
2013 NDSU FORWARD Worklife Survey
Results of Tenured and Tenure-track Faculty
Comparisons Based on Academic Rank

Introduction

The Faculty Worklife Survey is part of the Advance FORWARD project at NDSU. This survey collected data on a variety of topics important to faculty at NDSU, including the hiring process, the tenure process, professional activities, satisfaction with NDSU, programs and resources, and balancing personal and professional life. Survey data were collected October to December 2013 via an on-line survey with NDSU IRB approval. A total of 253 tenured and tenure-track faculty completed the survey, which represents a response rate of 47.6%. Forty-five (17.8%) individuals did not respond to the question about rank and are not included in this report. Therefore, the sample for this report is 207 tenure and tenure-track faculty. In particular, this sample is comprised of 83 assistant (40.1%), 63 associate (30.4%), and 61 full (29.5%) professors. When differences in responses based on academic rank were found to be statistically significant at the $p = .05$ level, they are marked with an asterisk (*) and at the $p < .05$ level, they are marked with a double asterisk (**).

Executive Summary

- Assistant and Associate Professors were more likely to feel that their department has not identified ways to actively recruit women. Assistant and Associate Professors were less likely to agree that their department actively supports women faculty members.
- Assistant Professors were less likely than Full Professors to agree that they are treated with respect by staff and less likely to agree that they were treated with respect by students than both Associate and Full Professors. However, Assistant Professors were more likely to say they were treated with respect by their Dean than Full Professors. There was no difference in experiencing respect from colleagues and department heads.
- Assistant Professors were more likely to report feeling isolated in their college and departments and that they do a great deal of work that is not formally recognized.
- Assistant and Associate Professors were less likely to feel like full and equal participants in problem-solving and decision-making in their primary department/unit.
- Assistant and Associate Professors were less likely to feel that committee assignments are rotated fairly to allow for the participation of all faculty members.
- Assistant Professors reported feeling less satisfied than Associate and Full Professors with the overall tenure and promotion process and feeling less supported during the tenure and promotion process. Additionally, Assistant Professors reported there was less of a fit between the way they do research, teaching, and service and how they were being evaluated for PTE. However, Assistant Professors agreed significantly more than Associate and Full Professors that they received reduced responsibilities so that they could build their research program, and both Assistant and Associate Professors reported that they were informed about assistance available to pre-tenure/promotion faculty (e.g., workshops, mentoring) more than Full Professors.
- Assistant Professors were less satisfied with their job at NDSU, with their work environment, and with being an academic, compared to Associate and Full Professors. However, across the three ranks, faculty had considered leaving NDSU based on their work environment at similar levels.
- Assistant and Associate Professors were less satisfied than Full Professors with the way in which they balance their professional and personal lives and agreed more often that they have seriously considered leaving NDSU in order to achieve better balance between work and personal life. Assistant and Associate Professors agreed more than Full Professors that they often have to forgo professional activities such as sabbaticals or conferences because of personal responsibilities and that personal responsibilities and commitments have slowed down their career progression.

Characteristics of Tenure/Tenure-Track Faculty in the Worklife Sample (See Appendix A)

- 62.7% of assistant, 52.4% of associate, and 21.3% of full professors identified as women (47.3% overall) while 37.3% of assistant, 47.6% of associate, and 73.8% of full professors identified as men (51.2% overall).
- 78.3% of assistant, 85.7% of associate, and 83.6% of full professors self-identified as “White, not of Hispanic origin.”
- 0% of assistant, 4.8% of associate, and 24.6% of full professors reported that they currently hold a full time administrative position (8.7% overall), while 2.4% of assistant, 17.5% of associate, and 21.3% of full professors reported that they currently hold a part time administrative position (2.4% overall), and 94.0% of assistant, 47.6% of associate, and 50.8% of full professors reported that they do not hold an administrative position (75.4% overall).

Departmental Climate

- Regarding statements about recruitment of and support for women faculty on a 4-point scale (1=disagree strongly, 4=agree strongly):
 - Assistant professors and associate professors agreed significantly less than full professors that their department has actively recruited women faculty (mean= for assistant 2.90**, for associate 2.91*, for full 3.27, overall 3.02).
 - Assistant professors and associate professors agreed significantly less than full professors that their department actively supports women faculty members (mean= for assistant 2.94**, for associate 3.02**, for full 3.44, overall 3.11).
- Regarding statements about interactions with colleagues and others in their primary department/unit on a 4-point scale (1=disagree strongly, 4=agree strongly):
 - Assistant professors agreed significantly more and associate professors agreed slightly more than full professors that they are treated with respect by their dean (mean= for assistant 3.64**, for associate 3.49, for full 3.24, overall 3.48).
 - Assistant professors agreed significantly less than full professors that they are treated with respect by staff (mean= for assistant 3.60**, for associate 3.63, for full 3.83, overall 3.68)
 - Assistant professors agreed significantly less than associate professors and full professors that they are treated with respect by students (mean= for assistant 3.31**, for associate 3.59, for full 3.75, overall 3.52).
 - Assistant professors agreed significantly less than associate professors and full professors that they do a great deal of work that is not formally recognized by their departments (mean= for assistant 2.48**, for associate 2.98, for full 2.97, overall 2.78).
 - Assistant professors agreed slightly more than associate professors and significantly more than full professors that they feel isolated in their college (mean= for assistant 2.21**, for associate 1.92, for full 1.73, overall 1.98).
 - Assistant professors agreed significantly more than associate professors and full professors that they feel isolated in their department (mean= for assistant 2.24**, for associate 1.89, for full 1.78, overall 2.00).
- Regarding statements about their participation in the decision-making process in their primary department/unit on a 4-point scale (1=disagree strongly, 4=agree strongly):
 - Assistant professors had similar opinions to associate professors but agreed significantly less than full professors that they are full and equal participants in problem-solving and decision-making in their primary department/unit (mean= for assistant 2.90**, for associate 3.00, for full 3.27, overall 3.04).

- Assistant professors agreed slightly more than associate professors, who agreed significantly less than full professors, that they have a voice in how resources are allocated (mean= for assistant 2.71, for associate 2.49**, for full 2.95, overall 2.71).
- Assistant professors and associate professors agreed significantly less than full professors that committee assignments are rotated fairly to allow for the participation of all faculty (mean= for assistant 2.77**, for associate 2.63**, for full 3.15, overall 2.84).

Hiring Process

- Faculty members were asked about factors that contributed to their considerations toward accepting or declining a position at NDSU.
 - The four most common factors that contributed to assistant professors' decision to accept a position at NDSU were:
 - Climate of the department/unit/lab (28.9%)
 - Colleagues in department/unit/lab (22.9%)
 - Salary and benefits (22.9%)
 - Workload allocation (22.9%)
 - The three most common factors that caused assistant professors to hesitate about accepting a position at NDSU were:
 - Geographic location (49.4%)
 - Opportunities available for spouse/partner (24.1%)
 - Salary and benefits (24.1%)
 - The three most common factors that contributed to associate professors' decision to accept a position at NDSU were:
 - Colleagues in department/unit/lab (34.9%)
 - Geographic location (28.6%)
 - Research opportunities (28.6%)
 - The three most common factors that caused associate professors to hesitate about accepting a position at NDSU were:
 - Geographic location (38.1%)
 - Salary and benefits (31.7%)
 - Support for research (25.4%)
 - The three most common factors that contributed to full professors' decision to accept a position at NDSU were:
 - Geographic location (36.1%)
 - Salary and benefits (27.9%)
 - Prestige of university (21.3%)
 - The three most common factors that caused full professors to hesitate about accepting a position at NDSU were:
 - Climate of department/unit/lab (29.5%)
 - Geographic location (27.9%)
 - Salary and benefits (27.9%)

Tenure Process

- Faculty were asked about their experience of the tenure process at NDSU and rated aspects of that process on a 4-point scale (1=disagree strongly, 4=agree strongly):
 - Assistant professors agreed significantly less than associate professors and full professors that they are/were satisfied with the tenure/promotion process overall (mean= for assistant 2.78, for associate 3.31**, for full 3.28**, overall 3.08).
 - Assistant professors agreed significantly less than both associate professors and full professors that there is a strong fit between the way they do research, teaching, and service, and the way it is evaluated for tenure/promotion (mean= for assistant 2.53, for associate 3.03**, for full 2.97**, overall 2.81).
 - Assistant professors agreed significantly less than associate professors and full professors that they feel/felt supported in their advancement to tenure/promotion (mean= for assistant 2.97, for associate 3.33**, for full 3.33*, overall 3.17).
 - Assistant professors agreed significantly more than associate professors and full professors that they received reduced responsibilities so they could build their research program (mean= for assistant 2.60**, for associate 1.91, for full 1.69, overall 2.17).
 - Assistant professors agreed significantly more than associate professors, who also agreed significantly more than full professors, that they were informed about assistance available to pre-tenure/promotion faculty (mean= for assistant 3.09**, for associate 2.66**, for full 2.21**, overall 2.77).
 - 22.9% of assistant professors, 12.7% of associate, and 3.3% of full professors reported that they had extended their tenure clock (14.0% overall); significantly more assistant professors than full professors reported having extended their tenure clock**.
 - Of those who reported extending their tenure clock, assistant professors agreed slightly more than associate professors and significantly more than full professors that their department was supportive of the extension (mean= for assistant 3.61, for associate 3.38, for full 2.50**, overall 3.46).

Leadership

- 33.7% of assistant professors, 38.1% of associate professors, and 52.5% of full professors indicated that they are interested in taking on a formal leadership position at NDSU (40.6% overall).
 - Among these interested respondents, 18.1% of assistant professors, 20.6% of associate professors, and 24.6% of full professors indicated that there are barriers preventing them from taking on such a position (20.8% overall).

NDSU Programs and Resources

- Tenured or tenure-track faculty rated the value of programs on the NDSU campus on a 4-point scale (1=not at all valuable, 4=very valuable):
 - Assistant professors and associate professors agreed significantly more than full professors that the Advance FORWARD Program (mean= for assistant 3.13**, for associate 3.09**, for full 2.64, overall 2.97), FORWARD Course Release Program (mean= for assistant 3.39**, for associate 3.33**, for full 2.70, overall 3.16), and FORWARD Mentor Travel Grants (mean= for assistant 3.35**, for associate 3.33**, for full 2.88, overall 3.20) are valuable.
 - Assistant professors agreed slightly more than associate professors and significantly more than full professors that the Climate Research Grants are valuable (mean= for assistant 2.90**, for associate 2.72, for full 2.46, overall 2.71).

- Tenured or tenure-track faculty reported how much the following programs have impacted their experience of the climate at NDSU on a 4-point scale (1=very negatively, 4=very positively):
 - Assistant professors and associate professors agreed significantly more than full professors that the FORWARD Course Release Program (mean= for assistant 3.34**, for associate 3.21**, for full 2.78, overall 3.14), FORWARD Mentor Travel Grants (mean= for assistant 3.37**, for associate 3.27**, for full 2.90, overall 3.20), FORWARD Leadership Development Grants (mean= for assistant 3.17*, for associate 3.23**, for full 2.88, overall 3.10), and Leap Grant Program (mean= for assistant 3.30**, for associate 3.30**, for full 2.93, overall 3.19) positively impacted their experience of the climate at NDSU.
 - Assistant professors agreed similarly to associate professors who agreed significantly more than full professors that the FORWARD Lecture Series (mean= for assistant 3.24, for associate 3.27, for full 2.98**, overall 3.16) positively impacted their experience of the climate at NDSU.
 - Assistant professors agreed slightly more than associate professors and significantly more than full than professors that the Women in Research program (mean= for assistant 3.18, for associate 3.00, for full 2.78**, overall 3.02) and Gear up for Grants Workshops (mean= for assistant 3.09, for associate 2.88, for full 2.79**, overall 2.93) positively impacted their experience of the climate at NDSU.
- Regarding statements about university resources to support research available to them on a 4-point scale (1=disagree strongly, 4=agree strongly):
 - Assistant professors agreed significantly more than associate professors and similarly to full professors that they have the equipment and supplies needed to adequately conduct research (mean= for assistant 2.86, for associate 2.57*, for full 2.76, overall 2.74)
 - Assistant professors agreed slightly more than associate professors and significantly more than full professors that they receive enough internal funding to conduct research (mean= for assistant 2.05, for associate 1.89, for full 1.65**, overall 1.89).
 - Assistant professors agreed slightly more than associate professors and significantly more than full professors that they have colleagues or peers who provide career advice or guidance when they need it (mean= for assistant 3.07, for associate 2.81, for full 2.60**, overall 2.86).

Professional Activities

- Faculty members were asked about the percentage of work time they currently spend and would like to spend on specific work activities.
 - Research
 - Assistant professors reported spending slight more time than associate and full professors on research (mean= for assistant 31.35, for associate 28.13, for full 26.05, overall 28.84).
 - Assistant professors reported that they would prefer to spend a similar amount of time to associate professors and significantly more time than full professors on research (mean= for assistant 45.99**, for associate 41.75, for full 36.24, overall 41.93).
 - Teaching
 - Assistant professors reported spending significantly more time than both associate professors and full professors on teaching (mean= for assistant 43.16, for associate 34.10**, for full 31.26**, overall 36.87).
 - Assistant professors, associate professors, and full professors reported that they would prefer to spend a similar amount of time teaching (mean= for assistant 30.45, for associate 29.17, for full 29.94, overall 29.90).
 - Advising/Mentoring Students

Differences in responses based on gender statistically significant at $p = .05$ level, they are marked with an asterisk (*) and at the $p < .05$ level, they are marked with a double asterisk (**).

- Assistant professors reported spending a similar amount of time to associate professors and significantly more time than full professors advising/mentoring students (mean= for assistant 10.96, for associate 9.97, for full 7.15**, overall 9.55).
- Assistant professors reported that they would prefer to spend a similar amount of time to associate professors who reported that they would prefer to spend a significantly larger amount of time than full professors advising/mentoring students (mean= for assistant 9.98, for associate 11.04**, for full 8.24, overall 9.82).
- Service
 - Assistant professors reported spending significantly less time on service than associate professors who also reported spending significantly more time on service than full professors (mean= for assistant 11.93, for associate 17.71**, for full 13.56, overall 14.20).
 - Assistant professors, associate professors, and full professors all reported that they would prefer to spend a similar amount of time on service (mean= for assistant 9.65, for associate 12.07, for full 9.26, overall 10.30).

Committee Service

- Regarding statements about serving on or chairing committees:
 - PTE
 - 2.4% of assistant professors, 63.5% of associate professors, and 82.0% of full professors have served on PTE committees (44.4% overall).
 - 0% of assistant professors, 14.3% of associate professors, and 49.2% of full professors have chaired PTE committees (18.8% overall).
 - Faculty Search Committee
 - 66.3% of assistant professors, 92.1% of associate professors, and 95.1% of full professors have served on a search committee (82.6% overall).
 - 6.0% of assistant professors, 52.4% of associate professors, and 78.7% of full professors have chaired a search committee (41.5% overall).
 - Curriculum (graduate or undergraduate)
 - 51.8% of assistant professors, 84.1% of associate professors, and 73.8% of full professors have served on a curriculum committee (28.5% overall).
 - 13.3% of assistant professors, 38.1% of associate professors, and 39.3% of full professors have chaired a curriculum committee (68.1% overall).
 - Graduate Admissions
 - 33.7% of assistant professors, 58.7% of associate professors, and 65.6% of full professors have served on a graduate admissions committee (50.7% overall).
 - 6.0% of assistant professors, 20.6% of associate professors, and 36.1% of full professors have chaired a graduate admissions committee (19.3% overall).
 - Department Level Committees
 - On average, assistant professors serve on 2.19 department level committees, associate professors serve on 2.81 committees, and full professors serve on 2.34 committees (overall mean = 2.43).
 - On average, assistant professors chair 0.26 department level committees, associate professors chair 0.67** committees, and full professors chair 0.79** committees (overall mean = 0.54).

- College Level Committees
 - On average, assistant professors serve on 0.68 college level committees, associate professors serve on 1.18** committees, and full professors serve on 1.04** committees (overall mean = 0.94).
 - On average, assistant professors chair 0.05 college level committees, associate professors chair 0.23** committees, and full professors chair 0.22** committees (overall mean = 0.16).
- University Level Committees
 - On average, assistant professors serve on 0.57** university level committees, associate professors serve on 1.73** committees, and full professors serve on 2.34 committees (overall mean = 1.44).
 - On average, assistant professors chair 0.02 university level committees, associate professors chair 0.22 committees, and full professors chair 2.73 committees (overall mean = 0.90).
- Regarding hours spent attending committee meetings and doing work associated with committee assignments over the past 30 days, assistant professors reported working significantly less hours when compared to associate professors and full professors who reported similar hours, with associate professors reporting the most (mean= for assistant 11.79 hours, for associate 21.32**, for full 19.50**, overall 17.04 hours).

Satisfaction with NDSU

- Regarding statements about job satisfaction among tenured or tenure-track faculty on a 5-point scale (1=very dissatisfied, 5=very satisfied):
 - Assistant professors agreed significantly less than associate professors and full professors that they are satisfied with their job in general at NDSU (mean= for assistant 3.76**, for associate 4.10, for full 4.11, overall 3.97).
 - Assistant professors agreed significantly less than associate professors and full professors that they are satisfied with the work environment at NDSU (mean= for assistant 3.44**, for associate 3.84, for full 3.93, overall 3.71).
 - Assistant professors agreed slightly less than associate professors and significantly less than full professors that they are satisfied with their job in academia (mean= for assistant 4.11, for associate 4.33, for full 4.58, overall 4.32**).

Consider Leaving NDSU

- Faculty members were asked if they had ever considered leaving NDSU based on their work environment.
 - Of the 131 who reported that they had considered leaving NDSU, 49 (59.0%) were assistant professors, 43 (68.3%) were associate professors, and 39 (63.9%) were full professors.
- Faculty members were asked about steps they had taken to leave NDSU:
 - Thinking about leaving (42.2% of assistant professors, 44.4% of associate professors, 45.9% of full professors, 44.0% overall)
 - Searching for open positions (38.6% of assistant professors, 54.0% of associate professors, 47.5% of full professors, 45.9% overall)
 - Made inquiries about available positions (24.1% of assistant professors, 34.9% of associate professors, 32.8% of full professors, 30.0% overall)
 - Applying for a position (27.7% of assistant professors, 36.5% of associate professors, 37.7% of full professors, 33.3% overall)

Differences in responses based on gender statistically significant at $p = .05$ level, they are marked with an asterisk (*) and at the $p < .05$ level, they are marked with a double asterisk (**).

- Interviewed for a position (12.0% of assistant professors, 19.0% of associate professors, 36.1% of full professors, 21.3% overall)
- Received an offer for a new position (4.8% of assistant professors, 17.5% of associate professors, 24.6% of full professors, 14.5% overall)
- Faculty members were asked about factors that contributed to consideration for leaving and staying at NDSU.
 - The three most common factors that contributed to assistant professors' decision to leave NDSU were:
 - Lack of support for research (22.9%)
 - Climate of department/unit/lab (19.3%)
 - Work/life satisfaction (19.3%)
 - The three most common factors that contributed to assistant professors' decision to stay at NDSU were:
 - Colleagues in department/unit/lab (22.9%)
 - Quality of the community (20.5%)
 - Salary and benefits (12.0%)
 - The three most common factors that contributed to associate professors' decision to leave NDSU were:
 - Climate of department/unit/lab (22.2%)
 - Workload allocation (20.6%)
 - Salary and benefits (19.0%)
 - The three most common factors that contributed to associate professors' decision to stay at NDSU were:
 - Quality of the community (23.8%)
 - Colleagues in department/unit/lab (19.0%)
 - Salary and benefits (12.7%)
 - The three most common factors that contributed to full professors' decision to leave NDSU were:
 - Lack of support for research (21.3%)
 - Salary and benefits (19.7%)
 - Climate of department/unit/lab (18.0%)
 - The four most common factors that contributed to full professors' decision to stay at NDSU were:
 - Colleagues in department/unit/lab (16.4%)
 - Quality of the community (14.8%)
 - Geographic location (14.8%)
 - Work/life satisfaction (14.8%)

Balancing Personal and Professional Life

- Assistant professors agreed similarly to associate professors and significantly more than full professors that the recommended practice of not holding meetings before 8:30am or after 4:30pm is beneficial (mean= for assistant 3.25**, for associate 3.19, for full 2.85, overall 3.11).
- Regarding statements about balancing personal and professional lives, on a 4-point scale (1=disagree strongly, 4=agree strongly):
 - Assistant professors and associate professors agreed significantly more than full professors that they often have to forgo family or personal activities because of professional responsibilities (mean= for assistant 2.74**, for associate 2.81**, for full 2.36, overall 2.65)

Differences in responses based on gender statistically significant at $p = .05$ level, they are marked with an asterisk (*) and at the $p < .05$ level, they are marked with a double asterisk (**).

and that personal responsibilities and commitments have slowed down their career progression (mean= for assistant 2.50**, for associate 2.37**, for full 1.87, overall 2.28).

- Assistant professors agreed similarly to associate professors and significantly more than full professors that they had seriously considered leaving NDSU in order to achieve better balance between work and personal life (mean= for assistant 2.34, for associate 2.33, for full 1.95**, overall 2.22).
- Assistant professors agreed slightly more than associate professors and significantly more than full professors that they have considered leaving NDSU in order to enhance their spouse/partner's career opportunities (mean= for assistant 2.60, for associate 2.24, for full 1.98**, overall 2.30).
- Assistant professors and associate professors agreed significantly more than full professors that both they and their spouse/partner had considered leaving Fargo/Moorhead to enhance both of their career opportunities (mean= for assistant 2.70**, for associate 2.64*, for full 2.18, overall 2.52).
- Regarding statements about their primary department's support of work/life balance on a 4-point scale (1=disagree strongly, 4=agree strongly):
 - Assistant professors agreed similarly to associate professors but significantly less than full professors that their department has supportive practices for faculty who have a new baby or child in the family (mean= for assistant 2.95**, for associate 3.00, for full 3.33, overall 3.08).

Health

- Regarding statements about their personal health, on a 5-point scale (1=very often, 5=rarely):
 - Assistant professors agreed slightly more than associate professors and significantly more than full professors that they often feel fatigued (mean= for assistant 2.21, for associate 2.41, for full 2.75**, overall 2.43), stressed (mean= for assistant 2.19, for associate 2.49, for full 2.71**, overall 2.43), and depressed (mean= for assistant 3.63, for associate 3.81, for full 4.17**, overall 3.84).
 - Both assistant and associate professors agreed significantly more than full professors that they often feel nervous (mean= for assistant 2.93**, for associate 3.21**, for full 3.83, overall 3.29).
- Regarding statements about their personal health, on a 5-point scale (1=rarely, 5=very often):
 - Both assistant and associate professors agreed significantly less than full professors that they often feel well-rested (mean= for assistant 2.73**, for associate 2.77**, for full 3.20, overall 2.88).
 - Assistant professors agreed similarly to associate professors and significantly less than full professors that they often feel physically fit (mean= for assistant 3.11, for associate 3.17, for full 3.49**, overall 3.24).

Appendix A: Demographic Table

Characteristics	Assistant		Associate		Full		Overall	
	<u>n</u>	<u>%</u>	<u>n</u>	<u>%</u>	<u>n</u>	<u>%</u>	<u>n</u>	<u>%</u>
Gender								
Woman	52	62.7	33	52.4	13	21.3	98	47.3
Man	31	37.3	30	47.6	45	73.8	106	51.2
Race								
Asian	11	13.3	3	4.8	5	8.2	19	9.2
Black/African Am.	0	0	2	3.2	1	1.6	3	1.4
Hispanic/Latino(a)	0	0	3	4.8	0	0	3	1.4
White	65	78.3	54	85.7	51	83.6	170	82.1
Parenting status								
Children under age 18	52	62.7	31	49.2	24	39.3	107	51.7
Children over age 18	0	0	6	9.5	14	23.0	20	9.7
No Children	24	28.9	17	27.0	14	23.0	55	26.6
Providing eldercare								
Yes	10	12.0	17	27.0	25	41.0	52	25.1
No	71	85.5	45	71.4	36	59.0	152	73.4
Recruited to NDSU								
Yes	19	22.9	16	25.4	19	31.1	54	26.1
No	63	75.9	47	74.6	42	68.9	152	73.4
Currently hold an administrative position								
Full-time	0	0	3	4.8	15	24.6	18	8.7
Part-time	2	2.4	11	17.5	13	21.3	26	12.6
None	78	94.0	47	74.6	31	50.8	156	75.4
Interested in a leadership position								
Yes	28	33.7	24	38.1	32	52.5	84	40.6
No	53	63.9	38	60.3	27	44.3	118	57.0

Differences in responses based on gender statistically significant at $p = .05$ level, they are marked with an asterisk (*) and at the $p < .05$ level, they are marked with a double asterisk (**).

Appendix B: Item Analysis

Climate for Women Faculty

Regarding statements about recruitment of, climate for, and leadership opportunities for women faculty in their primary department/unit, on a 4-point scale (1=disagree strongly, 4=agree strongly):

Question	Assistant	Associate	Full	Overall
My department has too few women.	M = 2.35 SD = 1.20	M = 2.11 SD = 1.16	M = 2.18 SD = 1.07	M = 2.23 SD = 1.15 Range = 1 to 4
My department has actively recruited women faculty.	M = 2.90 SD = 1.08	M = 2.91 SD = 1.00	M = 3.27 SD = 0.85	M = 3.02 SD = 0.99 Range = 1 to 4
The climate for women in my department is good.	M = 2.99 SD = 1.02	M = 3.05 SD = 1.06	M = 3.31 SD = 0.82	M = 3.10 SD = 0.98 Range = 1 to 4
My department has taken steps to enhance the climate for women.	M = 2.65 SD = 1.10	M = 2.61 SD = 1.04	M = 3.00 SD = 0.90	M = 2.74 SD = 1.03 Range = 1 to 4
My department has too few women faculty in leadership positions.	M = 2.56 SD = 1.11	M = 2.34 SD = 1.21	M = 2.20 SD = 1.02	M = 2.39 SD = 1.12 Range = 1 to 4
My department has made an effort to promote women into leadership positions.	M = 2.77 SD = 1.04	M = 2.80 SD = 1.04	M = 2.87 SD = 0.85	M = 2.81 SD = 0.98 Range = 1 to 4
My department actively supports women faculty members.	M = 2.94 SD = 1.02	M = 3.02 SD = 1.04	M = 3.44 SD = 0.66	M = 3.11 SD = 0.96 Range = 1 to 4

Regarding statements about interactions with colleagues and others in their primary department/unit on a 4-point scale (1=disagree strongly, 4=agree strongly):

Question	Assistant	Associate	Full	Overall
I am treated with respect by colleagues.	M = 3.31 SD = 0.85	M = 3.29 SD = 0.87	M = 3.48 SD = 0.66	M = 3.35 SD = 0.81 Range = 1 to 4
I am treated with respect by my department chair/head.	M = 3.54 SD = 0.84	M = 3.50 SD = 0.78	M = 3.61 SD = 0.70	M = 3.55 SD = 0.78 Range = 1 to 4
I am treated with respect by dean.	M = 3.64 SD = 0.75	M = 3.49 SD = 0.76	M = 3.24 SD = 1.08	M = 3.48 SD = 0.87 Range = 1 to 4
I am treated with respect by staff.	M = 3.60 SD = 0.75	M = 3.63 SD = 0.75	M = 3.83 SD = 0.42	M = 3.68 SD = 0.67 Range = 1 to 4
I am treated with respect by students.	M = 3.31 SD = 0.77	M = 3.59 SD = 0.61	M = 3.75 SD = 0.44	M = 3.52 SD = 0.66 Range = 1 to 4
I feel excluded from the informal networks in my department.	M = 2.21 SD = 1.11	M = 2.21 SD = 0.98	M = 2.113 SD = 1.02	M = 2.19 SD = 1.04 Range = 1 to 4
I encounter unwritten rules concerning how one is expected to interact with colleagues.	M = 2.49 SD = 0.94	M = 2.60 SD = 1.00	M = 2.27 SD = 0.95	M = 2.46 SD = 0.97 Range = 1 to 4
Colleagues in my department solicit my opinion about work-related matters (e.g., teaching, research, and service).	M = 3.00 SD = 0.84	M = 3.13 SD = 0.80	M = 3.25 SD = 0.75	M = 3.11 SD = 0.81 Range = 1 to 4
I feel that my colleagues value my research.	M = 2.90 SD = 0.96	M = 2.87 SD = 0.81	M = 3.17 SD = .085	M = 2.97 SD = 0.89 Range = 1 to 4
I do a great deal of work that is not formally recognized by my department.	M = 2.47 SD = 1.12	M = 2.98 SD = 0.78	M = 2.97 SD = 0.96	M = 2.78 SD = 0.96 Range = 1 to 4
I feel like I "fit" in my department.	M = 2.93 SD = 1.07	M = 3.13 SD = 0.92	M = 3.24 SD = 0.86	M = 3.08 SD = 0.97 Range = 1 to 4
I feel like I "fit" in my college.	M = 3.05 SD = 0.83	M = 3.14 SD = 0.80	M = 3.24 SD = 0.90	M = 3.13 SD = 0.84 Range = 1 to 4

Differences in responses based on gender statistically significant at $p = .05$ level, they are marked with an asterisk (*) and at the $p < .05$ level, they are marked with a double asterisk (**).

I feel isolated in my college.	M = 2.24 SD = 1.14	M = 1.89 SD = 0.99	M = 1.73 SD = 0.93	M = 1.98 SD = 0.94 Range = 1 to 4
I feel isolated in my department.	M = 2.21 SD = 0.91	M = 1.92 SD = 0.89	M = 1.78 SD = 0.98	M = 2.00 SD = 1.07 Range = 1 to 4
I feel isolated on the NDSU campus overall.	M = 2.12 SD = 1.00	M = 1.92 SD = 0.95	M = 1.78 SD = 0.83	M = 1.96 SD = 0.94 Range = 1 to 4

Regarding statements about their participation in the decision-making process in their primary department/unit on a 4-point scale (1=disagree strongly, 4=agree strongly):

Question	Assistant	Associate	Full	Overall
I feel like a full and equal participant in problem-solving and decision-making.	M = 2.90 SD = 0.95	M = 3.00 SD = 0.97	M = 3.27 SD = 0.90	M = 3.04 SD = 0.95 Range = 1 to 4
I have a voice in how resources are allocated.	M = 2.71 SD = 1.00	M = 2.49 SD = 0.98	M = 2.95 SD = 1.08	M = 2.71 SD = 1.03 Range = 1 to 4
Department meetings allow for all faculty members to share their views.	M = 3.16 SD = 0.92	M = 3.11 SD = 1.02	M = 3.37 SD = 0.82	M = 3.21 SD = 0.92 Range = 1 to 4
Committee assignments are rotated fairly to allow for the participation of all faculty.	M = 2.77 SD = 0.95	M = 2.63 SD = 0.86	M = 3.15 SD = 0.93	M = 2.84 SD = 0.94 Range = 1 to 4
My department chair/head involves me in decision making.	M = 3.10 SD = 1.00	M = 2.92 SD = 0.93	M = 3.21 SD = 0.95	M = 3.04 SD = 0.97 Range = 1 to 4

Tenure Process

Faculty were asked about their experience of the tenure process at NDSU and rated aspects of that process on a 4-point scale (1=disagree strongly, 4=agree strongly):

Question	Assistant	Associate	Full	Overall
I am/was satisfied with the tenure/promotion process overall.	M = 2.78 SD = 0.79	M = 3.31 SD = 0.73	M = 3.28 SD = 0.78	M = 3.08 SD = 0.80 Range = 1 to 4
I receive/d feedback on my progress toward tenure/promotion.	M = 3.09 SD = 0.81	M = 3.31 SD = 0.86	M = 3.10 SD = 0.97	M = 3.17 SD = 0.87 Range = 1 to 4
I feel there is/was a strong fit between the way I do/did research, teaching, and service, and the way it is/was evaluated for tenure/promotion.	M = 2.53 SD = 0.90	M = 3.03 SD = 0.88	M = 2.97 SD = 0.97	M = 2.81 SD = 0.93 Range = 1 to 4
I feel/felt supported in my advancement to tenure/promotion.	M = 2.97 SD = 0.99	M = 3.33 SD = 0.87	M = 3.32 SD = 0.80	M = 3.17 SD = 0.93 Range = 1 to 4
I receive/d reduced responsibilities so that I could build my research program.	M = 2.60 SD = 1.15	M = 1.91 SD = 1.02	M = 1.69 SD = 0.95	M = 2.17 SD = 1.13 Range = 1 to 4
I was told about assistance available to pre-tenure/promotion faculty (e.g., workshops, mentoring).	M = 3.09 SD = 0.80	M = 2.66 SD = 0.99	M = 2.21 SD = 1.04	M = 2.77 SD = 0.98 Range = 1 to 4
How supportive was your department/unit the first time you extended your tenure clock?	M = 3.61 SD = 0.78	M = 3.38 SD = 0.52	M = 2.50 SD = 0.71	M = 3.46 SD = 0.74 Range = 1 to 4

Differences in responses based on gender statistically significant at $p = .05$ level, they are marked with an asterisk (*) and at the $p < .05$ level, they are marked with a double asterisk (**).

NDSU Programs and Resources

Tenured or tenure-track faculty rated the value of programs on the NDSU campus on a 4-point scale (1=not at all valuable, 4=very valuable):

Program	Assistant	Associate	Full	Overall
Workshops for Search Committee	M = 2.65 SD = 0.94	M = 2.95 SD = 1.00	M = 3.64 SD = 0.92	M = 2.74 SD = 0.96 Range = 1 to 4
Advance FORWARD	M = 3.13 SD = 0.81	M = 3.09 SD = 0.86	M = 2.64 SD = 1.14	M = 2.97 SD = 0.95 Range = 1 to 4
FORWARD Course Release Program	M = 3.39 SD = 0.72	M = 3.33 SD = 0.87	M = 2.70 SD = 1.11	M = 3.16 SD = 0.94 Range = 1 to 4
FORWARD Mentor Travel Grants	M = 3.35 SD = 0.84	M = 3.33 SD = 0.79	M = 2.88 SD = 1.03	M = 3.20 SD = 0.91 Range = 1 to 4
Climate Research Grant	M = 2.90 SD = 0.86	M = 2.72 SD = 0.91	M = 2.46 SD = 1.02	M = 2.71 SD = 0.94 Range = 1 to 4
FORWARD Leadership Development Grants	M = 3.02 SD = 0.91	M = 3.21 SD = 0.73	M = 2.84 SD = 1.18	M = 3.02 SD = 0.96 Range = 1 to 4
FORWARD Lecture Series	M = 2.94 SD = 0.81	M = 2.92 SD = 0.81	M = 2.79 SD = 0.99	M = 2.89 SD = 0.86 Range = 1 to 4
FORWARD Allies/Advocates Program	M = 2.63 SD = 0.89	M = 2.50 SD = 1.11	M = 2.45 SD = 1.15	M = 2.54 SD = 1.04 Range = 1 to 4

Tenured or tenure-track faculty reported how much the following programs have impacted their experience of the climate at NDSU on a 4-point scale (1=very negatively, 4=very positively):

Question	Assistant	Associate	Full	Overall
Advance FORWARD	M = 3.42 SD = 0.70	M = 3.32 SD = 0.70	M = 3.00 SD = 0.92	M = 3.26 SD = 0.79 Range = 1 to 4
FORWARD Allies/Advocates Program	M = 3.03 SD = 0.68	M = 2.96 SD = 0.86	M = 2.83 SD = 0.91	M = 2.95 SD = 0.82 Range = 1 to 4
FORWARD Course Release Program	M = 3.34 SD = 0.61	M = 3.21 SD = 0.77	M = 2.78 SD = 0.91	M = 3.14 SD = 0.79 Range = 1 to 4
FORWARD Mentor Travel Grants	M = 3.37 SD = 0.62	M = 3.27 SD = 0.73	M = 2.90 SD = 0.92	M = 3.20 SD = 0.77 Range = 1 to 4
FORWARD Leadership Development Grants	M = 3.17 SD = 0.58	M = 3.23 SD = 0.72	M = 2.87 SD = 0.85	M = 3.10 SD = 0.72 Range = 1 to 4
FORWARD Leap Research Grants	M = 3.30 SD = 0.69	M = 3.30 SD = 0.74	M = 2.93 SD = 0.89	M = 3.19 SD = 0.78 Range = 1 to 4
FORWARD Lecture Series	M = 3.24 SD = 0.60	M = 3.28 SD = 0.68	M = 2.98 SD = 0.83	M = 3.16 SD = 0.71 Range = 1 to 4
New Faculty Orientation	M = 3.18 SD = 0.64	M = 2.98 SD = 0.74	M = 3.09 SD = 0.49	M = 3.09 SD = 0.63 Range = 1 to 4
Women in Research (WIR) Program	M = 3.18 SD = 0.51	M = 3.00 SD = 0.67	M = 2.78 SD = 0.80	M = 3.02 SD = 0.67 Range = 2 to 4
Gear up for Grants Workshops	M = 3.09 SD = 0.64	M = 2.88 SD = 0.60	M = 2.79 SD = 0.63	M = 2.93 SD = 0.63 Range = 1 to 4
FORWARD Climate Research Grants	M = 3.18 SD = 0.61	M = 3.15 SD = 0.77	M = 2.88 SD = 0.88	M = 3.08 SD = 0.75 Range = 1 to 4

Differences in responses based on gender statistically significant at $p = .05$ level, they are marked with an asterisk (*) and at the $p < .05$ level, they are marked with a double asterisk (**).

Regarding statements about the resources available to them on a 4-point scale (1=disagree strongly, 4=agree strongly):

Question	Assistant	Associate	Full	Overall
I have the equipment and supplies I need to adequately conduct my research.	M = 2.86 SD = 0.90	M = 2.57 SD = 0.83	M = 2.76 SD = 0.90	M = 2.74 SD = 0.88 Range = 1 to 4
I would like to receive more travel funds than I do.	M = 3.38 SD = 0.72	M = 3.44 SD = 0.74	M = 3.47 SD = 0.87	M = 3.43 SD = 0.77 Range = 1 to 4
I receive enough internal funding to conduct my research.	M = 2.05 SD = 0.91	M = 1.89 SD = 0.93	M = 1.65 SD = 0.89	M = 1.89 SD = 0.92 Range = 1 to 4
I have enough office support.	M = 3.07 SD = 0.89	M = 2.70 SD = 1.07	M = 2.88 SD = 0.85	M = 2.90 SD = 0.95 Range = 1 to 4
I have colleagues on campus who do similar research.	M = 2.70 SD = 0.93	M = 2.68 SD = 0.97	M = 2.55 SD = 1.13	M = 2.65 SD = 1.00 Range = 1 to 4
I have colleagues or peers who give me career advice or guidance when they need it.	M = 3.07 SD = 0.89	M = 2.81 SD = 0.88	M = 2.60 SD = 1.07	M = 2.86 SD = 0.95 Range = 1 to 4
I have sufficient teaching support (including T.A.s).	M = 2.27 SD = 1.07	M = 2.22 SD = 0.99	M = 2.09 SD = 1.00	M = 2.20 SD = 1.02 Range = 1 to 4

Professional Activities

Faculty members were asked about the proportion of work time they currently spend and would like to spend on specific work activities:

Question	Assistant	Associate	Full	Overall
How much time do you currently spend doing research?	M = 31.35 SD = 21.17	M = 28.13 SD = 15.69	M = 26.05 SD = 20.15	M = 28.84 SD = 19.39 Range = 0 to 100
How much time would you prefer to spend doing research?	M = 45.99 SD = 18.78	M = 41.75 SD = 17.34	M = 36.24 SD = 21.70	M = 41.93 SD = 19.55 Range = 0 to 90
How much time do you currently spend teaching?	M = 43.16 SD = 17.55	M = 34.10 SD = 16.09	M = 31.26 SD = 20.81	M = 29.90 SD = 15.61 Range = 0 to 95
How much time would you prefer to spend teaching?	M = 30.45 SD = 14.22	M = 29.17 SD = 15.24	M = 29.94 SD = 18.10	M = 29.90 SD = 15.61 Range = 0 to 85
How much time do you currently spend advising/mentoring students?	M = 10.96 SD = 8.09	M = 9.97 SD = 7.99	M = 7.15 SD = 4.71	M = 9.55 SD = 7.38 Range = 0 to 60
How much time would you prefer to spend advising/mentoring students?	M = 9.98 SD = 7.02	M = 11.04 SD = 6.53	M = 8.24 SD = 5.25	M = 9.82 SD = 6.46 Range = 0 to 40
How much time do you currently spend doing service?	M = 11.93 SD = 8.75	M = 17.71 SD = 13.10	M = 13.56 SD = 12.00	M = 14.20 SD = 11.43 Range = 0 to 80
How much time would you prefer to spend doing service?	M = 9.65 SD = 7.46	M = 12.07 SD = 13.63	M = 9.26 SD = 6.29	M = 10.30 SD = 9.60 Range = 0 to 100
How much time do you currently spend on administrative tasks?	M = 2.66 SD = 3.94	M = 13.25 SD = 17.84	M = 24.35 SD = 28.05	M = 12.99 SD = 20.94 Range = 0 to 90
How much time would you prefer to spend on administrative tasks?	M = 1.62 SD = 2.56	M = 9.92 SD = 16.32	M = 18.45 SD = 22.85	M = 9.62 SD = 17.32 Range = 0 to 80
How much time do you currently spend mentoring faculty?	M = 0.77 SD = 1.68	M = 3.79 SD = 4.15	M = 6.26 SD = 8.96	M = 3.41 SD = 6.04 Range = 0 to 60

Differences in responses based on gender statistically significant at $p = .05$ level, they are marked with an asterisk (*) and at the $p < .05$ level, they are marked with a double asterisk (**).

How much time would you prefer to spend mentoring faculty/.	M = 1.24 SD = 2.08	M = 4.50 SD = 4.00	M = 7.91 SD = 9.54	M = 4.43 SD = 6.70 Range = 0 to 60
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Satisfaction with NDSU

Regarding statements about job satisfaction among tenured or tenure-track faculty on a 5-point scale (1=very dissatisfied, 5=very satisfied):

Question	Assistant	Associate	Full	Overall
How satisfied are you, in general, with your job at NDSU?	M = 3.76 SD = 1.20	M = 4.10 SD = 0.84	M = 4.11 SD = 0.86	M = 3.97 SD = 1.01 Range = 1 to 5
How satisfied are you with your work environment at NDSU?	M = 3.44 SD = 1.31	M = 3.84 SD = 0.88	M = 3.93 SD = 0.93	M = 3.71 SD = 1.10 Range = 1 to 5
How satisfied are you, in general, with the way your career has progressed at NDSU?	M = 3.83 SD = 1.15	M = 4.00 SD = 0.98	M = 4.13 SD = 0.92	M = 3.97 SD = 1.04 Range = 1 to 5
How satisfied are you with working in academia?	M = 4.11 SD = 1.01	M = 4.33 SD = 0.74	M = 4.58 SD = 0.62	M = 4.32 SD = 0.85 Range = 1 to 5

Balancing Personal and Professional Life

Regarding statements about balancing personal and professional lives, tenured and tenure-track faculty on a 4-point scale (1=disagree strongly, 4=agree strongly):

Question	Assistant	Associate	Full	Overall
How beneficial is the recommended practice of not holding meetings before 8:30 or after 4:30?	M = 3.25 SD = 1.00	M = 3.19 SD = 0.96	M = 2.85 SD = 1.10	M = 3.11 SD = 1.03 Range = 1 to 4
I m usually satisfied with the way in which I balance my professional and personal life.	M = 2.65 SD = 1.04	M = 2.68 SD = 0.88	M = 2.95 SD = 0.96	M = 2.75 SD = 0.97 Range = 1 to 4
I often have to forgo family or personal activities because of professional responsibilities.	M = 2.74 SD = 1.04	M = 2.81 SD = 0.76	M = 2.36 SD = 0.95	M = 2.65 SD = 0.95 Range = 1 to 4
Personal responsibilities and commitments have slowed down my career progression.	M = 2.50 SD = 1.04	M = 2.37 SD = 0.96	M = 1.87 SD = 0.96	M = 2.28 SD = 1.02 Range = 1 to 4
I have seriously considered leaving NDSU in order to achieve better balance between work and personal life.	M = 2.34 SD = 1.18	M = 2.33 SD = 1.02	M = 1.95 SD = 1.15	M = 2.22 SD = 1.13 Range = 1 to 4
I have considered leaving NDSU in order to enhance my spouse/partner's career opportunities.	M = 2.60 SD = 1.17	M = 2.24 SD = 1.13	M = 1.98 SD = 1.17	M = 2.30 SD = 1.18 Range = 1 to 4
My spouse/partner and I have considered leaving Fargo/Moorhead to enhance both our career opportunities.	M = 2.70 SD = 1.20	M = 2.64 SD = 1.05	M = 2.18 SD = 1.16	M = 2.52 SD = 1.16 Range = 1 to 4

Regarding statements about their primary department/unit's support of worklife balance on a 4-point scale (1=disagree strongly, 4=agree strongly):

Question	Assistant	Associate	Full	Overall
Most faculty in my department are supportive of colleagues who want to balance their family and career lives.	M = 3.23 SD = 0.95	M = 3.11 SD = 0.92	M = 3.28 SD = 0.74	M = 3.21 SD = 0.88 Range = 1 to 4
It is difficult for faculty in my department to adjust their work schedules to care for children or other family members.	M = 2.04 SD = 0.97	M = 2.12 SD = 0.89	M = 2.04 SD = 0.93	M = 2.07 SD = 0.93 Range = 1 to 4
The department is supportive of family leave.	M = 3.09 SD = 0.98	M = 3.20 SD = 0.87	M = 3.39 SD = 0.75	M = 3.23 SD = 0.88 Range = 1 to 4
My department has supportive practices for faculty who have a new baby/child in the family.	M = 2.95 SD = 1.02	M = 3.00 SD = 0.97	M = 3.33 SD = 0.72	M = 3.08 SD = 0.93 Range = 1 to 4

Differences in responses based on gender statistically significant at $p = .05$ level, they are marked with an asterisk (*) and at the $p < .05$ level, they are marked with a double asterisk (**).

Health

Regarding statements about their personal health, on a 5-point scale (1=very often, 5=rarely):

Question	Assistant	Associate	Full	Overall
How often do you feel fatigued?	M = 2.21 SD = 1.12	M = 2.41 SD = 1.13	M = 2.75 SD = 1.11	M = 2.43 SD = 1.13 Range = 1 to 5
How often do you feel stressed?	M = 2.19 SD = 0.99	M = 2.49 SD = 1.12	M = 2.71 SD = 1.08	M = 2.43 SD = 1.08 Range = 1 to 5
How often do you feel nervous?	M = 2.96 SD = 1.38	M = 3.21 SD = 1.22	M = 3.83 SD = 1.09	M = 3.29 SD = 1.30 Range = 1 to 5
How often do you feel depressed?	M = 3.63 SD = 1.37	M = 3.81 SD = 1.15	M = 4.17 SD = 0.97	M = 3.84 SD = 1.21 Range = 1 to 5

Regarding statements about their personal health, on a 5-point scale (1=rarely, 5=very often):

How often do you feel well-rested?	M = 2.73 SD = 1.18	M = 2.77 SD = 1.09	M = 3.20 SD = 1.06	M = 2.88 SD = 1.13 Range = 1 to 5
How often do you feel physically fit?	M = 3.11 SD = 1.16	M = 3.17 SD = 1.03	M = 3.49 SD = 1.14	M = 3.24 SD = 1.12 Range = 1 to 5

Differences in responses based on gender statistically significant at $p = .05$ level, they are marked with an asterisk (*) and at the $p < .05$ level, they are marked with a double asterisk (**).