	10%	10%	10%	15%	5%	14%	8%	4%	23%	10%	13%
Somewhat ineffective (2)	11%	13%	12%	13%	11%	14%	13%	12%	13%	2%	5%	15%	12%	7%	9%	11%
Very ineffective (1)	7%	7%	9%	11%	8%	7%	8%	10%	15%	14%	3%	4%	13%	12%	9%	11%
- NET: Ineffective (2,1)	18%	20%	20%	24%	19%	21%	21%	22%	28%	16%	8%	19%	25%	19%	17%	22%
Mean	3.847	3.648	3.752	3.614	3.753	3.758	3.692	3.646	3.418	3.861	4.046	3.843	3.650	3.495	3.799	3.614
Not included in base:																
Decline to Answer	3	5	6	6	3	1	20	119	1	3	-	-	5	1	9	55
Not Applicable	5	7	4	4	6	-	21	86	4	2	1	-	4	1	8	40

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.3-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Periodic, formal performance reviews for junior faculty

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		182 100%	- 100%	- 100%	- 100%	- 100%	- 100%	852 100%	3996 100%
- NET: Effective	(5,4)	60%	58%	71%	65%	65%	51%	63%	60%
Very effective	(5)	17%	17%	30%	31%	25%	14%	24%	21%
Somewhat effective	(4)	43%	40%	41%	35%	40%	37%	38%	39%
- Neither effective nor ineffective	(3)	21%	18%	15%	14%	18%	18%	16%	17%
Somewhat ineffective	(2)	12%	12%	11%	12%	6%	14%	11%	13%
Very ineffective	(1)	7%	13%	3%	9%	10%	17%	10%	10%
- NET: Ineffective	(2,1)	20%	25%	14%	21%	17%	31%	21%	23%
Mean		3.496	3.377	3.834	3.656	3.633	3.172	3.554	3.471
Not included in base:									
Decline to Answer		4	8	6	7	7	2	30	185
Not Applicable		17	24	6	8	21	21	79	325

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.3-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Periodic, formal performance reviews for junior faculty

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	106 100%	- 100%	- 100%	- 100%	- 100%	- 100%	503 100%	2369 100%	76 100%	- 100%	- 100%	- 100%	- 100%	- 100%	349 100%	1627 100%
- NET: Effective (5,4)	59%	52%	67%	65%	64%	41%	59%	58%	60%	66%	77%	65%	67%	66%	68%	63%
Very effective (5)	18%	12%	27%	26%	28%	9%	21%	18%	15%	25%	34%	37%	21%	22%	29%	25%
Somewhat effective (4)	41%	40%	40%	39%	35%	33%	38%	40%	46%	41%	43%	28%	45%	44%	39%	38%
- Neither effective nor ineffective (3)	23%	22%	19%	15%	22%	25%	20%	19%	17%	12%	10%	12%	13%	8%	11%	14%
Somewhat ineffective (2)	14%	16%	11%	11%	4%	14%	11%	13%	10%	7%	11%	13%	9%	14%	11%	12%
Very ineffective (1)	4%	11%	4%	9%	10%	20%	10%	10%	12%	15%	3%	10%	11%	13%	11%	10%
- NET: Ineffective (2,1)	18%	27%	14%	20%	14%	34%	21%	23%	22%	22%	14%	23%	20%	26%	21%	23%
Mean	3.559	3.265	3.759	3.637	3.677	2.968	3.489	3.426	3.409	3.524	3.944	3.685	3.570	3.490	3.648	3.537
Not included in base:																
Decline to Answer	3	7	4	5	7	1	24	114	1	1	2	2	1	1	6	71
Not Applicable	10	17	2	7	16	8	50	217	7	7	4	1	5	12	29	108

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.3-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Periodic, formal performance reviews for junior faculty

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	131 100%	- 100%	- 100%	- 100%	- 100%	- 100%	626 100%	2958 100%	50 100%	- 100%	- 100%	- 100%	- 100%	- 100%	225 100%	1037 100%
- NET: Effective (5,4)	57%	57%	73%	65%	66%	47%	62%	59%	66%	58%	67%	67%	62%	65%	64%	63%
Very effective (5)	19%	17%	34%	26%	25%	12%	23%	20%	12%	20%	19%	44%	26%	19%	27%	23%
Somewhat effective (4)	38%	41%	38%	39%	41%	35%	39%	39%	54%	38%	48%	22%	36%	46%	36%	40%
- Neither effective nor ineffective (3)	23%	18%	12%	12%	18%	17%	15%	17%	16%	16%	22%	20%	19%	22%	20%	17%
Somewhat ineffective (2)	14%	13%	12%	14%	8%	16%	13%	14%	9%	11%	8%	7%	4%	5%	7%	10%
Very ineffective (1)	6%	12%	3%	10%	8%	19%	10%	10%	10%	15%	3%	7%	15%	8%	10%	10%
- NET: Ineffective (2,1)	20%	24%	15%	24%	16%	36%	23%	24%	19%	26%	11%	13%	19%	13%	17%	20%
Mean	3.497	3.379	3.885	3.573	3.674	3.050	3.520	3.438	3.494	3.368	3.714	3.904	3.548	3.632	3.649	3.566
Not included in base:																
Decline to Answer	3	5	6	7	3	1	21	123	1	3	-	-	5	1	9	61
Not Applicable	13	19	4	5	16	14	57	253	4	5	2	3	5	7	22	72

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.4-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Written summary of periodic performance reviews for junior faculty

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		169 100%	- 100%	- 100%	- 100%	- 100%	- 100%	795 100%	3783 100%
- NET: Effective	(5,4)	55%	45%	68%	62%	64%	41%	57%	56%
Very effective	(5)	15%	14%	31%	28%	25%	14%	23%	19%
Somewhat effective	(4)	39%	31%	37%	34%	39%	27%	34%	36%
- Neither effective nor ineffective	(3)	24%	22%	17%	13%	16%	21%	17%	18%
Somewhat ineffective	(2)	13%	15%	13%	14%	9%	15%	13%	14%
Very ineffective	(1)	9%	17%	2%	11%	11%	23%	12%	12%
- NET: Ineffective	(2,1)	22%	33%	15%	25%	20%	38%	25%	26%
Mean		3.392	3.094	3.807	3.540	3.576	2.933	3.426	3.373
Not included in base:									
Decline to Answer		4	9	7	6	7	3	32	189
Not Applicable		29	40	8	6	37	42	134	535

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.4-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Written summary of periodic performance reviews for junior faculty

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	98 100%	- 100%	- 100%	- 100%	- 100%	- 100%	475 100%	2259 100%	72 100%	- 100%	- 100%	- 100%	- 100%	- 100%	320 100%	1524 100%
- NET: Effective (5,4)	55%	38%	67%	60%	62%	32%	53%	54%	53%	55%	69%	65%	66%	57%	63%	58%
Very effective (5)	16%	8%	29%	25%	28%	10%	21%	17%	14%	22%	33%	32%	20%	20%	27%	23%
Somewhat effective (4)	39%	29%	38%	35%	34%	21%	33%	37%	39%	33%	36%	33%	45%	36%	36%	35%
- Neither effective nor ineffective (3)	25%	28%	20%	16%	17%	29%	21%	20%	22%	15%	13%	10%	16%	8%	12%	16%
Somewhat ineffective (2)	14%	19%	11%	13%	11%	17%	14%	13%	11%	11%	15%	15%	6%	13%	12%	14%
Very ineffective (1)	5%	16%	2%	11%	10%	23%	12%	12%	14%	19%	3%	10%	13%	23%	13%	12%
- NET: Ineffective (2,1)	20%	35%	13%	24%	21%	40%	26%	26%	25%	29%	18%	25%	18%	36%	25%	26%
Mean	3.466	2.948	3.801	3.494	3.595	2.790	3.363	3.335	3.292	3.295	3.816	3.612	3.550	3.180	3.520	3.429
Not included in base:																
Decline to Answer	3	8	4	4	7	1	24	115	1	1	3	2	1	2	8	74
Not Applicable	18	24	4	4	27	20	78	325	11	16	4	2	11	22	56	209

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.4-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Written summary of periodic performance reviews for junior faculty

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	124 100%	- 100%	- 100%	- 100%	- 100%	- 100%	589 100%	2797 100%	45 100%	- 100%	- 100%	- 100%	- 100%	- 100%	207 100%	985 100%
- NET: Effective (5,4)	51%	46%	69%	61%	66%	40%	57%	55%	65%	42%	64%	64%	60%	46%	57%	58%
Very effective (5)	16%	15%	33%	24%	24%	11%	22%	19%	15%	13%	25%	38%	26%	25%	26%	21%
Somewhat effective (4)	35%	31%	36%	37%	41%	28%	35%	36%	50%	29%	39%	26%	34%	21%	31%	37%
- Neither effective nor ineffective (3)	26%	23%	14%	13%	18%	16%	17%	18%	18%	20%	25%	13%	13%	41%	20%	19%
Somewhat ineffective (2)	16%	14%	13%	14%	9%	19%	14%	14%	4%	19%	12%	14%	9%	0%	12%	12%
Very ineffective (1)	8%	17%	3%	11%	8%	25%	12%	12%	12%	18%	0%	9%	18%	13%	11%	11%
- NET: Ineffective (2,1)	24%	31%	17%	25%	17%	44%	26%	27%	16%	38%	12%	23%	27%	13%	23%	23%
Mean	3.348	3.127	3.820	3.487	3.656	2.818	3.405	3.345	3.514	2.990	3.775	3.698	3.403	3.435	3.488	3.451
Not included in base:																
Decline to Answer	3	6	7	6	3	1	22	126	1	3	-	-	5	2	10	63
Not Applicable	20	32	4	4	25	30	94	411	9	8	4	3	13	13	40	123

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.5-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Professional assistance in obtaining externally funded grants

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		156 100%	- 100%	- 100%	- 100%	- 100%	- 100%	704 100%	3442 100%
- NET: Effective	(5,4)	27%	33%	25%	34%	27%	26%	30%	30%
Very effective	(5)	8%	9%	4%	10%	9%	5%	8%	8%
Somewhat effective	(4)	19%	23%	21%	24%	18%	21%	22%	21%
- Neither effective nor ineffective	(3)	24%	25%	22%	27%	25%	24%	25%	23%
Somewhat ineffective	(2)	19%	19%	28%	22%	20%	23%	22%	20%
Very ineffective	(1)	29%	24%	26%	18%	27%	26%	23%	27%
- NET: Ineffective	(2,1)	49%	42%	53%	40%	48%	50%	45%	48%
Mean		2.572	2.762	2.493	2.859	2.611	2.550	2.688	2.630
Not included in base:									
Decline to Answer		4	10	7	7	8	3	35	206
Not Applicable		42	52	43	38	48	42	222	858

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.5-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Professional assistance in obtaining externally funded grants

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	90 100%	- 100%	- 100%	- 100%	- 100%	- 100%	427 100%	2100 100%	67 100%	- 100%	- 100%	- 100%	- 100%	- 100%	277 100%	1342 100%
- NET: Effective (5,4)	30%	32%	27%	33%	29%	23%	30%	28%	23%	34%	20%	34%	25%	31%	30%	32%
Very effective (5)	10%	9%	6%	11%	14%	5%	9%	8%	6%	10%	0%	8%	1%	5%	6%	9%
Somewhat effective (4)	19%	23%	21%	23%	15%	18%	20%	20%	18%	25%	20%	25%	24%	26%	24%	23%
- Neither effective nor ineffective (3)	27%	26%	23%	29%	34%	28%	28%	25%	21%	24%	21%	22%	13%	18%	20%	18%
Somewhat ineffective (2)	17%	18%	25%	23%	12%	23%	20%	20%	22%	19%	32%	21%	31%	24%	25%	21%
Very ineffective (1)	26%	24%	25%	14%	25%	26%	22%	26%	33%	23%	26%	23%	31%	27%	25%	29%
- NET: Ineffective (2,1)	44%	43%	50%	38%	37%	49%	42%	47%	56%	41%	58%	44%	62%	51%	50%	50%
Mean	2.702	2.736	2.577	2.921	2.804	2.535	2.748	2.627	2.398	2.800	2.362	2.754	2.344	2.574	2.596	2.634
Not included in base:																
Decline to Answer	3	8	5	5	8	2	28	128	1	2	2	2	1	1	7	78
Not Applicable	26	29	22	18	32	21	122	472	17	23	21	20	16	21	100	386

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.5-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Professional assistance in obtaining externally funded grants

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	108 100%	- 100%	- 100%	- 100%	- 100%	- 100%	507 100%	2491 100%	48 100%	- 100%	- 100%	- 100%	- 100%	- 100%	196 100%	951 100%
- NET: Effective (5,4)	28%	29%	28%	30%	21%	24%	27%	28%	25%	42%	17%	43%	39%	34%	36%	34%
Very effective (5)	10%	6%	4%	8%	7%	4%	6%	7%	5%	18%	4%	14%	13%	11%	12%	11%
Somewhat effective (4)	18%	23%	24%	22%	14%	21%	21%	20%	21%	24%	13%	29%	26%	24%	24%	23%
- Neither effective nor ineffective (3)	21%	28%	16%	26%	34%	22%	25%	23%	32%	18%	35%	29%	8%	34%	24%	23%
Somewhat ineffective (2)	17%	18%	30%	24%	20%	25%	23%	21%	24%	20%	24%	17%	20%	16%	19%	19%
Very ineffective (1)	34%	25%	26%	20%	24%	29%	24%	29%	19%	20%	24%	11%	34%	16%	21%	24%
- NET: Ineffective (2,1)	51%	43%	56%	44%	45%	54%	47%	50%	43%	40%	48%	28%	53%	32%	40%	43%
Mean	2.522	2.671	2.498	2.741	2.593	2.451	2.617	2.567	2.684	3.008	2.482	3.178	2.644	2.969	2.873	2.794
Not included in base:																
Decline to Answer	3	7	6	7	4	2	25	144	1	3	1	-	5	1	10	63
Not Applicable	36	45	33	31	35	29	172	700	6	7	10	7	13	13	50	158

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.6-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Professional assistance for improving teaching

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		148 100%	- 100%	- 100%	- 100%	- 100%	- 100%	747 100%	3479 100%
- NET: Effective	(5,4)	40%	37%	38%	59%	53%	57%	49%	47%
Very effective	(5)	5%	9%	10%	22%	18%	22%	16%	14%
Somewhat effective	(4)	35%	28%	28%	38%	35%	35%	33%	33%
- Neither effective nor ineffective	(3)	36%	39%	39%	28%	29%	27%	32%	33%
Somewhat ineffective	(2)	7%	13%	14%	8%	11%	11%	11%	11%
Very ineffective	(1)	16%	11%	9%	5%	6%	5%	7%	10%
- NET: Ineffective	(2,1)	23%	24%	23%	12%	18%	17%	19%	20%
Mean		3.066	3.108	3.152	3.644	3.469	3.569	3.394	3.310
Not included in base:									
Decline to Answer		6	8	7	8	8	5	36	197
Not Applicable		49	42	35	45	25	30	178	831

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.6-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Professional assistance for improving teaching

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	83 100%	- 100%	- 100%	- 100%	- 100%	- 100%	442 100%	2089 100%	65 100%	- 100%	- 100%	- 100%	- 100%	- 100%	305 100%	1389 100%
- NET: Effective (5,4)	41%	38%	43%	59%	52%	47%	49%	44%	40%	36%	30%	61%	54%	70%	50%	50%
Very effective (5)	4%	7%	10%	21%	17%	14%	14%	12%	7%	12%	9%	23%	20%	33%	19%	17%
Somewhat effective (4)	37%	31%	33%	38%	35%	33%	34%	32%	33%	24%	22%	37%	34%	37%	31%	33%
- Neither effective nor ineffective (3)	36%	36%	40%	31%	34%	32%	35%	35%	37%	41%	37%	23%	23%	19%	29%	30%
Somewhat ineffective (2)	8%	17%	7%	6%	10%	14%	11%	11%	6%	8%	26%	10%	14%	7%	12%	10%
Very ineffective (1)	15%	9%	10%	4%	4%	7%	6%	10%	17%	14%	7%	6%	9%	4%	9%	9%
- NET: Ineffective (2,1)	23%	26%	17%	10%	14%	21%	17%	21%	23%	23%	33%	16%	23%	11%	21%	19%
Mean	3.068	3.104	3.262	3.658	3.511	3.337	3.397	3.254	3.064	3.112	2.980	3.619	3.411	3.878	3.389	3.393
Not included in base:																
Decline to Answer	4	7	5	5	8	3	28	127	2	1	2	3	1	2	8	70
Not Applicable	31	29	17	24	18	18	106	483	17	13	18	21	7	12	71	347

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.6-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Professional assistance for improving teaching

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	100 100%	- 100%	- 100%	- 100%	- 100%	- 100%	538 100%	2513 100%	48 100%	- 100%	- 100%	- 100%	- 100%	- 100%	209 100%	965 100%
- NET: Effective (5,4)	41%	38%	37%	58%	48%	58%	48%	46%	39%	33%	39%	64%	61%	53%	51%	50%
Very effective (5)	6%	10%	10%	20%	16%	23%	16%	13%	3%	7%	7%	27%	22%	18%	17%	16%
Somewhat effective (4)	35%	28%	27%	38%	32%	35%	32%	32%	36%	27%	32%	37%	39%	35%	34%	34%
- Neither effective nor ineffective (3)	35%	38%	36%	30%	34%	26%	33%	34%	39%	39%	45%	24%	21%	29%	31%	31%
Somewhat ineffective (2)	7%	13%	18%	8%	12%	10%	12%	11%	8%	14%	6%	7%	10%	15%	10%	10%
Very ineffective (1)	17%	10%	9%	5%	6%	6%	7%	10%	14%	14%	10%	5%	7%	3%	8%	9%
- NET: Ineffective (2,1)	24%	23%	26%	12%	18%	16%	19%	21%	21%	28%	16%	12%	17%	18%	18%	19%
Mean	3.063	3.152	3.128	3.607	3.403	3.587	3.382	3.282	3.073	2.986	3.209	3.741	3.594	3.499	3.422	3.382
Not included in base:																
Decline to Answer	5	5	6	7	4	3	24	135	1	3	1	1	5	2	12	62
Not Applicable	42	38	25	39	21	21	143	687	7	4	10	7	4	9	34	144

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.7-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Travel funds to present papers or conduct research

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		174 100%	- 100%	- 100%	- 100%	- 100%	- 100%	807 100%	3904 100%
- NET: Effective	(5,4)	53%	55%	73%	65%	72%	68%	66%	65%
Very effective	(5)	22%	24%	35%	30%	41%	28%	31%	30%
Somewhat effective	(4)	31%	31%	39%	35%	31%	40%	35%	34%
- Neither effective nor ineffective	(3)	14%	18%	14%	14%	10%	10%	14%	12%
Somewhat ineffective	(2)	17%	15%	10%	13%	12%	10%	12%	13%
Very ineffective	(1)	17%	12%	3%	8%	5%	13%	8%	11%
- NET: Ineffective	(2,1)	34%	27%	13%	21%	18%	22%	20%	24%
Mean		3.240	3.406	3.922	3.650	3.896	3.606	3.683	3.605
Not included in base:									
Decline to Answer		7	8	6	8	7	2	31	181
Not Applicable		22	30	14	35	27	18	123	421

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.7-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Travel funds to present papers or conduct research

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	98 100%	- 100%	- 100%	- 100%	- 100%	- 100%	481 100%	2316 100%	76 100%	- 100%	- 100%	- 100%	- 100%	- 100%	325 100%	1588 100%
- NET: Effective (5,4)	48%	51%	68%	65%	68%	69%	64%	61%	59%	60%	81%	64%	78%	66%	69%	70%
Very effective (5)	13%	23%	31%	30%	41%	25%	30%	27%	32%	25%	40%	30%	40%	32%	33%	35%
Somewhat effective (4)	34%	28%	37%	35%	27%	44%	34%	34%	27%	35%	41%	34%	38%	34%	36%	35%
- Neither effective nor ineffective (3)	14%	17%	19%	15%	13%	10%	15%	14%	13%	20%	6%	12%	6%	10%	11%	8%
Somewhat ineffective (2)	17%	18%	10%	11%	12%	6%	12%	13%	17%	12%	9%	17%	14%	14%	13%	13%
Very ineffective (1)	21%	14%	2%	9%	8%	15%	9%	12%	11%	8%	4%	7%	2%	10%	6%	9%
- NET: Ineffective (2,1)	38%	32%	12%	19%	19%	21%	21%	25%	28%	20%	13%	24%	16%	24%	20%	22%
Mean	3.019	3.283	3.849	3.666	3.827	3.576	3.632	3.520	3.526	3.581	4.031	3.626	4.006	3.645	3.760	3.731
Not included in base:																
Decline to Answer	4	7	4	6	7	1	25	117	3	1	2	2	1	1	6	64
Not Applicable	16	17	6	19	15	13	70	267	6	13	7	16	12	5	52	154

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.7-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Travel funds to present papers or conduct research

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	123 100%	- 100%	- 100%	- 100%	- 100%	- 100%	583 100%	2874 100%	52 100%	- 100%	- 100%	- 100%	- 100%	- 100%	224 100%	1029 100%
- NET: Effective (5,4)	52%	57%	76%	63%	70%	65%	65%	65%	56%	50%	67%	69%	76%	77%	67%	64%
Very effective (5)	21%	26%	36%	28%	35%	24%	30%	31%	22%	17%	30%	35%	54%	39%	35%	30%
Somewhat effective (4)	30%	30%	40%	35%	36%	40%	36%	34%	33%	33%	37%	34%	22%	38%	32%	35%
- Neither effective nor ineffective (3)	14%	18%	10%	13%	9%	11%	13%	11%	13%	21%	22%	17%	12%	6%	16%	13%
Somewhat ineffective (2)	17%	15%	10%	15%	14%	10%	13%	13%	16%	17%	8%	9%	10%	10%	11%	13%
Very ineffective (1)	17%	11%	4%	9%	7%	15%	9%	11%	15%	13%	2%	5%	2%	6%	5%	10%
- NET: Ineffective (2,1)	35%	26%	14%	24%	21%	24%	22%	24%	31%	29%	11%	14%	12%	16%	16%	22%
Mean	3.208	3.461	3.956	3.579	3.772	3.495	3.638	3.600	3.316	3.245	3.845	3.850	4.151	3.945	3.802	3.620
Not included in base:																
Decline to Answer	5	5	6	7	3	1	21	124	2	3	-	1	5	1	10	57
Not Applicable	19	27	10	29	19	16	101	336	2	3	3	7	7	1	22	85

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.8-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Paid or unpaid research leave during the probationary period

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		125 100%	- 100%	- 100%	- 100%	- 100%	- 100%	598 100%	2612 100%
- NET: Effective	(5,4)	42%	54%	62%	48%	56%	63%	55%	42%
Very effective	(5)	27%	34%	36%	30%	43%	46%	37%	26%
Somewhat effective	(4)	15%	19%	26%	18%	13%	17%	19%	16%
- Neither effective nor ineffective	(3)	30%	26%	24%	26%	24%	21%	24%	26%
Somewhat ineffective	(2)	10%	6%	7%	11%	8%	4%	8%	10%
Very ineffective	(1)	18%	14%	7%	15%	12%	13%	13%	22%
- NET: Ineffective	(2,1)	28%	21%	14%	26%	20%	16%	20%	32%
Mean		3.240	3.527	3.775	3.364	3.663	3.793	3.596	3.139
Not included in base:									
Decline to Answer		9	8	9	8	10	6	41	247
Not Applicable		69	66	48	92	66	49	322	1646

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.8-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Paid or unpaid research leave during the probationary period

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	66 100%	- 100%	- 100%	- 100%	- 100%	- 100%	351 100%	1587 100%	58 100%	- 100%	- 100%	- 100%	- 100%	- 100%	247 100%	1025 100%
- NET: Effective (5,4)	29%	51%	55%	44%	52%	53%	50%	38%	57%	57%	74%	54%	62%	77%	63%	48%
Very effective (5)	16%	29%	24%	28%	41%	37%	31%	22%	40%	41%	54%	34%	45%	59%	45%	32%
Somewhat effective (4)	14%	22%	30%	16%	10%	16%	19%	16%	17%	16%	20%	20%	17%	18%	18%	16%
- Neither effective nor ineffective (3)	34%	29%	31%	32%	26%	29%	29%	30%	25%	21%	14%	17%	21%	10%	17%	19%
Somewhat ineffective (2)	15%	10%	10%	7%	13%	4%	9%	10%	5%	2%	2%	17%	2%	3%	6%	8%
Very ineffective (1)	22%	10%	5%	18%	9%	14%	11%	21%	13%	20%	10%	12%	16%	10%	14%	24%
- NET: Ineffective (2,1)	37%	20%	15%	25%	22%	19%	20%	32%	18%	22%	12%	29%	18%	12%	20%	33%
Mean	2.867	3.503	3.596	3.291	3.619	3.564	3.497	3.075	3.662	3.558	4.054	3.470	3.726	4.140	3.737	3.238
Not included in base:																
Decline to Answer	6	7	6	6	9	3	31	157	4	1	3	2	2	3	10	91
Not Applicable	47	42	25	58	43	27	195	956	22	24	23	35	24	22	128	690

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.8-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Paid or unpaid research leave during the probationary period

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	90 100%	- 100%	- 100%	- 100%	- 100%	- 100%	433 100%	1884 100%	35 100%	- 100%	- 100%	- 100%	- 100%	- 100%	165 100%	728 100%
- NET: Effective (5,4)	44%	58%	66%	48%	57%	60%	57%	43%	38%	41%	54%	47%	52%	70%	51%	40%
Very effective (5)	28%	37%	43%	31%	44%	43%	39%	27%	25%	26%	21%	28%	41%	53%	32%	24%
Somewhat effective (4)	16%	21%	23%	17%	14%	17%	19%	16%	13%	15%	32%	19%	11%	17%	19%	17%
- Neither effective nor ineffective (3)	31%	25%	19%	22%	24%	23%	23%	24%	27%	27%	36%	34%	24%	16%	29%	29%
Somewhat ineffective (2)	7%	6%	7%	12%	8%	5%	8%	9%	19%	6%	7%	9%	10%	0%	7%	11%
Very ineffective (1)	18%	11%	8%	18%	11%	12%	12%	24%	16%	26%	4%	9%	14%	15%	13%	20%
- NET: Ineffective (2,1)	25%	17%	15%	30%	19%	17%	20%	33%	35%	32%	11%	18%	24%	15%	20%	31%
Mean	3.285	3.666	3.855	3.319	3.706	3.744	3.633	3.141	3.124	3.086	3.603	3.478	3.551	3.927	3.500	3.134
Not included in base:																
Decline to Answer	6	5	8	8	5	4	29	174	3	3	1	-	6	2	12	74
Not Applicable	51	52	36	73	40	42	243	1277	18	15	12	20	26	7	80	369

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.9-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Paid or unpaid personal leave during the probationary period

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		106 100%	- 100%	- 100%	- 100%	- 100%	- 100%	439 100%	2054 100%
- NET: Effective	(5,4)	32%	28%	39%	34%	38%	39%	35%	27%
Very effective	(5)	17%	15%	12%	23%	19%	16%	17%	13%
Somewhat effective	(4)	15%	12%	27%	11%	19%	23%	17%	14%
- Neither effective nor ineffective	(3)	38%	47%	44%	47%	38%	36%	43%	42%
Somewhat ineffective	(2)	11%	7%	4%	7%	11%	7%	7%	9%
Very ineffective	(1)	19%	18%	13%	13%	13%	19%	15%	22%
- NET: Ineffective	(2,1)	30%	25%	17%	20%	24%	26%	22%	31%
Mean		3.002	2.990	3.204	3.242	3.198	3.097	3.148	2.863
Not included in base:									
Decline to Answer		11	11	11	10	13	3	48	275
Not Applicable		86	110	80	124	88	73	475	2176

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.9-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Paid or unpaid personal leave during the probationary period

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	59 100%	- 100%	- 100%	- 100%	- 100%	- 100%	258 100%	1246 100%	47 100%	- 100%	- 100%	- 100%	- 100%	- 100%	181 100%	808 100%
- NET: Effective (5,4)	26%	26%	36%	30%	27%	27%	29%	22%	41%	29%	43%	39%	49%	58%	42%	34%
Very effective (5)	10%	7%	7%	20%	15%	12%	12%	9%	25%	27%	20%	27%	23%	23%	24%	20%
Somewhat effective (4)	15%	19%	29%	10%	12%	16%	17%	13%	15%	2%	24%	12%	26%	35%	18%	14%
- Neither effective nor ineffective (3)	38%	51%	49%	52%	44%	43%	48%	47%	37%	42%	37%	39%	32%	22%	35%	33%
Somewhat ineffective (2)	12%	9%	2%	4%	20%	9%	8%	9%	11%	5%	6%	10%	2%	4%	6%	9%
Very ineffective (1)	24%	14%	13%	13%	9%	21%	14%	21%	12%	24%	14%	12%	17%	16%	17%	24%
- NET: Ineffective (2,1)	36%	23%	15%	18%	29%	29%	22%	31%	22%	29%	20%	22%	19%	20%	22%	33%
Mean	2.750	2.968	3.140	3.193	3.039	2.891	3.058	2.788	3.319	3.021	3.300	3.314	3.373	3.453	3.278	2.979
Not included in base:																
Decline to Answer	6	9	7	8	10	2	36	177	5	2	3	2	3	2	12	98
Not Applicable	54	64	45	75	60	39	283	1276	33	46	35	49	28	34	191	900

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.9-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Paid or unpaid personal leave during the probationary period

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	74 100%	- 100%	- 100%	- 100%	- 100%	- 100%	307 100%	1431 100%	32 100%	- 100%	- 100%	- 100%	- 100%	- 100%	132 100%	623 100%
- NET: Effective (5,4)	33%	34%	38%	28%	30%	37%	33%	26%	32%	11%	40%	48%	55%	43%	39%	29%
Very effective (5)	17%	20%	17%	19%	15%	13%	17%	13%	17%	4%	4%	32%	28%	24%	18%	13%
Somewhat effective (4)	16%	14%	21%	9%	15%	24%	16%	13%	14%	8%	36%	16%	27%	20%	21%	16%
- Neither effective nor ineffective (3)	37%	43%	45%	49%	47%	38%	45%	43%	39%	57%	43%	40%	18%	29%	39%	39%
Somewhat ineffective (2)	10%	10%	4%	8%	10%	6%	8%	8%	15%	0%	3%	4%	14%	8%	5%	11%
Very ineffective (1)	20%	13%	13%	15%	13%	19%	14%	23%	15%	32%	14%	8%	13%	19%	17%	21%
- NET: Ineffective (2,1)	30%	23%	17%	23%	23%	25%	22%	31%	30%	32%	17%	12%	27%	28%	22%	32%
Mean	2.985	3.184	3.254	3.093	3.099	3.066	3.136	2.849	3.041	2.521	3.123	3.611	3.423	3.197	3.178	2.897
Not included in base:																
Decline to Answer	7	7	9	10	6	1	33	197	4	4	1	-	7	3	15	79
Not Applicable	66	91	62	95	59	58	365	1707	20	19	18	29	29	15	109	470

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.10-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

An upper limit on committee assignments for tenure-track faculty

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		156 100%	- 100%	- 100%	- 100%	- 100%	- 100%	713 100%	3263 100%
- NET: Effective	(5,4)	41%	45%	61%	56%	52%	61%	54%	46%
Very effective	(5)	17%	14%	23%	28%	30%	29%	25%	21%
Somewhat effective	(4)	24%	31%	38%	27%	22%	32%	29%	26%
- Neither effective nor ineffective	(3)	24%	27%	21%	17%	16%	15%	20%	21%
Somewhat ineffective	(2)	14%	18%	9%	13%	23%	10%	15%	15%
Very ineffective	(1)	20%	10%	9%	14%	10%	14%	11%	18%
- NET: Ineffective	(2,1)	35%	28%	18%	27%	33%	24%	26%	33%
Mean		3.028	3.199	3.574	3.434	3.392	3.509	3.409	3.163
Not included in base:									
Decline to Answer		7	9	8	7	7	3	34	210
Not Applicable		40	54	38	56	32	36	215	1032

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.10-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

An upper limit on committee assignments for tenure-track faculty

	Males								Females							
	UNIV								UNIV							
	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	94	-	-	-	-	-	435	2013	62	-	-	-	-	-	278	1251
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective (5,4)	44%	42%	57%	54%	55%	59%	53%	47%	37%	49%	67%	58%	47%	63%	56%	46%
Very effective (5)	15%	11%	18%	26%	30%	28%	23%	20%	20%	17%	31%	32%	30%	29%	28%	22%
Somewhat effective (4)	29%	30%	39%	28%	24%	31%	30%	27%	17%	31%	36%	26%	18%	34%	29%	23%
- Neither effective nor ineffective (3)	24%	30%	23%	21%	13%	22%	22%	23%	24%	24%	19%	12%	20%	6%	16%	17%
Somewhat ineffective (2)	14%	18%	12%	12%	26%	3%	15%	14%	15%	17%	5%	16%	17%	19%	15%	16%
Very ineffective (1)	18%	10%	9%	13%	7%	16%	11%	16%	25%	10%	9%	14%	16%	12%	12%	21%
- NET: Ineffective (2,1)	32%	28%	20%	25%	33%	19%	26%	30%	40%	28%	14%	30%	33%	31%	27%	38%
Mean	3.100	3.142	3.456	3.418	3.458	3.514	3.386	3.207	2.919	3.283	3.748	3.461	3.282	3.502	3.444	3.092
Not included in base:																
Decline to Answer	4	8	5	5	7	2	27	136	3	1	3	2	1	1	7	74
Not Applicable	21	29	21	27	17	21	115	550	19	25	17	29	15	14	99	482

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.10-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

An upper limit on committee assignments for tenure-track faculty

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	107 100%	- 100%	- 100%	- 100%	- 100%	- 100%	516 100%	2372 100%	49 100%	- 100%	- 100%	- 100%	- 100%	- 100%	197 100%	892 100%
- NET: Effective (5,4)	41%	49%	57%	49%	54%	59%	53%	45%	42%	33%	70%	77%	46%	65%	58%	49%
Very effective (5)	21%	15%	24%	27%	27%	31%	24%	20%	9%	12%	22%	34%	36%	20%	26%	22%
Somewhat effective (4)	20%	34%	33%	22%	27%	28%	28%	25%	33%	21%	48%	42%	11%	45%	32%	28%
- Neither effective nor ineffective (3)	23%	25%	22%	18%	12%	17%	19%	20%	27%	34%	20%	17%	23%	11%	22%	23%
Somewhat ineffective (2)	12%	18%	10%	17%	23%	10%	16%	16%	20%	17%	6%	3%	23%	11%	12%	13%
Very ineffective (1)	25%	9%	11%	17%	11%	15%	13%	19%	11%	15%	4%	3%	8%	13%	8%	15%
- NET: Ineffective (2,1)	36%	26%	21%	34%	34%	24%	29%	35%	31%	33%	10%	6%	31%	24%	20%	27%
Mean	3.004	3.281	3.479	3.239	3.372	3.519	3.356	3.116	3.079	2.961	3.788	4.024	3.432	3.477	3.549	3.288
Not included in base:																
Decline to Answer	5	6	8	7	3	1	24	144	2	3	-	-	5	2	10	66
Not Applicable	35	45	27	40	23	31	165	819	5	9	11	16	9	5	50	214

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.11-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

An upper limit on teaching obligations

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		167 100%	- 100%	- 100%	- 100%	- 100%	- 100%	793 100%	3700 100%
- NET: Effective	(5,4)	58%	60%	74%	72%	76%	73%	71%	62%
Very effective	(5)	33%	31%	40%	34%	42%	42%	37%	32%
Somewhat effective	(4)	25%	29%	35%	37%	33%	31%	33%	30%
- Neither effective nor ineffective	(3)	18%	22%	10%	13%	10%	11%	13%	15%
Somewhat ineffective	(2)	11%	9%	11%	11%	9%	12%	10%	12%
Very ineffective	(1)	13%	9%	4%	5%	5%	5%	6%	11%
- NET: Ineffective	(2,1)	24%	18%	15%	16%	14%	17%	16%	23%
Mean		3.538	3.634	3.949	3.856	3.991	3.933	3.863	3.600
Not included in base:									
Decline to Answer		5	8	6	8	7	3	32	187
Not Applicable		31	41	21	33	17	24	136	619

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.11-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

An upper limit on teaching obligations

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	98 100%	- 100%	- 100%	- 100%	- 100%	- 100%	478 100%	2271 100%	69 100%	- 100%	- 100%	- 100%	- 100%	- 100%	315 100%	1429 100%
- NET: Effective (5,4)	61%	61%	72%	69%	75%	77%	70%	62%	54%	59%	78%	76%	76%	67%	71%	62%
Very effective (5)	32%	31%	39%	32%	47%	44%	38%	32%	34%	31%	41%	38%	36%	40%	37%	32%
Somewhat effective (4)	29%	30%	33%	37%	29%	33%	33%	30%	21%	29%	37%	39%	41%	27%	35%	29%
- Neither effective nor ineffective (3)	19%	24%	12%	16%	9%	10%	15%	16%	16%	18%	8%	7%	12%	11%	11%	13%
Somewhat ineffective (2)	9%	7%	12%	11%	12%	9%	10%	12%	14%	12%	9%	11%	5%	16%	10%	13%
Very ineffective (1)	11%	8%	4%	4%	4%	4%	5%	10%	16%	11%	5%	5%	7%	7%	7%	13%
- NET: Ineffective (2,1)	20%	15%	16%	15%	16%	12%	15%	22%	30%	23%	14%	17%	12%	23%	17%	26%
Mean	3.616	3.685	3.908	3.813	4.026	4.051	3.880	3.627	3.427	3.561	4.012	3.923	3.934	3.774	3.837	3.559
Not included in base:																
Decline to Answer	3	7	4	6	7	2	26	117	2	1	2	2	1	1	6	69
Not Applicable	18	23	10	18	8	14	73	311	13	18	11	15	9	10	63	308

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.11-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

An upper limit on teaching obligations

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	118 100%	- 100%	- 100%	- 100%	- 100%	- 100%	572 100%	2717 100%	49 100%	- 100%	- 100%	- 100%	- 100%	- 100%	221 100%	983 100%
- NET: Effective (5,4)	58%	63%	72%	67%	76%	71%	69%	61%	59%	51%	80%	84%	74%	80%	74%	63%
Very effective (5)	34%	34%	40%	33%	44%	41%	38%	33%	30%	21%	39%	38%	40%	45%	37%	32%
Somewhat effective (4)	24%	29%	32%	35%	33%	29%	32%	29%	30%	30%	40%	45%	34%	35%	37%	31%
- Neither effective nor ineffective (3)	19%	19%	9%	13%	8%	10%	12%	15%	15%	29%	14%	12%	15%	11%	16%	16%
Somewhat ineffective (2)	11%	10%	15%	14%	11%	15%	13%	13%	12%	5%	3%	2%	6%	2%	4%	10%
Very ineffective (1)	13%	8%	5%	5%	5%	4%	6%	11%	14%	14%	3%	2%	5%	7%	6%	11%
- NET: Ineffective (2,1)	23%	18%	19%	20%	16%	19%	18%	24%	26%	20%	6%	5%	11%	9%	10%	21%
Mean	3.560	3.716	3.880	3.750	3.991	3.888	3.830	3.589	3.484	3.376	4.102	4.147	3.992	4.080	3.949	3.632
Not included in base:																
Decline to Answer	4	5	6	8	3	1	22	124	1	3	-	-	5	2	10	62
Not Applicable	25	33	16	27	15	20	111	494	5	8	5	7	2	4	25	125

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.12-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Peer reviews of teaching and research

		UNIV					All	All	
		ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
Valid responders:		148	-	-	-	-	-	742	3464
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	45%	45%	54%	46%	45%	46%	47%	47%
Very effective	(5)	16%	12%	14%	15%	13%	13%	14%	13%
Somewhat effective	(4)	29%	33%	40%	32%	32%	32%	34%	34%
- Neither effective nor ineffective	(3)	21%	29%	29%	27%	25%	29%	28%	25%
Somewhat ineffective	(2)	20%	15%	13%	16%	19%	16%	16%	16%
Very ineffective	(1)	14%	11%	4%	10%	11%	10%	9%	12%
- NET: Ineffective	(2,1)	34%	26%	17%	27%	30%	25%	25%	28%
Mean		3.132	3.203	3.479	3.237	3.182	3.246	3.265	3.194
Not included in base:									
Decline to Answer		4	8	6	7	9	3	32	187
Not Applicable		51	46	24	40	35	43	187	855

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.12-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Peer reviews of teaching and research

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	86 100%	- 100%	- 100%	- 100%	- 100%	- 100%	461 100%	2113 100%	61 100%	- 100%	- 100%	- 100%	- 100%	- 100%	280 100%	1351 100%
- NET: Effective (5,4)	43%	38%	54%	43%	47%	46%	45%	46%	48%	55%	53%	52%	42%	46%	50%	49%
Very effective (5)	19%	6%	14%	13%	12%	11%	11%	11%	12%	21%	15%	17%	15%	17%	17%	15%
Somewhat effective (4)	24%	33%	40%	30%	35%	35%	34%	34%	36%	34%	39%	35%	27%	29%	33%	34%
- Neither effective nor ineffective (3)	25%	34%	30%	29%	25%	29%	30%	27%	14%	22%	28%	22%	24%	28%	25%	21%
Somewhat ineffective (2)	17%	16%	11%	18%	14%	15%	15%	15%	24%	14%	17%	14%	27%	16%	17%	18%
Very ineffective (1)	15%	11%	5%	10%	13%	9%	10%	12%	13%	10%	2%	12%	7%	10%	8%	11%
- NET: Ineffective (2,1)	32%	27%	16%	27%	27%	25%	25%	27%	37%	23%	19%	26%	34%	26%	25%	30%
Mean	3.157	3.054	3.483	3.201	3.192	3.234	3.223	3.175	3.097	3.424	3.473	3.303	3.167	3.264	3.334	3.223
Not included in base:																
Decline to Answer	3	7	4	5	7	2	25	120	1	1	2	2	2	1	8	67
Not Applicable	29	25	11	16	19	20	91	467	22	21	13	24	16	22	96	388

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.12-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Peer reviews of teaching and research

	White Faculty								Faculty of Color									
	UNIV							All	All	UNIV							All	All
	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ		
Valid responders:	102	-	-	-	-	-	548	2530	46	-	-	-	-	-	194	934		
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		
- NET: Effective (5,4)	46%	48%	50%	43%	45%	42%	46%	46%	44%	35%	64%	55%	47%	64%	52%	50%		
Very effective (5)	16%	12%	15%	9%	12%	13%	12%	12%	17%	12%	12%	31%	17%	16%	18%	15%		
Somewhat effective (4)	30%	36%	34%	34%	33%	29%	34%	34%	26%	23%	52%	24%	31%	48%	33%	35%		
- Neither effective nor ineffective (3)	18%	28%	30%	27%	25%	29%	28%	25%	27%	35%	27%	27%	25%	27%	28%	26%		
Somewhat ineffective (2)	21%	16%	15%	17%	17%	17%	16%	16%	18%	13%	9%	13%	21%	9%	14%	15%		
Very ineffective (1)	16%	9%	5%	12%	13%	11%	10%	13%	11%	17%	0%	5%	6%	0%	6%	9%		
- NET: Ineffective (2,1)	36%	24%	20%	29%	31%	28%	27%	30%	29%	30%	9%	19%	28%	9%	20%	24%		
Mean	3.096	3.264	3.401	3.110	3.122	3.154	3.205	3.147	3.211	3.007	3.661	3.620	3.298	3.711	3.435	3.321		
Not included in base:																		
Decline to Answer	3	5	6	7	3	1	21	126	1	3	-	-	6	2	11	61		
Not Applicable	42	36	17	28	28	27	136	678	9	10	7	12	7	15	51	177		

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.13-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Childcare

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		90 100%	- 100%	- 100%	- 100%	- 100%	- 100%	380 100%	1817 100%
- NET: Effective	(5,4)	9%	10%	17%	20%	23%	10%	16%	15%
Very effective	(5)	3%	4%	7%	9%	14%	5%	8%	7%
Somewhat effective	(4)	6%	6%	10%	12%	9%	5%	8%	8%
- Neither effective nor ineffective	(3)	44%	45%	49%	42%	39%	38%	43%	41%
Somewhat ineffective	(2)	12%	10%	14%	13%	7%	9%	11%	10%
Very ineffective	(1)	35%	34%	20%	25%	31%	43%	31%	33%
- NET: Ineffective	(2,1)	47%	45%	34%	38%	38%	52%	41%	44%
Mean		2.312	2.355	2.712	2.655	2.687	2.191	2.522	2.456
Not included in base:									
Decline to Answer		12	12	12	13	11	6	53	312
Not Applicable		101	118	89	139	106	74	528	2376

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.13-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Childcare

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	54 100%	- 100%	- 100%	- 100%	- 100%	- 100%	236 100%	1147 100%	37 100%	- 100%	- 100%	- 100%	- 100%	- 100%	144 100%	670 100%
- NET: Effective (5,4)	6%	5%	16%	18%	27%	8%	14%	14%	14%	20%	20%	23%	19%	12%	19%	17%
Very effective (5)	0%	0%	10%	9%	17%	3%	7%	6%	8%	13%	3%	7%	11%	8%	9%	9%
Somewhat effective (4)	6%	5%	6%	9%	10%	5%	7%	8%	6%	6%	17%	16%	8%	4%	10%	9%
- Neither effective nor ineffective (3)	49%	50%	53%	38%	46%	47%	46%	45%	37%	36%	42%	49%	30%	24%	37%	34%
Somewhat ineffective (2)	15%	12%	18%	14%	3%	9%	11%	12%	7%	7%	7%	11%	12%	9%	9%	8%
Very ineffective (1)	30%	33%	14%	30%	24%	36%	28%	29%	43%	38%	31%	17%	39%	55%	35%	40%
- NET: Ineffective (2,1)	45%	45%	31%	44%	27%	45%	39%	41%	49%	45%	37%	28%	51%	64%	44%	49%
Mean	2.317	2.278	2.804	2.541	2.918	2.302	2.537	2.505	2.305	2.505	2.559	2.853	2.409	2.011	2.496	2.372
Not included in base:																
Decline to Answer	6	9	11	10	8	2	39	202	6	3	2	3	3	3	14	110
Not Applicable	59	63	47	80	70	42	301	1350	42	55	42	59	37	33	226	1026

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.13-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Childcare

	White Faculty								Faculty of Color									
	UNIV							All	All	UNIV							All	All
	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ		
Valid responders:	57	-	-	-	-	-	277	1280	33	-	-	-	-	-	104	537		
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		
- NET: Effective (5,4)	7%	12%	24%	14%	21%	8%	15%	14%	13%	5%	6%	39%	28%	13%	18%	19%		
Very effective (5)	5%	4%	11%	8%	12%	4%	7%	7%	0%	5%	0%	11%	19%	7%	8%	7%		
Somewhat effective (4)	2%	7%	12%	6%	10%	4%	8%	7%	13%	0%	6%	28%	9%	6%	10%	11%		
- Neither effective nor ineffective (3)	49%	43%	43%	48%	47%	39%	45%	42%	36%	51%	60%	22%	20%	35%	38%	39%		
Somewhat ineffective (2)	8%	12%	9%	8%	4%	9%	8%	9%	19%	5%	23%	28%	14%	8%	16%	14%		
Very ineffective (1)	37%	33%	25%	30%	28%	43%	32%	35%	32%	39%	11%	11%	39%	44%	27%	29%		
- NET: Ineffective (2,1)	44%	45%	33%	37%	32%	52%	40%	44%	51%	44%	34%	39%	52%	52%	43%	43%		
Mean	2.312	2.386	2.769	2.543	2.741	2.175	2.507	2.419	2.312	2.261	2.606	3.000	2.563	2.245	2.562	2.544		
Not included in base:																		
Decline to Answer	5	6	11	12	4	2	34	204	7	6	1	1	7	4	19	108		
Not Applicable	85	94	65	102	73	60	394	1850	16	24	24	37	34	15	133	526		

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.14-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Financial assistance with housing

		UNIV					All	All	
		ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		92	-	-	-	-	-	348	1839
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	4%	5%	2%	18%	4%	10%	9%	14%
Very effective	(5)	2%	0%	0%	7%	3%	4%	3%	7%
Somewhat effective	(4)	2%	5%	2%	11%	1%	6%	6%	7%
- Neither effective nor ineffective	(3)	44%	38%	52%	43%	46%	44%	44%	39%
Somewhat ineffective	(2)	7%	8%	7%	15%	11%	4%	10%	9%
Very ineffective	(1)	44%	49%	40%	24%	38%	43%	38%	38%
- NET: Ineffective	(2,1)	51%	58%	46%	39%	49%	46%	47%	47%
Mean		2.105	1.977	2.156	2.627	2.200	2.258	2.269	2.368
Not included in base:									
Decline to Answer		11	10	12	10	8	5	45	275
Not Applicable		100	127	104	141	115	80	567	2392

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.14-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Financial assistance with housing

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	58 100%	- 100%	- 100%	- 100%	- 100%	- 100%	230 100%	1230 100%	34 100%	- 100%	- 100%	- 100%	- 100%	- 100%	118 100%	609 100%
- NET: Effective (5,4)	3%	5%	0%	22%	5%	9%	10%	15%	6%	4%	5%	8%	3%	14%	7%	13%
Very effective (5)	1%	0%	0%	10%	5%	6%	5%	7%	3%	0%	0%	0%	0%	0%	0%	6%
Somewhat effective (4)	2%	5%	0%	12%	0%	2%	5%	8%	3%	4%	5%	8%	3%	14%	7%	6%
- Neither effective nor ineffective (3)	47%	34%	50%	36%	48%	46%	41%	38%	40%	46%	58%	60%	45%	39%	50%	40%
Somewhat ineffective (2)	9%	9%	7%	18%	8%	3%	10%	9%	4%	8%	5%	7%	15%	4%	8%	8%
Very ineffective (1)	41%	53%	43%	24%	39%	42%	39%	37%	49%	42%	32%	24%	37%	43%	35%	40%
- NET: Ineffective (2,1)	50%	61%	50%	41%	47%	45%	49%	46%	54%	49%	37%	32%	52%	47%	44%	47%
Mean	2.130	1.908	2.063	2.674	2.249	2.272	2.266	2.390	2.062	2.132	2.353	2.515	2.141	2.232	2.275	2.323
Not included in base:																
Decline to Answer	5	8	9	7	7	2	33	175	6	2	3	3	2	3	12	99
Not Applicable	55	66	55	76	74	43	313	1294	45	61	50	66	41	37	254	1098

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.14-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Financial assistance with housing

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	55 100%	- 100%	- 100%	- 100%	- 100%	- 100%	237 100%	1260 100%	37 100%	- 100%	- 100%	- 100%	- 100%	- 100%	111 100%	579 100%
- NET: Effective (5,4)	4%	4%	3%	15%	2%	9%	8%	14%	5%	7%	0%	25%	8%	15%	11%	15%
Very effective (5)	2%	0%	0%	4%	0%	5%	2%	7%	2%	0%	0%	15%	8%	0%	5%	8%
Somewhat effective (4)	2%	4%	3%	11%	2%	4%	6%	7%	3%	7%	0%	10%	0%	15%	6%	7%
- Neither effective nor ineffective (3)	58%	38%	58%	49%	61%	46%	49%	42%	24%	36%	45%	29%	19%	35%	33%	33%
Somewhat ineffective (2)	2%	12%	3%	11%	3%	5%	8%	7%	15%	0%	10%	25%	28%	0%	13%	12%
Very ineffective (1)	36%	46%	35%	25%	34%	40%	35%	37%	56%	57%	45%	20%	45%	51%	43%	40%
- NET: Ineffective (2,1)	38%	58%	38%	36%	37%	45%	43%	44%	71%	57%	55%	45%	73%	51%	56%	52%
Mean	2.311	1.998	2.295	2.581	2.317	2.294	2.312	2.393	1.793	1.928	2.008	2.752	1.985	2.134	2.178	2.312
Not included in base:																
Decline to Answer	6	6	12	9	3	2	31	188	5	4	-	1	6	3	14	86
Not Applicable	86	104	81	107	81	64	437	1886	14	23	23	34	34	17	131	505

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.15-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Stop-the-tenure-clock for parental or other family reasons

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		97 100%	- 100%	- 100%	- 100%	- 100%	- 100%	406 100%	1821 100%
- NET: Effective	(5,4)	44%	28%	45%	42%	54%	49%	44%	32%
Very effective	(5)	30%	12%	29%	31%	34%	31%	27%	19%
Somewhat effective	(4)	15%	16%	16%	12%	21%	18%	16%	13%
- Neither effective nor ineffective	(3)	40%	42%	42%	41%	27%	35%	38%	43%
Somewhat ineffective	(2)	6%	7%	8%	5%	6%	5%	6%	7%
Very ineffective	(1)	10%	22%	4%	11%	13%	11%	12%	18%
- NET: Ineffective	(2,1)	16%	29%	13%	16%	19%	16%	19%	25%
Mean		3.487	2.891	3.565	3.459	3.565	3.541	3.400	3.077
Not included in base:									
Decline to Answer		11	10	10	12	11	4	48	324
Not Applicable		95	129	83	134	91	70	508	2361

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.15-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Stop-the-tenure-clock for parental or other family reasons

	Males								Females							
	UNIV								UNIV							
	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	53	-	-	-	-	-	231	1067	44	-	-	-	-	-	175	753
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective (5,4)	29%	16%	38%	38%	44%	44%	36%	25%	63%	45%	54%	50%	64%	57%	54%	42%
Very effective (5)	19%	4%	22%	29%	28%	19%	21%	14%	43%	22%	37%	34%	39%	49%	36%	27%
Somewhat effective (4)	10%	11%	16%	9%	17%	25%	15%	11%	20%	23%	16%	16%	25%	8%	18%	15%
- Neither effective nor ineffective (3)	51%	54%	48%	41%	36%	39%	44%	50%	26%	28%	36%	41%	17%	29%	30%	33%
Somewhat ineffective (2)	6%	7%	9%	9%	5%	6%	7%	7%	6%	9%	8%	0%	7%	3%	5%	7%
Very ineffective (1)	14%	24%	5%	12%	14%	11%	14%	19%	5%	19%	3%	9%	11%	11%	11%	18%
- NET: Ineffective (2,1)	20%	31%	14%	21%	19%	17%	21%	25%	11%	27%	11%	9%	18%	14%	16%	25%
Mean	3.137	2.648	3.401	3.327	3.388	3.356	3.222	2.945	3.908	3.204	3.780	3.663	3.742	3.815	3.634	3.265
Not included in base:																
Decline to Answer	6	9	9	9	8	2	37	212	5	1	2	3	3	2	11	112
Not Applicable	60	76	48	80	65	40	310	1421	35	52	35	53	26	31	198	940

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.15-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Stop-the-tenure-clock for parental or other family reasons

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	63 100%	- 100%	- 100%	- 100%	- 100%	- 100%	294 100%	1287 100%	34 100%	- 100%	- 100%	- 100%	- 100%	- 100%	112 100%	533 100%
- NET: Effective (5,4)	41%	29%	48%	44%	48%	45%	43%	32%	52%	27%	39%	38%	69%	62%	46%	32%
Very effective (5)	29%	12%	31%	33%	31%	30%	28%	21%	31%	12%	22%	22%	40%	34%	26%	16%
Somewhat effective (4)	11%	17%	16%	11%	17%	15%	15%	12%	20%	14%	17%	16%	29%	28%	21%	16%
- Neither effective nor ineffective (3)	42%	40%	42%	41%	33%	36%	39%	43%	34%	48%	44%	41%	13%	31%	35%	41%
Somewhat ineffective (2)	5%	9%	7%	4%	6%	6%	6%	6%	8%	5%	12%	11%	6%	0%	7%	7%
Very ineffective (1)	12%	22%	4%	11%	13%	12%	12%	18%	6%	21%	6%	11%	13%	7%	12%	19%
- NET: Ineffective (2,1)	17%	31%	11%	15%	19%	19%	19%	25%	14%	25%	18%	22%	18%	7%	18%	27%
Mean	3.411	2.876	3.647	3.520	3.468	3.446	3.393	3.099	3.632	2.929	3.381	3.269	3.788	3.827	3.419	3.024
Not included in base:																
Decline to Answer	6	7	8	12	4	1	32	209	5	3	3	-	7	3	16	115
Not Applicable	78	103	60	97	62	58	380	1838	17	26	23	37	29	13	128	523

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.16-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Spousal/ partner hiring program

		UNIV						All	All
		ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		105	-	-	-	-	-	447	2066
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	38%	14%	23%	26%	54%	43%	31%	25%
Very effective	(5)	26%	5%	7%	15%	39%	21%	17%	14%
Somewhat effective	(4)	12%	9%	16%	11%	14%	22%	14%	11%
- Neither effective nor ineffective	(3)	37%	46%	32%	38%	24%	30%	34%	35%
Somewhat ineffective	(2)	5%	8%	12%	10%	5%	6%	8%	10%
Very ineffective	(1)	20%	32%	33%	27%	18%	22%	26%	31%
- NET: Ineffective	(2,1)	25%	40%	45%	36%	22%	28%	34%	40%
Mean		3.189	2.466	2.518	2.776	3.528	3.141	2.881	2.681
Not included in base:									
Decline to Answer		11	11	11	11	11	4	48	302
Not Applicable		87	117	80	125	80	64	466	2138

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.16-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Spousal/ partner hiring program

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	64 100%	- 100%	- 100%	- 100%	- 100%	- 100%	261 100%	1283 100%	41 100%	- 100%	- 100%	- 100%	- 100%	- 100%	186 100%	783 100%
- NET: Effective (5,4)	35%	17%	17%	22%	53%	41%	29%	24%	42%	10%	29%	32%	54%	45%	34%	27%
Very effective (5)	25%	4%	2%	11%	39%	18%	15%	12%	26%	7%	12%	22%	39%	26%	22%	17%
Somewhat effective (4)	10%	13%	15%	11%	13%	23%	15%	12%	16%	3%	17%	10%	15%	19%	13%	10%
- Neither effective nor ineffective (3)	40%	43%	32%	34%	26%	35%	34%	36%	34%	49%	32%	45%	22%	23%	34%	33%
Somewhat ineffective (2)	5%	8%	16%	13%	6%	0%	9%	10%	5%	8%	8%	4%	3%	13%	7%	9%
Very ineffective (1)	20%	32%	35%	31%	15%	24%	28%	30%	20%	33%	30%	18%	21%	20%	24%	31%
- NET: Ineffective (2,1)	25%	39%	51%	44%	21%	24%	36%	40%	25%	41%	38%	23%	24%	32%	31%	40%
Mean	3.160	2.498	2.337	2.582	3.555	3.106	2.796	2.649	3.234	2.420	2.733	3.132	3.496	3.188	3.000	2.735
Not included in base:																
Decline to Answer	5	9	10	9	8	2	38	190	6	2	2	2	3	2	10	112
Not Applicable	50	68	48	70	55	38	278	1227	37	49	32	55	25	26	188	911

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.16-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Spousal/ partner hiring program

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	71 100%	- 100%	- 100%	- 100%	- 100%	- 100%	324 100%	1443 100%	34 100%	- 100%	- 100%	- 100%	- 100%	- 100%	124 100%	623 100%
- NET: Effective (5,4)	37%	16%	33%	23%	50%	43%	32%	24%	39%	8%	4%	35%	61%	40%	30%	27%
Very effective (5)	25%	6%	10%	11%	41%	22%	18%	14%	27%	3%	0%	26%	36%	17%	17%	14%
Somewhat effective (4)	12%	10%	22%	11%	9%	21%	14%	10%	12%	5%	4%	9%	25%	23%	13%	13%
- Neither effective nor ineffective (3)	40%	41%	25%	41%	31%	32%	35%	37%	31%	60%	47%	30%	9%	22%	33%	31%
Somewhat ineffective (2)	3%	9%	10%	7%	5%	3%	7%	9%	10%	5%	17%	18%	5%	14%	12%	12%
Very ineffective (1)	19%	34%	33%	30%	14%	21%	27%	31%	20%	26%	32%	17%	25%	24%	25%	30%
- NET: Ineffective (2,1)	22%	43%	43%	37%	19%	25%	33%	39%	30%	31%	49%	35%	30%	38%	37%	42%
Mean	3.207	2.443	2.673	2.669	3.574	3.195	2.890	2.674	3.152	2.538	2.227	3.072	3.427	2.952	2.857	2.698
Not included in base:																
Decline to Answer	6	7	10	11	4	1	32	197	5	4	1	-	7	3	16	105
Not Applicable	70	91	59	93	55	51	349	1695	17	26	20	32	25	13	117	443

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35a-1

IV. Policies and Practices

Q35. Please indicate your level of agreement with the following statements.

a. My institution does what it can to make having children and the tenure-track compatible

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		129 100%	- 100%	- 100%	- 100%	- 100%	- 100%	657 100%	2912 100%
- NET: Agree	(5,4)	34%	38%	45%	44%	57%	41%	45%	34%
Strongly agree	(5)	9%	11%	12%	13%	20%	19%	15%	10%
Somewhat agree	(4)	24%	27%	33%	31%	36%	21%	30%	25%
- Neither agree nor disagree	(3)	29%	23%	16%	19%	14%	17%	18%	22%
Somewhat disagree	(2)	18%	23%	31%	20%	16%	33%	23%	24%
Strongly disagree	(1)	19%	16%	8%	17%	14%	10%	14%	20%
- NET: Disagree	(2,1)	38%	39%	39%	37%	30%	43%	37%	44%
Mean		2.860	2.930	3.102	3.032	3.337	3.073	3.087	2.801
Not included in base:									
Decline to Answer		5	9	8	8	9	3	37	224
Not Applicable/ Don't know		69	59	50	70	42	46	267	1370

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35a-2

IV. Policies and Practices

Q35. Please indicate your level of agreement with the following statements.

a. *My institution does what it can to make having children and the tenure-track compatible*

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	69 100%	- 100%	- 100%	- 100%	- 100%	- 100%	391 100%	1736 100%	60 100%	- 100%	- 100%	- 100%	- 100%	- 100%	266 100%	1176 100%
- NET: Agree (5,4)	30%	41%	44%	43%	57%	39%	45%	36%	38%	33%	46%	46%	56%	44%	44%	33%
Strongly agree (5)	6%	10%	15%	13%	18%	19%	15%	10%	12%	12%	9%	12%	24%	20%	15%	10%
Somewhat agree (4)	24%	31%	29%	30%	39%	20%	30%	26%	26%	21%	37%	34%	32%	23%	29%	23%
- Neither agree nor disagree (3)	35%	26%	22%	27%	16%	21%	23%	26%	22%	19%	9%	5%	10%	10%	11%	15%
Somewhat disagree (2)	21%	21%	31%	19%	14%	32%	22%	22%	15%	26%	31%	21%	19%	34%	26%	26%
Strongly disagree (1)	15%	12%	3%	11%	13%	9%	10%	17%	25%	22%	14%	27%	15%	12%	19%	26%
- NET: Disagree (2,1)	35%	33%	34%	30%	27%	40%	32%	38%	40%	47%	45%	48%	34%	47%	45%	52%
Mean	2.860	3.057	3.225	3.152	3.358	3.088	3.175	2.905	2.859	2.762	2.950	2.828	3.303	3.050	2.956	2.649
Not included in base:																
Decline to Answer	3	7	6	4	7	1	25	143	2	2	2	4	2	3	13	80
Not Applicable/ Don't know	46	38	32	40	25	26	161	821	23	21	18	30	16	20	106	550

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35a-3

IV. Policies and Practices

Q35. Please indicate your level of agreement with the following statements.

a. My institution does what it can to make having children and the tenure-track compatible

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	94 100%	- 100%	- 100%	- 100%	- 100%	- 100%	495 100%	2191 100%	35 100%	- 100%	- 100%	- 100%	- 100%	- 100%	162 100%	720 100%
- NET: Agree (5,4)	29%	40%	52%	43%	62%	39%	46%	35%	46%	29%	27%	49%	45%	47%	39%	32%
Strongly agree (5)	7%	12%	16%	13%	23%	17%	16%	10%	17%	6%	4%	11%	14%	29%	11%	10%
Somewhat agree (4)	23%	27%	36%	29%	39%	22%	31%	25%	30%	23%	23%	38%	31%	19%	28%	22%
- Neither agree nor disagree (3)	30%	22%	9%	22%	13%	16%	17%	21%	27%	27%	34%	11%	16%	18%	21%	24%
Somewhat disagree (2)	19%	24%	29%	16%	15%	34%	22%	24%	15%	19%	36%	34%	17%	28%	27%	23%
Strongly disagree (1)	22%	14%	10%	20%	10%	11%	14%	20%	12%	25%	3%	7%	21%	7%	13%	20%
- NET: Disagree (2,1)	41%	38%	39%	35%	26%	45%	36%	44%	27%	44%	39%	41%	39%	35%	40%	43%
Mean	2.719	3.002	3.190	3.009	3.485	3.000	3.122	2.807	3.236	2.654	2.892	3.112	2.997	3.341	2.979	2.783
Not included in base:																
Decline to Answer	3	7	8	6	3	2	25	146	2	2	-	2	6	2	12	77
Not Applicable/ Don't know	50	40	34	48	27	35	185	997	19	19	16	21	14	11	82	373

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35b-1

IV. Policies and Practices

Q35. Please indicate your level of agreement with the following statements.

b. My institution does what it can to make raising children and the tenure-track compatible

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		135 100%	- 100%	- 100%	- 100%	- 100%	- 100%	661 100%	2973 100%
- NET: Agree	(5,4)	24%	32%	36%	33%	46%	27%	35%	29%
Strongly agree	(5)	3%	8%	9%	7%	13%	11%	9%	7%
Somewhat agree	(4)	21%	24%	27%	26%	33%	17%	26%	22%
- Neither agree nor disagree	(3)	30%	23%	24%	26%	16%	22%	23%	24%
Somewhat disagree	(2)	25%	27%	30%	24%	21%	34%	27%	26%
Strongly disagree	(1)	21%	18%	10%	18%	17%	16%	16%	21%
- NET: Disagree	(2,1)	45%	45%	40%	41%	37%	51%	42%	47%
Mean		2.617	2.781	2.945	2.814	3.057	2.710	2.860	2.673
Not included in base:									
Decline to Answer		5	9	8	9	9	3	38	227
Not Applicable/ Don't know		63	58	52	69	41	42	262	1306

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35b-2

IV. Policies and Practices

Q35. Please indicate your level of agreement with the following statements.

b. My institution does what it can to make raising children and the tenure-track compatible

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	73 100%	- 100%	- 100%	- 100%	- 100%	- 100%	397 100%	1792 100%	61 100%	- 100%	- 100%	- 100%	- 100%	- 100%	264 100%	1180 100%
- NET: Agree (5,4)	24%	39%	38%	34%	50%	29%	38%	31%	25%	22%	33%	30%	40%	24%	30%	25%
Strongly agree (5)	3%	8%	12%	9%	14%	14%	11%	8%	4%	10%	5%	4%	12%	5%	7%	5%
Somewhat agree (4)	21%	32%	26%	25%	36%	16%	27%	23%	21%	12%	28%	26%	28%	19%	23%	20%
- Neither agree nor disagree (3)	34%	23%	31%	32%	16%	25%	25%	28%	26%	23%	17%	17%	17%	17%	18%	19%
Somewhat disagree (2)	28%	26%	28%	22%	18%	28%	24%	24%	20%	30%	33%	26%	25%	44%	30%	29%
Strongly disagree (1)	14%	12%	3%	12%	16%	17%	12%	17%	29%	25%	17%	27%	18%	15%	21%	27%
- NET: Disagree (2,1)	43%	37%	32%	34%	34%	46%	36%	41%	49%	55%	50%	53%	42%	59%	52%	56%
Mean	2.703	2.975	3.143	2.979	3.141	2.800	3.007	2.804	2.514	2.507	2.707	2.542	2.925	2.558	2.640	2.474
Not included in base:																
Decline to Answer	3	7	6	4	7	1	25	144	2	2	2	5	2	3	13	83
Not Applicable/ Don't know	42	35	34	41	25	20	156	763	21	23	18	28	16	21	106	543

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35b-3

IV. Policies and Practices

Q35. Please indicate your level of agreement with the following statements.

b. My institution does what it can to make raising children and the tenure-track compatible

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	97 100%	- 100%	- 100%	- 100%	- 100%	- 100%	501 100%	2234 100%	37 100%	- 100%	- 100%	- 100%	- 100%	- 100%	160 100%	738 100%
- NET: Agree (5,4)	19%	34%	43%	35%	54%	26%	38%	29%	37%	23%	16%	25%	30%	34%	25%	27%
Strongly agree (5)	1%	8%	12%	7%	17%	9%	10%	7%	10%	10%	0%	7%	6%	18%	7%	7%
Somewhat agree (4)	18%	26%	31%	28%	37%	17%	28%	23%	28%	13%	16%	18%	24%	16%	18%	19%
- Neither agree nor disagree (3)	32%	21%	12%	24%	12%	22%	19%	22%	26%	31%	55%	32%	26%	21%	33%	29%
Somewhat disagree (2)	27%	29%	32%	20%	20%	34%	27%	27%	18%	19%	25%	35%	23%	33%	27%	23%
Strongly disagree (1)	21%	15%	12%	20%	14%	18%	16%	21%	19%	26%	3%	7%	22%	13%	14%	21%
- NET: Disagree (2,1)	49%	45%	45%	41%	34%	52%	43%	48%	37%	46%	28%	42%	44%	46%	41%	44%
Mean	2.501	2.825	2.983	2.810	3.218	2.650	2.889	2.668	2.918	2.603	2.849	2.829	2.700	2.932	2.771	2.687
Not included in base:																
Decline to Answer	3	7	8	7	3	2	26	152	2	2	-	2	6	2	12	75
Not Applicable/ Don't know	47	38	34	47	28	31	178	948	17	20	18	23	13	11	84	358

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35c-1

IV. Policies and Practices

Q35. Please indicate your level of agreement with the following statements.

c. My colleagues do what they can to make having children and the tenure-track compatible

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		139 100%	- 100%	- 100%	- 100%	- 100%	- 100%	673 100%	3011 100%
- NET: Agree	(5,4)	47%	57%	53%	48%	63%	56%	55%	50%
Strongly agree	(5)	19%	22%	21%	21%	31%	32%	25%	21%
Somewhat agree	(4)	28%	35%	32%	27%	32%	24%	30%	30%
- Neither agree nor disagree	(3)	31%	23%	23%	26%	15%	22%	22%	25%
Somewhat disagree	(2)	12%	14%	17%	15%	10%	19%	15%	14%
Strongly disagree	(1)	11%	6%	7%	10%	13%	2%	8%	11%
- NET: Disagree	(2,1)	23%	20%	24%	26%	23%	21%	23%	25%
Mean		3.325	3.533	3.435	3.334	3.585	3.650	3.492	3.349
Not included in base:									
Decline to Answer		5	9	8	8	10	4	39	225
Not Applicable/ Don't know		59	53	51	65	38	44	249	1270

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35c-2

IV. Policies and Practices

Q35. Please indicate your level of agreement with the following statements.

c. My colleagues do what they can to make having children and the tenure-track compatible

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	74 100%	- 100%	- 100%	- 100%	- 100%	- 100%	402 100%	1802 100%	65 100%	- 100%	- 100%	- 100%	- 100%	- 100%	271 100%	1209 100%
- NET: Agree (5,4)	43%	65%	51%	48%	62%	52%	56%	50%	51%	46%	55%	49%	64%	63%	54%	51%
Strongly agree (5)	21%	23%	23%	21%	26%	31%	24%	20%	17%	21%	19%	22%	40%	34%	26%	21%
Somewhat agree (4)	21%	42%	28%	27%	36%	21%	32%	29%	35%	26%	37%	27%	24%	29%	28%	31%
- Neither agree nor disagree (3)	38%	24%	29%	29%	15%	24%	24%	28%	22%	21%	16%	20%	15%	19%	18%	20%
Somewhat disagree (2)	11%	9%	13%	18%	11%	21%	14%	13%	13%	20%	22%	11%	8%	16%	15%	15%
Strongly disagree (1)	8%	1%	7%	5%	12%	2%	5%	10%	14%	13%	7%	19%	14%	3%	12%	14%
- NET: Disagree (2,1)	19%	11%	20%	23%	23%	23%	20%	22%	27%	33%	29%	30%	22%	18%	28%	29%
Mean	3.368	3.767	3.479	3.408	3.526	3.581	3.550	3.383	3.277	3.211	3.384	3.216	3.681	3.762	3.405	3.299
Not included in base:																
Decline to Answer	3	7	6	4	7	1	25	142	2	2	2	4	3	3	14	83
Not Applicable/ Don't know	41	32	34	39	22	23	150	756	18	20	17	25	16	21	99	515

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35c-3

IV. Policies and Practices

Q35. Please indicate your level of agreement with the following statements.

c. My colleagues do what they can to make having children and the tenure-track compatible

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	104 100%	- 100%	- 100%	- 100%	- 100%	- 100%	508 100%	2266 100%	36 100%	- 100%	- 100%	- 100%	- 100%	- 100%	165 100%	745 100%
- NET: Agree (5,4)	43%	60%	57%	46%	62%	52%	55%	52%	58%	45%	43%	56%	64%	69%	55%	46%
Strongly agree (5)	17%	25%	26%	18%	34%	34%	26%	22%	24%	10%	9%	32%	25%	26%	21%	17%
Somewhat agree (4)	25%	35%	31%	28%	29%	18%	29%	30%	34%	36%	35%	24%	39%	43%	34%	29%
- Neither agree nor disagree (3)	34%	21%	15%	28%	15%	26%	22%	24%	21%	29%	42%	19%	13%	10%	22%	27%
Somewhat disagree (2)	12%	15%	18%	13%	10%	19%	15%	13%	12%	11%	15%	22%	9%	21%	15%	15%
Strongly disagree (1)	11%	4%	9%	13%	12%	3%	8%	11%	9%	15%	0%	3%	15%	0%	7%	13%
- NET: Disagree (2,1)	23%	19%	28%	26%	22%	22%	23%	24%	21%	26%	15%	25%	23%	21%	22%	28%
Mean	3.258	3.629	3.463	3.252	3.618	3.620	3.501	3.391	3.522	3.132	3.363	3.599	3.506	3.746	3.466	3.221
Not included in base:																
Decline to Answer	3	7	8	7	3	3	27	150	2	2	-	1	7	2	12	75
Not Applicable/ Don't know	41	33	33	46	24	34	171	919	18	20	18	19	14	9	79	351

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35d-1

IV. Policies and Practices

Q35. Please indicate your level of agreement with the following statements.

d. My colleagues do what they can to make raising children and the tenure-track compatible

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		140 100%	- 100%	- 100%	- 100%	- 100%	- 100%	683 100%	3087 100%
- NET: Agree	(5,4)	46%	55%	50%	43%	61%	56%	52%	49%
Strongly agree	(5)	18%	21%	22%	17%	27%	29%	23%	20%
Somewhat agree	(4)	28%	34%	29%	26%	34%	26%	30%	29%
- Neither agree nor disagree	(3)	28%	25%	26%	29%	16%	20%	24%	25%
Somewhat disagree	(2)	15%	13%	14%	16%	11%	19%	14%	15%
Strongly disagree	(1)	12%	7%	9%	11%	13%	5%	10%	12%
- NET: Disagree	(2,1)	26%	20%	24%	28%	24%	24%	24%	26%
Mean		3.259	3.490	3.390	3.219	3.503	3.552	3.415	3.315
Not included in base:									
Decline to Answer		5	9	8	8	10	4	39	223
Not Applicable/ Don't know		58	51	48	63	38	39	239	1196

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35d-2

IV. Policies and Practices

Q35. Please indicate your level of agreement with the following statements.

d. My colleagues do what they can to make raising children and the tenure-track compatible

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	75 100%	- 100%	- 100%	- 100%	- 100%	- 100%	410 100%	1861 100%	65 100%	- 100%	- 100%	- 100%	- 100%	- 100%	273 100%	1226 100%
- NET: Agree (5,4)	46%	63%	47%	45%	63%	56%	55%	50%	46%	43%	54%	41%	57%	56%	49%	49%
Strongly agree (5)	23%	24%	23%	16%	23%	30%	22%	20%	12%	18%	21%	19%	34%	28%	23%	19%
Somewhat agree (4)	24%	39%	24%	29%	40%	26%	32%	29%	34%	26%	34%	22%	22%	28%	26%	29%
- Neither agree nor disagree (3)	31%	26%	32%	31%	13%	20%	25%	27%	23%	25%	19%	25%	19%	21%	22%	21%
Somewhat disagree (2)	16%	10%	11%	18%	12%	17%	14%	13%	14%	16%	18%	14%	8%	21%	15%	17%
Strongly disagree (1)	7%	1%	10%	6%	12%	7%	7%	10%	17%	16%	8%	20%	16%	2%	14%	14%
- NET: Disagree (2,1)	22%	11%	21%	24%	24%	25%	21%	23%	31%	32%	27%	34%	24%	24%	29%	31%
Mean	3.394	3.739	3.385	3.318	3.502	3.537	3.495	3.373	3.102	3.139	3.396	3.067	3.507	3.577	3.294	3.227
Not included in base:																
Decline to Answer	3	7	6	4	7	1	25	141	2	2	2	4	3	3	14	82
Not Applicable/ Don't know	40	30	32	40	20	20	142	698	18	20	17	23	17	19	97	498

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35d-3

IV. Policies and Practices

Q35. Please indicate your level of agreement with the following statements.

d. My colleagues do what they can to make raising children and the tenure-track compatible

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	104 100%	- 100%	- 100%	- 100%	- 100%	- 100%	519 100%	2327 100%	37 100%	- 100%	- 100%	- 100%	- 100%	- 100%	165 100%	760 100%
- NET: Agree (5,4)	41%	58%	55%	42%	62%	55%	54%	51%	61%	44%	40%	47%	58%	56%	49%	44%
Strongly agree (5)	15%	23%	26%	15%	30%	29%	23%	21%	24%	13%	12%	27%	20%	31%	20%	17%
Somewhat agree (4)	25%	34%	29%	28%	32%	27%	30%	30%	37%	31%	28%	20%	38%	26%	29%	27%
- Neither agree nor disagree (3)	31%	24%	17%	30%	14%	23%	23%	24%	19%	31%	49%	23%	19%	10%	27%	27%
Somewhat disagree (2)	16%	13%	15%	14%	11%	18%	14%	15%	10%	10%	12%	26%	9%	23%	16%	15%
Strongly disagree (1)	12%	5%	13%	14%	13%	4%	10%	11%	10%	15%	0%	3%	15%	10%	9%	14%
- NET: Disagree (2,1)	28%	18%	28%	27%	24%	22%	24%	25%	20%	25%	12%	30%	23%	33%	24%	29%
Mean	3.158	3.571	3.389	3.164	3.548	3.585	3.432	3.356	3.540	3.161	3.393	3.414	3.397	3.438	3.360	3.191
Not included in base:																
Decline to Answer	3	7	8	7	3	3	27	150	2	2	-	1	7	2	12	73
Not Applicable/ Don't know	41	32	32	41	24	30	160	857	17	19	17	21	13	9	79	339

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 36-1

IV. Policies and Practices

Q36. How satisfied are you with your compensation (that is, your salary and benefits)?

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		199 100%	- 100%	- 100%	- 100%	- 100%	- 100%	931 100%	4327 100%
- NET: Satisfied	(5,4)	50%	44%	70%	59%	67%	64%	60%	53%
Very satisfied	(5)	12%	13%	22%	18%	25%	20%	19%	16%
Somewhat satisfied	(4)	38%	31%	48%	42%	42%	44%	41%	37%
- Neither satisfied nor dissatisfied	(3)	12%	9%	10%	11%	7%	8%	9%	10%
Somewhat dissatisfied	(2)	26%	32%	12%	21%	16%	23%	21%	25%
Very dissatisfied	(1)	12%	15%	9%	9%	10%	5%	10%	12%
- NET: Dissatisfied	(2,1)	38%	47%	20%	29%	26%	28%	31%	37%
Mean		3.123	2.944	3.630	3.385	3.555	3.517	3.379	3.197
Not included in base:									
Decline to Answer		4	8	7	6	7	2	30	179
Not Applicable		-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 36-2

IV. Policies and Practices

Q36. How satisfied are you with your compensation (that is, your salary and benefits)?

	Males								Females							
	UNIV						All	All	UNIV						All	All
	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
Valid responders:	115	-	-	-	-	-	556	2594	83	-	-	-	-	-	375	1733
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	51%	42%	68%	61%	72%	71%	62%	53%	48%	46%	74%	57%	59%	54%	57%	53%
Very satisfied (5)	11%	11%	21%	16%	34%	22%	20%	16%	13%	17%	23%	21%	12%	17%	18%	17%
Somewhat satisfied (4)	41%	31%	46%	45%	38%	49%	42%	37%	35%	29%	51%	36%	47%	37%	39%	37%
- Neither satisfied nor dissatisfied (3)	15%	9%	11%	12%	8%	4%	9%	11%	9%	8%	8%	10%	5%	13%	9%	8%
Somewhat dissatisfied (2)	24%	36%	11%	21%	12%	23%	21%	24%	29%	26%	13%	20%	22%	23%	21%	26%
Very dissatisfied (1)	10%	13%	11%	6%	8%	1%	8%	12%	14%	19%	5%	13%	14%	10%	13%	13%
- NET: Dissatisfied (2,1)	34%	49%	22%	27%	20%	24%	29%	36%	43%	46%	19%	33%	37%	32%	34%	39%
Mean	3.187	2.915	3.563	3.431	3.785	3.680	3.443	3.209	3.035	2.983	3.729	3.313	3.200	3.292	3.284	3.178
Not included in base:																
Decline to Answer	3	7	3	3	7	1	21	106	1	1	4	3	1	1	9	73
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 36-3

IV. Policies and Practices

Q36. How satisfied are you with your compensation (that is, your salary and benefits)?

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	144 100%	- 100%	- 100%	- 100%	- 100%	- 100%	685 100%	3215 100%	54 100%	- 100%	- 100%	- 100%	- 100%	- 100%	246 100%	1112 100%
- NET: Satisfied (5,4)	52%	46%	73%	59%	72%	66%	61%	54%	45%	38%	63%	60%	56%	60%	55%	50%
Very satisfied (5)	15%	15%	25%	14%	27%	22%	20%	17%	4%	9%	16%	28%	21%	13%	18%	13%
Somewhat satisfied (4)	37%	31%	48%	45%	45%	44%	42%	37%	41%	30%	48%	32%	34%	46%	37%	37%
- Neither satisfied nor dissatisfied (3)	10%	8%	9%	11%	6%	9%	9%	9%	18%	11%	12%	12%	8%	4%	10%	11%
Somewhat dissatisfied (2)	26%	32%	11%	21%	16%	21%	21%	26%	25%	31%	13%	19%	16%	29%	21%	24%
Very dissatisfied (1)	12%	14%	7%	9%	5%	4%	9%	11%	12%	20%	12%	9%	21%	6%	14%	15%
- NET: Dissatisfied (2,1)	38%	46%	18%	30%	22%	25%	30%	37%	37%	51%	25%	28%	37%	36%	35%	38%
Mean	3.169	2.999	3.713	3.341	3.724	3.578	3.427	3.231	3.001	2.765	3.424	3.514	3.196	3.308	3.245	3.097
Not included in base:																
Decline to Answer	3	6	5	6	3	1	20	119	1	2	2	-	5	1	10	59
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 37-1

IV. Policies and Practices

Q37. How satisfied are you with the balance between professional time and personal or family time?

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		199 100%	- 100%	- 100%	- 100%	- 100%	- 100%	928 100%	4320 100%
- NET: Satisfied (5,4)		37%	39%	45%	38%	42%	43%	41%	38%
Very satisfied (5)		6%	9%	11%	8%	10%	14%	10%	10%
Somewhat satisfied (4)		31%	30%	34%	30%	32%	29%	31%	28%
- Neither satisfied (3) nor dissatisfied		13%	13%	12%	11%	11%	13%	12%	14%
Somewhat dissatisfied (2)		34%	32%	30%	35%	29%	34%	32%	32%
Very dissatisfied (1)		16%	17%	12%	17%	18%	11%	15%	16%
- NET: Dissatisfied (2,1)		50%	49%	43%	52%	47%	44%	47%	48%
Mean		2.770	2.815	3.017	2.768	2.855	3.029	2.878	2.830
Not included in base:									
Decline to Answer		4	10	6	5	8	2	31	176
Not Applicable		-	-	1	-	-	1	2	10

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 37-2

IV. Policies and Practices

Q37. How satisfied are you with the balance between professional time and personal or family time?

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	115 100%	- 100%	- 100%	- 100%	- 100%	- 100%	553 100%	2589 100%	83 100%	- 100%	- 100%	- 100%	- 100%	- 100%	375 100%	1731 100%
- NET: Satisfied (5,4)	37%	44%	43%	45%	47%	47%	45%	41%	38%	30%	48%	26%	33%	37%	34%	33%
Very satisfied (5)	4%	11%	12%	12%	13%	21%	13%	11%	9%	7%	10%	2%	3%	5%	5%	7%
Somewhat satisfied (4)	33%	34%	31%	34%	33%	26%	32%	30%	29%	24%	38%	24%	30%	33%	29%	26%
- Neither satisfied nor dissatisfied (3)	16%	12%	18%	11%	13%	11%	13%	17%	8%	14%	5%	10%	9%	15%	11%	11%
Somewhat dissatisfied (2)	36%	28%	28%	30%	26%	33%	29%	29%	32%	36%	34%	42%	32%	34%	36%	35%
Very dissatisfied (1)	11%	15%	11%	13%	14%	9%	13%	13%	23%	20%	13%	23%	25%	13%	19%	21%
- NET: Dissatisfied (2,1)	47%	44%	39%	43%	40%	42%	42%	42%	54%	56%	47%	65%	58%	47%	56%	57%
Mean	2.824	2.959	3.046	3.004	3.058	3.187	3.039	2.975	2.695	2.612	2.975	2.400	2.536	2.813	2.641	2.614
Not included in base:																
Decline to Answer	3	8	3	3	7	1	22	104	1	2	3	2	2	1	9	72
Not Applicable	-	-	1	-	-	1	2	6	-	-	-	-	-	-	-	3

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 37-3

IV. Policies and Practices

Q37. How satisfied are you with the balance between professional time and personal or family time?

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	144 100%	- 100%	- 100%	- 100%	- 100%	- 100%	683 100%	3213 100%	54 100%	- 100%	- 100%	- 100%	- 100%	- 100%	245 100%	1107 100%
- NET: Satisfied (5,4)	35%	42%	49%	36%	44%	44%	42%	38%	42%	27%	35%	43%	36%	41%	36%	36%
Very satisfied (5)	6%	11%	12%	7%	10%	16%	11%	10%	6%	4%	10%	9%	10%	8%	8%	8%
Somewhat satisfied (4)	29%	32%	37%	28%	35%	28%	32%	28%	37%	23%	26%	34%	27%	33%	28%	28%
- Neither satisfied nor dissatisfied (3)	11%	11%	8%	11%	14%	10%	11%	13%	16%	17%	22%	10%	5%	22%	14%	17%
Somewhat dissatisfied (2)	37%	31%	29%	36%	31%	34%	32%	32%	28%	33%	35%	31%	23%	33%	31%	31%
Very dissatisfied (1)	17%	16%	14%	17%	10%	12%	14%	16%	14%	23%	8%	15%	35%	5%	19%	17%
- NET: Dissatisfied (2,1)	53%	47%	42%	54%	42%	46%	47%	48%	42%	56%	43%	46%	58%	37%	49%	47%
Mean	2.710	2.908	3.048	2.721	3.012	3.018	2.917	2.842	2.931	2.513	2.942	2.908	2.521	3.067	2.768	2.797
Not included in base:																
Decline to Answer	3	7	5	5	4	1	21	116	1	3	1	-	5	1	10	59
Not Applicable	-	-	1	-	-	-	1	5	-	-	-	-	-	1	1	5

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 38a-1

V. Climate, Culture, and Collegiality

Q38a. Please indicate your level of satisfaction with the following.

Your immediate supervisor is evaluating your work fairly

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		182 100%	- 100%	- 100%	- 100%	- 100%	- 100%	831 100%	3931 100%
- NET: Satisfied	(5,4)	80%	78%	85%	74%	75%	76%	77%	75%
Very satisfied	(5)	52%	53%	51%	47%	45%	45%	48%	46%
Somewhat satisfied	(4)	28%	26%	34%	26%	30%	31%	29%	28%
- Neither satisfied nor dissatisfied	(3)	9%	11%	7%	10%	10%	12%	10%	10%
Somewhat dissatisfied	(2)	5%	6%	2%	11%	8%	6%	7%	8%
Very dissatisfied	(1)	6%	4%	6%	6%	8%	6%	6%	7%
- NET: Dissatisfied	(2,1)	11%	10%	8%	17%	15%	11%	13%	15%
Mean		4.153	4.165	4.220	3.985	3.968	4.040	4.072	3.995
Not included in base:									
Decline to Answer		5	10	6	7	9	3	35	215
Not Applicable		15	19	16	18	23	18	95	360

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 38a-2

V. Climate, Culture, and Collegiality

Q38a. Please indicate your level of satisfaction with the following.

Your immediate supervisor is evaluating your work fairly

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	102 100%	- 100%	- 100%	- 100%	- 100%	- 100%	496 100%	2345 100%	80 100%	- 100%	- 100%	- 100%	- 100%	- 100%	335 100%	1586 100%
- NET: Satisfied (5,4)	80%	84%	83%	72%	77%	72%	78%	76%	81%	70%	88%	76%	72%	83%	77%	73%
Very satisfied (5)	56%	52%	45%	47%	48%	44%	48%	46%	48%	53%	58%	47%	39%	48%	49%	47%
Somewhat satisfied (4)	24%	32%	37%	25%	29%	28%	30%	29%	33%	17%	30%	29%	32%	35%	28%	26%
- Neither satisfied nor dissatisfied (3)	12%	8%	11%	14%	10%	15%	12%	11%	4%	16%	1%	3%	10%	8%	8%	9%
Somewhat dissatisfied (2)	4%	5%	1%	9%	6%	7%	6%	7%	6%	8%	4%	15%	10%	4%	9%	10%
Very dissatisfied (1)	4%	3%	5%	5%	7%	6%	5%	6%	9%	6%	6%	6%	9%	5%	7%	7%
- NET: Dissatisfied (2,1)	8%	7%	7%	14%	13%	13%	11%	13%	15%	14%	10%	21%	19%	9%	15%	17%
Mean	4.234	4.265	4.158	4.002	4.057	3.966	4.092	4.021	4.050	4.026	4.308	3.958	3.835	4.158	4.043	3.956
Not included in base:																
Decline to Answer	4	8	4	5	7	1	25	134	1	2	2	2	2	3	10	81
Not Applicable	12	13	10	10	16	8	56	221	3	7	7	8	7	11	39	139

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 38a-3

V. Climate, Culture, and Collegiality

Q38a. Please indicate your level of satisfaction with the following.

Your immediate supervisor is evaluating your work fairly

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	131 100%	- 100%	- 100%	- 100%	- 100%	- 100%	611 100%	2913 100%	51 100%	- 100%	- 100%	- 100%	- 100%	- 100%	220 100%	1018 100%
- NET: Satisfied (5,4)	81%	81%	86%	76%	76%	72%	78%	75%	79%	69%	82%	67%	73%	89%	74%	73%
Very satisfied (5)	54%	58%	54%	51%	44%	45%	51%	48%	47%	36%	42%	37%	46%	45%	41%	43%
Somewhat satisfied (4)	26%	23%	32%	25%	32%	27%	27%	28%	32%	33%	40%	30%	26%	44%	34%	30%
- Neither satisfied nor dissatisfied (3)	7%	12%	6%	7%	8%	15%	9%	10%	11%	11%	10%	16%	14%	3%	12%	12%
Somewhat dissatisfied (2)	6%	3%	3%	10%	7%	6%	6%	8%	3%	15%	0%	14%	9%	5%	9%	8%
Very dissatisfied (1)	6%	4%	4%	7%	9%	7%	6%	7%	6%	5%	9%	2%	5%	3%	5%	7%
- NET: Dissatisfied (2,1)	12%	7%	8%	17%	16%	13%	12%	15%	9%	20%	9%	16%	14%	8%	14%	15%
Mean	4.168	4.272	4.286	4.028	3.948	3.983	4.110	4.014	4.115	3.806	4.058	3.856	4.009	4.233	3.967	3.941
Not included in base:																
Decline to Answer	4	7	6	6	4	2	25	145	1	3	-	1	5	2	11	70
Not Applicable	12	14	10	14	16	15	69	277	3	6	6	4	6	3	25	83

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 38b-1

V. Climate, Culture, and Collegiality

Q38b. Please indicate your level of satisfaction with the following.

The interest senior faculty take in your professional development

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		194 100%	- 100%	- 100%	- 100%	- 100%	- 100%	922 100%	4278 100%
- NET: Satisfied	(5,4)	57%	68%	67%	62%	67%	61%	65%	59%
Very satisfied	(5)	29%	35%	29%	28%	32%	34%	31%	28%
Somewhat satisfied	(4)	28%	33%	38%	34%	35%	26%	33%	31%
- Neither satisfied nor dissatisfied	(3)	15%	12%	15%	11%	9%	12%	12%	13%
Somewhat dissatisfied	(2)	16%	15%	11%	17%	15%	18%	15%	16%
Very dissatisfied	(1)	12%	6%	7%	11%	9%	9%	8%	11%
- NET: Dissatisfied	(2,1)	28%	20%	18%	27%	24%	27%	24%	28%
Mean		3.465	3.766	3.695	3.523	3.644	3.589	3.640	3.481
Not included in base:									
Decline to Answer		5	9	6	5	8	2	30	190
Not Applicable		3	1	3	-	4	1	10	38

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 38b-2

V. Climate, Culture, and Collegiality

Q38b. Please indicate your level of satisfaction with the following.

The interest senior faculty take in your professional development

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	112 100%	- 100%	- 100%	- 100%	- 100%	- 100%	546 100%	2550 100%	82 100%	- 100%	- 100%	- 100%	- 100%	- 100%	376 100%	1728 100%
- NET: Satisfied (5,4)	57%	67%	64%	65%	69%	59%	65%	60%	57%	69%	70%	57%	64%	62%	64%	58%
Very satisfied (5)	29%	33%	25%	31%	35%	37%	32%	27%	29%	36%	33%	24%	27%	31%	30%	28%
Somewhat satisfied (4)	28%	34%	39%	34%	34%	23%	33%	32%	28%	33%	37%	33%	37%	31%	34%	30%
- Neither satisfied nor dissatisfied (3)	14%	14%	20%	9%	9%	14%	12%	14%	16%	9%	9%	14%	9%	10%	11%	12%
Somewhat dissatisfied (2)	17%	14%	9%	17%	15%	17%	15%	16%	16%	16%	13%	16%	14%	19%	16%	17%
Very dissatisfied (1)	12%	5%	7%	9%	8%	9%	8%	10%	11%	6%	8%	13%	12%	9%	10%	13%
- NET: Dissatisfied (2,1)	29%	19%	17%	26%	23%	27%	22%	26%	27%	22%	21%	29%	27%	27%	25%	29%
Mean	3.456	3.766	3.652	3.605	3.725	3.602	3.671	3.505	3.477	3.765	3.756	3.395	3.523	3.569	3.596	3.445
Not included in base:																
Decline to Answer	4	8	4	3	7	1	23	118	1	1	2	2	2	1	7	71
Not Applicable	2	1	2	-	4	1	8	31	1	-	1	-	-	1	2	6

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 38b-3

V. Climate, Culture, and Collegiality

Q38b. Please indicate your level of satisfaction with the following.

The interest senior faculty take in your professional development

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	141 100%	- 100%	- 100%	- 100%	- 100%	- 100%	678 100%	3187 100%	53 100%	- 100%	- 100%	- 100%	- 100%	- 100%	243 100%	1092 100%
- NET: Satisfied (5,4)	59%	68%	66%	61%	66%	58%	64%	60%	51%	67%	68%	66%	69%	69%	67%	58%
Very satisfied (5)	31%	35%	29%	24%	32%	39%	31%	28%	24%	32%	28%	40%	30%	19%	31%	26%
Somewhat satisfied (4)	28%	33%	37%	36%	33%	20%	32%	31%	27%	35%	40%	25%	39%	51%	36%	32%
- Neither satisfied nor dissatisfied (3)	13%	11%	13%	12%	7%	14%	11%	12%	20%	13%	19%	8%	13%	8%	12%	16%
Somewhat dissatisfied (2)	16%	16%	12%	16%	15%	20%	16%	17%	18%	12%	7%	19%	15%	12%	14%	14%
Very dissatisfied (1)	12%	5%	8%	12%	12%	9%	9%	11%	11%	7%	6%	6%	4%	11%	6%	12%
- NET: Dissatisfied (2,1)	28%	20%	20%	28%	27%	28%	25%	28%	29%	20%	13%	26%	19%	23%	20%	26%
Mean	3.504	3.782	3.662	3.450	3.587	3.601	3.611	3.486	3.361	3.712	3.774	3.738	3.766	3.544	3.721	3.464
Not included in base:																
Decline to Answer	4	6	6	5	4	1	21	125	1	3	-	-	5	1	9	65
Not Applicable	2	1	2	-	3	-	6	23	1	-	1	-	1	1	4	15

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 38c-1

V. Climate, Culture, and Collegiality

Q38c. Please indicate your level of satisfaction with the following.

Your opportunities to collaborate with senior faculty

		UNIV						All	All
		ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
			-----	-----	-----	-----	-----	-----	-----
Valid responders:		190	-	-	-	-	-	887	4112
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	55%	63%	57%	55%	54%	58%	58%	52%
Very satisfied	(5)	27%	37%	29%	27%	30%	28%	30%	27%
Somewhat satisfied	(4)	28%	26%	28%	28%	24%	30%	27%	25%
- Neither satisfied nor dissatisfied	(3)	21%	17%	17%	15%	22%	16%	17%	17%
Somewhat dissatisfied	(2)	11%	13%	16%	19%	12%	14%	15%	17%
Very dissatisfied	(1)	14%	6%	10%	11%	12%	13%	10%	14%
- NET: Dissatisfied	(2,1)	25%	20%	26%	30%	24%	27%	25%	30%
Mean		3.422	3.747	3.507	3.401	3.488	3.468	3.524	3.354
Not included in base:									
Decline to Answer		5	9	6	5	8	2	30	194
Not Applicable		7	9	8	8	12	8	45	200

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 38c-2

V. Climate, Culture, and Collegiality

Q38c. Please indicate your level of satisfaction with the following.

Your opportunities to collaborate with senior faculty

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	111 100%	- 100%	- 100%	- 100%	- 100%	- 100%	532 100%	2489 100%	79 100%	- 100%	- 100%	- 100%	- 100%	- 100%	355 100%	1623 100%
- NET: Satisfied (5,4)	60%	68%	62%	63%	59%	63%	63%	56%	47%	57%	51%	43%	47%	50%	49%	47%
Very satisfied (5)	28%	39%	28%	31%	34%	30%	33%	29%	25%	35%	31%	19%	24%	25%	27%	24%
Somewhat satisfied (4)	33%	29%	34%	31%	24%	33%	30%	27%	21%	22%	20%	23%	23%	24%	23%	23%
- Neither satisfied nor dissatisfied (3)	20%	15%	18%	14%	26%	14%	17%	17%	22%	19%	15%	17%	15%	18%	17%	17%
Somewhat dissatisfied (2)	7%	12%	12%	14%	9%	15%	12%	15%	15%	16%	22%	27%	17%	13%	20%	19%
Very dissatisfied (1)	13%	5%	8%	10%	6%	8%	7%	12%	16%	8%	12%	13%	21%	19%	14%	17%
- NET: Dissatisfied (2,1)	20%	17%	20%	24%	15%	22%	20%	27%	31%	24%	34%	40%	39%	32%	34%	36%
Mean	3.545	3.842	3.611	3.605	3.722	3.633	3.685	3.460	3.249	3.607	3.356	3.084	3.111	3.239	3.282	3.191
Not included in base:																
Decline to Answer	4	8	4	3	7	1	23	123	1	1	2	2	2	1	7	71
Not Applicable	3	3	3	6	6	4	22	88	4	6	4	3	6	4	22	112

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 38c-3

V. Climate, Culture, and Collegiality

Q38c. Please indicate your level of satisfaction with the following.

Your opportunities to collaborate with senior faculty

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	137 100%	- 100%	- 100%	- 100%	- 100%	- 100%	654 100%	3051 100%	53 100%	- 100%	- 100%	- 100%	- 100%	- 100%	233 100%	1061 100%
- NET: Satisfied (5,4)	58%	62%	51%	54%	57%	58%	57%	52%	47%	68%	71%	57%	49%	55%	60%	52%
Very satisfied (5)	26%	37%	29%	27%	29%	34%	31%	28%	27%	36%	28%	25%	33%	7%	28%	25%
Somewhat satisfied (4)	31%	25%	22%	27%	28%	25%	25%	25%	19%	32%	43%	32%	15%	48%	32%	27%
- Neither satisfied nor dissatisfied (3)	19%	19%	18%	13%	19%	16%	17%	18%	26%	12%	14%	21%	27%	16%	18%	17%
Somewhat dissatisfied (2)	11%	13%	18%	21%	13%	15%	16%	17%	10%	15%	11%	13%	11%	10%	12%	16%
Very dissatisfied (1)	13%	6%	12%	12%	11%	11%	10%	13%	17%	5%	5%	9%	13%	19%	10%	15%
- NET: Dissatisfied (2,1)	24%	19%	30%	33%	24%	26%	27%	30%	28%	21%	15%	22%	24%	29%	22%	31%
Mean	3.474	3.737	3.385	3.365	3.510	3.550	3.511	3.368	3.289	3.777	3.785	3.507	3.441	3.147	3.562	3.313
Not included in base:																
Decline to Answer	4	6	6	5	4	1	21	129	1	3	-	-	5	1	9	65
Not Applicable	6	7	6	6	8	3	30	154	1	2	1	3	4	5	15	46

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39a-1

V. Climate, Culture, and Collegiality

Q39a. Please indicate your level of satisfaction with the following.

The amount of professional interaction you have with senior colleagues in your department

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		195 100%	- 100%	- 100%	- 100%	- 100%	- 100%	925 100%	4283 100%
- NET: Satisfied	(5,4)	58%	68%	63%	61%	59%	60%	62%	58%
Very satisfied	(5)	31%	40%	28%	28%	33%	30%	32%	28%
Somewhat satisfied	(4)	27%	28%	35%	33%	26%	30%	30%	29%
- Neither satisfied nor dissatisfied	(3)	14%	16%	13%	9%	13%	14%	13%	14%
Somewhat dissatisfied	(2)	19%	11%	16%	21%	19%	16%	16%	18%
Very dissatisfied	(1)	9%	6%	9%	8%	10%	10%	8%	11%
- NET: Dissatisfied	(2,1)	28%	16%	24%	29%	29%	26%	25%	28%
Mean		3.519	3.864	3.580	3.519	3.530	3.549	3.614	3.471
Not included in base:									
Decline to Answer		7	9	6	6	8	2	31	190
Not Applicable		1	2	1	-	-	2	5	33

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39a-2

V. Climate, Culture, and Collegiality

Q39a. Please indicate your level of satisfaction with the following.

The amount of professional interaction you have with senior colleagues in your department

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	112 100%	- 100%	- 100%	- 100%	- 100%	- 100%	550 100%	2568 100%	83 100%	- 100%	- 100%	- 100%	- 100%	- 100%	376 100%	1714 100%
- NET: Satisfied (5,4)	62%	72%	63%	65%	65%	64%	66%	60%	53%	63%	63%	56%	48%	55%	57%	55%
Very satisfied (5)	33%	45%	25%	32%	40%	27%	34%	30%	29%	34%	32%	22%	22%	34%	28%	26%
Somewhat satisfied (4)	29%	27%	38%	33%	25%	37%	32%	30%	24%	29%	31%	34%	26%	21%	29%	28%
- Neither satisfied nor dissatisfied (3)	14%	14%	16%	7%	12%	15%	12%	13%	13%	18%	9%	13%	15%	13%	14%	15%
Somewhat dissatisfied (2)	18%	10%	11%	19%	18%	15%	15%	17%	22%	11%	22%	23%	20%	17%	19%	18%
Very dissatisfied (1)	7%	4%	10%	8%	6%	6%	7%	9%	12%	8%	6%	9%	17%	15%	10%	13%
- NET: Dissatisfied (2,1)	24%	14%	21%	28%	23%	21%	22%	27%	34%	19%	28%	32%	37%	32%	29%	31%
Mean	3.636	3.984	3.566	3.611	3.761	3.641	3.718	3.535	3.362	3.699	3.599	3.376	3.170	3.423	3.461	3.375
Not included in base:																
Decline to Answer	6	8	4	4	7	1	24	118	1	1	2	2	2	1	7	71
Not Applicable	1	2	-	-	-	1	4	13	-	-	1	-	-	1	2	20

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39a-3

V. Climate, Culture, and Collegiality

Q39a. Please indicate your level of satisfaction with the following.

The amount of professional interaction you have with senior colleagues in your department

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	142 100%	- 100%	- 100%	- 100%	- 100%	- 100%	680 100%	3181 100%	53 100%	- 100%	- 100%	- 100%	- 100%	- 100%	245 100%	1102 100%
- NET: Satisfied (5,4)	61%	69%	58%	58%	59%	58%	61%	58%	50%	66%	74%	71%	57%	68%	67%	57%
Very satisfied (5)	28%	43%	27%	27%	33%	32%	33%	29%	38%	30%	30%	30%	33%	22%	30%	26%
Somewhat satisfied (4)	32%	26%	32%	31%	26%	26%	28%	29%	12%	36%	44%	40%	25%	46%	37%	31%
- Neither satisfied nor dissatisfied (3)	13%	16%	12%	9%	11%	15%	12%	13%	17%	15%	16%	10%	16%	13%	14%	15%
Somewhat dissatisfied (2)	17%	10%	19%	23%	20%	18%	18%	18%	25%	13%	8%	13%	16%	9%	12%	17%
Very dissatisfied (1)	10%	6%	11%	9%	10%	10%	9%	11%	7%	6%	3%	6%	11%	9%	7%	11%
- NET: Dissatisfied (2,1)	27%	16%	30%	33%	29%	27%	27%	29%	32%	19%	10%	19%	27%	19%	19%	28%
Mean	3.531	3.909	3.438	3.438	3.532	3.528	3.579	3.481	3.488	3.718	3.908	3.755	3.526	3.626	3.710	3.441
Not included in base:																
Decline to Answer	5	6	6	6	4	1	22	127	1	3	-	-	5	1	9	62
Not Applicable	-	2	1	-	-	-	3	26	1	-	-	-	-	2	2	7

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39b-1

V. Climate, Culture, and Collegiality

Q39b. Please indicate your level of satisfaction with the following.

The amount of personal interaction you have with senior colleagues in your department

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		196 100%	- 100%	- 100%	- 100%	- 100%	- 100%	920 100%	4261 100%
- NET: Satisfied	(5,4)	63%	68%	60%	61%	62%	64%	63%	62%
Very satisfied	(5)	36%	40%	30%	32%	36%	32%	34%	32%
Somewhat satisfied	(4)	27%	28%	30%	30%	26%	32%	29%	30%
- Neither satisfied nor dissatisfied	(3)	20%	21%	20%	15%	20%	17%	19%	19%
Somewhat dissatisfied	(2)	10%	7%	15%	15%	11%	11%	12%	11%
Very dissatisfied	(1)	7%	4%	5%	9%	7%	7%	7%	8%
- NET: Dissatisfied	(2,1)	17%	11%	20%	24%	18%	19%	18%	19%
Mean		3.753	3.928	3.663	3.599	3.738	3.702	3.726	3.670
Not included in base:									
Decline to Answer		7	9	7	7	8	2	33	196
Not Applicable		-	3	1	2	-	3	9	49

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39b-2

V. Climate, Culture, and Collegiality

Q39b. Please indicate your level of satisfaction with the following.

The amount of personal interaction you have with senior colleagues in your department

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	113 100%	- 100%	- 100%	- 100%	- 100%	- 100%	547 100%	2547 100%	83 100%	- 100%	- 100%	- 100%	- 100%	- 100%	373 100%	1714 100%
- NET: Satisfied (5,4)	63%	70%	57%	61%	67%	64%	64%	63%	63%	64%	65%	62%	55%	64%	62%	60%
Very satisfied (5)	37%	43%	29%	34%	44%	33%	37%	32%	35%	37%	33%	29%	24%	30%	31%	31%
Somewhat satisfied (4)	26%	28%	29%	27%	23%	31%	27%	31%	28%	27%	32%	34%	30%	34%	31%	29%
- Neither satisfied nor dissatisfied (3)	19%	20%	22%	16%	17%	18%	19%	19%	21%	23%	17%	13%	24%	16%	18%	20%
Somewhat dissatisfied (2)	10%	5%	15%	13%	12%	11%	11%	10%	9%	8%	15%	17%	10%	11%	13%	13%
Very dissatisfied (1)	7%	4%	6%	10%	4%	6%	6%	7%	6%	4%	3%	8%	12%	9%	7%	8%
- NET: Dissatisfied (2,1)	18%	10%	21%	23%	15%	17%	17%	18%	16%	13%	18%	25%	22%	20%	20%	20%
Mean	3.753	3.990	3.583	3.609	3.919	3.741	3.769	3.697	3.752	3.839	3.775	3.583	3.454	3.649	3.663	3.631
Not included in base:																
Decline to Answer	6	8	5	5	7	1	26	125	1	1	2	2	2	1	7	71
Not Applicable	-	1	-	1	-	2	4	28	-	2	1	1	-	1	5	21

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39b-3

V. Climate, Culture, and Collegiality

Q39b. Please indicate your level of satisfaction with the following.

The amount of personal interaction you have with senior colleagues in your department

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	142 100%	- 100%	- 100%	- 100%	- 100%	- 100%	674 100%	3168 100%	54 100%	- 100%	- 100%	- 100%	- 100%	- 100%	245 100%	1093 100%
- NET: Satisfied (5,4)	64%	72%	59%	61%	61%	63%	63%	63%	60%	55%	63%	63%	65%	69%	63%	58%
Very satisfied (5)	37%	44%	26%	32%	37%	36%	35%	33%	33%	27%	41%	31%	35%	20%	32%	27%
Somewhat satisfied (4)	27%	28%	33%	29%	24%	27%	28%	30%	27%	27%	22%	33%	30%	49%	31%	30%
- Neither satisfied nor dissatisfied (3)	20%	18%	18%	14%	19%	18%	17%	19%	21%	32%	23%	17%	21%	14%	22%	22%
Somewhat dissatisfied (2)	9%	6%	15%	16%	12%	13%	12%	11%	12%	10%	14%	11%	9%	6%	10%	12%
Very dissatisfied (1)	7%	4%	7%	9%	7%	6%	7%	7%	8%	4%	0%	9%	6%	11%	6%	9%
- NET: Dissatisfied (2,1)	16%	10%	22%	25%	19%	19%	19%	18%	20%	13%	14%	19%	15%	17%	16%	21%
Mean	3.793	4.013	3.557	3.577	3.713	3.726	3.724	3.710	3.648	3.652	3.905	3.664	3.789	3.620	3.732	3.554
Not included in base:																
Decline to Answer	5	6	7	7	4	1	24	132	1	3	-	-	5	1	9	64
Not Applicable	-	3	1	1	-	2	7	35	-	-	-	1	-	1	2	14

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39c-1

V. Climate, Culture, and Collegiality

Q39c. Please indicate your level of satisfaction with the following.

The amount of professional interaction you have with junior colleagues in your department

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		187 100%	- 100%	- 100%	- 100%	- 100%	- 100%	906 100%	4194 100%
- NET: Satisfied	(5,4)	67%	73%	68%	77%	70%	73%	73%	71%
Very satisfied	(5)	39%	35%	29%	35%	38%	36%	35%	35%
Somewhat satisfied	(4)	28%	38%	39%	42%	32%	37%	38%	37%
- Neither satisfied nor dissatisfied	(3)	19%	14%	14%	13%	17%	15%	14%	15%
Somewhat dissatisfied	(2)	9%	10%	13%	8%	11%	7%	10%	10%
Very dissatisfied	(1)	5%	3%	4%	2%	2%	5%	3%	4%
- NET: Dissatisfied	(2,1)	14%	13%	17%	11%	13%	12%	13%	14%
Mean		3.864	3.912	3.763	3.985	3.927	3.924	3.910	3.886
Not included in base:									
Decline to Answer		7	8	6	6	8	2	30	185
Not Applicable		10	4	4	9	3	5	25	127

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39c-2

V. Climate, Culture, and Collegiality

Q39c. Please indicate your level of satisfaction with the following.

The amount of professional interaction you have with junior colleagues in your department

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	105 100%	- 100%	- 100%	- 100%	- 100%	- 100%	544 100%	2517 100%	82 100%	- 100%	- 100%	- 100%	- 100%	- 100%	361 100%	1677 100%
- NET: Satisfied (5,4)	66%	77%	73%	78%	76%	75%	76%	71%	68%	67%	62%	75%	61%	70%	67%	71%
Very satisfied (5)	41%	37%	28%	34%	39%	31%	34%	34%	36%	32%	32%	36%	36%	43%	35%	36%
Somewhat satisfied (4)	25%	40%	45%	43%	37%	44%	42%	38%	32%	35%	30%	39%	25%	27%	32%	35%
- Neither satisfied nor dissatisfied (3)	18%	11%	14%	12%	17%	12%	13%	16%	19%	19%	15%	13%	16%	19%	16%	14%
Somewhat dissatisfied (2)	10%	9%	10%	8%	6%	9%	8%	9%	7%	10%	18%	10%	19%	4%	12%	10%
Very dissatisfied (1)	5%	3%	3%	2%	1%	3%	3%	4%	6%	4%	5%	2%	4%	6%	4%	4%
- NET: Dissatisfied (2,1)	15%	12%	13%	10%	7%	13%	11%	13%	13%	14%	23%	12%	23%	10%	16%	14%
Mean	3.869	3.978	3.839	3.997	4.078	3.898	3.966	3.883	3.857	3.815	3.655	3.967	3.697	3.961	3.824	3.889
Not included in base:																
Decline to Answer	6	7	4	4	7	1	23	114	1	1	2	2	2	1	7	70
Not Applicable	9	-	2	2	3	3	10	69	1	4	2	7	-	3	16	58

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39c-3

V. Climate, Culture, and Collegiality

Q39c. Please indicate your level of satisfaction with the following.

The amount of professional interaction you have with junior colleagues in your department

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	138 100%	- 100%	- 100%	- 100%	- 100%	- 100%	668 100%	3131 100%	49 100%	- 100%	- 100%	- 100%	- 100%	- 100%	237 100%	1064 100%
- NET: Satisfied (5,4)	65%	71%	64%	76%	72%	75%	72%	72%	72%	80%	79%	78%	66%	67%	75%	69%
Very satisfied (5)	36%	38%	29%	35%	39%	38%	36%	36%	48%	24%	31%	34%	36%	29%	31%	30%
Somewhat satisfied (4)	30%	33%	35%	41%	33%	37%	36%	36%	23%	57%	49%	44%	30%	38%	44%	39%
- Neither satisfied nor dissatisfied (3)	19%	16%	16%	11%	15%	16%	15%	14%	17%	7%	10%	17%	20%	12%	14%	17%
Somewhat dissatisfied (2)	10%	9%	14%	11%	11%	6%	10%	10%	5%	11%	11%	2%	12%	11%	9%	8%
Very dissatisfied (1)	5%	4%	6%	2%	2%	3%	3%	4%	6%	2%	0%	2%	2%	9%	3%	5%
- NET: Dissatisfied (2,1)	15%	13%	20%	13%	13%	9%	14%	14%	11%	13%	11%	4%	14%	21%	12%	14%
Mean	3.802	3.921	3.667	3.962	3.956	3.994	3.907	3.912	4.035	3.884	3.988	4.055	3.865	3.664	3.916	3.809
Not included in base:																
Decline to Answer	5	6	6	5	4	1	21	123	1	2	-	1	5	1	9	61
Not Applicable	4	2	3	8	1	2	16	81	5	2	1	1	2	3	10	46

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39d-1

V. Climate, Culture, and Collegiality

Q39d. Please indicate your level of satisfaction with the following.

The amount of personal interaction you have with junior colleagues in your department

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		189 100%	- 100%	- 100%	- 100%	- 100%	- 100%	902 100%	4180 100%
- NET: Satisfied	(5,4)	71%	75%	70%	76%	71%	80%	74%	73%
Very satisfied	(5)	44%	41%	37%	38%	44%	47%	41%	40%
Somewhat satisfied	(4)	27%	34%	33%	38%	27%	33%	33%	33%
- Neither satisfied nor dissatisfied	(3)	17%	14%	16%	11%	16%	13%	14%	16%
Somewhat dissatisfied	(2)	7%	8%	10%	11%	9%	5%	9%	8%
Very dissatisfied	(1)	5%	2%	4%	2%	3%	2%	3%	3%
- NET: Dissatisfied	(2,1)	12%	11%	14%	13%	13%	7%	12%	11%
Mean		3.981	4.032	3.884	3.990	3.992	4.168	4.008	3.990
Not included in base:									
Decline to Answer		7	9	6	7	8	2	32	188
Not Applicable		7	7	3	8	3	6	27	137

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39d-2

V. Climate, Culture, and Collegiality

Q39d. Please indicate your level of satisfaction with the following.

The amount of personal interaction you have with junior colleagues in your department

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	108 100%	- 100%	- 100%	- 100%	- 100%	- 100%	539 100%	2507 100%	81 100%	- 100%	- 100%	- 100%	- 100%	- 100%	363 100%	1673 100%
- NET: Satisfied (5,4)	71%	73%	69%	74%	77%	80%	74%	73%	71%	78%	71%	78%	63%	80%	74%	74%
Very satisfied (5)	41%	39%	34%	36%	44%	40%	38%	37%	48%	45%	41%	41%	43%	56%	45%	44%
Somewhat satisfied (4)	29%	34%	35%	39%	32%	39%	36%	35%	24%	33%	30%	36%	20%	24%	30%	30%
- Neither satisfied nor dissatisfied (3)	18%	16%	19%	12%	15%	11%	14%	16%	16%	12%	12%	10%	18%	17%	13%	15%
Somewhat dissatisfied (2)	6%	8%	8%	13%	6%	6%	8%	8%	8%	10%	13%	9%	15%	3%	10%	8%
Very dissatisfied (1)	5%	3%	4%	1%	3%	4%	3%	3%	4%	1%	4%	3%	4%	0%	2%	3%
- NET: Dissatisfied (2,1)	12%	11%	12%	13%	9%	10%	11%	11%	13%	11%	17%	12%	19%	3%	13%	11%
Mean	3.955	3.982	3.863	3.962	4.091	4.061	3.989	3.956	4.016	4.103	3.914	4.036	3.840	4.322	4.037	4.042
Not included in base:																
Decline to Answer	6	8	4	5	7	1	25	118	1	1	2	2	2	1	7	70
Not Applicable	5	3	2	2	3	3	13	75	2	4	1	6	-	4	14	63

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39d-3

V. Climate, Culture, and Collegiality

Q39d. Please indicate your level of satisfaction with the following.

The amount of personal interaction you have with junior colleagues in your department

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	137 100%	- 100%	- 100%	- 100%	- 100%	- 100%	666 100%	3120 100%	53 100%	- 100%	- 100%	- 100%	- 100%	- 100%	236 100%	1060 100%
- NET: Satisfied (5,4)	67%	76%	69%	75%	72%	84%	75%	75%	80%	73%	71%	78%	70%	65%	72%	69%
Very satisfied (5)	43%	45%	37%	39%	46%	48%	43%	42%	46%	30%	36%	34%	38%	42%	36%	34%
Somewhat satisfied (4)	24%	31%	32%	36%	26%	36%	32%	32%	34%	42%	35%	43%	32%	23%	36%	36%
- Neither satisfied nor dissatisfied (3)	20%	15%	15%	11%	13%	12%	13%	15%	8%	13%	20%	14%	24%	17%	17%	18%
Somewhat dissatisfied (2)	7%	7%	10%	12%	12%	4%	9%	8%	8%	13%	9%	9%	4%	8%	8%	8%
Very dissatisfied (1)	5%	3%	6%	2%	4%	0%	3%	3%	3%	2%	0%	0%	2%	11%	2%	5%
- NET: Dissatisfied (2,1)	12%	10%	16%	14%	16%	4%	12%	11%	11%	15%	9%	9%	6%	19%	11%	12%
Mean	3.929	4.082	3.839	3.976	3.987	4.279	4.028	4.034	4.116	3.865	3.991	4.032	4.002	3.774	3.951	3.864
Not included in base:																
Decline to Answer	5	7	6	6	4	1	23	127	1	2	-	1	5	1	9	61
Not Applicable	5	4	2	5	1	4	16	87	2	3	1	3	2	3	11	50

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 40-1

V. Climate, Culture, and Collegiality

Q40. Please indicate your level of satisfaction with the following.

How well you "fit" (e.g., your sense of belonging, your comfort level) in your department

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		197 100%	- 100%	- 100%	- 100%	- 100%	- 100%	923 100%	4307 100%
- NET: Satisfied	(5,4)	75%	76%	70%	66%	71%	69%	70%	69%
Very satisfied	(5)	40%	42%	35%	33%	38%	39%	37%	37%
Somewhat satisfied	(4)	36%	34%	35%	33%	33%	30%	33%	32%
- Neither satisfied nor dissatisfied	(3)	8%	10%	11%	8%	10%	14%	10%	10%
Somewhat dissatisfied	(2)	11%	10%	13%	17%	10%	10%	12%	13%
Very dissatisfied	(1)	5%	4%	6%	9%	9%	6%	7%	8%
- NET: Dissatisfied	(2,1)	16%	14%	19%	26%	20%	17%	19%	21%
Mean		3.937	3.993	3.794	3.644	3.796	3.854	3.810	3.767
Not included in base:									
Decline to Answer		6	9	8	6	8	4	35	193
Not Applicable		-	-	1	1	-	1	3	6

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 40-2

V. Climate, Culture, and Collegiality

Q40. Please indicate your level of satisfaction with the following.

How well you "fit" (e.g., your sense of belonging, your comfort level) in your department

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	115 100%	- 100%	- 100%	- 100%	- 100%	- 100%	549 100%	2579 100%	82 100%	- 100%	- 100%	- 100%	- 100%	- 100%	374 100%	1728 100%
- NET: Satisfied (5,4)	75%	78%	69%	68%	79%	70%	73%	70%	76%	73%	71%	64%	59%	68%	67%	67%
Very satisfied (5)	39%	44%	38%	35%	40%	40%	39%	37%	40%	40%	30%	30%	34%	38%	34%	36%
Somewhat satisfied (4)	36%	34%	31%	33%	39%	30%	34%	33%	36%	33%	40%	34%	25%	30%	33%	32%
- Neither satisfied nor dissatisfied (3)	8%	11%	11%	8%	7%	13%	10%	10%	8%	9%	11%	9%	13%	17%	11%	10%
Somewhat dissatisfied (2)	12%	9%	16%	17%	7%	10%	12%	13%	11%	11%	10%	16%	15%	11%	13%	14%
Very dissatisfied (1)	5%	3%	4%	8%	7%	8%	6%	7%	5%	7%	8%	11%	13%	4%	9%	9%
- NET: Dissatisfied (2,1)	17%	11%	20%	25%	14%	17%	18%	20%	16%	18%	18%	27%	28%	16%	22%	23%
Mean	3.928	4.077	3.822	3.700	3.979	3.847	3.881	3.804	3.950	3.875	3.755	3.557	3.510	3.862	3.705	3.711
Not included in base:																
Decline to Answer	3	8	6	4	7	1	26	116	3	1	2	2	2	3	9	77
Not Applicable	-	-	-	1	-	1	2	4	-	-	1	-	-	-	1	2

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 40-3

V. Climate, Culture, and Collegiality

Q40. Please indicate your level of satisfaction with the following.

How well you "fit" (e.g., your sense of belonging, your comfort level) in your department

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	143 100%	- 100%	- 100%	- 100%	- 100%	- 100%	679 100%	3205 100%	54 100%	- 100%	- 100%	- 100%	- 100%	- 100%	244 100%	1101 100%
- NET: Satisfied (5,4)	77%	77%	66%	66%	72%	67%	70%	70%	72%	73%	77%	65%	68%	75%	71%	66%
Very satisfied (5)	40%	47%	36%	35%	41%	41%	40%	39%	39%	26%	32%	24%	31%	34%	29%	31%
Somewhat satisfied (4)	37%	30%	30%	31%	31%	27%	30%	31%	32%	47%	46%	41%	37%	41%	42%	35%
- Neither satisfied nor dissatisfied (3)	6%	10%	11%	6%	7%	14%	9%	9%	14%	10%	11%	15%	15%	14%	13%	14%
Somewhat dissatisfied (2)	13%	10%	14%	16%	13%	13%	14%	14%	7%	7%	11%	17%	6%	0%	9%	11%
Very dissatisfied (1)	4%	3%	8%	11%	8%	5%	7%	7%	7%	9%	0%	2%	11%	11%	6%	9%
- NET: Dissatisfied (2,1)	17%	14%	22%	28%	21%	18%	21%	21%	15%	16%	11%	19%	17%	11%	16%	20%
Mean	3.955	4.069	3.717	3.631	3.836	3.847	3.819	3.795	3.888	3.742	3.977	3.680	3.713	3.877	3.783	3.684
Not included in base:																
Decline to Answer	4	6	7	6	4	3	25	128	2	3	1	-	5	1	10	65
Not Applicable	-	-	1	-	-	-	1	1	-	-	-	1	-	1	2	5

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 41-1

V. Climate, Culture, and Collegiality

Q41. Please indicate your level of satisfaction with the following.

The intellectual vitality of the senior colleagues in your department

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		197 100%	- 100%	- 100%	- 100%	- 100%	- 100%	922 100%	4277 100%
- NET: Satisfied	(5,4)	67%	65%	63%	62%	63%	66%	64%	58%
Very satisfied	(5)	31%	40%	27%	31%	39%	31%	34%	27%
Somewhat satisfied	(4)	36%	25%	35%	31%	24%	35%	30%	31%
- Neither satisfied nor dissatisfied	(3)	11%	13%	11%	9%	12%	14%	12%	13%
Somewhat dissatisfied	(2)	12%	17%	16%	17%	14%	14%	16%	18%
Very dissatisfied	(1)	9%	5%	10%	12%	10%	6%	9%	12%
- NET: Dissatisfied	(2,1)	22%	22%	26%	29%	25%	20%	25%	30%
Mean		3.668	3.781	3.540	3.522	3.678	3.719	3.643	3.438
Not included in base:									
Decline to Answer		6	10	9	6	8	2	35	215
Not Applicable		-	-	-	1	1	1	3	14

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 41-2

V. Climate, Culture, and Collegiality

Q41. Please indicate your level of satisfaction with the following.

The intellectual vitality of the senior colleagues in your department

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	114 100%	- 100%	- 100%	- 100%	- 100%	- 100%	549 100%	2567 100%	83 100%	- 100%	- 100%	- 100%	- 100%	- 100%	373 100%	1710 100%
- NET: Satisfied (5,4)	67%	64%	60%	64%	67%	70%	65%	58%	68%	67%	67%	59%	57%	61%	62%	58%
Very satisfied (5)	30%	38%	26%	32%	48%	31%	35%	27%	33%	43%	29%	29%	25%	30%	32%	28%
Somewhat satisfied (4)	37%	26%	34%	32%	20%	39%	30%	31%	36%	24%	37%	30%	32%	31%	30%	30%
- Neither satisfied nor dissatisfied (3)	16%	13%	14%	8%	11%	11%	11%	14%	3%	14%	8%	11%	13%	18%	13%	11%
Somewhat dissatisfied (2)	10%	19%	13%	19%	11%	15%	16%	17%	16%	15%	21%	14%	20%	14%	16%	19%
Very dissatisfied (1)	7%	5%	14%	9%	10%	4%	8%	11%	12%	5%	4%	16%	11%	7%	9%	12%
- NET: Dissatisfied (2,1)	17%	24%	27%	28%	21%	19%	24%	29%	28%	20%	25%	30%	30%	21%	25%	31%
Mean	3.717	3.729	3.449	3.595	3.844	3.787	3.676	3.449	3.601	3.853	3.673	3.411	3.414	3.627	3.595	3.421
Not included in base:																
Decline to Answer	4	9	5	4	7	1	26	126	2	1	4	2	2	1	9	88
Not Applicable	-	-	-	1	-	1	2	7	-	-	-	-	1	-	1	8

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 41-3

V. Climate, Culture, and Collegiality

Q41. Please indicate your level of satisfaction with the following.

The intellectual vitality of the senior colleagues in your department

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	143 100%	- 100%	- 100%	- 100%	- 100%	- 100%	678 100%	3183 100%	54 100%	- 100%	- 100%	- 100%	- 100%	- 100%	244 100%	1094 100%
- NET: Satisfied (5,4)	68%	69%	64%	61%	67%	72%	66%	58%	65%	52%	60%	66%	56%	47%	57%	56%
Very satisfied (5)	30%	41%	29%	30%	40%	35%	35%	28%	32%	37%	23%	33%	37%	17%	30%	25%
Somewhat satisfied (4)	38%	28%	35%	30%	27%	37%	31%	30%	33%	15%	37%	33%	20%	30%	27%	31%
- Neither satisfied nor dissatisfied (3)	8%	12%	9%	9%	9%	10%	10%	12%	17%	16%	18%	11%	19%	28%	17%	16%
Somewhat dissatisfied (2)	14%	14%	17%	19%	15%	13%	16%	18%	9%	26%	14%	13%	12%	20%	17%	16%
Very dissatisfied (1)	9%	4%	11%	12%	9%	5%	8%	12%	9%	7%	8%	11%	13%	6%	9%	11%
- NET: Dissatisfied (2,1)	23%	19%	28%	31%	24%	18%	24%	30%	18%	33%	22%	24%	25%	26%	26%	28%
Mean	3.659	3.869	3.549	3.482	3.737	3.836	3.686	3.442	3.693	3.494	3.520	3.643	3.550	3.313	3.525	3.426
Not included in base:																
Decline to Answer	4	7	9	6	4	1	26	146	2	3	-	-	5	1	9	68
Not Applicable	-	-	-	-	-	-	-	5	-	-	-	1	1	1	3	9

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 42a-1

V. Climate, Culture, and Collegiality

Q42a. Please indicate your level of agreement with the following statements:

There is a feeling of unity and cohesion among the faculty in my department.

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		198 100%	- 100%	- 100%	- 100%	- 100%	- 100%	916 100%	4265 100%
- NET: Agree	(5,4)	56%	59%	52%	54%	55%	66%	57%	56%
Strongly agree	(5)	23%	23%	20%	23%	23%	24%	23%	22%
Somewhat agree	(4)	33%	35%	33%	31%	32%	41%	34%	33%
- Neither agree nor disagree	(3)	9%	11%	15%	11%	13%	8%	11%	10%
Somewhat disagree	(2)	21%	21%	19%	20%	16%	18%	19%	18%
Strongly disagree	(1)	15%	10%	14%	15%	16%	8%	13%	16%
- NET: Disagree	(2,1)	36%	31%	33%	35%	32%	26%	32%	34%
Mean		3.280	3.411	3.246	3.263	3.299	3.552	3.345	3.279
Not included in base:									
Decline to Answer		4	9	5	8	9	2	33	192
Not Applicable/ Don't know		1	8	2	2	-	1	12	49

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 42a-2

V. Climate, Culture, and Collegiality

Q42a. Please indicate your level of agreement with the following statements:

There is a feeling of unity and cohesion among the faculty in my department.

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	114 100%	- 100%	- 100%	- 100%	- 100%	- 100%	548 100%	2559 100%	83 100%	- 100%	- 100%	- 100%	- 100%	- 100%	368 100%	1706 100%
- NET: Agree (5,4)	55%	62%	56%	55%	55%	69%	58%	57%	57%	55%	48%	52%	56%	60%	54%	54%
Strongly agree (5)	23%	28%	24%	26%	24%	28%	26%	24%	23%	17%	13%	18%	20%	19%	18%	19%
Somewhat agree (4)	32%	34%	32%	29%	30%	42%	33%	33%	34%	37%	34%	34%	36%	41%	36%	34%
- Neither agree nor disagree (3)	13%	10%	17%	11%	15%	10%	13%	12%	3%	11%	11%	10%	9%	6%	9%	9%
Somewhat disagree (2)	17%	21%	14%	18%	18%	13%	17%	18%	25%	20%	25%	24%	13%	24%	21%	19%
Strongly disagree (1)	16%	7%	13%	15%	12%	8%	11%	14%	14%	14%	16%	14%	22%	9%	15%	19%
- NET: Disagree (2,1)	33%	28%	27%	34%	30%	21%	29%	32%	40%	35%	41%	38%	35%	33%	37%	38%
Mean	3.300	3.535	3.387	3.317	3.374	3.681	3.442	3.353	3.253	3.232	3.040	3.179	3.183	3.375	3.199	3.168
Not included in base:																
Decline to Answer	3	8	3	5	8	1	25	116	1	1	2	3	2	1	8	75
Not Applicable/ Don't know	1	3	-	-	-	1	4	24	-	5	2	2	-	-	8	25

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 42a-3

V. Climate, Culture, and Collegiality

Q42a. Please indicate your level of agreement with the following statements:

There is a feeling of unity and cohesion among the faculty in my department.

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	144 100%	- 100%	- 100%	- 100%	- 100%	- 100%	672 100%	3173 100%	53 100%	- 100%	- 100%	- 100%	- 100%	- 100%	244 100%	1092 100%
- NET: Agree (5,4)	57%	63%	52%	53%	53%	64%	57%	56%	51%	44%	53%	57%	61%	72%	56%	56%
Strongly agree (5)	21%	24%	19%	21%	19%	26%	22%	22%	27%	21%	20%	29%	29%	18%	24%	23%
Somewhat agree (4)	36%	39%	33%	32%	33%	38%	35%	34%	24%	23%	33%	28%	31%	54%	32%	33%
- Neither agree nor disagree (3)	6%	11%	12%	12%	13%	8%	11%	10%	16%	9%	22%	9%	12%	10%	12%	13%
Somewhat disagree (2)	20%	17%	20%	20%	19%	19%	19%	19%	23%	31%	15%	22%	9%	14%	18%	17%
Strongly disagree (1)	17%	8%	16%	16%	15%	9%	13%	16%	10%	16%	10%	13%	17%	4%	13%	15%
- NET: Disagree (2,1)	37%	26%	36%	36%	35%	29%	32%	35%	33%	47%	25%	35%	27%	18%	31%	32%
Mean	3.252	3.532	3.186	3.225	3.224	3.516	3.336	3.267	3.356	3.024	3.386	3.377	3.458	3.679	3.367	3.314
Not included in base:																
Decline to Answer	3	6	5	7	4	1	23	128	1	3	-	1	5	1	10	64
Not Applicable/ Don't know	-	7	2	2	-	-	10	33	1	1	-	-	-	1	2	15

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 42b-1

V. Climate, Culture, and Collegiality

Q42b. Please indicate your level of agreement with the following statements:

There is a feeling of unity and cohesion among the faculty in my School

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		180 100%	- 100%	- 100%	- 100%	- 100%	- 100%	840 100%	3924 100%
- NET: Agree	(5,4)	24%	37%	27%	28%	41%	36%	34%	32%
Strongly agree	(5)	5%	9%	10%	8%	8%	6%	8%	7%
Somewhat agree	(4)	19%	28%	18%	21%	33%	29%	25%	25%
- Neither agree nor disagree	(3)	28%	29%	29%	27%	21%	26%	27%	26%
Somewhat disagree	(2)	28%	24%	27%	30%	16%	28%	25%	25%
Strongly disagree	(1)	20%	11%	17%	15%	21%	10%	15%	17%
- NET: Disagree	(2,1)	48%	35%	44%	44%	37%	38%	40%	42%
Mean		2.614	3.004	2.766	2.765	2.909	2.945	2.875	2.790
Not included in base:									
Decline to Answer		5	9	6	8	9	2	34	199
Not Applicable/ Don't know		17	22	22	22	11	8	87	382

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 42b-2

V. Climate, Culture, and Collegiality

Q42b. Please indicate your level of agreement with the following statements:

There is a feeling of unity and cohesion among the faculty in my School

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	105 100%	- 100%	- 100%	- 100%	- 100%	- 100%	508 100%	2367 100%	76 100%	- 100%	- 100%	- 100%	- 100%	- 100%	333 100%	1558 100%
- NET: Agree (5,4)	28%	40%	27%	29%	43%	39%	35%	33%	19%	32%	28%	26%	40%	31%	31%	31%
Strongly agree (5)	9%	10%	12%	8%	8%	8%	9%	7%	0%	8%	7%	6%	8%	4%	7%	6%
Somewhat agree (4)	19%	30%	16%	21%	34%	31%	26%	26%	19%	24%	21%	20%	31%	26%	24%	24%
- Neither agree nor disagree (3)	29%	26%	35%	29%	23%	27%	28%	27%	25%	33%	19%	24%	19%	26%	24%	23%
Somewhat disagree (2)	22%	23%	24%	28%	16%	29%	24%	24%	36%	26%	33%	33%	15%	27%	27%	28%
Strongly disagree (1)	20%	11%	14%	13%	18%	5%	13%	16%	20%	10%	21%	17%	26%	16%	18%	18%
- NET: Disagree (2,1)	42%	34%	38%	41%	35%	34%	37%	40%	56%	36%	54%	49%	42%	43%	45%	46%
Mean	2.750	3.053	2.869	2.828	2.981	3.077	2.953	2.829	2.427	2.934	2.601	2.667	2.794	2.757	2.757	2.730
Not included in base:																
Decline to Answer	3	8	4	5	8	1	26	127	2	1	2	3	2	1	8	72
Not Applicable/ Don't know	11	11	9	13	6	4	43	206	6	11	14	9	5	4	44	176

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 42b-3

V. Climate, Culture, and Collegiality

Q42b. Please indicate your level of agreement with the following statements:

There is a feeling of unity and cohesion among the faculty in my School

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	135 100%	- 100%	- 100%	- 100%	- 100%	- 100%	617 100%	2925 100%	46 100%	- 100%	- 100%	- 100%	- 100%	- 100%	224 100%	999 100%
- NET: Agree (5,4)	26%	39%	33%	25%	39%	37%	34%	31%	19%	30%	16%	38%	46%	30%	33%	34%
Strongly agree (5)	6%	8%	9%	5%	8%	7%	7%	6%	4%	12%	11%	15%	9%	4%	11%	9%
Somewhat agree (4)	21%	30%	24%	20%	32%	30%	27%	25%	15%	18%	5%	23%	36%	26%	22%	25%
- Neither agree nor disagree (3)	24%	27%	21%	27%	23%	24%	25%	25%	39%	35%	46%	28%	18%	38%	32%	28%
Somewhat disagree (2)	27%	25%	26%	31%	19%	31%	27%	26%	30%	21%	30%	25%	10%	18%	21%	22%
Strongly disagree (1)	23%	10%	20%	17%	19%	8%	15%	18%	13%	14%	9%	9%	27%	14%	15%	16%
- NET: Disagree (2,1)	50%	34%	46%	48%	38%	40%	41%	44%	42%	35%	38%	35%	37%	32%	36%	38%
Mean	2.592	3.028	2.754	2.653	2.904	2.962	2.854	2.758	2.682	2.926	2.793	3.084	2.918	2.880	2.932	2.884
Not included in base:																
Decline to Answer	4	6	6	7	4	1	24	136	1	3	-	1	5	1	10	63
Not Applicable/ Don't know	9	17	19	19	7	3	65	273	9	5	4	4	4	5	22	109

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 43-1

V. Climate, Culture, and Collegiality

Q43. Please indicate your level of agreement with the following statements:

On the whole, my department treats junior faculty fairly compared to one another

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		190 100%	- 100%	- 100%	- 100%	- 100%	- 100%	897 100%	4171 100%
- NET: Agree	(5,4)	71%	71%	73%	69%	73%	76%	72%	68%
Strongly agree	(5)	39%	40%	40%	37%	40%	43%	39%	36%
Somewhat agree	(4)	32%	31%	33%	33%	33%	33%	32%	33%
- Neither agree nor disagree	(3)	11%	15%	13%	8%	8%	10%	11%	12%
Somewhat disagree	(2)	10%	7%	8%	15%	11%	8%	10%	11%
Strongly disagree	(1)	8%	7%	6%	8%	8%	7%	7%	10%
- NET: Disagree	(2,1)	18%	14%	14%	23%	19%	14%	18%	20%
Mean		3.831	3.893	3.924	3.743	3.856	3.976	3.864	3.740
Not included in base:									
Decline to Answer		6	9	7	7	8	2	33	205
Not Applicable/ Don't know		7	9	7	4	3	8	31	130

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 43-2

V. Climate, Culture, and Collegiality

Q43. Please indicate your level of agreement with the following statements:

On the whole, my department treats junior faculty fairly compared to one another

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	109 100%	- 100%	- 100%	- 100%	- 100%	- 100%	538 100%	2498 100%	82 100%	- 100%	- 100%	- 100%	- 100%	- 100%	359 100%	1673 100%
- NET: Agree (5,4)	75%	75%	78%	73%	76%	74%	75%	70%	65%	65%	66%	63%	68%	78%	67%	65%
Strongly agree (5)	42%	42%	43%	41%	39%	46%	42%	37%	35%	37%	34%	30%	41%	39%	36%	33%
Somewhat agree (4)	34%	33%	35%	33%	37%	28%	33%	33%	30%	28%	32%	33%	26%	40%	31%	32%
- Neither agree nor disagree (3)	12%	17%	12%	8%	10%	14%	12%	13%	10%	11%	14%	8%	6%	5%	9%	10%
Somewhat disagree (2)	6%	3%	4%	14%	11%	8%	8%	9%	14%	12%	13%	16%	12%	7%	13%	13%
Strongly disagree (1)	6%	4%	6%	5%	4%	5%	5%	8%	11%	12%	7%	13%	15%	10%	12%	12%
- NET: Disagree (2,1)	13%	8%	10%	19%	14%	13%	13%	17%	25%	24%	20%	29%	27%	17%	24%	25%
Mean	3.980	4.052	4.056	3.897	3.969	4.023	3.991	3.830	3.632	3.661	3.732	3.504	3.680	3.908	3.674	3.604
Not included in base:																
Decline to Answer	4	8	4	5	7	1	25	124	2	1	3	2	2	1	8	81
Not Applicable/ Don't know	6	3	4	2	2	3	14	78	1	6	3	2	1	5	17	52

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 43-3

V. Climate, Culture, and Collegiality

Q43. Please indicate your level of agreement with the following statements:

On the whole, my department treats junior faculty fairly compared to one another

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	139 100%	- 100%	- 100%	- 100%	- 100%	- 100%	659 100%	3101 100%	52 100%	- 100%	- 100%	- 100%	- 100%	- 100%	238 100%	1070 100%
- NET: Agree (5,4)	72%	71%	72%	70%	71%	77%	72%	69%	67%	71%	76%	67%	77%	72%	73%	66%
Strongly agree (5)	39%	41%	38%	33%	42%	48%	40%	36%	39%	37%	42%	46%	36%	27%	39%	33%
Somewhat agree (4)	33%	30%	33%	36%	29%	29%	32%	32%	28%	34%	34%	21%	41%	45%	34%	33%
- Neither agree nor disagree (3)	11%	16%	12%	7%	7%	10%	10%	11%	11%	10%	16%	9%	10%	11%	11%	14%
Somewhat disagree (2)	9%	6%	9%	13%	13%	7%	10%	10%	12%	11%	5%	22%	6%	10%	11%	11%
Strongly disagree (1)	7%	7%	8%	10%	9%	7%	8%	10%	11%	8%	3%	2%	7%	7%	5%	9%
- NET: Disagree (2,1)	17%	13%	16%	23%	22%	14%	18%	20%	22%	19%	8%	24%	13%	17%	17%	20%
Mean	3.867	3.918	3.861	3.698	3.820	4.040	3.852	3.753	3.735	3.814	4.073	3.874	3.933	3.749	3.898	3.701
Not included in base:																
Decline to Answer	4	6	7	6	4	1	23	136	2	3	-	1	5	1	10	68
Not Applicable/ Don't know	4	8	4	4	2	5	23	97	2	1	3	-	1	3	8	33

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44a-1

VI. Global Satisfaction

Q44a. Please check the two (and only two) best aspects about working at your institution, as opposed to a comparable institution.

	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	201 100%	- 100%	- 100%	- 100%	- 100%	- 100%	933 100%	4349 100%
Geographic location	32%	23%	7%	24%	1%	27%	17%	19%
Quality of colleagues	24%	42%	21%	31%	36%	34%	33%	25%
My sense of "fit" here	23%	21%	19%	18%	15%	14%	18%	20%
Support of colleagues	16%	14%	16%	19%	14%	16%	16%	17%
Cost of living	16%	9%	25%	7%	24%	6%	14%	16%
Teaching load	13%	9%	16%	14%	12%	13%	13%	13%
Opportunities to collaborate with colleagues	8%	18%	11%	15%	11%	14%	14%	10%
Quality of graduate students	8%	11%	7%	5%	12%	5%	8%	8%
Support for research (e.g., research leave)	8%	7%	8%	13%	23%	10%	12%	8%
Quality of facilities	7%	6%	8%	11%	10%	4%	8%	8%
Spousal/ partner hiring program	5%	2%	3%	1%	7%	6%	3%	3%
Presence of others like me	4%	3%	2%	3%	3%	4%	3%	3%
Commute	3%	4%	5%	4%	7%	2%	5%	7%
Academic freedom	3%	1%	0%	1%	1%	1%	1%	1%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44a-1

VI. Global Satisfaction

Q44a. Please check the two (and only two) best aspects about working at your institution, as opposed to a comparable institution.

	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Diversity	2%	1%	2%	2%	2%	0%	2%	3%
Compensation	2%	2%	5%	3%	3%	2%	3%	4%
Support for teaching	2%	1%	4%	1%	<1%	2%	2%	3%
Research requirements for tenure	2%	1%	2%	1%	0%	2%	1%	2%
Manageable or no pressure to perform	2%	1%	1%	1%	0%	3%	1%	2%
Quality of undergraduate students	2%	5%	4%	3%	6%	18%	6%	7%
Support for professional development	1%	2%	6%	5%	3%	1%	4%	3%
Tenure requirements in general	1%	1%	3%	2%	1%	4%	2%	3%
Protection from service/ assignments	1%	0%	3%	5%	1%	1%	2%	2%
Assistance for grant proposals	1%	3%	2%	<1%	1%	1%	1%	2%
Tenure criteria clarity	1%	<1%	2%	2%	1%	0%	1%	1%
Tenure process clarity	1%	0%	2%	2%	0%	1%	1%	1%
Childcare policies/ practices	1%	0%	0%	<1%	0%	1%	<1%	<1%
Availability/ quality of childcare facilities	0%	0%	0%	<1%	0%	0%	<1%	<1%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44a-1

VI. Global Satisfaction

Q44a. Please check the two (and only two) best aspects about working at your institution, as opposed to a comparable institution.

	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Other	10%	9%	10%	8%	8%	8%	9%	8%
There are no positive aspects	<1%	0%	1%	<1%	1%	0%	<1%	1%
Not included in base:								
Decline to Answer	2	8	5	5	8	2	28	157

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44a-2

VI. Global Satisfaction

Q44a. Please check the two (and only two) best aspects about working at your institution, as opposed to a comparable institution.

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	118 100%	- 100%	- 100%	- 100%	- 100%	- 100%	555 100%	2604 100%	83 100%	- 100%	- 100%	- 100%	- 100%	- 100%	378 100%	1745 100%
Geographic location	30%	23%	7%	28%	0%	31%	18%	19%	34%	23%	8%	17%	3%	21%	15%	18%
Quality of colleagues	30%	45%	17%	32%	41%	38%	35%	26%	15%	38%	27%	28%	26%	28%	30%	23%
My sense of "fit" here	20%	24%	21%	18%	15%	15%	19%	21%	26%	17%	17%	18%	13%	14%	16%	20%
Cost of living	17%	9%	25%	5%	27%	7%	14%	17%	13%	9%	25%	10%	21%	4%	13%	14%
Support of colleagues	16%	12%	12%	15%	12%	15%	13%	16%	16%	18%	21%	24%	18%	18%	20%	19%
Teaching load	11%	9%	19%	14%	8%	14%	13%	13%	15%	8%	12%	13%	17%	12%	12%	13%
Opportunities to collaborate with colleagues	9%	15%	13%	18%	11%	15%	15%	11%	7%	23%	8%	11%	9%	12%	13%	8%
Quality of facilities	9%	6%	9%	11%	9%	4%	8%	8%	3%	6%	6%	11%	11%	3%	8%	7%
Presence of others like me	7%	5%	2%	4%	1%	3%	3%	4%	0%	0%	1%	2%	5%	5%	2%	2%
Quality of graduate students	6%	13%	8%	5%	13%	4%	9%	8%	11%	9%	6%	5%	10%	5%	7%	7%
Support for research (e.g., research leave)	5%	4%	6%	12%	21%	10%	10%	8%	11%	11%	11%	16%	25%	9%	14%	8%
Spousal/ partner hiring program	4%	2%	1%	0%	6%	6%	3%	2%	6%	3%	6%	2%	9%	5%	5%	4%
Commute	4%	2%	6%	2%	7%	3%	4%	7%	2%	7%	4%	7%	7%	1%	5%	7%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44a-2

VI. Global Satisfaction

Q44a. Please check the two (and only two) best aspects about working at your institution, as opposed to a comparable institution.

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Academic freedom	3%	2%	0%	0%	1%	0%	1%	1%	3%	1%	0%	2%	0%	3%	1%	1%
Research requirements for tenure	2%	1%	1%	1%	0%	0%	1%	2%	1%	0%	3%	2%	0%	5%	2%	2%
Tenure requirements in general	2%	2%	3%	2%	1%	3%	2%	3%	0%	0%	4%	2%	1%	5%	2%	3%
Compensation	2%	1%	5%	3%	4%	2%	3%	4%	3%	3%	5%	4%	1%	2%	3%	4%
Diversity	1%	1%	2%	3%	0%	0%	1%	2%	4%	1%	3%	2%	5%	0%	2%	3%
Tenure criteria clarity	1%	1%	1%	3%	1%	0%	1%	1%	0%	0%	4%	1%	1%	0%	1%	1%
Tenure process clarity	1%	0%	1%	2%	0%	0%	1%	1%	0%	0%	4%	1%	0%	2%	1%	1%
Quality of undergraduate students	1%	2%	4%	3%	7%	13%	5%	6%	2%	9%	3%	3%	3%	25%	8%	7%
Support for teaching	1%	1%	5%	1%	0%	1%	2%	3%	4%	1%	1%	2%	1%	3%	2%	3%
Protection from service/ assignments	1%	0%	1%	4%	1%	0%	2%	2%	1%	0%	4%	5%	0%	2%	2%	2%
Manageable or no pressure to perform	1%	1%	2%	2%	0%	3%	1%	2%	2%	2%	0%	0%	0%	3%	1%	2%
Support for professional development	1%	3%	6%	6%	3%	1%	4%	3%	2%	1%	5%	5%	3%	2%	3%	4%
Assistance for grant proposals	0%	3%	1%	1%	0%	1%	1%	2%	2%	3%	3%	0%	3%	0%	2%	2%
Childcare policies/ practices	0%	0%	0%	0%	0%	0%	0%	<1%	1%	0%	0%	1%	0%	2%	<1%	<1%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44a-2

VI. Global Satisfaction

Q44a. Please check the two (and only two) best aspects about working at your institution, as opposed to a comparable institution.

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Availability/ quality of childcare facilities	0%	0%	0%	1%	0%	0%	<1%	<1%	0%	0%	0%	0%	0%	0%	0%	1%
Other	9%	8%	9%	4%	8%	8%	7%	7%	12%	11%	13%	15%	8%	9%	11%	11%
There are no positive aspects	1%	0%	1%	1%	1%	0%	1%	1%	0%	0%	0%	0%	0%	0%	0%	<1%
Not included in base:																
Decline to Answer	1	7	3	4	7	1	22	96	1	1	2	1	2	1	6	61

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44a-3

VI. Global Satisfaction

Q44a. Please check the two (and only two) best aspects about working at your institution, as opposed to a comparable institution.

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	145 100%	- 100%	- 100%	- 100%	- 100%	- 100%	686 100%	3229 100%	56 100%	- 100%	- 100%	- 100%	- 100%	- 100%	247 100%	1120 100%
Geographic location	31%	25%	7%	26%	2%	28%	19%	20%	33%	18%	8%	16%	0%	23%	12%	15%
My sense of "fit" here	24%	23%	19%	21%	17%	15%	19%	22%	19%	15%	19%	11%	11%	14%	13%	15%
Quality of colleagues	24%	45%	22%	29%	34%	38%	34%	25%	23%	33%	20%	35%	38%	21%	30%	22%
Support of colleagues	18%	16%	15%	17%	12%	14%	15%	17%	11%	9%	18%	23%	19%	22%	18%	18%
Cost of living	15%	8%	21%	6%	26%	5%	12%	15%	16%	13%	34%	11%	21%	9%	18%	18%
Teaching load	12%	9%	15%	14%	13%	12%	12%	13%	13%	9%	18%	15%	10%	17%	14%	13%
Quality of graduate students	9%	11%	9%	6%	12%	5%	8%	8%	4%	14%	3%	4%	11%	4%	8%	7%
Quality of facilities	8%	6%	5%	10%	9%	4%	7%	8%	2%	4%	13%	13%	10%	4%	10%	8%
Opportunities to collaborate with colleagues	8%	14%	8%	14%	9%	16%	12%	9%	8%	32%	18%	18%	14%	8%	19%	12%
Support for research (e.g., research leave)	8%	6%	10%	14%	21%	8%	12%	7%	7%	11%	3%	11%	25%	13%	13%	9%
Presence of others like me	5%	3%	2%	4%	2%	5%	3%	3%	3%	2%	3%	2%	4%	0%	2%	4%
Commute	4%	4%	4%	4%	6%	1%	4%	7%	2%	4%	8%	4%	9%	6%	6%	7%
Spousal/ partner hiring program	4%	2%	5%	<1%	9%	4%	4%	3%	9%	1%	0%	2%	4%	12%	3%	3%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44a-3

VI. Global Satisfaction

Q44a. Please check the two (and only two) best aspects about working at your institution, as opposed to a comparable institution.

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Academic freedom	3%	2%	0%	1%	1%	2%	1%	1%	3%	0%	0%	0%	0%	0%	0%	1%
Quality of undergraduate students	2%	6%	5%	4%	7%	20%	8%	7%	0%	2%	0%	0%	3%	11%	3%	4%
Support for teaching	2%	1%	5%	1%	1%	2%	2%	3%	2%	3%	0%	0%	0%	3%	1%	2%
Compensation	2%	2%	7%	3%	3%	1%	3%	4%	3%	2%	0%	4%	2%	6%	3%	4%
Tenure requirements in general	2%	1%	5%	3%	1%	3%	3%	3%	0%	0%	0%	0%	0%	7%	1%	2%
Protection from service/ assignments	1%	0%	1%	5%	1%	1%	2%	2%	0%	0%	5%	4%	0%	0%	2%	2%
Research requirements for tenure	1%	0%	1%	1%	0%	3%	1%	2%	2%	2%	5%	2%	0%	0%	2%	2%
Manageable or no pressure to perform	1%	1%	2%	1%	0%	3%	1%	2%	2%	2%	0%	2%	0%	3%	1%	2%
Assistance for grant proposals	1%	2%	2%	1%	1%	0%	1%	2%	0%	6%	0%	0%	2%	3%	2%	3%
Support for professional development	1%	2%	5%	4%	3%	2%	3%	2%	3%	4%	7%	11%	3%	0%	6%	6%
Childcare policies/ practices	1%	0%	0%	<1%	0%	1%	<1%	<1%	0%	0%	0%	0%	0%	0%	0%	<1%
Diversity	1%	1%	2%	3%	1%	0%	1%	2%	7%	1%	4%	2%	5%	0%	3%	4%
Availability/ quality of childcare facilities	0%	0%	0%	1%	0%	0%	<1%	1%	0%	0%	0%	0%	0%	0%	0%	<1%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44a-3

VI. Global Satisfaction

Q44a. Please check the two (and only two) best aspects about working at your institution, as opposed to a comparable institution.

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Tenure criteria clarity	0%	1%	3%	1%	1%	0%	1%	1%	2%	0%	0%	4%	2%	0%	2%	1%
Tenure process clarity	0%	0%	3%	1%	0%	0%	1%	1%	2%	0%	0%	4%	0%	3%	1%	1%
Other	9%	9%	14%	9%	6%	9%	9%	8%	12%	10%	3%	4%	13%	6%	7%	9%
There are no positive aspects	0%	0%	0%	1%	1%	0%	<1%	1%	1%	0%	3%	0%	0%	0%	1%	1%
Not included in base:																
Decline to Answer	2	6	5	4	4	1	19	106	-	2	-	1	5	1	9	52

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44b-1

VI. Global Satisfaction

Q44b. Please check the two (and only two) worst aspects about working at your institution, as opposed to a comparable institution.

	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	201 100%	- 100%	- 100%	- 100%	- 100%	- 100%	932 100%	4347 100%
Compensation	21%	36%	10%	12%	8%	14%	17%	16%
Quality of undergraduate students	15%	1%	7%	6%	4%	0%	4%	7%
Too much service / too many assignments	13%	7%	7%	10%	7%	5%	8%	8%
Lack of support for research	12%	12%	5%	9%	3%	11%	8%	13%
Quality of facilities	10%	10%	9%	6%	7%	9%	8%	7%
Lack of assistance for grant proposals	9%	9%	8%	8%	10%	7%	8%	6%
Absence of others like me	8%	11%	9%	9%	11%	11%	10%	8%
Support of colleagues	7%	3%	2%	7%	8%	6%	5%	5%
Unrelenting pressure to perform	6%	8%	10%	9%	8%	7%	9%	8%
Teaching load	6%	3%	6%	4%	4%	4%	4%	8%
Lack of support for professional development	6%	7%	1%	5%	3%	3%	4%	4%
Quality of graduate students	6%	6%	7%	11%	4%	14%	8%	8%
Research requirements for tenure	5%	4%	6%	7%	5%	6%	5%	5%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44b-1

VI. Global Satisfaction

Q44b. Please check the two (and only two) worst aspects about working at your institution, as opposed to a comparable institution.

	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Availability/ quality of childcare facilities	5%	5%	3%	4%	2%	7%	4%	4%
Geographic location	5%	2%	19%	12%	44%	8%	16%	12%
My lack of "fit" here	5%	4%	5%	8%	8%	10%	7%	6%
Tenure criteria clarity	5%	11%	7%	8%	7%	6%	8%	8%
Lack of diversity	4%	3%	7%	8%	4%	14%	7%	7%
Childcare policies/ practices (or lack thereof)	4%	4%	2%	3%	2%	5%	3%	3%
Tenure process clarity	3%	4%	4%	2%	4%	3%	3%	4%
Quality of colleagues	3%	2%	6%	3%	1%	2%	3%	3%
Spousal/ partner hiring program (or lack thereof)	3%	7%	7%	6%	5%	5%	6%	6%
Opportunities to collaborate with colleagues	3%	3%	6%	4%	5%	5%	4%	4%
Commute	3%	2%	2%	1%	2%	2%	2%	2%
Tenure requirements in general	2%	3%	4%	1%	5%	4%	3%	5%
Lack of support for teaching	2%	<1%	0%	3%	4%	4%	2%	2%
Cost of living	1%	5%	1%	4%	0%	8%	4%	7%
Academic freedom	0%	0%	0%	0%	0%	0%	0%	<1%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44b-1

VI. Global Satisfaction

Q44b. Please check the two (and only two) worst aspects about working at your institution, as opposed to a comparable institution.

	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Other	13%	12%	10%	15%	13%	9%	12%	12%
There are no negative aspects	2%	6%	4%	5%	6%	4%	5%	3%
Not included in base:								
Decline to Answer	2	9	5	5	8	2	29	159

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44b-2

VI. Global Satisfaction

Q44b. Please check the two (and only two) worst aspects about working at your institution, as opposed to a comparable institution.

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	118 100%	- 100%	- 100%	- 100%	- 100%	- 100%	554 100%	2603 100%	83 100%	- 100%	- 100%	- 100%	- 100%	- 100%	378 100%	1744 100%
Compensation	24%	38%	11%	13%	9%	11%	17%	16%	17%	32%	9%	12%	6%	19%	16%	15%
Quality of undergraduate students	17%	2%	6%	7%	4%	0%	4%	8%	11%	0%	10%	4%	4%	0%	3%	6%
Lack of assistance for grant proposals	12%	10%	9%	10%	11%	8%	10%	7%	4%	8%	8%	5%	8%	5%	7%	4%
Quality of facilities	12%	13%	7%	6%	9%	7%	8%	7%	8%	6%	12%	6%	5%	11%	7%	7%
Absence of others like me	9%	11%	7%	6%	8%	9%	8%	8%	6%	10%	13%	12%	14%	14%	13%	8%
Teaching load	8%	2%	8%	4%	6%	3%	4%	8%	4%	4%	4%	4%	2%	5%	4%	9%
Too much service / too many assignments	8%	5%	8%	9%	10%	4%	7%	8%	19%	9%	6%	12%	2%	6%	8%	10%
Lack of support for research	8%	14%	6%	10%	2%	13%	9%	12%	18%	8%	3%	9%	4%	9%	7%	14%
Quality of graduate students	7%	6%	9%	15%	4%	19%	10%	10%	4%	7%	4%	5%	5%	8%	6%	6%
Support of colleagues	6%	3%	0%	8%	7%	4%	5%	5%	8%	3%	5%	5%	9%	7%	6%	5%
Geographic location	6%	2%	15%	12%	45%	6%	16%	12%	3%	1%	26%	12%	42%	12%	17%	11%
Unrelenting pressure to perform	6%	4%	7%	8%	7%	5%	6%	6%	8%	15%	15%	12%	11%	8%	12%	10%
My lack of "fit" here	5%	5%	6%	8%	6%	13%	7%	5%	4%	4%	4%	10%	11%	6%	7%	6%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44b-2

VI. Global Satisfaction

Q44b. Please check the two (and only two) worst aspects about working at your institution, as opposed to a comparable institution.

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Lack of support for professional development	5%	7%	2%	6%	3%	3%	4%	4%	8%	7%	0%	4%	3%	3%	4%	4%
Commute	4%	2%	2%	1%	3%	3%	2%	2%	0%	3%	1%	0%	0%	0%	1%	2%
Research requirements for tenure	4%	2%	2%	6%	4%	7%	4%	4%	7%	6%	12%	7%	6%	5%	7%	6%
Opportunities to collaborate with colleagues	4%	2%	8%	5%	5%	6%	5%	4%	1%	4%	4%	4%	3%	3%	4%	4%
Lack of diversity	4%	1%	6%	8%	2%	11%	6%	5%	5%	5%	7%	7%	8%	18%	9%	9%
Availability/ quality of childcare facilities	3%	3%	2%	3%	0%	7%	3%	3%	8%	8%	4%	5%	4%	8%	6%	5%
Tenure process clarity	3%	5%	3%	1%	4%	4%	3%	4%	3%	2%	5%	3%	3%	2%	3%	4%
Quality of colleagues	3%	3%	6%	3%	1%	2%	3%	3%	4%	1%	7%	4%	1%	2%	3%	3%
Tenure requirements in general	3%	2%	3%	0%	5%	4%	3%	5%	2%	4%	4%	2%	6%	5%	4%	5%
Lack of support for teaching	3%	1%	0%	2%	3%	4%	2%	2%	1%	0%	0%	4%	7%	5%	3%	2%
Tenure criteria clarity	3%	12%	8%	8%	8%	6%	9%	8%	8%	9%	5%	6%	5%	6%	6%	8%
Childcare policies/ practices (or lack thereof)	2%	3%	2%	2%	2%	5%	3%	2%	7%	6%	3%	3%	2%	5%	4%	5%
Spousal/ partner hiring program (or lack thereof)	1%	5%	4%	6%	3%	5%	5%	6%	6%	9%	11%	6%	8%	4%	7%	7%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44b-2

VI. Global Satisfaction

Q44b. Please check the two (and only two) worst aspects about working at your institution, as opposed to a comparable institution.

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Cost of living	1%	4%	1%	6%	0%	7%	4%	8%	1%	6%	1%	2%	0%	9%	3%	4%
Academic freedom	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	<1%
Other	12%	14%	9%	11%	12%	7%	11%	11%	15%	10%	10%	19%	14%	11%	13%	13%
There are no negative aspects	3%	6%	6%	6%	7%	3%	6%	4%	2%	7%	1%	4%	5%	5%	4%	2%
Not included in base:																
Decline to Answer	1	8	3	4	7	1	23	97	1	1	2	1	2	1	6	62

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44b-3

VI. Global Satisfaction

Q44b. Please check the two (and only two) worst aspects about working at your institution, as opposed to a comparable institution.

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	145 100%	- 100%	- 100%	- 100%	- 100%	- 100%	685 100%	3228 100%	56 100%	- 100%	- 100%	- 100%	- 100%	- 100%	247 100%	1119 100%
Compensation	22%	36%	8%	14%	7%	12%	17%	16%	19%	34%	16%	9%	9%	21%	17%	15%
Quality of undergraduate students	17%	1%	9%	6%	4%	0%	4%	8%	9%	2%	3%	7%	3%	0%	3%	6%
Too much service / too many assignments	14%	6%	8%	12%	7%	4%	7%	9%	10%	12%	5%	7%	7%	8%	8%	6%
Quality of facilities	13%	11%	9%	6%	9%	9%	9%	8%	4%	6%	8%	4%	4%	6%	5%	5%
Lack of support for research	12%	13%	3%	12%	3%	14%	9%	14%	12%	7%	8%	2%	2%	3%	4%	11%
Unrelenting pressure to perform	8%	7%	13%	9%	7%	7%	9%	8%	3%	12%	2%	11%	11%	4%	9%	7%
Lack of assistance for grant proposals	7%	10%	11%	8%	11%	7%	9%	6%	13%	7%	3%	9%	8%	6%	7%	6%
Lack of support for professional development	7%	6%	1%	5%	3%	3%	4%	4%	4%	11%	3%	4%	3%	2%	5%	4%
Teaching load	7%	4%	6%	4%	6%	5%	5%	8%	6%	0%	8%	2%	0%	0%	2%	7%
Support of colleagues	7%	1%	3%	8%	8%	5%	5%	5%	7%	9%	0%	2%	7%	6%	5%	5%
Research requirements for tenure	6%	5%	8%	8%	7%	6%	7%	6%	3%	1%	2%	2%	0%	6%	2%	3%
Quality of graduate students	6%	7%	7%	11%	5%	17%	9%	8%	6%	2%	7%	13%	4%	5%	6%	9%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44b-3

VI. Global Satisfaction

Q44b. Please check the two (and only two) worst aspects about working at your institution, as opposed to a comparable institution.

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Absence of others like me	6%	11%	11%	7%	11%	7%	9%	7%	13%	12%	5%	14%	9%	23%	12%	9%
My lack of "fit" here	5%	3%	5%	9%	8%	11%	7%	6%	4%	9%	6%	7%	7%	8%	7%	6%
Availability/ quality of childcare facilities	5%	6%	3%	4%	1%	8%	4%	4%	6%	4%	2%	4%	2%	3%	3%	4%
Tenure criteria clarity	5%	9%	7%	7%	7%	8%	8%	9%	4%	15%	5%	9%	7%	0%	8%	7%
Geographic location	4%	2%	23%	8%	41%	8%	15%	11%	6%	0%	10%	24%	51%	8%	20%	14%
Quality of colleagues	4%	2%	6%	5%	1%	2%	3%	3%	2%	2%	8%	0%	0%	3%	2%	3%
Childcare policies/ practices (or lack thereof)	4%	6%	3%	2%	1%	6%	4%	3%	4%	0%	0%	4%	3%	3%	2%	4%
Commute	3%	2%	3%	1%	1%	2%	2%	2%	1%	2%	0%	0%	3%	0%	1%	2%
Opportunities to collaborate with colleagues	2%	4%	4%	3%	5%	6%	4%	4%	5%	0%	11%	9%	3%	0%	5%	6%
Lack of support for teaching	2%	1%	0%	3%	4%	6%	3%	2%	1%	0%	0%	2%	4%	0%	1%	2%
Tenure requirements in general	2%	4%	4%	1%	5%	4%	3%	5%	3%	0%	2%	0%	7%	6%	3%	4%
Tenure process clarity	2%	4%	4%	1%	4%	4%	3%	4%	6%	2%	4%	4%	3%	0%	3%	4%
Spousal/ partner hiring program (or lack thereof)	2%	7%	7%	6%	4%	5%	6%	6%	5%	4%	7%	4%	6%	5%	5%	6%
Lack of diversity	1%	2%	2%	7%	3%	12%	5%	5%	12%	7%	17%	11%	6%	20%	11%	12%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44b-3

VI. Global Satisfaction

Q44b. Please check the two (and only two) worst aspects about working at your institution, as opposed to a comparable institution.

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Cost of living	1%	4%	1%	5%	0%	6%	3%	7%	1%	7%	2%	2%	0%	15%	4%	6%
Academic freedom	0%	0%	0%	0%	0%	0%	0%	<1%	0%	0%	0%	0%	0%	0%	0%	<1%
Other	14%	11%	10%	16%	11%	9%	12%	13%	10%	16%	8%	9%	16%	8%	12%	9%
There are no negative aspects	3%	6%	1%	2%	5%	4%	4%	3%	1%	6%	11%	13%	8%	5%	9%	5%
Not included in base:																
Decline to Answer	2	7	5	4	4	1	20	107	-	2	-	1	5	1	9	53

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 45a-1

VI. Global Satisfaction

Q45a. All things considered, how satisfied are you with your department as a place to work?

		UNIV					All	All	
		ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		198	-	-	-	-	-	924	4298
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	76%	80%	74%	76%	74%	79%	77%	75%
Very satisfied	(5)	32%	41%	35%	38%	40%	40%	39%	35%
Somewhat satisfied	(4)	44%	39%	40%	38%	35%	39%	38%	40%
- Neither satisfied	(3)	8%	6%	9%	7%	7%	9%	8%	8%
nor dissatisfied									
Somewhat dissatisfied	(2)	13%	9%	13%	11%	13%	10%	11%	12%
Very dissatisfied	(1)	3%	5%	3%	5%	6%	3%	5%	6%
- NET: Dissatisfied	(2,1)	16%	14%	16%	17%	19%	13%	16%	17%
Mean		3.890	4.024	3.894	3.927	3.898	4.029	3.953	3.871
Not included in base:									
Decline to Answer		5	10	7	8	9	2	36	203
Not Applicable		-	-	1	1	-	-	2	5

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 45a-2

VI. Global Satisfaction

Q45a. All things considered, how satisfied are you with your department as a place to work?

	Males								Females									
	UNIV							All	All	UNIV							All	All
	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ		
Valid responders:	114	-	-	-	-	-	550	2569	83	-	-	-	-	-	374	1728		
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		
- NET: Satisfied (5,4)	74%	84%	68%	74%	75%	77%	76%	75%	79%	74%	83%	80%	74%	81%	78%	74%		
Very satisfied (5)	30%	41%	33%	40%	45%	40%	40%	36%	34%	42%	36%	36%	32%	39%	37%	34%		
Somewhat satisfied (4)	44%	43%	35%	33%	30%	37%	36%	40%	45%	32%	47%	44%	42%	42%	41%	41%		
- Neither satisfied nor dissatisfied (3)	9%	5%	11%	10%	9%	9%	9%	9%	6%	8%	6%	3%	3%	9%	6%	7%		
Somewhat dissatisfied (2)	16%	7%	16%	12%	12%	11%	12%	11%	11%	12%	9%	10%	14%	7%	10%	13%		
Very dissatisfied (1)	2%	3%	5%	4%	4%	3%	4%	5%	4%	6%	1%	7%	9%	3%	6%	7%		
- NET: Dissatisfied (2,1)	17%	11%	20%	16%	16%	14%	15%	16%	15%	19%	10%	17%	23%	10%	16%	19%		
Mean	3.857	4.111	3.766	3.935	3.995	4.000	3.966	3.904	3.936	3.903	4.080	3.913	3.747	4.069	3.935	3.821		
Not included in base:																		
Decline to Answer	4	9	4	5	8	1	27	128	1	1	3	3	2	1	9	75		
Not Applicable	-	-	-	-	-	-	-	2	-	-	1	1	-	-	2	3		

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 45a-3

VI. Global Satisfaction

Q45a. All things considered, how satisfied are you with your department as a place to work?

	White Faculty								Faculty of Color							
	UNIV						All	All	UNIV						All	All
	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
Valid responders:	143	-	-	-	-	-	678	3199	54	-	-	-	-	-	246	1099
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	76%	80%	74%	76%	70%	79%	76%	75%	76%	81%	75%	78%	83%	78%	79%	74%
Very satisfied (5)	31%	45%	37%	37%	45%	40%	41%	36%	34%	30%	30%	41%	30%	37%	34%	31%
Somewhat satisfied (4)	45%	35%	37%	38%	26%	38%	35%	39%	42%	51%	45%	37%	54%	40%	46%	44%
- Neither satisfied nor dissatisfied (3)	7%	7%	7%	6%	6%	8%	7%	7%	8%	2%	14%	11%	8%	14%	10%	9%
Somewhat dissatisfied (2)	13%	9%	15%	11%	19%	11%	13%	12%	14%	11%	8%	11%	0%	6%	7%	10%
Very dissatisfied (1)	3%	4%	3%	7%	5%	3%	5%	5%	3%	6%	3%	0%	9%	2%	4%	7%
- NET: Dissatisfied (2,1)	16%	13%	19%	19%	23%	14%	17%	17%	16%	17%	11%	11%	9%	9%	11%	17%
Mean	3.883	4.069	3.882	3.873	3.870	4.025	3.945	3.890	3.910	3.876	3.922	4.086	3.955	4.043	3.976	3.816
Not included in base:																
Decline to Answer	4	7	7	7	4	1	26	133	1	3	-	1	5	1	10	70
Not Applicable	-	-	1	1	-	-	2	3	-	-	-	-	-	-	-	2

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 45b-1

VI. Global Satisfaction

Q45b. All things considered, how satisfied are you with your institution as a place to work?

		UNIV					All	All	
		ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		198	-	-	-	-	-	926	4307
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	63%	76%	70%	79%	79%	78%	77%	67%
Very satisfied	(5)	18%	27%	17%	26%	35%	29%	27%	22%
Somewhat satisfied	(4)	46%	49%	53%	53%	44%	49%	50%	45%
- Neither satisfied nor dissatisfied	(3)	14%	9%	12%	10%	8%	7%	9%	13%
Somewhat dissatisfied	(2)	17%	12%	14%	9%	11%	13%	12%	15%
Very dissatisfied	(1)	5%	3%	4%	2%	2%	2%	2%	5%
- NET: Dissatisfied	(2,1)	22%	15%	18%	11%	13%	15%	14%	20%
Mean		3.537	3.847	3.656	3.916	3.993	3.909	3.868	3.635
Not included in base:									
Decline to Answer		5	10	6	8	8	2	34	197
Not Applicable		-	-	1	-	-	-	1	2

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 45b-2

VI. Global Satisfaction

Q45b. All things considered, how satisfied are you with your institution as a place to work?

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	114 100%	- 100%	- 100%	- 100%	- 100%	- 100%	551 100%	2576 100%	83 100%	- 100%	- 100%	- 100%	- 100%	- 100%	375 100%	1732 100%
- NET: Satisfied (5,4)	64%	78%	63%	80%	79%	83%	77%	67%	62%	73%	81%	76%	79%	72%	76%	68%
Very satisfied (5)	19%	25%	18%	25%	40%	30%	27%	22%	15%	29%	16%	28%	27%	28%	26%	21%
Somewhat satisfied (4)	45%	52%	45%	56%	40%	53%	50%	45%	47%	44%	65%	48%	52%	44%	50%	47%
- Neither satisfied nor dissatisfied (3)	13%	9%	14%	10%	10%	9%	10%	13%	16%	10%	9%	11%	5%	5%	8%	12%
Somewhat dissatisfied (2)	18%	11%	18%	7%	8%	7%	10%	15%	17%	14%	9%	12%	16%	20%	14%	16%
Very dissatisfied (1)	5%	2%	5%	3%	3%	1%	3%	5%	5%	3%	1%	1%	0%	3%	2%	5%
- NET: Dissatisfied (2,1)	23%	14%	24%	10%	11%	9%	13%	20%	22%	17%	10%	13%	16%	23%	16%	20%
Mean	3.556	3.869	3.519	3.925	4.047	4.027	3.881	3.636	3.511	3.818	3.852	3.902	3.907	3.745	3.849	3.634
Not included in base:																
Decline to Answer	4	9	4	5	7	1	26	124	1	1	2	3	2	1	8	73
Not Applicable	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	2

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 45b-3

VI. Global Satisfaction

Q45b. All things considered, how satisfied are you with your institution as a place to work?

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	143 100%	- 100%	- 100%	- 100%	- 100%	- 100%	680 100%	3205 100%	54 100%	- 100%	- 100%	- 100%	- 100%	- 100%	246 100%	1102 100%
- NET: Satisfied (5,4)	61%	75%	72%	77%	79%	79%	76%	67%	70%	77%	67%	83%	81%	75%	77%	67%
Very satisfied (5)	17%	27%	20%	24%	38%	29%	27%	22%	18%	26%	10%	32%	27%	28%	25%	21%
Somewhat satisfied (4)	44%	48%	51%	54%	40%	50%	49%	45%	52%	51%	57%	50%	53%	46%	52%	46%
- Neither satisfied nor dissatisfied (3)	15%	9%	11%	9%	7%	7%	9%	12%	13%	10%	14%	15%	10%	7%	12%	15%
Somewhat dissatisfied (2)	19%	12%	16%	12%	12%	12%	13%	16%	14%	13%	11%	0%	10%	16%	9%	14%
Very dissatisfied (1)	6%	4%	2%	2%	3%	2%	2%	5%	3%	0%	8%	2%	0%	2%	2%	5%
- NET: Dissatisfied (2,1)	24%	16%	18%	14%	15%	14%	15%	21%	17%	13%	19%	2%	10%	18%	12%	18%
Mean	3.479	3.832	3.724	3.852	3.997	3.933	3.864	3.633	3.690	3.898	3.499	4.105	3.983	3.825	3.880	3.642
Not included in base:																
Decline to Answer	4	7	6	7	4	1	24	128	1	3	-	1	5	1	10	68
Not Applicable	-	-	1	-	-	-	1	1	-	-	-	-	-	-	-	1

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 46a-1

VI. Global Satisfaction

Q46a. Who serves as the chief academic officer at your institution?

	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	195 100%	- 100%	- 100%	- 100%	- 100%	- 100%	915 100%	4272 100%
Provost	25%	33%	27%	10%	37%	34%	27%	38%
President	23%	5%	18%	17%	11%	9%	12%	15%
Academic Dean	10%	15%	13%	18%	4%	19%	14%	11%
Vice President for Academic Affairs	7%	3%	2%	7%	1%	3%	4%	4%
Chancellor	0%	5%	0%	0%	7%	0%	2%	3%
Other	1%	1%	1%	1%	0%	1%	1%	1%
I don't know	34%	38%	39%	47%	41%	34%	40%	27%
Not included in base:								
Decline to Answer	8	11	8	7	14	5	46	234

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 46a-2

VI. Global Satisfaction

Q46a. Who serves as the chief academic officer at your institution?

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	113 100%	- 100%	- 100%	- 100%	- 100%	- 100%	544 100%	2559 100%	82 100%	- 100%	- 100%	- 100%	- 100%	- 100%	371 100%	1713 100%
Provost	28%	30%	30%	11%	36%	36%	27%	38%	21%	38%	24%	7%	38%	30%	26%	37%
President	24%	4%	18%	14%	8%	4%	10%	14%	21%	6%	19%	22%	17%	16%	16%	17%
Academic Dean	10%	17%	13%	18%	3%	21%	15%	12%	9%	11%	13%	19%	5%	16%	13%	10%
Vice President for Academic Affairs	7%	4%	3%	8%	1%	4%	4%	4%	6%	2%	1%	5%	0%	3%	3%	4%
Chancellor	0%	4%	0%	0%	6%	0%	2%	3%	0%	7%	0%	0%	7%	0%	3%	4%
Other	1%	1%	0%	1%	0%	2%	1%	1%	1%	1%	1%	1%	0%	0%	1%	1%
I don't know	29%	40%	36%	47%	46%	33%	41%	27%	42%	34%	42%	46%	32%	36%	39%	26%
Not included in base:																
Decline to Answer	6	8	7	6	10	3	33	141	2	3	2	2	5	2	13	94

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 46a-3

VI. Global Satisfaction

Q46a. Who serves as the chief academic officer at your institution?

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	142 100%	- 100%	- 100%	- 100%	- 100%	- 100%	677 100%	3182 100%	53 100%	- 100%	- 100%	- 100%	- 100%	- 100%	238 100%	1090 100%
Provost	27%	35%	26%	11%	36%	33%	27%	39%	20%	26%	31%	5%	39%	34%	26%	35%
President	23%	5%	14%	16%	12%	7%	11%	15%	23%	4%	30%	22%	10%	18%	17%	17%
Academic Dean	7%	14%	13%	19%	2%	19%	14%	10%	17%	19%	14%	16%	8%	19%	15%	14%
Vice President for Academic Affairs	5%	2%	2%	5%	0%	2%	2%	4%	11%	8%	3%	14%	2%	8%	7%	7%
Chancellor	0%	4%	0%	0%	6%	0%	2%	4%	0%	10%	0%	0%	9%	0%	4%	3%
Other	1%	1%	1%	1%	0%	0%	1%	1%	1%	0%	0%	2%	0%	6%	1%	2%
I don't know	36%	39%	45%	48%	45%	39%	44%	28%	29%	33%	22%	42%	32%	15%	30%	23%
Not included in base:																
Decline to Answer	5	7	6	5	7	3	28	153	2	4	3	3	7	2	18	81

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 46b-1

VI. Global Satisfaction

Q46b. The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		114 100%	- 100%	- 100%	- 100%	- 100%	- 100%	471 100%	2753 100%
- NET: Agree	(5,4)	28%	45%	33%	46%	36%	45%	42%	43%
Strongly agree	(5)	8%	10%	16%	17%	11%	18%	14%	14%
Somewhat agree	(4)	19%	36%	17%	29%	25%	27%	28%	29%
- Neither agree nor disagree	(3)	31%	28%	39%	26%	30%	24%	29%	27%
Somewhat disagree	(2)	20%	15%	20%	17%	17%	23%	18%	15%
Strongly disagree	(1)	21%	11%	8%	11%	17%	8%	11%	15%
- NET: Disagree	(2,1)	41%	26%	28%	28%	34%	31%	29%	30%
Mean		2.744	3.178	3.128	3.235	2.948	3.243	3.154	3.114
Not included in base:									
Decline to Answer		8	10	13	13	14	5	55	274
Not Applicable/ Don't know		81	91	73	119	86	68	435	1479

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 46b-2

VI. Global Satisfaction

Q46b. The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	71 100%	- 100%	- 100%	- 100%	- 100%	- 100%	284 100%	1668 100%	43 100%	- 100%	- 100%	- 100%	- 100%	- 100%	187 100%	1085 100%
- NET: Agree (5,4)	28%	42%	32%	49%	31%	49%	41%	43%	27%	51%	34%	41%	42%	39%	42%	42%
Strongly agree (5)	8%	4%	12%	19%	7%	18%	12%	13%	9%	19%	21%	14%	17%	19%	18%	14%
Somewhat agree (4)	20%	38%	20%	31%	24%	31%	30%	29%	18%	33%	13%	27%	25%	21%	24%	28%
- Neither agree nor disagree (3)	32%	26%	40%	27%	32%	23%	29%	28%	30%	32%	39%	25%	27%	25%	30%	26%
Somewhat disagree (2)	20%	18%	16%	15%	19%	25%	18%	15%	20%	11%	27%	19%	14%	19%	18%	16%
Strongly disagree (1)	20%	14%	13%	9%	18%	3%	12%	14%	23%	6%	0%	15%	16%	16%	10%	16%
- NET: Disagree (2,1)	40%	33%	29%	24%	37%	28%	30%	29%	43%	16%	27%	34%	30%	35%	28%	32%
Mean	2.771	2.987	3.022	3.352	2.820	3.354	3.113	3.129	2.699	3.477	3.286	3.051	3.129	3.072	3.216	3.090
Not included in base:																
Decline to Answer	4	7	8	11	10	1	36	161	4	3	4	3	5	4	19	113
Not Applicable/ Don't know	44	51	42	70	55	39	257	870	38	39	31	49	31	29	179	609

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 46b-3

VI. Global Satisfaction

Q46b. The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	79 100%	- 100%	- 100%	- 100%	- 100%	- 100%	320 100%	1993 100%	35 100%	- 100%	- 100%	- 100%	- 100%	- 100%	150 100%	760 100%
- NET: Agree (5,4)	20%	46%	34%	46%	39%	42%	42%	41%	44%	45%	30%	47%	30%	57%	40%	47%
Strongly agree (5)	5%	10%	14%	16%	12%	21%	14%	13%	16%	7%	18%	18%	10%	10%	13%	16%
Somewhat agree (4)	15%	35%	20%	29%	27%	21%	28%	28%	29%	37%	12%	29%	20%	47%	27%	31%
- Neither agree nor disagree (3)	34%	26%	42%	24%	25%	26%	28%	27%	26%	34%	35%	31%	37%	16%	32%	28%
Somewhat disagree (2)	20%	17%	22%	16%	18%	27%	19%	17%	19%	13%	18%	19%	16%	8%	16%	12%
Strongly disagree (1)	25%	12%	2%	15%	18%	5%	11%	15%	11%	9%	17%	4%	16%	19%	12%	14%
- NET: Disagree (2,1)	46%	28%	24%	31%	36%	32%	30%	32%	30%	21%	35%	22%	33%	27%	27%	26%
Mean	2.543	3.161	3.227	3.164	2.972	3.254	3.159	3.069	3.196	3.221	2.972	3.388	2.908	3.204	3.143	3.230
Not included in base:																
Decline to Answer	6	7	11	10	7	4	40	181	2	3	1	3	7	1	15	93
Not Applicable/ Don't know	62	76	57	96	64	52	345	1160	19	15	15	22	22	16	91	319

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 47-1

VI. Global Satisfaction

Q47. Assuming you achieve tenure, how long do you plan to remain at your institution?

	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	181 100%	- 100%	- 100%	- 100%	- 100%	- 100%	865 100%	3959 100%
For the rest of my career	12%	16%	8%	17%	10%	11%	13%	16%
For the foreseeable future	49%	50%	46%	53%	44%	53%	49%	45%
No more than 5 years after earning tenure	18%	11%	10%	10%	20%	12%	13%	15%
I haven't thought that far ahead	21%	23%	35%	21%	26%	24%	25%	25%
Not included in base:								
Decline to Answer	22	23	20	24	18	10	96	547

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 47-2

VI. Global Satisfaction

Q47. Assuming you achieve tenure, how long do you plan to remain at your institution?

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	106 100%	- 100%	- 100%	- 100%	- 100%	- 100%	516 100%	2379 100%	75 100%	- 100%	- 100%	- 100%	- 100%	- 100%	349 100%	1580 100%
For the rest of my career	12%	11%	8%	20%	15%	11%	14%	16%	11%	22%	9%	13%	4%	11%	12%	16%
For the foreseeable future	46%	51%	45%	52%	41%	53%	49%	45%	53%	49%	47%	54%	48%	53%	50%	44%
No more than 5 years after earning tenure	16%	11%	7%	7%	20%	12%	11%	14%	21%	12%	14%	14%	21%	14%	15%	16%
I haven't thought that far ahead	26%	26%	39%	21%	24%	25%	27%	25%	15%	17%	30%	19%	27%	23%	23%	23%
Not included in base:																
Decline to Answer	13	15	12	14	14	6	61	321	9	8	8	10	5	5	35	226

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 47-3

VI. Global Satisfaction

Q47. Assuming you achieve tenure, how long do you plan to remain at your institution?

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	132 100%	- 100%	- 100%	- 100%	- 100%	- 100%	638 100%	2947 100%	49 100%	- 100%	- 100%	- 100%	- 100%	- 100%	227 100%	1012 100%
For the rest of my career	13%	19%	11%	19%	11%	11%	15%	18%	9%	4%	2%	10%	9%	10%	7%	11%
For the foreseeable future	51%	52%	51%	57%	49%	54%	53%	48%	43%	45%	34%	40%	33%	49%	39%	36%
No more than 5 years after earning tenure	18%	9%	11%	11%	15%	12%	11%	15%	17%	21%	8%	5%	32%	15%	16%	15%
I haven't thought that far ahead	17%	20%	26%	13%	25%	23%	21%	20%	31%	30%	57%	45%	27%	27%	38%	38%
Not included in base:																
Decline to Answer	16	16	16	17	10	7	67	387	6	7	4	7	8	3	29	160

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 48-1

VI. Global Satisfaction

Q48. If I had to do it over again, I would accept my current position.

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		194 100%	- 100%	- 100%	- 100%	- 100%	- 100%	910 100%	4166 100%
- NET: Agree	(5,4)	79%	81%	76%	80%	83%	85%	81%	78%
Strongly agree	(5)	44%	53%	53%	54%	54%	57%	54%	48%
Somewhat agree	(4)	35%	28%	24%	25%	29%	28%	27%	29%
- Neither agree nor disagree	(3)	8%	9%	10%	7%	6%	5%	7%	8%
Somewhat disagree	(2)	8%	8%	11%	9%	8%	8%	9%	9%
Strongly disagree	(1)	5%	3%	2%	4%	3%	2%	3%	5%
- NET: Disagree	(2,1)	13%	10%	14%	14%	11%	10%	12%	14%
Mean		4.055	4.209	4.132	4.154	4.239	4.306	4.202	4.067
Not included in base:									
Decline to Answer		7	11	8	6	9	4	39	241
Not Applicable/ Don't know		2	4	1	4	2	2	12	99

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 48-2

VI. Global Satisfaction

Q48. If I had to do it over again, I would accept my current position.

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	114 100%	- 100%	- 100%	- 100%	- 100%	- 100%	545 100%	2509 100%	79 100%	- 100%	- 100%	- 100%	- 100%	- 100%	366 100%	1657 100%
- NET: Agree (5,4)	77%	82%	70%	80%	86%	85%	81%	77%	81%	79%	86%	79%	79%	86%	81%	78%
Strongly agree (5)	40%	51%	51%	55%	58%	61%	55%	48%	50%	55%	56%	53%	48%	51%	53%	48%
Somewhat agree (4)	37%	31%	20%	25%	28%	23%	26%	29%	32%	23%	29%	26%	31%	35%	28%	30%
- Neither agree nor disagree (3)	10%	10%	15%	6%	7%	4%	8%	9%	5%	9%	3%	7%	5%	6%	6%	7%
Somewhat disagree (2)	8%	7%	13%	9%	6%	8%	8%	8%	8%	8%	9%	11%	12%	8%	10%	9%
Strongly disagree (1)	4%	1%	2%	5%	2%	3%	3%	5%	5%	5%	3%	4%	4%	0%	3%	5%
- NET: Disagree (2,1)	13%	8%	15%	14%	8%	11%	11%	14%	14%	13%	12%	14%	16%	8%	13%	14%
Mean	4.008	4.240	4.035	4.162	4.343	4.320	4.216	4.064	4.123	4.166	4.273	4.142	4.074	4.286	4.181	4.071
Not included in base:																
Decline to Answer	4	8	5	5	7	1	26	145	3	3	3	1	2	3	12	96
Not Applicable/ Don't know	-	4	-	1	1	-	6	46	2	-	1	3	1	2	6	53

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 48-3

VI. Global Satisfaction

Q48. If I had to do it over again, I would accept my current position.

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	141 100%	- 100%	- 100%	- 100%	- 100%	- 100%	668 100%	3116 100%	53 100%	- 100%	- 100%	- 100%	- 100%	- 100%	243 100%	1050 100%
- NET: Agree (5,4)	78%	82%	80%	79%	87%	85%	82%	79%	82%	77%	70%	81%	76%	85%	77%	74%
Strongly agree (5)	46%	55%	57%	58%	59%	59%	58%	51%	39%	44%	44%	41%	43%	51%	44%	41%
Somewhat agree (4)	32%	26%	23%	21%	27%	26%	24%	28%	42%	33%	26%	39%	32%	35%	33%	33%
- Neither agree nor disagree (3)	8%	8%	4%	5%	2%	5%	5%	7%	9%	13%	22%	11%	14%	6%	13%	12%
Somewhat disagree (2)	10%	9%	13%	10%	7%	8%	9%	9%	4%	3%	8%	6%	11%	9%	7%	8%
Strongly disagree (1)	5%	1%	3%	5%	4%	2%	3%	5%	5%	7%	0%	2%	0%	0%	2%	6%
- NET: Disagree (2,1)	14%	10%	16%	16%	11%	10%	13%	14%	9%	10%	8%	9%	11%	9%	9%	14%
Mean	4.051	4.257	4.168	4.169	4.315	4.317	4.239	4.108	4.065	4.043	4.052	4.109	4.081	4.268	4.100	3.944
Not included in base:																
Decline to Answer	5	7	8	5	4	3	27	149	2	4	-	1	5	1	11	92
Not Applicable/ Don't know	1	2	1	4	2	2	10	70	1	2	-	-	-	-	2	29

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 49-1

VI. Global Satisfaction

Q49. If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:

	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	190 100%	- 100%	- 100%	- 100%	- 100%	- 100%	898 100%	4171 100%
Strongly recommend your department as a place to work	42%	50%	47%	59%	64%	53%	55%	46%
Recommend your department with reservations	53%	47%	48%	36%	29%	40%	40%	47%
Not recommend your department as a place to work	6%	3%	5%	5%	7%	7%	5%	7%
Not included in base:								
Decline to Answer	13	16	13	13	15	6	63	335

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 49-2

VI. Global Satisfaction

Q49. If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	111 100%	- 100%	- 100%	- 100%	- 100%	- 100%	538 100%	2503 100%	78 100%	- 100%	- 100%	- 100%	- 100%	- 100%	360 100%	1668 100%
Strongly recommend your department as a place to work	42%	51%	49%	60%	67%	53%	56%	47%	41%	50%	43%	58%	59%	53%	53%	46%
Recommend your department with reservations	53%	46%	46%	36%	28%	39%	39%	46%	52%	48%	50%	36%	32%	43%	42%	47%
Not recommend your department as a place to work	5%	3%	5%	4%	6%	8%	5%	7%	7%	2%	7%	7%	9%	4%	6%	7%
Not included in base:																
Decline to Answer	7	11	8	9	10	1	39	197	6	5	5	3	6	5	24	138

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 49-3

VI. Global Satisfaction

Q49. If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	142 100%	- 100%	- 100%	- 100%	- 100%	- 100%	661 100%	3114 100%	48 100%	- 100%	- 100%	- 100%	- 100%	- 100%	237 100%	1056 100%
Strongly recommend your department as a place to work	40%	54%	46%	59%	67%	51%	56%	47%	46%	38%	49%	59%	56%	58%	52%	45%
Recommend your department with reservations	54%	43%	47%	35%	25%	41%	38%	46%	47%	58%	49%	39%	39%	38%	45%	48%
Not recommend your department as a place to work	5%	3%	7%	6%	8%	7%	6%	7%	7%	4%	3%	2%	4%	4%	3%	7%
Not included in base:																
Decline to Answer	5	11	9	11	8	5	44	220	8	5	4	1	7	1	19	115

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 50-1

VI. Global Satisfaction

Q50. How do you rate your institution as a place for junior faculty to work?

		UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		195 100%	- 100%	- 100%	- 100%	- 100%	- 100%	917 100%	4253 100%
- NET: Great/Good	(5,4)	68%	81%	71%	76%	82%	76%	77%	68%
Great	(5)	16%	24%	15%	30%	36%	28%	27%	19%
Good	(4)	53%	57%	56%	46%	46%	48%	51%	48%
- So so	(3)	23%	14%	24%	18%	13%	23%	18%	24%
Bad	(2)	6%	3%	5%	4%	5%	1%	4%	6%
Awful	(1)	3%	2%	1%	1%	0%	0%	1%	2%
- NET: Bad/Awful	(2,1)	9%	5%	5%	6%	5%	1%	5%	8%
Mean		3.724	3.971	3.795	3.996	4.122	4.021	3.982	3.765
Not included in base:									
Decline to Answer		8	12	8	8	11	4	44	253

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 50-2

VI. Global Satisfaction

Q50. How do you rate your institution as a place for junior faculty to work?

	Males								Females							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	113 100%	- 100%	- 100%	- 100%	- 100%	- 100%	548 100%	2548 100%	82 100%	- 100%	- 100%	- 100%	- 100%	- 100%	370 100%	1705 100%
- NET: Great/Good (5,4)	70%	84%	72%	78%	86%	79%	80%	69%	66%	76%	69%	73%	76%	72%	73%	65%
Great (5)	17%	28%	17%	34%	37%	32%	30%	21%	14%	18%	11%	25%	33%	22%	22%	17%
Good (4)	53%	57%	55%	44%	48%	47%	50%	48%	52%	57%	57%	48%	42%	50%	51%	49%
- So so (3)	21%	12%	24%	16%	9%	20%	16%	23%	25%	17%	24%	21%	18%	26%	21%	26%
Bad (2)	7%	3%	3%	5%	5%	1%	4%	6%	5%	3%	7%	4%	7%	2%	4%	6%
Awful (1)	2%	1%	1%	1%	0%	0%	1%	2%	4%	4%	0%	2%	0%	0%	1%	2%
- NET: Bad/Awful (2,1)	8%	4%	4%	6%	5%	1%	4%	8%	9%	8%	7%	6%	7%	2%	6%	9%
Mean	3.769	4.075	3.839	4.055	4.185	4.090	4.053	3.801	3.661	3.821	3.734	3.905	4.023	3.923	3.879	3.711
Not included in base:																
Decline to Answer	6	8	6	5	9	1	29	152	3	4	2	3	3	3	14	101

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 50-3

VI. Global Satisfaction

Q50. How do you rate your institution as a place for junior faculty to work?

	White Faculty								Faculty of Color							
	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	UNIV ARIZ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	143 100%	- 100%	- 100%	- 100%	- 100%	- 100%	676 100%	3174 100%	52 100%	- 100%	- 100%	- 100%	- 100%	- 100%	241 100%	1079 100%
- NET: Great/Good (5,4)	68%	82%	72%	78%	82%	77%	78%	68%	70%	77%	68%	72%	82%	72%	74%	67%
Great (5)	16%	26%	18%	27%	38%	29%	27%	19%	14%	19%	8%	39%	30%	21%	25%	19%
Good (4)	51%	56%	54%	51%	43%	48%	51%	49%	56%	58%	60%	32%	52%	51%	50%	48%
- So so (3)	22%	13%	22%	16%	11%	21%	16%	24%	26%	16%	29%	26%	15%	28%	23%	25%
Bad (2)	8%	3%	6%	5%	7%	2%	5%	6%	0%	3%	2%	2%	2%	0%	2%	5%
Awful (1)	2%	2%	1%	2%	0%	0%	1%	2%	4%	4%	0%	0%	0%	0%	1%	3%
- NET: Bad/Awful (2,1)	10%	5%	7%	7%	7%	2%	6%	8%	4%	7%	2%	2%	2%	0%	3%	8%
Mean	3.714	4.008	3.817	3.965	4.132	4.047	3.992	3.770	3.752	3.847	3.743	4.088	4.101	3.933	3.956	3.749
Not included in base:																
Decline to Answer	4	7	7	7	5	3	29	161	4	5	1	1	6	1	15	93