

Your results compared to PEERS ◀  
Your results compared to COHORT ▶

Areas of strength in GREEN  
Areas of concern in RED

Within campus differences  
sm (.1) med. (.3) lrg. (.5)

mean overall tenured pre-ten ntt full assoc men women white foc asian urm ten vs pre-ten ten vs ntt full vs assoc men vs women white vs foc white vs asian white vs urm 2009

	mean	overall	tenured	pre-ten	ntt	full	assoc	men	women	white	foc	asian	urm	ten vs pre-ten	ten vs ntt	full vs assoc	men vs women	white vs foc	white vs asian	white vs urm	2009	
Nature of Work: Research	3.01	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured		assoc	men					N/A
Nature of Work: Service	3.14	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured	assoc	men				urm	N/A
Nature of Work: Teaching	3.56	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured	assoc	men	foc	asian	urm		N/A
Facilities and Work Resources	3.28	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured	assoc	men	foc	asian	urm		N/A
Personal and Family Policies	2.86	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured	assoc	men				urm	N/A
Health and Retirement Benefits	3.32	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured	assoc	men	foc	asian	urm		N/A
Interdisciplinary Work	2.58	◀▶	◀▶	▶	◀▶	◀▶	◀▶	◀▶	▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured	assoc	men				urm	N/A
Collaboration	3.45	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	ntt	assoc						N/A
Mentoring	3.02	◀▶	◀▶	▶	◀▶	◀▶	◀▶	◀▶	▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured	assoc	men		white	urm		N/A
Tenure Policies	3.58	◀▶	N/A	◀▶	N/A	N/A	N/A	◀▶	▶	◀▶	▶	▶	N/A	N/A	N/A	N/A	men	white	white	N/A	N/A	
Tenure Expectations: Clarity	3.59	▶	N/A	▶	N/A	N/A	N/A	▶	▶	◀▶	▶	▶	N/A	N/A	N/A	N/A	men	white	white	N/A	N/A	
Promotion to Full	3.47	◀▶	◀▶	N/A	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N/A	N/A	assoc	women	foc	asian	urm		N/A
Leadership: Senior	2.16	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured	full	men	white	white	white		N/A
Leadership: Divisional	2.37	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured	full	men	foc			urm	N/A
Leadership: Departmental	3.72	▶	▶	▶	▶	▶	◀▶	▶	▶	▶	◀▶	◀▶	◀▶	tenured	tenured	assoc		foc	asian	urm		N/A
Leadership: Faculty	3.25	▶	▶	◀▶	◀▶	▶	◀▶	▶	◀▶	▶	▶	▶	◀▶	pre-ten	ntt	assoc	women		white	urm		N/A
Governance: Trust	2.53	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured		men	white	white	urm		N/A
Governance: Shared sense of purpose	2.40	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured	full	men		white	urm		N/A
Governance: Understanding the issue at hand	2.39	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured		men	white	white	urm		N/A
Governance: Adaptability	2.32	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured		men	white	white	urm		N/A
Governance: Productivity	2.55	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured		men	white	white	urm		N/A
Departmental Collegiality	3.66	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured	assoc		foc	asian	urm		N/A
Departmental Engagement	3.49	◀▶	◀▶	▶	◀▶	▶	◀▶	◀▶	◀▶	◀▶	▶	▶	◀▶	tenured	ntt	assoc			white	urm		N/A
Departmental Quality	3.42	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured		assoc						N/A
Appreciation and Recognition	3.00	◀▶	◀▶	▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured	assoc	men	foc	asian			N/A