

Worst Aspects

Your results

Comments

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

| | Overall | | | Tenured | | | Pre-Tenure | | | Full Prof | | | Associate Prof | | | Men | | | Women | | | White | | | Faculty of Color | | | Asian | | | URM | | |
|--|---------|-------|----------|---------|-------|----------|------------|-------|----------|-----------|-------|----------|----------------|-------|----------|-----|-------|----------|-------|-------|----------|-------|-------|----------|------------------|-------|----------|-------|-------|----------|-----|---|----|
| | you | peers | All (89) | you | peers | All (89) | you | peers | All (89) | you | peers | All (89) | you | peers | All (89) | you | peers | All (89) | you | peers | All (89) | you | peers | All (89) | you | peers | All (89) | you | peers | All (89) | | | |
| Quality of colleagues | 8% | 0 | 1 | 8% | 0 | 2 | 5% | 0 | 5 | 6% | 0 | 4 | 10% | 0 | 2 | 6% | 0 | 1 | 11% | 0 | 1 | 5% | 0 | 0 | 16% | 0 | 4 | 15% | 0 | 13 | 17% | 0 | 6 |
| Support of colleagues | 4% | 0 | 0 | 4% | 0 | 1 | 5% | 0 | 1 | 3% | 0 | 2 | 5% | 0 | 1 | 3% | 0 | 0 | 6% | 0 | 1 | 5% | 0 | 0 | 2% | 0 | 2 | 2% | 0 | 6 | 0% | 0 | 9 |
| Opportunities to collaborate with colleagues | 1% | 0 | 0 | 1% | 0 | 1 | 0% | 0 | 1 | 0% | 0 | 1 | 3% | 0 | 0 | 1% | 0 | 0 | 2% | 0 | 0 | 1% | 0 | 0 | 2% | 0 | 0 | 2% | 0 | 3 | 0% | 0 | 0 |
| Quality of graduate students | 18% | 0 | 4 | 22% | 0 | 4 | 18% | 3 | 27 | 23% | 0 | 4 | 18% | 1 | 5 | 22% | 1 | 9 | 9% | 0 | 2 | 17% | 0 | 3 | 22% | 1 | 15 | 24% | 3 | 34 | 17% | 0 | 4 |
| Quality of undergraduate students | 1% | 0 | 4 | 1% | 0 | 4 | 0% | 0 | 12 | 0% | 0 | 20 | 3% | 0 | 4 | 1% | 0 | 14 | 0% | 0 | 0 | 0% | 0 | 6 | 3% | 0 | 6 | 2% | 0 | 15 | 8% | 0 | 8 |
| Quality of facilities | 11% | 3 | 20 | 8% | 2 | 23 | 12% | 2 | 26 | 8% | 4 | 33 | 13% | 1 | 19 | 9% | 3 | 26 | 14% | 1 | 22 | 12% | 2 | 20 | 7% | 2 | 19 | 4% | 2 | 23 | 17% | 0 | 20 |
| Support for research/creative work | 6% | 2 | 70 | 7% | 3 | 69 | 8% | 4 | 67 | 5% | 3 | 60 | 8% | 3 | 73 | 5% | 3 | 59 | 8% | 3 | 73 | 5% | 2 | 65 | 10% | 3 | 67 | 13% | 3 | 67 | 0% | 2 | 54 |
| Support for teaching | 5% | 0 | 0 | 2% | 0 | 1 | 5% | 0 | 1 | 4% | 0 | 2 | 4% | 0 | 1 | 3% | 0 | 0 | 8% | 0 | 0 | 5% | 0 | 0 | 5% | 0 | 1 | 4% | 0 | 3 | 8% | 0 | 2 |
| Support for professional development | 1% | 0 | 1 | 1% | 0 | 2 | 0% | 0 | 3 | 0% | 0 | 3 | 4% | 0 | 3 | 1% | 0 | 0 | 2% | 0 | 4 | 1% | 0 | 1 | 2% | 0 | 4 | 2% | 0 | 11 | 0% | 1 | 6 |
| Assistance for grant proposals | 5% | 0 | 0 | 6% | 0 | 1 | 5% | 0 | 5 | 6% | 0 | 2 | 4% | 0 | 0 | 5% | 0 | 0 | 3% | 0 | 1 | 5% | 0 | 0 | 5% | 0 | 2 | 7% | 0 | 5 | 0% | 0 | 5 |
| Childcare policies/practices | 2% | 0 | 0 | 1% | 0 | 1 | 10% | 1 | 2 | 1% | 0 | 1 | 0% | 0 | 0 | 2% | 0 | 0 | 3% | 1 | 1 | 3% | 0 | 0 | 0% | 0 | 1 | 0% | 0 | 3 | 0% | 1 | 2 |
| Availability/quality of childcare facilities | 4% | 0 | 0 | 2% | 0 | 1 | 5% | 0 | 2 | 1% | 0 | 1 | 5% | 0 | 1 | 1% | 0 | 0 | 11% | 0 | 1 | 5% | 0 | 0 | 2% | 0 | 1 | 2% | 0 | 3 | 0% | 0 | 1 |
| Spousal/partner hiring program | 4% | 0 | 2 | 2% | 0 | 2 | 12% | 1 | 18 | 1% | 0 | 2 | 3% | 0 | 2 | 3% | 0 | 3 | 5% | 0 | 2 | 4% | 0 | 2 | 3% | 2 | 6 | 2% | 3 | 17 | 8% | 2 | 8 |
| Compensation | 18% | 5 | 82 | 18% | 5 | 82 | 12% | 4 | 71 | 17% | 5 | 79 | 18% | 5 | 81 | 22% | 5 | 83 | 11% | 5 | 79 | 14% | 5 | 82 | 31% | 5 | 78 | 26% | 4 | 74 | 50% | 5 | 77 |
| Geographic location | 17% | 3 | 16 | 15% | 2 | 13 | 30% | 3 | 29 | 15% | 2 | 13 | 17% | 3 | 15 | 17% | 3 | 18 | 19% | 3 | 14 | 18% | 2 | 15 | 16% | 3 | 22 | 17% | 4 | 23 | 8% | 3 | 20 |
| Diversity | 1% | 1 | 9 | 1% | 1 | 9 | 0% | 1 | 17 | 1% | 0 | 6 | 1% | 1 | 13 | 1% | 0 | 2 | 2% | 1 | 13 | 1% | 1 | 5 | 2% | 3 | 39 | 0% | 1 | 14 | 8% | 5 | 52 |
| Presence of others like me | 2% | 0 | 0 | 3% | 0 | 1 | 0% | 0 | 3 | 4% | 0 | 1 | 1% | 0 | 1 | 2% | 0 | 0 | 3% | 0 | 1 | 3% | 0 | 0 | 2% | 0 | 4 | 2% | 0 | 7 | 0% | 2 | 12 |
| My sense of "fit" here | 4% | 0 | 1 | 4% | 0 | 1 | 5% | 0 | 1 | 3% | 0 | 3 | 4% | 1 | 3 | 3% | 0 | 0 | 6% | 1 | 2 | 4% | 0 | 1 | 3% | 1 | 4 | 4% | 0 | 5 | 0% | 1 | 9 |
| Protections from service/assignments | 6% | 2 | 45 | 6% | 3 | 56 | 8% | 1 | 27 | 4% | 2 | 45 | 9% | 3 | 55 | 4% | 1 | 29 | 11% | 4 | 63 | 7% | 3 | 55 | 3% | 0 | 19 | 2% | 0 | 18 | 8% | 0 | 23 |
| Commute | 2% | 0 | 3 | 1% | 0 | 4 | 0% | 0 | 6 | 1% | 0 | 4 | 1% | 0 | 3 | 1% | 0 | 2 | 5% | 0 | 6 | 3% | 0 | 3 | 2% | 0 | 4 | 2% | 0 | 9 | 0% | 0 | 4 |
| Cost of living | 0% | 0 | 13 | 0% | 0 | 11 | 2% | 0 | 15 | 0% | 0 | 9 | 0% | 0 | 15 | 1% | 0 | 16 | 0% | 0 | 8 | 0% | 0 | 9 | 2% | 0 | 13 | 2% | 0 | 17 | 0% | 0 | 13 |
| Teaching load | 10% | 0 | 29 | 8% | 0 | 27 | 10% | 0 | 25 | 9% | 0 | 27 | 10% | 0 | 26 | 11% | 0 | 28 | 6% | 0 | 29 | 6% | 0 | 31 | 19% | 0 | 28 | 20% | 0 | 31 | 17% | 0 | 24 |
| Manageable pressure to perform | 4% | 0 | 5 | 4% | 0 | 2 | 8% | 0 | 17 | 4% | 0 | 3 | 4% | 0 | 4 | 3% | 0 | 3 | 8% | 1 | 13 | 6% | 1 | 6 | 0% | 0 | 5 | 0% | 0 | 7 | 0% | 0 | 8 |
| Academic freedom | 3% | 0 | 0 | 4% | 0 | 1 | 2% | 0 | 0 | 6% | 0 | 1 | 1% | 0 | 0 | 4% | 0 | 0 | 2% | 0 | 0 | 5% | 0 | 0 | 0% | 0 | 1 | 0% | 0 | 2 | 0% | 0 | 2 |
| Tenure/promotion clarity or requirements | 5% | 0 | 3 | 4% | 0 | 2 | 8% | 0 | 10 | 0% | 0 | 1 | 8% | 0 | 5 | 4% | 0 | 5 | 6% | 0 | 4 | 5% | 0 | 4 | 3% | 0 | 7 | 4% | 0 | 12 | 0% | 0 | 12 |
| Quality of leadership | 34% | 4 | 55 | 44% | 4 | 68 | 5% | 0 | 15 | 49% | 5 | 76 | 37% | 2 | 48 | 39% | 4 | 69 | 25% | 1 | 36 | 38% | 4 | 63 | 26% | 1 | 36 | 26% | 0 | 36 | 25% | 0 | 34 |
| There are no positive aspects | 3% | 0 | 0 | 1% | 0 | 1 | 10% | 0 | 1 | 3% | 0 | 2 | 0% | 0 | 1 | 2% | 0 | 0 | 6% | 0 | 0 | 3% | 0 | 0 | 3% | 0 | 3 | 4% | 1 | 14 | 0% | 0 | 4 |
| Decline to answer | 2% | 0 | 0 | 4% | 0 | 2 | 0% | 0 | 2 | 4% | 0 | 6 | 3% | 0 | 1 | 3% | 0 | 3 | 0% | 0 | 1 | 3% | 0 | 1 | 0% | 0 | 10 | 0% | 0 | 21 | 0% | 0 | 7 |