

# COACHE

the collaborative on academic careers in higher education

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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?

	NC STATE	All Peers	All Univ
	-----	-----	-----
Valid responders:	150 100%	992 100%	4506 100%
Yes	100%	100%	100%
No	0%	0%	0%
<b>Not included in base:</b>			
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?

	NC STATE	All Peers	All Univ
	-----	-----	-----
Valid responders:	150 100%	990 100%	4496 100%
Doctorate (including J.D.)	95%	95%	94%
Master's	5%	5%	6%
Bachelor's	0%	<1%	<1%
<b>Not included in base:</b>			
Decline to Answer	-	2	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?

	NC STATE	All Peers	All Univ
	-----	-----	-----
Valid responders:	150 100%	983 100%	4482 100%
Before 1997	18%	25%	26%
1997-1999	29%	27%	24%
2000-2002	33%	35%	34%
2003-2005	20%	13%	16%
<b>Not included in base:</b>			
Decline to Answer	-	9	24

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

Table 5-1

I. Demographics

Q5. Did you hold a postdoctoral appointment?

	NC STATE	All Peers	All Univ
	-----	-----	-----
Valid responders:	148 100%	986 100%	4454 100%
Yes	37%	44%	38%
No	63%	56%	62%
<b>Not included in base:</b>			
Decline to Answer	2	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?

	NC STATE	All Peers	All Univ
	-----	-----	-----
Valid responders:	150 100%	990 100%	4487 100%
Yes	86%	83%	79%
No	14%	17%	21%
<b>Not included in base:</b>			
Decline to Answer	-	2	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**

	NC STATE -----	All Peers -----	All Univ -----
Valid responders:	20 100%	168 100%	912 100%
1 year or less	11%	10%	10%
2 years	17%	27%	22%
3 years	31%	16%	20%
4 years	10%	15%	14%
5 or more years	26%	22%	22%
Full tenure	5%	10%	12%
<b>Not included in base:</b>			
Decline to Answer	-	3	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

	NC STATE -----	All Peers -----	All Univ -----
Valid responders:	20 100%	171 100%	914 100%
Yes	90%	95%	96%
No	10%	5%	4%
<b>Not included in base:</b>			
Decline to Answer	-	-	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

	NC STATE -----	All Peers -----	All Univ -----
Valid responders:	19 100%	163 100%	891 100%
Yes	45%	39%	36%
No	55%	61%	64%
<b>Not included in base:</b>			
Decline to Answer	1	8	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.

	NC STATE -----	All Peers -----	All Univ -----
Valid responders:	8 100%	60 100%	301 100%
1 year or less	0%	18%	14%
2 years	47%	31%	27%
3 years	25%	23%	28%
4 years	11%	11%	10%
5 or more years	17%	13%	17%
Full tenure	0%	4%	3%
<b>Not included in base:</b>			
Decline to Answer	-	3	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.

	NC STATE	All Peers	All Univ
	-----	-----	-----
Valid responders:	149 100%	983 100%	4475 100%
Before 1999	1%	3%	3%
1999	2%	5%	5%
2000	13%	14%	12%
2001	10%	16%	16%
2002	23%	19%	20%
2003	37%	21%	21%
2004	12%	22%	23%
<b>Not included in base:</b>			
Decline to Answer	1	9	31

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

Table 8-1

I. Demographics

Q8. What is your rank?

	NC STATE	All Peers	All Univ
	-----	-----	-----
Valid responders:	150 100%	990 100%	4493 100%
Professor	0%	1%	1%
Associate Professor	8%	6%	10%
Assistant Professor	92%	94%	89%
Instructor/ Lecturer	0%	0%	<1%
<b>Not included in base:</b>			
Decline to Answer	-	2	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)?

	NC STATE	All Peers	All Univ
	-----	-----	-----
Valid responders:	150 100%	990 100%	4489 100%
Yes	5%	12%	10%
No	95%	88%	90%
<b>Not included in base:</b>			
Decline to Answer	-	2	16

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

**Table 11-1**

**I. Demographics**

**Q11. What is your race/ethnicity?**

	NC STATE	All Peers	All Univ
	-----	-----	-----
<b>Valid responders:</b>	150 100%	992 100%	4506 100%
- White, Non-Hispanic	73%	73%	74%
- NET: Color	27%	27%	26%
Asian/ Pacific Islander	16%	17%	14%
Black, Non-Hispanic	8%	4%	6%
Hispanic	2%	4%	4%
American Indian/ Native Alaskan	0%	1%	1%
Other	1%	1%	1%
<b>Not included in base:</b>			
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?

	NC STATE	All Peers	All Univ
	-----	-----	-----
Valid responders:	146 100%	970 100%	4398 100%
U.S. Citizen	72%	74%	78%
Non-U.S. Citizen	28%	26%	22%
<b>Not included in base:</b>			
Decline to Answer	4	22	107



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

Table 13-1

I. Demographics

Q13. What is your gender?

	NC STATE	All Peers	All Univ
	-----	-----	-----
Valid responders:	150 100%	992 100%	4506 100%
Male	62%	60%	60%
Female	38%	40%	40%
<b>Not included in base:</b>			
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?)

	NC STATE	All Peers	All Univ
	-----	-----	-----
Valid responders:	145 100%	955 100%	4341 100%
30 OR LESS	5%	5%	4%
31-35	35%	29%	28%
36-40	33%	33%	32%
41-45	15%	19%	18%
46+	12%	14%	18%
MEAN (Age)	38	39	39
<b>Not included in base:</b>			
Decline to Answer	5	37	165

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

Table 15-1

I. Demographics

Q15. What is your annual salary?

	NC STATE	All Peers	All Univ
	-----	-----	-----
Valid responders:	146 100%	960 100%	4362 100%
Less than \$30,000	0%	0%	<1%
\$30,000 to \$44,999	2%	4%	4%
\$45,000 to \$59,999	23%	32%	39%
\$60,000 to \$74,999	35%	33%	26%
\$75,000 to \$89,999	34%	17%	14%
\$90,000 or above	6%	15%	16%
MEAN (In \$1000s)	\$ 74	\$ 71	\$ 69
<b>Not included in base:</b>			
Decline to Answer	4	32	144

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

Table 16a-1

I. Demographics

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

	NC STATE	All Peers	All Univ
	-----	-----	-----
Valid responders:	147 100%	979 100%	4442 100%
- None	48%	47%	50%
- NET: 1+	52%	53%	50%
1	26%	22%	21%
2	19%	24%	22%
3	6%	6%	5%
4+	1%	1%	2%
MEAN (Including None)	0.9	0.9	0.9
MEAN (Excluding None)	1.7	1.8	1.8
<b>Not included in base:</b>			
Decline to Answer	3	13	64

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

Table 16b-1

I. Demographics

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

	NC STATE	All Peers	All Univ
	-----	-----	-----
Valid responders:	147 100%	976 100%	4431 100%
- None	84%	82%	81%
- NET: 1+	16%	18%	19%
1	15%	15%	17%
2	1%	1%	2%
3	0%	1%	1%
4+	0%	1%	1%
MEAN (Including None)	0.2	0.2	0.2
MEAN (Excluding None)	1.0	1.3	1.3
<b>Not included in base:</b>			
Decline to Answer	3	16	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?

	NC STATE	All Peers	All Univ
	-----	-----	-----
<b>Valid responders:</b>	145 100%	957 100%	4354 100%
- I do not have a spouse/ partner	17%	19%	19%
- NET: Have a spouse/ partner	83%	81%	81%
My spouse/ partner is not employed	23%	19%	18%
My spouse/ partner is employed full-time at this institution	8%	19%	17%
My spouse/ partner is employed full-time elsewhere	41%	27%	32%
My spouse/ partner is employed part-time at this institution	4%	5%	5%
My spouse/ partner is employed part-time elsewhere	7%	11%	10%
<b>Not included in base:</b>			
Decline to Answer	5	35	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

	NC STATE -----	All Peers -----	All Univ -----
Valid responders:	118 100%	775 100%	3533 100%
Yes	9%	7%	9%
No	90%	91%	88%
<b>Not included in base:</b>			
Decline to Answer	2	1	6
Not applicable	1	22	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...*

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		149 100%	- 100%	- 100%	- 100%	- 100%	- 100%	989 100%	4483 100%
- NET: Clear	(5,4)	83%	71%	81%	68%	74%	66%	72%	69%
Very clear	(5)	20%	25%	26%	16%	14%	19%	20%	18%
Fairly clear	(4)	63%	46%	55%	52%	60%	48%	52%	51%
- Neither clear nor unclear	(3)	6%	14%	10%	11%	14%	17%	13%	13%
Fairly unclear	(2)	10%	11%	7%	17%	7%	11%	11%	12%
Very unclear	(1)	1%	5%	3%	4%	6%	5%	4%	6%
- NET: Unclear	(2,1)	11%	16%	9%	21%	12%	16%	15%	18%
Mean		3.901	3.755	3.941	3.596	3.699	3.639	3.722	3.626
Not included in base:									
Decline to Answer		1	1	-	-	1	1	3	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	92 100%	- 100%	- 100%	- 100%	- 100%	- 100%	595 100%	2683 100%	57 100%	- 100%	- 100%	- 100%	- 100%	- 100%	394 100%	1800 100%
- NET: Clear (5,4)	85%	72%	82%	68%	74%	73%	73%	70%	78%	68%	79%	69%	75%	57%	69%	68%
Very clear (5)	19%	27%	25%	16%	15%	23%	21%	18%	20%	21%	27%	16%	12%	13%	18%	17%
Fairly clear (4)	66%	45%	57%	51%	59%	50%	52%	52%	58%	47%	52%	52%	63%	45%	51%	51%
- Neither clear nor unclear (3)	8%	13%	10%	12%	14%	14%	13%	14%	4%	15%	9%	11%	13%	22%	14%	12%
Fairly unclear (2)	7%	11%	4%	15%	6%	11%	10%	11%	15%	11%	10%	19%	7%	12%	12%	13%
Very unclear (1)	0%	4%	3%	6%	6%	3%	4%	5%	2%	5%	2%	2%	6%	8%	5%	7%
- NET: Unclear (2,1)	7%	15%	8%	21%	12%	13%	14%	17%	18%	17%	12%	20%	13%	20%	17%	20%
Mean	3.974	3.805	3.960	3.571	3.711	3.796	3.764	3.651	3.781	3.677	3.912	3.632	3.678	3.415	3.660	3.589
Not included in base:																
Decline to Answer	1	-	-	-	1	1	2	17	-	1	-	-	-	-	1	6

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

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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	108 100%	- 100%	- 100%	- 100%	- 100%	- 100%	722 100%	3320 100%	41 100%	- 100%	- 100%	- 100%	- 100%	- 100%	267 100%	1163 100%
- NET: Clear (5,4)	81%	73%	80%	72%	74%	69%	74%	70%	88%	64%	82%	57%	75%	60%	67%	67%
Very clear (5)	15%	26%	28%	16%	12%	18%	20%	17%	32%	21%	20%	16%	19%	19%	19%	19%
Fairly clear (4)	66%	47%	52%	56%	62%	51%	53%	52%	56%	42%	63%	42%	56%	41%	48%	48%
- Neither clear nor unclear (3)	6%	10%	9%	6%	11%	15%	10%	12%	8%	23%	13%	24%	21%	24%	21%	16%
Fairly unclear (2)	13%	11%	8%	18%	8%	10%	11%	12%	4%	11%	2%	13%	2%	14%	9%	11%
Very unclear (1)	1%	5%	3%	4%	7%	6%	5%	6%	1%	2%	2%	5%	2%	3%	3%	5%
- NET: Unclear (2,1)	14%	16%	11%	22%	15%	16%	16%	19%	4%	13%	5%	18%	4%	16%	12%	17%
Mean	3.807	3.776	3.939	3.632	3.644	3.656	3.726	3.623	4.147	3.695	3.944	3.499	3.884	3.603	3.711	3.634
Not included in base:																
Decline to Answer	1	1	-	-	-	1	2	15	-	-	-	-	1	-	1	8

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

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...*

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		149 100%	- 100%	- 100%	- 100%	- 100%	- 100%	988 100%	4482 100%
- NET: Clear	(5,4)	76%	67%	78%	66%	61%	66%	67%	65%
Very clear	(5)	15%	20%	17%	15%	13%	20%	17%	16%
Fairly clear	(4)	61%	46%	60%	51%	48%	46%	50%	49%
- Neither clear nor unclear	(3)	14%	17%	8%	14%	18%	16%	15%	14%
Fairly unclear	(2)	8%	11%	9%	14%	15%	14%	13%	14%
Very unclear	(1)	2%	5%	5%	6%	6%	4%	5%	7%
- NET: Unclear	(2,1)	11%	16%	14%	20%	21%	18%	18%	21%
Mean		3.775	3.655	3.765	3.542	3.476	3.652	3.615	3.530
Not included in base:									
Decline to Answer		1	1	-	1	1	1	4	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	92 100%	- 100%	- 100%	- 100%	- 100%	- 100%	594 100%	2683 100%	57 100%	- 100%	- 100%	- 100%	- 100%	- 100%	394 100%	1799 100%
- NET: Clear (5,4)	77%	67%	78%	66%	62%	67%	68%	65%	74%	65%	78%	65%	59%	65%	66%	66%
Very clear (5)	12%	22%	16%	16%	15%	21%	18%	16%	20%	17%	20%	13%	10%	20%	16%	16%
Fairly clear (4)	65%	45%	62%	50%	48%	47%	50%	49%	54%	48%	58%	52%	48%	45%	50%	50%
- Neither clear nor unclear (3)	15%	16%	11%	12%	16%	16%	14%	15%	12%	19%	5%	18%	21%	16%	16%	12%
Fairly unclear (2)	6%	13%	5%	14%	16%	14%	13%	14%	12%	9%	15%	14%	14%	15%	13%	14%
Very unclear (1)	2%	4%	6%	8%	6%	3%	5%	6%	2%	6%	2%	3%	6%	5%	5%	8%
- NET: Unclear (2,1)	8%	17%	12%	22%	21%	17%	18%	20%	14%	15%	17%	18%	20%	20%	18%	22%
Mean	3.781	3.683	3.756	3.524	3.502	3.687	3.628	3.541	3.766	3.610	3.779	3.568	3.432	3.602	3.597	3.515
Not included in base:																
Decline to Answer	1	-	-	1	1	1	3	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	108	-	-	-	-	-	721	3318	41	-	-	-	-	-	267	1164
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear (5,4)	74%	66%	76%	67%	60%	66%	67%	66%	80%	67%	81%	62%	63%	67%	68%	64%
Very clear (5)	15%	21%	19%	15%	11%	23%	18%	16%	15%	19%	14%	14%	21%	15%	17%	16%
Fairly clear (4)	59%	45%	57%	51%	50%	43%	49%	50%	65%	48%	67%	49%	42%	52%	52%	48%
- Neither clear nor unclear (3)	13%	16%	6%	11%	17%	14%	14%	13%	15%	19%	14%	22%	21%	19%	19%	18%
Fairly unclear (2)	10%	12%	12%	15%	15%	15%	14%	14%	4%	11%	2%	11%	14%	14%	11%	12%
Very unclear (1)	3%	6%	6%	7%	7%	5%	6%	7%	1%	2%	2%	5%	2%	0%	2%	6%
- NET: Unclear (2,1)	13%	17%	18%	22%	22%	20%	20%	22%	4%	13%	5%	16%	16%	14%	13%	18%
Mean	3.729	3.636	3.718	3.536	3.423	3.640	3.586	3.525	3.897	3.712	3.882	3.560	3.656	3.678	3.695	3.547
Not included in base:																
Decline to Answer	1	1	-	1	-	1	3	17	-	-	-	-	1	-	1	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...*

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		149 100%	- 100%	- 100%	- 100%	- 100%	- 100%	986 100%	4474 100%
- NET: Clear	(5,4)	60%	56%	61%	51%	45%	47%	52%	50%
Very clear	(5)	7%	12%	11%	8%	10%	10%	10%	10%
Fairly clear	(4)	53%	44%	50%	44%	35%	36%	42%	41%
- Neither clear nor unclear	(3)	17%	18%	19%	22%	22%	27%	21%	20%
Fairly unclear	(2)	19%	19%	16%	19%	25%	16%	19%	20%
Very unclear	(1)	4%	7%	4%	8%	9%	10%	7%	10%
- NET: Unclear	(2,1)	23%	26%	20%	27%	34%	27%	27%	30%
Mean		3.409	3.354	3.485	3.246	3.123	3.199	3.281	3.205
Not included in base:									
Decline to Answer		1	2	-	1	2	1	6	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	92 100%	- 100%	- 100%	- 100%	- 100%	- 100%	592 100%	2678 100%	57 100%	- 100%	- 100%	- 100%	- 100%	- 100%	394 100%	1797 100%
- NET: Clear (5,4)	64%	58%	66%	50%	44%	49%	53%	51%	55%	53%	55%	53%	46%	43%	50%	50%
Very clear (5)	8%	16%	10%	7%	12%	13%	12%	10%	6%	6%	13%	8%	7%	6%	8%	9%
Fairly clear (4)	56%	43%	56%	43%	32%	36%	42%	41%	49%	47%	42%	45%	38%	37%	42%	41%
- Neither clear nor unclear (3)	15%	17%	18%	25%	21%	31%	22%	21%	20%	18%	20%	19%	23%	20%	20%	18%
Fairly unclear (2)	17%	17%	11%	17%	24%	10%	16%	19%	21%	23%	22%	22%	26%	25%	24%	22%
Very unclear (1)	4%	8%	5%	8%	11%	10%	8%	9%	4%	5%	2%	6%	6%	11%	6%	10%
- NET: Unclear (2,1)	21%	24%	16%	25%	35%	20%	24%	28%	25%	29%	25%	28%	31%	36%	30%	32%
Mean	3.462	3.421	3.541	3.234	3.102	3.321	3.322	3.227	3.321	3.247	3.406	3.263	3.158	3.026	3.221	3.173
Not included in base:																
Decline to Answer	1	1	-	1	2	1	5	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	108 100%	- 100%	- 100%	- 100%	- 100%	- 100%	719 100%	3313 100%	41 100%	- 100%	- 100%	- 100%	- 100%	- 100%	267 100%	1161 100%
- NET: Clear (5,4)	55%	52%	57%	54%	45%	49%	51%	50%	74%	68%	72%	45%	44%	41%	54%	52%
Very clear (5)	5%	10%	12%	8%	8%	12%	10%	9%	13%	17%	7%	7%	16%	6%	11%	12%
Fairly clear (4)	50%	42%	45%	46%	37%	38%	41%	41%	61%	51%	65%	38%	28%	34%	44%	40%
- Neither clear nor unclear (3)	17%	19%	19%	18%	21%	21%	20%	19%	18%	15%	18%	32%	25%	39%	26%	23%
Fairly unclear (2)	24%	21%	18%	19%	25%	15%	20%	21%	4%	13%	10%	18%	24%	18%	16%	17%
Very unclear (1)	4%	8%	6%	9%	9%	14%	9%	10%	4%	5%	0%	4%	6%	2%	3%	8%
- NET: Unclear (2,1)	28%	29%	24%	28%	34%	29%	29%	32%	8%	17%	10%	23%	31%	20%	20%	25%
Mean	3.281	3.261	3.401	3.248	3.089	3.178	3.232	3.167	3.744	3.629	3.692	3.244	3.237	3.246	3.414	3.315
Not included in base:																
Decline to Answer	1	2	-	1	1	1	5	21	-	-	-	-	1	-	1	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...*

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		148 100%	- 100%	- 100%	- 100%	- 100%	- 100%	982 100%	4454 100%
- NET: Clear	(5,4)	73%	63%	68%	59%	55%	63%	62%	59%
Very clear	(5)	13%	18%	15%	12%	10%	16%	14%	13%
Fairly clear	(4)	60%	45%	53%	47%	46%	48%	47%	46%
- Neither clear nor unclear	(3)	16%	20%	19%	23%	24%	16%	21%	21%
Fairly unclear	(2)	9%	13%	10%	12%	14%	16%	13%	14%
Very unclear	(1)	2%	4%	2%	6%	7%	5%	5%	6%
- NET: Unclear	(2,1)	11%	18%	12%	18%	20%	21%	18%	20%
Mean		3.719	3.583	3.695	3.479	3.382	3.538	3.534	3.451
Not included in base:									
Decline to Answer		2	2	1	2	4	1	10	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	92	-	-	-	-	-	591	2667	56	-	-	-	-	-	391	1787
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear (5,4)	76%	66%	70%	60%	55%	71%	64%	59%	67%	58%	66%	58%	56%	52%	58%	58%
Very clear (5)	13%	18%	17%	13%	12%	19%	16%	13%	12%	17%	13%	11%	6%	11%	12%	12%
Fairly clear (4)	62%	48%	54%	46%	43%	52%	48%	46%	56%	41%	53%	48%	50%	41%	46%	46%
- Neither clear nor unclear (3)	17%	17%	18%	23%	24%	11%	19%	22%	15%	24%	22%	23%	24%	23%	23%	19%
Fairly unclear (2)	7%	13%	10%	10%	14%	14%	12%	13%	13%	13%	11%	15%	13%	19%	14%	16%
Very unclear (1)	0%	4%	2%	7%	7%	3%	5%	6%	5%	5%	1%	3%	7%	6%	5%	7%
- NET: Unclear (2,1)	7%	17%	12%	17%	21%	17%	17%	19%	18%	19%	13%	19%	20%	25%	19%	23%
Mean	3.818	3.629	3.728	3.483	3.407	3.690	3.583	3.479	3.556	3.509	3.648	3.472	3.340	3.320	3.459	3.408
Not included in base:																
Decline to Answer	1	-	1	1	3	1	6	32	1	2	-	1	1	-	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	107	-	-	-	-	-	717	3299	41	-	-	-	-	-	265	1154
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear (5,4)	70%	61%	67%	62%	51%	64%	61%	59%	79%	68%	71%	51%	70%	62%	64%	59%
Very clear (5)	10%	19%	16%	13%	9%	21%	16%	13%	19%	13%	13%	9%	12%	5%	10%	12%
Fairly clear (4)	60%	42%	51%	49%	42%	43%	45%	46%	61%	55%	58%	42%	58%	57%	54%	47%
- Neither clear nor unclear (3)	17%	20%	19%	20%	25%	15%	20%	20%	13%	17%	21%	32%	21%	18%	22%	23%
Fairly unclear (2)	11%	14%	12%	13%	15%	14%	14%	15%	5%	11%	7%	11%	7%	20%	12%	13%
Very unclear (1)	2%	4%	2%	5%	8%	7%	5%	7%	3%	5%	0%	6%	2%	0%	3%	5%
- NET: Unclear (2,1)	13%	18%	14%	18%	24%	21%	19%	21%	7%	15%	7%	17%	9%	20%	14%	18%
Mean	3.658	3.575	3.667	3.518	3.291	3.575	3.520	3.439	3.878	3.604	3.764	3.376	3.701	3.458	3.570	3.483
Not included in base:																
Decline to Answer	2	2	1	2	1	1	7	35	-	-	-	-	3	-	3	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...*

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		148 100%	- 100%	- 100%	- 100%	- 100%	- 100%	971 100%	4390 100%
- NET: Clear	(5,4)	75%	67%	70%	69%	67%	67%	68%	66%
Very clear	(5)	24%	23%	25%	21%	20%	27%	23%	22%
Fairly clear	(4)	51%	44%	45%	48%	47%	41%	45%	44%
- Neither clear nor unclear	(3)	17%	21%	18%	17%	23%	23%	21%	20%
Fairly unclear	(2)	5%	8%	10%	9%	5%	7%	8%	9%
Very unclear	(1)	3%	3%	1%	5%	5%	3%	4%	5%
- NET: Unclear	(2,1)	8%	12%	11%	14%	10%	9%	11%	14%
Mean		3.873	3.750	3.832	3.706	3.720	3.821	3.761	3.690
Not included in base:									
Decline to Answer		2	9	5	1	2	5	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	91 100%	- 100%	- 100%	- 100%	- 100%	- 100%	587 100%	2626 100%	57 100%	- 100%	- 100%	- 100%	- 100%	- 100%	384 100%	1764 100%
- NET: Clear (5,4)	76%	69%	74%	70%	67%	75%	70%	68%	72%	64%	65%	68%	67%	58%	64%	63%
Very clear (5)	27%	26%	26%	20%	23%	27%	24%	25%	18%	18%	25%	22%	16%	26%	21%	18%
Fairly clear (4)	49%	42%	48%	49%	44%	47%	46%	44%	54%	46%	40%	46%	51%	31%	43%	44%
- Neither clear nor unclear (3)	17%	23%	16%	14%	24%	23%	20%	19%	19%	19%	22%	20%	23%	24%	21%	22%
Fairly unclear (2)	5%	5%	9%	10%	5%	2%	6%	7%	4%	13%	11%	8%	4%	14%	10%	10%
Very unclear (1)	2%	4%	1%	6%	5%	1%	3%	5%	5%	3%	1%	4%	6%	5%	4%	6%
- NET: Unclear (2,1)	7%	9%	11%	16%	10%	3%	10%	12%	9%	17%	13%	12%	10%	19%	14%	16%
Mean	3.945	3.828	3.882	3.686	3.747	3.981	3.818	3.757	3.757	3.620	3.761	3.733	3.673	3.595	3.674	3.591
Not included in base:																
Decline to Answer	2	1	3	1	1	4	10	74	-	7	2	-	1	1	11	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	108 100%	- 100%	- 100%	- 100%	- 100%	- 100%	714 100%	3263 100%	40 100%	- 100%	- 100%	- 100%	- 100%	- 100%	258 100%	1126 100%
- NET: Clear (5,4)	71%	69%	67%	69%	65%	70%	68%	66%	85%	59%	78%	68%	73%	62%	67%	66%
Very clear (5)	21%	27%	26%	21%	23%	28%	25%	22%	32%	13%	24%	20%	10%	24%	18%	21%
Fairly clear (4)	50%	43%	41%	48%	42%	42%	43%	44%	53%	46%	54%	48%	63%	38%	49%	45%
- Neither clear nor unclear (3)	21%	18%	17%	15%	23%	20%	19%	19%	8%	32%	22%	21%	25%	29%	26%	23%
Fairly unclear (2)	4%	10%	14%	9%	5%	7%	9%	9%	7%	4%	0%	9%	2%	7%	5%	7%
Very unclear (1)	5%	3%	2%	7%	7%	3%	4%	6%	0%	5%	0%	1%	0%	2%	2%	4%
- NET: Unclear (2,1)	8%	13%	16%	16%	12%	10%	13%	15%	7%	9%	0%	10%	2%	9%	6%	11%
Mean	3.786	3.801	3.761	3.682	3.697	3.851	3.757	3.679	4.108	3.596	4.020	3.770	3.797	3.755	3.775	3.722
Not included in base:																
Decline to Answer	1	6	1	-	-	4	11	71	1	3	4	1	2	1	10	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)

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		149 100%	- 100%	- 100%	- 100%	- 100%	- 100%	980 100%	4448 100%
- NET: Clear	(5,4)	83%	77%	80%	77%	80%	77%	78%	74%
Very clear	(5)	43%	34%	38%	30%	28%	36%	33%	31%
Fairly clear	(4)	40%	43%	41%	47%	52%	41%	45%	43%
- Neither clear nor unclear	(3)	8%	12%	8%	11%	6%	9%	9%	9%
Fairly unclear	(2)	8%	9%	11%	7%	11%	11%	10%	12%
Very unclear	(1)	1%	2%	2%	4%	4%	3%	3%	4%
- NET: Unclear	(2,1)	9%	11%	13%	11%	14%	14%	13%	17%
Mean		4.164	3.972	4.033	3.917	3.902	3.969	3.957	3.830
Not included in base:									
Decline to Answer		1	1	1	-	2	4	7	43
Not Applicable		-	1	-	1	1	2	5	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	92 100%	- 100%	- 100%	- 100%	- 100%	- 100%	588 100%	2659 100%	57 100%	- 100%	- 100%	- 100%	- 100%	- 100%	391 100%	1788 100%
- NET: Clear (5,4)	85%	77%	79%	77%	79%	80%	78%	75%	81%	76%	80%	77%	83%	72%	77%	72%
Very clear (5)	43%	41%	39%	28%	32%	41%	36%	33%	44%	23%	37%	33%	20%	29%	28%	27%
Fairly clear (4)	42%	36%	40%	49%	46%	40%	42%	42%	37%	53%	43%	45%	62%	43%	49%	45%
- Neither clear nor unclear (3)	7%	12%	11%	13%	6%	6%	10%	10%	9%	11%	4%	8%	4%	14%	9%	9%
Fairly unclear (2)	7%	9%	6%	6%	12%	12%	9%	12%	9%	9%	16%	10%	9%	10%	11%	14%
Very unclear (1)	1%	2%	3%	4%	3%	2%	3%	4%	2%	4%	0%	4%	4%	4%	3%	5%
- NET: Unclear (2,1)	8%	11%	10%	9%	15%	13%	12%	15%	11%	13%	16%	14%	13%	14%	14%	19%
Mean	4.191	4.066	4.052	3.922	3.930	4.060	4.006	3.886	4.119	3.825	4.007	3.911	3.856	3.839	3.884	3.746
Not included in base:																
Decline to Answer	1	-	1	-	1	2	4	29	-	1	-	-	1	2	4	14
Not Applicable	-	1	-	1	1	2	5	11	-	-	-	-	-	-	-	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	108	-	-	-	-	-	717	3297	41	-	-	-	-	-	263	1150
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear (5,4)	80%	75%	76%	77%	77%	73%	76%	72%	94%	82%	87%	78%	90%	85%	84%	78%
Very clear (5)	35%	35%	34%	32%	25%	29%	31%	28%	64%	33%	48%	25%	39%	50%	39%	39%
Fairly clear (4)	44%	41%	42%	45%	52%	44%	45%	45%	29%	50%	39%	53%	51%	35%	45%	39%
- Neither clear nor unclear (3)	8%	10%	9%	12%	6%	8%	9%	9%	6%	16%	5%	11%	5%	11%	10%	10%
Fairly unclear (2)	10%	12%	13%	7%	12%	15%	12%	14%	1%	0%	5%	8%	5%	4%	4%	8%
Very unclear (1)	2%	2%	2%	4%	5%	4%	3%	5%	0%	2%	3%	3%	0%	0%	2%	4%
- NET: Unclear (2,1)	12%	14%	15%	11%	17%	18%	15%	18%	1%	2%	8%	12%	5%	4%	6%	12%
Mean	4.011	3.929	3.944	3.930	3.805	3.802	3.885	3.769	4.568	4.104	4.250	3.884	4.241	4.315	4.153	4.003
Not included in base:																
Decline to Answer	1	1	1	-	-	4	5	28	-	-	-	-	2	-	2	15
Not Applicable	-	-	-	-	-	2	2	9	-	1	-	1	1	-	3	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*

	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	148 100%	- 100%	- 100%	- 100%	- 100%	- 100%	969 100%	4413 100%
- NET: Clear (5,4)	79%	63%	72%	66%	66%	69%	67%	69%
Very clear (5)	28%	19%	30%	20%	12%	21%	20%	23%
Fairly clear (4)	51%	44%	42%	47%	54%	49%	47%	46%
- Neither clear nor unclear (3)	7%	17%	16%	19%	21%	18%	18%	16%
Fairly unclear (2)	10%	16%	11%	13%	9%	10%	12%	12%
Very unclear (1)	3%	4%	1%	2%	4%	3%	3%	4%
- NET: Unclear (2,1)	13%	20%	12%	15%	13%	13%	15%	15%
Mean	3.903	3.575	3.894	3.692	3.613	3.745	3.692	3.732
Not included in base:								
Decline to Answer	1	2	1	-	2	4	9	44
Not Applicable	1	5	-	2	6	2	15	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	91 100%	- 100%	- 100%	- 100%	- 100%	- 100%	586 100%	2645 100%	57 100%	- 100%	- 100%	- 100%	- 100%	- 100%	383 100%	1767 100%
- NET: Clear (5,4)	76%	65%	74%	61%	65%	66%	66%	67%	84%	60%	69%	73%	67%	73%	68%	71%
Very clear (5)	29%	21%	31%	14%	12%	23%	19%	22%	26%	16%	28%	28%	13%	18%	21%	25%
Fairly clear (4)	47%	44%	44%	48%	54%	44%	47%	45%	58%	45%	40%	45%	55%	56%	48%	46%
- Neither clear nor unclear (3)	7%	16%	17%	20%	22%	21%	19%	17%	8%	18%	15%	18%	19%	15%	17%	14%
Fairly unclear (2)	12%	14%	8%	16%	7%	11%	12%	11%	7%	18%	15%	8%	13%	8%	13%	12%
Very unclear (1)	5%	5%	0%	3%	5%	2%	3%	4%	2%	4%	1%	1%	2%	4%	2%	3%
- NET: Unclear (2,1)	16%	19%	8%	19%	12%	13%	15%	15%	8%	22%	17%	9%	14%	12%	15%	15%
Mean	3.845	3.624	3.965	3.535	3.597	3.738	3.678	3.701	3.997	3.499	3.793	3.909	3.641	3.755	3.714	3.778
Not included in base:																
Decline to Answer	1	1	1	-	1	2	5	31	-	1	-	-	1	2	4	14
Not Applicable	1	2	-	2	1	1	6	24	-	3	-	-	5	1	9	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	107 100%	- 100%	- 100%	- 100%	- 100%	- 100%	708 100%	3268 100%	41 100%	- 100%	- 100%	- 100%	- 100%	- 100%	260 100%	1144 100%
- NET: Clear (5,4)	73%	63%	72%	68%	64%	70%	67%	68%	95%	64%	71%	62%	72%	67%	67%	71%
Very clear (5)	27%	19%	31%	20%	10%	23%	20%	22%	32%	20%	26%	19%	17%	16%	20%	27%
Fairly clear (4)	47%	44%	41%	48%	54%	47%	47%	46%	63%	44%	45%	42%	55%	51%	47%	45%
- Neither clear nor unclear (3)	9%	15%	17%	17%	21%	15%	17%	15%	4%	22%	14%	25%	22%	24%	22%	17%
Fairly unclear (2)	13%	17%	10%	15%	10%	12%	13%	13%	1%	11%	15%	9%	5%	5%	9%	9%
Very unclear (1)	5%	5%	1%	1%	5%	2%	3%	4%	0%	3%	0%	5%	0%	4%	2%	4%
- NET: Unclear (2,1)	18%	22%	10%	15%	15%	15%	16%	16%	1%	13%	15%	13%	5%	9%	11%	12%
Mean	3.769	3.540	3.923	3.715	3.546	3.763	3.679	3.701	4.256	3.686	3.823	3.628	3.845	3.706	3.729	3.820
Not included in base:																
Decline to Answer	1	1	1	-	-	4	5	29	-	1	-	-	2	-	3	15
Not Applicable	1	4	-	1	4	2	10	37	-	1	-	1	2	-	4	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

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		145 100%	- 100%	- 100%	- 100%	- 100%	- 100%	937 100%	4270 100%
- NET: Clear	(5,4)	63%	40%	50%	45%	39%	47%	44%	47%
Very clear	(5)	20%	12%	15%	14%	10%	9%	12%	14%
Fairly clear	(4)	43%	28%	35%	31%	30%	39%	32%	33%
- Neither clear nor unclear	(3)	20%	30%	28%	31%	35%	33%	31%	28%
Fairly unclear	(2)	15%	22%	19%	19%	19%	13%	19%	19%
Very unclear	(1)	3%	8%	2%	4%	6%	6%	6%	7%
- NET: Unclear	(2,1)	18%	30%	22%	24%	26%	20%	25%	26%
Mean		3.623	3.147	3.416	3.307	3.171	3.300	3.258	3.281
Not included in base:									
Decline to Answer		2	2	1	-	3	4	10	50
Not Applicable		3	7	8	4	19	7	45	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	89 100%	- 100%	- 100%	- 100%	- 100%	- 100%	565 100%	2571 100%	56 100%	- 100%	- 100%	- 100%	- 100%	- 100%	372 100%	1700 100%
- NET: Clear (5,4)	61%	42%	55%	42%	42%	48%	45%	47%	65%	37%	44%	50%	35%	46%	43%	47%
Very clear (5)	21%	14%	14%	12%	13%	9%	12%	13%	19%	10%	18%	17%	5%	8%	12%	15%
Fairly clear (4)	40%	28%	41%	30%	29%	39%	33%	34%	47%	27%	26%	33%	31%	38%	31%	32%
- Neither clear nor unclear (3)	22%	30%	30%	32%	34%	32%	31%	28%	16%	31%	24%	30%	37%	34%	31%	27%
Fairly unclear (2)	14%	20%	12%	21%	18%	14%	17%	17%	17%	25%	30%	17%	21%	13%	21%	21%
Very unclear (1)	4%	8%	3%	5%	6%	6%	6%	8%	2%	7%	1%	3%	7%	6%	5%	6%
- NET: Unclear (2,1)	17%	28%	16%	27%	25%	20%	23%	25%	18%	33%	31%	20%	28%	20%	26%	26%
Mean	3.613	3.198	3.493	3.215	3.235	3.314	3.279	3.271	3.639	3.067	3.301	3.434	3.061	3.281	3.227	3.295
Not included in base:																
Decline to Answer	1	1	1	-	2	2	6	33	1	1	-	-	1	2	4	18
Not Applicable	3	4	3	3	12	5	26	96	-	3	5	1	7	3	19	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	104	-	-	-	-	-	684	3152	41	-	-	-	-	-	253	1118
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear (5,4)	59%	41%	46%	44%	32%	48%	42%	44%	72%	38%	60%	47%	63%	45%	49%	53%
Very clear (5)	16%	11%	16%	12%	8%	11%	11%	13%	31%	16%	15%	18%	15%	4%	14%	16%
Fairly clear (4)	44%	30%	30%	32%	24%	37%	31%	31%	40%	21%	45%	29%	48%	41%	36%	37%
- Neither clear nor unclear (3)	20%	26%	27%	32%	39%	30%	31%	28%	18%	43%	30%	28%	21%	39%	33%	27%
Fairly unclear (2)	17%	24%	23%	19%	22%	16%	21%	21%	10%	14%	10%	20%	11%	9%	13%	13%
Very unclear (1)	4%	9%	4%	4%	7%	6%	6%	7%	0%	5%	0%	5%	6%	8%	5%	6%
- NET: Unclear (2,1)	20%	33%	27%	23%	29%	21%	27%	28%	10%	19%	10%	25%	16%	16%	18%	20%
Mean	3.502	3.100	3.317	3.288	3.053	3.326	3.204	3.227	3.929	3.300	3.646	3.356	3.567	3.249	3.407	3.434
Not included in base:																
Decline to Answer	2	1	1	-	-	4	5	33	-	1	-	-	3	-	4	18
Not Applicable	3	3	7	2	16	6	34	150	-	4	1	2	3	1	11	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

	NC	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All	All	
	STATE						Peers	Univ	
Valid responders:	148	-	-	-	-	-	969	4401	
	100%	100%	100%	100%	100%	100%	100%	100%	
- NET: Clear (5,4)	46%	42%	49%	47%	45%	49%	46%	48%	
Very clear (5)	11%	12%	13%	14%	9%	12%	12%	14%	
Fairly clear (4)	35%	31%	36%	34%	36%	37%	34%	34%	
- Neither clear nor unclear (3)	34%	26%	24%	27%	25%	29%	26%	26%	
Fairly unclear (2)	13%	22%	18%	16%	19%	17%	19%	18%	
Very unclear (1)	7%	9%	8%	9%	11%	5%	9%	8%	
- NET: Unclear (2,1)	20%	32%	27%	25%	30%	22%	27%	26%	
Mean	3.298	3.134	3.275	3.268	3.139	3.347	3.225	3.270	
Not included in base:									
Decline to Answer	1	2	1	1	2	4	10	50	
Not Applicable	1	3	3	1	6	-	13	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	91 100%	- 100%	- 100%	- 100%	- 100%	- 100%	586 100%	2634 100%	57 100%	- 100%	- 100%	- 100%	- 100%	- 100%	383 100%	1766 100%
- NET: Clear (5,4)	46%	46%	49%	49%	45%	48%	47%	48%	46%	37%	49%	46%	45%	51%	45%	48%
Very clear (5)	13%	12%	14%	15%	11%	12%	13%	14%	8%	10%	12%	13%	6%	12%	11%	14%
Fairly clear (4)	33%	33%	36%	34%	34%	36%	34%	35%	39%	27%	37%	33%	39%	39%	34%	34%
- Neither clear nor unclear (3)	35%	26%	28%	27%	24%	34%	27%	27%	32%	26%	19%	28%	28%	22%	25%	25%
Fairly unclear (2)	12%	20%	12%	15%	18%	14%	16%	16%	15%	26%	27%	18%	20%	20%	22%	20%
Very unclear (1)	7%	8%	10%	10%	13%	4%	9%	9%	7%	10%	5%	9%	6%	7%	8%	8%
- NET: Unclear (2,1)	19%	29%	23%	24%	31%	18%	25%	25%	22%	36%	32%	27%	27%	27%	30%	28%
Mean	3.322	3.210	3.301	3.294	3.111	3.392	3.254	3.277	3.259	3.016	3.237	3.231	3.190	3.283	3.182	3.259
Not included in base:																
Decline to Answer	1	1	1	-	1	2	5	33	-	1	-	1	1	2	4	17
Not Applicable	1	1	2	1	1	-	5	33	-	2	1	-	5	-	8	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	107 100%	- 100%	- 100%	- 100%	- 100%	- 100%	711 100%	3263 100%	41 100%	- 100%	- 100%	- 100%	- 100%	- 100%	258 100%	1137 100%
- NET: Clear (5,4)	41%	38%	46%	51%	42%	50%	45%	46%	60%	55%	56%	38%	56%	49%	50%	53%
Very clear (5)	8%	11%	12%	15%	8%	15%	12%	13%	19%	13%	15%	11%	15%	7%	12%	16%
Fairly clear (4)	33%	27%	34%	36%	34%	35%	33%	34%	41%	42%	42%	27%	41%	42%	39%	37%
- Neither clear nor unclear (3)	34%	25%	25%	25%	26%	29%	26%	26%	33%	29%	23%	32%	24%	28%	28%	26%
Fairly unclear (2)	16%	26%	21%	16%	19%	17%	20%	19%	6%	11%	13%	17%	17%	17%	15%	14%
Very unclear (1)	9%	11%	8%	8%	13%	5%	9%	9%	0%	5%	8%	13%	3%	7%	7%	7%
- NET: Unclear (2,1)	25%	37%	29%	24%	33%	21%	29%	28%	6%	16%	21%	30%	20%	23%	22%	22%
Mean	3.133	3.023	3.216	3.345	3.037	3.391	3.187	3.227	3.730	3.482	3.423	3.058	3.484	3.255	3.333	3.394
Not included in base:																
Decline to Answer	1	1	1	-	-	4	5	33	-	1	-	1	2	-	4	17
Not Applicable	1	2	1	-	5	-	8	38	-	1	2	1	1	-	6	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)

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		147 100%	- 100%	- 100%	- 100%	- 100%	- 100%	969 100%	4406 100%
- NET: Clear	(5,4)	46%	42%	50%	43%	44%	51%	46%	46%
Very clear	(5)	12%	11%	18%	13%	9%	9%	12%	12%
Fairly clear	(4)	34%	31%	32%	30%	35%	42%	34%	34%
- Neither clear nor unclear	(3)	31%	28%	22%	29%	29%	28%	28%	26%
Fairly unclear	(2)	18%	23%	25%	22%	19%	16%	21%	20%
Very unclear	(1)	6%	8%	3%	6%	8%	4%	6%	8%
- NET: Unclear	(2,1)	23%	30%	28%	28%	26%	21%	27%	28%
Mean		3.288	3.153	3.372	3.219	3.186	3.357	3.247	3.229
Not included in base:									
Decline to Answer		1	2	1	-	2	4	9	47
Not Applicable		2	6	1	2	3	3	14	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	91 100%	- 100%	- 100%	- 100%	- 100%	- 100%	583 100%	2633 100%	56 100%	- 100%	- 100%	- 100%	- 100%	- 100%	386 100%	1773 100%
- NET: Clear (5,4)	44%	45%	49%	39%	44%	53%	46%	45%	49%	37%	52%	49%	44%	48%	46%	47%
Very clear (5)	11%	12%	18%	9%	12%	8%	12%	11%	13%	9%	18%	18%	4%	11%	12%	13%
Fairly clear (4)	32%	33%	30%	30%	33%	45%	34%	34%	36%	28%	34%	31%	39%	37%	33%	34%
- Neither clear nor unclear (3)	32%	27%	27%	34%	28%	27%	29%	27%	31%	29%	15%	23%	32%	30%	26%	24%
Fairly unclear (2)	18%	21%	21%	20%	19%	15%	19%	19%	17%	25%	31%	24%	18%	18%	23%	22%
Very unclear (1)	7%	7%	3%	7%	9%	5%	6%	8%	3%	9%	2%	4%	6%	3%	5%	7%
- NET: Unclear (2,1)	25%	28%	24%	27%	28%	20%	26%	28%	20%	34%	33%	28%	24%	22%	28%	28%
Mean	3.231	3.224	3.393	3.132	3.187	3.369	3.252	3.210	3.382	3.042	3.344	3.341	3.184	3.339	3.241	3.257
Not included in base:																
Decline to Answer	1	1	1	-	1	2	5	32	-	1	-	-	1	2	4	15
Not Applicable	1	3	1	1	2	2	8	35	1	3	-	1	1	1	6	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	107	-	-	-	-	-	711	3270	40	-	-	-	-	-	258	1136
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear (5,4)	42%	39%	52%	42%	41%	55%	45%	45%	54%	51%	45%	44%	54%	44%	47%	50%
Very clear (5)	10%	12%	17%	13%	9%	12%	12%	11%	16%	10%	20%	11%	10%	5%	11%	14%
Fairly clear (4)	32%	28%	35%	29%	33%	43%	33%	34%	38%	42%	25%	33%	45%	39%	37%	36%
- Neither clear nor unclear (3)	30%	28%	16%	30%	30%	23%	26%	26%	34%	28%	38%	28%	28%	39%	32%	27%
Fairly unclear (2)	20%	26%	29%	21%	19%	18%	23%	22%	12%	11%	15%	24%	18%	12%	16%	16%
Very unclear (1)	8%	7%	3%	7%	10%	4%	6%	8%	0%	9%	2%	5%	0%	5%	5%	8%
- NET: Unclear (2,1)	28%	33%	32%	28%	29%	22%	29%	29%	12%	21%	17%	28%	18%	17%	20%	24%
Mean	3.175	3.107	3.342	3.218	3.109	3.400	3.217	3.196	3.591	3.306	3.445	3.222	3.460	3.269	3.331	3.324
Not included in base:																
Decline to Answer	1	1	1	-	-	4	5	28	-	1	-	-	2	-	3	19
Not Applicable	1	2	1	1	1	3	7	36	1	4	-	1	2	-	7	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)*

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		145 100%	- 100%	- 100%	- 100%	- 100%	- 100%	962 100%	4347 100%
- NET: Clear	(5,4)	41%	36%	40%	39%	36%	42%	38%	36%
Very clear	(5)	12%	7%	16%	11%	5%	11%	10%	10%
Fairly clear	(4)	29%	28%	24%	27%	31%	31%	28%	26%
- Neither clear nor unclear	(3)	30%	29%	29%	32%	29%	33%	30%	30%
Fairly unclear	(2)	22%	24%	25%	22%	22%	18%	22%	23%
Very unclear	(1)	8%	12%	7%	7%	13%	6%	9%	11%
- NET: Unclear	(2,1)	29%	36%	31%	29%	35%	24%	31%	35%
Mean		3.162	2.951	3.176	3.141	2.925	3.227	3.074	2.997
Not included in base:									
Decline to Answer		2	2	1	-	4	4	11	53
Not Applicable		3	5	4	3	6	2	20	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	89 100%	- 100%	- 100%	- 100%	- 100%	- 100%	577 100%	2590 100%	56 100%	- 100%	- 100%	- 100%	- 100%	- 100%	385 100%	1758 100%
- NET: Clear (5,4)	42%	37%	42%	34%	35%	43%	38%	35%	40%	33%	37%	45%	37%	41%	39%	37%
Very clear (5)	11%	7%	15%	10%	5%	11%	9%	9%	13%	6%	17%	13%	4%	12%	10%	11%
Fairly clear (4)	30%	30%	27%	24%	30%	32%	28%	26%	27%	26%	20%	32%	33%	29%	28%	27%
- Neither clear nor unclear (3)	29%	28%	35%	36%	29%	36%	33%	32%	31%	29%	19%	27%	30%	30%	27%	27%
Fairly unclear (2)	21%	25%	15%	23%	22%	16%	21%	22%	22%	24%	38%	22%	21%	22%	25%	25%
Very unclear (1)	8%	10%	8%	7%	14%	5%	9%	12%	7%	15%	5%	6%	12%	7%	9%	11%
- NET: Unclear (2,1)	29%	34%	23%	30%	36%	21%	30%	34%	29%	38%	43%	28%	33%	29%	34%	36%
Mean	3.155	3.005	3.260	3.071	2.902	3.268	3.087	2.985	3.173	2.865	3.059	3.241	2.964	3.169	3.054	3.015
Not included in base:																
Decline to Answer	2	1	1	-	3	2	7	36	-	1	-	-	1	2	4	17
Not Applicable	2	3	3	2	4	1	13	74	1	2	1	1	2	1	7	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	106	-	-	-	-	-	706	3221	39	-	-	-	-	-	255	1126
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear (5,4)	36%	33%	40%	39%	32%	44%	37%	34%	54%	44%	39%	38%	48%	39%	41%	41%
Very clear (5)	11%	7%	16%	11%	6%	13%	10%	9%	17%	7%	15%	12%	3%	8%	9%	13%
Fairly clear (4)	26%	26%	24%	27%	27%	31%	27%	25%	37%	37%	24%	26%	45%	32%	32%	28%
- Neither clear nor unclear (3)	30%	28%	24%	31%	31%	27%	28%	29%	28%	30%	41%	35%	25%	46%	36%	31%
Fairly unclear (2)	23%	28%	28%	24%	23%	22%	25%	25%	18%	11%	18%	18%	17%	10%	15%	18%
Very unclear (1)	11%	11%	8%	6%	14%	7%	9%	12%	0%	14%	3%	9%	11%	5%	8%	10%
- NET: Unclear (2,1)	33%	39%	36%	30%	37%	29%	35%	37%	18%	25%	21%	27%	28%	15%	23%	28%
Mean	3.028	2.898	3.125	3.147	2.869	3.207	3.032	2.943	3.530	3.123	3.302	3.126	3.118	3.271	3.189	3.152
Not included in base:																
Decline to Answer	1	1	1	-	1	4	6	31	1	1	-	-	3	-	4	22
Not Applicable	2	1	3	1	5	2	12	82	1	4	1	2	1	-	8	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

	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	145 100%	- 100%	- 100%	- 100%	- 100%	- 100%	957 100%	4309 100%
- NET: Reasonable (5,4)	85%	76%	77%	78%	79%	73%	77%	73%
Very reasonable (5)	49%	41%	44%	40%	35%	38%	40%	37%
Somewhat reasonable (4)	35%	35%	33%	38%	44%	35%	37%	36%
- Neither reasonable nor unreasonable (3)	5%	11%	7%	9%	8%	9%	9%	10%
Somewhat unreasonable (2)	9%	9%	12%	9%	10%	15%	11%	13%
Very unreasonable (1)	1%	3%	4%	4%	3%	2%	3%	5%
- NET: Unreasonable (2,1)	10%	13%	16%	13%	13%	17%	14%	17%
Mean	4.223	4.013	4.006	4.007	3.968	3.911	3.984	3.876
Not included in base:								
Decline to Answer	4	6	4	5	6	7	29	155
Not Applicable	1	-	-	2	-	-	2	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	91 100%	- 100%	- 100%	- 100%	- 100%	- 100%	571 100%	2579 100%	54 100%	- 100%	- 100%	- 100%	- 100%	- 100%	385 100%	1731 100%
- NET: Reasonable (5,4)	87%	78%	79%	82%	79%	80%	80%	75%	81%	73%	73%	72%	78%	63%	72%	69%
Very reasonable (5)	57%	50%	46%	45%	36%	42%	44%	42%	36%	28%	40%	34%	33%	31%	33%	29%
Somewhat reasonable (4)	30%	29%	33%	38%	43%	38%	36%	33%	45%	45%	34%	38%	45%	32%	39%	40%
- Neither reasonable nor unreasonable (3)	5%	13%	8%	6%	11%	10%	10%	10%	6%	7%	7%	12%	3%	9%	8%	9%
Somewhat unreasonable (2)	6%	6%	9%	9%	8%	9%	8%	11%	13%	15%	15%	11%	13%	24%	15%	16%
Very unreasonable (1)	2%	3%	4%	3%	2%	1%	2%	4%	0%	5%	5%	6%	6%	4%	5%	5%
- NET: Unreasonable (2,1)	8%	9%	13%	11%	10%	10%	10%	15%	13%	20%	20%	16%	19%	28%	20%	22%
Mean	4.336	4.169	4.094	4.131	4.033	4.111	4.111	3.986	4.030	3.771	3.881	3.838	3.859	3.630	3.794	3.712
Not included in base:																
Decline to Answer	2	3	3	4	4	5	20	94	2	3	1	1	2	3	9	60
Not Applicable	-	-	-	1	-	-	1	16	1	-	-	1	-	-	1	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	106 100%	- 100%	- 100%	- 100%	- 100%	- 100%	700 100%	3192 100%	39 100%	- 100%	- 100%	- 100%	- 100%	- 100%	256 100%	1118 100%
- NET: Reasonable (5,4)	81%	77%	76%	76%	77%	71%	76%	72%	94%	73%	80%	84%	85%	77%	79%	76%
Very reasonable (5)	41%	41%	36%	42%	30%	38%	38%	35%	71%	42%	61%	35%	53%	36%	45%	41%
Somewhat reasonable (4)	40%	36%	39%	34%	47%	33%	38%	37%	23%	31%	19%	49%	32%	41%	35%	35%
- Neither reasonable nor unreasonable (3)	7%	9%	7%	9%	7%	9%	8%	10%	2%	16%	7%	9%	12%	10%	11%	9%
Somewhat unreasonable (2)	10%	9%	12%	11%	13%	16%	12%	14%	4%	11%	10%	5%	0%	13%	8%	11%
Very unreasonable (1)	2%	5%	5%	4%	3%	3%	4%	5%	0%	0%	3%	3%	3%	0%	2%	5%
- NET: Unreasonable (2,1)	12%	13%	17%	15%	16%	19%	16%	18%	4%	11%	13%	8%	3%	13%	10%	15%
Mean	4.080	4.003	3.900	3.979	3.870	3.868	3.931	3.845	4.615	4.043	4.257	4.082	4.328	3.998	4.126	3.964
<b>Not included in base:</b>																
Decline to Answer	2	5	4	4	2	6	21	111	2	1	-	1	4	1	8	44
Not Applicable	1	-	-	1	-	-	1	22	-	-	-	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

	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	141 100%	- 100%	- 100%	- 100%	- 100%	- 100%	945 100%	4270 100%
- NET: Reasonable (5,4)	85%	70%	85%	78%	77%	76%	77%	77%
Very reasonable (5)	51%	42%	51%	45%	36%	46%	44%	43%
Somewhat reasonable (4)	34%	28%	34%	33%	41%	31%	33%	33%
- Neither reasonable nor unreasonable (3)	12%	21%	12%	14%	15%	15%	16%	15%
Somewhat unreasonable (2)	3%	6%	1%	7%	6%	8%	6%	7%
Very unreasonable (1)	1%	3%	2%	1%	2%	1%	2%	2%
- NET: Unreasonable (2,1)	4%	9%	3%	8%	7%	9%	7%	9%
Mean	4.316	4.004	4.314	4.140	4.043	4.110	4.112	4.085
Not included in base:								
Decline to Answer	7	6	5	7	6	5	30	156
Not Applicable	1	-	-	2	-	-	2	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	88 100%	- 100%	- 100%	- 100%	- 100%	- 100%	571 100%	2555 100%	54 100%	- 100%	- 100%	- 100%	- 100%	- 100%	374 100%	1714 100%
- NET: Reasonable (5,4)	84%	73%	83%	76%	77%	77%	77%	77%	87%	65%	87%	81%	78%	74%	76%	76%
Very reasonable (5)	58%	45%	52%	45%	41%	44%	45%	44%	40%	37%	50%	44%	27%	47%	41%	41%
Somewhat reasonable (4)	26%	28%	31%	31%	37%	33%	32%	32%	47%	28%	37%	37%	50%	27%	35%	35%
- Neither reasonable nor unreasonable (3)	13%	20%	13%	17%	17%	16%	17%	15%	10%	23%	11%	10%	13%	13%	14%	13%
Somewhat unreasonable (2)	2%	5%	1%	6%	4%	7%	5%	6%	4%	7%	1%	8%	8%	10%	7%	8%
Very unreasonable (1)	1%	2%	2%	1%	2%	0%	1%	2%	0%	4%	1%	1%	2%	3%	2%	2%
- NET: Unreasonable (2,1)	4%	7%	3%	7%	6%	7%	6%	8%	4%	11%	2%	9%	10%	13%	9%	10%
Mean	4.370	4.087	4.304	4.134	4.100	4.146	4.145	4.108	4.228	3.868	4.329	4.149	3.937	4.059	4.061	4.051
Not included in base:																
Decline to Answer	4	2	4	5	3	4	18	98	2	4	1	2	3	2	12	59
Not Applicable	-	-	-	2	-	-	2	23	1	-	-	1	-	-	1	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	104 100%	- 100%	- 100%	- 100%	- 100%	- 100%	688 100%	3156 100%	37 100%	- 100%	- 100%	- 100%	- 100%	- 100%	257 100%	1114 100%
- NET: Reasonable (5,4)	81%	71%	86%	79%	77%	78%	77%	77%	94%	67%	82%	76%	79%	73%	75%	76%
Very reasonable (5)	51%	43%	51%	47%	35%	53%	45%	44%	52%	39%	53%	39%	39%	31%	40%	39%
Somewhat reasonable (4)	31%	28%	35%	32%	42%	25%	32%	32%	42%	28%	29%	37%	41%	42%	35%	37%
- Neither reasonable nor unreasonable (3)	14%	20%	10%	12%	15%	12%	14%	14%	6%	26%	18%	20%	15%	21%	20%	15%
Somewhat unreasonable (2)	4%	6%	2%	8%	6%	10%	6%	7%	0%	4%	0%	4%	3%	5%	3%	5%
Very unreasonable (1)	1%	3%	3%	2%	1%	1%	2%	2%	0%	2%	0%	0%	3%	2%	1%	3%
- NET: Unreasonable (2,1)	5%	9%	4%	9%	8%	11%	8%	9%	0%	6%	0%	4%	5%	7%	5%	8%
Mean	4.264	4.011	4.300	4.152	4.027	4.186	4.121	4.100	4.461	3.984	4.347	4.108	4.101	3.953	4.089	4.043
Not included in base:																
Decline to Answer	3	6	5	5	3	5	25	115	4	-	-	2	3	-	5	41
Not Applicable	1	-	-	1	-	-	1	26	-	-	-	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

	NC						All	All	
	STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	
Valid responders:	139	-	-	-	-	-	890	4003	
	100%	100%	100%	100%	100%	100%	100%	100%	
- NET: Reasonable (5,4)	74%	60%	71%	67%	63%	64%	65%	63%	
Very reasonable (5)	47%	32%	38%	37%	26%	35%	34%	34%	
Somewhat reasonable (4)	27%	27%	33%	31%	36%	29%	31%	29%	
- Neither reasonable nor unreasonable (3)	22%	33%	25%	25%	32%	28%	29%	29%	
Somewhat unreasonable (2)	4%	6%	3%	7%	4%	6%	5%	6%	
Very unreasonable (1)	1%	2%	1%	1%	2%	2%	2%	2%	
- NET: Unreasonable (2,1)	4%	8%	4%	8%	6%	9%	7%	8%	
Mean	4.154	3.825	4.047	3.949	3.815	3.873	3.896	3.867	
Not included in base:									
Decline to Answer	6	13	7	9	8	9	45	204	
Not Applicable	2	-	2	4	3	2	11	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	86 100%	- 100%	- 100%	- 100%	- 100%	- 100%	540 100%	2402 100%	53 100%	- 100%	- 100%	- 100%	- 100%	- 100%	350 100%	1601 100%
- NET: Reasonable (5,4)	77%	65%	71%	68%	63%	66%	67%	64%	69%	51%	71%	66%	61%	60%	61%	62%
Very reasonable (5)	53%	36%	42%	42%	27%	35%	36%	35%	37%	27%	33%	29%	24%	34%	29%	32%
Somewhat reasonable (4)	24%	30%	29%	27%	36%	31%	30%	29%	32%	24%	38%	37%	37%	27%	32%	30%
- Neither reasonable nor unreasonable (3)	22%	29%	25%	26%	31%	29%	28%	29%	22%	38%	24%	23%	33%	26%	29%	29%
Somewhat unreasonable (2)	0%	3%	3%	6%	4%	3%	4%	5%	9%	10%	4%	8%	4%	11%	8%	7%
Very unreasonable (1)	1%	2%	1%	0%	2%	2%	1%	2%	0%	2%	0%	3%	2%	3%	2%	2%
- NET: Unreasonable (2,1)	1%	5%	4%	6%	6%	5%	5%	7%	9%	12%	4%	11%	5%	14%	10%	10%
Mean	4.273	3.939	4.080	4.041	3.831	3.943	3.963	3.901	3.961	3.643	3.999	3.820	3.787	3.773	3.792	3.816
Not included in base:																
Decline to Answer	3	7	5	5	4	5	26	126	3	6	2	4	4	4	19	77
Not Applicable	1	-	1	2	1	1	5	75	1	-	1	3	2	1	6	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	100	-	-	-	-	-	646	2946	39	-	-	-	-	-	244	1058
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Reasonable (5,4)	70%	58%	72%	66%	60%	64%	64%	62%	85%	65%	69%	71%	70%	62%	67%	66%
Very reasonable (5)	50%	33%	40%	37%	25%	44%	35%	35%	38%	31%	34%	36%	29%	16%	29%	32%
Somewhat reasonable (4)	20%	25%	32%	30%	35%	21%	28%	27%	46%	34%	34%	35%	41%	46%	38%	34%
- Neither reasonable nor unreasonable (3)	25%	34%	24%	25%	35%	29%	30%	31%	13%	29%	26%	23%	21%	25%	25%	24%
Somewhat unreasonable (2)	4%	5%	3%	7%	3%	4%	5%	5%	3%	7%	5%	6%	6%	11%	7%	7%
Very unreasonable (1)	1%	3%	1%	1%	2%	2%	2%	2%	0%	0%	0%	0%	3%	2%	1%	3%
- NET: Unreasonable (2,1)	5%	8%	4%	9%	5%	7%	7%	7%	3%	7%	5%	6%	9%	13%	8%	10%
Mean	4.137	3.807	4.077	3.929	3.794	3.992	3.904	3.872	4.199	3.885	3.983	4.005	3.883	3.628	3.873	3.854
Not included in base:																
Decline to Answer	4	10	7	7	4	7	35	154	2	3	-	2	4	2	10	50
Not Applicable	2	-	2	3	3	1	9	85	-	-	-	1	-	1	2	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

	NC	Peer					All	All	
	STATE	1	2	3	4	5	Peers	Univ	
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	139	-	-	-	-	-	932	4157	
	100%	100%	100%	100%	100%	100%	100%	100%	
- NET: Reasonable (5,4)	67%	58%	63%	63%	65%	61%	62%	64%	
Very reasonable (5)	38%	39%	35%	36%	27%	36%	35%	35%	
Somewhat reasonable (4)	29%	20%	27%	26%	37%	25%	27%	29%	
- Neither reasonable nor unreasonable (3)	27%	34%	32%	30%	28%	30%	31%	28%	
Somewhat unreasonable (2)	5%	6%	3%	5%	4%	8%	5%	5%	
Very unreasonable (1)	1%	2%	3%	2%	4%	1%	2%	2%	
- NET: Unreasonable (2,1)	6%	8%	6%	7%	8%	9%	7%	8%	
Mean	3.982	3.872	3.897	3.899	3.801	3.876	3.868	3.890	
Not included in base:									
Decline to Answer	8	11	5	9	7	8	40	216	
Not Applicable	2	1	-	5	-	1	6	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	87 100%	- 100%	- 100%	- 100%	- 100%	- 100%	563 100%	2482 100%	53 100%	- 100%	- 100%	- 100%	- 100%	- 100%	369 100%	1675 100%
- NET: Reasonable (5,4)	69%	60%	64%	67%	64%	61%	63%	65%	63%	54%	61%	57%	66%	62%	60%	63%
Very reasonable (5)	42%	39%	32%	42%	26%	36%	35%	36%	31%	39%	39%	28%	29%	37%	35%	34%
Somewhat reasonable (4)	27%	22%	31%	25%	38%	25%	28%	29%	32%	16%	21%	29%	37%	25%	25%	29%
- Neither reasonable nor unreasonable (3)	27%	33%	29%	29%	31%	32%	31%	28%	28%	37%	35%	32%	21%	27%	31%	27%
Somewhat unreasonable (2)	4%	5%	3%	2%	3%	7%	4%	5%	6%	6%	4%	9%	6%	8%	7%	7%
Very unreasonable (1)	0%	1%	4%	2%	3%	0%	2%	2%	2%	3%	0%	3%	6%	3%	3%	3%
- NET: Unreasonable (2,1)	4%	7%	7%	4%	5%	7%	6%	7%	8%	9%	4%	11%	13%	11%	9%	9%
Mean	4.071	3.908	3.850	4.032	3.822	3.890	3.902	3.914	3.837	3.811	3.962	3.717	3.761	3.855	3.818	3.855
Not included in base:																
Decline to Answer	4	4	4	6	4	6	25	131	3	7	1	3	3	2	16	85
Not Applicable	1	1	-	3	-	-	4	55	1	-	-	2	-	1	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	102 100%	- 100%	- 100%	- 100%	- 100%	- 100%	680 100%	3075 100%	37 100%	- 100%	- 100%	- 100%	- 100%	- 100%	252 100%	1082 100%
- NET: Reasonable (5,4)	64%	56%	63%	64%	64%	67%	62%	64%	74%	65%	62%	60%	65%	48%	60%	65%
Very reasonable (5)	38%	38%	35%	40%	27%	44%	37%	36%	38%	41%	37%	26%	27%	20%	30%	32%
Somewhat reasonable (4)	27%	18%	28%	24%	37%	24%	26%	28%	35%	24%	26%	33%	38%	28%	29%	32%
- Neither reasonable nor unreasonable (3)	32%	36%	31%	29%	27%	24%	30%	29%	15%	28%	35%	33%	30%	44%	34%	26%
Somewhat unreasonable (2)	4%	5%	3%	4%	4%	8%	5%	5%	8%	7%	3%	5%	5%	8%	6%	6%
Very unreasonable (1)	0%	3%	4%	2%	5%	2%	3%	2%	3%	0%	0%	2%	0%	0%	<1%	3%
- NET: Unreasonable (2,1)	4%	8%	7%	7%	9%	9%	8%	7%	11%	7%	3%	7%	5%	8%	6%	9%
Mean	3.983	3.829	3.872	3.948	3.779	4.000	3.880	3.908	3.981	3.992	3.959	3.767	3.874	3.599	3.838	3.841
Not included in base:																
Decline to Answer	4	11	5	7	4	5	32	163	4	-	-	2	3	4	9	53
Not Applicable	2	1	-	3	-	1	5	58	-	-	-	1	-	-	1	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

	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	139 100%	- 100%	- 100%	- 100%	- 100%	- 100%	921 100%	4135 100%
- NET: Reasonable (5,4)	66%	53%	61%	63%	57%	64%	59%	59%
Very reasonable (5)	30%	32%	33%	29%	22%	31%	29%	29%
Somewhat reasonable (4)	36%	22%	28%	34%	35%	32%	30%	30%
- Neither reasonable nor unreasonable (3)	32%	39%	36%	26%	35%	30%	33%	33%
Somewhat unreasonable (2)	1%	5%	2%	10%	5%	5%	6%	6%
Very unreasonable (1)	1%	2%	1%	1%	4%	2%	2%	2%
- NET: Unreasonable (2,1)	2%	7%	4%	11%	9%	7%	8%	8%
Mean	3.915	3.761	3.879	3.787	3.658	3.867	3.786	3.775
Not included in base:								
Decline to Answer	6	14	5	9	6	8	42	209
Not Applicable	2	1	1	9	2	2	15	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	87 100%	- 100%	- 100%	- 100%	- 100%	- 100%	551 100%	2458 100%	53 100%	- 100%	- 100%	- 100%	- 100%	- 100%	370 100%	1677 100%
- NET: Reasonable (5,4)	65%	53%	60%	64%	54%	63%	58%	59%	67%	55%	61%	61%	61%	65%	60%	59%
Very reasonable (5)	34%	30%	31%	30%	21%	32%	29%	29%	23%	35%	35%	26%	24%	31%	30%	28%
Somewhat reasonable (4)	31%	23%	29%	34%	33%	31%	30%	30%	44%	20%	27%	35%	37%	34%	30%	31%
- Neither reasonable nor unreasonable (3)	33%	39%	35%	27%	38%	31%	34%	34%	31%	40%	36%	24%	29%	28%	32%	32%
Somewhat unreasonable (2)	1%	7%	2%	8%	5%	5%	6%	5%	0%	3%	2%	14%	4%	6%	6%	6%
Very unreasonable (1)	1%	2%	3%	1%	3%	2%	2%	2%	2%	2%	0%	1%	6%	1%	2%	2%
- NET: Unreasonable (2,1)	3%	9%	5%	9%	8%	7%	7%	7%	2%	5%	2%	15%	10%	7%	8%	9%
Mean	3.945	3.722	3.841	3.848	3.644	3.859	3.775	3.784	3.868	3.825	3.931	3.703	3.682	3.877	3.803	3.764
Not included in base:																
Decline to Answer	4	7	4	7	4	6	28	131	2	7	1	2	2	2	14	77
Not Applicable	1	1	1	4	2	1	9	75	1	-	-	5	-	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	102 100%	- 100%	- 100%	- 100%	- 100%	- 100%	673 100%	3058 100%	37 100%	- 100%	- 100%	- 100%	- 100%	- 100%	248 100%	1076 100%
- NET: Reasonable (5,4)	64%	54%	61%	63%	57%	66%	59%	59%	69%	53%	60%	62%	56%	59%	58%	60%
Very reasonable (5)	30%	33%	34%	32%	23%	37%	31%	30%	29%	28%	29%	21%	17%	21%	24%	26%
Somewhat reasonable (4)	34%	21%	27%	31%	34%	29%	28%	29%	40%	24%	31%	41%	39%	38%	34%	34%
- Neither reasonable nor unreasonable (3)	34%	40%	35%	26%	33%	27%	33%	34%	28%	38%	37%	27%	38%	35%	35%	30%
Somewhat unreasonable (2)	0%	5%	3%	10%	5%	5%	6%	5%	3%	7%	0%	12%	5%	6%	6%	7%
Very unreasonable (1)	2%	2%	1%	2%	5%	2%	2%	2%	0%	2%	3%	0%	0%	0%	1%	3%
- NET: Unreasonable (2,1)	2%	6%	4%	11%	10%	7%	8%	7%	3%	10%	3%	12%	5%	6%	7%	10%
Mean	3.902	3.783	3.897	3.818	3.651	3.928	3.806	3.794	3.953	3.692	3.837	3.709	3.683	3.737	3.731	3.723
Not included in base:																
Decline to Answer	4	11	5	8	3	5	32	153	2	3	-	2	3	3	10	55
Not Applicable	2	1	-	7	2	2	12	86	-	-	1	1	-	-	3	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

	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	137 100%	- 100%	- 100%	- 100%	- 100%	- 100%	905 100%	4020 100%
- <b>NET: Reasonable</b> (5,4)	54%	50%	57%	64%	56%	60%	57%	53%
Very reasonable (5)	25%	30%	34%	32%	20%	29%	29%	27%
Somewhat reasonable (4)	29%	20%	23%	33%	36%	31%	28%	26%
- <b>Neither reasonable nor unreasonable</b> (3)	44%	41%	40%	28%	36%	33%	36%	39%
Somewhat unreasonable (2)	1%	7%	1%	7%	6%	6%	5%	5%
Very unreasonable (1)	1%	1%	2%	1%	3%	2%	2%	3%
- <b>NET: Unreasonable</b> (2,1)	3%	8%	3%	8%	9%	7%	7%	8%
<b>Mean</b>	3.742	3.707	3.863	3.871	3.637	3.799	3.771	3.694
<b>Not included in base:</b>								
Decline to Answer	7	14	7	9	10	8	48	234
Not Applicable	2	3	2	7	6	2	19	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	85 100%	- 100%	- 100%	- 100%	- 100%	- 100%	542 100%	2396 100%	53 100%	- 100%	- 100%	- 100%	- 100%	- 100%	363 100%	1624 100%
- <b>NET: Reasonable</b> (5,4)	54%	51%	61%	65%	51%	63%	58%	54%	54%	49%	52%	63%	64%	55%	56%	52%
Very reasonable (5)	27%	29%	33%	35%	16%	29%	28%	27%	22%	32%	35%	27%	26%	29%	30%	26%
Somewhat reasonable (4)	27%	22%	28%	30%	35%	35%	30%	27%	32%	17%	17%	36%	38%	26%	26%	26%
- <b>Neither reasonable nor unreasonable</b> (3)	45%	40%	35%	29%	40%	31%	35%	39%	42%	43%	47%	27%	28%	35%	36%	39%
Somewhat unreasonable (2)	<1%	8%	1%	5%	5%	5%	5%	4%	2%	6%	0%	8%	6%	7%	6%	6%
Very unreasonable (1)	1%	1%	2%	1%	4%	1%	2%	3%	2%	2%	1%	1%	2%	3%	2%	2%
- <b>NET: Unreasonable</b> (2,1)	2%	8%	4%	6%	9%	6%	7%	7%	4%	8%	1%	10%	8%	10%	8%	9%
<b>Mean</b>	3.772	3.705	3.882	3.925	3.540	3.856	3.771	3.708	3.692	3.710	3.838	3.798	3.807	3.720	3.771	3.673
<b>Not included in base:</b>																
Decline to Answer	6	7	5	7	5	6	31	143	2	7	2	2	5	2	18	91
Not Applicable	1	3	1	3	4	1	12	87	1	-	1	4	2	1	7	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	100 100%	- 100%	- 100%	- 100%	- 100%	- 100%	661 100%	2968 100%	37 100%	- 100%	- 100%	- 100%	- 100%	- 100%	244 100%	1052 100%
- NET: Reasonable (5,4)	52%	49%	58%	66%	55%	61%	57%	52%	57%	55%	55%	60%	57%	57%	57%	55%
Very reasonable (5)	25%	31%	36%	35%	20%	35%	31%	28%	23%	26%	29%	22%	17%	15%	22%	24%
Somewhat reasonable (4)	27%	17%	22%	31%	35%	26%	26%	25%	34%	29%	25%	38%	40%	42%	35%	30%
- Neither reasonable nor unreasonable (3)	45%	43%	39%	27%	36%	31%	36%	41%	41%	35%	43%	31%	33%	35%	35%	35%
Somewhat unreasonable (2)	1%	7%	0%	6%	5%	5%	5%	5%	2%	9%	3%	9%	8%	8%	7%	6%
Very unreasonable (1)	2%	2%	3%	2%	3%	2%	2%	2%	0%	0%	0%	0%	3%	0%	<1%	4%
- NET: Unreasonable (2,1)	3%	8%	3%	7%	8%	7%	7%	7%	2%	9%	3%	9%	10%	8%	8%	10%
Mean	3.728	3.702	3.885	3.922	3.645	3.875	3.795	3.708	3.778	3.721	3.811	3.737	3.610	3.640	3.706	3.654
Not included in base:																
Decline to Answer	5	11	6	8	5	5	34	172	2	3	1	2	5	3	14	63
Not Applicable	2	3	2	5	5	2	17	113	-	-	-	1	1	-	2	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*

	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	143 100%	- 100%	- 100%	- 100%	- 100%	- 100%	960 100%	4323 100%
- NET: Disagree (5,4)	39%	39%	37%	33%	30%	30%	34%	32%
Strongly disagree (5)	16%	20%	18%	13%	13%	16%	16%	14%
Somewhat disagree (4)	23%	20%	18%	20%	17%	14%	18%	18%
- Neither agree (3) nor disagree	10%	8%	13%	13%	12%	13%	11%	11%
Somewhat agree (2)	35%	33%	32%	33%	36%	26%	32%	32%
Strongly agree (1)	16%	20%	19%	21%	22%	31%	22%	24%
- NET: Agree (2,1)	50%	52%	51%	54%	58%	57%	54%	57%
Mean	2.887	2.872	2.853	2.705	2.622	2.587	2.733	2.657
<b>Not included in base:</b>								
Decline to Answer	4	4	3	1	2	3	13	97
Not Applicable/ Don't know	2	3	5	7	1	2	19	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	90 100%	- 100%	- 100%	- 100%	- 100%	- 100%	576 100%	2574 100%	53 100%	- 100%	- 100%	- 100%	- 100%	- 100%	384 100%	1749 100%
- NET: Disagree (5,4)	39%	42%	38%	39%	34%	31%	37%	35%	40%	35%	35%	24%	24%	30%	30%	28%
Strongly disagree (5)	19%	22%	17%	16%	16%	17%	18%	16%	10%	16%	20%	8%	8%	14%	13%	12%
Somewhat disagree (4)	19%	20%	21%	23%	18%	13%	19%	19%	30%	19%	14%	16%	16%	16%	17%	16%
- Neither agree nor disagree (3)	9%	9%	18%	14%	12%	15%	13%	12%	13%	7%	5%	11%	12%	10%	9%	9%
Somewhat agree (2)	41%	32%	24%	32%	31%	25%	29%	30%	24%	34%	42%	35%	44%	27%	36%	35%
Strongly agree (1)	11%	17%	20%	15%	24%	30%	21%	22%	23%	24%	18%	30%	20%	32%	25%	28%
- NET: Agree (2,1)	53%	49%	44%	47%	54%	55%	50%	52%	47%	58%	60%	65%	65%	60%	61%	63%
Mean	2.939	2.987	2.916	2.936	2.714	2.632	2.845	2.764	2.797	2.692	2.765	2.382	2.462	2.524	2.566	2.499
Not included in base:																
Decline to Answer	2	2	2	1	-	2	7	64	2	2	1	-	2	1	6	33
Not Applicable/ Don't know	1	2	4	4	1	2	13	61	1	1	2	3	-	-	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	104	-	-	-	-	-	707	3231	39	-	-	-	-	-	253	1092
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Disagree (5,4)	35%	37%	37%	37%	28%	34%	35%	32%	50%	46%	36%	22%	38%	23%	33%	33%
Strongly disagree (5)	16%	18%	16%	13%	9%	20%	15%	14%	16%	24%	24%	13%	24%	8%	18%	15%
Somewhat disagree (4)	19%	19%	21%	24%	18%	14%	19%	18%	34%	22%	12%	8%	14%	14%	15%	17%
- Neither agree nor disagree (3)	10%	8%	7%	10%	13%	9%	10%	10%	13%	9%	27%	19%	7%	21%	16%	14%
Somewhat agree (2)	36%	32%	35%	30%	34%	22%	31%	32%	31%	34%	23%	43%	41%	35%	35%	34%
Strongly agree (1)	19%	22%	21%	22%	25%	35%	25%	26%	7%	11%	14%	17%	14%	21%	15%	20%
- NET: Agree (2,1)	55%	55%	56%	53%	59%	57%	56%	58%	37%	45%	37%	60%	55%	56%	51%	53%
Mean	2.761	2.784	2.756	2.748	2.532	2.610	2.691	2.625	3.218	3.140	3.101	2.583	2.925	2.537	2.853	2.753
Not included in base:																
Decline to Answer	3	3	2	1	1	3	10	58	1	1	1	-	1	-	3	40
Not Applicable/ Don't know	2	2	3	2	-	1	8	46	-	1	3	5	1	1	11	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*

	NC						All	All	
	STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	
Valid responders:	141	-	-	-	-	-	957	4271	
	100%	100%	100%	100%	100%	100%	100%	100%	
- NET: Agree (5,4)	63%	73%	72%	57%	59%	60%	64%	59%	
Strongly agree (5)	23%	32%	27%	23%	22%	21%	25%	22%	
Somewhat agree (4)	40%	41%	45%	34%	37%	39%	39%	37%	
- Neither agree nor disagree (3)	10%	8%	9%	17%	14%	13%	12%	13%	
Somewhat disagree (2)	18%	12%	13%	16%	19%	19%	16%	17%	
Strongly disagree (1)	8%	6%	5%	10%	9%	8%	8%	10%	
- NET: Disagree (2,1)	26%	19%	19%	26%	27%	27%	23%	27%	
Mean	3.513	3.809	3.751	3.446	3.442	3.448	3.588	3.436	
Not included in base:									
Decline to Answer	4	5	4	1	3	5	18	107	
Not Applicable/ Don't know	4	4	3	4	4	2	18	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	86 100%	- 100%	- 100%	- 100%	- 100%	- 100%	575 100%	2561 100%	56 100%	- 100%	- 100%	- 100%	- 100%	- 100%	382 100%	1710 100%
- NET: Agree (5,4)	65%	74%	70%	64%	59%	63%	66%	62%	59%	72%	75%	48%	58%	56%	62%	55%
Strongly agree (5)	26%	36%	28%	31%	23%	25%	29%	24%	18%	26%	26%	13%	20%	14%	20%	19%
Somewhat agree (4)	39%	38%	42%	33%	37%	37%	37%	37%	41%	46%	49%	35%	38%	42%	42%	36%
- Neither agree nor disagree (3)	9%	6%	8%	17%	14%	12%	11%	13%	13%	11%	11%	18%	14%	15%	14%	14%
Somewhat disagree (2)	15%	12%	14%	12%	16%	17%	14%	16%	23%	13%	12%	22%	24%	20%	18%	20%
Strongly disagree (1)	10%	8%	7%	8%	11%	8%	8%	9%	5%	4%	3%	12%	5%	9%	6%	11%
- NET: Disagree (2,1)	25%	20%	22%	20%	27%	26%	23%	25%	28%	16%	14%	34%	29%	29%	24%	31%
Mean	3.559	3.825	3.684	3.663	3.440	3.539	3.640	3.516	3.442	3.784	3.845	3.142	3.446	3.318	3.509	3.317
Not included in base:																
Decline to Answer	3	3	3	1	1	3	11	63	1	2	1	-	2	2	6	44
Not Applicable/ Don't know	4	2	2	2	2	2	11	75	-	2	1	2	2	-	7	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	103 100%	- 100%	- 100%	- 100%	- 100%	- 100%	700 100%	3181 100%	39 100%	- 100%	- 100%	- 100%	- 100%	- 100%	256 100%	1090 100%
- NET: Agree (5,4)	62%	74%	77%	60%	60%	64%	67%	61%	66%	71%	61%	48%	53%	50%	57%	54%
Strongly agree (5)	24%	28%	29%	25%	20%	28%	26%	23%	21%	46%	21%	19%	27%	6%	24%	20%
Somewhat agree (4)	38%	47%	47%	35%	40%	37%	42%	38%	45%	24%	40%	29%	25%	45%	33%	33%
- Neither agree nor disagree (3)	11%	8%	6%	15%	13%	11%	11%	13%	10%	10%	17%	22%	17%	17%	16%	16%
Somewhat disagree (2)	18%	13%	13%	13%	18%	16%	15%	17%	20%	11%	13%	24%	22%	24%	19%	18%
Strongly disagree (1)	10%	5%	4%	11%	9%	8%	8%	9%	4%	9%	8%	6%	8%	9%	8%	12%
- NET: Disagree (2,1)	28%	18%	17%	24%	27%	24%	22%	27%	24%	20%	22%	30%	30%	33%	27%	30%
Mean	3.481	3.786	3.849	3.501	3.446	3.589	3.635	3.477	3.598	3.879	3.509	3.302	3.428	3.149	3.459	3.315
Not included in base:																
Decline to Answer	3	4	3	1	2	4	13	65	1	1	1	-	1	1	4	42
Not Applicable/ Don't know	3	3	2	3	1	2	10	88	1	1	1	1	3	-	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*

	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	145 100%	- 100%	- 100%	- 100%	- 100%	- 100%	979 100%	4405 100%
- NET: Satisfied (5,4)	74%	78%	78%	72%	68%	75%	74%	74%
Very satisfied (5)	27%	25%	26%	26%	21%	30%	26%	27%
Somewhat satisfied (4)	47%	53%	52%	47%	47%	44%	49%	47%
- Neither satisfied nor dissatisfied (3)	3%	6%	8%	6%	9%	10%	7%	7%
Somewhat dissatisfied (2)	17%	13%	13%	18%	19%	13%	15%	16%
Very dissatisfied (1)	6%	3%	1%	4%	4%	3%	3%	4%
- NET: Dissatisfied (2,1)	23%	16%	14%	22%	23%	16%	18%	19%
Mean	3.724	3.846	3.892	3.717	3.619	3.859	3.785	3.782
Not included in base:								
Decline to Answer	5	3	3	1	2	3	11	97
Not Applicable	-	-	1	-	-	1	2	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	90 100%	- 100%	- 100%	- 100%	- 100%	- 100%	589 100%	2633 100%	55 100%	- 100%	- 100%	- 100%	- 100%	- 100%	390 100%	1771 100%
- NET: Satisfied (5,4)	79%	80%	81%	73%	68%	73%	75%	76%	66%	76%	75%	71%	68%	76%	73%	71%
Very satisfied (5)	32%	27%	27%	25%	20%	35%	27%	29%	19%	23%	24%	27%	24%	23%	24%	25%
Somewhat satisfied (4)	47%	52%	53%	49%	49%	38%	49%	47%	47%	53%	51%	44%	44%	53%	49%	46%
- Neither satisfied nor dissatisfied (3)	2%	6%	7%	7%	11%	12%	9%	7%	5%	5%	8%	4%	4%	6%	5%	6%
Somewhat dissatisfied (2)	15%	12%	11%	16%	17%	13%	14%	14%	20%	15%	15%	20%	22%	13%	17%	19%
Very dissatisfied (1)	5%	2%	1%	3%	3%	2%	2%	3%	8%	4%	1%	6%	6%	5%	4%	4%
- NET: Dissatisfied (2,1)	20%	14%	12%	20%	21%	14%	16%	17%	28%	19%	17%	25%	28%	18%	21%	23%
Mean	3.864	3.904	3.946	3.751	3.640	3.923	3.829	3.848	3.495	3.755	3.815	3.670	3.583	3.768	3.719	3.684
Not included in base:																
Decline to Answer	3	2	2	1	-	2	7	64	2	1	1	-	2	1	5	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	106 100%	- 100%	- 100%	- 100%	- 100%	- 100%	712 100%	3266 100%	39 100%	- 100%	- 100%	- 100%	- 100%	- 100%	267 100%	1138 100%
- NET: Satisfied (5,4)	73%	77%	78%	70%	65%	71%	72%	74%	78%	81%	80%	78%	79%	81%	80%	75%
Very satisfied (5)	27%	24%	24%	24%	20%	30%	24%	26%	27%	30%	30%	30%	27%	30%	30%	30%
Somewhat satisfied (4)	46%	53%	53%	46%	45%	41%	48%	47%	51%	51%	50%	47%	52%	51%	50%	45%
- Neither satisfied nor dissatisfied (3)	4%	7%	6%	5%	10%	9%	7%	6%	1%	4%	12%	7%	4%	11%	8%	8%
Somewhat dissatisfied (2)	17%	14%	15%	21%	20%	15%	17%	17%	17%	12%	8%	9%	17%	8%	11%	14%
Very dissatisfied (1)	7%	3%	2%	4%	5%	4%	4%	4%	4%	2%	0%	6%	0%	0%	2%	3%
- NET: Dissatisfied (2,1)	24%	17%	17%	24%	25%	20%	20%	20%	21%	14%	8%	16%	17%	8%	12%	17%
Mean	3.693	3.811	3.839	3.661	3.539	3.775	3.723	3.760	3.810	3.948	4.019	3.865	3.886	4.036	3.952	3.844
Not included in base:																
Decline to Answer	3	3	3	1	1	3	11	66	2	-	-	-	1	-	1	30
Not Applicable	-	-	1	-	-	1	2	2	-	-	-	-	-	-	-	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*

	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	145 100%	- 100%	- 100%	- 100%	- 100%	- 100%	939 100%	4312 100%
- NET: Satisfied (5,4)	85%	82%	86%	86%	78%	81%	83%	83%
Very satisfied (5)	47%	43%	44%	49%	40%	47%	45%	47%
Somewhat satisfied (4)	38%	39%	42%	38%	38%	35%	38%	36%
- Neither satisfied nor dissatisfied (3)	5%	6%	5%	7%	11%	6%	7%	7%
Somewhat dissatisfied (2)	5%	8%	7%	6%	10%	10%	8%	8%
Very dissatisfied (1)	4%	4%	1%	1%	2%	2%	2%	2%
- NET: Dissatisfied (2,1)	9%	12%	8%	7%	12%	12%	10%	10%
Mean	4.194	4.086	4.206	4.275	4.034	4.137	4.145	4.173
Not included in base:								
Decline to Answer	3	3	3	1	4	2	13	94
Not Applicable	2	13	9	4	11	3	40	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	89 100%	- 100%	- 100%	- 100%	- 100%	- 100%	571 100%	2582 100%	55 100%	- 100%	- 100%	- 100%	- 100%	- 100%	368 100%	1729 100%
- NET: Satisfied (5,4)	85%	82%	87%	87%	76%	84%	83%	82%	87%	82%	85%	86%	80%	78%	82%	83%
Very satisfied (5)	48%	41%	45%	44%	33%	47%	42%	44%	45%	46%	44%	55%	53%	47%	49%	50%
Somewhat satisfied (4)	37%	41%	42%	43%	44%	37%	41%	38%	41%	35%	41%	31%	27%	31%	33%	34%
- Neither satisfied nor dissatisfied (3)	4%	6%	6%	6%	13%	5%	7%	8%	8%	6%	4%	7%	7%	8%	6%	5%
Somewhat dissatisfied (2)	9%	9%	5%	6%	8%	9%	8%	8%	0%	8%	11%	7%	12%	12%	10%	9%
Very dissatisfied (1)	3%	3%	2%	1%	3%	2%	2%	2%	5%	5%	0%	0%	2%	3%	2%	2%
- NET: Dissatisfied (2,1)	12%	12%	7%	7%	11%	11%	10%	10%	5%	13%	11%	7%	14%	14%	12%	11%
Mean	4.179	4.071	4.226	4.230	3.958	4.175	4.125	4.153	4.219	4.108	4.175	4.339	4.177	4.081	4.177	4.203
Not included in base:																
Decline to Answer	2	2	2	1	-	1	6	59	1	1	1	-	4	1	7	34
Not Applicable	2	8	3	2	5	1	20	58	-	4	6	2	6	2	20	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	104 100%	- 100%	- 100%	- 100%	- 100%	- 100%	682 100%	3191 100%	41 100%	- 100%	- 100%	- 100%	- 100%	- 100%	257 100%	1121 100%
- NET: Satisfied (5,4)	88%	83%	85%	87%	78%	81%	83%	84%	78%	79%	89%	84%	78%	82%	83%	80%
Very satisfied (5)	49%	45%	42%	50%	43%	48%	46%	48%	43%	38%	50%	45%	29%	45%	42%	42%
Somewhat satisfied (4)	40%	38%	43%	37%	35%	33%	37%	35%	35%	41%	39%	39%	48%	38%	41%	38%
- Neither satisfied nor dissatisfied (3)	4%	5%	4%	6%	11%	7%	7%	6%	9%	9%	8%	8%	10%	5%	8%	9%
Somewhat dissatisfied (2)	4%	7%	9%	6%	9%	9%	8%	8%	9%	12%	3%	8%	10%	13%	9%	9%
Very dissatisfied (1)	4%	5%	2%	1%	2%	3%	3%	2%	4%	0%	0%	0%	3%	0%	<1%	2%
- NET: Dissatisfied (2,1)	8%	13%	11%	7%	12%	12%	11%	10%	13%	12%	3%	8%	13%	13%	10%	11%
Mean	4.253	4.097	4.136	4.297	4.069	4.137	4.146	4.198	4.043	4.050	4.365	4.220	3.917	4.137	4.143	4.101
Not included in base:																
Decline to Answer	3	3	3	1	3	2	12	65	-	-	-	-	1	-	1	28
Not Applicable	2	7	8	4	8	3	30	78	-	6	1	-	3	-	10	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*

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		145 100%	- 100%	- 100%	- 100%	- 100%	- 100%	938 100%	4315 100%
- NET: Satisfied	(5,4)	78%	84%	76%	79%	73%	83%	79%	74%
Very satisfied	(5)	47%	47%	48%	50%	46%	59%	50%	45%
Somewhat satisfied	(4)	31%	38%	28%	28%	27%	23%	29%	29%
- Neither satisfied nor dissatisfied	(3)	7%	7%	4%	12%	9%	7%	8%	8%
Somewhat dissatisfied	(2)	9%	6%	16%	6%	14%	10%	10%	13%
Very dissatisfied	(1)	5%	2%	4%	3%	4%	1%	3%	5%
- NET: Dissatisfied	(2,1)	15%	9%	20%	9%	18%	10%	13%	18%
Mean		4.057	4.198	4.009	4.169	3.973	4.310	4.139	3.969
Not included in base:									
Decline to Answer		3	3	3	1	4	2	13	93
Not Applicable		2	13	8	5	12	3	41	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	89 100%	- 100%	- 100%	- 100%	- 100%	- 100%	571 100%	2587 100%	55 100%	- 100%	- 100%	- 100%	- 100%	- 100%	367 100%	1728 100%
- NET: Satisfied (5,4)	82%	84%	78%	75%	71%	81%	78%	74%	71%	85%	74%	83%	78%	85%	82%	75%
Very satisfied (5)	49%	45%	47%	46%	44%	58%	48%	44%	44%	49%	50%	56%	49%	61%	53%	47%
Somewhat satisfied (4)	33%	39%	30%	29%	26%	23%	30%	30%	27%	36%	24%	27%	29%	24%	28%	28%
- Neither satisfied nor dissatisfied (3)	7%	9%	7%	15%	10%	8%	10%	10%	7%	3%	0%	9%	5%	6%	5%	6%
Somewhat dissatisfied (2)	7%	6%	10%	6%	15%	10%	9%	12%	13%	8%	25%	6%	13%	9%	11%	14%
Very dissatisfied (1)	3%	1%	6%	4%	4%	1%	3%	4%	9%	4%	1%	2%	3%	0%	2%	6%
- NET: Dissatisfied (2,1)	10%	7%	15%	10%	19%	11%	12%	16%	22%	12%	26%	8%	17%	9%	14%	19%
Mean	4.190	4.209	4.034	4.083	3.923	4.269	4.107	3.968	3.845	4.182	3.971	4.291	4.069	4.370	4.188	3.970
Not included in base:																
Decline to Answer	2	2	2	1	-	1	6	58	1	1	1	-	4	1	7	34
Not Applicable	2	8	3	2	5	1	20	54	-	4	5	3	7	2	22	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	104 100%	- 100%	- 100%	- 100%	- 100%	- 100%	682 100%	3195 100%	41 100%	- 100%	- 100%	- 100%	- 100%	- 100%	256 100%	1120 100%
- NET: Satisfied (5,4)	78%	83%	74%	78%	72%	83%	78%	75%	78%	88%	81%	80%	78%	82%	82%	72%
Very satisfied (5)	51%	48%	45%	49%	49%	63%	50%	46%	39%	44%	57%	52%	37%	52%	49%	42%
Somewhat satisfied (4)	27%	35%	29%	29%	23%	20%	28%	29%	39%	44%	24%	28%	41%	31%	33%	30%
- Neither satisfied nor dissatisfied (3)	6%	8%	4%	14%	9%	7%	8%	8%	11%	2%	5%	9%	8%	8%	7%	10%
Somewhat dissatisfied (2)	10%	6%	18%	5%	15%	11%	10%	13%	7%	7%	11%	7%	11%	7%	8%	12%
Very dissatisfied (1)	6%	3%	4%	3%	4%	0%	3%	5%	4%	2%	3%	3%	3%	2%	3%	5%
- NET: Dissatisfied (2,1)	16%	9%	22%	8%	20%	11%	13%	17%	10%	9%	14%	10%	13%	9%	11%	18%
Mean	4.068	4.194	3.918	4.160	3.965	4.349	4.124	3.989	4.030	4.213	4.218	4.190	3.999	4.230	4.179	3.910
Not included in base:																
Decline to Answer	3	3	3	1	3	2	12	64	-	-	-	-	1	-	1	28
Not Applicable	2	7	7	5	8	3	30	75	-	6	1	-	4	-	11	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*

	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	145 100%	- 100%	- 100%	- 100%	- 100%	- 100%	940 100%	4310 100%
- NET: Satisfied (5,4)	80%	74%	78%	83%	73%	79%	77%	79%
Very satisfied (5)	49%	46%	47%	55%	42%	52%	48%	50%
Somewhat satisfied (4)	31%	29%	31%	28%	31%	26%	29%	29%
- Neither satisfied (3) nor dissatisfied	9%	11%	12%	8%	9%	11%	10%	9%
Somewhat dissatisfied (2)	8%	10%	8%	7%	12%	6%	9%	9%
Very dissatisfied (1)	3%	4%	2%	1%	6%	5%	4%	4%
- NET: Dissatisfied (2,1)	11%	15%	10%	9%	18%	11%	13%	12%
Mean	4.156	4.012	4.133	4.279	3.909	4.156	4.095	4.130
Not included in base:								
Decline to Answer	3	3	3	1	4	3	13	96
Not Applicable	2	12	7	5	11	3	39	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	89 100%	- 100%	- 100%	- 100%	- 100%	- 100%	572 100%	2586 100%	55 100%	- 100%	- 100%	- 100%	- 100%	- 100%	368 100%	1724 100%
- NET: Satisfied (5,4)	84%	78%	75%	83%	77%	82%	79%	80%	75%	69%	83%	83%	65%	74%	75%	77%
Very satisfied (5)	50%	45%	44%	53%	41%	53%	47%	49%	47%	47%	53%	57%	43%	52%	51%	52%
Somewhat satisfied (4)	33%	33%	32%	30%	35%	29%	32%	31%	28%	22%	30%	26%	22%	22%	24%	25%
- Neither satisfied nor dissatisfied (3)	7%	12%	14%	10%	11%	8%	11%	9%	11%	9%	9%	6%	7%	15%	9%	8%
Somewhat dissatisfied (2)	8%	6%	9%	7%	8%	5%	7%	7%	9%	17%	7%	8%	21%	7%	12%	11%
Very dissatisfied (1)	1%	3%	3%	1%	5%	5%	3%	3%	5%	6%	1%	3%	7%	4%	4%	5%
- NET: Dissatisfied (2,1)	9%	9%	11%	7%	13%	11%	10%	10%	14%	23%	8%	11%	28%	11%	16%	15%
Mean	4.237	4.101	4.047	4.285	4.001	4.188	4.125	4.157	4.026	3.872	4.260	4.271	3.734	4.109	4.050	4.089
Not included in base:																
Decline to Answer	2	2	2	1	-	2	7	59	1	1	1	-	4	1	7	37
Not Applicable	2	7	3	2	5	1	18	54	-	5	4	3	6	2	21	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	104 100%	- 100%	- 100%	- 100%	- 100%	- 100%	681 100%	3191 100%	41 100%	- 100%	- 100%	- 100%	- 100%	- 100%	259 100%	1119 100%
- NET: Satisfied (5,4)	81%	75%	77%	84%	72%	79%	77%	80%	79%	74%	81%	81%	73%	77%	77%	77%
Very satisfied (5)	53%	46%	48%	56%	43%	54%	49%	52%	40%	44%	46%	51%	40%	49%	46%	45%
Somewhat satisfied (4)	28%	28%	29%	28%	30%	25%	28%	28%	39%	30%	35%	29%	34%	28%	31%	31%
- Neither satisfied nor dissatisfied (3)	9%	10%	11%	8%	9%	9%	9%	8%	9%	13%	14%	7%	12%	14%	12%	11%
Somewhat dissatisfied (2)	7%	9%	10%	7%	14%	8%	10%	9%	12%	13%	2%	9%	7%	3%	7%	8%
Very dissatisfied (1)	4%	6%	2%	1%	5%	4%	4%	4%	0%	0%	3%	3%	8%	7%	4%	4%
- NET: Dissatisfied (2,1)	11%	15%	12%	7%	19%	11%	13%	12%	12%	13%	5%	12%	15%	9%	11%	12%
Mean	4.191	4.003	4.112	4.323	3.912	4.184	4.100	4.156	4.065	4.039	4.181	4.168	3.897	4.099	4.083	4.056
Not included in base:																
Decline to Answer	3	3	3	1	3	3	13	65	-	-	-	-	1	-	1	31
Not Applicable	2	8	6	5	8	3	30	78	-	4	1	-	3	-	8	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*

	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	144 100%	- 100%	- 100%	- 100%	- 100%	- 100%	937 100%	4309 100%
- NET: Satisfied (5,4)	92%	93%	94%	96%	93%	92%	94%	94%
Very satisfied (5)	70%	69%	72%	80%	72%	77%	74%	75%
Somewhat satisfied (4)	22%	24%	22%	16%	21%	15%	20%	19%
- Neither satisfied (3) nor dissatisfied	6%	4%	4%	2%	1%	5%	3%	3%
Somewhat dissatisfied (2)	2%	3%	2%	2%	4%	1%	2%	2%
Very dissatisfied (1)	1%	<1%	1%	1%	2%	1%	1%	1%
- NET: Dissatisfied (2,1)	3%	3%	2%	2%	6%	2%	3%	3%
Mean	4.580	4.585	4.628	4.733	4.567	4.659	4.634	4.647
Not included in base:								
Decline to Answer	4	3	3	1	3	3	12	94
Not Applicable	2	15	7	6	11	3	42	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	89 100%	- 100%	- 100%	- 100%	- 100%	- 100%	568 100%	2582 100%	54 100%	- 100%	- 100%	- 100%	- 100%	- 100%	369 100%	1727 100%
- NET: Satisfied (5,4)	91%	92%	94%	95%	96%	91%	94%	94%	93%	94%	93%	98%	88%	94%	94%	93%
Very satisfied (5)	70%	69%	68%	75%	72%	77%	72%	74%	70%	70%	78%	86%	73%	77%	77%	76%
Somewhat satisfied (4)	21%	23%	27%	19%	24%	14%	22%	20%	23%	24%	15%	12%	15%	18%	17%	17%
- Neither satisfied nor dissatisfied (3)	7%	5%	2%	3%	0%	5%	3%	3%	4%	2%	5%	0%	2%	6%	3%	3%
Somewhat dissatisfied (2)	3%	3%	2%	2%	3%	2%	2%	2%	2%	3%	1%	1%	7%	0%	2%	2%
Very dissatisfied (1)	0%	0%	1%	0%	2%	2%	1%	1%	2%	1%	0%	1%	3%	0%	1%	1%
- NET: Dissatisfied (2,1)	3%	3%	3%	2%	4%	4%	3%	3%	4%	4%	1%	2%	10%	0%	3%	4%
Mean	4.585	4.579	4.578	4.677	4.615	4.622	4.614	4.647	4.571	4.593	4.703	4.809	4.479	4.714	4.664	4.646
Not included in base:																
Decline to Answer	2	2	2	1	-	2	7	60	2	1	1	-	3	1	6	34
Not Applicable	2	9	2	4	5	1	22	58	-	5	5	2	6	2	20	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	103 100%	- 100%	- 100%	- 100%	- 100%	- 100%	681 100%	3192 100%	41 100%	- 100%	- 100%	- 100%	- 100%	- 100%	256 100%	1117 100%
- NET: Satisfied (5,4)	93%	92%	92%	96%	93%	95%	94%	94%	87%	96%	98%	96%	92%	88%	94%	92%
Very satisfied (5)	73%	71%	73%	80%	77%	79%	76%	78%	61%	63%	69%	79%	56%	72%	68%	67%
Somewhat satisfied (4)	20%	21%	20%	16%	16%	15%	18%	17%	26%	32%	28%	17%	36%	16%	25%	24%
- Neither satisfied nor dissatisfied (3)	4%	4%	4%	2%	1%	3%	3%	3%	10%	4%	2%	0%	0%	9%	4%	5%
Somewhat dissatisfied (2)	2%	4%	3%	1%	4%	1%	2%	2%	3%	0%	0%	4%	5%	3%	2%	2%
Very dissatisfied (1)	1%	<1%	1%	1%	2%	2%	1%	1%	0%	0%	0%	0%	3%	0%	<1%	1%
- NET: Dissatisfied (2,1)	3%	4%	4%	1%	6%	2%	4%	3%	3%	0%	0%	4%	8%	3%	3%	3%
Mean	4.628	4.584	4.610	4.743	4.625	4.702	4.650	4.680	4.457	4.588	4.670	4.708	4.374	4.571	4.591	4.551
Not included in base:																
Decline to Answer	4	3	3	1	2	3	12	65	-	-	-	-	1	-	1	29
Not Applicable	2	9	6	5	8	3	31	77	-	6	1	1	3	-	11	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*

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		145 100%	- 100%	- 100%	- 100%	- 100%	- 100%	937 100%	4312 100%
- NET: Satisfied	(5,4)	74%	76%	79%	77%	71%	69%	74%	74%
Very satisfied	(5)	38%	37%	42%	44%	36%	36%	39%	40%
Somewhat satisfied	(4)	35%	39%	37%	33%	35%	33%	36%	33%
- Neither satisfied nor dissatisfied	(3)	10%	9%	14%	8%	7%	10%	9%	10%
Somewhat dissatisfied	(2)	14%	10%	6%	11%	14%	17%	11%	12%
Very dissatisfied	(1)	2%	5%	1%	5%	8%	5%	5%	4%
- NET: Dissatisfied	(2,1)	16%	15%	7%	16%	23%	22%	16%	16%
Mean		3.939	3.923	4.121	4.004	3.754	3.777	3.914	3.935
Not included in base:									
Decline to Answer		3	3	3	1	3	3	12	94
Not Applicable		2	13	8	5	13	3	42	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	89 100%	- 100%	- 100%	- 100%	- 100%	- 100%	569 100%	2580 100%	55 100%	- 100%	- 100%	- 100%	- 100%	- 100%	368 100%	1731 100%
- NET: Satisfied (5,4)	72%	75%	78%	76%	71%	70%	74%	74%	77%	78%	80%	78%	70%	66%	75%	73%
Very satisfied (5)	39%	34%	41%	38%	31%	37%	36%	40%	37%	41%	43%	51%	45%	34%	43%	42%
Somewhat satisfied (4)	33%	41%	37%	38%	40%	34%	38%	34%	40%	37%	37%	26%	25%	32%	32%	32%
- Neither satisfied nor dissatisfied (3)	9%	11%	18%	11%	8%	11%	12%	11%	12%	7%	8%	2%	5%	8%	6%	8%
Somewhat dissatisfied (2)	18%	11%	4%	9%	12%	14%	10%	11%	7%	8%	10%	14%	18%	21%	14%	14%
Very dissatisfied (1)	1%	4%	0%	4%	9%	5%	5%	4%	3%	7%	3%	6%	7%	5%	6%	5%
- NET: Dissatisfied (2,1)	19%	15%	4%	13%	21%	19%	15%	15%	10%	15%	12%	20%	25%	26%	19%	19%
Mean	3.897	3.894	4.152	3.977	3.712	3.830	3.905	3.953	4.008	3.969	4.075	4.041	3.834	3.701	3.929	3.909
Not included in base:																
Decline to Answer	2	2	2	1	-	2	7	61	1	1	1	-	3	1	6	33
Not Applicable	2	7	3	3	6	1	21	58	-	5	5	2	7	2	21	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	104 100%	- 100%	- 100%	- 100%	- 100%	- 100%	681 100%	3191 100%	41 100%	- 100%	- 100%	- 100%	- 100%	- 100%	256 100%	1121 100%
- NET: Satisfied (5,4)	72%	74%	79%	74%	67%	70%	73%	73%	79%	82%	78%	83%	82%	65%	78%	75%
Very satisfied (5)	35%	37%	45%	43%	35%	34%	39%	41%	46%	35%	34%	44%	39%	40%	38%	39%
Somewhat satisfied (4)	37%	37%	34%	31%	33%	37%	34%	32%	32%	47%	45%	39%	43%	25%	39%	36%
- Neither satisfied nor dissatisfied (3)	11%	11%	13%	8%	7%	8%	10%	10%	10%	4%	17%	5%	5%	13%	9%	10%
Somewhat dissatisfied (2)	15%	9%	7%	12%	16%	15%	12%	13%	12%	12%	5%	8%	8%	19%	11%	11%
Very dissatisfied (1)	3%	6%	2%	5%	9%	6%	6%	5%	0%	2%	0%	3%	5%	3%	3%	3%
- NET: Dissatisfied (2,1)	18%	15%	8%	17%	25%	21%	18%	17%	12%	14%	5%	11%	13%	22%	13%	15%
Mean	3.864	3.896	4.144	3.954	3.676	3.764	3.881	3.925	4.132	4.008	4.068	4.131	4.022	3.804	4.003	3.964
Not included in base:																
Decline to Answer	3	3	3	1	2	3	12	65	-	-	-	-	1	-	1	29
Not Applicable	2	7	7	5	9	3	31	78	-	6	1	-	4	-	11	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*

	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	131 100%	- 100%	- 100%	- 100%	- 100%	- 100%	833 100%	3774 100%
- NET: Satisfied (5,4)	54%	60%	48%	43%	49%	54%	51%	55%
Very satisfied (5)	19%	21%	11%	11%	11%	18%	15%	23%
Somewhat satisfied (4)	36%	39%	37%	32%	38%	36%	36%	32%
- Neither satisfied (3) nor dissatisfied	16%	18%	23%	16%	17%	15%	18%	15%
Somewhat dissatisfied (2)	19%	20%	23%	32%	28%	24%	25%	23%
Very dissatisfied (1)	11%	3%	6%	9%	6%	7%	6%	7%
- NET: Dissatisfied (2,1)	29%	22%	29%	42%	34%	30%	31%	30%
Mean	3.329	3.552	3.251	3.031	3.209	3.360	3.289	3.410
Not included in base:								
Decline to Answer	3	4	4	1	5	3	17	117
Not Applicable	16	50	17	35	19	20	142	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	82 100%	- 100%	- 100%	- 100%	- 100%	- 100%	512 100%	2272 100%	49 100%	- 100%	- 100%	- 100%	- 100%	- 100%	322 100%	1502 100%
- NET: Satisfied (5,4)	51%	56%	47%	36%	47%	55%	49%	52%	59%	66%	51%	53%	52%	54%	56%	59%
Very satisfied (5)	16%	16%	11%	8%	11%	19%	13%	21%	23%	28%	12%	16%	12%	18%	18%	26%
Somewhat satisfied (4)	35%	40%	36%	28%	36%	36%	36%	31%	36%	38%	38%	37%	41%	36%	38%	33%
- Neither satisfied nor dissatisfied (3)	17%	22%	26%	19%	19%	20%	21%	17%	15%	10%	18%	11%	15%	9%	12%	11%
Somewhat dissatisfied (2)	19%	19%	20%	39%	30%	22%	26%	23%	18%	21%	27%	23%	24%	27%	24%	23%
Very dissatisfied (1)	12%	3%	7%	7%	4%	4%	5%	7%	8%	3%	4%	13%	9%	10%	8%	7%
- NET: Dissatisfied (2,1)	31%	22%	27%	46%	34%	26%	31%	30%	26%	24%	32%	36%	32%	37%	32%	29%
Mean	3.238	3.482	3.239	2.907	3.195	3.434	3.261	3.357	3.483	3.674	3.269	3.205	3.234	3.249	3.333	3.491
Not included in base:																
Decline to Answer	2	3	3	1	2	2	11	72	1	1	1	-	3	1	6	45
Not Applicable	9	24	8	20	11	10	74	355	7	25	9	15	8	10	68	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	95 100%	- 100%	- 100%	- 100%	- 100%	- 100%	604 100%	2805 100%	36 100%	- 100%	- 100%	- 100%	- 100%	- 100%	229 100%	969 100%
- NET: Satisfied (5,4)	59%	60%	48%	41%	51%	55%	52%	56%	41%	58%	49%	48%	42%	54%	51%	51%
Very satisfied (5)	19%	19%	12%	11%	10%	21%	14%	24%	18%	25%	11%	13%	16%	14%	16%	20%
Somewhat satisfied (4)	40%	41%	36%	30%	41%	34%	37%	32%	23%	33%	38%	35%	26%	40%	35%	31%
- Neither satisfied nor dissatisfied (3)	16%	16%	16%	16%	16%	14%	16%	13%	17%	22%	39%	14%	22%	18%	23%	19%
Somewhat dissatisfied (2)	14%	22%	27%	33%	27%	27%	27%	24%	31%	11%	12%	30%	31%	19%	20%	20%
Very dissatisfied (1)	11%	1%	8%	10%	6%	5%	6%	6%	11%	8%	0%	8%	5%	9%	6%	9%
- NET: Dissatisfied (2,1)	25%	23%	36%	43%	33%	32%	33%	30%	42%	19%	12%	38%	36%	28%	27%	30%
Mean	3.430	3.548	3.159	2.986	3.221	3.384	3.272	3.441	3.061	3.562	3.468	3.141	3.168	3.310	3.332	3.321
Not included in base:																
Decline to Answer	3	3	3	1	4	3	13	83	-	1	1	-	1	-	4	34
Not Applicable	11	36	13	27	14	15	106	447	5	13	4	8	5	5	35	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*

	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	136 100%	- 100%	- 100%	- 100%	- 100%	- 100%	915 100%	3958 100%
- NET: Satisfied (5,4)	67%	64%	66%	72%	63%	67%	66%	65%
Very satisfied (5)	20%	26%	23%	26%	21%	23%	24%	26%
Somewhat satisfied (4)	47%	38%	43%	46%	42%	43%	42%	39%
- Neither satisfied nor dissatisfied (3)	15%	17%	17%	11%	12%	15%	14%	13%
Somewhat dissatisfied (2)	13%	17%	15%	12%	22%	16%	16%	17%
Very dissatisfied (1)	5%	2%	2%	5%	4%	2%	3%	5%
- NET: Dissatisfied (2,1)	18%	19%	17%	17%	26%	18%	19%	22%
Mean	3.633	3.683	3.701	3.758	3.540	3.696	3.676	3.647
Not included in base:								
Decline to Answer	4	3	4	2	3	5	16	115
Not Applicable	10	13	15	9	12	12	61	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	85 100%	- 100%	- 100%	- 100%	- 100%	- 100%	556 100%	2401 100%	51 100%	- 100%	- 100%	- 100%	- 100%	- 100%	358 100%	1558 100%
- NET: Satisfied (5,4)	67%	60%	61%	65%	61%	71%	63%	64%	67%	70%	72%	80%	66%	61%	70%	67%
Very satisfied (5)	18%	20%	15%	19%	21%	31%	21%	25%	23%	34%	35%	36%	20%	13%	28%	29%
Somewhat satisfied (4)	49%	40%	47%	46%	39%	40%	42%	39%	44%	36%	37%	44%	47%	47%	42%	38%
- Neither satisfied nor dissatisfied (3)	17%	22%	22%	17%	13%	14%	18%	15%	12%	9%	11%	4%	8%	16%	9%	11%
Somewhat dissatisfied (2)	11%	16%	15%	14%	23%	13%	16%	16%	18%	18%	15%	10%	20%	21%	17%	18%
Very dissatisfied (1)	6%	2%	2%	4%	3%	2%	3%	5%	4%	3%	2%	6%	5%	3%	4%	5%
- NET: Dissatisfied (2,1)	16%	18%	17%	18%	26%	14%	19%	21%	22%	21%	17%	16%	25%	24%	20%	22%
Mean	3.630	3.606	3.579	3.626	3.530	3.855	3.632	3.622	3.637	3.804	3.893	3.939	3.560	3.473	3.744	3.685
Not included in base:																
Decline to Answer	3	2	3	2	-	3	10	72	1	1	1	-	3	2	6	43
Not Applicable	5	7	5	5	5	8	31	227	4	6	10	4	7	4	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	99 100%	- 100%	- 100%	- 100%	- 100%	- 100%	660 100%	2933 100%	37 100%	- 100%	- 100%	- 100%	- 100%	- 100%	255 100%	1026 100%
- NET: Satisfied (5,4)	68%	66%	68%	72%	61%	64%	66%	66%	62%	58%	61%	71%	69%	71%	66%	62%
Very satisfied (5)	24%	26%	22%	29%	21%	24%	25%	27%	8%	25%	24%	18%	20%	22%	22%	23%
Somewhat satisfied (4)	44%	40%	46%	43%	39%	40%	41%	39%	54%	33%	37%	54%	50%	50%	44%	39%
- Neither satisfied nor dissatisfied (3)	14%	13%	14%	10%	12%	15%	13%	12%	16%	28%	24%	15%	12%	15%	19%	16%
Somewhat dissatisfied (2)	13%	18%	18%	13%	23%	17%	18%	17%	15%	13%	10%	10%	19%	14%	13%	16%
Very dissatisfied (1)	4%	3%	0%	5%	5%	3%	4%	4%	7%	0%	5%	3%	0%	0%	2%	6%
- NET: Dissatisfied (2,1)	17%	21%	18%	18%	28%	21%	21%	21%	22%	13%	15%	14%	19%	14%	15%	22%
Mean	3.716	3.676	3.724	3.772	3.489	3.643	3.660	3.676	3.413	3.704	3.653	3.719	3.704	3.797	3.718	3.565
Not included in base:																
Decline to Answer	3	3	4	1	2	5	14	77	1	-	-	1	1	-	2	38
Not Applicable	7	7	15	6	10	11	50	325	3	5	-	2	2	1	11	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*

	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	142 100%	- 100%	- 100%	- 100%	- 100%	- 100%	969 100%	4343 100%
- NET: Satisfied (5,4)	79%	75%	78%	71%	74%	67%	73%	69%
Very satisfied (5)	31%	32%	31%	29%	27%	30%	30%	28%
Somewhat satisfied (4)	47%	43%	47%	42%	47%	37%	43%	41%
- Neither satisfied (3) nor dissatisfied	9%	12%	9%	14%	12%	13%	12%	12%
Somewhat dissatisfied (2)	10%	9%	10%	12%	10%	17%	12%	14%
Very dissatisfied (1)	2%	4%	4%	3%	4%	4%	4%	4%
- NET: Dissatisfied (2,1)	12%	14%	14%	15%	14%	20%	15%	18%
Mean	3.960	3.882	3.904	3.816	3.820	3.731	3.833	3.752
Not included in base:								
Decline to Answer	6	3	3	2	3	6	17	123
Not Applicable	2	2	1	1	2	1	7	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	90 100%	- 100%	- 100%	- 100%	- 100%	- 100%	583 100%	2594 100%	52 100%	- 100%	- 100%	- 100%	- 100%	- 100%	386 100%	1749 100%
- NET: Satisfied (5,4)	81%	76%	81%	73%	77%	72%	76%	73%	75%	72%	72%	68%	68%	60%	68%	64%
Very satisfied (5)	38%	35%	34%	35%	29%	38%	34%	33%	20%	26%	25%	20%	23%	20%	23%	22%
Somewhat satisfied (4)	42%	41%	47%	38%	49%	34%	42%	41%	56%	47%	46%	48%	44%	40%	45%	42%
- Neither satisfied nor dissatisfied (3)	11%	13%	10%	15%	11%	10%	12%	13%	7%	9%	7%	12%	14%	15%	11%	12%
Somewhat dissatisfied (2)	8%	7%	4%	10%	9%	16%	9%	11%	14%	13%	18%	15%	12%	18%	15%	18%
Very dissatisfied (1)	1%	3%	4%	2%	3%	2%	3%	3%	4%	6%	4%	4%	6%	6%	5%	6%
- NET: Dissatisfied (2,1)	9%	10%	9%	12%	12%	18%	12%	14%	18%	19%	22%	20%	19%	25%	21%	24%
Mean	4.090	3.985	4.032	3.938	3.905	3.902	3.952	3.885	3.735	3.724	3.719	3.645	3.663	3.495	3.652	3.554
Not included in base:																
Decline to Answer	3	2	2	2	-	5	11	78	3	1	1	-	3	1	6	45
Not Applicable	-	2	-	-	-	1	3	28	2	-	1	1	2	-	3	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	103 100%	- 100%	- 100%	- 100%	- 100%	- 100%	707 100%	3220 100%	39 100%	- 100%	- 100%	- 100%	- 100%	- 100%	262 100%	1122 100%
- NET: Satisfied (5,4)	76%	75%	73%	67%	68%	67%	70%	69%	87%	74%	88%	81%	93%	67%	80%	72%
Very satisfied (5)	31%	30%	28%	29%	26%	32%	29%	28%	33%	37%	38%	29%	28%	26%	32%	30%
Somewhat satisfied (4)	45%	45%	45%	38%	42%	35%	41%	41%	54%	37%	50%	52%	64%	42%	48%	42%
- Neither satisfied nor dissatisfied (3)	10%	11%	9%	15%	15%	11%	12%	12%	7%	13%	7%	11%	2%	17%	11%	13%
Somewhat dissatisfied (2)	12%	9%	12%	14%	12%	18%	13%	15%	6%	11%	4%	7%	3%	14%	8%	12%
Very dissatisfied (1)	3%	5%	6%	4%	5%	4%	5%	4%	0%	2%	0%	1%	2%	2%	2%	4%
- NET: Dissatisfied (2,1)	14%	14%	18%	18%	17%	23%	18%	19%	6%	13%	4%	9%	5%	16%	10%	16%
Mean	3.890	3.860	3.773	3.746	3.722	3.723	3.771	3.727	4.147	3.949	4.215	4.001	4.137	3.749	4.000	3.823
Not included in base:																
Decline to Answer	4	3	3	2	2	3	13	81	2	-	-	-	1	3	4	42
Not Applicable	2	1	1	-	2	1	5	33	-	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*

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		143 100%	- 100%	- 100%	- 100%	- 100%	- 100%	975 100%	4367 100%
- NET: Satisfied (5,4)		40%	50%	51%	41%	42%	46%	46%	40%
Very satisfied (5)		13%	18%	18%	14%	12%	18%	16%	14%
Somewhat satisfied (4)		28%	31%	33%	27%	30%	28%	30%	26%
- Neither satisfied nor dissatisfied (3)		12%	8%	14%	10%	12%	10%	10%	10%
Somewhat dissatisfied (2)		36%	27%	21%	33%	33%	33%	30%	32%
Very dissatisfied (1)		12%	15%	14%	16%	13%	11%	14%	18%
- NET: Dissatisfied (2,1)		48%	42%	35%	49%	46%	44%	44%	50%
Mean		2.933	3.102	3.194	2.892	2.946	3.078	3.039	2.858
Not included in base:									
Decline to Answer		6	3	3	1	3	6	16	112
Not Applicable		1	-	1	-	-	1	2	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	90 100%	- 100%	- 100%	- 100%	- 100%	- 100%	586 100%	2606 100%	53 100%	- 100%	- 100%	- 100%	- 100%	- 100%	389 100%	1760 100%
- NET: Satisfied (5,4)	44%	56%	55%	44%	45%	52%	50%	45%	33%	40%	45%	37%	36%	38%	39%	33%
Very satisfied (5)	14%	20%	21%	12%	13%	21%	17%	16%	10%	16%	15%	16%	9%	14%	14%	10%
Somewhat satisfied (4)	30%	36%	35%	31%	32%	31%	33%	29%	23%	24%	30%	21%	27%	23%	25%	23%
- Neither satisfied nor dissatisfied (3)	17%	9%	15%	10%	14%	11%	11%	11%	4%	7%	12%	9%	9%	9%	9%	7%
Somewhat dissatisfied (2)	32%	24%	17%	35%	31%	27%	27%	29%	42%	33%	27%	30%	37%	41%	34%	35%
Very dissatisfied (1)	6%	12%	13%	11%	10%	11%	11%	14%	21%	21%	16%	23%	18%	12%	18%	24%
- NET: Dissatisfied (2,1)	39%	35%	30%	46%	41%	38%	38%	44%	63%	54%	44%	54%	55%	54%	52%	59%
Mean	3.134	3.289	3.333	2.984	3.073	3.238	3.181	3.033	2.590	2.811	2.993	2.763	2.721	2.859	2.825	2.599
Not included in base:																
Decline to Answer	3	2	2	1	-	5	10	74	3	1	1	-	3	1	6	39
Not Applicable	-	-	-	-	-	1	1	20	1	-	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	104 100%	- 100%	- 100%	- 100%	- 100%	- 100%	711 100%	3241 100%	39 100%	- 100%	- 100%	- 100%	- 100%	- 100%	264 100%	1125 100%
- NET: Satisfied (5,4)	36%	45%	48%	36%	35%	46%	42%	38%	51%	62%	59%	55%	63%	45%	57%	48%
Very satisfied (5)	10%	16%	17%	12%	12%	17%	15%	13%	20%	26%	20%	18%	12%	20%	20%	17%
Somewhat satisfied (4)	26%	30%	30%	24%	24%	29%	27%	25%	31%	36%	38%	36%	52%	26%	37%	31%
- Neither satisfied nor dissatisfied (3)	11%	7%	10%	9%	13%	8%	9%	9%	16%	11%	21%	12%	9%	13%	13%	12%
Somewhat dissatisfied (2)	41%	30%	23%	38%	37%	32%	32%	34%	22%	19%	17%	21%	20%	35%	22%	26%
Very dissatisfied (1)	12%	17%	19%	18%	14%	14%	17%	19%	11%	8%	3%	12%	7%	7%	8%	15%
- NET: Dissatisfied (2,1)	53%	48%	42%	56%	52%	46%	49%	53%	33%	27%	20%	33%	27%	42%	30%	41%
Mean	2.804	2.960	3.038	2.745	2.807	3.039	2.910	2.779	3.279	3.525	3.564	3.277	3.405	3.167	3.387	3.085
Not included in base:																
Decline to Answer	4	3	3	1	2	3	12	72	2	-	-	-	1	3	4	41
Not Applicable	1	-	1	-	-	1	2	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*

	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	140 100%	- 100%	- 100%	- 100%	- 100%	- 100%	920 100%	4085 100%
- NET: Satisfied (5,4)	35%	43%	38%	35%	31%	38%	37%	35%
Very satisfied (5)	7%	12%	15%	11%	5%	13%	11%	12%
Somewhat satisfied (4)	28%	31%	22%	24%	25%	25%	26%	23%
- Neither satisfied (3) nor dissatisfied	34%	29%	28%	26%	33%	29%	29%	29%
Somewhat dissatisfied (2)	20%	20%	25%	25%	28%	21%	24%	22%
Very dissatisfied (1)	11%	8%	10%	15%	8%	12%	10%	13%
- NET: Dissatisfied (2,1)	31%	28%	35%	40%	36%	33%	34%	36%
Mean	3.009	3.185	3.086	2.911	2.928	3.066	3.041	2.974
Not included in base:								
Decline to Answer	6	3	4	2	5	6	20	130
Not Applicable	4	8	13	7	14	11	52	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	88 100%	- 100%	- 100%	- 100%	- 100%	- 100%	552 100%	2458 100%	52 100%	- 100%	- 100%	- 100%	- 100%	- 100%	368 100%	1627 100%
- NET: Satisfied (5,4)	41%	48%	37%	39%	35%	44%	41%	38%	24%	34%	39%	28%	23%	30%	31%	30%
Very satisfied (5)	9%	15%	16%	12%	7%	16%	13%	13%	5%	6%	14%	9%	2%	8%	8%	10%
Somewhat satisfied (4)	32%	33%	20%	28%	28%	28%	28%	25%	20%	28%	25%	19%	21%	22%	23%	21%
- Neither satisfied nor dissatisfied (3)	35%	28%	31%	26%	34%	35%	30%	31%	33%	30%	23%	26%	33%	22%	27%	27%
Somewhat dissatisfied (2)	16%	17%	24%	20%	23%	15%	20%	19%	26%	25%	27%	32%	38%	29%	30%	27%
Very dissatisfied (1)	7%	6%	9%	15%	8%	6%	9%	12%	16%	10%	11%	14%	7%	19%	12%	15%
- NET: Dissatisfied (2,1)	24%	24%	33%	35%	31%	21%	29%	31%	43%	35%	38%	46%	44%	48%	42%	42%
Mean	3.192	3.332	3.112	3.008	3.036	3.325	3.170	3.073	2.697	2.951	3.049	2.780	2.735	2.714	2.848	2.825
Not included in base:																
Decline to Answer	3	2	3	1	1	5	12	77	3	1	1	1	4	1	8	53
Not Applicable	2	3	7	6	9	7	33	165	2	4	5	1	5	4	19	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	101 100%	- 100%	- 100%	- 100%	- 100%	- 100%	665 100%	3018 100%	39 100%	- 100%	- 100%	- 100%	- 100%	- 100%	255 100%	1067 100%
- NET: Satisfied (5,4)	31%	40%	38%	35%	27%	38%	36%	34%	44%	52%	36%	33%	43%	39%	41%	37%
Very satisfied (5)	7%	11%	15%	11%	4%	12%	10%	11%	8%	13%	17%	10%	10%	14%	13%	12%
Somewhat satisfied (4)	24%	28%	23%	25%	23%	25%	25%	23%	37%	39%	19%	23%	33%	25%	28%	25%
- Neither satisfied nor dissatisfied (3)	34%	28%	26%	24%	35%	31%	29%	30%	35%	33%	31%	32%	28%	26%	30%	27%
Somewhat dissatisfied (2)	23%	23%	24%	27%	29%	20%	25%	23%	13%	13%	27%	20%	24%	24%	21%	21%
Very dissatisfied (1)	12%	10%	11%	14%	8%	11%	11%	13%	8%	2%	6%	15%	5%	12%	8%	14%
- NET: Dissatisfied (2,1)	35%	33%	35%	41%	38%	31%	36%	36%	21%	15%	33%	35%	30%	36%	29%	35%
Mean	2.921	3.085	3.067	2.903	2.848	3.075	2.995	2.968	3.238	3.480	3.130	2.932	3.181	3.045	3.162	2.994
Not included in base:																
Decline to Answer	4	3	3	2	3	3	14	85	2	-	1	-	2	3	7	45
Not Applicable	4	6	10	5	13	11	46	232	-	1	2	2	1	-	7	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*

	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	144 100%	- 100%	- 100%	- 100%	- 100%	- 100%	971 100%	4348 100%
- NET: Satisfied (5,4)	87%	89%	86%	91%	88%	87%	88%	87%
Very satisfied (5)	60%	64%	65%	65%	57%	63%	63%	64%
Somewhat satisfied (4)	27%	25%	21%	26%	31%	23%	25%	23%
- Neither satisfied (3) nor dissatisfied	6%	6%	10%	5%	7%	7%	7%	7%
Somewhat dissatisfied (2)	6%	4%	3%	3%	5%	6%	4%	4%
Very dissatisfied (1)	1%	1%	1%	<1%	1%	1%	1%	1%
- NET: Dissatisfied (2,1)	7%	5%	4%	4%	5%	6%	5%	6%
Mean	4.374	4.483	4.453	4.527	4.386	4.433	4.459	4.445
Not included in base:								
Decline to Answer	5	3	3	2	3	6	17	117
Not Applicable	-	1	2	1	-	1	5	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	90 100%	- 100%	- 100%	- 100%	- 100%	- 100%	584 100%	2594 100%	55 100%	- 100%	- 100%	- 100%	- 100%	- 100%	387 100%	1754 100%
- NET: Satisfied (5,4)	89%	89%	87%	89%	91%	87%	89%	88%	83%	89%	84%	94%	82%	87%	88%	86%
Very satisfied (5)	64%	66%	60%	61%	60%	67%	63%	64%	52%	63%	71%	71%	50%	58%	63%	65%
Somewhat satisfied (4)	24%	24%	27%	28%	31%	20%	26%	24%	31%	26%	13%	23%	32%	28%	25%	22%
- Neither satisfied nor dissatisfied (3)	6%	6%	10%	7%	4%	8%	7%	7%	5%	5%	10%	2%	12%	5%	7%	7%
Somewhat dissatisfied (2)	4%	4%	3%	4%	5%	4%	4%	4%	10%	5%	3%	2%	4%	8%	4%	5%
Very dissatisfied (1)	1%	1%	0%	0%	0%	1%	<1%	1%	2%	1%	3%	1%	1%	0%	1%	2%
- NET: Dissatisfied (2,1)	5%	4%	3%	4%	5%	5%	4%	5%	11%	5%	5%	3%	6%	8%	6%	6%
Mean	4.467	4.501	4.433	4.466	4.460	4.483	4.471	4.456	4.223	4.455	4.481	4.612	4.254	4.363	4.440	4.428
Not included in base:																
Decline to Answer	3	2	2	1	-	5	10	77	2	1	1	1	3	1	7	40
Not Applicable	-	1	-	1	-	1	3	28	-	-	2	-	-	-	2	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	105 100%	- 100%	- 100%	- 100%	- 100%	- 100%	707 100%	3228 100%	39 100%	- 100%	- 100%	- 100%	- 100%	- 100%	264 100%	1120 100%
- NET: Satisfied (5,4)	87%	88%	87%	94%	88%	89%	89%	89%	86%	93%	82%	84%	89%	81%	86%	83%
Very satisfied (5)	60%	70%	72%	68%	60%	69%	68%	67%	59%	49%	47%	58%	46%	50%	50%	56%
Somewhat satisfied (4)	27%	18%	15%	26%	28%	20%	22%	21%	27%	44%	35%	26%	43%	31%	36%	28%
- Neither satisfied nor dissatisfied (3)	7%	7%	9%	4%	6%	5%	6%	6%	4%	4%	13%	7%	9%	12%	9%	9%
Somewhat dissatisfied (2)	5%	5%	2%	1%	5%	5%	4%	4%	10%	2%	5%	8%	2%	7%	5%	5%
Very dissatisfied (1)	2%	1%	1%	0%	1%	1%	1%	1%	0%	0%	0%	1%	0%	0%	<1%	2%
- NET: Dissatisfied (2,1)	7%	6%	4%	1%	6%	6%	5%	5%	10%	2%	5%	9%	2%	7%	5%	7%
Mean	4.382	4.510	4.541	4.609	4.406	4.520	4.516	4.495	4.352	4.404	4.243	4.315	4.318	4.238	4.307	4.302
Not included in base:																
Decline to Answer	4	3	3	2	2	3	13	75	1	-	-	-	1	3	4	42
Not Applicable	-	1	2	1	-	1	5	31	-	-	-	-	-	-	-	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)*

	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	145 100%	- 100%	- 100%	- 100%	- 100%	- 100%	967 100%	4358 100%
- NET: Satisfied (5,4)	51%	68%	57%	60%	57%	70%	63%	58%
Very satisfied (5)	16%	31%	29%	23%	24%	31%	28%	26%
Somewhat satisfied (4)	35%	37%	28%	36%	32%	39%	35%	31%
- Neither satisfied nor dissatisfied (3)	9%	14%	12%	11%	15%	14%	13%	12%
Somewhat dissatisfied (2)	22%	13%	17%	18%	16%	10%	15%	20%
Very dissatisfied (1)	18%	6%	14%	11%	12%	6%	10%	11%
- NET: Dissatisfied (2,1)	40%	19%	31%	29%	28%	16%	24%	30%
Mean	3.079	3.731	3.409	3.434	3.413	3.788	3.564	3.431
Not included in base:								
Decline to Answer	5	3	3	1	3	6	16	108
Not Applicable	-	1	3	3	1	1	9	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	90 100%	- 100%	- 100%	- 100%	- 100%	- 100%	581 100%	2603 100%	55 100%	- 100%	- 100%	- 100%	- 100%	- 100%	387 100%	1755 100%
- NET: Satisfied (5,4)	55%	71%	59%	63%	61%	73%	66%	59%	44%	63%	54%	56%	49%	65%	58%	55%
Very satisfied (5)	17%	31%	26%	22%	29%	32%	28%	26%	13%	30%	33%	25%	15%	29%	27%	26%
Somewhat satisfied (4)	38%	39%	33%	40%	32%	41%	37%	33%	31%	33%	22%	31%	34%	37%	31%	29%
- Neither satisfied nor dissatisfied (3)	8%	12%	14%	12%	14%	11%	13%	12%	9%	16%	8%	10%	18%	19%	14%	11%
Somewhat dissatisfied (2)	22%	14%	11%	15%	13%	11%	13%	19%	23%	11%	25%	22%	23%	8%	17%	21%
Very dissatisfied (1)	15%	4%	15%	10%	12%	5%	9%	9%	23%	10%	13%	12%	11%	8%	11%	13%
- NET: Dissatisfied (2,1)	37%	17%	26%	25%	25%	16%	22%	28%	47%	21%	38%	34%	33%	16%	28%	34%
Mean	3.206	3.808	3.442	3.497	3.531	3.846	3.635	3.484	2.871	3.611	3.364	3.348	3.200	3.706	3.457	3.351
Not included in base:																
Decline to Answer	3	2	2	1	-	5	10	70	2	1	1	-	3	1	6	38
Not Applicable	-	1	2	3	-	-	6	26	-	-	1	-	1	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	105 100%	- 100%	- 100%	- 100%	- 100%	- 100%	706 100%	3235 100%	40 100%	- 100%	- 100%	- 100%	- 100%	- 100%	261 100%	1123 100%
- NET: Satisfied (5,4)	48%	64%	57%	58%	51%	71%	60%	57%	58%	79%	58%	64%	76%	68%	69%	61%
Very satisfied (5)	16%	31%	32%	21%	24%	35%	28%	26%	16%	30%	21%	29%	26%	23%	26%	26%
Somewhat satisfied (4)	33%	33%	25%	37%	27%	36%	32%	30%	42%	49%	37%	35%	50%	46%	43%	35%
- Neither satisfied nor dissatisfied (3)	10%	17%	9%	10%	15%	11%	13%	12%	7%	4%	18%	16%	16%	20%	14%	12%
Somewhat dissatisfied (2)	24%	13%	18%	18%	20%	12%	16%	20%	18%	13%	14%	17%	5%	6%	11%	18%
Very dissatisfied (1)	18%	7%	16%	14%	14%	6%	11%	11%	18%	4%	10%	3%	2%	6%	5%	9%
- NET: Dissatisfied (2,1)	42%	20%	34%	32%	34%	18%	27%	32%	35%	17%	25%	20%	7%	12%	16%	27%
Mean	3.033	3.681	3.401	3.335	3.262	3.812	3.501	3.405	3.199	3.878	3.430	3.694	3.924	3.733	3.734	3.504
Not included in base:																
Decline to Answer	4	3	3	1	2	3	12	70	1	-	-	-	1	3	4	39
Not Applicable	-	1	3	2	-	1	7	30	-	-	-	1	1	-	2	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.*

	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	140 100%	- 100%	- 100%	- 100%	- 100%	- 100%	934 100%	4141 100%
- NET: Satisfied (5,4)	34%	48%	48%	45%	42%	42%	45%	42%
Very satisfied (5)	9%	16%	16%	16%	9%	18%	15%	15%
Somewhat satisfied (4)	24%	32%	32%	29%	33%	24%	30%	27%
- Neither satisfied (3) nor dissatisfied	16%	20%	14%	17%	19%	16%	18%	18%
Somewhat dissatisfied (2)	31%	22%	21%	22%	27%	26%	23%	24%
Very dissatisfied (1)	19%	10%	17%	15%	12%	17%	14%	16%
- NET: Dissatisfied (2,1)	50%	32%	37%	37%	39%	42%	37%	40%
Mean	2.735	3.214	3.102	3.091	3.010	3.004	3.093	3.018
Not included in base:								
Decline to Answer	5	3	3	1	4	5	16	114
Not Applicable	5	5	19	7	5	7	42	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	87 100%	- 100%	- 100%	- 100%	- 100%	- 100%	567 100%	2494 100%	53 100%	- 100%	- 100%	- 100%	- 100%	- 100%	367 100%	1647 100%
- NET: Satisfied (5,4)	37%	52%	55%	46%	44%	46%	48%	44%	28%	41%	38%	45%	40%	36%	40%	40%
Very satisfied (5)	11%	16%	21%	14%	9%	20%	16%	16%	8%	16%	8%	20%	9%	14%	14%	14%
Somewhat satisfied (4)	26%	36%	34%	32%	34%	25%	33%	28%	21%	25%	31%	25%	31%	22%	26%	25%
- Neither satisfied nor dissatisfied (3)	17%	21%	13%	19%	20%	16%	18%	20%	15%	19%	15%	14%	17%	16%	16%	15%
Somewhat dissatisfied (2)	28%	20%	17%	19%	27%	26%	22%	22%	35%	25%	27%	26%	27%	26%	26%	26%
Very dissatisfied (1)	18%	7%	15%	16%	10%	12%	12%	14%	21%	16%	19%	14%	15%	22%	17%	19%
- NET: Dissatisfied (2,1)	46%	27%	32%	35%	37%	38%	33%	36%	56%	40%	46%	41%	43%	48%	43%	45%
Mean	2.828	3.342	3.297	3.089	3.065	3.151	3.193	3.095	2.583	3.010	2.801	3.094	2.911	2.800	2.937	2.902
Not included in base:																
Decline to Answer	3	2	2	1	1	4	10	73	2	1	1	-	3	1	6	41
Not Applicable	3	2	8	2	3	5	19	132	2	3	10	5	2	2	23	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	100	-	-	-	-	-	678	3061	40	-	-	-	-	-	256	1080
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	33%	46%	45%	45%	37%	43%	43%	42%	36%	53%	56%	46%	61%	38%	50%	44%
Very satisfied (5)	10%	15%	16%	16%	10%	20%	15%	16%	8%	18%	16%	16%	7%	12%	14%	13%
Somewhat satisfied (4)	22%	31%	29%	29%	27%	23%	28%	26%	28%	35%	40%	30%	54%	26%	36%	31%
- Neither satisfied nor dissatisfied (3)	13%	20%	11%	17%	20%	16%	17%	18%	24%	21%	21%	19%	16%	15%	19%	19%
Somewhat dissatisfied (2)	36%	25%	25%	24%	29%	25%	26%	25%	18%	11%	12%	17%	21%	27%	17%	21%
Very dissatisfied (1)	18%	9%	19%	14%	15%	15%	14%	16%	22%	15%	11%	18%	3%	19%	14%	16%
- NET: Dissatisfied (2,1)	54%	34%	44%	38%	44%	41%	40%	41%	40%	26%	23%	35%	23%	46%	31%	37%
Mean	2.704	3.186	2.964	3.095	2.881	3.070	3.051	3.010	2.815	3.295	3.388	3.080	3.430	2.852	3.202	3.041
Not included in base:																
Decline to Answer	4	3	3	1	3	2	12	75	1	-	-	-	1	3	4	39
Not Applicable	5	4	17	5	4	5	35	198	-	1	1	1	1	3	7	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*

	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	143 100%	- 100%	- 100%	- 100%	- 100%	- 100%	957 100%	4354 100%
- NET: Satisfied (5,4)	60%	62%	60%	64%	65%	63%	63%	61%
Very satisfied (5)	27%	31%	23%	37%	33%	32%	31%	32%
Somewhat satisfied (4)	32%	31%	37%	27%	32%	31%	31%	29%
- Neither satisfied (3) nor dissatisfied	8%	9%	10%	9%	11%	11%	10%	11%
Somewhat dissatisfied (2)	21%	20%	17%	19%	15%	14%	17%	18%
Very dissatisfied (1)	11%	9%	14%	8%	9%	13%	10%	11%
- NET: Dissatisfied (2,1)	32%	29%	30%	27%	24%	26%	27%	29%
Mean	3.437	3.537	3.384	3.670	3.653	3.558	3.566	3.535
Not included in base:								
Decline to Answer	6	4	3	1	3	5	16	113
Not Applicable	1	1	9	4	3	2	19	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	90 100%	- 100%	- 100%	- 100%	- 100%	- 100%	576 100%	2603 100%	53 100%	- 100%	- 100%	- 100%	- 100%	- 100%	381 100%	1751 100%
- NET: Satisfied (5,4)	63%	65%	61%	66%	65%	67%	65%	62%	53%	56%	58%	63%	65%	57%	60%	59%
Very satisfied (5)	32%	29%	25%	39%	34%	33%	32%	33%	19%	33%	20%	35%	31%	30%	30%	31%
Somewhat satisfied (4)	31%	36%	36%	26%	31%	33%	33%	29%	34%	22%	38%	28%	35%	27%	29%	28%
- Neither satisfied nor dissatisfied (3)	6%	6%	12%	8%	11%	12%	9%	11%	12%	13%	7%	10%	13%	10%	11%	9%
Somewhat dissatisfied (2)	18%	22%	18%	20%	14%	12%	17%	18%	26%	18%	15%	16%	17%	16%	17%	19%
Very dissatisfied (1)	13%	7%	9%	6%	11%	10%	8%	9%	8%	13%	20%	10%	5%	16%	13%	13%
- NET: Dissatisfied (2,1)	31%	28%	27%	26%	25%	22%	26%	27%	34%	31%	35%	27%	22%	33%	30%	32%
Mean	3.514	3.591	3.489	3.717	3.629	3.685	3.624	3.588	3.306	3.454	3.235	3.605	3.697	3.384	3.478	3.457
Not included in base:																
Decline to Answer	3	3	2	1	-	4	10	72	3	1	1	-	3	1	6	41
Not Applicable	-	1	6	2	-	2	11	25	1	-	4	1	3	-	8	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	103 100%	- 100%	- 100%	- 100%	- 100%	- 100%	702 100%	3238 100%	40 100%	- 100%	- 100%	- 100%	- 100%	- 100%	255 100%	1116 100%
- NET: Satisfied (5,4)	58%	58%	57%	65%	63%	57%	60%	60%	63%	71%	67%	63%	70%	75%	69%	64%
Very satisfied (5)	30%	28%	21%	37%	30%	31%	30%	32%	21%	38%	29%	37%	41%	35%	36%	33%
Somewhat satisfied (4)	28%	30%	36%	28%	33%	26%	31%	28%	42%	32%	38%	26%	29%	41%	33%	31%
- Neither satisfied nor dissatisfied (3)	10%	8%	9%	7%	10%	14%	9%	10%	5%	12%	11%	14%	17%	5%	12%	12%
Somewhat dissatisfied (2)	18%	21%	18%	18%	17%	17%	19%	19%	28%	17%	12%	19%	9%	7%	13%	15%
Very dissatisfied (1)	14%	12%	15%	9%	10%	13%	12%	11%	4%	0%	10%	5%	5%	13%	6%	9%
- NET: Dissatisfied (2,1)	32%	34%	34%	28%	27%	29%	30%	30%	32%	17%	22%	24%	14%	20%	19%	25%
Mean	3.417	3.408	3.286	3.655	3.574	3.460	3.482	3.504	3.486	3.917	3.634	3.711	3.915	3.777	3.796	3.625
Not included in base:																
Decline to Answer	5	4	3	1	2	2	12	73	1	-	-	-	1	3	4	39
Not Applicable	1	1	5	1	2	2	10	23	-	-	5	3	1	-	9	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*

	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	135 100%	- 100%	- 100%	- 100%	- 100%	- 100%	921 100%	4198 100%
- NET: Satisfied (5,4)	53%	54%	54%	50%	50%	54%	52%	49%
Very satisfied (5)	18%	18%	12%	16%	16%	23%	17%	18%
Somewhat satisfied (4)	35%	36%	42%	34%	34%	31%	35%	31%
- Neither satisfied (3) nor dissatisfied	15%	21%	19%	21%	26%	20%	22%	21%
Somewhat dissatisfied (2)	22%	21%	19%	15%	17%	18%	18%	21%
Very dissatisfied (1)	10%	4%	8%	14%	8%	9%	8%	10%
- NET: Dissatisfied (2,1)	32%	25%	27%	29%	25%	26%	26%	31%
Mean	3.286	3.433	3.310	3.238	3.325	3.425	3.351	3.259
Not included in base:								
Decline to Answer	6	4	3	3	4	7	20	120
Not Applicable	9	6	16	12	8	9	51	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	86 100%	- 100%	- 100%	- 100%	- 100%	- 100%	553 100%	2510 100%	49 100%	- 100%	- 100%	- 100%	- 100%	- 100%	368 100%	1687 100%
- NET: Satisfied (5,4)	53%	60%	58%	49%	51%	58%	55%	50%	54%	45%	49%	52%	46%	48%	48%	47%
Very satisfied (5)	21%	19%	9%	14%	21%	24%	18%	19%	12%	16%	16%	18%	6%	22%	16%	18%
Somewhat satisfied (4)	32%	40%	49%	35%	30%	34%	37%	31%	42%	29%	32%	34%	40%	26%	32%	29%
- Neither satisfied nor dissatisfied (3)	14%	19%	23%	25%	24%	21%	22%	22%	17%	25%	14%	16%	28%	18%	20%	19%
Somewhat dissatisfied (2)	23%	19%	15%	14%	15%	17%	16%	19%	19%	23%	24%	16%	19%	19%	20%	23%
Very dissatisfied (1)	10%	2%	5%	12%	9%	4%	6%	9%	10%	7%	12%	16%	6%	15%	11%	12%
- NET: Dissatisfied (2,1)	33%	21%	20%	26%	24%	20%	23%	28%	30%	30%	37%	32%	25%	34%	31%	34%
Mean	3.302	3.558	3.419	3.246	3.388	3.583	3.442	3.311	3.256	3.238	3.154	3.226	3.210	3.219	3.213	3.182
Not included in base:																
Decline to Answer	3	3	2	1	1	6	13	75	3	1	1	2	3	1	8	45
Not Applicable	4	3	9	8	4	7	31	115	5	3	7	4	4	2	19	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	95 100%	- 100%	- 100%	- 100%	- 100%	- 100%	669 100%	3099 100%	40 100%	- 100%	- 100%	- 100%	- 100%	- 100%	252 100%	1099 100%
- NET: Satisfied (5,4)	49%	50%	50%	48%	42%	50%	48%	46%	63%	66%	64%	55%	74%	63%	64%	55%
Very satisfied (5)	18%	15%	12%	16%	12%	24%	16%	17%	17%	28%	10%	15%	29%	21%	21%	20%
Somewhat satisfied (4)	31%	35%	38%	32%	31%	25%	32%	29%	46%	38%	53%	40%	45%	43%	43%	35%
- Neither satisfied nor dissatisfied (3)	17%	21%	19%	21%	28%	24%	23%	21%	10%	23%	20%	20%	19%	10%	19%	18%
Somewhat dissatisfied (2)	23%	24%	21%	15%	19%	18%	20%	22%	20%	11%	13%	15%	7%	17%	13%	18%
Very dissatisfied (1)	12%	6%	10%	15%	11%	8%	10%	11%	7%	0%	3%	10%	0%	10%	5%	9%
- NET: Dissatisfied (2,1)	34%	30%	31%	30%	30%	26%	29%	32%	27%	11%	16%	25%	7%	26%	17%	27%
Mean	3.213	3.292	3.212	3.190	3.141	3.399	3.245	3.209	3.459	3.835	3.550	3.362	3.948	3.479	3.631	3.402
Not included in base:																
Decline to Answer	5	4	3	3	3	4	16	80	1	-	-	-	1	3	4	40
Not Applicable	9	6	11	9	5	9	39	156	-	-	5	3	3	-	12	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*

	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	139 100%	- 100%	- 100%	- 100%	- 100%	- 100%	903 100%	4177 100%
- NET: Satisfied (5,4)	54%	56%	64%	58%	58%	61%	59%	60%
Very satisfied (5)	20%	27%	17%	21%	21%	23%	22%	24%
Somewhat satisfied (4)	34%	29%	46%	37%	37%	38%	37%	36%
- Neither satisfied (3) nor dissatisfied	28%	26%	20%	25%	29%	20%	24%	25%
Somewhat dissatisfied (2)	11%	15%	14%	10%	8%	16%	13%	12%
Very dissatisfied (1)	7%	3%	2%	8%	5%	3%	4%	4%
- NET: Dissatisfied (2,1)	18%	18%	16%	17%	13%	19%	17%	15%
Mean	3.500	3.630	3.625	3.542	3.611	3.622	3.606	3.646
<b>Not included in base:</b>								
Decline to Answer	5	3	4	3	4	8	21	122
Not Applicable	6	12	13	15	12	15	68	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	88 100%	- 100%	- 100%	- 100%	- 100%	- 100%	541 100%	2498 100%	51 100%	- 100%	- 100%	- 100%	- 100%	- 100%	361 100%	1680 100%
- NET: Satisfied (5,4)	51%	58%	61%	55%	56%	60%	58%	59%	60%	53%	67%	62%	61%	63%	61%	61%
Very satisfied (5)	22%	27%	12%	18%	24%	25%	22%	23%	18%	28%	25%	25%	15%	22%	23%	25%
Somewhat satisfied (4)	30%	32%	49%	37%	32%	35%	36%	36%	42%	25%	43%	36%	46%	41%	37%	36%
- Neither satisfied nor dissatisfied (3)	30%	29%	21%	22%	31%	22%	26%	26%	24%	22%	19%	29%	25%	16%	22%	23%
Somewhat dissatisfied (2)	11%	13%	15%	13%	7%	14%	12%	12%	10%	19%	13%	5%	10%	20%	13%	11%
Very dissatisfied (1)	7%	0%	4%	10%	6%	4%	4%	4%	6%	7%	0%	5%	3%	1%	4%	5%
- NET: Dissatisfied (2,1)	19%	13%	18%	23%	13%	18%	17%	15%	16%	25%	13%	10%	13%	21%	17%	16%
Mean	3.468	3.721	3.508	3.399	3.620	3.620	3.586	3.637	3.556	3.483	3.785	3.726	3.595	3.626	3.636	3.658
Not included in base:																
Decline to Answer	3	2	3	1	-	7	13	78	2	1	1	2	4	1	9	44
Not Applicable	2	5	9	14	5	10	43	124	4	7	4	1	7	5	25	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	99 100%	- 100%	- 100%	- 100%	- 100%	- 100%	655 100%	3082 100%	39 100%	- 100%	- 100%	- 100%	- 100%	- 100%	248 100%	1095 100%
- NET: Satisfied (5,4)	51%	54%	66%	57%	54%	57%	57%	58%	63%	63%	58%	59%	70%	70%	64%	65%
Very satisfied (5)	18%	24%	21%	21%	20%	24%	22%	24%	25%	37%	8%	21%	24%	21%	23%	24%
Somewhat satisfied (4)	33%	30%	45%	36%	34%	33%	35%	34%	39%	26%	50%	38%	46%	49%	41%	41%
- Neither satisfied nor dissatisfied (3)	34%	27%	18%	24%	32%	20%	25%	26%	13%	24%	25%	27%	20%	18%	23%	21%
Somewhat dissatisfied (2)	9%	16%	14%	11%	8%	18%	13%	12%	15%	13%	15%	5%	8%	12%	10%	10%
Very dissatisfied (1)	6%	4%	2%	7%	6%	4%	5%	4%	9%	0%	3%	9%	2%	0%	3%	4%
- NET: Dissatisfied (2,1)	15%	20%	16%	19%	14%	23%	18%	16%	24%	13%	17%	14%	10%	12%	13%	14%
Mean	3.477	3.545	3.698	3.531	3.551	3.546	3.568	3.619	3.557	3.875	3.452	3.572	3.816	3.786	3.707	3.721
Not included in base:																
Decline to Answer	4	3	4	3	3	5	17	84	1	-	-	-	1	3	4	38
Not Applicable	6	11	9	12	8	12	52	169	-	1	4	3	4	4	16	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*

	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	144 100%	- 100%	- 100%	- 100%	- 100%	- 100%	956 100%	4344 100%
- NET: Satisfied (5,4)	64%	64%	66%	60%	60%	69%	64%	63%
Very satisfied (5)	30%	28%	26%	23%	22%	29%	26%	28%
Somewhat satisfied (4)	33%	37%	40%	37%	38%	40%	38%	36%
- Neither satisfied (3) nor dissatisfied	18%	18%	19%	16%	19%	14%	17%	16%
Somewhat dissatisfied (2)	15%	13%	12%	14%	14%	14%	13%	15%
Very dissatisfied (1)	3%	4%	4%	9%	7%	4%	6%	6%
- NET: Dissatisfied (2,1)	18%	17%	15%	24%	21%	17%	19%	21%
Mean	3.732	3.706	3.735	3.503	3.541	3.769	3.649	3.637
Not included in base:								
Decline to Answer	5	3	4	2	3	6	18	112
Not Applicable	1	5	2	4	5	1	18	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	90 100%	- 100%	- 100%	- 100%	- 100%	- 100%	575 100%	2595 100%	54 100%	- 100%	- 100%	- 100%	- 100%	- 100%	381 100%	1750 100%
- NET: Satisfied (5,4)	64%	69%	67%	58%	62%	67%	65%	64%	64%	57%	65%	63%	56%	71%	62%	63%
Very satisfied (5)	30%	29%	26%	21%	27%	32%	27%	27%	31%	26%	27%	27%	14%	25%	24%	28%
Somewhat satisfied (4)	34%	40%	41%	38%	35%	35%	38%	36%	33%	31%	37%	36%	42%	46%	38%	35%
- Neither satisfied nor dissatisfied (3)	19%	18%	21%	17%	18%	14%	18%	16%	17%	19%	14%	14%	20%	14%	17%	15%
Somewhat dissatisfied (2)	15%	10%	9%	14%	15%	13%	12%	14%	15%	19%	16%	15%	13%	14%	15%	16%
Very dissatisfied (1)	2%	3%	2%	10%	5%	5%	5%	6%	4%	5%	5%	8%	11%	1%	6%	7%
- NET: Dissatisfied (2,1)	17%	13%	12%	24%	20%	19%	17%	20%	19%	24%	21%	23%	24%	15%	21%	22%
Mean	3.739	3.811	3.785	3.447	3.641	3.755	3.689	3.652	3.720	3.546	3.665	3.582	3.358	3.790	3.589	3.615
Not included in base:																
Decline to Answer	3	2	3	1	-	5	11	72	2	1	1	1	3	1	7	41
Not Applicable	-	4	1	3	2	-	11	33	1	1	1	1	3	1	7	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	104 100%	- 100%	- 100%	- 100%	- 100%	- 100%	700 100%	3231 100%	40 100%	- 100%	- 100%	- 100%	- 100%	- 100%	256 100%	1113 100%
- NET: Satisfied (5,4)	62%	63%	66%	58%	56%	68%	62%	63%	68%	69%	66%	65%	73%	71%	69%	66%
Very satisfied (5)	30%	28%	27%	23%	20%	31%	26%	27%	31%	27%	26%	23%	30%	25%	26%	29%
Somewhat satisfied (4)	32%	35%	40%	35%	36%	37%	36%	35%	37%	43%	40%	42%	43%	46%	43%	37%
- Neither satisfied nor dissatisfied (3)	19%	17%	17%	15%	19%	14%	17%	15%	15%	22%	21%	19%	18%	15%	19%	16%
Somewhat dissatisfied (2)	15%	16%	13%	16%	15%	14%	15%	15%	16%	7%	10%	9%	10%	14%	10%	14%
Very dissatisfied (1)	4%	5%	4%	11%	9%	5%	7%	7%	1%	2%	3%	6%	0%	0%	2%	5%
- NET: Dissatisfied (2,1)	18%	20%	17%	27%	24%	19%	22%	22%	16%	9%	13%	15%	10%	14%	12%	18%
Mean	3.699	3.656	3.724	3.441	3.429	3.744	3.592	3.609	3.818	3.857	3.762	3.667	3.924	3.827	3.804	3.719
Not included in base:																
Decline to Answer	4	3	4	2	2	3	14	74	1	-	-	-	1	3	4	38
Not Applicable	1	3	1	3	3	1	11	29	-	3	1	1	2	-	7	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*

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		144 100%	- 100%	- 100%	- 100%	- 100%	- 100%	972 100%	4378 100%
- NET: Important	(5,4)	81%	82%	80%	83%	81%	77%	81%	80%
Very important	(5)	48%	45%	40%	43%	37%	43%	42%	42%
Somewhat important	(4)	34%	38%	40%	40%	44%	34%	39%	38%
- Neither important nor unimportant	(3)	14%	9%	8%	8%	11%	12%	10%	11%
Somewhat unimportant	(2)	5%	7%	6%	4%	4%	8%	6%	6%
Very unimportant	(1)	0%	2%	6%	4%	4%	3%	4%	3%
- NET: Unimportant	(2,1)	5%	9%	12%	8%	8%	11%	10%	9%
Mean		4.240	4.162	4.021	4.141	4.055	4.055	4.094	4.107
Not included in base:									
Decline to Answer		6	3	4	1	4	8	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	90 100%	- 100%	- 100%	- 100%	- 100%	- 100%	584 100%	2615 100%	54 100%	- 100%	- 100%	- 100%	- 100%	- 100%	388 100%	1762 100%
- NET: Important (5,4)	79%	78%	75%	82%	75%	70%	76%	76%	85%	89%	87%	86%	91%	87%	88%	87%
Very important (5)	48%	39%	32%	34%	34%	41%	36%	36%	48%	54%	51%	56%	43%	45%	50%	52%
Somewhat important (4)	32%	39%	43%	48%	41%	28%	40%	40%	37%	35%	36%	30%	47%	41%	38%	35%
- Neither important nor unimportant (3)	15%	12%	10%	9%	15%	15%	12%	13%	12%	5%	4%	7%	5%	7%	6%	7%
Somewhat unimportant (2)	6%	7%	5%	6%	6%	11%	7%	7%	4%	7%	8%	2%	1%	5%	5%	4%
Very unimportant (1)	0%	3%	9%	3%	5%	5%	5%	4%	0%	0%	1%	4%	3%	1%	2%	2%
- NET: Unimportant (2,1)	6%	10%	14%	9%	10%	15%	12%	11%	4%	7%	9%	7%	4%	6%	7%	6%
Mean	4.212	4.035	3.838	4.026	3.935	3.916	3.960	3.971	4.286	4.361	4.280	4.303	4.267	4.248	4.297	4.309
Not included in base:																
Decline to Answer	3	2	3	1	1	6	13	84	3	1	1	-	3	2	7	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	104 100%	- 100%	- 100%	- 100%	- 100%	- 100%	711 100%	3250 100%	40 100%	- 100%	- 100%	- 100%	- 100%	- 100%	262 100%	1128 100%
- NET: Important (5,4)	80%	80%	82%	83%	80%	74%	80%	79%	84%	89%	76%	84%	82%	83%	83%	84%
Very important (5)	49%	42%	38%	41%	36%	38%	39%	39%	43%	53%	45%	48%	41%	54%	49%	51%
Somewhat important (4)	31%	38%	44%	42%	44%	36%	41%	40%	41%	36%	31%	35%	41%	29%	34%	33%
- Neither important nor unimportant (3)	13%	10%	7%	8%	9%	12%	9%	11%	16%	7%	8%	9%	16%	11%	10%	9%
Somewhat unimportant (2)	7%	8%	5%	4%	5%	9%	6%	6%	0%	4%	8%	5%	2%	6%	5%	5%
Very unimportant (1)	0%	3%	5%	4%	5%	5%	4%	3%	0%	0%	8%	3%	0%	0%	2%	2%
- NET: Unimportant (2,1)	7%	10%	11%	9%	10%	14%	11%	10%	0%	4%	16%	7%	2%	6%	7%	7%
Mean	4.230	4.088	4.044	4.111	4.010	3.946	4.046	4.056	4.265	4.382	3.967	4.220	4.207	4.303	4.226	4.253
Not included in base:																
Decline to Answer	5	3	4	1	2	4	13	85	1	-	-	-	2	4	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*

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		144	-	-	-	-	-	972	4380
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	97%	96%	92%	92%	94%	91%	94%	94%
Very important	(5)	71%	70%	57%	67%	65%	61%	65%	66%
Somewhat important	(4)	27%	26%	35%	25%	30%	30%	29%	28%
- Neither important nor unimportant	(3)	3%	2%	2%	3%	3%	6%	3%	4%
Somewhat unimportant	(2)	0%	1%	3%	4%	1%	2%	2%	1%
Very unimportant	(1)	0%	0%	2%	1%	1%	1%	1%	1%
- NET: Unimportant	(2,1)	0%	1%	6%	5%	3%	3%	3%	2%
Mean		4.676	4.655	4.420	4.527	4.552	4.490	4.540	4.565
Not included in base:									
Decline to Answer		6	3	4	1	4	8	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	90 100%	- 100%	- 100%	- 100%	- 100%	- 100%	584 100%	2618 100%	54 100%	- 100%	- 100%	- 100%	- 100%	- 100%	388 100%	1762 100%
- NET: Important (5,4)	96%	95%	89%	90%	92%	88%	91%	92%	98%	98%	98%	95%	99%	95%	97%	96%
Very important (5)	64%	63%	48%	66%	59%	57%	59%	61%	81%	81%	70%	69%	74%	67%	73%	74%
Somewhat important (4)	32%	32%	40%	24%	33%	31%	32%	31%	17%	17%	27%	27%	24%	28%	24%	22%
- Neither important nor unimportant (3)	4%	3%	3%	3%	5%	8%	4%	5%	2%	1%	1%	1%	0%	3%	1%	2%
Somewhat unimportant (2)	0%	1%	5%	5%	2%	3%	3%	2%	0%	1%	1%	2%	0%	0%	1%	1%
Very unimportant (1)	0%	0%	4%	2%	1%	1%	1%	1%	0%	0%	0%	1%	1%	1%	1%	<1%
- NET: Unimportant (2,1)	0%	1%	9%	6%	3%	4%	4%	3%	0%	1%	1%	4%	1%	1%	2%	1%
Mean	4.606	4.573	4.247	4.482	4.470	4.411	4.452	4.480	4.793	4.783	4.664	4.591	4.697	4.600	4.671	4.692
Not included in base:																
Decline to Answer	3	2	3	1	1	6	13	82	3	1	1	-	3	2	7	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	104 100%	- 100%	- 100%	- 100%	- 100%	- 100%	711 100%	3252 100%	40 100%	- 100%	- 100%	- 100%	- 100%	- 100%	262 100%	1128 100%
- NET: Important (5,4)	97%	96%	96%	93%	96%	91%	94%	94%	97%	98%	84%	91%	88%	92%	91%	93%
Very important (5)	71%	71%	61%	72%	67%	66%	68%	67%	70%	68%	48%	54%	57%	51%	56%	64%
Somewhat important (4)	27%	25%	34%	21%	29%	25%	26%	27%	27%	30%	36%	37%	32%	41%	35%	29%
- Neither important nor unimportant (3)	3%	3%	1%	1%	1%	5%	2%	3%	3%	2%	5%	7%	9%	8%	6%	5%
Somewhat unimportant (2)	0%	2%	2%	5%	1%	2%	3%	2%	0%	0%	6%	0%	2%	0%	1%	1%
Very unimportant (1)	0%	0%	1%	1%	1%	2%	1%	1%	0%	0%	5%	1%	0%	0%	1%	1%
- NET: Unimportant (2,1)	0%	2%	3%	7%	3%	4%	3%	2%	0%	0%	11%	1%	2%	0%	3%	2%
Mean	4.676	4.653	4.531	4.564	4.587	4.518	4.579	4.577	4.675	4.661	4.156	4.431	4.434	4.427	4.434	4.530
Not included in base:																
Decline to Answer	5	3	4	1	2	4	13	82	1	-	-	-	2	4	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*

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		144 100%	- 100%	- 100%	- 100%	- 100%	- 100%	970 100%	4374 100%
- NET: Important	(5,4)	89%	92%	88%	91%	92%	89%	90%	89%
Very important	(5)	50%	65%	52%	49%	55%	56%	56%	53%
Somewhat important	(4)	39%	27%	36%	41%	37%	33%	35%	36%
- Neither important nor unimportant	(3)	6%	5%	9%	6%	6%	6%	6%	7%
Somewhat unimportant	(2)	3%	3%	2%	3%	2%	3%	2%	3%
Very unimportant	(1)	1%	1%	2%	0%	1%	2%	1%	1%
- NET: Unimportant	(2,1)	5%	4%	3%	3%	3%	5%	3%	4%
Mean		4.328	4.524	4.343	4.369	4.432	4.379	4.417	4.365
Not included in base:									
Decline to Answer		6	5	4	2	4	8	22	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	90 100%	- 100%	- 100%	- 100%	- 100%	- 100%	584 100%	2617 100%	54 100%	- 100%	- 100%	- 100%	- 100%	- 100%	386 100%	1757 100%
- NET: Important (5,4)	88%	91%	85%	91%	89%	84%	88%	87%	92%	94%	92%	89%	97%	95%	93%	92%
Very important (5)	48%	57%	44%	45%	52%	52%	51%	47%	53%	77%	62%	55%	61%	60%	64%	62%
Somewhat important (4)	40%	33%	41%	46%	37%	32%	38%	40%	38%	17%	29%	35%	36%	35%	30%	30%
- Neither important nor unimportant (3)	8%	5%	10%	5%	8%	8%	7%	8%	4%	3%	7%	8%	1%	4%	5%	5%
Somewhat unimportant (2)	3%	3%	2%	3%	2%	6%	3%	4%	2%	2%	2%	2%	1%	0%	2%	2%
Very unimportant (1)	1%	1%	3%	0%	2%	2%	1%	1%	2%	1%	0%	0%	0%	1%	<1%	1%
- NET: Unimportant (2,1)	5%	4%	5%	3%	3%	7%	4%	5%	4%	3%	2%	2%	1%	1%	2%	3%
Mean	4.293	4.427	4.216	4.335	4.358	4.271	4.333	4.271	4.387	4.677	4.522	4.417	4.561	4.530	4.546	4.504
Not included in base:																
Decline to Answer	3	2	3	1	1	6	13	83	3	3	1	1	3	2	9	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	104 100%	- 100%	- 100%	- 100%	- 100%	- 100%	708 100%	3249 100%	40 100%	- 100%	- 100%	- 100%	- 100%	- 100%	262 100%	1126 100%
- NET: Important (5,4)	91%	93%	93%	90%	92%	88%	91%	89%	83%	89%	75%	93%	91%	91%	88%	89%
Very important (5)	50%	63%	59%	49%	57%	57%	57%	52%	49%	70%	35%	50%	50%	52%	52%	54%
Somewhat important (4)	41%	30%	35%	41%	35%	31%	34%	36%	34%	19%	40%	42%	41%	39%	36%	35%
- Neither important nor unimportant (3)	4%	5%	5%	6%	5%	7%	6%	7%	13%	4%	18%	6%	7%	5%	8%	7%
Somewhat unimportant (2)	4%	2%	2%	4%	1%	3%	2%	3%	1%	4%	2%	1%	2%	4%	3%	2%
Very unimportant (1)	1%	<1%	0%	0%	1%	2%	1%	1%	3%	2%	5%	0%	0%	0%	2%	2%
- NET: Unimportant (2,1)	5%	3%	2%	4%	3%	5%	3%	4%	4%	7%	8%	1%	2%	4%	4%	4%
Mean	4.358	4.529	4.503	4.351	4.445	4.375	4.445	4.359	4.249	4.508	3.963	4.416	4.387	4.388	4.343	4.381
Not included in base:																
Decline to Answer	5	5	4	2	2	4	16	86	1	-	-	-	2	4	6	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*

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		144 100%	- 100%	- 100%	- 100%	- 100%	- 100%	967 100%	4371 100%
- NET: Important	(5,4)	84%	88%	88%	89%	90%	88%	89%	86%
Very important	(5)	46%	62%	54%	48%	53%	54%	54%	50%
Somewhat important	(4)	37%	26%	33%	42%	37%	35%	34%	35%
- Neither important nor unimportant	(3)	10%	8%	8%	6%	7%	9%	8%	9%
Somewhat unimportant	(2)	4%	3%	4%	4%	2%	1%	3%	4%
Very unimportant	(1)	2%	1%	1%	1%	1%	2%	1%	1%
- NET: Unimportant	(2,1)	6%	4%	5%	5%	3%	3%	4%	5%
Mean		4.212	4.449	4.362	4.314	4.395	4.376	4.383	4.293
Not included in base:									
Decline to Answer		6	6	4	2	4	9	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	90 100%	- 100%	- 100%	- 100%	- 100%	- 100%	582 100%	2614 100%	54 100%	- 100%	- 100%	- 100%	- 100%	- 100%	386 100%	1757 100%
- NET: Important (5,4)	79%	86%	86%	89%	87%	85%	87%	83%	92%	93%	90%	89%	95%	93%	92%	90%
Very important (5)	47%	54%	49%	41%	47%	51%	49%	44%	46%	74%	62%	57%	64%	57%	63%	59%
Somewhat important (4)	32%	31%	37%	49%	40%	34%	38%	39%	46%	18%	28%	32%	32%	36%	29%	31%
- Neither important nor unimportant (3)	13%	10%	8%	5%	10%	11%	9%	11%	6%	3%	7%	8%	3%	6%	6%	6%
Somewhat unimportant (2)	6%	2%	5%	4%	2%	2%	3%	4%	0%	3%	3%	2%	1%	0%	2%	3%
Very unimportant (1)	2%	2%	1%	2%	2%	2%	2%	2%	2%	1%	0%	0%	0%	1%	<1%	1%
- NET: Unimportant (2,1)	8%	4%	6%	6%	3%	4%	5%	6%	2%	4%	3%	2%	1%	1%	2%	4%
Mean	4.144	4.342	4.267	4.225	4.292	4.309	4.290	4.193	4.327	4.618	4.497	4.441	4.576	4.468	4.523	4.443
Not included in base:																
Decline to Answer	3	3	3	1	1	7	15	86	3	3	1	1	3	2	9	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	104 100%	- 100%	- 100%	- 100%	- 100%	- 100%	708 100%	3249 100%	40 100%	- 100%	- 100%	- 100%	- 100%	- 100%	259 100%	1122 100%
- NET: Important (5,4)	85%	90%	92%	88%	91%	86%	89%	86%	79%	83%	77%	92%	88%	93%	87%	86%
Very important (5)	47%	62%	61%	46%	55%	56%	56%	51%	46%	63%	38%	50%	45%	49%	50%	49%
Somewhat important (4)	39%	28%	30%	42%	35%	31%	33%	35%	33%	20%	40%	42%	43%	44%	37%	36%
- Neither important nor unimportant (3)	9%	7%	6%	7%	6%	11%	7%	9%	14%	8%	13%	3%	12%	5%	8%	9%
Somewhat unimportant (2)	4%	1%	2%	4%	2%	1%	2%	4%	3%	6%	7%	3%	0%	2%	4%	3%
Very unimportant (1)	2%	1%	0%	1%	1%	2%	1%	1%	4%	2%	3%	1%	0%	0%	1%	2%
- NET: Unimportant (2,1)	6%	3%	2%	4%	3%	3%	3%	5%	7%	9%	10%	5%	0%	2%	5%	5%
Mean	4.240	4.481	4.506	4.297	4.412	4.368	4.414	4.296	4.140	4.351	4.021	4.361	4.338	4.394	4.298	4.286
Not included in base:																
Decline to Answer	5	5	4	2	2	4	16	86	1	1	-	-	2	5	9	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*

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		144 100%	- 100%	- 100%	- 100%	- 100%	- 100%	967 100%	4356 100%
- NET: Important	(5,4)	86%	88%	80%	88%	87%	81%	85%	85%
Very important	(5)	62%	55%	53%	60%	51%	52%	54%	57%
Somewhat important	(4)	24%	33%	27%	28%	36%	30%	31%	28%
- Neither important nor unimportant	(3)	10%	7%	11%	9%	6%	13%	9%	9%
Somewhat unimportant	(2)	2%	3%	5%	2%	6%	3%	4%	3%
Very unimportant	(1)	3%	2%	4%	2%	1%	3%	2%	2%
- NET: Unimportant	(2,1)	5%	4%	9%	3%	7%	6%	6%	6%
Mean		4.403	4.378	4.202	4.418	4.301	4.245	4.318	4.346
Not included in base:									
Decline to Answer		6	3	7	2	6	8	25	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	90 100%	- 100%	- 100%	- 100%	- 100%	- 100%	580 100%	2601 100%	54 100%	- 100%	- 100%	- 100%	- 100%	- 100%	387 100%	1755 100%
- NET: Important (5,4)	86%	88%	75%	86%	84%	79%	83%	83%	86%	88%	87%	90%	91%	84%	88%	89%
Very important (5)	59%	49%	53%	53%	46%	47%	50%	52%	67%	64%	54%	68%	59%	58%	61%	65%
Somewhat important (4)	26%	39%	22%	32%	38%	32%	34%	30%	19%	24%	33%	22%	32%	26%	27%	24%
- Neither important nor unimportant (3)	8%	7%	14%	11%	7%	14%	10%	11%	12%	7%	7%	5%	6%	12%	7%	7%
Somewhat unimportant (2)	1%	3%	7%	0%	9%	5%	4%	4%	2%	3%	4%	4%	2%	1%	3%	2%
Very unimportant (1)	5%	1%	5%	3%	0%	3%	2%	3%	0%	2%	2%	1%	2%	2%	2%	2%
- NET: Unimportant (2,1)	6%	4%	12%	3%	9%	7%	7%	7%	2%	5%	5%	4%	3%	4%	4%	4%
Mean	4.343	4.323	4.099	4.336	4.214	4.159	4.239	4.258	4.503	4.463	4.343	4.532	4.456	4.364	4.438	4.476
Not included in base:																
Decline to Answer	3	2	6	2	2	6	17	99	3	1	1	-	4	2	8	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	104 100%	- 100%	- 100%	- 100%	- 100%	- 100%	709 100%	3235 100%	40 100%	- 100%	- 100%	- 100%	- 100%	- 100%	258 100%	1121 100%
- NET: Important (5,4)	84%	87%	85%	88%	86%	80%	85%	84%	89%	92%	66%	88%	90%	85%	85%	87%
Very important (5)	64%	53%	58%	58%	50%	45%	53%	55%	57%	62%	40%	65%	55%	67%	58%	64%
Somewhat important (4)	21%	34%	27%	30%	36%	35%	33%	29%	32%	30%	25%	23%	35%	18%	26%	24%
- Neither important nor unimportant (3)	11%	8%	10%	8%	7%	12%	9%	10%	7%	6%	14%	11%	5%	15%	10%	8%
Somewhat unimportant (2)	1%	3%	4%	2%	7%	5%	4%	4%	4%	2%	9%	0%	5%	0%	3%	2%
Very unimportant (1)	4%	2%	1%	2%	1%	4%	2%	2%	0%	0%	11%	1%	0%	0%	2%	2%
- NET: Unimportant (2,1)	5%	5%	5%	4%	8%	8%	6%	6%	4%	2%	20%	1%	5%	0%	5%	4%
Mean	4.394	4.333	4.381	4.385	4.271	4.127	4.304	4.312	4.426	4.512	3.750	4.508	4.402	4.513	4.357	4.445
Not included in base:																
Decline to Answer	5	3	4	1	4	4	15	100	1	-	3	1	2	4	10	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*

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		143 100%	- 100%	- 100%	- 100%	- 100%	- 100%	972 100%	4372 100%
- NET: Important	(5,4)	72%	71%	68%	65%	65%	65%	67%	70%
Very important	(5)	22%	24%	22%	25%	23%	23%	23%	25%
Somewhat important	(4)	50%	47%	47%	40%	41%	43%	44%	45%
- Neither important nor unimportant	(3)	15%	15%	15%	23%	19%	18%	18%	17%
Somewhat unimportant	(2)	10%	10%	13%	8%	15%	15%	12%	10%
Very unimportant	(1)	3%	4%	4%	3%	2%	2%	3%	3%
- NET: Unimportant	(2,1)	13%	14%	17%	11%	17%	17%	15%	13%
Mean		3.779	3.775	3.696	3.751	3.691	3.691	3.726	3.777
Not included in base:									
Decline to Answer		7	4	4	1	4	8	20	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	89 100%	- 100%	- 100%	- 100%	- 100%	- 100%	584 100%	2614 100%	54 100%	- 100%	- 100%	- 100%	- 100%	- 100%	388 100%	1758 100%
- NET: Important (5,4)	76%	72%	65%	58%	63%	63%	65%	66%	65%	71%	74%	75%	67%	69%	71%	75%
Very important (5)	19%	21%	18%	24%	20%	19%	21%	20%	26%	28%	27%	26%	29%	28%	28%	31%
Somewhat important (4)	57%	50%	46%	35%	44%	44%	44%	46%	39%	43%	47%	48%	38%	41%	43%	44%
- Neither important nor unimportant (3)	13%	16%	18%	27%	18%	19%	19%	19%	18%	13%	11%	18%	20%	18%	16%	14%
Somewhat unimportant (2)	9%	7%	13%	9%	17%	16%	12%	11%	11%	13%	14%	6%	10%	12%	11%	9%
Very unimportant (1)	1%	5%	5%	5%	2%	3%	4%	4%	6%	3%	2%	1%	3%	1%	2%	2%
- NET: Unimportant (2,1)	11%	12%	18%	15%	19%	19%	16%	15%	17%	16%	16%	7%	13%	14%	13%	12%
Mean	3.840	3.759	3.600	3.620	3.630	3.601	3.651	3.687	3.677	3.800	3.832	3.935	3.800	3.817	3.838	3.912
Not included in base:																
Decline to Answer	4	2	3	1	1	6	13	85	3	2	1	-	3	2	7	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	103 100%	- 100%	- 100%	- 100%	- 100%	- 100%	710 100%	3248 100%	40 100%	- 100%	- 100%	- 100%	- 100%	- 100%	262 100%	1124 100%
- NET: Important (5,4)	70%	70%	68%	63%	62%	63%	65%	67%	78%	74%	69%	72%	74%	70%	72%	77%
Very important (5)	18%	22%	23%	22%	23%	19%	22%	22%	30%	30%	19%	31%	26%	31%	28%	33%
Somewhat important (4)	51%	48%	45%	40%	39%	44%	44%	46%	48%	44%	50%	40%	48%	39%	44%	44%
- Neither important nor unimportant (3)	14%	14%	13%	23%	19%	17%	17%	17%	18%	19%	18%	24%	17%	22%	20%	16%
Somewhat unimportant (2)	13%	12%	18%	10%	16%	17%	14%	12%	3%	2%	2%	2%	9%	8%	4%	5%
Very unimportant (1)	4%	4%	1%	4%	3%	3%	3%	3%	1%	4%	10%	3%	0%	0%	3%	3%
- NET: Unimportant (2,1)	17%	16%	19%	14%	19%	20%	17%	15%	4%	6%	13%	5%	9%	8%	8%	8%
Mean	3.677	3.718	3.712	3.672	3.628	3.585	3.667	3.704	4.041	3.942	3.657	3.959	3.906	3.933	3.885	3.989
Not included in base:																
Decline to Answer	6	4	4	1	2	4	14	87	1	-	-	-	2	4	6	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*

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		144	-	-	-	-	-	972	4379
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	94%	91%	94%	91%	93%	89%	92%	93%
Very important	(5)	71%	61%	75%	66%	72%	67%	68%	73%
Somewhat important	(4)	23%	30%	19%	24%	21%	22%	24%	20%
- Neither important nor unimportant	(3)	5%	7%	2%	6%	4%	6%	5%	4%
Somewhat unimportant	(2)	1%	2%	3%	3%	2%	4%	3%	2%
Very unimportant	(1)	0%	0%	1%	<1%	2%	1%	1%	1%
- NET: Unimportant	(2,1)	1%	2%	3%	4%	3%	5%	3%	3%
Mean		4.648	4.494	4.647	4.534	4.604	4.510	4.553	4.631
Not included in base:									
Decline to Answer		6	3	4	1	4	8	20	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	90 100%	- 100%	- 100%	- 100%	- 100%	- 100%	584 100%	2618 100%	54 100%	- 100%	- 100%	- 100%	- 100%	- 100%	388 100%	1762 100%
- NET: Important (5,4)	93%	88%	90%	88%	91%	90%	89%	92%	96%	96%	100%	94%	97%	89%	95%	96%
Very important (5)	67%	56%	67%	60%	65%	61%	61%	67%	78%	68%	86%	75%	84%	76%	77%	82%
Somewhat important (4)	26%	32%	23%	28%	26%	30%	28%	25%	19%	28%	14%	19%	13%	12%	18%	14%
- Neither important nor unimportant (3)	6%	9%	4%	8%	6%	6%	7%	5%	4%	4%	0%	2%	0%	6%	3%	3%
Somewhat unimportant (2)	1%	4%	5%	3%	2%	4%	3%	2%	0%	0%	0%	4%	1%	5%	2%	1%
Very unimportant (1)	0%	0%	1%	1%	2%	0%	1%	1%	0%	0%	0%	0%	1%	1%	<1%	<1%
- NET: Unimportant (2,1)	1%	4%	6%	3%	3%	4%	4%	3%	0%	0%	0%	4%	3%	6%	2%	2%
Mean	4.592	4.403	4.496	4.442	4.515	4.464	4.460	4.543	4.741	4.636	4.861	4.663	4.763	4.575	4.692	4.761
Not included in base:																
Decline to Answer	3	2	3	1	1	6	13	82	3	1	1	-	3	2	7	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	104 100%	- 100%	- 100%	- 100%	- 100%	- 100%	711 100%	3253 100%	40 100%	- 100%	- 100%	- 100%	- 100%	- 100%	262 100%	1126 100%
- NET: Important (5,4)	92%	92%	97%	90%	93%	90%	92%	93%	100%	87%	86%	94%	93%	88%	90%	94%
Very important (5)	71%	60%	78%	63%	75%	69%	68%	73%	73%	62%	68%	74%	62%	62%	66%	74%
Somewhat important (4)	22%	32%	20%	26%	18%	21%	24%	20%	27%	26%	18%	20%	31%	25%	24%	20%
- Neither important nor unimportant (3)	7%	6%	0%	6%	3%	5%	4%	4%	0%	10%	8%	5%	5%	6%	7%	4%
Somewhat unimportant (2)	1%	2%	3%	4%	2%	4%	3%	2%	0%	2%	3%	0%	0%	6%	2%	1%
Very unimportant (1)	0%	0%	0%	0%	1%	1%	<1%	1%	0%	0%	3%	1%	2%	0%	1%	1%
- NET: Unimportant (2,1)	1%	2%	3%	4%	3%	5%	3%	3%	0%	2%	5%	1%	2%	6%	3%	2%
Mean	4.617	4.502	4.724	4.488	4.634	4.541	4.569	4.625	4.729	4.469	4.464	4.656	4.504	4.439	4.508	4.648
Not included in base:																
Decline to Answer	5	3	4	1	2	4	13	81	1	-	-	-	2	4	6	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*

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		141 100%	- 100%	- 100%	- 100%	- 100%	- 100%	963 100%	4327 100%
- NET: Important	(5,4)	77%	77%	85%	77%	74%	78%	78%	83%
Very important	(5)	49%	57%	66%	57%	52%	54%	57%	62%
Somewhat important	(4)	28%	20%	19%	20%	23%	24%	21%	21%
- Neither important nor unimportant	(3)	17%	19%	11%	16%	18%	13%	16%	13%
Somewhat unimportant	(2)	3%	4%	2%	4%	4%	7%	4%	3%
Very unimportant	(1)	2%	0%	2%	3%	4%	2%	2%	2%
- NET: Unimportant	(2,1)	5%	4%	4%	7%	7%	9%	6%	5%
Mean		4.184	4.306	4.448	4.247	4.150	4.218	4.272	4.380
Not included in base:									
Decline to Answer		9	4	4	7	6	8	29	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	88 100%	- 100%	- 100%	- 100%	- 100%	- 100%	577 100%	2586 100%	54 100%	- 100%	- 100%	- 100%	- 100%	- 100%	387 100%	1741 100%
- NET: Important (5,4)	70%	74%	78%	72%	69%	72%	73%	78%	89%	82%	95%	84%	83%	86%	86%	90%
Very important (5)	42%	49%	55%	48%	40%	46%	47%	54%	60%	70%	82%	71%	72%	66%	72%	74%
Somewhat important (4)	28%	25%	23%	24%	29%	27%	26%	24%	29%	12%	13%	13%	12%	21%	14%	16%
- Neither important nor unimportant (3)	22%	22%	15%	18%	22%	17%	19%	16%	10%	15%	5%	13%	12%	8%	11%	8%
Somewhat unimportant (2)	4%	4%	4%	6%	5%	10%	6%	4%	2%	3%	0%	2%	1%	3%	2%	2%
Very unimportant (1)	4%	0%	3%	5%	4%	1%	2%	2%	0%	0%	0%	0%	3%	2%	1%	1%
- NET: Unimportant (2,1)	8%	4%	7%	10%	9%	11%	8%	6%	2%	3%	0%	2%	4%	6%	3%	3%
Mean	4.010	4.186	4.226	4.047	3.961	4.060	4.097	4.233	4.467	4.493	4.762	4.523	4.476	4.438	4.534	4.599
Not included in base:																
Decline to Answer	6	3	3	6	3	6	20	113	3	1	1	2	3	2	8	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	104 100%	- 100%	- 100%	- 100%	- 100%	- 100%	704 100%	3210 100%	37 100%	- 100%	- 100%	- 100%	- 100%	- 100%	260 100%	1117 100%
- NET: Important (5,4)	77%	79%	90%	76%	73%	77%	79%	82%	77%	70%	73%	80%	78%	82%	77%	84%
Very important (5)	50%	59%	72%	54%	51%	53%	57%	61%	46%	53%	53%	66%	53%	56%	56%	66%
Somewhat important (4)	27%	21%	18%	22%	22%	23%	21%	22%	30%	17%	20%	14%	26%	26%	20%	19%
- Neither important nor unimportant (3)	16%	17%	7%	15%	18%	13%	14%	12%	22%	25%	22%	18%	19%	13%	20%	13%
Somewhat unimportant (2)	4%	4%	2%	6%	4%	8%	5%	4%	0%	4%	3%	0%	2%	5%	3%	2%
Very unimportant (1)	3%	0%	2%	3%	5%	2%	2%	2%	1%	0%	3%	1%	0%	0%	1%	1%
- NET: Unimportant (2,1)	7%	4%	4%	9%	9%	11%	7%	5%	1%	4%	5%	1%	2%	5%	4%	3%
Mean	4.175	4.344	4.563	4.175	4.109	4.171	4.269	4.355	4.209	4.194	4.176	4.437	4.286	4.324	4.283	4.455
Not included in base:																
Decline to Answer	5	4	4	5	4	4	21	124	4	-	-	2	2	4	8	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*

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		141	-	-	-	-	-	955	4310
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	54%	55%	62%	64%	59%	55%	59%	61%
Very important	(5)	22%	29%	35%	40%	25%	30%	32%	34%
Somewhat important	(4)	33%	26%	27%	24%	35%	25%	27%	27%
- Neither important nor unimportant	(3)	30%	31%	26%	26%	24%	28%	27%	27%
Somewhat unimportant	(2)	9%	9%	8%	5%	9%	12%	9%	9%
Very unimportant	(1)	6%	4%	3%	5%	7%	5%	5%	4%
- NET: Unimportant	(2,1)	16%	13%	12%	10%	16%	17%	14%	13%
Mean		3.537	3.674	3.815	3.884	3.611	3.620	3.719	3.784
Not included in base:									
Decline to Answer		9	5	6	9	9	8	37	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	88 100%	- 100%	- 100%	- 100%	- 100%	- 100%	575 100%	2578 100%	54 100%	- 100%	- 100%	- 100%	- 100%	- 100%	381 100%	1732 100%
- NET: Important (5,4)	40%	50%	52%	55%	54%	50%	52%	53%	78%	65%	76%	76%	70%	62%	70%	72%
Very important (5)	13%	23%	21%	29%	16%	24%	23%	26%	35%	38%	54%	55%	41%	38%	45%	47%
Somewhat important (4)	26%	26%	31%	26%	37%	26%	29%	28%	43%	26%	22%	20%	29%	25%	24%	25%
- Neither important nor unimportant (3)	37%	37%	35%	31%	27%	30%	32%	31%	19%	23%	13%	19%	21%	24%	20%	20%
Somewhat unimportant (2)	13%	8%	9%	7%	11%	12%	9%	10%	4%	10%	7%	2%	6%	12%	8%	6%
Very unimportant (1)	10%	5%	3%	8%	9%	8%	7%	5%	0%	2%	4%	2%	3%	1%	2%	2%
- NET: Unimportant (2,1)	23%	14%	13%	15%	20%	20%	16%	15%	4%	12%	11%	5%	9%	14%	10%	8%
Mean	3.198	3.537	3.577	3.620	3.405	3.455	3.518	3.585	4.088	3.890	4.159	4.240	3.986	3.851	4.022	4.079
Not included in base:																
Decline to Answer	6	3	3	7	3	6	22	122	3	2	3	2	6	2	14	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	104 100%	- 100%	- 100%	- 100%	- 100%	- 100%	699 100%	3202 100%	37 100%	- 100%	- 100%	- 100%	- 100%	- 100%	257 100%	1108 100%
- NET: Important (5,4)	51%	52%	63%	61%	59%	50%	57%	58%	64%	65%	60%	71%	61%	68%	65%	69%
Very important (5)	21%	28%	35%	39%	23%	25%	30%	31%	23%	32%	34%	45%	30%	41%	37%	43%
Somewhat important (4)	30%	24%	28%	23%	36%	25%	27%	27%	41%	32%	26%	26%	31%	27%	28%	26%
- Neither important nor unimportant (3)	29%	34%	25%	26%	24%	29%	28%	28%	32%	22%	30%	25%	24%	25%	25%	22%
Somewhat unimportant (2)	13%	10%	7%	6%	8%	14%	9%	10%	0%	6%	11%	2%	12%	7%	7%	6%
Very unimportant (1)	7%	3%	5%	7%	8%	8%	6%	5%	4%	7%	0%	1%	3%	0%	2%	3%
- NET: Unimportant (2,1)	20%	13%	12%	13%	17%	22%	15%	14%	4%	13%	11%	4%	14%	7%	10%	8%
Mean	3.447	3.641	3.808	3.799	3.572	3.449	3.653	3.703	3.786	3.774	3.831	4.110	3.744	4.010	3.898	4.018
Not included in base:																
Decline to Answer	5	4	6	7	6	4	26	133	4	1	-	3	3	4	11	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*

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		141 100%	- 100%	- 100%	- 100%	- 100%	- 100%	968 100%	4370 100%
- NET: Important	(5,4)	88%	89%	90%	87%	88%	87%	88%	89%
Very important	(5)	52%	57%	57%	54%	64%	56%	58%	60%
Somewhat important	(4)	37%	32%	33%	33%	24%	30%	31%	29%
- Neither important nor unimportant	(3)	9%	7%	7%	9%	8%	11%	8%	8%
Somewhat unimportant	(2)	2%	3%	3%	2%	4%	3%	3%	2%
Very unimportant	(1)	0%	1%	0%	1%	1%	0%	1%	1%
- NET: Unimportant	(2,1)	2%	3%	3%	3%	4%	3%	3%	3%
Mean		4.379	4.422	4.447	4.372	4.475	4.400	4.423	4.459
Not included in base:									
Decline to Answer		9	3	5	4	4	8	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	88 100%	- 100%	- 100%	- 100%	- 100%	- 100%	582 100%	2612 100%	54 100%	- 100%	- 100%	- 100%	- 100%	- 100%	386 100%	1758 100%
- NET: Important (5,4)	82%	87%	88%	85%	85%	82%	85%	86%	98%	93%	93%	90%	94%	93%	93%	94%
Very important (5)	44%	49%	46%	50%	57%	48%	50%	52%	65%	70%	73%	61%	77%	68%	69%	72%
Somewhat important (4)	39%	38%	42%	36%	28%	34%	35%	34%	33%	24%	21%	29%	17%	25%	23%	22%
- Neither important nor unimportant (3)	14%	8%	10%	11%	11%	15%	11%	10%	2%	6%	4%	7%	3%	5%	5%	5%
Somewhat unimportant (2)	4%	4%	3%	2%	5%	3%	3%	3%	0%	0%	3%	3%	1%	2%	2%	1%
Very unimportant (1)	0%	1%	0%	2%	0%	0%	1%	1%	0%	1%	0%	0%	1%	0%	<1%	<1%
- NET: Unimportant (2,1)	4%	5%	3%	3%	5%	3%	4%	3%	0%	1%	3%	3%	3%	2%	2%	1%
Mean	4.223	4.300	4.313	4.300	4.366	4.273	4.311	4.338	4.634	4.613	4.634	4.474	4.668	4.578	4.590	4.638
Not included in base:																
Decline to Answer	6	2	4	2	1	6	15	87	3	1	1	2	3	2	9	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	104 100%	- 100%	- 100%	- 100%	- 100%	- 100%	707 100%	3245 100%	37 100%	- 100%	- 100%	- 100%	- 100%	- 100%	262 100%	1125 100%
- NET: Important (5,4)	90%	90%	92%	87%	88%	84%	88%	89%	84%	87%	87%	87%	88%	92%	88%	89%
Very important (5)	48%	58%	63%	53%	66%	54%	59%	59%	63%	55%	42%	57%	58%	61%	55%	63%
Somewhat important (4)	42%	32%	28%	34%	22%	30%	29%	30%	21%	32%	45%	30%	31%	31%	33%	26%
- Neither important nor unimportant (3)	8%	7%	7%	9%	7%	12%	8%	8%	13%	8%	8%	11%	10%	8%	9%	8%
Somewhat unimportant (2)	2%	3%	2%	3%	4%	4%	3%	2%	3%	2%	5%	1%	2%	0%	2%	1%
Very unimportant (1)	0%	<1%	0%	1%	1%	0%	<1%	1%	0%	2%	0%	1%	0%	0%	1%	1%
- NET: Unimportant (2,1)	2%	3%	2%	4%	5%	4%	3%	3%	3%	5%	5%	3%	2%	0%	3%	2%
Mean	4.360	4.446	4.535	4.361	4.486	4.345	4.434	4.449	4.432	4.351	4.239	4.400	4.441	4.526	4.390	4.486
Not included in base:																
Decline to Answer	5	3	5	4	2	4	18	89	4	-	-	-	2	4	6	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*

	NC	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	STATE							
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	143	-	-	-	-	-	965	4365
	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important (5,4)	97%	95%	96%	95%	95%	93%	95%	95%
Very important (5)	77%	70%	73%	68%	73%	68%	70%	73%
Somewhat important (4)	20%	25%	23%	27%	22%	25%	24%	22%
- Neither important nor unimportant (3)	2%	5%	3%	4%	5%	5%	4%	4%
Somewhat unimportant (2)	0%	1%	1%	1%	0%	1%	1%	1%
Very unimportant (1)	1%	0%	0%	0%	1%	2%	<1%	<1%
- NET: Unimportant (2,1)	1%	1%	1%	1%	1%	3%	1%	1%
Mean	4.725	4.637	4.674	4.618	4.665	4.566	4.632	4.661
Not included in base:								
Decline to Answer	7	4	5	5	5	8	27	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	89 100%	- 100%	- 100%	- 100%	- 100%	- 100%	582 100%	2612 100%	54 100%	- 100%	- 100%	- 100%	- 100%	- 100%	384 100%	1754 100%
- NET: Important (5,4)	96%	92%	98%	93%	95%	91%	94%	94%	98%	98%	93%	98%	94%	95%	96%	97%
Very important (5)	76%	60%	69%	64%	70%	60%	64%	67%	78%	86%	78%	73%	78%	80%	79%	81%
Somewhat important (4)	20%	32%	29%	29%	25%	31%	29%	27%	21%	13%	15%	24%	16%	15%	17%	16%
- Neither important nor unimportant (3)	2%	6%	2%	5%	5%	7%	5%	4%	2%	2%	4%	2%	5%	1%	3%	2%
Somewhat unimportant (2)	0%	1%	0%	2%	0%	1%	1%	1%	0%	0%	3%	0%	0%	1%	1%	1%
Very unimportant (1)	1%	0%	0%	0%	0%	1%	<1%	<1%	0%	0%	0%	0%	2%	2%	1%	<1%
- NET: Unimportant (2,1)	1%	1%	0%	2%	0%	2%	1%	2%	0%	0%	3%	0%	2%	4%	1%	1%
Mean	4.705	4.508	4.667	4.553	4.650	4.481	4.568	4.595	4.758	4.838	4.683	4.709	4.691	4.685	4.729	4.760
Not included in base:																
Decline to Answer	4	2	3	3	1	6	15	88	3	2	2	2	4	2	11	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	103 100%	- 100%	- 100%	- 100%	- 100%	- 100%	704 100%	3239 100%	40 100%	- 100%	- 100%	- 100%	- 100%	- 100%	262 100%	1126 100%
- NET: Important (5,4)	96%	94%	97%	95%	95%	92%	95%	95%	100%	96%	93%	96%	92%	95%	95%	95%
Very important (5)	78%	69%	77%	66%	75%	65%	70%	73%	73%	72%	62%	71%	67%	74%	70%	73%
Somewhat important (4)	18%	25%	20%	28%	20%	26%	24%	22%	27%	24%	31%	25%	25%	20%	25%	22%
- Neither important nor unimportant (3)	3%	5%	2%	4%	4%	5%	4%	4%	0%	4%	7%	4%	8%	5%	5%	4%
Somewhat unimportant (2)	0%	1%	1%	2%	0%	2%	1%	1%	0%	0%	0%	0%	0%	0%	0%	1%
Very unimportant (1)	1%	0%	0%	0%	1%	2%	1%	1%	0%	0%	0%	0%	0%	0%	0%	<1%
- NET: Unimportant (2,1)	1%	1%	1%	2%	1%	4%	2%	1%	0%	0%	0%	0%	0%	0%	0%	1%
Mean	4.724	4.623	4.727	4.596	4.685	4.511	4.628	4.658	4.729	4.675	4.548	4.674	4.595	4.693	4.642	4.670
Not included in base:																
Decline to Answer	6	4	5	5	3	4	20	96	1	-	-	-	2	4	6	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*

	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	143 100%	- 100%	- 100%	- 100%	- 100%	- 100%	968 100%	4373 100%
- NET: Important	(5,4) 82%	83%	79%	85%	87%	80%	83%	83%
Very important	(5) 36%	35%	43%	40%	41%	34%	38%	39%
Somewhat important	(4) 46%	48%	36%	46%	47%	46%	45%	44%
- Neither important nor unimportant	(3) 10%	11%	13%	8%	8%	13%	10%	11%
Somewhat unimportant	(2) 6%	6%	7%	5%	4%	6%	5%	5%
Very unimportant	(1) 1%	<1%	1%	1%	1%	2%	1%	1%
- NET: Unimportant	(2,1) 8%	6%	8%	7%	4%	7%	7%	6%
Mean	4.090	4.110	4.116	4.167	4.233	4.055	4.137	4.153
Not included in base:								
Decline to Answer	7	5	4	2	6	8	24	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	89	-	-	-	-	-	583	2615	54	-	-	-	-	-	385	1758
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important (5,4)	84%	83%	75%	83%	84%	81%	81%	82%	80%	83%	84%	89%	92%	79%	85%	85%
Very important (5)	34%	31%	41%	37%	36%	29%	35%	35%	39%	41%	45%	44%	49%	41%	44%	46%
Somewhat important (4)	50%	51%	34%	46%	49%	51%	47%	46%	40%	42%	39%	45%	43%	38%	42%	40%
- Neither important nor unimportant (3)	10%	11%	16%	10%	10%	13%	12%	12%	10%	11%	8%	5%	6%	12%	9%	9%
Somewhat unimportant (2)	5%	6%	6%	5%	6%	6%	6%	5%	9%	6%	8%	6%	0%	6%	5%	4%
Very unimportant (1)	1%	1%	2%	3%	0%	1%	1%	2%	2%	0%	0%	0%	2%	2%	1%	1%
- NET: Unimportant (2,1)	6%	7%	9%	7%	6%	7%	7%	6%	11%	6%	8%	6%	2%	8%	6%	5%
Mean	4.106	4.068	4.056	4.095	4.145	4.025	4.080	4.090	4.064	4.178	4.200	4.269	4.389	4.098	4.223	4.246
Not included in base:																
Decline to Answer	4	2	3	1	2	6	14	85	3	3	1	1	4	2	10	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	103 100%	- 100%	- 100%	- 100%	- 100%	- 100%	706 100%	3246 100%	40 100%	- 100%	- 100%	- 100%	- 100%	- 100%	262 100%	1126 100%
- NET: Important (5,4)	83%	82%	85%	85%	86%	79%	83%	83%	81%	85%	63%	85%	93%	83%	82%	84%
Very important (5)	33%	32%	45%	38%	41%	38%	38%	39%	44%	44%	37%	44%	40%	27%	39%	42%
Somewhat important (4)	49%	50%	41%	47%	45%	41%	45%	44%	37%	41%	26%	41%	53%	56%	43%	42%
- Neither important nor unimportant (3)	9%	13%	9%	8%	9%	13%	10%	11%	13%	4%	21%	8%	7%	12%	10%	11%
Somewhat unimportant (2)	7%	5%	5%	5%	5%	6%	5%	5%	6%	10%	12%	5%	0%	5%	7%	4%
Very unimportant (1)	2%	1%	1%	2%	1%	2%	1%	1%	0%	0%	3%	1%	0%	0%	1%	1%
- NET: Unimportant (2,1)	9%	5%	6%	7%	5%	8%	6%	6%	6%	10%	15%	7%	0%	5%	8%	5%
Mean	4.052	4.082	4.236	4.149	4.204	4.060	4.142	4.137	4.191	4.193	3.829	4.213	4.331	4.045	4.123	4.198
Not included in base:																
Decline to Answer	6	5	4	2	4	4	18	88	1	-	-	-	2	4	6	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

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		141 100%	- 100%	- 100%	- 100%	- 100%	- 100%	937 100%	4236 100%
- NET: Important	(5,4)	57%	62%	63%	58%	61%	54%	60%	58%
Very important	(5)	34%	39%	41%	41%	35%	34%	38%	38%
Somewhat important	(4)	23%	24%	21%	17%	26%	19%	22%	20%
- Neither important nor unimportant	(3)	25%	21%	25%	24%	21%	26%	23%	24%
Somewhat unimportant	(2)	3%	6%	4%	4%	8%	5%	6%	5%
Very unimportant	(1)	14%	11%	8%	14%	10%	15%	12%	13%
- NET: Unimportant	(2,1)	18%	17%	13%	18%	18%	20%	17%	18%
Mean		3.595	3.736	3.827	3.665	3.677	3.537	3.690	3.654
Not included in base:									
Decline to Answer		9	10	10	11	12	12	55	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	89 100%	- 100%	- 100%	- 100%	- 100%	- 100%	564 100%	2541 100%	52 100%	- 100%	- 100%	- 100%	- 100%	- 100%	373 100%	1695 100%
- NET: Important (5,4)	43%	59%	59%	52%	59%	49%	56%	54%	81%	68%	68%	67%	65%	60%	66%	65%
Very important (5)	21%	33%	30%	34%	29%	27%	31%	30%	57%	48%	56%	51%	46%	46%	49%	49%
Somewhat important (4)	22%	26%	29%	18%	30%	22%	25%	24%	23%	20%	12%	15%	19%	15%	16%	15%
- Neither important nor unimportant (3)	32%	23%	25%	27%	22%	29%	25%	26%	14%	17%	24%	19%	19%	23%	20%	20%
Somewhat unimportant (2)	5%	6%	7%	5%	10%	8%	7%	7%	0%	6%	1%	4%	5%	1%	4%	3%
Very unimportant (1)	19%	12%	10%	16%	9%	14%	12%	13%	6%	9%	7%	11%	11%	15%	11%	12%
- NET: Unimportant (2,1)	25%	18%	16%	21%	19%	22%	19%	20%	6%	15%	8%	14%	16%	17%	14%	15%
Mean	3.201	3.623	3.625	3.478	3.592	3.400	3.549	3.514	4.270	3.914	4.100	3.927	3.831	3.736	3.903	3.865
Not included in base:																
Decline to Answer	4	6	8	7	5	7	33	159	5	4	2	4	7	5	22	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	101 100%	- 100%	- 100%	- 100%	- 100%	- 100%	693 100%	3161 100%	40 100%	- 100%	- 100%	- 100%	- 100%	- 100%	243 100%	1074 100%
- NET: Important (5,4)	51%	60%	60%	54%	61%	50%	58%	56%	72%	68%	69%	68%	61%	62%	66%	64%
Very important (5)	29%	37%	42%	40%	34%	31%	37%	36%	48%	44%	39%	43%	36%	42%	41%	43%
Somewhat important (4)	22%	24%	18%	14%	26%	19%	21%	20%	24%	24%	30%	26%	24%	19%	25%	21%
- Neither important nor unimportant (3)	28%	22%	25%	25%	21%	27%	24%	24%	17%	18%	23%	20%	21%	26%	21%	23%
Somewhat unimportant (2)	2%	6%	6%	5%	6%	5%	6%	5%	7%	7%	0%	2%	16%	5%	6%	5%
Very unimportant (1)	18%	12%	8%	16%	12%	18%	13%	14%	4%	7%	8%	9%	3%	7%	7%	8%
- NET: Unimportant (2,1)	20%	18%	14%	21%	18%	23%	19%	20%	11%	14%	8%	11%	19%	13%	13%	13%
Mean	3.415	3.678	3.796	3.581	3.653	3.411	3.627	3.586	4.054	3.914	3.908	3.910	3.756	3.836	3.869	3.855
Not included in base:																
Decline to Answer	8	7	5	4	9	5	31	173	1	2	5	7	3	7	24	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*

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		142	-	-	-	-	-	955	4310
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	36%	40%	30%	38%	32%	25%	34%	43%
Very important	(5)	15%	15%	12%	20%	12%	8%	14%	21%
Somewhat important	(4)	22%	25%	17%	18%	20%	17%	20%	22%
- Neither important nor unimportant	(3)	34%	30%	37%	30%	37%	35%	33%	29%
Somewhat unimportant	(2)	10%	14%	17%	15%	9%	22%	15%	12%
Very unimportant	(1)	19%	16%	16%	17%	23%	18%	18%	16%
- NET: Unimportant	(2,1)	29%	30%	33%	32%	31%	40%	33%	28%
Mean		3.029	3.098	2.920	3.084	2.893	2.753	2.965	3.200
Not included in base:									
Decline to Answer		8	5	7	5	7	13	37	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	89 100%	- 100%	- 100%	- 100%	- 100%	- 100%	575 100%	2582 100%	53 100%	- 100%	- 100%	- 100%	- 100%	- 100%	379 100%	1728 100%
- NET: Important (5,4)	34%	43%	31%	40%	30%	22%	34%	44%	40%	35%	27%	36%	35%	31%	33%	41%
Very important (5)	14%	15%	13%	21%	10%	9%	14%	21%	16%	15%	10%	18%	15%	7%	13%	20%
Somewhat important (4)	20%	28%	18%	19%	20%	13%	20%	23%	24%	21%	17%	18%	19%	24%	20%	21%
- Neither important nor unimportant (3)	29%	31%	33%	26%	38%	39%	33%	28%	43%	29%	43%	35%	35%	28%	34%	31%
Somewhat unimportant (2)	9%	13%	18%	14%	12%	22%	15%	13%	11%	15%	16%	17%	3%	21%	15%	12%
Very unimportant (1)	28%	13%	18%	20%	20%	17%	18%	16%	5%	20%	14%	12%	27%	20%	19%	15%
- NET: Unimportant (2,1)	36%	26%	36%	34%	32%	39%	33%	28%	17%	35%	30%	29%	30%	42%	33%	27%
Mean	2.842	3.197	2.905	3.061	2.878	2.754	2.980	3.210	3.343	2.945	2.940	3.115	2.920	2.752	2.942	3.185
Not included in base:																
Decline to Answer	4	4	6	2	3	7	22	118	4	1	2	3	4	6	16	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	102 100%	- 100%	- 100%	- 100%	- 100%	- 100%	701 100%	3205 100%	40 100%	- 100%	- 100%	- 100%	- 100%	- 100%	253 100%	1106 100%
- NET: Important (5,4)	29%	36%	23%	31%	27%	22%	29%	39%	55%	52%	46%	57%	48%	34%	48%	55%
Very important (5)	9%	12%	10%	16%	12%	6%	12%	18%	30%	24%	18%	29%	12%	13%	20%	29%
Somewhat important (4)	21%	24%	13%	15%	15%	15%	17%	21%	24%	28%	27%	28%	36%	21%	28%	27%
- Neither important nor unimportant (3)	34%	32%	40%	31%	38%	33%	34%	30%	35%	26%	30%	27%	32%	38%	30%	28%
Somewhat unimportant (2)	11%	13%	17%	17%	8%	22%	15%	13%	7%	15%	16%	11%	9%	21%	15%	9%
Very unimportant (1)	25%	19%	20%	21%	26%	23%	22%	18%	4%	7%	8%	5%	11%	7%	7%	8%
- NET: Unimportant (2,1)	36%	32%	37%	38%	35%	45%	37%	32%	11%	22%	25%	16%	21%	28%	22%	17%
Mean	2.767	2.972	2.762	2.874	2.778	2.592	2.815	3.063	3.701	3.479	3.313	3.645	3.275	3.130	3.380	3.597
Not included in base:																
Decline to Answer	7	4	5	3	5	6	23	130	1	1	3	2	2	7	14	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*

		NC					All	All	
		STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		142	-	-	-	-	-	958	4315
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	73%	76%	78%	77%	77%	68%	75%	76%
Very important	(5)	39%	50%	48%	49%	43%	40%	46%	47%
Somewhat important	(4)	34%	26%	30%	28%	34%	28%	29%	28%
- Neither important nor unimportant	(3)	18%	13%	17%	13%	14%	23%	16%	15%
Somewhat unimportant	(2)	5%	5%	2%	4%	3%	3%	4%	3%
Very unimportant	(1)	4%	6%	3%	7%	6%	5%	6%	6%
- NET: Unimportant	(2,1)	9%	11%	5%	10%	9%	8%	9%	9%
Mean		3.994	4.088	4.177	4.092	4.046	3.946	4.070	4.072
Not included in base:									
Decline to Answer		8	7	7	3	7	10	34	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	88 100%	- 100%	- 100%	- 100%	- 100%	- 100%	575 100%	2578 100%	54 100%	- 100%	- 100%	- 100%	- 100%	- 100%	382 100%	1737 100%
- NET: Important (5,4)	62%	70%	76%	69%	74%	60%	70%	69%	92%	85%	80%	89%	82%	80%	83%	85%
Very important (5)	29%	40%	35%	39%	37%	29%	36%	37%	56%	65%	67%	64%	54%	56%	62%	62%
Somewhat important (4)	33%	30%	41%	30%	38%	31%	34%	33%	35%	19%	14%	25%	27%	24%	22%	22%
- Neither important nor unimportant (3)	25%	18%	19%	16%	17%	31%	20%	19%	7%	7%	13%	8%	9%	12%	9%	9%
Somewhat unimportant (2)	7%	7%	1%	5%	3%	4%	4%	4%	0%	3%	4%	2%	2%	3%	3%	2%
Very unimportant (1)	6%	6%	3%	10%	6%	5%	6%	7%	2%	5%	3%	1%	8%	5%	4%	4%
- NET: Unimportant (2,1)	13%	13%	4%	15%	9%	9%	10%	12%	2%	8%	7%	4%	9%	8%	7%	6%
Mean	3.717	3.909	4.034	3.818	3.964	3.745	3.893	3.875	4.446	4.363	4.376	4.476	4.191	4.238	4.337	4.366
Not included in base:																
Decline to Answer	5	5	6	2	3	6	22	121	3	2	2	1	4	4	13	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	102 100%	- 100%	- 100%	- 100%	- 100%	- 100%	702 100%	3212 100%	40 100%	- 100%	- 100%	- 100%	- 100%	- 100%	255 100%	1103 100%
- NET: Important (5,4)	75%	77%	78%	75%	77%	66%	75%	76%	70%	71%	78%	81%	76%	74%	76%	76%
Very important (5)	37%	50%	51%	48%	45%	39%	47%	47%	45%	49%	40%	53%	36%	42%	45%	48%
Somewhat important (4)	38%	27%	27%	28%	32%	27%	28%	29%	25%	22%	38%	28%	40%	32%	31%	27%
- Neither important nor unimportant (3)	14%	12%	16%	13%	13%	22%	15%	14%	26%	17%	18%	13%	17%	26%	18%	17%
Somewhat unimportant (2)	5%	5%	2%	4%	2%	5%	4%	3%	3%	7%	4%	2%	4%	0%	4%	3%
Very unimportant (1)	6%	6%	4%	8%	8%	8%	7%	7%	0%	4%	0%	4%	3%	0%	2%	4%
- NET: Unimportant (2,1)	11%	11%	6%	12%	10%	12%	10%	10%	3%	11%	4%	6%	7%	0%	6%	7%
Mean	3.942	4.102	4.196	4.035	4.051	3.854	4.051	4.051	4.127	4.045	4.128	4.242	4.030	4.161	4.123	4.135
Not included in base:																
Decline to Answer	7	6	5	2	5	5	22	122	1	1	3	1	2	6	12	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*

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		142	-	-	-	-	-	952	4302
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	56%	56%	69%	67%	71%	60%	64%	63%
Very important	(5)	29%	37%	42%	40%	42%	25%	37%	36%
Somewhat important	(4)	27%	20%	27%	26%	28%	35%	27%	27%
- Neither important nor unimportant	(3)	26%	23%	17%	19%	14%	24%	20%	21%
Somewhat unimportant	(2)	5%	9%	4%	4%	6%	6%	6%	5%
Very unimportant	(1)	13%	12%	10%	10%	9%	10%	10%	11%
- NET: Unimportant	(2,1)	18%	21%	14%	14%	16%	16%	17%	16%
Mean		3.551	3.601	3.862	3.826	3.882	3.583	3.743	3.724
Not included in base:									
Decline to Answer		8	7	7	8	8	10	40	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	90 100%	- 100%	- 100%	- 100%	- 100%	- 100%	574 100%	2577 100%	52 100%	- 100%	- 100%	- 100%	- 100%	- 100%	379 100%	1725 100%
- NET: Important (5,4)	47%	53%	69%	70%	70%	57%	63%	62%	72%	60%	69%	62%	72%	64%	65%	64%
Very important (5)	23%	34%	40%	34%	40%	23%	34%	32%	41%	41%	44%	49%	47%	28%	42%	43%
Somewhat important (4)	25%	20%	29%	36%	30%	35%	29%	30%	32%	19%	25%	13%	25%	36%	23%	22%
- Neither important nor unimportant (3)	30%	24%	12%	18%	15%	24%	19%	21%	18%	21%	23%	21%	13%	24%	21%	21%
Somewhat unimportant (2)	6%	11%	7%	4%	7%	10%	8%	6%	4%	8%	0%	3%	6%	1%	4%	4%
Very unimportant (1)	16%	12%	12%	8%	9%	9%	10%	11%	6%	11%	8%	13%	9%	12%	11%	10%
- NET: Unimportant (2,1)	23%	23%	19%	12%	16%	19%	18%	17%	9%	18%	8%	17%	16%	13%	15%	14%
Mean	3.305	3.524	3.784	3.835	3.851	3.525	3.697	3.653	3.977	3.719	3.970	3.813	3.939	3.668	3.813	3.830
Not included in base:																
Decline to Answer	3	6	6	5	2	5	23	122	5	1	2	3	6	5	17	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	102 100%	- 100%	- 100%	- 100%	- 100%	- 100%	701 100%	3207 100%	40 100%	- 100%	- 100%	- 100%	- 100%	- 100%	251 100%	1095 100%
- NET: Important (5,4)	49%	53%	64%	65%	64%	56%	60%	59%	76%	64%	82%	72%	91%	69%	75%	73%
Very important (5)	26%	31%	39%	36%	40%	22%	34%	33%	37%	53%	49%	53%	50%	31%	47%	45%
Somewhat important (4)	23%	22%	25%	29%	24%	34%	27%	26%	39%	11%	33%	20%	41%	38%	27%	28%
- Neither important nor unimportant (3)	29%	25%	18%	19%	15%	24%	20%	23%	18%	18%	13%	20%	9%	23%	17%	17%
Somewhat unimportant (2)	7%	8%	5%	4%	8%	8%	7%	6%	1%	14%	0%	3%	0%	3%	5%	4%
Very unimportant (1)	15%	14%	13%	12%	12%	12%	13%	12%	6%	5%	5%	5%	0%	5%	4%	6%
- NET: Unimportant (2,1)	22%	22%	18%	16%	20%	20%	19%	18%	7%	18%	5%	8%	0%	8%	9%	10%
Mean	3.377	3.490	3.726	3.720	3.722	3.461	3.618	3.620	3.998	3.946	4.200	4.118	4.409	3.867	4.091	4.030
Not included in base:																
Decline to Answer	7	4	5	4	6	4	23	127	1	3	3	3	2	6	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*

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		123 100%	- 100%	- 100%	- 100%	- 100%	- 100%	814 100%	3541 100%
- NET: Effective	(5,4)	53%	41%	46%	38%	56%	37%	44%	41%
Very effective	(5)	16%	15%	12%	12%	17%	13%	14%	13%
Somewhat effective	(4)	36%	26%	33%	26%	39%	25%	30%	28%
- Neither effective nor ineffective	(3)	16%	12%	19%	17%	15%	15%	15%	17%
Somewhat ineffective	(2)	14%	23%	17%	19%	12%	19%	18%	17%
Very ineffective	(1)	17%	24%	18%	26%	17%	29%	23%	25%
- NET: Ineffective	(2,1)	32%	47%	36%	45%	29%	47%	41%	42%
Mean		3.205	2.852	3.039	2.789	3.261	2.740	2.942	2.870
Not included in base:									
Decline to Answer		7	6	6	5	5	9	30	182
Not Applicable		20	48	31	31	5	33	148	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	78 100%	- 100%	- 100%	- 100%	- 100%	- 100%	486 100%	2122 100%	45 100%	- 100%	- 100%	- 100%	- 100%	- 100%	328 100%	1418 100%
- NET: Effective (5,4)	52%	39%	50%	35%	50%	34%	42%	38%	55%	45%	39%	42%	65%	42%	47%	46%
Very effective (5)	17%	16%	14%	12%	17%	14%	15%	12%	16%	14%	11%	12%	16%	11%	13%	15%
Somewhat effective (4)	35%	23%	37%	23%	33%	20%	27%	26%	39%	32%	28%	30%	49%	31%	34%	31%
- Neither effective nor ineffective (3)	18%	12%	21%	21%	22%	19%	19%	20%	11%	12%	15%	13%	3%	10%	11%	12%
Somewhat ineffective (2)	11%	28%	11%	18%	12%	20%	18%	17%	21%	15%	26%	20%	12%	16%	18%	17%
Very ineffective (1)	20%	22%	17%	27%	16%	26%	21%	26%	13%	27%	20%	25%	19%	32%	25%	25%
- NET: Ineffective (2,1)	30%	49%	28%	45%	28%	47%	40%	42%	34%	43%	45%	45%	31%	48%	42%	42%
Mean	3.183	2.830	3.180	2.758	3.231	2.747	2.953	2.822	3.243	2.887	2.856	2.830	3.314	2.729	2.926	2.941
Not included in base:																
Decline to Answer	3	4	4	3	1	7	19	115	4	2	2	2	4	2	11	67
Not Applicable	12	28	21	21	3	19	92	462	8	20	10	10	2	14	56	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	90 100%	- 100%	- 100%	- 100%	- 100%	- 100%	585 100%	2583 100%	33 100%	- 100%	- 100%	- 100%	- 100%	- 100%	228 100%	958 100%
- NET: Effective (5,4)	49%	39%	41%	40%	53%	35%	42%	39%	62%	47%	56%	33%	64%	42%	48%	47%
Very effective (5)	11%	11%	12%	12%	15%	16%	13%	12%	30%	27%	14%	13%	23%	6%	17%	18%
Somewhat effective (4)	38%	28%	29%	28%	39%	19%	29%	27%	32%	20%	42%	20%	41%	35%	31%	29%
- Neither effective nor ineffective (3)	15%	13%	13%	17%	12%	13%	14%	16%	18%	8%	30%	18%	24%	20%	19%	18%
Somewhat ineffective (2)	16%	23%	24%	18%	15%	21%	20%	18%	11%	21%	3%	20%	5%	14%	13%	14%
Very ineffective (1)	20%	24%	22%	25%	20%	31%	24%	26%	8%	24%	12%	29%	7%	24%	20%	22%
- NET: Ineffective (2,1)	36%	47%	46%	43%	34%	52%	44%	45%	20%	45%	14%	49%	12%	39%	33%	36%
Mean	3.043	2.783	2.848	2.831	3.141	2.680	2.874	2.797	3.648	3.052	3.444	2.683	3.676	2.852	3.118	3.066
Not included in base:																
Decline to Answer	6	6	6	4	3	5	23	122	1	-	-	1	2	4	7	60
Not Applicable	13	36	24	23	3	29	116	630	7	12	7	7	2	4	32	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*

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		140 100%	- 100%	- 100%	- 100%	- 100%	- 100%	934 100%	4205 100%
- NET: Effective	(5,4)	76%	69%	74%	71%	75%	64%	70%	67%
Very effective	(5)	31%	31%	34%	31%	28%	34%	31%	29%
Somewhat effective	(4)	45%	38%	40%	40%	47%	30%	39%	38%
- Neither effective nor ineffective	(3)	8%	8%	10%	9%	11%	13%	10%	11%
Somewhat ineffective	(2)	12%	13%	10%	11%	7%	14%	11%	11%
Very ineffective	(1)	5%	9%	7%	9%	7%	10%	8%	10%
- NET: Ineffective	(2,1)	17%	23%	17%	20%	14%	23%	20%	22%
Mean		3.846	3.673	3.840	3.733	3.815	3.652	3.737	3.638
Not included in base:									
Decline to Answer		7	6	6	4	6	8	30	174
Not Applicable		3	4	6	9	4	5	28	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	89 100%	- 100%	- 100%	- 100%	- 100%	- 100%	564 100%	2517 100%	51 100%	- 100%	- 100%	- 100%	- 100%	- 100%	370 100%	1688 100%
- NET: Effective (5,4)	76%	66%	72%	69%	69%	61%	67%	65%	74%	73%	77%	74%	86%	68%	75%	70%
Very effective (5)	31%	30%	32%	33%	28%	36%	32%	27%	31%	32%	35%	29%	28%	32%	31%	31%
Somewhat effective (4)	46%	36%	39%	36%	41%	25%	36%	38%	43%	42%	42%	45%	57%	36%	44%	39%
- Neither effective nor ineffective (3)	7%	11%	12%	10%	15%	17%	13%	13%	9%	4%	5%	7%	5%	8%	6%	8%
Somewhat ineffective (2)	11%	16%	9%	12%	8%	16%	12%	12%	13%	9%	11%	11%	5%	11%	9%	11%
Very ineffective (1)	6%	7%	7%	9%	8%	7%	8%	10%	4%	13%	7%	9%	5%	13%	10%	11%
- NET: Ineffective (2,1)	17%	23%	16%	21%	16%	23%	20%	21%	16%	23%	18%	19%	10%	24%	19%	22%
Mean	3.843	3.665	3.813	3.723	3.717	3.660	3.711	3.612	3.853	3.687	3.881	3.747	3.994	3.639	3.778	3.677
Not included in base:																
Decline to Answer	3	4	4	3	2	6	19	110	4	2	2	1	4	2	10	64
Not Applicable	1	1	2	5	1	4	13	73	2	3	3	4	3	2	15	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	101 100%	- 100%	- 100%	- 100%	- 100%	- 100%	682 100%	3130 100%	39 100%	- 100%	- 100%	- 100%	- 100%	- 100%	252 100%	1075 100%
- NET: Effective (5,4)	72%	68%	72%	76%	76%	68%	72%	68%	85%	73%	79%	57%	70%	54%	66%	66%
Very effective (5)	29%	29%	32%	33%	30%	38%	32%	29%	36%	35%	36%	27%	21%	26%	29%	28%
Somewhat effective (4)	43%	39%	39%	43%	46%	31%	40%	39%	49%	38%	43%	30%	49%	27%	37%	37%
- Neither effective nor ineffective (3)	9%	8%	8%	6%	10%	9%	8%	10%	4%	8%	14%	15%	17%	22%	15%	13%
Somewhat ineffective (2)	12%	13%	12%	11%	7%	13%	11%	12%	11%	15%	5%	13%	8%	16%	12%	11%
Very ineffective (1)	7%	11%	9%	7%	8%	10%	9%	10%	0%	4%	3%	15%	5%	8%	7%	11%
- NET: Ineffective (2,1)	19%	24%	20%	18%	14%	23%	20%	22%	11%	19%	8%	28%	13%	24%	19%	22%
Mean	3.750	3.614	3.752	3.847	3.837	3.732	3.750	3.646	4.101	3.843	4.046	3.418	3.734	3.477	3.702	3.614
Not included in base:																
Decline to Answer	6	6	6	3	4	4	22	119	1	-	-	1	2	4	7	55
Not Applicable	2	4	4	5	1	5	20	86	1	-	1	4	3	-	9	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*

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		136 100%	- 100%	- 100%	- 100%	- 100%	- 100%	917 100%	3996 100%
- NET: Effective	(5,4)	61%	65%	71%	60%	63%	60%	64%	60%
Very effective	(5)	22%	31%	30%	17%	21%	19%	24%	21%
Somewhat effective	(4)	40%	35%	41%	43%	42%	41%	40%	39%
- Neither effective nor ineffective	(3)	20%	14%	15%	21%	16%	17%	16%	17%
Somewhat ineffective	(2)	14%	12%	11%	12%	13%	13%	12%	13%
Very ineffective	(1)	5%	9%	3%	7%	9%	11%	8%	10%
- NET: Ineffective	(2,1)	18%	21%	14%	20%	22%	24%	20%	23%
Mean		3.598	3.656	3.834	3.496	3.528	3.443	3.591	3.471
Not included in base:									
Decline to Answer		7	7	6	4	6	9	32	185
Not Applicable		6	8	6	17	7	5	43	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	84 100%	- 100%	- 100%	- 100%	- 100%	- 100%	548 100%	2369 100%	52 100%	- 100%	- 100%	- 100%	- 100%	- 100%	369 100%	1627 100%
- NET: Effective (5,4)	57%	65%	67%	59%	58%	61%	62%	58%	68%	65%	77%	60%	71%	58%	66%	63%
Very effective (5)	19%	26%	27%	18%	17%	21%	22%	18%	26%	37%	34%	15%	27%	16%	26%	25%
Somewhat effective (4)	38%	39%	40%	41%	41%	40%	40%	40%	42%	28%	43%	46%	44%	42%	40%	38%
- Neither effective nor ineffective (3)	24%	15%	19%	23%	18%	18%	18%	19%	15%	12%	10%	17%	11%	15%	13%	14%
Somewhat ineffective (2)	14%	11%	11%	14%	13%	11%	12%	13%	14%	13%	11%	10%	14%	15%	13%	12%
Very ineffective (1)	5%	9%	4%	4%	11%	10%	8%	10%	4%	10%	3%	12%	5%	12%	9%	10%
- NET: Ineffective (2,1)	19%	20%	14%	18%	24%	21%	19%	23%	17%	23%	14%	22%	19%	27%	21%	23%
Mean	3.515	3.637	3.759	3.559	3.407	3.507	3.572	3.426	3.734	3.685	3.944	3.409	3.740	3.356	3.620	3.537
Not included in base:																
Decline to Answer	3	5	4	3	1	6	19	114	4	2	2	1	5	3	12	71
Not Applicable	6	7	2	10	6	5	29	217	1	1	4	7	1	1	14	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	99 100%	- 100%	- 100%	- 100%	- 100%	- 100%	670 100%	2958 100%	37 100%	- 100%	- 100%	- 100%	- 100%	- 100%	248 100%	1037 100%
- NET: Effective (5,4)	54%	65%	73%	57%	60%	56%	62%	59%	81%	67%	67%	66%	71%	67%	67%	63%
Very effective (5)	13%	26%	34%	19%	19%	20%	24%	20%	44%	44%	19%	12%	26%	16%	24%	23%
Somewhat effective (4)	41%	39%	38%	38%	41%	36%	39%	39%	38%	22%	48%	54%	45%	51%	43%	40%
- Neither effective nor ineffective (3)	23%	12%	12%	23%	16%	17%	16%	17%	13%	20%	22%	16%	16%	17%	18%	17%
Somewhat ineffective (2)	17%	14%	12%	14%	13%	17%	14%	14%	4%	7%	8%	9%	14%	5%	8%	10%
Very ineffective (1)	6%	10%	3%	6%	11%	10%	8%	10%	1%	7%	3%	10%	0%	11%	7%	10%
- NET: Ineffective (2,1)	23%	24%	15%	20%	24%	27%	22%	24%	5%	13%	11%	19%	14%	16%	15%	20%
Mean	3.375	3.573	3.885	3.497	3.443	3.389	3.551	3.438	4.191	3.904	3.714	3.494	3.825	3.562	3.700	3.566
Not included in base:																
Decline to Answer	6	7	6	3	3	5	23	123	1	-	-	1	3	4	8	61
Not Applicable	4	5	4	13	5	5	31	253	2	3	2	4	2	-	12	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*

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		123 100%	- 100%	- 100%	- 100%	- 100%	- 100%	899 100%	3783 100%
- NET: Effective	(5,4)	57%	62%	68%	55%	55%	58%	59%	56%
Very effective	(5)	20%	28%	31%	15%	15%	15%	21%	19%
Somewhat effective	(4)	38%	34%	37%	39%	40%	42%	38%	36%
- Neither effective nor ineffective	(3)	21%	13%	17%	24%	20%	18%	18%	18%
Somewhat ineffective	(2)	11%	14%	13%	13%	13%	10%	13%	14%
Very ineffective	(1)	10%	11%	2%	9%	12%	14%	10%	12%
- NET: Ineffective	(2,1)	21%	25%	15%	22%	24%	24%	22%	26%
Mean		3.453	3.540	3.807	3.392	3.344	3.348	3.484	3.373
Not included in base:									
Decline to Answer		7	6	7	4	6	9	31	189
Not Applicable		20	6	8	29	10	8	62	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	77 100%	- 100%	- 100%	- 100%	- 100%	- 100%	541 100%	2259 100%	46 100%	- 100%	- 100%	- 100%	- 100%	- 100%	358 100%	1524 100%
- NET: Effective (5,4)	51%	60%	67%	55%	50%	61%	58%	54%	68%	65%	69%	53%	64%	54%	61%	58%
Very effective (5)	16%	25%	29%	16%	12%	16%	20%	17%	25%	32%	33%	14%	21%	15%	24%	23%
Somewhat effective (4)	35%	35%	38%	39%	38%	45%	39%	37%	43%	33%	36%	39%	43%	39%	38%	35%
- Neither effective nor ineffective (3)	28%	16%	20%	25%	23%	19%	20%	20%	10%	10%	13%	22%	16%	16%	15%	16%
Somewhat ineffective (2)	9%	13%	11%	14%	13%	9%	12%	13%	14%	15%	15%	11%	12%	13%	14%	14%
Very ineffective (1)	12%	11%	2%	5%	14%	12%	9%	12%	8%	10%	3%	14%	8%	18%	11%	12%
- NET: Ineffective (2,1)	21%	24%	13%	20%	27%	20%	21%	26%	22%	25%	18%	25%	20%	30%	24%	26%
Mean	3.345	3.494	3.801	3.466	3.219	3.444	3.475	3.335	3.632	3.612	3.816	3.292	3.562	3.212	3.499	3.429
Not included in base:																
Decline to Answer	3	4	4	3	1	6	18	115	4	2	3	1	5	3	13	74
Not Applicable	13	4	4	18	8	4	38	325	7	2	4	11	2	4	24	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	86 100%	- 100%	- 100%	- 100%	- 100%	- 100%	660 100%	2797 100%	37 100%	- 100%	- 100%	- 100%	- 100%	- 100%	239 100%	985 100%
- NET: Effective (5,4)	51%	61%	69%	51%	52%	55%	58%	55%	71%	64%	64%	65%	67%	64%	65%	58%
Very effective (5)	12%	24%	33%	16%	14%	18%	21%	19%	37%	38%	25%	15%	21%	11%	23%	21%
Somewhat effective (4)	40%	37%	36%	35%	38%	38%	37%	36%	34%	26%	39%	50%	46%	53%	42%	37%
- Neither effective nor ineffective (3)	22%	13%	14%	26%	22%	17%	18%	18%	21%	13%	25%	18%	16%	20%	18%	19%
Somewhat ineffective (2)	14%	14%	13%	16%	12%	13%	14%	14%	4%	14%	12%	4%	14%	5%	10%	12%
Very ineffective (1)	13%	11%	3%	8%	14%	15%	11%	12%	4%	9%	0%	12%	3%	11%	8%	11%
- NET: Ineffective (2,1)	27%	25%	17%	24%	27%	28%	24%	27%	8%	23%	12%	16%	17%	17%	17%	23%
Mean	3.232	3.487	3.820	3.348	3.248	3.296	3.433	3.345	3.961	3.698	3.775	3.514	3.684	3.462	3.625	3.451
Not included in base:																
Decline to Answer	6	6	7	3	3	5	23	126	1	-	-	1	3	4	8	63
Not Applicable	17	4	4	20	7	6	41	411	2	3	4	9	3	2	20	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*

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		119 100%	- 100%	- 100%	- 100%	- 100%	- 100%	769 100%	3442 100%
- NET: Effective	(5,4)	30%	34%	25%	27%	33%	34%	31%	30%
Very effective	(5)	10%	10%	4%	8%	12%	8%	9%	8%
Somewhat effective	(4)	20%	24%	21%	19%	21%	26%	22%	21%
- Neither effective nor ineffective	(3)	24%	27%	22%	24%	27%	15%	24%	23%
Somewhat ineffective	(2)	23%	22%	28%	19%	23%	21%	22%	20%
Very ineffective	(1)	23%	18%	26%	29%	17%	30%	23%	27%
- NET: Ineffective	(2,1)	46%	40%	53%	49%	40%	51%	46%	48%
Mean		2.723	2.859	2.493	2.572	2.881	2.622	2.709	2.630
Not included in base:									
Decline to Answer		8	7	7	4	6	10	34	206
Not Applicable		23	38	43	42	25	42	190	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	77 100%	- 100%	- 100%	- 100%	- 100%	- 100%	474 100%	2100 100%	42 100%	- 100%	- 100%	- 100%	- 100%	- 100%	295 100%	1342 100%
- NET: Effective (5,4)	25%	33%	27%	30%	35%	39%	33%	28%	41%	34%	20%	23%	29%	28%	27%	32%
Very effective (5)	6%	11%	6%	10%	10%	9%	10%	8%	17%	8%	0%	6%	15%	7%	7%	9%
Somewhat effective (4)	19%	23%	21%	19%	25%	30%	23%	20%	23%	25%	20%	18%	13%	21%	20%	23%
- Neither effective nor ineffective (3)	29%	29%	23%	27%	28%	16%	25%	25%	16%	22%	21%	21%	26%	12%	21%	18%
Somewhat ineffective (2)	24%	23%	25%	17%	23%	20%	22%	20%	20%	21%	32%	22%	23%	23%	24%	21%
Very ineffective (1)	22%	14%	25%	26%	14%	25%	20%	26%	24%	23%	26%	33%	22%	37%	28%	29%
- NET: Ineffective (2,1)	47%	38%	50%	44%	37%	44%	42%	47%	44%	44%	58%	56%	45%	60%	52%	50%
Mean	2.623	2.921	2.577	2.702	2.938	2.790	2.810	2.627	2.907	2.754	2.362	2.398	2.767	2.378	2.548	2.634
Not included in base:																
Decline to Answer	3	5	5	3	1	7	21	128	5	2	2	1	5	3	12	78
Not Applicable	13	18	22	26	13	23	102	472	10	20	21	17	12	19	88	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	83 100%	- 100%	- 100%	- 100%	- 100%	- 100%	542 100%	2491 100%	36 100%	- 100%	- 100%	- 100%	- 100%	- 100%	226 100%	951 100%
- NET: Effective (5,4)	30%	30%	28%	28%	31%	34%	30%	28%	31%	43%	17%	25%	38%	35%	32%	34%
Very effective (5)	7%	8%	4%	10%	11%	8%	8%	7%	17%	14%	4%	5%	16%	9%	10%	11%
Somewhat effective (4)	23%	22%	24%	18%	21%	26%	22%	20%	14%	29%	13%	21%	22%	26%	23%	23%
- Neither effective nor ineffective (3)	18%	26%	16%	21%	26%	16%	22%	23%	37%	29%	35%	32%	32%	12%	28%	23%
Somewhat ineffective (2)	25%	24%	30%	17%	23%	17%	22%	21%	19%	17%	24%	24%	20%	29%	23%	19%
Very ineffective (1)	27%	20%	26%	34%	19%	33%	25%	29%	13%	11%	24%	19%	10%	24%	17%	24%
- NET: Ineffective (2,1)	51%	44%	56%	51%	43%	49%	48%	50%	32%	28%	48%	43%	30%	53%	40%	43%
Mean	2.591	2.741	2.498	2.522	2.798	2.593	2.652	2.567	3.029	3.178	2.482	2.684	3.144	2.672	2.848	2.794
Not included in base:																
Decline to Answer	6	7	6	3	4	5	25	144	2	-	1	1	2	4	9	63
Not Applicable	20	31	33	36	21	36	157	700	3	7	10	6	4	6	33	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*

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		120 100%	- 100%	- 100%	- 100%	- 100%	- 100%	745 100%	3479 100%
- NET: Effective	(5,4)	48%	59%	38%	40%	42%	46%	46%	47%
Very effective	(5)	18%	22%	10%	5%	11%	13%	13%	14%
Somewhat effective	(4)	30%	38%	28%	35%	32%	34%	34%	33%
- Neither effective nor ineffective	(3)	33%	28%	39%	36%	40%	33%	35%	33%
Somewhat ineffective	(2)	8%	8%	14%	7%	8%	10%	9%	11%
Very ineffective	(1)	11%	5%	9%	16%	10%	11%	10%	10%
- NET: Ineffective	(2,1)	19%	12%	23%	23%	18%	21%	19%	20%
Mean		3.347	3.644	3.152	3.066	3.249	3.266	3.302	3.310
Not included in base:									
Decline to Answer		7	8	7	6	10	10	41	197
Not Applicable		23	45	35	49	29	48	206	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	77 100%	- 100%	- 100%	- 100%	- 100%	- 100%	457 100%	2089 100%	43 100%	- 100%	- 100%	- 100%	- 100%	- 100%	288 100%	1389 100%
- NET: Effective (5,4)	45%	59%	43%	41%	39%	48%	47%	44%	51%	61%	30%	40%	49%	44%	46%	50%
Very effective (5)	15%	21%	10%	4%	7%	10%	11%	12%	22%	23%	9%	7%	18%	16%	15%	17%
Somewhat effective (4)	30%	38%	33%	37%	32%	38%	36%	32%	30%	37%	22%	33%	32%	27%	31%	33%
- Neither effective nor ineffective (3)	31%	31%	40%	36%	41%	29%	35%	35%	37%	23%	37%	37%	37%	39%	34%	30%
Somewhat ineffective (2)	10%	6%	7%	8%	8%	9%	8%	11%	4%	10%	26%	6%	6%	11%	11%	10%
Very ineffective (1)	14%	4%	10%	15%	12%	15%	10%	10%	7%	6%	7%	17%	8%	6%	9%	9%
- NET: Ineffective (2,1)	24%	10%	17%	23%	20%	23%	18%	21%	11%	16%	33%	23%	14%	18%	20%	19%
Mean	3.233	3.658	3.262	3.068	3.145	3.203	3.297	3.254	3.554	3.619	2.980	3.064	3.451	3.360	3.310	3.393
Not included in base:																
Decline to Answer	3	5	5	4	5	6	26	127	4	3	2	2	5	4	15	70
Not Applicable	13	24	17	31	15	27	114	483	10	21	18	17	14	21	92	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	83 100%	- 100%	- 100%	- 100%	- 100%	- 100%	531 100%	2513 100%	37 100%	- 100%	- 100%	- 100%	- 100%	- 100%	214 100%	965 100%
- NET: Effective (5,4)	44%	58%	37%	41%	40%	49%	46%	46%	56%	64%	39%	39%	49%	40%	47%	50%
Very effective (5)	13%	20%	10%	6%	12%	17%	13%	13%	27%	27%	7%	3%	6%	3%	10%	16%
Somewhat effective (4)	30%	38%	27%	35%	29%	32%	32%	32%	30%	37%	32%	36%	43%	38%	37%	34%
- Neither effective nor ineffective (3)	33%	30%	36%	35%	41%	29%	34%	34%	34%	24%	45%	39%	35%	41%	36%	31%
Somewhat ineffective (2)	9%	8%	18%	7%	5%	10%	9%	11%	6%	7%	6%	8%	16%	9%	9%	10%
Very ineffective (1)	15%	5%	9%	17%	13%	12%	11%	10%	3%	5%	10%	14%	0%	10%	8%	9%
- NET: Ineffective (2,1)	23%	12%	26%	24%	18%	22%	20%	21%	10%	12%	16%	21%	16%	19%	17%	19%
Mean	3.190	3.607	3.128	3.063	3.206	3.325	3.291	3.282	3.699	3.741	3.209	3.073	3.391	3.143	3.331	3.382
Not included in base:																
Decline to Answer	6	7	6	5	8	5	30	135	1	1	1	1	2	5	11	62
Not Applicable	20	39	25	42	22	36	163	687	3	7	10	7	7	12	43	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*

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		117 100%	- 100%	- 100%	- 100%	- 100%	- 100%	848 100%	3904 100%
- NET: Effective	(5,4)	57%	65%	73%	53%	55%	67%	62%	65%
Very effective	(5)	21%	30%	35%	22%	20%	32%	27%	30%
Somewhat effective	(4)	36%	35%	39%	31%	35%	35%	35%	34%
- Neither effective nor ineffective	(3)	14%	14%	14%	14%	14%	16%	14%	12%
Somewhat ineffective	(2)	12%	13%	10%	17%	21%	10%	14%	13%
Very ineffective	(1)	17%	8%	3%	17%	10%	7%	9%	11%
- NET: Ineffective	(2,1)	29%	21%	13%	34%	31%	17%	24%	24%
Mean		3.323	3.650	3.922	3.240	3.332	3.752	3.569	3.605
Not included in base:									
Decline to Answer		7	8	6	7	6	8	35	181
Not Applicable		26	35	14	22	20	19	109	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	73 100%	- 100%	- 100%	- 100%	- 100%	- 100%	508 100%	2316 100%	44 100%	- 100%	- 100%	- 100%	- 100%	- 100%	341 100%	1588 100%
- NET: Effective (5,4)	54%	65%	68%	48%	53%	63%	59%	61%	63%	64%	81%	59%	59%	73%	67%	70%
Very effective (5)	20%	30%	31%	13%	18%	28%	24%	27%	24%	30%	40%	32%	22%	37%	32%	35%
Somewhat effective (4)	34%	35%	37%	34%	34%	34%	35%	34%	39%	34%	41%	27%	37%	36%	35%	35%
- Neither effective nor ineffective (3)	15%	15%	19%	14%	18%	21%	17%	14%	12%	12%	6%	13%	7%	9%	10%	8%
Somewhat ineffective (2)	15%	11%	10%	17%	19%	9%	13%	13%	7%	17%	9%	17%	26%	12%	16%	13%
Very ineffective (1)	17%	9%	2%	21%	11%	7%	10%	12%	18%	7%	4%	11%	8%	6%	7%	9%
- NET: Ineffective (2,1)	32%	19%	12%	38%	30%	17%	24%	25%	25%	24%	13%	28%	34%	18%	24%	22%
Mean	3.251	3.666	3.849	3.019	3.299	3.667	3.495	3.520	3.444	3.626	4.031	3.526	3.392	3.864	3.680	3.731
Not included in base:																
Decline to Answer	3	6	4	4	2	6	23	117	4	2	2	3	4	2	12	64
Not Applicable	17	19	6	16	13	13	67	267	9	16	7	6	7	6	42	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	80 100%	- 100%	- 100%	- 100%	- 100%	- 100%	613 100%	2874 100%	37 100%	- 100%	- 100%	- 100%	- 100%	- 100%	235 100%	1029 100%
- NET: Effective (5,4)	58%	63%	76%	52%	55%	74%	63%	65%	55%	69%	67%	56%	57%	53%	60%	64%
Very effective (5)	23%	28%	36%	21%	21%	37%	28%	31%	18%	35%	30%	22%	17%	22%	26%	30%
Somewhat effective (4)	35%	35%	40%	30%	34%	37%	35%	34%	37%	34%	37%	33%	40%	30%	35%	35%
- Neither effective nor ineffective (3)	10%	13%	10%	14%	15%	11%	13%	11%	22%	17%	22%	13%	8%	26%	18%	13%
Somewhat ineffective (2)	12%	15%	10%	17%	20%	8%	14%	13%	13%	9%	8%	16%	26%	17%	15%	13%
Very ineffective (1)	20%	9%	4%	17%	11%	8%	10%	11%	10%	5%	2%	15%	9%	4%	7%	10%
- NET: Ineffective (2,1)	32%	24%	14%	35%	30%	15%	24%	24%	23%	14%	11%	31%	35%	21%	22%	22%
Mean	3.290	3.579	3.956	3.208	3.342	3.872	3.568	3.600	3.394	3.850	3.845	3.316	3.297	3.491	3.573	3.620
Not included in base:																
Decline to Answer	6	7	6	5	4	4	25	124	1	1	-	2	2	4	9	57
Not Applicable	23	29	10	19	13	14	85	336	3	7	3	2	7	4	23	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*

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		75 100%	- 100%	- 100%	- 100%	- 100%	- 100%	590 100%	2612 100%
- NET: Effective	(5,4)	37%	48%	62%	42%	25%	53%	46%	42%
Very effective	(5)	16%	30%	36%	27%	10%	34%	27%	26%
Somewhat effective	(4)	21%	18%	26%	15%	15%	19%	18%	16%
- Neither effective nor ineffective	(3)	24%	26%	24%	30%	36%	27%	28%	26%
Somewhat ineffective	(2)	10%	11%	7%	10%	16%	5%	10%	10%
Very ineffective	(1)	29%	15%	7%	18%	24%	15%	16%	22%
- NET: Ineffective	(2,1)	39%	26%	14%	28%	40%	21%	26%	32%
Mean		2.845	3.364	3.775	3.240	2.702	3.511	3.316	3.139
Not included in base:									
Decline to Answer		9	8	9	9	9	12	47	247
Not Applicable		66	92	48	69	74	71	355	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	45 100%	- 100%	- 100%	- 100%	- 100%	- 100%	358 100%	1587 100%	29 100%	- 100%	- 100%	- 100%	- 100%	- 100%	232 100%	1025 100%
- NET: Effective (5,4)	40%	44%	55%	29%	20%	49%	39%	38%	31%	54%	74%	57%	35%	59%	57%	48%
Very effective (5)	19%	28%	24%	16%	7%	30%	21%	22%	11%	34%	54%	40%	16%	40%	38%	32%
Somewhat effective (4)	21%	16%	30%	14%	13%	19%	18%	16%	21%	20%	20%	17%	19%	18%	19%	16%
- Neither effective nor ineffective (3)	27%	32%	31%	34%	41%	33%	34%	30%	20%	17%	14%	25%	23%	17%	19%	19%
Somewhat ineffective (2)	8%	7%	10%	15%	14%	6%	10%	10%	14%	17%	2%	5%	19%	5%	10%	8%
Very ineffective (1)	25%	18%	5%	22%	25%	12%	17%	21%	35%	12%	10%	13%	22%	19%	14%	24%
- NET: Ineffective (2,1)	33%	25%	15%	37%	39%	18%	27%	32%	49%	29%	12%	18%	42%	24%	24%	33%
Mean	3.014	3.291	3.596	2.867	2.634	3.482	3.158	3.075	2.583	3.470	4.054	3.662	2.869	3.555	3.559	3.238
Not included in base:																
Decline to Answer	6	6	6	6	3	8	28	157	4	2	3	4	6	5	19	91
Not Applicable	42	58	25	47	40	40	210	956	24	35	23	22	34	31	144	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	51 100%	- 100%	- 100%	- 100%	- 100%	- 100%	425 100%	1884 100%	24 100%	- 100%	- 100%	- 100%	- 100%	- 100%	165 100%	728 100%
- NET: Effective (5,4)	38%	48%	66%	44%	24%	62%	48%	43%	33%	47%	54%	38%	27%	32%	41%	40%
Very effective (5)	16%	31%	43%	28%	11%	45%	30%	27%	14%	28%	21%	25%	4%	11%	20%	24%
Somewhat effective (4)	22%	17%	23%	16%	13%	18%	17%	16%	19%	19%	32%	13%	23%	21%	21%	17%
- Neither effective nor ineffective (3)	22%	22%	19%	31%	35%	18%	25%	24%	29%	34%	36%	27%	38%	47%	36%	29%
Somewhat ineffective (2)	10%	12%	7%	7%	14%	4%	9%	9%	11%	9%	7%	19%	23%	9%	12%	11%
Very ineffective (1)	30%	18%	8%	18%	27%	16%	18%	24%	27%	9%	4%	16%	13%	13%	11%	20%
- NET: Ineffective (2,1)	40%	30%	15%	25%	41%	20%	27%	33%	38%	18%	11%	35%	36%	22%	23%	31%
Mean	2.856	3.319	3.855	3.285	2.672	3.703	3.335	3.141	2.822	3.478	3.603	3.124	2.815	3.082	3.265	3.134
Not included in base:																
Decline to Answer	7	8	8	6	7	8	37	174	2	-	1	3	2	4	10	74
Not Applicable	51	73	36	51	54	49	262	1277	15	20	12	18	20	23	92	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*

	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	61 100%	- 100%	- 100%	- 100%	- 100%	- 100%	448 100%	2054 100%
- NET: Effective (5,4)	27%	34%	39%	32%	19%	29%	31%	27%
Very effective (5)	8%	23%	12%	17%	9%	17%	16%	13%
Somewhat effective (4)	19%	11%	27%	15%	10%	12%	15%	14%
- Neither effective nor ineffective (3)	34%	47%	44%	38%	46%	53%	45%	42%
Somewhat ineffective (2)	6%	7%	4%	11%	15%	5%	9%	9%
Very ineffective (1)	34%	13%	13%	19%	20%	14%	16%	22%
- NET: Ineffective (2,1)	39%	20%	17%	30%	35%	18%	24%	31%
Mean	2.613	3.242	3.204	3.002	2.717	3.134	3.067	2.863
Not included in base:								
Decline to Answer	9	10	11	11	13	11	56	275
Not Applicable	79	124	80	86	99	100	488	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	35 100%	- 100%	- 100%	- 100%	- 100%	- 100%	276 100%	1246 100%	26 100%	- 100%	- 100%	- 100%	- 100%	- 100%	172 100%	808 100%
- NET: Effective (5,4)	19%	30%	36%	26%	12%	21%	25%	22%	37%	39%	43%	41%	38%	40%	40%	34%
Very effective (5)	0%	20%	7%	10%	3%	9%	10%	9%	17%	27%	20%	25%	23%	30%	25%	20%
Somewhat effective (4)	19%	10%	29%	15%	9%	12%	15%	13%	19%	12%	24%	15%	15%	10%	15%	14%
- Neither effective nor ineffective (3)	44%	52%	49%	38%	52%	60%	50%	47%	21%	39%	37%	37%	29%	41%	37%	33%
Somewhat ineffective (2)	4%	4%	2%	12%	13%	6%	8%	9%	8%	10%	6%	11%	19%	3%	10%	9%
Very ineffective (1)	32%	13%	13%	24%	23%	13%	18%	21%	35%	12%	14%	12%	14%	15%	13%	24%
- NET: Ineffective (2,1)	37%	18%	15%	36%	36%	19%	25%	31%	43%	22%	20%	22%	33%	18%	23%	33%
Mean	2.498	3.193	3.140	2.750	2.563	2.988	2.922	2.788	2.763	3.314	3.300	3.319	3.141	3.371	3.300	2.979
Not included in base:																
Decline to Answer	6	8	7	6	6	8	35	177	4	2	3	5	7	4	21	98
Not Applicable	53	75	45	54	56	56	286	1276	26	49	35	33	43	44	203	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	40	-	-	-	-	-	307	1431	21	-	-	-	-	-	141	623
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective (5,4)	20%	28%	38%	33%	18%	33%	29%	26%	39%	48%	40%	32%	23%	22%	34%	29%
Very effective (5)	2%	19%	17%	17%	11%	20%	17%	13%	17%	32%	4%	17%	0%	13%	15%	13%
Somewhat effective (4)	17%	9%	21%	16%	6%	13%	13%	13%	22%	16%	36%	14%	23%	9%	20%	16%
- Neither effective nor ineffective (3)	40%	49%	45%	37%	46%	52%	45%	43%	22%	40%	43%	39%	45%	54%	44%	39%
Somewhat ineffective (2)	5%	8%	4%	10%	11%	4%	8%	8%	7%	4%	3%	15%	27%	6%	10%	11%
Very ineffective (1)	35%	15%	13%	20%	25%	11%	18%	23%	31%	8%	14%	15%	5%	18%	12%	21%
- NET: Ineffective (2,1)	40%	23%	17%	30%	36%	15%	25%	31%	38%	12%	17%	30%	32%	23%	22%	32%
Mean	2.477	3.093	3.254	2.985	2.672	3.260	3.029	2.849	2.872	3.611	3.123	3.041	2.862	2.948	3.149	2.897
Not included in base:																
Decline to Answer	7	10	9	7	11	7	45	197	2	-	1	4	2	4	11	79
Not Applicable	62	95	62	66	75	75	372	1707	18	29	18	20	24	25	116	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*

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		103 100%	- 100%	- 100%	- 100%	- 100%	- 100%	730 100%	3263 100%
- NET: Effective	(5,4)	63%	56%	61%	41%	51%	49%	51%	46%
Very effective	(5)	33%	28%	23%	17%	24%	23%	23%	21%
Somewhat effective	(4)	30%	27%	38%	24%	27%	26%	28%	26%
- Neither effective nor ineffective	(3)	11%	17%	21%	24%	24%	19%	21%	21%
Somewhat ineffective	(2)	11%	13%	9%	14%	13%	15%	13%	15%
Very ineffective	(1)	15%	14%	9%	20%	12%	17%	14%	18%
- NET: Ineffective	(2,1)	26%	27%	18%	35%	25%	32%	28%	33%
Mean		3.541	3.434	3.574	3.028	3.391	3.232	3.329	3.163
Not included in base:									
Decline to Answer		9	7	8	7	6	10	37	210
Not Applicable		38	56	38	40	40	52	225	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	63 100%	- 100%	- 100%	- 100%	- 100%	- 100%	458 100%	2013 100%	40 100%	- 100%	- 100%	- 100%	- 100%	- 100%	272 100%	1251 100%
- NET: Effective (5,4)	64%	54%	57%	44%	52%	49%	51%	47%	60%	58%	67%	37%	49%	49%	52%	46%
Very effective (5)	39%	26%	18%	15%	19%	21%	20%	20%	22%	32%	31%	20%	37%	27%	29%	22%
Somewhat effective (4)	25%	28%	39%	29%	33%	28%	31%	27%	38%	26%	36%	17%	12%	23%	23%	23%
- Neither effective nor ineffective (3)	15%	21%	23%	24%	29%	23%	24%	23%	6%	12%	19%	24%	12%	13%	16%	17%
Somewhat ineffective (2)	9%	12%	12%	14%	10%	14%	12%	14%	15%	16%	5%	15%	21%	16%	14%	16%
Very ineffective (1)	12%	13%	9%	18%	9%	14%	13%	16%	19%	14%	9%	25%	18%	21%	18%	21%
- NET: Ineffective (2,1)	21%	25%	20%	32%	19%	28%	25%	30%	34%	30%	14%	40%	39%	38%	32%	38%
Mean	3.696	3.418	3.456	3.100	3.434	3.274	3.341	3.207	3.296	3.461	3.748	2.919	3.291	3.174	3.309	3.092
Not included in base:																
Decline to Answer	6	5	5	4	1	7	22	136	4	2	3	3	5	3	15	74
Not Applicable	25	27	21	21	18	30	117	550	13	29	17	19	22	21	108	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	72 100%	- 100%	- 100%	- 100%	- 100%	- 100%	527 100%	2372 100%	31 100%	- 100%	- 100%	- 100%	- 100%	- 100%	203 100%	892 100%
- NET: Effective (5,4)	61%	49%	57%	41%	48%	53%	49%	45%	67%	77%	70%	42%	63%	42%	58%	49%
Very effective (5)	31%	27%	24%	21%	26%	26%	25%	20%	36%	34%	22%	9%	20%	17%	21%	22%
Somewhat effective (4)	29%	22%	33%	20%	23%	26%	24%	25%	30%	42%	48%	33%	42%	24%	38%	28%
- Neither effective nor ineffective (3)	10%	18%	22%	23%	25%	12%	20%	20%	14%	17%	20%	27%	18%	33%	23%	23%
Somewhat ineffective (2)	15%	17%	10%	12%	13%	16%	14%	16%	2%	3%	6%	20%	16%	12%	11%	13%
Very ineffective (1)	14%	17%	11%	25%	14%	20%	17%	19%	17%	3%	4%	11%	4%	13%	7%	15%
- NET: Ineffective (2,1)	29%	34%	21%	36%	26%	36%	31%	35%	19%	6%	10%	31%	19%	25%	19%	27%
Mean	3.484	3.239	3.479	3.004	3.336	3.243	3.252	3.116	3.674	4.024	3.788	3.079	3.602	3.211	3.529	3.288
Not included in base:																
Decline to Answer	7	7	8	5	4	5	29	144	2	-	-	2	2	4	8	66
Not Applicable	30	40	27	35	27	40	168	819	7	16	11	5	13	12	57	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*

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		127 100%	- 100%	- 100%	- 100%	- 100%	- 100%	823 100%	3700 100%
- NET: Effective	(5,4)	67%	72%	74%	58%	67%	66%	68%	62%
Very effective	(5)	37%	34%	40%	33%	29%	32%	33%	32%
Somewhat effective	(4)	30%	37%	35%	25%	39%	34%	34%	30%
- Neither effective nor ineffective	(3)	16%	13%	10%	18%	16%	12%	14%	15%
Somewhat ineffective	(2)	8%	11%	11%	11%	10%	12%	11%	12%
Very ineffective	(1)	9%	5%	4%	13%	6%	10%	8%	11%
- NET: Ineffective	(2,1)	17%	16%	15%	24%	16%	22%	19%	23%
Mean		3.774	3.856	3.949	3.538	3.736	3.663	3.749	3.600
Not included in base:									
Decline to Answer		9	8	6	5	6	8	33	187
Not Applicable		14	33	21	31	27	24	137	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	79 100%	- 100%	- 100%	- 100%	- 100%	- 100%	506 100%	2271 100%	48 100%	- 100%	- 100%	- 100%	- 100%	- 100%	317 100%	1429 100%
- NET: Effective (5,4)	67%	69%	72%	61%	68%	69%	67%	62%	66%	76%	78%	54%	67%	63%	68%	62%
Very effective (5)	41%	32%	39%	32%	27%	36%	33%	32%	30%	38%	41%	34%	31%	27%	34%	32%
Somewhat effective (4)	26%	37%	33%	29%	40%	33%	35%	30%	36%	39%	37%	21%	36%	35%	33%	29%
- Neither effective nor ineffective (3)	17%	16%	12%	19%	15%	11%	15%	16%	15%	7%	8%	16%	19%	13%	12%	13%
Somewhat ineffective (2)	8%	11%	12%	9%	9%	10%	10%	12%	9%	11%	9%	14%	12%	15%	12%	13%
Very ineffective (1)	8%	4%	4%	11%	8%	10%	7%	10%	10%	5%	5%	16%	2%	10%	8%	13%
- NET: Ineffective (2,1)	16%	15%	16%	20%	17%	20%	17%	22%	19%	17%	14%	30%	14%	25%	20%	26%
Mean	3.838	3.813	3.908	3.616	3.701	3.745	3.755	3.627	3.666	3.923	4.012	3.427	3.814	3.551	3.739	3.559
Not included in base:																
Decline to Answer	4	6	4	3	1	6	20	117	5	2	2	2	5	2	12	69
Not Applicable	10	18	10	18	10	15	71	311	4	15	11	13	17	9	66	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	90 100%	- 100%	- 100%	- 100%	- 100%	- 100%	591 100%	2717 100%	37 100%	- 100%	- 100%	- 100%	- 100%	- 100%	232 100%	983 100%
- NET: Effective (5,4)	66%	67%	72%	58%	65%	68%	66%	61%	68%	84%	80%	59%	78%	63%	72%	63%
Very effective (5)	37%	33%	40%	34%	30%	30%	33%	33%	35%	38%	39%	30%	24%	36%	34%	32%
Somewhat effective (4)	29%	35%	32%	24%	35%	38%	32%	29%	33%	45%	40%	30%	54%	27%	38%	31%
- Neither effective nor ineffective (3)	18%	13%	9%	19%	17%	7%	14%	15%	12%	12%	14%	15%	13%	20%	15%	16%
Somewhat ineffective (2)	7%	14%	15%	11%	11%	14%	13%	13%	12%	2%	3%	12%	6%	8%	6%	10%
Very ineffective (1)	9%	5%	5%	13%	7%	11%	8%	11%	8%	2%	3%	14%	3%	8%	6%	11%
- NET: Ineffective (2,1)	16%	20%	19%	23%	18%	25%	21%	24%	21%	5%	6%	26%	9%	17%	13%	21%
Mean	3.791	3.750	3.880	3.560	3.694	3.625	3.701	3.589	3.732	4.147	4.102	3.484	3.888	3.736	3.872	3.632
Not included in base:																
Decline to Answer	7	8	6	4	4	4	25	124	2	-	-	1	2	4	7	62
Not Applicable	12	27	16	25	18	22	108	494	2	7	5	5	9	3	28	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*

	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	131 100%	- 100%	- 100%	- 100%	- 100%	- 100%	747 100%	3464 100%
- NET: Effective (5,4)	61%	46%	54%	45%	44%	41%	46%	47%
Very effective (5)	19%	15%	14%	16%	10%	9%	13%	13%
Somewhat effective (4)	42%	32%	40%	29%	34%	31%	33%	34%
- Neither effective nor ineffective (3)	18%	27%	29%	21%	28%	30%	27%	25%
Somewhat ineffective (2)	11%	16%	13%	20%	17%	19%	17%	16%
Very ineffective (1)	10%	10%	4%	14%	11%	11%	10%	12%
- NET: Ineffective (2,1)	21%	27%	17%	34%	28%	30%	27%	28%
Mean	3.482	3.237	3.479	3.132	3.150	3.091	3.221	3.194
<b>Not included in base:</b>								
Decline to Answer	7	7	6	4	8	8	33	187
Not Applicable	12	40	24	51	54	44	213	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	84 100%	- 100%	- 100%	- 100%	- 100%	- 100%	462 100%	2113 100%	48 100%	- 100%	- 100%	- 100%	- 100%	- 100%	284 100%	1351 100%
- NET: Effective (5,4)	64%	43%	54%	43%	44%	48%	46%	46%	55%	52%	53%	48%	43%	30%	46%	49%
Very effective (5)	15%	13%	14%	19%	9%	14%	14%	11%	26%	17%	15%	12%	11%	2%	12%	15%
Somewhat effective (4)	49%	30%	40%	24%	35%	33%	32%	34%	29%	35%	39%	36%	32%	29%	34%	34%
- Neither effective nor ineffective (3)	15%	29%	30%	25%	27%	30%	28%	27%	23%	22%	28%	14%	32%	29%	25%	21%
Somewhat ineffective (2)	13%	18%	11%	17%	16%	11%	15%	15%	8%	14%	17%	24%	20%	32%	21%	18%
Very ineffective (1)	8%	10%	5%	15%	14%	12%	11%	12%	14%	12%	2%	13%	5%	8%	8%	11%
- NET: Ineffective (2,1)	21%	27%	16%	32%	29%	23%	26%	27%	22%	26%	19%	37%	25%	40%	30%	30%
Mean	3.501	3.201	3.483	3.157	3.099	3.274	3.237	3.175	3.450	3.303	3.473	3.097	3.248	2.832	3.194	3.223
Not included in base:																
Decline to Answer	3	5	4	3	3	6	21	120	4	2	2	1	5	2	11	67
Not Applicable	6	16	11	29	32	25	113	467	5	24	13	22	21	19	99	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	93	-	-	-	-	-	537	2530	38	-	-	-	-	-	210	934
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective (5,4)	57%	43%	50%	46%	38%	42%	44%	46%	71%	55%	64%	44%	62%	37%	52%	50%
Very effective (5)	13%	9%	15%	16%	11%	11%	12%	12%	34%	31%	12%	17%	7%	6%	16%	15%
Somewhat effective (4)	44%	34%	34%	30%	27%	32%	32%	34%	37%	24%	52%	26%	55%	31%	36%	35%
- Neither effective nor ineffective (3)	15%	27%	30%	18%	28%	27%	26%	25%	24%	27%	27%	27%	28%	34%	28%	26%
Somewhat ineffective (2)	14%	17%	15%	21%	21%	18%	18%	16%	4%	13%	9%	18%	7%	23%	14%	15%
Very ineffective (1)	14%	12%	5%	16%	13%	13%	12%	13%	1%	5%	0%	11%	4%	6%	5%	9%
- NET: Ineffective (2,1)	28%	29%	20%	36%	33%	30%	30%	30%	5%	19%	9%	29%	10%	29%	20%	24%
Mean	3.275	3.110	3.401	3.096	3.032	3.096	3.143	3.147	3.988	3.620	3.661	3.211	3.546	3.081	3.419	3.321
Not included in base:																
Decline to Answer	6	7	6	3	6	4	25	126	1	-	-	1	2	4	7	61
Not Applicable	10	28	17	42	41	34	162	678	2	12	7	9	13	10	50	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*

	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	56 100%	- 100%	- 100%	- 100%	- 100%	- 100%	387 100%	1817 100%
- NET: Effective (5,4)	6%	20%	17%	9%	22%	19%	17%	15%
Very effective (5)	2%	9%	7%	3%	16%	3%	8%	7%
Somewhat effective (4)	4%	12%	10%	6%	6%	16%	10%	8%
- Neither effective nor ineffective (3)	37%	42%	49%	44%	42%	59%	47%	41%
Somewhat ineffective (2)	12%	13%	14%	12%	11%	5%	11%	10%
Very ineffective (1)	44%	25%	20%	35%	25%	17%	25%	33%
- NET: Ineffective (2,1)	57%	38%	34%	47%	36%	22%	36%	44%
Mean	2.070	2.655	2.712	2.312	2.764	2.831	2.633	2.456
Not included in base:								
Decline to Answer	9	13	12	12	12	12	61	312
Not Applicable	85	139	89	101	110	105	544	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	33 100%	- 100%	- 100%	- 100%	- 100%	- 100%	245 100%	1147 100%	23 100%	- 100%	- 100%	- 100%	- 100%	- 100%	142 100%	670 100%
- NET: Effective (5,4)	7%	18%	16%	6%	12%	18%	14%	14%	5%	23%	20%	14%	45%	21%	23%	17%
Very effective (5)	0%	9%	10%	0%	6%	2%	6%	6%	5%	7%	3%	8%	40%	4%	11%	9%
Somewhat effective (4)	7%	9%	6%	6%	6%	15%	8%	8%	0%	16%	17%	6%	5%	17%	12%	9%
- Neither effective nor ineffective (3)	50%	38%	53%	49%	50%	66%	50%	45%	19%	49%	42%	37%	25%	49%	41%	34%
Somewhat ineffective (2)	11%	14%	18%	15%	9%	2%	12%	12%	14%	11%	7%	7%	15%	8%	9%	8%
Very ineffective (1)	32%	30%	14%	30%	29%	14%	24%	29%	63%	17%	31%	43%	15%	22%	27%	40%
- NET: Ineffective (2,1)	43%	44%	31%	45%	38%	16%	37%	41%	76%	28%	37%	49%	30%	30%	36%	49%
Mean	2.322	2.541	2.804	2.317	2.506	2.899	2.584	2.505	1.707	2.853	2.559	2.305	3.401	2.729	2.718	2.372
Not included in base:																
Decline to Answer	6	10	11	6	6	9	41	202	4	3	2	6	6	4	20	110
Not Applicable	55	80	47	59	65	60	312	1350	30	59	42	42	45	45	232	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	36 100%	- 100%	- 100%	- 100%	- 100%	- 100%	262 100%	1280 100%	19 100%	- 100%	- 100%	- 100%	- 100%	- 100%	125 100%	537 100%
- NET: Effective (5,4)	3%	14%	24%	7%	20%	14%	15%	14%	12%	39%	6%	13%	27%	25%	21%	19%
Very effective (5)	0%	8%	11%	5%	16%	5%	9%	7%	6%	11%	0%	0%	14%	0%	4%	7%
Somewhat effective (4)	3%	6%	12%	2%	4%	8%	6%	7%	6%	28%	6%	13%	14%	25%	17%	11%
- Neither effective nor ineffective (3)	48%	48%	43%	49%	41%	57%	47%	42%	18%	22%	60%	36%	48%	63%	45%	39%
Somewhat ineffective (2)	3%	8%	9%	8%	9%	5%	8%	9%	30%	28%	23%	19%	18%	4%	18%	14%
Very ineffective (1)	46%	30%	25%	37%	30%	24%	30%	35%	41%	11%	11%	32%	7%	9%	15%	29%
- NET: Ineffective (2,1)	49%	37%	33%	44%	39%	30%	38%	44%	71%	39%	34%	51%	25%	13%	33%	43%
Mean	2.075	2.543	2.769	2.312	2.670	2.649	2.570	2.419	2.062	3.000	2.606	2.312	3.095	3.035	2.766	2.544
Not included in base:																
Decline to Answer	7	12	11	5	10	8	46	204	2	1	1	7	2	4	15	108
Not Applicable	66	102	65	85	82	82	417	1850	19	37	24	16	27	23	127	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*

	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	52 100%	- 100%	- 100%	- 100%	- 100%	- 100%	347 100%	1839 100%
- NET: Effective (5,4)	4%	18%	2%	4%	10%	7%	9%	14%
Very effective (5)	2%	7%	0%	2%	2%	3%	3%	7%
Somewhat effective (4)	2%	11%	2%	2%	8%	4%	6%	7%
- Neither effective nor ineffective (3)	43%	43%	52%	44%	51%	62%	49%	39%
Somewhat ineffective (2)	17%	15%	7%	7%	13%	2%	9%	9%
Very ineffective (1)	36%	24%	40%	44%	26%	29%	33%	38%
- NET: Ineffective (2,1)	53%	39%	46%	51%	39%	31%	42%	47%
Mean	2.171	2.627	2.156	2.105	2.464	2.512	2.376	2.368
<b>Not included in base:</b>								
Decline to Answer	8	10	12	11	13	12	58	275
Not Applicable	90	141	104	100	127	114	587	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	34 100%	- 100%	- 100%	- 100%	- 100%	- 100%	244 100%	1230 100%	17 100%	- 100%	- 100%	- 100%	- 100%	- 100%	103 100%	609 100%
- NET: Effective (5,4)	3%	22%	0%	3%	11%	8%	10%	15%	6%	8%	5%	6%	0%	6%	6%	13%
Very effective (5)	0%	10%	0%	1%	2%	2%	4%	7%	6%	0%	0%	3%	0%	6%	2%	6%
Somewhat effective (4)	3%	12%	0%	2%	9%	6%	6%	8%	0%	8%	5%	3%	0%	0%	4%	6%
- Neither effective nor ineffective (3)	51%	36%	50%	47%	54%	62%	48%	38%	27%	60%	58%	40%	37%	62%	52%	40%
Somewhat ineffective (2)	14%	18%	7%	9%	11%	3%	11%	9%	23%	7%	5%	4%	27%	0%	6%	8%
Very ineffective (1)	32%	24%	43%	41%	24%	27%	31%	37%	44%	24%	32%	49%	37%	32%	36%	40%
- NET: Ineffective (2,1)	46%	41%	50%	50%	35%	30%	42%	46%	67%	32%	37%	54%	63%	32%	42%	47%
Mean	2.248	2.674	2.063	2.130	2.551	2.533	2.412	2.390	2.020	2.515	2.353	2.062	2.000	2.461	2.291	2.323
Not included in base:																
Decline to Answer	4	7	9	5	6	9	36	175	4	3	3	6	7	4	22	99
Not Applicable	55	76	55	55	71	60	317	1294	36	66	50	45	56	54	270	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	32 100%	- 100%	- 100%	- 100%	- 100%	- 100%	221 100%	1260 100%	20 100%	- 100%	- 100%	- 100%	- 100%	- 100%	127 100%	579 100%
- NET: Effective (5,4)	3%	15%	3%	4%	7%	6%	8%	14%	6%	25%	0%	5%	16%	9%	10%	15%
Very effective (5)	0%	4%	0%	2%	2%	6%	3%	7%	6%	15%	0%	2%	0%	0%	4%	8%
Somewhat effective (4)	3%	11%	3%	2%	5%	0%	5%	7%	0%	10%	0%	3%	16%	9%	6%	7%
- Neither effective nor ineffective (3)	55%	49%	58%	58%	50%	66%	55%	42%	23%	29%	45%	24%	55%	57%	39%	33%
Somewhat ineffective (2)	12%	11%	3%	2%	10%	0%	6%	7%	24%	25%	10%	15%	23%	5%	15%	12%
Very ineffective (1)	29%	25%	35%	36%	33%	28%	31%	37%	48%	20%	45%	56%	6%	29%	36%	40%
- NET: Ineffective (2,1)	41%	36%	38%	38%	43%	28%	37%	44%	71%	45%	55%	71%	29%	34%	51%	52%
Mean	2.331	2.581	2.295	2.311	2.348	2.562	2.434	2.393	1.918	2.752	2.008	1.793	2.801	2.454	2.274	2.312
Not included in base:																
Decline to Answer	7	9	12	6	11	8	46	188	1	1	-	5	2	4	12	86
Not Applicable	70	107	81	86	98	86	458	1886	20	34	23	14	30	28	129	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*

	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	52 100%	- 100%	- 100%	- 100%	- 100%	- 100%	412 100%	1821 100%
- NET: Effective (5,4)	27%	42%	45%	44%	36%	28%	40%	32%
Very effective (5)	13%	31%	29%	30%	26%	18%	27%	19%
Somewhat effective (4)	14%	12%	16%	15%	10%	10%	13%	13%
- Neither effective nor ineffective (3)	49%	41%	42%	40%	44%	56%	44%	43%
Somewhat ineffective (2)	8%	5%	8%	6%	4%	10%	7%	7%
Very ineffective (1)	16%	11%	4%	10%	16%	6%	10%	18%
- NET: Ineffective (2,1)	24%	16%	13%	16%	20%	16%	16%	25%
Mean	3.006	3.459	3.565	3.487	3.242	3.231	3.410	3.077
Not included in base:								
Decline to Answer	9	12	10	11	13	13	60	324
Not Applicable	89	134	83	95	109	99	521	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	32 100%	- 100%	- 100%	- 100%	- 100%	- 100%	246 100%	1067 100%	19 100%	- 100%	- 100%	- 100%	- 100%	- 100%	166 100%	753 100%
- NET: Effective (5,4)	24%	38%	38%	29%	22%	17%	30%	25%	33%	50%	54%	63%	64%	43%	55%	42%
Very effective (5)	6%	29%	22%	19%	10%	7%	18%	14%	24%	34%	37%	43%	59%	33%	40%	27%
Somewhat effective (4)	17%	9%	16%	10%	12%	11%	11%	11%	10%	16%	16%	20%	5%	10%	15%	15%
- Neither effective nor ineffective (3)	52%	41%	48%	51%	48%	63%	49%	50%	44%	41%	36%	26%	36%	47%	36%	33%
Somewhat ineffective (2)	6%	9%	9%	6%	6%	9%	8%	7%	11%	0%	8%	6%	0%	10%	5%	7%
Very ineffective (1)	18%	12%	5%	14%	24%	11%	14%	19%	12%	9%	3%	5%	0%	0%	4%	18%
- NET: Ineffective (2,1)	25%	21%	14%	20%	30%	20%	21%	25%	22%	9%	11%	11%	0%	10%	9%	25%
Mean	2.870	3.327	3.401	3.137	2.787	2.938	3.129	2.945	3.233	3.663	3.780	3.908	4.226	3.650	3.824	3.265
Not included in base:																
Decline to Answer	6	9	9	6	5	9	37	212	4	3	2	5	8	5	23	112
Not Applicable	55	80	48	60	68	58	315	1421	33	53	35	35	41	41	206	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	36 100%	- 100%	- 100%	- 100%	- 100%	- 100%	282 100%	1287 100%	16 100%	- 100%	- 100%	- 100%	- 100%	- 100%	130 100%	533 100%
- NET: Effective (5,4)	23%	44%	48%	41%	36%	33%	41%	32%	37%	38%	39%	52%	34%	22%	37%	32%
Very effective (5)	9%	33%	31%	29%	27%	23%	30%	21%	22%	22%	22%	31%	20%	12%	22%	16%
Somewhat effective (4)	14%	11%	16%	11%	9%	10%	11%	12%	15%	16%	17%	20%	14%	10%	16%	16%
- Neither effective nor ineffective (3)	54%	41%	42%	42%	43%	51%	43%	43%	37%	41%	44%	34%	48%	62%	46%	41%
Somewhat ineffective (2)	9%	4%	7%	5%	4%	8%	5%	6%	7%	11%	12%	8%	6%	11%	10%	7%
Very ineffective (1)	14%	11%	4%	12%	18%	8%	11%	18%	19%	11%	6%	6%	12%	5%	7%	19%
- NET: Ineffective (2,1)	23%	15%	11%	17%	21%	15%	16%	25%	26%	22%	18%	14%	18%	16%	17%	27%
Mean	2.944	3.520	3.647	3.411	3.245	3.331	3.441	3.099	3.141	3.269	3.381	3.632	3.231	3.124	3.342	3.024
Not included in base:																
Decline to Answer	7	12	8	6	10	9	45	209	2	-	3	5	3	4	14	115
Not Applicable	67	97	60	78	82	79	397	1838	22	37	23	17	27	20	124	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*

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		64 100%	- 100%	- 100%	- 100%	- 100%	- 100%	477 100%	2066 100%
- NET: Effective	(5,4)	17%	26%	23%	38%	26%	37%	30%	25%
Very effective	(5)	8%	15%	7%	26%	13%	18%	16%	14%
Somewhat effective	(4)	9%	11%	16%	12%	13%	19%	14%	11%
- Neither effective nor ineffective	(3)	29%	38%	32%	37%	30%	36%	35%	35%
Somewhat ineffective	(2)	13%	10%	12%	5%	8%	16%	10%	10%
Very ineffective	(1)	41%	27%	33%	20%	37%	11%	26%	31%
- NET: Ineffective	(2,1)	54%	36%	45%	25%	44%	27%	35%	40%
Mean		2.298	2.776	2.518	3.189	2.575	3.167	2.847	2.681
Not included in base:									
Decline to Answer		9	11	11	11	10	12	55	302
Not Applicable		76	125	80	87	80	88	460	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	34 100%	- 100%	- 100%	- 100%	- 100%	- 100%	298 100%	1283 100%	30 100%	- 100%	- 100%	- 100%	- 100%	- 100%	180 100%	783 100%
- NET: Effective (5,4)	10%	22%	17%	35%	20%	42%	27%	24%	25%	32%	29%	42%	38%	29%	34%	27%
Very effective (5)	0%	11%	2%	25%	8%	15%	13%	12%	17%	22%	12%	26%	22%	22%	21%	17%
Somewhat effective (4)	10%	11%	15%	10%	12%	27%	14%	12%	8%	10%	17%	16%	16%	7%	13%	10%
- Neither effective nor ineffective (3)	37%	34%	32%	40%	34%	36%	35%	36%	19%	45%	32%	34%	22%	37%	34%	33%
Somewhat ineffective (2)	13%	13%	16%	5%	6%	19%	11%	10%	13%	4%	8%	5%	12%	11%	8%	9%
Very ineffective (1)	40%	31%	35%	20%	41%	4%	27%	30%	43%	18%	30%	20%	28%	23%	24%	31%
- NET: Ineffective (2,1)	53%	44%	51%	25%	46%	22%	38%	40%	56%	23%	38%	25%	41%	34%	31%	40%
Mean	2.168	2.582	2.337	3.160	2.421	3.307	2.752	2.649	2.441	3.132	2.733	3.234	2.904	2.946	3.004	2.735
Not included in base:																
Decline to Answer	6	9	10	5	4	9	36	190	4	2	2	6	6	4	19	112
Not Applicable	54	70	48	50	47	49	263	1227	22	55	32	37	33	39	196	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	44 100%	- 100%	- 100%	- 100%	- 100%	- 100%	324 100%	1443 100%	20 100%	- 100%	- 100%	- 100%	- 100%	- 100%	154 100%	623 100%
- NET: Effective (5,4)	16%	23%	33%	37%	20%	33%	28%	24%	20%	35%	4%	39%	43%	42%	33%	27%
Very effective (5)	9%	11%	10%	25%	11%	24%	16%	14%	7%	26%	0%	27%	17%	11%	16%	14%
Somewhat effective (4)	7%	11%	22%	12%	9%	9%	12%	10%	13%	9%	4%	12%	26%	31%	17%	13%
- Neither effective nor ineffective (3)	32%	41%	25%	40%	34%	35%	36%	37%	20%	30%	47%	31%	16%	38%	33%	31%
Somewhat ineffective (2)	14%	7%	10%	3%	8%	11%	7%	9%	11%	18%	17%	10%	8%	21%	15%	12%
Very ineffective (1)	38%	30%	33%	19%	38%	22%	29%	31%	48%	17%	32%	20%	33%	0%	19%	30%
- NET: Ineffective (2,1)	52%	37%	43%	22%	46%	33%	36%	39%	59%	35%	49%	30%	41%	21%	34%	42%
Mean	2.339	2.669	2.673	3.207	2.485	3.024	2.789	2.674	2.207	3.072	2.227	3.152	2.856	3.322	2.969	2.698
Not included in base:																
Decline to Answer	7	11	10	6	7	8	42	197	2	-	1	5	3	4	13	105
Not Applicable	58	93	59	70	63	74	359	1695	18	32	20	17	17	14	101	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*

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		92 100%	- 100%	- 100%	- 100%	- 100%	- 100%	662 100%	2912 100%
- NET: Agree	(5,4)	28%	44%	45%	34%	37%	42%	40%	34%
Strongly agree	(5)	5%	13%	12%	9%	10%	13%	11%	10%
Somewhat agree	(4)	23%	31%	33%	24%	28%	29%	29%	25%
- Neither agree nor disagree	(3)	22%	19%	16%	29%	20%	22%	21%	22%
Somewhat disagree	(2)	28%	20%	31%	18%	27%	23%	23%	24%
Strongly disagree	(1)	22%	17%	8%	19%	16%	13%	15%	20%
- NET: Disagree	(2,1)	50%	37%	39%	38%	43%	36%	38%	44%
Mean		2.619	3.032	3.102	2.860	2.872	3.065	2.986	2.801
Not included in base:									
Decline to Answer		8	8	8	5	8	9	38	224
Not Applicable/ Don't know		50	70	50	69	58	46	292	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	56 100%	- 100%	- 100%	- 100%	- 100%	- 100%	390 100%	1736 100%	35 100%	- 100%	- 100%	- 100%	- 100%	- 100%	272 100%	1176 100%
- NET: Agree (5,4)	30%	43%	44%	30%	37%	45%	40%	36%	25%	46%	46%	38%	38%	38%	41%	33%
Strongly agree (5)	3%	13%	15%	6%	11%	15%	12%	10%	9%	12%	9%	12%	6%	11%	10%	10%
Somewhat agree (4)	27%	30%	29%	24%	25%	30%	28%	26%	16%	34%	37%	26%	31%	27%	31%	23%
- Neither agree nor disagree (3)	35%	27%	22%	35%	24%	24%	26%	26%	3%	5%	9%	22%	12%	19%	14%	15%
Somewhat disagree (2)	23%	19%	31%	21%	27%	22%	23%	22%	35%	21%	31%	15%	27%	25%	23%	26%
Strongly disagree (1)	12%	11%	3%	15%	12%	9%	10%	17%	37%	27%	14%	25%	23%	17%	22%	26%
- NET: Disagree (2,1)	35%	30%	34%	35%	39%	32%	34%	38%	73%	48%	45%	40%	50%	43%	45%	52%
Mean	2.862	3.152	3.225	2.860	2.970	3.186	3.082	2.905	2.233	2.828	2.950	2.859	2.716	2.890	2.848	2.649
Not included in base:																
Decline to Answer	4	4	6	3	3	7	23	143	4	4	2	2	5	2	14	80
Not Applicable/ Don't know	33	40	32	46	40	25	184	821	18	30	18	23	17	21	109	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	62 100%	- 100%	- 100%	- 100%	- 100%	- 100%	487 100%	2191 100%	30 100%	- 100%	- 100%	- 100%	- 100%	- 100%	175 100%	720 100%
- NET: Agree (5,4)	23%	43%	52%	29%	38%	47%	41%	35%	38%	49%	27%	46%	35%	33%	38%	32%
Strongly agree (5)	5%	13%	16%	7%	9%	17%	12%	10%	6%	11%	4%	17%	12%	5%	9%	10%
Somewhat agree (4)	19%	29%	36%	23%	29%	29%	29%	25%	32%	38%	23%	30%	23%	28%	29%	22%
- Neither agree nor disagree (3)	25%	22%	9%	30%	16%	18%	19%	21%	16%	11%	34%	27%	35%	29%	26%	24%
Somewhat disagree (2)	24%	16%	29%	19%	29%	21%	22%	24%	34%	34%	36%	15%	19%	29%	27%	23%
Strongly disagree (1)	27%	20%	10%	22%	18%	14%	17%	20%	12%	7%	3%	12%	11%	10%	9%	20%
- NET: Disagree (2,1)	51%	35%	39%	41%	47%	35%	39%	44%	46%	41%	39%	27%	30%	39%	35%	43%
Mean	2.498	3.009	3.190	2.719	2.820	3.153	2.968	2.807	2.869	3.112	2.892	3.236	3.068	2.895	3.036	2.783
Not included in base:																
Decline to Answer	7	6	8	3	5	5	26	146	1	2	-	2	3	4	11	77
Not Applicable/ Don't know	40	48	34	50	42	36	211	997	10	21	16	19	15	10	81	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*

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		94 100%	- 100%	- 100%	- 100%	- 100%	- 100%	667 100%	2973 100%
- NET: Agree	(5,4)	26%	33%	36%	24%	33%	33%	32%	29%
Strongly agree	(5)	4%	7%	9%	3%	9%	10%	8%	7%
Somewhat agree	(4)	22%	26%	27%	21%	25%	22%	24%	22%
- Neither agree nor disagree	(3)	27%	26%	24%	30%	22%	25%	26%	24%
Somewhat disagree	(2)	24%	24%	30%	25%	29%	28%	27%	26%
Strongly disagree	(1)	23%	18%	10%	21%	16%	15%	16%	21%
- NET: Disagree	(2,1)	47%	41%	40%	45%	45%	42%	43%	47%
Mean		2.600	2.814	2.945	2.617	2.814	2.861	2.804	2.673
Not included in base:									
Decline to Answer		8	9	8	5	9	9	39	227
Not Applicable/ Don't know		48	69	52	63	55	47	286	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	60 100%	- 100%	- 100%	- 100%	- 100%	- 100%	391 100%	1792 100%	34 100%	- 100%	- 100%	- 100%	- 100%	- 100%	276 100%	1180 100%
- NET: Agree (5,4)	29%	34%	38%	24%	34%	36%	33%	31%	21%	30%	33%	25%	33%	28%	30%	25%
Strongly agree (5)	5%	9%	12%	3%	10%	11%	9%	8%	3%	4%	5%	4%	6%	9%	6%	5%
Somewhat agree (4)	24%	25%	26%	21%	24%	25%	24%	23%	18%	26%	28%	21%	27%	19%	24%	20%
- Neither agree nor disagree (3)	35%	32%	31%	34%	26%	25%	29%	28%	12%	17%	17%	26%	16%	26%	20%	19%
Somewhat disagree (2)	24%	22%	28%	28%	25%	27%	26%	24%	24%	26%	33%	20%	35%	29%	28%	29%
Strongly disagree (1)	12%	12%	3%	14%	16%	13%	12%	17%	43%	27%	17%	29%	16%	18%	22%	27%
- NET: Disagree (2,1)	36%	34%	32%	43%	41%	39%	38%	41%	67%	53%	50%	49%	51%	46%	50%	56%
Mean	2.861	2.979	3.143	2.703	2.869	2.955	2.925	2.804	2.148	2.542	2.707	2.514	2.725	2.728	2.633	2.474
Not included in base:																
Decline to Answer	4	4	6	3	4	7	24	144	4	5	2	2	5	2	15	83
Not Applicable/ Don't know	29	41	34	42	38	26	181	763	19	28	18	21	16	21	104	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	64 100%	- 100%	- 100%	- 100%	- 100%	- 100%	493 100%	2234 100%	30 100%	- 100%	- 100%	- 100%	- 100%	- 100%	174 100%	738 100%
- NET: Agree (5,4)	23%	35%	43%	19%	34%	39%	34%	29%	33%	25%	16%	37%	31%	20%	26%	27%
Strongly agree (5)	3%	7%	12%	1%	9%	14%	8%	7%	7%	7%	0%	10%	8%	2%	5%	7%
Somewhat agree (4)	19%	28%	31%	18%	25%	25%	25%	23%	27%	18%	16%	28%	23%	18%	20%	19%
- Neither agree nor disagree (3)	29%	24%	12%	32%	17%	21%	22%	22%	22%	32%	55%	26%	41%	33%	37%	29%
Somewhat disagree (2)	22%	20%	32%	27%	32%	27%	27%	27%	28%	35%	25%	18%	18%	29%	25%	23%
Strongly disagree (1)	26%	20%	12%	21%	18%	13%	18%	21%	16%	7%	3%	19%	10%	18%	12%	21%
- NET: Disagree (2,1)	48%	41%	45%	49%	49%	40%	45%	48%	44%	42%	28%	37%	28%	47%	37%	44%
Mean	2.511	2.810	2.983	2.501	2.763	3.001	2.799	2.668	2.789	2.829	2.849	2.918	2.999	2.576	2.819	2.687
Not included in base:																
Decline to Answer	7	7	8	3	6	5	28	152	1	2	-	2	3	4	11	75
Not Applicable/ Don't know	38	47	34	47	40	35	203	948	10	23	18	17	14	12	83	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*

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		95 100%	- 100%	- 100%	- 100%	- 100%	- 100%	681 100%	3011 100%
- NET: Agree	(5,4)	45%	48%	53%	47%	56%	48%	50%	50%
Strongly agree	(5)	15%	21%	21%	19%	17%	18%	19%	21%
Somewhat agree	(4)	30%	27%	32%	28%	39%	30%	31%	30%
- Neither agree nor disagree	(3)	31%	26%	23%	31%	18%	24%	25%	25%
Somewhat disagree	(2)	13%	15%	17%	12%	18%	17%	16%	14%
Strongly disagree	(1)	11%	10%	7%	11%	8%	12%	10%	11%
- NET: Disagree	(2,1)	24%	26%	24%	23%	26%	28%	25%	25%
Mean		3.255	3.334	3.435	3.325	3.396	3.262	3.347	3.349
Not included in base:									
Decline to Answer		8	8	8	5	8	9	37	225
Not Applicable/ Don't know		47	65	51	59	57	43	274	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	59 100%	- 100%	- 100%	- 100%	- 100%	- 100%	395 100%	1802 100%	36 100%	- 100%	- 100%	- 100%	- 100%	- 100%	286 100%	1209 100%
- NET: Agree (5,4)	45%	48%	51%	43%	53%	48%	49%	50%	45%	49%	55%	51%	60%	47%	52%	51%
Strongly agree (5)	13%	21%	23%	21%	16%	21%	20%	20%	19%	22%	19%	17%	19%	15%	18%	21%
Somewhat agree (4)	32%	27%	28%	21%	37%	28%	28%	29%	26%	27%	37%	35%	42%	32%	34%	31%
- Neither agree nor disagree (3)	36%	29%	29%	38%	21%	24%	28%	28%	23%	20%	16%	22%	15%	24%	20%	20%
Somewhat disagree (2)	11%	18%	13%	11%	17%	14%	15%	13%	16%	11%	22%	13%	19%	21%	17%	15%
Strongly disagree (1)	7%	5%	7%	8%	9%	14%	8%	10%	16%	19%	7%	14%	6%	8%	11%	14%
- NET: Disagree (2,1)	19%	23%	20%	19%	26%	28%	23%	22%	32%	30%	29%	27%	25%	29%	28%	29%
Mean	3.311	3.408	3.479	3.368	3.343	3.273	3.373	3.383	3.164	3.216	3.384	3.277	3.482	3.247	3.311	3.299
Not included in base:																
Decline to Answer	4	4	6	3	4	7	24	142	4	4	2	2	4	2	13	83
Not Applicable/ Don't know	30	39	34	41	38	26	178	756	16	25	17	18	19	17	96	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	62 100%	- 100%	- 100%	- 100%	- 100%	- 100%	503 100%	2266 100%	33 100%	- 100%	- 100%	- 100%	- 100%	- 100%	178 100%	745 100%
- NET: Agree (5,4)	40%	46%	57%	43%	60%	60%	52%	52%	55%	56%	43%	58%	39%	25%	44%	46%
Strongly agree (5)	15%	18%	26%	17%	19%	25%	20%	22%	16%	32%	9%	24%	8%	6%	17%	17%
Somewhat agree (4)	25%	28%	31%	25%	41%	35%	32%	30%	39%	24%	35%	34%	31%	19%	28%	29%
- Neither agree nor disagree (3)	33%	28%	15%	34%	14%	19%	23%	24%	28%	19%	42%	21%	38%	33%	29%	27%
Somewhat disagree (2)	14%	13%	18%	12%	18%	11%	14%	13%	11%	22%	15%	12%	15%	29%	19%	15%
Strongly disagree (1)	13%	13%	9%	11%	8%	11%	10%	11%	7%	3%	0%	9%	8%	13%	7%	13%
- NET: Disagree (2,1)	27%	26%	28%	23%	26%	21%	25%	24%	18%	25%	15%	21%	24%	42%	27%	28%
Mean	3.140	3.252	3.463	3.258	3.457	3.522	3.373	3.391	3.466	3.599	3.363	3.522	3.154	2.757	3.272	3.221
Not included in base:																
Decline to Answer	7	7	8	3	5	5	27	150	1	1	-	2	3	4	10	75
Not Applicable/ Don't know	40	46	33	41	40	34	194	919	6	19	18	18	16	9	80	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*

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		95 100%	- 100%	- 100%	- 100%	- 100%	- 100%	694 100%	3087 100%
- NET: Agree	(5,4)	47%	43%	50%	46%	55%	46%	48%	49%
Strongly agree	(5)	14%	17%	22%	18%	17%	17%	18%	20%
Somewhat agree	(4)	32%	26%	29%	28%	38%	29%	30%	29%
- Neither agree nor disagree	(3)	32%	29%	26%	28%	18%	23%	25%	25%
Somewhat disagree	(2)	14%	16%	14%	15%	18%	17%	16%	15%
Strongly disagree	(1)	8%	11%	9%	12%	9%	14%	11%	12%
- NET: Disagree	(2,1)	22%	28%	24%	26%	27%	31%	27%	26%
Mean		3.318	3.219	3.390	3.259	3.362	3.184	3.276	3.315
Not included in base:									
Decline to Answer		8	8	8	5	8	9	37	223
Not Applicable/ Don't know		47	63	48	58	51	41	261	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	61 100%	- 100%	- 100%	- 100%	- 100%	- 100%	403 100%	1861 100%	34 100%	- 100%	- 100%	- 100%	- 100%	- 100%	291 100%	1226 100%
- NET: Agree (5,4)	47%	45%	47%	46%	54%	48%	48%	50%	46%	41%	54%	46%	57%	43%	48%	49%
Strongly agree (5)	14%	16%	23%	23%	16%	19%	19%	20%	15%	19%	21%	12%	20%	15%	17%	19%
Somewhat agree (4)	33%	29%	24%	24%	38%	30%	29%	29%	31%	22%	34%	34%	37%	28%	31%	29%
- Neither agree nor disagree (3)	37%	31%	32%	31%	22%	22%	28%	27%	23%	25%	19%	23%	12%	24%	21%	21%
Somewhat disagree (2)	13%	18%	11%	16%	12%	13%	14%	13%	17%	14%	18%	14%	27%	23%	19%	17%
Strongly disagree (1)	4%	6%	10%	7%	12%	16%	10%	10%	14%	20%	8%	17%	4%	11%	13%	14%
- NET: Disagree (2,1)	16%	24%	21%	22%	24%	30%	24%	23%	31%	34%	27%	31%	31%	33%	31%	31%
Mean	3.409	3.318	3.385	3.394	3.331	3.213	3.325	3.373	3.156	3.067	3.396	3.102	3.412	3.143	3.207	3.227
Not included in base:																
Decline to Answer	4	4	6	3	4	7	24	141	4	4	2	2	4	2	13	82
Not Applicable/ Don't know	28	40	32	40	35	23	170	698	18	23	17	18	15	18	91	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	63 100%	- 100%	- 100%	- 100%	- 100%	- 100%	515 100%	2327 100%	32 100%	- 100%	- 100%	- 100%	- 100%	- 100%	179 100%	760 100%
- NET: Agree (5,4)	39%	42%	55%	41%	58%	55%	49%	51%	62%	47%	40%	61%	43%	28%	43%	44%
Strongly agree (5)	13%	15%	26%	15%	20%	23%	19%	21%	17%	27%	12%	24%	8%	6%	15%	17%
Somewhat agree (4)	26%	28%	29%	25%	38%	32%	30%	30%	45%	20%	28%	37%	35%	22%	28%	27%
- Neither agree nor disagree (3)	36%	30%	17%	31%	14%	22%	24%	24%	24%	23%	49%	19%	35%	25%	29%	27%
Somewhat disagree (2)	17%	14%	15%	16%	20%	11%	15%	15%	7%	26%	12%	10%	10%	29%	18%	15%
Strongly disagree (1)	8%	14%	13%	12%	8%	11%	12%	11%	7%	3%	0%	10%	12%	19%	9%	14%
- NET: Disagree (2,1)	25%	27%	28%	28%	28%	23%	27%	25%	14%	30%	12%	20%	22%	47%	28%	29%
Mean	3.189	3.164	3.389	3.158	3.412	3.438	3.295	3.356	3.567	3.414	3.393	3.540	3.173	2.680	3.220	3.191
Not included in base:																
Decline to Answer	7	7	8	3	5	5	27	150	1	1	-	2	3	4	10	73
Not Applicable/ Don't know	39	41	32	41	37	32	183	857	7	21	17	17	14	9	78	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)?

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:		142 100%	- 100%	- 100%	- 100%	- 100%	- 100%	960 100%	4327 100%
- NET: Satisfied (5,4)		52%	59%	70%	50%	52%	62%	58%	53%
Very satisfied (5)		12%	18%	22%	12%	16%	27%	19%	16%
Somewhat satisfied (4)		40%	42%	48%	38%	36%	35%	40%	37%
- Neither satisfied nor dissatisfied (3)		11%	11%	10%	12%	7%	9%	10%	10%
Somewhat dissatisfied (2)		20%	21%	12%	26%	28%	19%	22%	25%
Very dissatisfied (1)		17%	9%	9%	12%	12%	9%	10%	12%
- NET: Dissatisfied (2,1)		37%	29%	20%	38%	40%	29%	32%	37%
Mean		3.097	3.385	3.630	3.123	3.156	3.520	3.351	3.197
Not included in base:									
Decline to Answer		8	6	7	4	6	9	32	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	90 100%	- 100%	- 100%	- 100%	- 100%	- 100%	580 100%	2594 100%	52 100%	- 100%	- 100%	- 100%	- 100%	- 100%	381 100%	1733 100%
- NET: Satisfied (5,4)	45%	61%	68%	51%	50%	64%	58%	53%	64%	57%	74%	48%	56%	60%	58%	53%
Very satisfied (5)	8%	16%	21%	11%	16%	26%	17%	16%	19%	21%	23%	13%	17%	30%	20%	17%
Somewhat satisfied (4)	37%	45%	46%	41%	35%	39%	41%	37%	45%	36%	51%	35%	39%	30%	38%	37%
- Neither satisfied nor dissatisfied (3)	12%	12%	11%	15%	8%	7%	11%	11%	9%	10%	8%	9%	6%	11%	9%	8%
Somewhat dissatisfied (2)	23%	21%	11%	24%	29%	21%	21%	24%	14%	20%	13%	29%	28%	18%	22%	26%
Very dissatisfied (1)	20%	6%	11%	10%	13%	8%	9%	12%	12%	13%	5%	14%	11%	11%	11%	13%
- NET: Dissatisfied (2,1)	43%	27%	22%	34%	42%	28%	31%	36%	26%	33%	19%	43%	38%	29%	33%	39%
Mean	2.895	3.431	3.563	3.187	3.113	3.542	3.357	3.209	3.449	3.313	3.729	3.035	3.234	3.489	3.343	3.178
Not included in base:																
Decline to Answer	3	3	3	3	1	7	17	106	5	3	4	1	5	2	14	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	103 100%	- 100%	- 100%	- 100%	- 100%	- 100%	703 100%	3215 100%	39 100%	- 100%	- 100%	- 100%	- 100%	- 100%	257 100%	1112 100%
- NET: Satisfied (5,4)	54%	59%	73%	52%	48%	66%	59%	54%	47%	60%	63%	45%	66%	55%	57%	50%
Very satisfied (5)	13%	14%	25%	15%	16%	32%	19%	17%	8%	28%	16%	4%	17%	17%	17%	13%
Somewhat satisfied (4)	40%	45%	48%	37%	32%	34%	39%	37%	40%	32%	48%	41%	49%	37%	41%	37%
- Neither satisfied nor dissatisfied (3)	13%	11%	9%	10%	8%	5%	9%	9%	7%	12%	12%	18%	5%	17%	13%	11%
Somewhat dissatisfied (2)	20%	21%	11%	26%	29%	20%	22%	26%	19%	19%	13%	25%	26%	17%	20%	24%
Very dissatisfied (1)	14%	9%	7%	12%	15%	8%	10%	11%	26%	9%	12%	12%	3%	11%	9%	15%
- NET: Dissatisfied (2,1)	34%	30%	18%	38%	44%	29%	32%	37%	45%	28%	25%	37%	29%	28%	30%	38%
Mean	3.194	3.341	3.713	3.169	3.050	3.606	3.351	3.231	2.838	3.514	3.424	3.001	3.522	3.326	3.352	3.097
Not included in base:																
Decline to Answer	6	6	5	3	3	5	21	119	2	-	2	1	3	4	11	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?

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		143 100%	- 100%	- 100%	- 100%	- 100%	- 100%	962 100%	4320 100%
- NET: Satisfied (5,4)		32%	38%	45%	37%	35%	36%	38%	38%
Very satisfied (5)		9%	8%	11%	6%	9%	10%	9%	10%
Somewhat satisfied (4)		23%	30%	34%	31%	26%	26%	29%	28%
- Neither satisfied (3) nor dissatisfied		19%	11%	12%	13%	15%	17%	13%	14%
Somewhat dissatisfied (2)		32%	35%	30%	34%	36%	27%	33%	32%
Very dissatisfied (1)		17%	17%	12%	16%	14%	20%	16%	16%
- NET: Dissatisfied (2,1)		49%	52%	43%	50%	50%	47%	49%	48%
Mean		2.739	2.768	3.017	2.770	2.806	2.790	2.822	2.830
Not included in base:									
Decline to Answer		7	5	6	4	5	9	29	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	90 100%	- 100%	- 100%	- 100%	- 100%	- 100%	578 100%	2589 100%	53 100%	- 100%	- 100%	- 100%	- 100%	- 100%	384 100%	1731 100%
- NET: Satisfied (5,4)	37%	45%	43%	37%	35%	39%	40%	41%	22%	26%	48%	38%	35%	32%	35%	33%
Very satisfied (5)	11%	12%	12%	4%	8%	13%	10%	11%	5%	2%	10%	9%	11%	6%	7%	7%
Somewhat satisfied (4)	26%	34%	31%	33%	27%	26%	30%	30%	18%	24%	38%	29%	24%	26%	28%	26%
- Neither satisfied nor dissatisfied (3)	22%	11%	18%	16%	19%	18%	16%	17%	15%	10%	5%	8%	9%	15%	9%	11%
Somewhat dissatisfied (2)	26%	30%	28%	36%	36%	29%	32%	29%	41%	42%	34%	32%	35%	25%	34%	35%
Very dissatisfied (1)	15%	13%	11%	11%	10%	14%	12%	13%	22%	23%	13%	23%	21%	28%	22%	21%
- NET: Dissatisfied (2,1)	41%	43%	39%	47%	46%	43%	44%	42%	63%	65%	47%	54%	56%	53%	56%	57%
Mean	2.923	3.004	3.046	2.824	2.874	2.951	2.939	2.975	2.427	2.400	2.975	2.695	2.685	2.569	2.645	2.614
Not included in base:																
Decline to Answer	3	3	3	3	1	7	17	104	4	2	3	1	4	2	11	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	103 100%	- 100%	- 100%	- 100%	- 100%	- 100%	702 100%	3213 100%	40 100%	- 100%	- 100%	- 100%	- 100%	- 100%	259 100%	1107 100%
- NET: Satisfied (5,4)	32%	36%	49%	35%	34%	42%	39%	38%	31%	43%	35%	42%	38%	22%	36%	36%
Very satisfied (5)	10%	7%	12%	6%	9%	12%	9%	10%	5%	9%	10%	6%	9%	5%	8%	8%
Somewhat satisfied (4)	22%	28%	37%	29%	25%	30%	30%	28%	26%	34%	26%	37%	29%	17%	29%	28%
- Neither satisfied nor dissatisfied (3)	20%	11%	8%	11%	15%	12%	12%	13%	19%	10%	22%	16%	16%	27%	18%	17%
Somewhat dissatisfied (2)	29%	36%	29%	37%	35%	29%	34%	32%	39%	31%	35%	28%	38%	24%	31%	31%
Very dissatisfied (1)	19%	17%	14%	17%	16%	17%	16%	16%	12%	15%	8%	14%	7%	26%	14%	17%
- NET: Dissatisfied (2,1)	48%	54%	42%	53%	51%	46%	50%	48%	51%	46%	43%	42%	45%	50%	45%	47%
Mean	2.741	2.721	3.048	2.710	2.765	2.918	2.814	2.842	2.734	2.908	2.942	2.931	2.947	2.502	2.843	2.797
Not included in base:																
Decline to Answer	6	5	5	3	3	5	20	116	1	-	1	1	2	4	8	59
Not Applicable	-	-	1	-	-	1	2	5	-	-	-	-	-	-	-	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*

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		133 100%	- 100%	- 100%	- 100%	- 100%	- 100%	894 100%	3931 100%
- NET: Satisfied (5,4)		82%	74%	85%	80%	74%	70%	76%	75%
Very satisfied (5)		47%	47%	51%	52%	43%	40%	47%	46%
Somewhat satisfied (4)		34%	26%	34%	28%	32%	30%	30%	28%
- Neither satisfied nor dissatisfied (3)		10%	10%	7%	9%	10%	11%	9%	10%
Somewhat dissatisfied (2)		6%	11%	2%	5%	8%	7%	7%	8%
Very dissatisfied (1)		2%	6%	6%	6%	7%	11%	7%	7%
- NET: Dissatisfied (2,1)		8%	17%	8%	11%	16%	18%	14%	15%
Mean		4.192	3.985	4.220	4.153	3.939	3.810	4.017	3.995
Not included in base:									
Decline to Answer		11	7	6	5	7	10	35	215
Not Applicable		6	18	16	15	5	9	63	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	81 100%	- 100%	- 100%	- 100%	- 100%	- 100%	536 100%	2345 100%	52 100%	- 100%	- 100%	- 100%	- 100%	- 100%	358 100%	1586 100%
- NET: Satisfied (5,4)	83%	72%	83%	80%	70%	70%	74%	76%	80%	76%	88%	81%	81%	70%	79%	73%
Very satisfied (5)	44%	47%	45%	56%	38%	47%	46%	46%	52%	47%	58%	48%	51%	30%	47%	47%
Somewhat satisfied (4)	39%	25%	37%	24%	32%	24%	28%	29%	28%	29%	30%	33%	30%	40%	32%	26%
- Neither satisfied nor dissatisfied (3)	12%	14%	11%	12%	13%	10%	12%	11%	6%	3%	1%	4%	6%	14%	5%	9%
Somewhat dissatisfied (2)	4%	9%	1%	4%	8%	10%	7%	7%	10%	15%	4%	6%	9%	3%	8%	10%
Very dissatisfied (1)	<1%	5%	5%	4%	9%	10%	7%	6%	4%	6%	6%	9%	3%	13%	7%	7%
- NET: Dissatisfied (2,1)	4%	14%	7%	8%	17%	20%	13%	13%	14%	21%	10%	15%	12%	16%	15%	17%
Mean	4.228	4.002	4.158	4.234	3.807	3.874	4.006	4.021	4.136	3.958	4.308	4.050	4.172	3.713	4.032	3.956
Not included in base:																
Decline to Answer	7	5	4	4	2	7	23	134	4	2	2	1	5	3	12	81
Not Applicable	5	10	10	12	4	3	38	221	1	8	7	3	1	6	25	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	97 100%	- 100%	- 100%	- 100%	- 100%	- 100%	652 100%	2913 100%	36 100%	- 100%	- 100%	- 100%	- 100%	- 100%	242 100%	1018 100%
- NET: Satisfied (5,4)	80%	76%	86%	81%	75%	73%	78%	75%	86%	67%	82%	79%	71%	65%	72%	73%
Very satisfied (5)	45%	51%	54%	54%	45%	45%	50%	48%	55%	37%	42%	47%	34%	29%	38%	43%
Somewhat satisfied (4)	36%	25%	32%	26%	30%	27%	28%	28%	31%	30%	40%	32%	37%	36%	35%	30%
- Neither satisfied nor dissatisfied (3)	10%	7%	6%	7%	9%	8%	7%	10%	11%	16%	10%	11%	17%	19%	15%	12%
Somewhat dissatisfied (2)	8%	10%	3%	6%	9%	6%	7%	8%	1%	14%	0%	3%	8%	10%	7%	8%
Very dissatisfied (1)	2%	7%	4%	6%	8%	13%	8%	7%	2%	2%	9%	6%	5%	6%	6%	7%
- NET: Dissatisfied (2,1)	10%	17%	8%	12%	16%	19%	15%	15%	3%	16%	9%	9%	13%	16%	13%	15%
Mean	4.128	4.028	4.286	4.168	3.961	3.855	4.053	4.014	4.365	3.856	4.058	4.115	3.870	3.707	3.918	3.941
Not included in base:																
Decline to Answer	7	6	6	4	4	5	25	145	4	1	-	1	3	4	10	70
Not Applicable	5	14	10	12	5	6	47	277	1	4	6	3	-	3	16	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*

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		137 100%	- 100%	- 100%	- 100%	- 100%	- 100%	952 100%	4278 100%
- NET: Satisfied	(5,4)	68%	62%	67%	57%	61%	57%	61%	59%
Very satisfied	(5)	25%	28%	29%	29%	24%	26%	27%	28%
Somewhat satisfied	(4)	43%	34%	38%	28%	37%	31%	33%	31%
- Neither satisfied nor dissatisfied	(3)	7%	11%	15%	15%	15%	15%	14%	13%
Somewhat dissatisfied	(2)	18%	17%	11%	16%	15%	20%	16%	16%
Very dissatisfied	(1)	7%	11%	7%	12%	10%	9%	10%	11%
- NET: Dissatisfied	(2,1)	25%	27%	18%	28%	25%	29%	26%	28%
Mean		3.616	3.523	3.695	3.465	3.499	3.451	3.522	3.481
Not included in base:									
Decline to Answer		11	5	6	5	7	9	32	190
Not Applicable		2	-	3	3	1	1	8	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	85 100%	- 100%	- 100%	- 100%	- 100%	- 100%	570 100%	2550 100%	52 100%	- 100%	- 100%	- 100%	- 100%	- 100%	382 100%	1728 100%
- NET: Satisfied (5,4)	71%	65%	64%	57%	62%	52%	60%	60%	64%	57%	70%	57%	58%	64%	61%	58%
Very satisfied (5)	19%	31%	25%	29%	25%	26%	28%	27%	35%	24%	33%	29%	21%	26%	27%	28%
Somewhat satisfied (4)	53%	34%	39%	28%	37%	26%	33%	32%	28%	33%	37%	28%	36%	37%	34%	30%
- Neither satisfied nor dissatisfied (3)	7%	9%	20%	14%	16%	17%	14%	14%	6%	14%	9%	16%	12%	11%	13%	12%
Somewhat dissatisfied (2)	16%	17%	9%	17%	15%	19%	16%	16%	22%	16%	13%	16%	15%	21%	16%	17%
Very dissatisfied (1)	6%	9%	7%	12%	7%	13%	10%	10%	9%	13%	8%	11%	15%	4%	10%	13%
- NET: Dissatisfied (2,1)	22%	26%	17%	29%	22%	31%	25%	26%	30%	29%	21%	27%	30%	25%	27%	29%
Mean	3.624	3.605	3.652	3.456	3.594	3.336	3.534	3.505	3.602	3.395	3.756	3.477	3.334	3.612	3.505	3.445
Not included in base:																
Decline to Answer	7	3	4	4	3	7	21	118	4	2	2	1	4	2	10	71
Not Applicable	1	-	2	2	1	-	6	31	1	-	1	1	-	1	3	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	101 100%	- 100%	- 100%	- 100%	- 100%	- 100%	695 100%	3187 100%	36 100%	- 100%	- 100%	- 100%	- 100%	- 100%	257 100%	1092 100%
- NET: Satisfied (5,4)	68%	61%	66%	59%	58%	63%	61%	60%	69%	66%	68%	51%	71%	43%	59%	58%
Very satisfied (5)	23%	24%	29%	31%	24%	30%	27%	28%	32%	40%	28%	24%	25%	18%	28%	26%
Somewhat satisfied (4)	45%	36%	37%	28%	34%	33%	34%	31%	38%	25%	40%	27%	46%	25%	32%	32%
- Neither satisfied nor dissatisfied (3)	6%	12%	13%	13%	14%	10%	12%	12%	9%	8%	19%	20%	17%	25%	18%	16%
Somewhat dissatisfied (2)	19%	16%	12%	16%	17%	20%	16%	17%	15%	19%	7%	18%	9%	20%	15%	14%
Very dissatisfied (1)	7%	12%	8%	12%	12%	8%	11%	11%	7%	6%	6%	11%	3%	12%	8%	12%
- NET: Dissatisfied (2,1)	26%	28%	20%	28%	29%	27%	27%	28%	22%	26%	13%	29%	12%	31%	23%	26%
Mean	3.578	3.450	3.662	3.504	3.408	3.572	3.507	3.486	3.722	3.738	3.774	3.361	3.811	3.180	3.564	3.464
Not included in base:																
Decline to Answer	7	5	6	4	5	5	24	125	4	-	-	1	2	4	7	65
Not Applicable	1	-	2	2	-	1	5	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*

	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	135 100%	- 100%	- 100%	- 100%	- 100%	- 100%	924 100%	4112 100%
- NET: Satisfied (5,4)	56%	55%	57%	55%	56%	48%	54%	52%
Very satisfied (5)	29%	27%	29%	27%	22%	27%	26%	27%
Somewhat satisfied (4)	27%	28%	28%	28%	34%	20%	28%	25%
- Neither satisfied nor dissatisfied (3)	13%	15%	17%	21%	17%	18%	17%	17%
Somewhat dissatisfied (2)	20%	19%	16%	11%	17%	23%	17%	17%
Very dissatisfied (1)	11%	11%	10%	14%	10%	11%	11%	14%
- NET: Dissatisfied (2,1)	31%	30%	26%	25%	28%	34%	29%	30%
Mean	3.438	3.401	3.507	3.422	3.395	3.302	3.404	3.354
<b>Not included in base:</b>								
Decline to Answer	11	5	6	5	5	9	30	194
Not Applicable	5	8	8	7	9	6	38	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	86 100%	- 100%	- 100%	- 100%	- 100%	- 100%	557 100%	2489 100%	49 100%	- 100%	- 100%	- 100%	- 100%	- 100%	367 100%	1623 100%
- NET: Satisfied (5,4)	61%	63%	62%	60%	59%	46%	58%	56%	47%	43%	51%	47%	49%	50%	47%	47%
Very satisfied (5)	33%	31%	28%	28%	25%	31%	28%	29%	23%	19%	31%	25%	18%	23%	23%	24%
Somewhat satisfied (4)	28%	31%	34%	33%	35%	16%	30%	27%	24%	23%	20%	21%	32%	27%	24%	23%
- Neither satisfied nor dissatisfied (3)	12%	14%	18%	20%	19%	20%	18%	17%	15%	17%	15%	22%	13%	17%	17%	17%
Somewhat dissatisfied (2)	14%	14%	12%	7%	15%	23%	14%	15%	30%	27%	22%	15%	22%	23%	22%	19%
Very dissatisfied (1)	12%	10%	8%	13%	8%	11%	10%	12%	8%	13%	12%	16%	16%	11%	14%	17%
- NET: Dissatisfied (2,1)	27%	24%	20%	20%	22%	34%	24%	27%	38%	40%	34%	31%	38%	34%	36%	36%
Mean	3.555	3.605	3.611	3.545	3.541	3.319	3.531	3.460	3.235	3.084	3.356	3.249	3.136	3.279	3.212	3.191
Not included in base:																
Decline to Answer	7	3	4	4	1	7	19	123	4	2	2	1	4	2	10	71
Not Applicable	1	6	3	3	6	3	21	88	4	3	4	4	3	4	18	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	97 100%	- 100%	- 100%	- 100%	- 100%	- 100%	670 100%	3051 100%	37 100%	- 100%	- 100%	- 100%	- 100%	- 100%	254 100%	1061 100%
- NET: Satisfied (5,4)	55%	54%	51%	58%	51%	52%	54%	52%	58%	57%	71%	47%	70%	38%	56%	52%
Very satisfied (5)	28%	27%	29%	26%	21%	34%	27%	28%	32%	25%	28%	27%	26%	14%	24%	25%
Somewhat satisfied (4)	27%	27%	22%	31%	30%	18%	26%	25%	26%	32%	43%	19%	44%	24%	32%	27%
- Neither satisfied nor dissatisfied (3)	13%	13%	18%	19%	16%	18%	16%	18%	14%	21%	14%	26%	19%	18%	20%	17%
Somewhat dissatisfied (2)	20%	21%	18%	11%	20%	21%	18%	17%	19%	13%	11%	10%	7%	28%	14%	16%
Very dissatisfied (1)	12%	12%	12%	13%	12%	9%	12%	13%	9%	9%	5%	17%	4%	15%	10%	15%
- NET: Dissatisfied (2,1)	32%	33%	30%	24%	33%	30%	30%	30%	28%	22%	15%	28%	11%	43%	25%	31%
Mean	3.401	3.365	3.385	3.474	3.271	3.472	3.389	3.368	3.536	3.507	3.785	3.289	3.798	2.938	3.443	3.313
Not included in base:																
Decline to Answer	7	5	6	4	3	5	22	129	4	-	-	1	2	4	7	65
Not Applicable	5	6	6	6	8	6	32	154	-	3	1	1	1	-	6	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*

	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	140 100%	- 100%	- 100%	- 100%	- 100%	- 100%	957 100%	4283 100%
- NET: Satisfied (5,4)	56%	61%	63%	58%	58%	52%	59%	58%
Very satisfied (5)	23%	28%	28%	31%	21%	28%	27%	28%
Somewhat satisfied (4)	33%	33%	35%	27%	37%	24%	31%	29%
- Neither satisfied (3) nor dissatisfied	16%	9%	13%	14%	13%	16%	13%	14%
Somewhat dissatisfied (2)	22%	21%	16%	19%	18%	24%	19%	18%
Very dissatisfied (1)	6%	8%	9%	9%	11%	8%	9%	11%
- NET: Dissatisfied (2,1)	28%	29%	24%	28%	28%	31%	28%	28%
Mean	3.448	3.519	3.580	3.519	3.411	3.410	3.489	3.471
Not included in base:								
Decline to Answer	9	6	6	7	5	9	32	190
Not Applicable	1	-	1	1	-	1	3	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	88 100%	- 100%	- 100%	- 100%	- 100%	- 100%	574 100%	2568 100%	52 100%	- 100%	- 100%	- 100%	- 100%	- 100%	383 100%	1714 100%
- NET: Satisfied (5,4)	55%	65%	63%	62%	66%	50%	62%	60%	57%	56%	63%	53%	45%	56%	55%	55%
Very satisfied (5)	25%	32%	25%	33%	26%	28%	29%	30%	20%	22%	32%	29%	14%	27%	25%	26%
Somewhat satisfied (4)	30%	33%	38%	29%	40%	21%	32%	30%	37%	34%	31%	24%	32%	29%	30%	28%
- Neither satisfied nor dissatisfied (3)	14%	7%	16%	14%	11%	18%	13%	13%	20%	13%	9%	13%	17%	15%	13%	15%
Somewhat dissatisfied (2)	24%	19%	11%	18%	15%	24%	17%	17%	20%	23%	22%	22%	23%	24%	23%	18%
Very dissatisfied (1)	7%	8%	10%	7%	8%	9%	8%	9%	4%	9%	6%	12%	15%	6%	10%	13%
- NET: Dissatisfied (2,1)	31%	28%	21%	24%	23%	33%	26%	27%	23%	32%	28%	34%	38%	30%	32%	31%
Mean	3.415	3.611	3.566	3.636	3.608	3.364	3.565	3.535	3.504	3.376	3.599	3.362	3.059	3.473	3.374	3.375
Not included in base:																
Decline to Answer	6	4	4	6	1	7	21	118	4	2	2	1	4	2	10	71
Not Applicable	-	-	-	1	-	-	1	13	1	-	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	101 100%	- 100%	- 100%	- 100%	- 100%	- 100%	698 100%	3181 100%	39 100%	- 100%	- 100%	- 100%	- 100%	- 100%	259 100%	1102 100%
- NET: Satisfied (5,4)	55%	58%	58%	61%	58%	55%	58%	58%	58%	71%	74%	50%	60%	46%	60%	57%
Very satisfied (5)	22%	27%	27%	28%	20%	32%	27%	29%	26%	30%	30%	38%	24%	18%	28%	26%
Somewhat satisfied (4)	33%	31%	32%	32%	38%	23%	31%	29%	32%	40%	44%	12%	35%	28%	32%	31%
- Neither satisfied nor dissatisfied (3)	17%	9%	12%	13%	11%	15%	12%	13%	13%	10%	16%	17%	21%	19%	16%	15%
Somewhat dissatisfied (2)	21%	23%	19%	17%	18%	24%	20%	18%	25%	13%	8%	25%	17%	22%	17%	17%
Very dissatisfied (1)	7%	9%	11%	10%	13%	5%	10%	11%	3%	6%	3%	7%	2%	13%	6%	11%
- NET: Dissatisfied (2,1)	28%	33%	30%	27%	31%	30%	30%	29%	28%	19%	10%	32%	19%	35%	23%	28%
Mean	3.418	3.438	3.438	3.531	3.345	3.519	3.452	3.481	3.528	3.755	3.908	3.488	3.633	3.164	3.589	3.441
Not included in base:																
Decline to Answer	7	6	6	5	3	5	24	127	2	-	-	1	2	4	7	62
Not Applicable	1	-	1	-	-	1	2	26	-	-	-	1	-	-	1	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*

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		140 100%	- 100%	- 100%	- 100%	- 100%	- 100%	948 100%	4261 100%
- NET: Satisfied	(5,4)	60%	61%	60%	63%	59%	53%	60%	62%
Very satisfied	(5)	29%	32%	30%	36%	26%	28%	31%	32%
Somewhat satisfied	(4)	31%	30%	30%	27%	34%	25%	29%	30%
- Neither satisfied nor dissatisfied	(3)	22%	15%	20%	20%	21%	23%	19%	19%
Somewhat dissatisfied	(2)	12%	15%	15%	10%	9%	18%	13%	11%
Very dissatisfied	(1)	5%	9%	5%	7%	10%	5%	8%	8%
- NET: Dissatisfied	(2,1)	17%	24%	20%	17%	20%	24%	21%	19%
Mean		3.674	3.599	3.663	3.753	3.547	3.527	3.619	3.670
Not included in base:									
Decline to Answer		9	7	7	7	6	9	35	196
Not Applicable		1	2	1	-	3	4	10	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	87 100%	- 100%	- 100%	- 100%	- 100%	- 100%	567 100%	2547 100%	53 100%	- 100%	- 100%	- 100%	- 100%	- 100%	381 100%	1714 100%
- NET: Satisfied (5,4)	64%	61%	57%	63%	61%	52%	59%	63%	54%	62%	65%	63%	57%	55%	61%	60%
Very satisfied (5)	27%	34%	29%	37%	25%	29%	31%	32%	33%	29%	33%	35%	26%	27%	30%	31%
Somewhat satisfied (4)	37%	27%	29%	26%	35%	23%	28%	31%	21%	34%	32%	28%	31%	28%	31%	29%
- Neither satisfied nor dissatisfied (3)	22%	16%	22%	19%	21%	23%	20%	19%	23%	13%	17%	21%	22%	23%	19%	20%
Somewhat dissatisfied (2)	9%	13%	15%	10%	8%	18%	12%	10%	18%	17%	15%	9%	13%	19%	15%	13%
Very dissatisfied (1)	5%	10%	6%	7%	11%	7%	9%	7%	5%	8%	3%	6%	9%	3%	6%	8%
- NET: Dissatisfied (2,1)	14%	23%	21%	18%	19%	25%	21%	18%	23%	25%	18%	16%	22%	22%	21%	20%
Mean	3.729	3.609	3.583	3.753	3.566	3.491	3.604	3.697	3.583	3.583	3.775	3.752	3.512	3.576	3.639	3.631
Not included in base:																
Decline to Answer	6	5	5	6	2	7	24	125	4	2	2	1	4	2	10	71
Not Applicable	1	1	-	-	2	3	6	28	-	1	1	-	1	1	4	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	101 100%	- 100%	- 100%	- 100%	- 100%	- 100%	690 100%	3168 100%	39 100%	- 100%	- 100%	- 100%	- 100%	- 100%	258 100%	1093 100%
- NET: Satisfied (5,4)	58%	61%	59%	64%	59%	61%	61%	63%	66%	63%	63%	60%	58%	37%	56%	58%
Very satisfied (5)	30%	32%	26%	37%	27%	36%	32%	33%	28%	31%	41%	33%	19%	11%	27%	27%
Somewhat satisfied (4)	28%	29%	33%	27%	32%	25%	29%	30%	38%	33%	22%	27%	39%	26%	29%	30%
- Neither satisfied nor dissatisfied (3)	22%	14%	18%	20%	20%	20%	18%	19%	22%	17%	23%	21%	24%	29%	22%	22%
Somewhat dissatisfied (2)	13%	16%	15%	9%	8%	16%	13%	11%	11%	11%	14%	12%	13%	24%	15%	12%
Very dissatisfied (1)	7%	9%	7%	7%	12%	3%	8%	7%	0%	9%	0%	8%	5%	10%	7%	9%
- NET: Dissatisfied (2,1)	20%	25%	22%	16%	20%	19%	21%	18%	11%	19%	14%	20%	18%	34%	21%	21%
Mean	3.614	3.577	3.557	3.793	3.547	3.750	3.641	3.710	3.831	3.664	3.905	3.648	3.547	3.037	3.559	3.554
Not included in base:																
Decline to Answer	7	7	7	5	4	5	27	132	2	-	-	1	2	4	7	64
Not Applicable	1	1	1	-	2	4	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*

	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	139 100%	- 100%	- 100%	- 100%	- 100%	- 100%	927 100%	4194 100%
- NET: Satisfied (5,4)	66%	77%	68%	67%	71%	63%	70%	71%
Very satisfied (5)	24%	35%	29%	39%	29%	32%	33%	35%
Somewhat satisfied (4)	42%	42%	39%	28%	42%	31%	37%	37%
- Neither satisfied (3) nor dissatisfied	20%	13%	14%	19%	17%	21%	16%	15%
Somewhat dissatisfied (2)	10%	8%	13%	9%	8%	13%	10%	10%
Very dissatisfied (1)	3%	2%	4%	5%	5%	3%	4%	4%
- NET: Dissatisfied (2,1)	14%	11%	17%	14%	12%	16%	14%	14%
Mean	3.735	3.985	3.763	3.864	3.829	3.751	3.850	3.886
<b>Not included in base:</b>								
Decline to Answer	8	6	6	7	5	9	32	185
Not Applicable	3	9	4	10	3	7	33	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	88 100%	- 100%	- 100%	- 100%	- 100%	- 100%	558 100%	2517 100%	51 100%	- 100%	- 100%	- 100%	- 100%	- 100%	369 100%	1677 100%
- NET: Satisfied (5,4)	63%	78%	73%	66%	72%	63%	71%	71%	72%	75%	62%	68%	69%	62%	68%	71%
Very satisfied (5)	24%	34%	28%	41%	28%	31%	33%	34%	26%	36%	32%	36%	31%	32%	34%	36%
Somewhat satisfied (4)	39%	43%	45%	25%	43%	32%	38%	38%	47%	39%	30%	32%	39%	30%	34%	35%
- Neither satisfied nor dissatisfied (3)	22%	12%	14%	18%	17%	18%	16%	16%	17%	13%	15%	19%	17%	25%	18%	14%
Somewhat dissatisfied (2)	11%	8%	10%	10%	6%	14%	9%	9%	9%	10%	18%	7%	11%	12%	11%	10%
Very dissatisfied (1)	4%	2%	3%	5%	6%	5%	4%	4%	2%	2%	5%	6%	3%	1%	3%	4%
- NET: Dissatisfied (2,1)	15%	10%	13%	15%	12%	18%	13%	13%	11%	12%	23%	13%	14%	13%	15%	14%
Mean	3.670	3.997	3.839	3.869	3.828	3.717	3.862	3.883	3.847	3.967	3.655	3.857	3.830	3.799	3.832	3.889
Not included in base:																
Decline to Answer	4	4	4	6	1	7	22	114	4	2	2	1	4	2	10	70
Not Applicable	1	2	2	9	2	3	18	69	2	7	2	1	1	4	15	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	99 100%	- 100%	- 100%	- 100%	- 100%	- 100%	679 100%	3131 100%	40 100%	- 100%	- 100%	- 100%	- 100%	- 100%	248 100%	1064 100%
- NET: Satisfied (5,4)	65%	76%	64%	65%	72%	66%	69%	72%	69%	78%	79%	72%	68%	55%	71%	69%
Very satisfied (5)	23%	35%	29%	36%	30%	39%	34%	36%	27%	34%	31%	48%	27%	16%	31%	30%
Somewhat satisfied (4)	42%	41%	35%	30%	42%	28%	36%	36%	41%	44%	49%	23%	42%	39%	39%	39%
- Neither satisfied nor dissatisfied (3)	20%	11%	16%	19%	15%	19%	16%	14%	21%	17%	10%	17%	25%	26%	19%	17%
Somewhat dissatisfied (2)	12%	11%	14%	10%	8%	13%	11%	10%	6%	2%	11%	5%	5%	14%	7%	8%
Very dissatisfied (1)	3%	2%	6%	5%	6%	2%	4%	4%	4%	2%	0%	6%	2%	5%	3%	5%
- NET: Dissatisfied (2,1)	15%	13%	20%	15%	14%	15%	15%	14%	10%	4%	11%	11%	7%	19%	10%	14%
Mean	3.700	3.962	3.667	3.802	3.820	3.874	3.837	3.912	3.821	4.055	3.988	4.035	3.856	3.469	3.886	3.809
Not included in base:																
Decline to Answer	7	5	6	5	3	5	23	123	1	1	-	1	2	4	9	61
Not Applicable	3	8	3	4	2	5	21	81	-	1	1	5	1	3	12	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*

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		140 100%	- 100%	- 100%	- 100%	- 100%	- 100%	926 100%	4180 100%
- NET: Satisfied	(5,4)	65%	76%	70%	71%	68%	68%	71%	73%
Very satisfied	(5)	28%	38%	37%	44%	35%	34%	38%	40%
Somewhat satisfied	(4)	37%	38%	33%	27%	33%	34%	33%	33%
- Neither satisfied nor dissatisfied	(3)	24%	11%	16%	17%	17%	18%	16%	16%
Somewhat dissatisfied	(2)	10%	11%	10%	7%	9%	11%	10%	8%
Very dissatisfied	(1)	1%	2%	4%	5%	5%	3%	4%	3%
- NET: Dissatisfied	(2,1)	11%	13%	14%	12%	15%	14%	14%	11%
Mean		3.801	3.990	3.884	3.981	3.830	3.854	3.915	3.990
Not included in base:									
Decline to Answer		8	7	6	7	6	9	34	188
Not Applicable		2	8	3	7	5	9	32	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	87 100%	- 100%	- 100%	- 100%	- 100%	- 100%	557 100%	2507 100%	53 100%	- 100%	- 100%	- 100%	- 100%	- 100%	369 100%	1673 100%
- NET: Satisfied (5,4)	65%	74%	69%	71%	70%	68%	71%	73%	66%	78%	71%	71%	65%	69%	71%	74%
Very satisfied (5)	26%	36%	34%	41%	31%	31%	35%	37%	31%	41%	41%	48%	43%	38%	42%	44%
Somewhat satisfied (4)	39%	39%	35%	29%	39%	37%	36%	35%	35%	36%	30%	24%	22%	30%	29%	30%
- Neither satisfied nor dissatisfied (3)	24%	12%	19%	18%	13%	19%	16%	16%	23%	10%	12%	16%	23%	16%	15%	15%
Somewhat dissatisfied (2)	10%	13%	8%	6%	10%	11%	10%	8%	10%	9%	13%	8%	8%	11%	10%	8%
Very dissatisfied (1)	1%	1%	4%	5%	6%	2%	3%	3%	2%	3%	4%	4%	5%	4%	4%	3%
- NET: Dissatisfied (2,1)	11%	13%	12%	12%	16%	13%	13%	11%	12%	12%	17%	13%	13%	15%	14%	11%
Mean	3.782	3.962	3.863	3.955	3.789	3.840	3.887	3.956	3.830	4.036	3.914	4.016	3.901	3.873	3.956	4.042
Not included in base:																
Decline to Answer	4	5	4	6	2	7	24	118	4	2	2	1	4	2	10	70
Not Applicable	2	2	2	5	4	3	16	75	-	6	1	2	1	6	15	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	100 100%	- 100%	- 100%	- 100%	- 100%	- 100%	677 100%	3120 100%	40 100%	- 100%	- 100%	- 100%	- 100%	- 100%	249 100%	1060 100%
- NET: Satisfied (5,4)	63%	75%	69%	67%	70%	73%	71%	75%	71%	78%	71%	80%	62%	56%	70%	69%
Very satisfied (5)	28%	39%	37%	43%	37%	39%	39%	42%	27%	34%	36%	46%	31%	21%	34%	34%
Somewhat satisfied (4)	35%	36%	32%	24%	33%	34%	32%	32%	43%	43%	35%	34%	32%	35%	36%	36%
- Neither satisfied nor dissatisfied (3)	24%	11%	15%	20%	16%	17%	15%	15%	23%	14%	20%	8%	21%	20%	16%	18%
Somewhat dissatisfied (2)	11%	12%	10%	7%	9%	8%	10%	8%	7%	9%	9%	8%	10%	19%	11%	8%
Very dissatisfied (1)	2%	2%	6%	5%	5%	2%	4%	3%	0%	0%	0%	3%	7%	6%	3%	5%
- NET: Dissatisfied (2,1)	13%	14%	16%	12%	14%	9%	13%	11%	7%	9%	9%	11%	17%	24%	14%	12%
Mean	3.757	3.976	3.839	3.929	3.874	4.016	3.930	4.034	3.910	4.032	3.991	4.116	3.687	3.470	3.873	3.864
Not included in base:																
Decline to Answer	7	6	6	5	4	5	25	127	1	1	-	1	2	4	9	61
Not Applicable	2	5	2	5	5	5	22	87	-	3	1	2	-	4	10	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*

	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	141 100%	- 100%	- 100%	- 100%	- 100%	- 100%	953 100%	4307 100%
- NET: Satisfied (5,4)	70%	66%	70%	75%	68%	64%	69%	69%
Very satisfied (5)	31%	33%	35%	40%	30%	29%	33%	37%
Somewhat satisfied (4)	40%	33%	35%	36%	38%	35%	35%	32%
- Neither satisfied (3) nor dissatisfied	7%	8%	11%	8%	7%	14%	10%	10%
Somewhat dissatisfied (2)	15%	17%	13%	11%	16%	10%	14%	13%
Very dissatisfied (1)	8%	9%	6%	5%	9%	12%	8%	8%
- NET: Dissatisfied (2,1)	23%	26%	19%	16%	25%	22%	22%	21%
Mean	3.707	3.644	3.794	3.937	3.632	3.592	3.718	3.767
<b>Not included in base:</b>								
Decline to Answer	9	6	8	6	7	10	37	193
Not Applicable	-	1	1	-	-	-	2	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	89 100%	- 100%	- 100%	- 100%	- 100%	- 100%	572 100%	2579 100%	52 100%	- 100%	- 100%	- 100%	- 100%	- 100%	381 100%	1728 100%
- NET: Satisfied (5,4)	71%	68%	69%	75%	67%	63%	68%	70%	69%	64%	71%	76%	68%	66%	69%	67%
Very satisfied (5)	31%	35%	38%	39%	30%	37%	36%	37%	29%	30%	30%	40%	30%	18%	30%	36%
Somewhat satisfied (4)	40%	33%	31%	36%	38%	26%	33%	33%	40%	34%	40%	36%	38%	49%	39%	32%
- Neither satisfied nor dissatisfied (3)	6%	8%	11%	8%	8%	18%	10%	10%	8%	9%	11%	8%	5%	9%	8%	10%
Somewhat dissatisfied (2)	17%	17%	16%	12%	15%	9%	14%	13%	12%	16%	10%	11%	18%	10%	13%	14%
Very dissatisfied (1)	6%	8%	4%	5%	9%	10%	7%	7%	11%	11%	8%	5%	9%	15%	10%	9%
- NET: Dissatisfied (2,1)	23%	25%	20%	17%	24%	20%	21%	20%	23%	27%	18%	16%	27%	25%	23%	23%
Mean	3.743	3.700	3.822	3.928	3.642	3.699	3.753	3.804	3.646	3.557	3.755	3.950	3.616	3.443	3.665	3.711
Not included in base:																
Decline to Answer	4	4	6	3	3	7	23	116	5	2	2	3	4	3	13	77
Not Applicable	-	1	-	-	-	-	1	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	101 100%	- 100%	- 100%	- 100%	- 100%	- 100%	697 100%	3205 100%	40 100%	- 100%	- 100%	- 100%	- 100%	- 100%	256 100%	1101 100%
- NET: Satisfied (5,4)	71%	66%	66%	77%	70%	71%	70%	70%	69%	65%	77%	72%	59%	48%	64%	66%
Very satisfied (5)	33%	35%	36%	40%	31%	35%	36%	39%	24%	24%	32%	39%	26%	15%	27%	31%
Somewhat satisfied (4)	38%	31%	30%	37%	39%	36%	35%	31%	45%	41%	46%	32%	34%	33%	37%	35%
- Neither satisfied nor dissatisfied (3)	5%	6%	11%	6%	6%	8%	7%	9%	12%	15%	11%	14%	12%	29%	16%	14%
Somewhat dissatisfied (2)	17%	16%	14%	13%	14%	10%	14%	14%	10%	17%	11%	7%	23%	9%	14%	11%
Very dissatisfied (1)	7%	11%	8%	4%	10%	11%	9%	7%	9%	2%	0%	7%	5%	14%	6%	9%
- NET: Dissatisfied (2,1)	24%	28%	22%	17%	24%	21%	23%	21%	19%	19%	11%	15%	29%	23%	19%	20%
Mean	3.731	3.631	3.717	3.955	3.668	3.736	3.737	3.795	3.647	3.680	3.977	3.888	3.516	3.260	3.666	3.684
Not included in base:																
Decline to Answer	8	6	7	4	5	5	26	128	1	-	1	2	2	5	10	65
Not Applicable	-	-	1	-	-	-	1	1	-	1	-	-	-	-	1	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*

	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	139 100%	- 100%	- 100%	- 100%	- 100%	- 100%	951 100%	4277 100%
- NET: Satisfied (5,4)	53%	62%	63%	67%	54%	53%	60%	58%
Very satisfied (5)	17%	31%	27%	31%	18%	24%	27%	27%
Somewhat satisfied (4)	36%	31%	35%	36%	36%	29%	33%	31%
- Neither satisfied (3) nor dissatisfied	16%	9%	11%	11%	10%	18%	12%	13%
Somewhat dissatisfied (2)	18%	17%	16%	12%	23%	19%	17%	18%
Very dissatisfied (1)	13%	12%	10%	9%	13%	10%	11%	12%
- NET: Dissatisfied (2,1)	31%	29%	26%	22%	36%	30%	28%	30%
Mean	3.269	3.522	3.540	3.668	3.232	3.371	3.472	3.438
<b>Not included in base:</b>								
Decline to Answer	11	6	9	6	7	10	39	215
Not Applicable	-	1	-	-	1	-	2	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	88 100%	- 100%	- 100%	- 100%	- 100%	- 100%	573 100%	2567 100%	51 100%	- 100%	- 100%	- 100%	- 100%	- 100%	378 100%	1710 100%
- NET: Satisfied (5,4)	53%	64%	60%	67%	54%	51%	60%	58%	54%	59%	67%	68%	54%	55%	61%	58%
Very satisfied (5)	16%	32%	26%	30%	18%	26%	27%	27%	20%	29%	29%	33%	19%	22%	27%	28%
Somewhat satisfied (4)	37%	32%	34%	37%	36%	26%	33%	31%	34%	30%	37%	36%	36%	33%	34%	30%
- Neither satisfied nor dissatisfied (3)	18%	8%	14%	16%	10%	21%	13%	14%	13%	11%	8%	3%	9%	14%	9%	11%
Somewhat dissatisfied (2)	15%	19%	13%	10%	23%	16%	17%	17%	25%	14%	21%	16%	22%	24%	19%	19%
Very dissatisfied (1)	15%	9%	14%	7%	13%	12%	11%	11%	8%	16%	4%	12%	14%	8%	11%	12%
- NET: Dissatisfied (2,1)	30%	28%	27%	17%	36%	28%	27%	29%	33%	30%	25%	28%	36%	32%	30%	31%
Mean	3.242	3.595	3.449	3.717	3.234	3.373	3.482	3.449	3.316	3.411	3.673	3.601	3.229	3.367	3.458	3.421
Not included in base:																
Decline to Answer	6	4	5	4	2	7	22	126	6	2	4	2	5	4	16	88
Not Applicable	-	1	-	-	-	-	1	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	100 100%	- 100%	- 100%	- 100%	- 100%	- 100%	694 100%	3183 100%	39 100%	- 100%	- 100%	- 100%	- 100%	- 100%	257 100%	1094 100%
- NET: Satisfied (5,4)	51%	61%	64%	68%	52%	55%	60%	58%	60%	66%	60%	65%	62%	47%	60%	56%
Very satisfied (5)	15%	30%	29%	30%	21%	27%	28%	28%	23%	33%	23%	32%	10%	17%	24%	25%
Somewhat satisfied (4)	35%	30%	35%	38%	31%	28%	32%	30%	37%	33%	37%	33%	52%	29%	36%	31%
- Neither satisfied nor dissatisfied (3)	13%	9%	9%	8%	8%	15%	10%	12%	23%	11%	18%	17%	17%	23%	17%	16%
Somewhat dissatisfied (2)	22%	19%	17%	14%	26%	18%	19%	18%	9%	13%	14%	9%	12%	23%	14%	16%
Very dissatisfied (1)	14%	12%	11%	9%	15%	12%	12%	12%	8%	11%	8%	9%	9%	7%	9%	11%
- NET: Dissatisfied (2,1)	36%	31%	28%	23%	40%	29%	30%	30%	17%	24%	22%	18%	21%	30%	23%	28%
Mean	3.150	3.482	3.549	3.659	3.181	3.416	3.456	3.442	3.581	3.643	3.520	3.693	3.406	3.269	3.515	3.426
Not included in base:																
Decline to Answer	9	6	9	4	4	6	30	146	2	-	-	2	3	4	9	68
Not Applicable	-	-	-	-	1	-	1	5	-	1	-	-	-	-	1	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.*

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		140 100%	- 100%	- 100%	- 100%	- 100%	- 100%	951 100%	4265 100%
- NET: Agree	(5,4)	58%	54%	52%	56%	51%	51%	53%	56%
Strongly agree	(5)	18%	23%	20%	23%	16%	21%	21%	22%
Somewhat agree	(4)	40%	31%	33%	33%	36%	30%	32%	33%
- Neither agree nor disagree	(3)	10%	11%	15%	9%	8%	11%	11%	10%
Somewhat disagree	(2)	17%	20%	19%	21%	22%	19%	20%	18%
Strongly disagree	(1)	14%	15%	14%	15%	18%	19%	16%	16%
- NET: Disagree	(2,1)	31%	35%	33%	36%	40%	38%	36%	34%
Mean		3.310	3.263	3.246	3.280	3.088	3.144	3.209	3.279
Not included in base:									
Decline to Answer		8	8	5	4	7	10	34	192
Not Applicable/ Don't know		2	2	2	1	-	3	7	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	89 100%	- 100%	- 100%	- 100%	- 100%	- 100%	573 100%	2559 100%	51 100%	- 100%	- 100%	- 100%	- 100%	- 100%	378 100%	1706 100%
- NET: Agree (5,4)	61%	55%	56%	55%	48%	51%	53%	57%	54%	52%	48%	57%	57%	52%	53%	54%
Strongly agree (5)	23%	26%	24%	23%	17%	26%	23%	24%	10%	18%	13%	23%	14%	14%	17%	19%
Somewhat agree (4)	38%	29%	32%	32%	32%	25%	30%	33%	44%	34%	34%	34%	43%	37%	36%	34%
- Neither agree nor disagree (3)	11%	11%	17%	13%	12%	12%	13%	12%	10%	10%	11%	3%	3%	9%	7%	9%
Somewhat disagree (2)	14%	18%	14%	17%	20%	19%	18%	18%	24%	24%	25%	25%	24%	18%	23%	19%
Strongly disagree (1)	15%	15%	13%	16%	20%	18%	16%	14%	13%	14%	16%	14%	15%	22%	16%	19%
- NET: Disagree (2,1)	29%	34%	27%	33%	40%	37%	34%	32%	36%	38%	41%	40%	40%	40%	40%	38%
Mean	3.399	3.317	3.387	3.300	3.051	3.218	3.253	3.353	3.154	3.179	3.040	3.253	3.155	3.042	3.141	3.168
Not included in base:																
Decline to Answer	4	5	3	3	2	7	20	116	4	3	2	1	5	3	13	75
Not Applicable/ Don't know	-	-	-	1	-	3	4	24	2	2	2	-	-	-	3	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	100 100%	- 100%	- 100%	- 100%	- 100%	- 100%	695 100%	3173 100%	40 100%	- 100%	- 100%	- 100%	- 100%	- 100%	256 100%	1092 100%
- NET: Agree (5,4)	53%	53%	52%	57%	50%	56%	54%	56%	72%	57%	53%	51%	55%	40%	51%	56%
Strongly agree (5)	16%	21%	19%	21%	14%	24%	20%	22%	23%	29%	20%	27%	20%	14%	22%	23%
Somewhat agree (4)	36%	32%	33%	36%	36%	32%	34%	34%	49%	28%	33%	24%	35%	27%	29%	33%
- Neither agree nor disagree (3)	11%	12%	12%	6%	6%	10%	9%	10%	9%	9%	22%	16%	17%	12%	15%	13%
Somewhat disagree (2)	19%	20%	20%	20%	24%	16%	20%	19%	14%	22%	15%	23%	14%	26%	20%	17%
Strongly disagree (1)	17%	16%	16%	17%	19%	19%	17%	16%	6%	13%	10%	10%	14%	22%	14%	15%
- NET: Disagree (2,1)	36%	36%	36%	37%	43%	34%	37%	35%	19%	35%	25%	33%	29%	47%	34%	32%
Mean	3.158	3.225	3.186	3.252	3.023	3.272	3.190	3.267	3.694	3.377	3.386	3.356	3.312	2.854	3.258	3.314
<b>Not included in base:</b>																
Decline to Answer	7	7	5	3	4	5	24	128	1	1	-	1	3	4	10	64
Not Applicable/ Don't know	2	2	2	-	-	2	5	33	-	-	-	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*

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		122 100%	- 100%	- 100%	- 100%	- 100%	- 100%	859 100%	3924 100%
- NET: Agree	(5,4)	28%	28%	27%	24%	30%	34%	29%	32%
Strongly agree	(5)	2%	8%	10%	5%	6%	5%	7%	7%
Somewhat agree	(4)	25%	21%	18%	19%	24%	29%	22%	25%
- Neither agree nor disagree	(3)	30%	27%	29%	28%	30%	29%	28%	26%
Somewhat disagree	(2)	23%	30%	27%	28%	24%	26%	27%	25%
Strongly disagree	(1)	20%	15%	17%	20%	16%	12%	16%	17%
- NET: Disagree	(2,1)	43%	44%	44%	48%	40%	38%	43%	42%
Mean		2.679	2.765	2.766	2.614	2.810	2.890	2.765	2.790
Not included in base:									
Decline to Answer		9	8	6	5	7	10	36	199
Not Applicable/ Don't know		19	22	22	17	23	13	98	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	75 100%	- 100%	- 100%	- 100%	- 100%	- 100%	518 100%	2367 100%	47 100%	- 100%	- 100%	- 100%	- 100%	- 100%	340 100%	1558 100%
- NET: Agree (5,4)	29%	29%	27%	28%	29%	33%	29%	33%	26%	26%	28%	19%	33%	34%	28%	31%
Strongly agree (5)	2%	8%	12%	9%	5%	7%	8%	7%	2%	6%	7%	0%	9%	3%	5%	6%
Somewhat agree (4)	26%	21%	16%	19%	24%	26%	21%	26%	24%	20%	21%	19%	25%	31%	23%	24%
- Neither agree nor disagree (3)	38%	29%	35%	29%	33%	28%	31%	27%	17%	24%	19%	25%	26%	30%	25%	23%
Somewhat disagree (2)	21%	28%	24%	22%	23%	24%	24%	24%	26%	33%	33%	36%	26%	30%	32%	28%
Strongly disagree (1)	13%	13%	14%	20%	16%	15%	16%	16%	31%	17%	21%	20%	15%	6%	16%	18%
- NET: Disagree (2,1)	34%	41%	38%	42%	39%	39%	40%	40%	56%	49%	54%	56%	41%	36%	48%	46%
Mean	2.843	2.828	2.869	2.750	2.788	2.850	2.815	2.829	2.418	2.667	2.601	2.427	2.849	2.945	2.689	2.730
<b>Not included in base:</b>																
Decline to Answer	5	5	4	3	3	8	23	127	4	3	2	2	4	2	12	72
Not Applicable/ Don't know	13	13	9	11	15	7	55	206	6	9	14	6	8	5	43	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	88 100%	- 100%	- 100%	- 100%	- 100%	- 100%	628 100%	2925 100%	34 100%	- 100%	- 100%	- 100%	- 100%	- 100%	231 100%	999 100%
- NET: Agree (5,4)	23%	25%	33%	26%	29%	36%	29%	31%	40%	38%	16%	19%	36%	27%	27%	34%
Strongly agree (5)	1%	5%	9%	6%	6%	6%	6%	6%	6%	15%	11%	4%	6%	3%	8%	9%
Somewhat agree (4)	22%	20%	24%	21%	22%	31%	23%	25%	34%	23%	5%	15%	29%	24%	19%	25%
- Neither agree nor disagree (3)	31%	27%	21%	24%	27%	19%	24%	25%	26%	28%	46%	39%	41%	50%	40%	28%
Somewhat disagree (2)	23%	31%	26%	27%	26%	32%	29%	26%	22%	25%	30%	30%	15%	13%	23%	22%
Strongly disagree (1)	23%	17%	20%	23%	18%	12%	18%	18%	12%	9%	9%	13%	8%	10%	10%	16%
- NET: Disagree (2,1)	46%	48%	46%	50%	44%	45%	47%	44%	35%	35%	38%	42%	23%	23%	33%	38%
Mean	2.560	2.653	2.754	2.592	2.730	2.851	2.705	2.758	2.988	3.084	2.793	2.682	3.104	2.977	2.928	2.884
<b>Not included in base:</b>																
Decline to Answer	8	7	6	4	5	5	27	136	1	1	-	1	2	4	9	63
Not Applicable/ Don't know	13	19	19	9	15	9	70	273	6	4	4	9	8	4	28	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*

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		135 100%	- 100%	- 100%	- 100%	- 100%	- 100%	929 100%	4171 100%
- NET: Agree	(5,4)	75%	69%	73%	71%	63%	61%	68%	68%
Strongly agree	(5)	34%	37%	40%	39%	30%	32%	35%	36%
Somewhat agree	(4)	40%	33%	33%	32%	33%	29%	32%	33%
- Neither agree nor disagree	(3)	10%	8%	13%	11%	16%	14%	12%	12%
Somewhat disagree	(2)	8%	15%	8%	10%	11%	14%	12%	11%
Strongly disagree	(1)	8%	8%	6%	8%	9%	11%	9%	10%
- NET: Disagree	(2,1)	16%	23%	14%	18%	20%	25%	20%	20%
Mean		3.853	3.743	3.924	3.831	3.645	3.576	3.742	3.740
<b>Not included in base:</b>									
Decline to Answer		13	7	7	6	8	10	37	205
Not Applicable/ Don't know		3	4	7	7	3	6	26	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	87 100%	- 100%	- 100%	- 100%	- 100%	- 100%	556 100%	2498 100%	48 100%	- 100%	- 100%	- 100%	- 100%	- 100%	373 100%	1673 100%
- NET: Agree (5,4)	78%	73%	78%	75%	62%	60%	70%	70%	68%	63%	66%	65%	65%	64%	64%	65%
Strongly agree (5)	37%	41%	43%	42%	33%	34%	39%	37%	30%	30%	34%	35%	26%	29%	31%	33%
Somewhat agree (4)	41%	33%	35%	34%	29%	25%	31%	33%	38%	33%	32%	30%	40%	35%	34%	32%
- Neither agree nor disagree (3)	8%	8%	12%	12%	18%	15%	13%	13%	12%	8%	14%	10%	14%	13%	11%	10%
Somewhat disagree (2)	5%	14%	4%	6%	11%	13%	10%	9%	13%	16%	13%	14%	12%	14%	14%	13%
Strongly disagree (1)	9%	5%	6%	6%	9%	12%	7%	8%	7%	13%	7%	11%	9%	9%	10%	12%
- NET: Disagree (2,1)	13%	19%	10%	13%	20%	26%	18%	17%	20%	29%	20%	25%	21%	23%	24%	25%
Mean	3.936	3.897	4.056	3.980	3.664	3.556	3.832	3.830	3.702	3.504	3.732	3.632	3.611	3.605	3.608	3.604
Not included in base:																
Decline to Answer	7	5	4	4	4	7	25	124	6	2	3	2	4	3	13	81
Not Applicable/ Don't know	-	2	4	6	3	2	16	78	3	2	3	1	-	4	10	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	98 100%	- 100%	- 100%	- 100%	- 100%	- 100%	676 100%	3101 100%	36 100%	- 100%	- 100%	- 100%	- 100%	- 100%	252 100%	1070 100%
- NET: Agree (5,4)	71%	70%	72%	72%	63%	64%	68%	69%	83%	67%	76%	67%	65%	55%	66%	66%
Strongly agree (5)	32%	33%	38%	39%	29%	39%	35%	36%	41%	46%	42%	39%	33%	17%	36%	33%
Somewhat agree (4)	39%	36%	33%	33%	34%	25%	33%	32%	43%	21%	34%	28%	32%	38%	30%	33%
- Neither agree nor disagree (3)	12%	7%	12%	11%	18%	10%	11%	11%	3%	9%	16%	11%	12%	23%	14%	14%
Somewhat disagree (2)	8%	13%	9%	9%	9%	13%	11%	10%	6%	22%	5%	12%	21%	15%	15%	11%
Strongly disagree (1)	8%	10%	8%	7%	11%	14%	10%	10%	7%	2%	3%	11%	2%	6%	5%	9%
- NET: Disagree (2,1)	16%	23%	16%	17%	19%	26%	20%	20%	13%	24%	8%	22%	23%	22%	20%	20%
Mean	3.786	3.698	3.861	3.867	3.621	3.635	3.732	3.753	4.036	3.874	4.073	3.735	3.721	3.446	3.768	3.701
Not included in base:																
Decline to Answer	8	6	7	4	6	5	28	136	5	1	-	2	2	4	9	68
Not Applicable/ Don't know	3	4	4	4	3	4	20	97	-	-	3	2	-	1	6	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.

	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	143 100%	- 100%	- 100%	- 100%	- 100%	- 100%	967 100%	4349 100%
Geographic location	29%	24%	7%	32%	16%	7%	18%	19%
Support of colleagues	20%	19%	16%	16%	19%	16%	17%	17%
My sense of "fit" here	16%	18%	19%	23%	14%	18%	18%	20%
Quality of colleagues	16%	31%	21%	24%	24%	25%	25%	25%
Teaching load	15%	14%	16%	13%	13%	18%	15%	13%
Opportunities to collaborate with colleagues	14%	15%	11%	8%	12%	11%	12%	10%
Cost of living	13%	7%	25%	16%	23%	18%	17%	16%
Compensation	8%	3%	5%	2%	6%	10%	5%	4%
Quality of facilities	7%	11%	8%	7%	6%	9%	8%	8%
Support for research (e.g., research leave)	5%	13%	8%	8%	6%	12%	10%	8%
Quality of graduate students	5%	5%	7%	8%	6%	4%	6%	8%
Tenure criteria clarity	5%	2%	2%	1%	1%	1%	1%	1%
Protection from service/ assignments	4%	5%	3%	1%	1%	2%	2%	2%
Quality of undergraduate students	4%	3%	4%	2%	2%	7%	3%	7%

*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.

	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Tenure requirements in general	4%	2%	3%	1%	5%	3%	3%	3%
Manageable or no pressure to perform	4%	1%	1%	2%	1%	3%	1%	2%
Assistance for grant proposals	3%	<1%	2%	1%	1%	2%	1%	2%
Support for professional development	3%	5%	6%	1%	3%	2%	3%	3%
Research requirements for tenure	3%	1%	2%	2%	3%	1%	2%	2%
Spousal/ partner hiring program	2%	1%	3%	5%	3%	6%	3%	3%
Tenure process clarity	2%	2%	2%	1%	0%	1%	1%	1%
Support for teaching	1%	1%	4%	2%	3%	3%	2%	3%
Presence of others like me	1%	3%	2%	4%	3%	3%	3%	3%
Commute	1%	4%	5%	3%	15%	7%	7%	7%
Childcare policies/ practices	0%	<1%	0%	1%	2%	0%	1%	<1%
Availability/ quality of childcare facilities	0%	<1%	0%	0%	3%	0%	1%	<1%
Diversity	0%	2%	2%	2%	0%	2%	2%	3%
Academic freedom	0%	1%	0%	3%	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.

	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Other	8%	8%	10%	10%	6%	9%	9%	8%
There are no positive aspects	1%	<1%	1%	<1%	1%	1%	1%	1%
<b>Not included in base:</b>								
Decline to Answer	7	5	5	2	5	8	25	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	90 100%	- 100%	- 100%	- 100%	- 100%	- 100%	582 100%	2604 100%	53 100%	- 100%	- 100%	- 100%	- 100%	- 100%	386 100%	1745 100%
Geographic location	35%	28%	7%	30%	17%	5%	19%	19%	20%	17%	8%	34%	15%	10%	17%	18%
My sense of "fit" here	21%	18%	21%	20%	15%	18%	18%	21%	9%	18%	17%	26%	12%	19%	19%	20%
Quality of colleagues	17%	32%	17%	30%	21%	25%	26%	26%	13%	28%	27%	15%	30%	24%	25%	23%
Cost of living	17%	5%	25%	17%	24%	21%	18%	17%	6%	10%	25%	13%	21%	13%	16%	14%
Support of colleagues	15%	15%	12%	16%	22%	16%	17%	16%	28%	24%	21%	16%	14%	15%	18%	19%
Opportunities to collaborate with colleagues	12%	18%	13%	9%	12%	11%	13%	11%	17%	11%	8%	7%	12%	11%	10%	8%
Teaching load	12%	14%	19%	11%	14%	16%	15%	13%	20%	13%	12%	15%	11%	20%	14%	13%
Quality of graduate students	8%	5%	8%	6%	8%	7%	6%	8%	0%	5%	6%	11%	4%	1%	6%	7%
Quality of facilities	7%	11%	9%	9%	7%	8%	9%	8%	7%	11%	6%	3%	6%	10%	7%	7%
Compensation	7%	3%	5%	2%	6%	8%	5%	4%	10%	4%	5%	3%	8%	12%	6%	4%
Support for research (e.g., research leave)	6%	12%	6%	5%	6%	12%	8%	8%	4%	16%	11%	11%	6%	11%	11%	8%
Protection from service/ assignments	5%	4%	1%	1%	2%	2%	2%	2%	4%	5%	4%	1%	0%	3%	3%	2%
Tenure requirements in general	4%	2%	3%	2%	3%	3%	3%	3%	4%	2%	4%	0%	8%	4%	3%	3%



*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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Tenure criteria clarity	4%	3%	1%	1%	1%	0%	1%	1%	8%	1%	4%	0%	0%	1%	1%	1%
Manageable or no pressure to perform	4%	2%	2%	1%	1%	3%	2%	2%	4%	0%	0%	2%	0%	2%	1%	2%
Research requirements for tenure	3%	1%	1%	2%	4%	0%	2%	2%	2%	2%	3%	1%	0%	2%	2%	2%
Assistance for grant proposals	3%	1%	1%	0%	2%	2%	1%	2%	4%	0%	3%	2%	0%	1%	1%	2%
Quality of undergraduate students	2%	3%	4%	1%	2%	8%	3%	6%	7%	3%	3%	2%	0%	6%	3%	7%
Support for teaching	2%	1%	5%	1%	2%	5%	2%	3%	0%	2%	1%	4%	5%	1%	2%	3%
Support for professional development	1%	6%	6%	1%	3%	2%	3%	3%	6%	5%	5%	2%	5%	1%	4%	4%
Tenure process clarity	1%	2%	1%	1%	0%	2%	1%	1%	2%	1%	4%	0%	0%	0%	1%	1%
Presence of others like me	1%	4%	2%	7%	4%	2%	4%	4%	2%	2%	1%	0%	0%	5%	2%	2%
Commute	<1%	2%	6%	4%	14%	7%	7%	7%	2%	7%	4%	2%	17%	6%	7%	7%
Childcare policies/practices	0%	0%	0%	0%	1%	0%	<1%	<1%	0%	1%	0%	1%	3%	0%	1%	<1%
Availability/ quality of childcare facilities	0%	1%	0%	0%	1%	0%	<1%	<1%	0%	0%	0%	0%	6%	0%	1%	1%
Spousal/ partner hiring program	0%	0%	1%	4%	1%	4%	2%	2%	6%	2%	6%	6%	6%	7%	5%	4%

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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Diversity	0%	3%	2%	1%	0%	1%	2%	2%	0%	2%	3%	4%	0%	4%	2%	3%
Academic freedom	0%	0%	0%	3%	2%	2%	1%	1%	0%	2%	0%	3%	0%	1%	1%	1%
Other	4%	4%	9%	9%	4%	8%	6%	7%	15%	15%	13%	12%	9%	10%	12%	11%
There are no positive aspects	1%	1%	1%	1%	1%	1%	1%	1%	0%	0%	0%	0%	0%	0%	0%	<1%
<b>Not included in base:</b>																
Decline to Answer	3	4	3	1	1	6	15	96	4	1	2	1	4	2	9	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	103 100%	- 100%	- 100%	- 100%	- 100%	- 100%	707 100%	3229 100%	40 100%	- 100%	- 100%	- 100%	- 100%	- 100%	260 100%	1120 100%
Geographic location	26%	26%	7%	31%	20%	7%	20%	20%	38%	16%	8%	33%	5%	5%	14%	15%
Support of colleagues	18%	17%	15%	18%	19%	16%	17%	17%	24%	23%	18%	11%	19%	16%	17%	18%
My sense of "fit" here	18%	21%	19%	24%	13%	20%	20%	22%	13%	11%	19%	19%	16%	14%	16%	15%
Quality of colleagues	17%	29%	22%	24%	23%	28%	25%	25%	14%	35%	20%	23%	26%	18%	25%	22%
Teaching load	14%	14%	15%	12%	14%	17%	14%	13%	18%	15%	18%	13%	11%	21%	16%	13%
Opportunities to collaborate with colleagues	14%	14%	8%	8%	11%	11%	11%	9%	15%	18%	18%	8%	15%	13%	14%	12%
Cost of living	12%	6%	21%	15%	24%	16%	16%	15%	15%	11%	34%	16%	21%	22%	20%	18%
Quality of facilities	10%	10%	5%	8%	6%	8%	8%	8%	1%	13%	13%	2%	7%	9%	9%	8%
Compensation	10%	3%	7%	2%	7%	10%	5%	4%	4%	4%	0%	3%	5%	9%	4%	4%
Quality of graduate students	6%	6%	9%	9%	5%	5%	7%	8%	3%	4%	3%	4%	10%	4%	5%	7%
Support for research (e.g., research leave)	6%	14%	10%	8%	5%	11%	10%	7%	4%	11%	3%	7%	10%	14%	9%	9%
Quality of undergraduate students	6%	4%	5%	2%	2%	8%	4%	7%	0%	0%	0%	0%	0%	5%	1%	4%
Research requirements for tenure	4%	1%	1%	1%	2%	1%	1%	2%	0%	2%	5%	2%	5%	0%	3%	2%

**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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Protection from service/ assignments	4%	5%	1%	1%	1%	2%	2%	2%	6%	4%	5%	0%	2%	2%	3%	2%
Tenure requirements in general	4%	3%	5%	2%	6%	5%	4%	3%	4%	0%	0%	0%	2%	0%	<1%	2%
Tenure criteria clarity	4%	1%	3%	0%	1%	1%	1%	1%	9%	4%	0%	2%	0%	0%	1%	1%
Manageable or no pressure to perform	3%	1%	2%	1%	1%	4%	1%	2%	6%	2%	0%	2%	0%	0%	1%	2%
Spousal/ partner hiring program	3%	<1%	5%	4%	2%	4%	3%	3%	1%	2%	0%	9%	5%	8%	5%	3%
Support for teaching	2%	1%	5%	2%	3%	5%	3%	3%	0%	0%	0%	2%	0%	0%	<1%	2%
Assistance for grant proposals	2%	1%	2%	1%	1%	2%	1%	2%	7%	0%	0%	0%	2%	3%	1%	3%
Presence of others like me	2%	4%	2%	5%	2%	2%	3%	3%	0%	2%	3%	3%	5%	5%	3%	4%
Tenure process clarity	1%	1%	3%	0%	0%	2%	1%	1%	3%	4%	0%	2%	0%	0%	1%	1%
Support for professional development	0%	4%	5%	1%	1%	2%	3%	2%	11%	11%	7%	3%	10%	0%	6%	6%
Childcare policies/ practices	0%	<1%	0%	1%	2%	0%	1%	<1%	0%	0%	0%	0%	0%	0%	0%	<1%
Availability/ quality of childcare facilities	0%	1%	0%	0%	3%	0%	1%	1%	0%	0%	0%	0%	3%	0%	<1%	<1%
Diversity	0%	3%	2%	1%	0%	1%	1%	2%	0%	2%	4%	7%	0%	6%	4%	4%

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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Commute	0%	4%	4%	4%	19%	4%	7%	7%	4%	4%	8%	2%	0%	13%	6%	7%
Academic freedom	0%	1%	0%	3%	1%	1%	1%	1%	0%	0%	0%	3%	2%	3%	2%	1%
Other	9%	9%	14%	9%	4%	7%	9%	8%	4%	4%	3%	12%	12%	13%	9%	9%
There are no positive aspects	1%	1%	0%	0%	0%	1%	<1%	1%	0%	0%	3%	1%	2%	0%	1%	1%
<b>Not included in base:</b>																
Decline to Answer	6	4	5	2	3	4	17	106	1	1	-	-	2	4	8	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.

	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	143 100%	- 100%	- 100%	- 100%	- 100%	- 100%	967 100%	4347 100%
Compensation	20%	12%	10%	21%	16%	12%	14%	16%
Lack of support for research	19%	9%	5%	12%	10%	7%	9%	13%
Quality of facilities	16%	6%	9%	10%	7%	4%	7%	7%
My lack of "fit" here	10%	8%	5%	5%	8%	9%	7%	6%
Quality of graduate students	9%	11%	7%	6%	6%	11%	8%	8%
Too much service / too many assignments	9%	10%	7%	13%	11%	8%	10%	8%
Childcare policies/ practices (or lack thereof)	8%	3%	2%	4%	2%	1%	2%	3%
Quality of undergraduate students	8%	6%	7%	15%	6%	6%	8%	7%
Opportunities to collaborate with colleagues	8%	4%	6%	3%	5%	2%	4%	4%
Teaching load	7%	4%	6%	6%	7%	3%	5%	8%
Availability/ quality of childcare facilities	7%	4%	3%	5%	3%	1%	3%	4%
Spousal/ partner hiring program (or lack thereof)	7%	6%	7%	3%	7%	2%	5%	6%

*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.

	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Absence of others like me	6%	9%	9%	8%	8%	14%	9%	8%
Quality of colleagues	6%	3%	6%	3%	4%	4%	4%	3%
Lack of diversity	5%	8%	7%	4%	14%	6%	8%	7%
Lack of assistance for grant proposals	5%	8%	8%	9%	4%	7%	7%	6%
Tenure process clarity	4%	2%	4%	3%	3%	3%	3%	4%
Tenure criteria clarity	4%	8%	7%	5%	9%	9%	7%	8%
Support of colleagues	3%	7%	2%	7%	5%	5%	5%	5%
Cost of living	3%	4%	1%	1%	1%	2%	2%	7%
Research requirements for tenure	3%	7%	6%	5%	5%	5%	6%	5%
Geographic location	2%	12%	19%	5%	20%	18%	14%	12%
Unrelenting pressure to perform	2%	9%	10%	6%	5%	13%	9%	8%
Lack of support for teaching	2%	3%	0%	2%	3%	3%	2%	2%
Lack of support for professional development	2%	5%	1%	6%	2%	3%	4%	4%
Tenure requirements in general	1%	1%	4%	2%	4%	4%	3%	5%
Commute	1%	1%	2%	3%	1%	2%	2%	2%
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.

	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Other	14%	15%	10%	13%	12%	11%	12%	12%
There are no negative aspects	2%	5%	4%	2%	3%	6%	4%	3%
<b>Not included in base:</b>								
Decline to Answer	7	5	5	2	5	8	25	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	90 100%	- 100%	- 100%	- 100%	- 100%	- 100%	582 100%	2603 100%	53 100%	- 100%	- 100%	- 100%	- 100%	- 100%	386 100%	1744 100%
Compensation	24%	13%	11%	24%	18%	14%	16%	16%	15%	12%	9%	17%	12%	9%	12%	15%
Lack of support for research	21%	10%	6%	8%	8%	4%	7%	12%	14%	9%	3%	18%	14%	12%	11%	14%
Quality of facilities	15%	6%	7%	12%	6%	5%	7%	7%	17%	6%	12%	8%	8%	2%	7%	7%
Quality of graduate students	11%	15%	9%	7%	6%	14%	10%	10%	6%	5%	4%	4%	8%	7%	6%	6%
Quality of undergraduate students	10%	7%	6%	17%	7%	5%	9%	8%	6%	4%	10%	11%	4%	7%	7%	6%
My lack of "fit" here	8%	8%	6%	5%	9%	9%	7%	5%	12%	10%	4%	4%	6%	9%	7%	6%
Absence of others like me	7%	6%	7%	9%	9%	20%	10%	8%	4%	12%	13%	6%	8%	7%	9%	8%
Teaching load	6%	4%	8%	8%	10%	0%	6%	8%	9%	4%	4%	4%	3%	6%	4%	9%
Opportunities to collaborate with colleagues	6%	5%	8%	4%	5%	2%	5%	4%	11%	4%	4%	1%	6%	1%	3%	4%
Spousal/ partner hiring program (or lack thereof)	6%	6%	4%	1%	6%	2%	4%	6%	8%	6%	11%	6%	9%	4%	7%	7%
Lack of assistance for grant proposals	6%	10%	9%	12%	4%	6%	8%	7%	4%	5%	8%	4%	5%	8%	6%	4%
Support of colleagues	5%	8%	0%	6%	4%	7%	5%	5%	0%	5%	5%	8%	8%	3%	6%	5%

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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Lack of diversity	5%	8%	6%	4%	10%	5%	7%	5%	6%	7%	7%	5%	21%	6%	9%	9%
Childcare policies/ practices (or lack thereof)	5%	2%	2%	2%	2%	0%	2%	2%	14%	3%	3%	7%	2%	1%	3%	5%
Quality of colleagues	5%	3%	6%	3%	5%	4%	4%	3%	8%	4%	7%	4%	3%	2%	4%	3%
Tenure process clarity	5%	1%	3%	3%	3%	4%	3%	4%	2%	3%	5%	3%	3%	1%	3%	4%
Too much service / too many assignments	5%	9%	8%	8%	9%	8%	9%	8%	16%	12%	6%	19%	15%	9%	12%	10%
Availability/ quality of childcare facilities	4%	3%	2%	3%	3%	0%	2%	3%	11%	5%	4%	8%	3%	2%	5%	5%
Cost of living	4%	6%	1%	1%	1%	3%	3%	8%	2%	2%	1%	1%	0%	0%	1%	4%
Tenure criteria clarity	3%	8%	8%	3%	12%	8%	8%	8%	4%	6%	5%	8%	5%	10%	7%	8%
Geographic location	3%	12%	15%	6%	20%	11%	13%	12%	2%	12%	26%	3%	20%	28%	17%	11%
Unrelenting pressure to perform	3%	8%	7%	6%	3%	10%	6%	6%	2%	12%	15%	8%	8%	17%	12%	10%
Lack of support for professional development	2%	6%	2%	5%	1%	1%	3%	4%	1%	4%	0%	8%	3%	6%	4%	4%
Tenure requirements in general	2%	0%	3%	3%	2%	4%	2%	5%	0%	2%	4%	2%	8%	5%	4%	5%
Lack of support for teaching	1%	2%	0%	3%	2%	3%	2%	2%	4%	4%	0%	1%	3%	2%	2%	2%

*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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Research requirements for tenure	1%	6%	2%	4%	5%	4%	4%	4%	5%	7%	12%	7%	5%	8%	8%	6%
Commute	0%	1%	2%	4%	2%	1%	2%	2%	4%	0%	1%	0%	0%	5%	1%	2%
Academic freedom	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	<1%
Other	13%	11%	9%	12%	13%	7%	11%	11%	14%	19%	10%	15%	11%	16%	15%	13%
There are no negative aspects	4%	6%	6%	3%	3%	10%	5%	4%	0%	4%	1%	2%	3%	0%	2%	2%
<b>Not included in base:</b>																
Decline to Answer	3	4	3	1	1	6	15	97	4	1	2	1	4	2	9	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	103 100%	- 100%	- 100%	- 100%	- 100%	- 100%	707 100%	3228 100%	40 100%	- 100%	- 100%	- 100%	- 100%	- 100%	260 100%	1119 100%
Lack of support for research	21%	12%	3%	12%	11%	6%	9%	14%	13%	2%	8%	12%	7%	10%	8%	11%
Quality of facilities	20%	6%	9%	13%	9%	6%	9%	8%	6%	4%	8%	4%	0%	0%	3%	5%
Compensation	18%	14%	8%	22%	18%	14%	15%	16%	27%	9%	16%	19%	10%	6%	12%	15%
My lack of "fit" here	11%	9%	5%	5%	10%	7%	7%	6%	7%	7%	6%	4%	3%	14%	7%	6%
Teaching load	9%	4%	6%	7%	7%	4%	6%	8%	4%	2%	8%	6%	7%	0%	4%	7%
Quality of undergraduate students	8%	6%	9%	17%	5%	8%	9%	8%	9%	7%	3%	9%	9%	3%	6%	6%
Absence of others like me	8%	7%	11%	6%	8%	11%	8%	7%	2%	14%	5%	13%	8%	23%	13%	9%
Too much service / too many assignments	8%	12%	8%	14%	14%	9%	11%	9%	12%	7%	5%	10%	2%	7%	6%	6%
Quality of graduate students	7%	11%	7%	6%	7%	11%	8%	8%	15%	13%	7%	6%	5%	10%	8%	9%
Opportunities to collaborate with colleagues	7%	3%	4%	2%	4%	2%	3%	4%	12%	9%	11%	5%	9%	2%	7%	6%
Quality of colleagues	6%	5%	6%	4%	5%	4%	5%	3%	6%	0%	8%	2%	0%	3%	2%	3%
Spousal/ partner hiring program (or lack thereof)	6%	6%	7%	2%	6%	2%	5%	6%	9%	4%	7%	5%	10%	3%	6%	6%

*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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Childcare policies/ practices (or lack thereof)	6%	2%	3%	4%	2%	1%	2%	3%	15%	4%	0%	4%	2%	0%	2%	4%
Availability/ quality of childcare facilities	6%	4%	3%	5%	2%	1%	3%	4%	10%	4%	2%	6%	5%	0%	4%	4%
Lack of assistance for grant proposals	5%	8%	11%	7%	3%	8%	7%	6%	6%	9%	3%	13%	8%	6%	8%	6%
Tenure criteria clarity	5%	7%	7%	5%	11%	11%	8%	9%	0%	9%	5%	4%	4%	3%	5%	7%
Tenure process clarity	4%	1%	4%	2%	3%	4%	3%	4%	3%	4%	4%	6%	2%	0%	3%	4%
Research requirements for tenure	4%	8%	8%	6%	6%	6%	7%	6%	0%	2%	2%	3%	0%	4%	2%	3%
Support of colleagues	3%	8%	3%	7%	6%	3%	6%	5%	4%	2%	0%	7%	3%	10%	5%	5%
Geographic location	3%	8%	23%	4%	16%	18%	13%	11%	1%	24%	10%	6%	34%	18%	18%	14%
Cost of living	3%	5%	1%	1%	1%	2%	2%	7%	3%	2%	2%	1%	0%	0%	1%	6%
Unrelenting pressure to perform	3%	9%	13%	8%	6%	13%	10%	8%	1%	11%	2%	3%	0%	11%	6%	7%
Lack of support for teaching	3%	3%	0%	2%	3%	3%	2%	2%	0%	2%	0%	1%	3%	3%	2%	2%
Tenure requirements in general	2%	1%	4%	2%	6%	5%	3%	5%	0%	0%	2%	3%	0%	4%	2%	4%
Lack of diversity	2%	7%	2%	1%	11%	3%	5%	5%	15%	11%	17%	12%	23%	12%	14%	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Lack of support for professional development	1%	5%	1%	7%	2%	2%	4%	4%	4%	4%	3%	4%	0%	5%	3%	4%
Commute	1%	1%	3%	3%	1%	2%	2%	2%	3%	0%	0%	1%	0%	3%	1%	2%
Academic freedom	0%	0%	0%	0%	0%	0%	0%	<1%	0%	0%	0%	0%	0%	0%	0%	<1%
Other	15%	16%	10%	14%	13%	13%	14%	13%	10%	9%	8%	10%	10%	7%	9%	9%
There are no negative aspects	2%	2%	1%	3%	2%	5%	3%	3%	3%	13%	11%	1%	5%	8%	8%	5%
<b>Not included in base:</b>																
Decline to Answer	6	4	5	2	3	4	17	107	1	1	-	-	2	4	8	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?

		NC					All	All	
		STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		142	-	-	-	-	-	950	4298
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	75%	76%	74%	76%	75%	72%	75%	75%
Very satisfied	(5)	27%	38%	35%	32%	25%	34%	33%	35%
Somewhat satisfied	(4)	48%	38%	40%	44%	49%	38%	42%	40%
- Neither satisfied	(3)	10%	7%	9%	8%	8%	7%	8%	8%
nor dissatisfied									
Somewhat	(2)	11%	11%	13%	13%	11%	16%	13%	12%
dissatisfied									
Very dissatisfied	(1)	4%	5%	3%	3%	7%	4%	5%	6%
- NET: Dissatisfied	(2,1)	15%	17%	16%	16%	18%	21%	17%	17%
Mean		3.837	3.927	3.894	3.890	3.755	3.815	3.860	3.871
Not included in base:									
Decline to Answer		8	8	7	5	8	10	38	203
Not Applicable		-	1	1	-	-	2	4	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							
	NC						All	All	NC						All	All
	STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
Valid responders:	90	-	-	-	-	-	571	2569	52	-	-	-	-	-	379	1728
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	76%	74%	68%	74%	73%	71%	72%	75%	74%	80%	83%	79%	78%	74%	79%	74%
Very satisfied (5)	30%	40%	33%	30%	24%	36%	33%	36%	23%	36%	36%	34%	28%	31%	33%	34%
Somewhat satisfied (4)	46%	33%	35%	44%	49%	35%	39%	40%	51%	44%	47%	45%	51%	43%	46%	41%
- Neither satisfied nor dissatisfied (3)	11%	10%	11%	9%	9%	10%	10%	9%	9%	3%	6%	6%	5%	3%	4%	7%
Somewhat dissatisfied (2)	11%	12%	16%	16%	11%	14%	14%	11%	10%	10%	9%	11%	12%	19%	12%	13%
Very dissatisfied (1)	3%	4%	5%	2%	8%	5%	4%	5%	6%	7%	1%	4%	5%	4%	5%	7%
- NET: Dissatisfied (2,1)	14%	16%	20%	17%	18%	19%	18%	16%	17%	17%	10%	15%	17%	23%	17%	19%
Mean	3.892	3.935	3.766	3.857	3.705	3.839	3.827	3.904	3.743	3.913	4.080	3.936	3.844	3.782	3.910	3.821
Not included in base:																
Decline to Answer	3	5	4	4	3	8	25	128	5	3	3	1	5	2	13	75
Not Applicable	-	-	-	-	-	1	1	2	-	1	1	-	-	1	3	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	102	-	-	-	-	-	694	3199	40	-	-	-	-	-	257	1099
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	72%	76%	74%	76%	73%	73%	74%	75%	83%	78%	75%	76%	81%	70%	76%	74%
Very satisfied (5)	26%	37%	37%	31%	28%	43%	35%	36%	32%	41%	30%	34%	16%	14%	28%	31%
Somewhat satisfied (4)	47%	38%	37%	45%	45%	30%	39%	39%	51%	37%	45%	42%	65%	56%	48%	44%
- Neither satisfied nor dissatisfied (3)	13%	6%	7%	7%	8%	6%	7%	7%	3%	11%	14%	8%	7%	10%	10%	9%
Somewhat dissatisfied (2)	11%	11%	15%	13%	14%	15%	14%	12%	9%	11%	8%	14%	2%	18%	11%	10%
Very dissatisfied (1)	4%	7%	3%	3%	6%	5%	5%	5%	5%	0%	3%	3%	10%	2%	3%	7%
- NET: Dissatisfied (2,1)	15%	19%	19%	16%	20%	21%	19%	17%	14%	11%	11%	16%	12%	20%	14%	17%
Mean	3.793	3.873	3.882	3.883	3.758	3.901	3.858	3.890	3.952	4.086	3.922	3.910	3.746	3.613	3.868	3.816
Not included in base:																
Decline to Answer	7	7	7	4	6	5	28	133	1	1	-	1	2	6	10	70
Not Applicable	-	1	1	-	-	1	3	3	-	-	-	-	-	1	1	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?

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:		142 100%	- 100%	- 100%	- 100%	- 100%	- 100%	954 100%	4307 100%
- NET: Satisfied (5,4)		65%	79%	70%	63%	66%	72%	70%	67%
Very satisfied (5)		18%	26%	17%	18%	19%	23%	21%	22%
Somewhat satisfied (4)		47%	53%	53%	46%	47%	49%	50%	45%
- Neither satisfied nor dissatisfied (3)		10%	10%	12%	14%	13%	12%	12%	13%
Somewhat dissatisfied (2)		18%	9%	14%	17%	16%	11%	13%	15%
Very dissatisfied (1)		8%	2%	4%	5%	5%	4%	4%	5%
- NET: Dissatisfied (2,1)		25%	11%	18%	22%	22%	16%	17%	20%
Mean		3.502	3.916	3.656	3.537	3.575	3.751	3.698	3.635
Not included in base:									
Decline to Answer		8	8	6	5	8	10	37	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	90 100%	- 100%	- 100%	- 100%	- 100%	- 100%	572 100%	2576 100%	52 100%	- 100%	- 100%	- 100%	- 100%	- 100%	382 100%	1732 100%
- NET: Satisfied (5,4)	70%	80%	63%	64%	64%	70%	69%	67%	57%	76%	81%	62%	69%	76%	73%	68%
Very satisfied (5)	20%	25%	18%	19%	17%	24%	21%	22%	14%	28%	16%	15%	21%	21%	21%	21%
Somewhat satisfied (4)	50%	56%	45%	45%	46%	46%	48%	45%	43%	48%	65%	47%	48%	54%	52%	47%
- Neither satisfied nor dissatisfied (3)	6%	10%	14%	13%	15%	14%	13%	13%	17%	11%	9%	16%	9%	10%	11%	12%
Somewhat dissatisfied (2)	19%	7%	18%	18%	15%	11%	13%	15%	14%	12%	9%	17%	19%	11%	14%	16%
Very dissatisfied (1)	5%	3%	5%	5%	7%	6%	5%	5%	12%	1%	1%	5%	3%	3%	3%	5%
- NET: Dissatisfied (2,1)	24%	10%	24%	23%	22%	17%	18%	20%	27%	13%	10%	22%	22%	14%	16%	20%
Mean	3.608	3.925	3.519	3.556	3.528	3.714	3.665	3.636	3.319	3.902	3.852	3.511	3.659	3.802	3.747	3.634
Not included in base:																
Decline to Answer	3	5	4	4	3	8	25	124	5	3	2	1	5	2	12	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	102 100%	- 100%	- 100%	- 100%	- 100%	- 100%	696 100%	3205 100%	40 100%	- 100%	- 100%	- 100%	- 100%	- 100%	258 100%	1102 100%
- NET: Satisfied (5,4)	68%	77%	72%	61%	63%	72%	69%	67%	58%	83%	67%	70%	74%	73%	74%	67%
Very satisfied (5)	19%	24%	20%	17%	22%	27%	22%	22%	15%	32%	10%	18%	9%	12%	17%	21%
Somewhat satisfied (4)	49%	54%	51%	44%	41%	45%	47%	45%	43%	50%	57%	52%	65%	61%	56%	46%
- Neither satisfied nor dissatisfied (3)	14%	9%	11%	15%	13%	10%	11%	12%	0%	15%	14%	13%	12%	18%	14%	15%
Somewhat dissatisfied (2)	13%	12%	16%	19%	18%	13%	15%	16%	29%	0%	11%	14%	12%	7%	8%	14%
Very dissatisfied (1)	6%	2%	2%	6%	6%	5%	4%	5%	12%	2%	8%	3%	2%	2%	3%	5%
- NET: Dissatisfied (2,1)	19%	14%	18%	24%	24%	18%	19%	21%	42%	2%	19%	17%	14%	9%	12%	18%
Mean	3.622	3.852	3.724	3.479	3.547	3.757	3.676	3.633	3.195	4.105	3.499	3.690	3.667	3.739	3.757	3.642
Not included in base:																
Decline to Answer	7	7	6	4	6	5	27	128	1	1	-	1	2	6	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?

	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
<b>Valid responders:</b>	142 100%	- 100%	- 100%	- 100%	- 100%	- 100%	951 100%	4272 100%
Provost	46%	10%	27%	25%	44%	42%	28%	38%
Chancellor	9%	0%	0%	0%	0%	0%	0%	3%
President	5%	17%	18%	23%	17%	16%	18%	15%
Academic Dean	4%	18%	13%	10%	4%	10%	11%	11%
Vice President for Academic Affairs	1%	7%	2%	7%	5%	4%	5%	4%
Other	0%	1%	1%	1%	1%	1%	1%	1%
I don't know	33%	47%	39%	34%	29%	28%	36%	27%
<b>Not included in base:</b>								
Decline to Answer	8	7	8	8	7	11	41	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
<b>Valid responders:</b>	89 100%	- 100%	- 100%	- 100%	- 100%	- 100%	570 100%	2559 100%	53 100%	- 100%	- 100%	- 100%	- 100%	- 100%	381 100%	1713 100%
Provost	51%	11%	30%	28%	43%	46%	30%	38%	39%	7%	24%	21%	48%	37%	26%	37%
President	6%	14%	18%	24%	18%	14%	18%	14%	4%	22%	19%	21%	14%	19%	19%	17%
Chancellor	6%	0%	0%	0%	0%	0%	0%	3%	15%	0%	0%	0%	0%	0%	0%	4%
Academic Dean	2%	18%	13%	10%	3%	9%	11%	12%	8%	19%	13%	9%	5%	11%	12%	10%
Vice President for Academic Affairs	0%	8%	3%	7%	5%	5%	6%	4%	4%	5%	1%	6%	5%	3%	4%	4%
Other	0%	1%	0%	1%	1%	0%	1%	1%	0%	1%	1%	1%	2%	1%	1%	1%
I don't know	35%	47%	36%	29%	30%	28%	35%	27%	30%	46%	42%	42%	27%	28%	38%	26%
<b>Not included in base:</b>																
Decline to Answer	4	6	7	6	2	7	27	141	4	2	2	2	5	4	14	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
<b>Valid responders:</b>	103 100%	- 100%	- 100%	- 100%	- 100%	- 100%	699 100%	3182 100%	39 100%	- 100%	- 100%	- 100%	- 100%	- 100%	252 100%	1090 100%
Provost	44%	11%	26%	27%	47%	43%	29%	39%	52%	5%	31%	20%	38%	40%	25%	35%
Chancellor	11%	0%	0%	0%	0%	0%	0%	4%	6%	0%	0%	0%	0%	0%	0%	3%
Academic Dean	6%	19%	13%	7%	4%	7%	11%	10%	1%	16%	14%	17%	2%	17%	13%	14%
President	4%	16%	14%	23%	17%	19%	18%	15%	9%	22%	30%	23%	15%	8%	20%	17%
Vice President for Academic Affairs	1%	5%	2%	5%	3%	2%	4%	4%	3%	14%	3%	11%	10%	7%	9%	7%
Other	0%	1%	1%	1%	1%	1%	1%	1%	0%	2%	0%	1%	3%	0%	1%	2%
I don't know	34%	48%	45%	36%	28%	28%	38%	28%	29%	42%	22%	29%	33%	28%	31%	23%
<b>Not included in base:</b>																
Decline to Answer	6	5	6	5	5	5	25	153	2	3	3	2	2	6	16	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.

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		78 100%	- 100%	- 100%	- 100%	- 100%	- 100%	521 100%	2753 100%
- NET: Agree	(5,4)	43%	46%	33%	28%	49%	46%	41%	43%
Strongly agree	(5)	8%	17%	16%	8%	15%	14%	14%	14%
Somewhat agree	(4)	35%	29%	17%	19%	34%	32%	27%	29%
- Neither agree nor disagree	(3)	30%	26%	39%	31%	31%	32%	31%	27%
Somewhat disagree	(2)	18%	17%	20%	20%	15%	13%	17%	15%
Strongly disagree	(1)	10%	11%	8%	21%	6%	9%	11%	15%
- NET: Disagree	(2,1)	28%	28%	28%	41%	20%	21%	28%	30%
Mean		3.124	3.235	3.128	2.744	3.386	3.303	3.157	3.114
Not included in base:									
Decline to Answer		8	13	13	8	10	12	56	274
Not Applicable/ Don't know		64	119	73	81	60	83	415	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	45 100%	- 100%	- 100%	- 100%	- 100%	- 100%	315 100%	1668 100%	33 100%	- 100%	- 100%	- 100%	- 100%	- 100%	206 100%	1085 100%
- NET: Agree (5,4)	43%	49%	32%	28%	47%	51%	42%	43%	41%	41%	34%	27%	52%	39%	39%	42%
Strongly agree (5)	10%	19%	12%	8%	13%	17%	14%	13%	4%	14%	21%	9%	19%	10%	15%	14%
Somewhat agree (4)	33%	31%	20%	20%	34%	34%	28%	29%	37%	27%	13%	18%	33%	29%	24%	28%
- Neither agree nor disagree (3)	35%	27%	40%	32%	31%	26%	31%	28%	21%	25%	39%	30%	31%	41%	32%	26%
Somewhat disagree (2)	14%	15%	16%	20%	13%	13%	15%	15%	24%	19%	27%	20%	17%	12%	19%	16%
Strongly disagree (1)	7%	9%	13%	20%	9%	9%	12%	14%	14%	15%	0%	23%	0%	8%	9%	16%
- NET: Disagree (2,1)	21%	24%	29%	40%	22%	22%	28%	29%	37%	34%	27%	43%	17%	20%	28%	32%
Mean	3.255	3.352	3.022	2.771	3.289	3.366	3.157	3.129	2.942	3.051	3.286	2.699	3.542	3.220	3.159	3.090
Not included in base:																
Decline to Answer	4	11	8	4	4	9	37	161	4	3	4	4	6	3	20	113
Not Applicable/ Don't know	44	70	42	44	42	49	245	870	20	49	31	38	18	34	170	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	55 100%	- 100%	- 100%	- 100%	- 100%	- 100%	361 100%	1993 100%	24 100%	- 100%	- 100%	- 100%	- 100%	- 100%	160 100%	760 100%
- NET: Agree (5,4)	37%	46%	34%	20%	48%	48%	39%	41%	55%	47%	30%	44%	53%	43%	43%	47%
Strongly agree (5)	8%	16%	14%	5%	15%	18%	13%	13%	8%	18%	18%	16%	18%	8%	16%	16%
Somewhat agree (4)	30%	29%	20%	15%	33%	30%	26%	28%	47%	29%	12%	29%	34%	35%	28%	31%
- Neither agree nor disagree (3)	32%	24%	42%	34%	30%	24%	30%	27%	24%	31%	35%	26%	33%	50%	34%	28%
Somewhat disagree (2)	24%	16%	22%	20%	16%	17%	18%	17%	5%	19%	18%	19%	11%	4%	15%	12%
Strongly disagree (1)	7%	15%	2%	25%	6%	11%	12%	15%	16%	4%	17%	11%	4%	4%	8%	14%
- NET: Disagree (2,1)	31%	31%	24%	46%	22%	29%	30%	32%	21%	22%	35%	30%	15%	7%	22%	26%
Mean	3.061	3.164	3.227	2.543	3.346	3.254	3.100	3.069	3.269	3.388	2.972	3.196	3.523	3.399	3.288	3.230
Not included in base:																
Decline to Answer	7	10	11	6	7	5	41	181	1	3	1	2	3	7	16	93
Not Applicable/ Don't know	48	96	57	62	45	61	323	1160	16	22	15	19	14	21	92	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?

	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
<b>Valid responders:</b>	131 100%	- 100%	- 100%	- 100%	- 100%	- 100%	881 100%	3959 100%
For the rest of my career	14%	17%	8%	12%	16%	16%	14%	16%
For the foreseeable future	51%	53%	46%	49%	40%	45%	47%	45%
No more than 5 years after earning tenure	13%	10%	10%	18%	22%	12%	14%	15%
I haven't thought that far ahead	21%	21%	35%	21%	23%	27%	25%	25%
<b>Not included in base:</b>								
Decline to Answer	19	24	20	22	20	25	111	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
<b>Valid responders:</b>	81 100%	- 100%	- 100%	- 100%	- 100%	- 100%	528 100%	2379 100%	50 100%	- 100%	- 100%	- 100%	- 100%	- 100%	353 100%	1580 100%
For the rest of my career	18%	20%	8%	12%	14%	13%	14%	16%	8%	13%	9%	11%	19%	20%	14%	16%
For the foreseeable future	51%	52%	45%	46%	40%	50%	47%	45%	53%	54%	47%	53%	39%	39%	47%	44%
No more than 5 years after earning tenure	10%	7%	7%	16%	22%	11%	13%	14%	19%	14%	14%	21%	21%	14%	17%	16%
I haven't thought that far ahead	22%	21%	39%	26%	24%	27%	27%	25%	21%	19%	30%	15%	21%	27%	22%	23%
<b>Not included in base:</b>																
Decline to Answer	13	14	12	13	13	16	69	321	7	10	8	9	7	8	42	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
<b>Valid responders:</b>	91 100%	- 100%	- 100%	- 100%	- 100%	- 100%	649 100%	2947 100%	40 100%	- 100%	- 100%	- 100%	- 100%	- 100%	232 100%	1012 100%
For the rest of my career	17%	19%	11%	13%	17%	17%	16%	18%	8%	10%	2%	9%	9%	14%	9%	11%
For the foreseeable future	54%	57%	51%	51%	43%	52%	51%	48%	45%	40%	34%	43%	28%	30%	36%	36%
No more than 5 years after earning tenure	11%	11%	11%	18%	22%	11%	15%	15%	18%	5%	8%	17%	19%	14%	12%	15%
I haven't thought that far ahead	18%	13%	26%	17%	17%	21%	18%	20%	29%	45%	57%	31%	44%	41%	43%	38%
<b>Not included in base:</b>																
Decline to Answer	18	17	16	16	11	15	75	387	1	7	4	6	9	9	36	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.

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:		136 100%	- 100%	- 100%	- 100%	- 100%	- 100%	932 100%	4166 100%
- NET: Agree	(5,4)	77%	80%	76%	79%	76%	80%	78%	78%
Strongly agree	(5)	45%	54%	53%	44%	46%	47%	49%	48%
Somewhat agree	(4)	32%	25%	24%	35%	30%	33%	29%	29%
- Neither agree nor disagree	(3)	9%	7%	10%	8%	8%	8%	8%	8%
Somewhat disagree	(2)	10%	9%	11%	8%	11%	7%	9%	9%
Strongly disagree	(1)	4%	4%	2%	5%	5%	5%	4%	5%
- NET: Disagree	(2,1)	14%	14%	14%	13%	16%	12%	14%	14%
Mean		4.032	4.154	4.132	4.055	3.999	4.111	4.093	4.067
Not included in base:									
Decline to Answer		9	6	8	7	9	10	41	241
Not Applicable/ Don't know		5	4	1	2	8	4	19	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	86 100%	- 100%	- 100%	- 100%	- 100%	- 100%	562 100%	2509 100%	50 100%	- 100%	- 100%	- 100%	- 100%	- 100%	370 100%	1657 100%
- NET: Agree (5,4)	77%	80%	70%	77%	73%	76%	76%	77%	76%	79%	86%	81%	81%	85%	82%	78%
Strongly agree (5)	49%	55%	51%	40%	43%	44%	47%	48%	37%	53%	56%	50%	50%	52%	52%	48%
Somewhat agree (4)	28%	25%	20%	37%	29%	32%	29%	29%	39%	26%	29%	32%	31%	34%	30%	30%
- Neither agree nor disagree (3)	8%	6%	15%	10%	9%	12%	10%	9%	10%	7%	3%	5%	7%	3%	5%	7%
Somewhat disagree (2)	11%	9%	13%	8%	12%	6%	9%	8%	10%	11%	9%	8%	10%	9%	9%	9%
Strongly disagree (1)	4%	5%	2%	4%	7%	6%	5%	5%	4%	4%	3%	5%	2%	3%	3%	5%
- NET: Disagree (2,1)	15%	14%	15%	13%	19%	12%	14%	14%	14%	14%	12%	14%	12%	12%	13%	14%
Mean	4.073	4.162	4.035	4.008	3.900	4.035	4.035	4.064	3.961	4.142	4.273	4.123	4.182	4.212	4.181	4.071
Not included in base:																
Decline to Answer	4	5	5	4	3	8	26	145	5	1	3	3	6	2	15	96
Not Applicable/ Don't know	3	1	-	-	4	3	8	46	2	3	1	2	4	1	10	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	98 100%	- 100%	- 100%	- 100%	- 100%	- 100%	681 100%	3116 100%	37 100%	- 100%	- 100%	- 100%	- 100%	- 100%	251 100%	1050 100%
- NET: Agree (5,4)	81%	79%	80%	78%	75%	83%	79%	79%	65%	81%	70%	82%	77%	73%	77%	74%
Strongly agree (5)	48%	58%	57%	46%	46%	54%	52%	51%	36%	41%	44%	39%	44%	31%	40%	41%
Somewhat agree (4)	34%	21%	23%	32%	29%	29%	26%	28%	29%	39%	26%	42%	33%	42%	37%	33%
- Neither agree nor disagree (3)	5%	5%	4%	8%	7%	7%	6%	7%	19%	11%	22%	9%	10%	11%	13%	12%
Somewhat disagree (2)	8%	10%	13%	10%	12%	6%	10%	9%	15%	6%	8%	4%	7%	10%	7%	8%
Strongly disagree (1)	5%	5%	3%	5%	5%	4%	5%	5%	1%	2%	0%	5%	5%	6%	4%	6%
- NET: Disagree (2,1)	14%	16%	16%	14%	17%	10%	15%	14%	16%	9%	8%	9%	12%	16%	11%	14%
Mean	4.106	4.169	4.168	4.051	3.988	4.232	4.119	4.108	3.837	4.109	4.052	4.065	4.034	3.826	4.021	3.944
Not included in base:																
Decline to Answer	8	5	8	5	5	5	28	149	1	1	-	2	4	6	13	92
Not Applicable/ Don't know	3	4	1	1	7	3	15	70	2	-	-	1	1	2	4	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:

	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
<b>Valid responders:</b>	136 100%	- 100%	- 100%	- 100%	- 100%	- 100%	927 100%	4171 100%
Strongly recommend your department as a place to work	43%	59%	47%	42%	45%	46%	48%	46%
Recommend your department with reservations	51%	36%	48%	53%	50%	47%	46%	47%
Not recommend your department as a place to work	6%	5%	5%	6%	5%	7%	6%	7%
<b>Not included in base:</b>								
Decline to Answer	14	13	13	13	13	13	65	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
<b>Valid responders:</b>	86 100%	- 100%	- 100%	- 100%	- 100%	- 100%	556 100%	2503 100%	50 100%	- 100%	- 100%	- 100%	- 100%	- 100%	371 100%	1668 100%
Strongly recommend your department as a place to work	45%	60%	49%	42%	44%	47%	49%	47%	38%	58%	43%	41%	47%	44%	47%	46%
Recommend your department with reservations	50%	36%	46%	53%	50%	45%	45%	46%	54%	36%	50%	52%	50%	48%	47%	47%
Not recommend your department as a place to work	5%	4%	5%	5%	6%	7%	5%	7%	8%	7%	7%	7%	3%	7%	6%	7%
<b>Not included in base:</b>																
Decline to Answer	8	9	8	7	7	9	41	197	6	3	5	6	6	4	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
<b>Valid responders:</b>	98 100%	- 100%	- 100%	- 100%	- 100%	- 100%	684 100%	3114 100%	38 100%	- 100%	- 100%	- 100%	- 100%	- 100%	243 100%	1056 100%
Strongly recommend your department as a place to work	39%	59%	46%	40%	43%	53%	49%	47%	51%	59%	49%	46%	53%	30%	48%	45%
Recommend your department with reservations	56%	35%	47%	54%	51%	42%	45%	46%	39%	39%	49%	47%	44%	58%	47%	48%
Not recommend your department as a place to work	5%	6%	7%	5%	6%	5%	6%	7%	9%	2%	3%	7%	3%	12%	5%	7%
<b>Not included in base:</b>																
Decline to Answer	11	11	9	5	9	5	40	220	3	1	4	8	4	8	25	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?

		NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		138 100%	- 100%	- 100%	- 100%	- 100%	- 100%	944 100%	4253 100%
- NET: Great/Good	(5,4)	71%	76%	71%	68%	74%	71%	72%	68%
Great	(5)	12%	30%	15%	16%	20%	21%	21%	19%
Good	(4)	59%	46%	56%	53%	54%	49%	51%	48%
- So so	(3)	22%	18%	24%	23%	20%	24%	22%	24%
Bad	(2)	4%	4%	5%	6%	5%	3%	5%	6%
Awful	(1)	2%	1%	1%	3%	1%	3%	2%	2%
- NET: Bad/Awful	(2,1)	7%	6%	5%	9%	5%	5%	6%	8%
Mean		3.738	3.996	3.795	3.724	3.880	3.834	3.855	3.765
Not included in base:									
Decline to Answer		12	8	8	8	11	13	48	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	87 100%	- 100%	- 100%	- 100%	- 100%	- 100%	564 100%	2548 100%	51 100%	- 100%	- 100%	- 100%	- 100%	- 100%	380 100%	1705 100%
- NET: Great/Good (5,4)	73%	78%	72%	70%	75%	69%	73%	69%	67%	73%	69%	66%	72%	73%	71%	65%
Great (5)	14%	34%	17%	17%	20%	20%	22%	21%	8%	25%	11%	14%	20%	22%	19%	17%
Good (4)	60%	44%	55%	53%	56%	48%	51%	48%	59%	48%	57%	52%	52%	51%	52%	49%
- So so (3)	20%	16%	24%	21%	19%	25%	21%	23%	26%	21%	24%	25%	23%	23%	23%	26%
Bad (2)	5%	5%	3%	7%	5%	4%	5%	6%	3%	4%	7%	5%	5%	1%	4%	6%
Awful (1)	1%	1%	1%	2%	1%	3%	1%	2%	4%	2%	0%	4%	0%	3%	2%	2%
- NET: Bad/Awful (2,1)	7%	6%	4%	8%	6%	7%	6%	8%	7%	6%	7%	9%	5%	4%	6%	9%
Mean	3.790	4.055	3.839	3.769	3.881	3.793	3.882	3.801	3.650	3.905	3.734	3.661	3.878	3.890	3.815	3.711
Not included in base:																
Decline to Answer	6	5	6	6	6	10	33	152	6	3	2	3	5	3	15	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							
	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	NC STATE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	98 100%	- 100%	- 100%	- 100%	- 100%	- 100%	695 100%	3174 100%	40 100%	- 100%	- 100%	- 100%	- 100%	- 100%	249 100%	1079 100%
- NET: Great/Good (5,4)	70%	78%	72%	68%	69%	70%	71%	68%	73%	72%	68%	70%	92%	73%	74%	67%
Great (5)	11%	27%	18%	16%	20%	24%	21%	19%	13%	39%	8%	14%	17%	13%	19%	19%
Good (4)	59%	51%	54%	51%	49%	45%	50%	49%	61%	32%	60%	56%	75%	59%	55%	48%
- So so (3)	24%	16%	22%	22%	24%	23%	21%	24%	19%	26%	29%	26%	8%	25%	23%	25%
Bad (2)	5%	5%	6%	8%	6%	3%	6%	6%	2%	2%	2%	0%	0%	2%	1%	5%
Awful (1)	1%	2%	1%	2%	1%	4%	2%	2%	6%	0%	0%	4%	0%	0%	1%	3%
- NET: Bad/Awful (2,1)	6%	7%	7%	10%	7%	7%	8%	8%	8%	2%	2%	4%	0%	2%	2%	8%
Mean	3.743	3.965	3.817	3.714	3.817	3.833	3.837	3.770	3.726	4.088	3.743	3.752	4.095	3.837	3.905	3.749
Not included in base:																
Decline to Answer	11	7	7	4	7	5	29	161	1	1	1	4	4	8	19	93