NC STATE UNIVERSITY

2011 COACHE Survey

Trend Comparions of Mean Ratings (1=low to 5=high)

Overall Results

(Pre-tenure faculty only)

Nature of Work Number of courses taught Number of courses taught Number of students in classes Number of students in classes Number of students in classes taught Number of students in classes Number of students in cl	Sub-theme	Question			Diff 1
Nature of Work Level of courses taught A.01 4.17	Noture of Work	Expectations for finding external funding	3.29	3.04	\uparrow
Level of courses taught		Influence over focus of research	4.30	4.34	
Level of courses taught 4.01 4.17		Number of courses taught	3.89	4.10	
Facilities, Personal/Family Policies, Benefits, and Salary Policies, Benefits, and Salary Policies, Benefits, and Salary Clarity of tenure process 3.87 3.93 Clarity of tenure process 3.87 3.93	Nature of Work	Level of courses taught	4.01	4.17	
Facilities, Personal/Family Policies, Benefits, and Salary Clerical/administrative support 3.21 3.63 ↓		Discretion over course content	4.27	4.48	
Policies, Benefits, and Salary Clerical/administrative support 3.21 3.63 ↓		Number of students in classes taught	3.59	3.82	
Clarity of tenure process 3.87 3.93	Facilities, Personal/Family	Computing and technical support	3.43	3.67	
Clarity of tenure criteria 3.73 3.80	Policies, Benefits, and Salary	Clerical/administrative support	3.21	3.63	\downarrow
Clarity of tenure criteria 3.73 3.80		Clarity of tenure process	3.87	3.93	
Clarity of tenure standards Clarity of body of evidence for deciding tenure Clarity of whether I will achieve tenure Consistency of messages about tenure Tenure decisions are performance-based Clarity of expectations: Scholar Clarity of expectations: Scholar Clarity of expectations: Teacher Clarity of expectations: Colleague Clarity of expectations: Colleague Clarity of expectations: Colleague Clarity of expectations: Colleague Clarity of expectations: Scholar Clarity of expectations: Colleague Clarity of expectations: Compus citizen Clarity of expectations: Broader community Clarity of expectations: Scholar Reasonable expectations: Teacher Reasonable expectations: Colleague Reasonable expectations: Compus citizen Reasonable expectations: Compus citizen Reasonable expectations: Colleague Reasonable expectations: Compus citizen Reasonable expectations: Colleague Reasonable expectations: Colleague Reasonable expectations: Colleague Reasonable expectations: Colleague Reasonable expectations: Rompus citizen Reasonable expec			3.73	3.80	
Clarity of whether I will achieve tenure 3.70 3.75 Consistency of messages about tenure 3.25 3.44 Tenure decisions are performance-based 3.69 3.91 Clarity of expectations: Scholar 3.84 3.88 Clarity of expectations: Teacher 3.65 3.71 Clarity of expectations: Teacher 3.65 3.71 Clarity of expectations: Colleague 3.24 3.27 Clarity of expectations: Colleague 3.24 3.27 Clarity of expectations: Community 2.90 3.07 Reasonable expectations: Broader community 2.90 3.07 Reasonable expectations: Teacher 4.15 3.84 ↑ Reasonable expectations: Community 2.90 3.07 Reasonable expectations: Colleague 4.01 3.88 Reasonable expectations: Teacher 4.15 3.84 ↑ Reasonable expectations: Colleague 3.92 3.50 ↑ Reasonable expectations: Colleague 3.92 3.50 ↑ Reasonable expectations: Community member 3.63 3.44 Amount of personal interactions: Community member 3.63 3.48 How well you fit 3.87 3.76 Amount of personal interaction w/ pre-tenure 3.59 3.50 Amount of personal interaction w/ tenured 3.59 3.50 Amount of professional interaction w/ tenured 3.79 3.66 Intellectual vitality of tenured faculty 3.47 3.53 Intellectual vitality of pre-tenure faculty 3.47 3.53 Intellectual vitality of pre-tenure faculty 4.27 4.08 Appreciation and Recognition CAO cares about faculty of my rank 3.05 3.34 ↓ I would again choose this institution 3.82 4.16 ↓ Department as a place to work 3.98 3.96			3.49	3.45	
Clarity of whether I will achieve tenure 3.70 3.75 Consistency of messages about tenure 3.25 3.44 Tenure decisions are performance-based 3.69 3.91 Clarity of expectations: Scholar 3.84 3.88 Clarity of expectations: Teacher 3.65 3.71 Clarity of expectations: Teacher 3.65 3.71 Clarity of expectations: Colleague 3.24 3.27 Clarity of expectations: Colleague 3.24 3.27 Clarity of expectations: Community 2.90 3.07 Reasonable expectations: Broader community 2.90 3.07 Reasonable expectations: Teacher 4.15 3.84 ↑ Reasonable expectations: Community 2.90 3.07 Reasonable expectations: Colleague 4.01 3.88 Reasonable expectations: Teacher 4.15 3.84 ↑ Reasonable expectations: Colleague 3.92 3.50 ↑ Reasonable expectations: Colleague 3.92 3.50 ↑ Reasonable expectations: Community member 3.63 3.44 Amount of personal interactions: Community member 3.63 3.48 How well you fit 3.87 3.76 Amount of personal interaction w/ pre-tenure 3.59 3.50 Amount of personal interaction w/ tenured 3.59 3.50 Amount of professional interaction w/ tenured 3.79 3.66 Intellectual vitality of tenured faculty 3.47 3.53 Intellectual vitality of pre-tenure faculty 3.47 3.53 Intellectual vitality of pre-tenure faculty 4.27 4.08 Appreciation and Recognition CAO cares about faculty of my rank 3.05 3.34 ↓ I would again choose this institution 3.82 4.16 ↓ Department as a place to work 3.98 3.96		Clarity of body of evidence for deciding tenure	3.76	3.76	
Consistency of messages about tenure 3.25 3.44 Tenure decisions are performance-based 3.69 3.91 Clarity of expectations: Scholar 3.84 3.88 Clarity of expectations: Teacher 3.65 3.71 Clarity of expectations: Advisor 3.30 3.34 Clarity of expectations: Colleague 3.24 3.27 Clarity of expectations: Colleague 3.24 3.27 Clarity of expectations: Campus citizen 2.92 2.94 Clarity of expectations: Broader community 2.90 3.07 Reasonable expectations: Scholar 4.01 3.88 Reasonable expectations: Teacher 4.15 3.84 ↑ Reasonable expectations: Colleague 3.92 3.50 ↑ Reasonable expectations: Colleague 3.92 3.50 ↑ Reasonable expectations: Compus citizen 3.68 3.42 ↑ Reasonable expectations: Compus citizen 3.68 3.42 ↑ Reasonable expectations: Community member 3.63 3.48 Amount of personal interaction w/ pre-tenure 3.78 3.83 How well you fit 3.87 3.76 Amount of personal interaction w/ tenured 3.59 3.50 Amount of professional interaction w/ tenured 3.79 3.66 Intellectual vitality of tenured faculty 3.47 3.53 Intellectual vitality of ferure faculty 4.27 4.08 Appreciation and Recognition CAO cares about faculty of my rank 3.05 3.34 ↓ I would again choose this institution 3.82 4.16 ↓ Department as a place to work 3.98 3.96			3.70	3.75	
Tenure decisions are performance-based 3.69 3.91 Clarity of expectations: Scholar 3.84 3.88 Clarity of expectations: Teacher 3.65 3.71 Clarity of expectations: Advisor 3.30 3.34 Clarity of expectations: Colleague 3.24 3.27 Clarity of expectations: Campus citizen 2.92 2.94 Clarity of expectations: Broader community 2.90 3.07 Reasonable expectations: Scholar 4.01 3.88 Reasonable expectations: Scholar 4.01 3.84 Reasonable expectations: Colleague 3.92 3.50 ↑ Reasonable expectations: Community member 3.63 3.48 Amount of personal interaction w/ pre-tenure 3.78 3.83 How well you fit 3.87 3.76 Amount of personal interaction w/ pre-tenure 4.02 3.89 Amount of professional interaction w/ pre-tenure 4.02 3.89 Amount of professional interaction w/ tenured 3.79 3.66 Intellectual vitality of tenured faculty 3.47 3.53 Intellectual vitality of pre-tenure faculty 4.27 4.08 CAO cares about faculty of my rank 3.05 3.34 ↓ I would again choose this institution 3.82 4.16 ↓ Department as a place to work 3.98 3.96			3.25	3.44	
Tenure and Promotion Tenure and Promotion Clarity of expectations: Teacher 3.65 3.71 Clarity of expectations: Advisor 3.30 3.34 Clarity of expectations: Colleague 3.24 3.27 Clarity of expectations: Campus citizen 2.92 2.94 Clarity of expectations: Broader community 2.90 3.07 Reasonable expectations: Scholar 4.01 3.88 Reasonable expectations: Teacher 4.15 3.84 ↑ Reasonable expectations: Teacher 4.15 3.84 ↑ Reasonable expectations: Colleague 3.92 3.50 ↑ Reasonable expectations: Colleague 3.92 3.50 ↑ Reasonable expectations: Community member 3.63 3.48 Amount of personal interaction w/ pre-tenure 3.78 3.83 How well you fit 3.87 3.76 Amount of personal interaction w/ pre-tenure 4.02 3.89 Amount of professional interaction w/ pre-tenure 4.02 3.89 Amount of profess			3.69	3.91	
Tenure and Promotion Clarity of expectations: Teacher 3.65 3.71			3.84	3.88	
Clarity of expectations: Advisor 3.30 3.34 Clarity of expectations: Colleague 3.24 3.27 Clarity of expectations: Campus citizen 2.92 2.94 Clarity of expectations: Broader community 2.90 3.07 Reasonable expectations: Scholar 4.01 3.88 Reasonable expectations: Teacher 4.15 3.84 ↑ Reasonable expectations: Advisor 3.84 3.67 Reasonable expectations: Colleague 3.92 3.50 ↑ Reasonable expectations: Colleague 3.92 3.50 ↑ Reasonable expectations: Community member 3.63 3.48 Amount of personal interaction W pre-tenure 3.78 3.83 How well you fit 3.87 3.76 Amount of personal interaction w/ tenured 3.59 3.50 Amount of professional interaction w/ pre-tenure 4.02 3.89 Amount of professional interaction w/ tenured 3.79 3.66 Intellectual vitality of tenured faculty 3.47 3.53 Intellectual vitality of pre-tenure faculty 4.27 4.08 Appreciation and Recognition CAO cares about faculty of my rank 3.05 3.34 ↓ I would again choose this institution 3.82 4.16 ↓ Department as a place to work 3.98 3.96			3.65	3.71	
Clarity of expectations: Colleague 3.24 3.27 Clarity of expectations: Campus citizen 2.92 2.94 Clarity of expectations: Broader community 2.90 3.07 Reasonable expectations: Scholar 4.01 3.88 Reasonable expectations: Teacher 4.15 3.84 ↑ Reasonable expectations: Advisor 3.84 3.67 Reasonable expectations: Colleague 3.92 3.50 ↑ Reasonable expectations: Colleague 3.92 3.50 ↑ Reasonable expectations: Campus citizen 3.68 3.42 ↑ Reasonable expectations: Community member 3.63 3.48 Amount of personal interaction w/ pre-tenure 3.78 3.83 How well you fit 3.87 3.76 Amount of personal interaction w/ tenured 3.59 3.50 Amount of professional interaction w/ pre-tenure 4.02 3.89 Amount of professional interaction w/ tenured 3.79 3.66 Intellectual vitality of tenured faculty 3.47 3.53 Intellectual vitality of pre-tenure faculty 4.27 4.08 Appreciation and Recognition CAO cares about faculty of my rank 3.05 3.34 ↓ I would again choose this institution 3.82 4.16 ↓ Department as a place to work 3.98 3.96	Tenure and Promotion		3.30	3.34	
Clarity of expectations: Campus citizen 2.92 2.94 Clarity of expectations: Broader community 2.90 3.07 Reasonable expectations: Scholar 4.01 3.88 Reasonable expectations: Teacher 4.15 3.84 ↑ Reasonable expectations: Colleague 3.92 3.50 ↑ Reasonable expectations: Colleague 3.92 3.50 ↑ Reasonable expectations: Campus citizen 3.68 3.42 ↑ Reasonable expectations: Community member 3.63 3.48 Amount of personal interaction w/ pre-tenure 3.78 3.83 How well you fit 3.87 3.76 Amount of personal interaction w/ tenured 3.59 3.50 Amount of professional interaction w/ pre-tenure 4.02 3.89 Amount of professional interaction w/ tenured 3.79 3.66 Intellectual vitality of tenured faculty 3.47 3.53 Intellectual vitality of pre-tenure faculty 4.27 4.08 Appreciation and Recognition CAO cares about faculty of my rank 3.05 3.34 I would again choose this institution 3.82 4.16 ↓ Department as a place to work 3.98 3.96		• •	3.24	3.27	
Clarity of expectations: Broader community Reasonable expectations: Scholar Reasonable expectations: Teacher Reasonable expectations: Teacher Reasonable expectations: Advisor Reasonable expectations: Colleague Reasonable expectations: Colleague Reasonable expectations: Campus citizen Reasonable expectations: Community member Reasonable expectations: Compus citizen Reasonable expecta			2.92	2.94	
Reasonable expectations: Scholar 4.01 3.88 Reasonable expectations: Teacher 4.15 3.84 ↑ Reasonable expectations: Advisor 3.84 3.67 Reasonable expectations: Colleague 3.92 3.50 ↑ Reasonable expectations: Community member 3.63 3.48 Reasonable expectations: Community member 3.63 3.48 Reasonable expectations: Community member 3.63 3.48 Amount of personal interaction w/ pre-tenure 3.78 3.83 How well you fit 3.87 3.76 Amount of personal interaction w/ tenured 3.59 3.50 Amount of professional interaction w/ pre-tenure 4.02 3.89 Amount of professional interaction w/ tenured 3.79 3.66 Intellectual vitality of tenured faculty 3.47 3.53 Intellectual vitality of pre-tenure faculty 4.27 4.08 Appreciation and Recognition CAO cares about faculty of my rank 3.05 3.34 ↓ I would again choose this institution 3.82 4.16 ↓ Department as a place to work 3.98 3.96			2.90	3.07	
Reasonable expectations: Teacher4.153.84↑Reasonable expectations: Advisor3.843.67Reasonable expectations: Colleague3.923.50↑Reasonable expectations: Campus citizen3.683.42↑Reasonable expectations: Community member3.633.48Amount of personal interaction w/ pre-tenure3.783.83How well you fit3.873.76Amount of personal interaction w/ tenured3.593.50Amount of professional interaction w/ pre-tenure4.023.89Amount of professional interaction w/ tenured3.793.66Intellectual vitality of tenured faculty3.473.53Intellectual vitality of pre-tenure faculty4.274.08Appreciation and RecognitionCAO cares about faculty of my rank3.053.34↓Global SatisfactionDepartment as a place to work3.983.96			4.01	3.88	
Reasonable expectations: Colleague 3.92 3.50 ↑ Reasonable expectations: Campus citizen 3.68 3.42 ↑ Reasonable expectations: Community member 3.63 3.48 Amount of personal interaction w/ pre-tenure 3.78 3.83 How well you fit 3.87 3.76 Amount of personal interaction w/ tenured 3.59 3.50 Amount of professional interaction w/ pre-tenure 4.02 3.89 Amount of professional interaction w/ tenured 3.79 3.66 Intellectual vitality of tenured faculty 3.47 3.53 Intellectual vitality of pre-tenure faculty 4.27 4.08 Appreciation and Recognition CAO cares about faculty of my rank 3.05 3.34 ↓ I would again choose this institution 3.82 4.16 ↓ Department as a place to work 3.98 3.96			4.15	3.84	1
Reasonable expectations: Campus citizen Reasonable expectations: Community member 3.63 3.48 Amount of personal interaction w/ pre-tenure 3.78 3.83 How well you fit 3.87 3.76 Amount of personal interaction w/ tenured 3.59 3.50 Amount of professional interaction w/ pre-tenure 4.02 3.89 Amount of professional interaction w/ tenured 3.79 3.66 Intellectual vitality of tenured faculty 3.47 3.53 Intellectual vitality of pre-tenure faculty 4.27 4.08 Appreciation and Recognition CAO cares about faculty of my rank 3.05 3.34 ↓ I would again choose this institution 3.82 4.16 ↓ Department as a place to work 3.98 3.96		Reasonable expectations: Advisor	3.84	3.67	
Reasonable expectations: Campus citizen Reasonable expectations: Community member 3.63 3.48 Amount of personal interaction w/ pre-tenure 3.78 3.83 How well you fit 3.87 3.76 Amount of personal interaction w/ tenured 3.59 3.50 Amount of professional interaction w/ pre-tenure 4.02 3.89 Amount of professional interaction w/ tenured 3.79 3.66 Intellectual vitality of tenured faculty 3.47 3.53 Intellectual vitality of pre-tenure faculty 4.27 4.08 Appreciation and Recognition CAO cares about faculty of my rank 3.05 3.34 ↓ I would again choose this institution 3.82 4.16 ↓ Department as a place to work 3.98 3.96		Reasonable expectations: Colleague	3.92	3.50	1
Amount of personal interaction w/ pre-tenure 3.78 3.83 How well you fit 3.87 3.76 Amount of personal interaction w/ tenured 3.59 3.50 Amount of professional interaction w/ pre-tenure 4.02 3.89 Amount of professional interaction w/ tenured 3.79 3.66 Intellectual vitality of tenured faculty 3.47 3.53 Intellectual vitality of pre-tenure faculty 4.27 4.08 Appreciation and Recognition CAO cares about faculty of my rank 3.05 3.34 ↓ I would again choose this institution 3.82 4.16 ↓ Department as a place to work 3.98 3.96		Reasonable expectations: Campus citizen	3.68	3.42	<u> </u>
How well you fit3.873.76Departmental Collegiality, Engagement, and QualityAmount of personal interaction w/ tenured3.593.50Amount of professional interaction w/ pre-tenure4.023.89Amount of professional interaction w/ tenured3.793.66Intellectual vitality of tenured faculty3.473.53Intellectual vitality of pre-tenure faculty4.274.08Appreciation and RecognitionCAO cares about faculty of my rank3.053.34↓I would again choose this institution3.824.16↓Department as a place to work3.983.96		Reasonable expectations: Community member	3.63	3.48	
Departmental Collegiality, Engagement, and Quality Amount of professional interaction w/ pre-tenure Amount of professional interaction w/ pre-tenure Amount of professional interaction w/ tenured Amount of professional interaction w/ tenured 3.59 3.50 Amount of professional interaction w/ tenured 3.79 3.66 Intellectual vitality of tenured faculty 3.47 3.53 Intellectual vitality of pre-tenure faculty 4.27 4.08 Appreciation and Recognition CAO cares about faculty of my rank I would again choose this institution 3.82 4.16 ↓ Department as a place to work 3.59 3.50 Amount of professional interaction w/ tenured 3.79 3.66 Intellectual vitality of pre-tenure faculty 4.27 4.08 CAO cares about faculty of my rank I would again choose this institution 3.82 4.16 ↓ Department as a place to work 3.98 3.96	Engagement, and Quality	Amount of personal interaction w/ pre-tenure	3.78	3.83	
Amount of professional interaction w/ pre-tenure 4.02 3.89 Amount of professional interaction w/ tenured 3.79 3.66 Intellectual vitality of tenured faculty 3.47 3.53 Intellectual vitality of pre-tenure faculty 4.27 4.08 Appreciation and Recognition CAO cares about faculty of my rank 3.05 3.34 ↓ I would again choose this institution 3.82 4.16 ↓ Department as a place to work 3.98 3.96		How well you fit	3.87	3.76	
Engagement, and Quality Amount of professional interaction w/ pre-tenure 4.02 3.89 Amount of professional interaction w/ tenured 3.79 3.66 Intellectual vitality of tenured faculty 3.47 3.53 Intellectual vitality of pre-tenure faculty 4.27 4.08 Appreciation and Recognition CAO cares about faculty of my rank 3.05 3.34 ↓ I would again choose this institution 3.82 4.16 ↓ Department as a place to work 3.98 3.96		Amount of personal interaction w/ tenured	3.59	3.50	
Amount of professional interaction w/ tenured 3.79 3.66 Intellectual vitality of tenured faculty 3.47 3.53 Intellectual vitality of pre-tenure faculty 4.27 4.08 Appreciation and Recognition CAO cares about faculty of my rank 3.05 3.34 ↓ I would again choose this institution 3.82 4.16 ↓ Department as a place to work 3.98 3.96		Amount of professional interaction w/ pre-tenure	4.02	3.89	
Intellectual vitality of pre-tenure faculty4.274.08Appreciation and RecognitionCAO cares about faculty of my rank3.053.34↓I would again choose this institution3.824.16↓Global SatisfactionDepartment as a place to work3.983.96			3.79	3.66	
Appreciation and RecognitionCAO cares about faculty of my rank3.053.34↓I would again choose this institution3.824.16↓Global SatisfactionDepartment as a place to work3.983.96		Intellectual vitality of tenured faculty	3.47	3.53	
Appreciation and RecognitionCAO cares about faculty of my rank3.053.34↓I would again choose this institution3.824.16↓Global SatisfactionDepartment as a place to work3.983.96			4.27	4.08	
I would again choose this institution3.824.16↓Global SatisfactionDepartment as a place to work3.983.96	Appreciation and Recognition		3.05	3.34	\downarrow
Global Satisfaction Department as a place to work 3.98 3.96	•		3.82	4.16	\downarrow
			3.98	3.96	
			3.65	3.72	

¹ Arrows indicate when mean ratings differ by 5 percent or more of the response scale (i.e., a difference of at least 0.25). Up arrows indicate that NC State's 2011 mean rating is notably higher than NC State's 2008 mean, whereas down arrows indicate that NC State's 2011 mean is lower. If no arrow is present, differences in mean ratings are not considered large enough to be meaningful.

NC STATE UNIVERSITY

2011 COACHE Survey

Trend Comparions of Mean Ratings (1=low to 5=high)

by Gender

(Pre-tenure faculty only)

Sub-theme			Women		Men			
Influence over focus of research 4.18 4.28 4.33 4.37 Number of courses taught 3.88 4.13 3.91 4.08 4.09 4.18 Discretion over course content 4.35 4.51 4.40 4.18 Number of students in classes taught 3.72 3.78 3.74 3.85 3.74 3.85 Number of students in classes taught 3.72 3.78 3.74 3.85 Number of students in classes taught 3.72 3.78 3.74 3.85 Number of students in classes taught 3.72 3.78 3.74 3.85 Number of students in classes taught 3.72 3.78 3.74 3.85 Number of students in classes taught 3.72 3.78 3.74 3.85 Number of students in classes taught 3.72 3.78 3.74 3.85 Number of students in classes taught 3.72 3.78 3.74 3.85 Number of students in classes taught 3.72 3.78 3.74 3.85 Number of students in classes taught 3.72 3.78 3.74 3.85 Number of students in classes taught 3.72 3.78 3.74 3.85 Number of students in classes taught 3.72 3.78 3.74 3.85 Number of students in classes taught 3.72 3.80 3.52 3.88 3.89 3.89 3.89 Number of students in classes taught 3.72 3.80 3.65 3.80 3.89 3.98 Number of students in classes taught 3.80 3.62 3.68 3.92 Number of students in classes taught 3.80 3.62 3.68 3.92 Number of students in classes taught 3.80 3.62 3.68 3.75 3.80 3.52 3.80 3.71 3.86 3.80 Number of students in classes taught 3.80 3.52 3.81 3.80 3.52 3.81 3.80 3.52 3.81 3.80 3.52 3.81 3.80 3.52 3.81 3.80 3.52 3.81 3.80 3.52 3.81 3.80 3.52 3.81 3.80 3.52 3.81 3.80 3.52 3.81 3.80 3.52 3.81 3.80 3.52 3.81 3.80 3.52 3.81 3.80 3.52 3.81 3.80 3.52 3.81 3.80 3.52 3.81 3.80 3.52 3.81 3.80 3.52 3.81 3.80 3.75 3.80 3.75 3.80 3.75 3.80 3.75 3.80 3.75 3.80 3.75 3.80 3.75 3.80 3.75 3.80 3.75 3.80 3.75 3.80 3.75 3.80 3.75 3.80 3.75 3.80 3.75 3.80 3	Sub-theme	Question	2011	2008	Diff 1	2011	2008	Diff 1
Nature of Work Nature of Courses taught Same		Expectations for finding external funding	3.11	2.93		3.32	3.12	
Level of courses taught 3.99 4.16 4.09 4.18		Influence over focus of research	4.18	4.28		4.33	4.37	
Level of courses taught 3.99 4.16 4.09 4.18	Natura of Work	Number of courses taught	3.88	4.13	\downarrow	3.91	4.08	
Number of students in classes taught	ivalure of vvoik	Level of courses taught	3.99	4.16	•	4.09	4.18	
Pacilities, Personal/Family Computing and technical support 3.67 3.80 3.52 3.58		Discretion over course content	4.35	4.51		4.40	4.45	
Policies, Benefits, and Salary Clerical/administrative support 3.10 3.61 ↓ 3.08 3.65 ↓ Clarity of tenure process 3.85 3.86 3.89 3.98 Clarity of tenure criteria 3.80 3.62 3.68 3.92 Clarity of tenure standards 3.41 3.33 3.56 3.52 Clarity of body of evidence for deciding tenure 3.63 3.71 3.86 3.80 3.80 Clarity of whether I will achieve tenure 3.66 3.55 3.73 3.89 Clarity of whether I will achieve tenure 3.69 3.55 3.73 3.89 Consistency of messages about tenure 3.19 3.25 3.31 3.56 ↓ Tenure decisions are performance-based 3.44 3.75 ↓ 3.89 4.01 Clarity of expectations: Scholar 3.69 3.77 3.96 3.95 Clarity of expectations: Teacher 3.52 3.68 3.76 3.73 Clarity of expectations: Colleague 3.05 3.34 3.39 3.23 Clarity of expectations: Colleague 3.05 3.34 3.39 3.23 Clarity of expectations: Scholar 2.78 2.82 3.04 3.02 Clarity of expectations: Broader community 2.69 3.04 ↓ 3.07 3.09 Reasonable expectations: Teacher 4.05 3.65 ↑ 4.24 3.97 ↑ Reasonable expectations: Colleague 3.76 3.40 ↑ 4.04 3.57 ↑ Reasonable expectations: Colleague 3.76 3.40 ↑ 4.04 3.57 ↑ Reasonable expectations: Community 2.69 3.04 ↓ 3.07 3.09 ↑ Reasonable expectations: Compuscitizen 3.58 3.30 ↑ 3.76 3.50 ↑ Reasonable expectations: Compuscitizen 3.58 3.30 ↑ 3.76 3.50 ↑ Reasonable expectations: Compuscitizen 3.58 3.30 ↑ 3.76 3.50 ↑ Reasonable expectations: Compuscitizen 3.48 3.64 3.65 3.84 Amount of personal interaction w/ pre-tenure 3.40 3.43 3.60 3.61 Amount of professional interaction w/ pre-tenure 3.74 3.90 3.76 3.89 Amount of professional interaction w/ pre-tenure 3.74 3.90 3.76 3.89 Amount of professional interaction w/ pre-tenure 3.74 3.90 3.76 3.89 Amount of professional interaction w/ pre-tenure 3.74 3.90 3.76 3.89 Amount of professional interaction w/ pre-tenure 3.76		Number of students in classes taught	3.72	3.78		3.74	3.85	
Clarity of tenure process 3.85 3.86 3.89 3.98	Facilities, Personal/Family	Computing and technical support	3.67	3.80		3.52	3.58	
Clarity of tenure criteria 3.80 3.62 3.68 3.92	Policies, Benefits, and Salary	Clerical/administrative support	3.10	3.61	\downarrow	3.08	3.65	\downarrow
Clarity of tenure standards			3.85	3.86	•	3.89	3.98	
Clarity of body of evidence for deciding tenure 3.63 3.71 3.86 3.80		Clarity of tenure criteria	3.80	3.62		3.68	3.92	
Clarity of whether I will achieve tenure		Clarity of tenure standards	3.41	3.33		3.56	3.52	
Consistency of messages about tenure 3.19 3.25 3.31 3.56 ↓		Clarity of body of evidence for deciding tenure	3.63	3.71		3.86	3.80	
Tenure decisions are performance-based 3.44 3.75		Clarity of whether I will achieve tenure	3.66	3.55		3.73	3.89	
Clarity of expectations: Scholar 3.69 3.77 3.96 3.95		Consistency of messages about tenure	3.19	3.25		3.31	3.56	\downarrow
Clarity of expectations: Teacher 3.52 3.68 3.76 3.73		Tenure decisions are performance-based	3.44	3.75	\downarrow	3.89	4.01	
Clarity of expectations: Advisor 3.07 3.27 3.47 3.39		Clarity of expectations: Scholar	3.69	3.77	•	3.96	3.95	
Clarity of expectations: Colleague 3.05 3.34 3.39 3.23		Clarity of expectations: Teacher	3.52	3.68		3.76	3.73	
Clarity of expectations: Campus citizen 2.78 2.82 3.04 3.02	Tenure and Promotion	Clarity of expectations: Advisor	3.07	3.27		3.47	3.39	
Clarity of expectations: Broader community 2.69 3.04		Clarity of expectations: Colleague	3.05	3.34	\downarrow	3.39	3.23	
Reasonable expectations: Scholar 3.83 3.79 4.16 3.94 Reasonable expectations: Teacher 4.05 3.65 ↑ 4.24 3.97 ↑ Reasonable expectations: Advisor 3.71 3.54 3.94 3.75 Reasonable expectations: Colleague 3.76 3.40 ↑ 4.04 3.57 ↑ Reasonable expectations: Campus citizen 3.58 3.30 ↑ 3.76 3.50 ↑ Reasonable expectations: Campus citizen 3.58 3.30 ↑ 3.76 3.50 ↑ Reasonable expectations: Campus citizen 3.58 3.30 ↑ 3.76 3.50 ↑ Reasonable expectations: Campus citizen 3.58 3.30 ↑ 3.76 3.50 ↑ Reasonable expectations: Campus citizen 3.58 3.30 ↑ 3.76 3.50 ↑ Reasonable expectations: Campus citizen 3.48 3.64 3.64 3.67 3.72 How well you fit 3.48 3.64 3.64 3.65 <t< td=""><td></td><td>Clarity of expectations: Campus citizen</td><td>2.78</td><td>2.82</td><td></td><td>3.04</td><td>3.02</td><td></td></t<>		Clarity of expectations: Campus citizen	2.78	2.82		3.04	3.02	
Reasonable expectations: Teacher 4.05 3.65 ↑ 4.24 3.97 ↑ Reasonable expectations: Advisor 3.71 3.54 3.94 3.75 Reasonable expectations: Colleague 3.76 3.40 ↑ 4.04 3.57 ↑ Reasonable expectations: Campus citizen 3.58 3.30 ↑ 3.76 3.50 ↑ Reasonable expectations: Community member 3.45 3.38 3.77 3.54 Amount of personal interaction w/ pre-tenure 3.60 3.99 ↓ 3.57 3.72 How well you fit 3.48 3.64 3.65 3.84 Amount of personal interaction w/ tenured 3.46 3.34 3.60 3.61 Amount of professional interaction w/ pre-tenure 3.74 3.90 3.76 3.89 Amount of professional interaction w/ tenured 3.57 3.37 3.74 3.86 Intellectual vitality of tenured faculty 3.56 3.43 3.64 3.60 Appreciation and Recognition CAO cares about faculty of my rank		Clarity of expectations: Broader community	2.69	3.04	\downarrow	3.07	3.09	
Reasonable expectations: Advisor 3.71 3.54 3.94 3.75 Reasonable expectations: Colleague 3.76 3.40 ↑ 4.04 3.57 ↑ Reasonable expectations: Campus citizen 3.58 3.30 ↑ 3.76 3.50 ↑ Reasonable expectations: Campus citizen 3.58 3.30 ↑ 3.76 3.50 ↑ Reasonable expectations: Campus citizen 3.58 3.30 ↑ 3.76 3.50 ↑ Reasonable expectations: Campus citizen 3.58 3.30 ↑ 3.76 3.50 ↑ Reasonable expectations: Campus citizen 3.58 3.30 ↑ 3.76 3.50 ↑ Reasonable expectations: Campus citizen 3.48 3.38 3.77 3.54 3.57 3.72 How unt of personal interaction w/ per-tenure 3.48 3.64 3.64 3.65 3.84 Amount of personal interaction w/ tenured 3.74 3.90 3.76 3.89 Amount of professional interaction w/ tenured 3.57 3.37 3.74 3.86 Intellectual vitality of tenured faculty <t< td=""><td></td><td>Reasonable expectations: Scholar</td><td>3.83</td><td>3.79</td><td></td><td>4.16</td><td>3.94</td><td></td></t<>		Reasonable expectations: Scholar	3.83	3.79		4.16	3.94	
Reasonable expectations: Colleague 3.76 3.40 ↑ 4.04 3.57 ↑ Reasonable expectations: Campus citizen 3.58 3.30 ↑ 3.76 3.50 ↑ Reasonable expectations: Community member 3.45 3.38 3.77 3.54 Amount of personal interaction w/ pre-tenure 3.60 3.99 ↓ 3.57 3.72 How well you fit 3.48 3.64 3.65 3.84 Amount of personal interaction w/ tenured 3.46 3.34 3.60 3.61 Amount of professional interaction w/ pre-tenure 3.74 3.90 3.76 3.89 Amount of professional interaction w/ tenured 3.57 3.37 3.74 3.86 Intellectual vitality of tenured faculty 3.56 3.43 3.64 3.60 Appreciation and Recognition CAO cares about faculty of my rank 2.96 3.08 3.00 3.52 ↓ Global Satisfaction Department as a place to work 3.77 3.90 3.88 3.99		Reasonable expectations: Teacher	4.05	3.65	1	4.24	3.97	<u></u>
Reasonable expectations: Campus citizen Reasonable expectations: Community member 3.45 3.38 3.77 3.54 Amount of personal interaction w/ pre-tenure Beginnent, and Quality Engagement, and Quality Amount of professional interaction w/ tenured Amount of professional interaction w/ pre-tenure Amount of professional interaction w/ pre-tenure Amount of professional interaction w/ tenured Beginnent Amount of professional interaction w/ tenured Beginnent Amount of professional interaction w/ tenured Beginnent Beginnen		Reasonable expectations: Advisor	3.71	3.54		3.94	3.75	
Reasonable expectations: Community member 3.45 3.38 3.77 3.54 Amount of personal interaction w/ pre-tenure 3.60 3.99 ↓ 3.57 3.72 How well you fit 3.48 3.64 Amount of personal interaction w/ tenured 4.01 3.46 3.34 3.60 3.61 Engagement, and Quality Engagement, and Quality Engagement, and Quality Amount of professional interaction w/ pre-tenure 3.74 3.90 3.76 3.89 Amount of professional interaction w/ tenured faculty 4.01 3.57 3.37 3.74 3.86 Intellectual vitality of tenured faculty 4.01 4.15 4.08 4.04 Appreciation and Recognition Global Satisfaction CAO cares about faculty of my rank 2.96 3.08 3.00 3.52 ↓ 1 would again choose this institution 3.76 4.02 ↓ 3.78 4.25 ↓ 1 Department as a place to work 3.77 3.90 3.88 3.99		Reasonable expectations: Colleague	3.76	3.40	↑	4.04	3.57	1
Amount of personal interaction w/ pre-tenure 3.60 3.99 ↓ 3.57 3.72		Reasonable expectations: Campus citizen	3.58	3.30	↑	3.76	3.50	1
How well you fit 3.48 3.64 3.65 3.84 Amount of personal interaction w/ tenured 3.46 3.34 3.60 3.61 Amount of professional interaction w/ pre-tenure 3.74 3.90 3.76 3.89 Amount of professional interaction w/ tenured 3.57 3.37 3.74 3.86 Intellectual vitality of tenured faculty 3.56 3.43 3.64 3.60 Intellectual vitality of pre-tenure faculty 4.01 4.15 4.08 4.04 Appreciation and Recognition CAO cares about faculty of my rank 2.96 3.08 3.00 3.52 ↓ I would again choose this institution 3.76 4.02 ↓ 3.78 4.25 ↓ Department as a place to work 3.77 3.90 3.88 3.99		Reasonable expectations: Community member	3.45	3.38		3.77	3.54	
Departmental Collegiality, Engagement, and QualityAmount of personal interaction w/ tenured3.463.343.603.61Amount of professional interaction w/ pre-tenure3.743.903.763.89Amount of professional interaction w/ tenured3.573.373.743.86Intellectual vitality of tenured faculty3.563.433.643.60Intellectual vitality of pre-tenure faculty4.014.154.084.04Appreciation and RecognitionCAO cares about faculty of my rank2.963.083.003.52↓I would again choose this institution3.764.02↓3.784.25↓Department as a place to work3.773.903.883.99		Amount of personal interaction w/ pre-tenure	3.60	3.99	\downarrow	3.57	3.72	
Amount of professional interaction w/ pre-tenure 3.74 3.90 3.76 3.89 Amount of professional interaction w/ tenured 3.57 3.37 3.74 3.86 Intellectual vitality of tenured faculty 3.56 3.43 3.64 3.60 Intellectual vitality of pre-tenure faculty 4.01 4.15 4.08 4.04 Appreciation and Recognition CAO cares about faculty of my rank 2.96 3.08 3.00 3.52 ↓ I would again choose this institution 3.76 4.02 ↓ 3.78 4.25 ↓ Departmental Collegiality, Amount of professional interaction w/ pre-tenure 3.74 3.90 3.89 3.76 3.89 4.01 4.15 4.08 4.04 4.02 ↓ 3.78 4.25 ↓ Department as a place to work 3.77 3.90 3.88 3.99		How well you fit	3.48	3.64		3.65	3.84	
Amount of professional interaction w/ pre-tenure 3.74 3.90 3.76 3.89 Amount of professional interaction w/ tenured 3.57 3.37 3.74 3.86 Intellectual vitality of tenured faculty 3.56 3.43 3.64 3.60 Intellectual vitality of pre-tenure faculty 4.01 4.15 4.08 4.04 Appreciation and Recognition CAO cares about faculty of my rank 2.96 3.08 3.00 3.52 ↓ I would again choose this institution 3.76 4.02 ↓ 3.78 4.25 ↓ Department as a place to work 3.77 3.90 3.88 3.99		Amount of personal interaction w/ tenured	3.46	3.34		3.60	3.61	
Amount of professional interaction W tenured 3.57 3.37 3.74 3.86 Intellectual vitality of tenured faculty 3.56 3.43 3.64 3.60 Intellectual vitality of pre-tenure faculty 4.01 4.15 4.08 4.04 Appreciation and Recognition CAO cares about faculty of my rank 2.96 3.08 3.00 3.52 ↓ I would again choose this institution 3.76 4.02 ↓ 3.78 4.25 ↓ Department as a place to work 3.77 3.90 3.88 3.99		Amount of professional interaction w/ pre-tenure	3.74	3.90		3.76	3.89	
Intellectual vitality of pre-tenure faculty Appreciation and Recognition CAO cares about faculty of my rank I would again choose this institution CHO cares about faculty of my rank I would again choose this institution CHO cares about faculty of my rank I would again choose this institution CHO cares about faculty of my rank I would again choose this institution CHO cares about faculty of my rank I would again choose this institution CHO cares about faculty of my rank I would again choose this institution CHO cares about faculty of my rank I would again choose this institution CHO cares about faculty of my rank I would again choose this institution CHO cares about faculty of my rank I would again choose this institution CHO cares about faculty of my rank I would again choose this institution CHO cares about faculty of my rank I would again choose this institution CHO cares about faculty of my rank I would again choose this institution CHO cares about faculty of my rank I would again choose this institution CHO cares about faculty of my rank I would again choose this institution CHO cares about faculty of my rank I would again choose this institution CHO cares about faculty of my rank I would again choose this institution CHO cares about faculty of my rank I would again choose this institution CHO cares about faculty of my rank I would again choose this institution CHO cares about faculty of my rank I would again choose this institution CHO cares about faculty of my rank I would again choose this institution CHO cares about faculty of my rank I would again choose this institution CHO cares about faculty of my rank I would again choose this institution CHO cares about faculty of my rank I would again choose this institution CHO cares about faculty of my rank I would again choose this institution CHO cares about faculty of my rank I would again choose this institution CHO cares about faculty of my rank CHO cares about faculty of my rank CHO cares about faculty		Amount of professional interaction w/ tenured	3.57	3.37		3.74	3.86	
Appreciation and RecognitionCAO cares about faculty of my rank2.963.083.003.52↓I would again choose this institution3.764.02↓3.784.25↓Global SatisfactionDepartment as a place to work3.773.903.883.99		Intellectual vitality of tenured faculty	3.56	3.43		3.64	3.60	
I would again choose this institution3.764.02↓3.784.25↓Global SatisfactionDepartment as a place to work3.773.903.883.99			4.01	4.15		4.08	4.04	
	Appreciation and Recognition	CAO cares about faculty of my rank	2.96	3.08		3.00	3.52	\downarrow
Global Satisfaction Department as a place to work 3.77 3.90 3.88 3.99			3.76	4.02	\downarrow	3.78	4.25	\downarrow
Institution as a place to work 3.64, 3.57, 3.65, 3.82		Department as a place to work	3.77	3.90		3.88	3.99	<u> </u>
111311(111011 as a place to work 3.04 3.37 3.03 3.02		Institution as a place to work	3.64	3.57	-	3.65	3.82	

¹ Arrows indicate when mean ratings differ by 5 percent or more of the response scale (i.e., a difference of at least 0.25). Up arrows indicate that NC State's 2011 mean rating is notably higher than NC State's 2008 mean, whereas down arrows indicate that NC State's 2011 mean is lower. If no arrow is present, differences in mean ratings are not considered large enough to be meaningful.

NC STATE UNIVERSITY

2011 COACHE Survey Trend Comparions of Mean Ratings (1=low to 5=high) by Race/Ethnicity

(Pre-tenure faculty only)

Sub-theme	,		Facu	Faculty of Color			White			
Influence over focus of research 4.23 4.25 4.29 4.37 Number of courses taught 3.84 3.89 3.91 4.14 4.05 4.20 Discretion over course content 4.24 4.41 4.41 4.50 4.05 4.20 Discretion over course content 4.24 4.41 4.41 4.50 4.05 4.20 Discretion over course content 4.24 4.41 4.41 4.50 4.05 4.20 Mumber of students in classes taught 3.61 3.71 3.76 3.87 3.55 3.63 Mumber of students in classes taught 3.61 3.77 3.55 3.63 3.70 Mumber of students in classes taught 3.60 3.77 3.55 3.63 Mumber of students in classes taught 3.60 3.77 3.55 3.63 Mumber of students in classes taught 3.60 3.77 3.55 3.63 Mumber of students in classes taught 3.60 3.77 3.55 3.63 Mumber of students in classes taught 3.60 3.77 3.55 3.63 Mumber of students in classes taught 3.60 3.77 3.55 3.63 Mumber of students in classes taught 3.60 3.77 3.55 3.63 Mumber of students in classes taught 3.60 3.77 3.55 3.63 Mumber of students in classes taught 3.60 3.77 3.55 3.63 Mumber of students in classes taught 3.60 3.77 3.55 3.63 Mumber of students in classes taught 3.60 3.77 3.55 3.63 Mumber of students in classes taught 3.60 3.77 3.66 3.60 3.79 3.66 3.60 3.79 3.66 3.60 3.79 3.66 3.60 3.79 3.66 3.60 3.72 3.28 3.23 3.22 3.28 3.23 3.22 3.28 3.23 3.22 3.28 3.23 3.22 3.28 3.23 3.22 3.28 3.23 3.22 3.24 3.25	Sub-theme	Question	2011	2008	Diff 1	2011	2008	Diff 1		
Nature of Work Nature of Courses taught Level of courses taught Level of courses taught Level of courses taught Level of courses taught A.11 A.10 A.05 A.20	-	Expectations for finding external funding	3.23	3.04		3.27	3.04			
Level of courses taught		Influence over focus of research	4.23	4.25		4.29	4.37			
Level of courses taught 4.11 4.10 4.05 4.20	Noture of Work	Number of courses taught	3.84	3.98		3.91	4.14			
Number of students in classes taught 3.61 3.71 3.76 3.87	Nature of Work	Level of courses taught	4.11	4.10		4.05	4.20			
Policies, Benefits, and Salary Computing and technical support 3.66 3.77 3.55 3.63		Discretion over course content	4.24	4.41		4.41	4.50			
Policies, Benefits, and Salary		Number of students in classes taught	3.61	3.71		3.76	3.87			
Clarity of tenure process	Facilities, Personal/Family	Computing and technical support	3.66	3.77		3.55	3.63			
Clarity of tenure criteria 3.92 3.85 3.69 3.79	Policies, Benefits, and Salary	Clerical/administrative support	3.09	3.71	\downarrow	3.09	3.61			
Clarity of tenure standards		Clarity of tenure process	4.00	4.00	•	3.84	3.91			
Clarity of body of evidence for deciding tenure		Clarity of tenure criteria	3.92	3.85		3.69	3.79			
Clarity of whether I will achieve tenure			3.54	3.39		3.48	3.47			
Consistency of messages about tenure			4.00			3.70	3.66			
Tenure decisions are performance-based 3.68 3.79 3.69 3.96 ↓ Clarity of expectations: Scholar 3.96 3.92 3.81 3.86 Clarity of expectations: Teacher 3.58 3.65 3.67 3.73 Clarity of expectations: Advisor 3.56 3.39 3.23 3.32 Clarity of expectations: Colleague 3.27 3.28 3.23 3.27 Clarity of expectations: Campus citizen 3.04 2.96 2.89 2.93 Clarity of expectations: Broader community 2.92 3.12 2.89 3.05 Clarity of expectations: Scholar 4.00 3.83 4.01 3.90 Reasonable expectations: Scholar 4.00 3.62 ↑ 4.17 3.93 Reasonable expectations: Colleague 3.86 3.75 3.83 3.64 Reasonable expectations: Colleague 3.86 3.75 3.83 3.64 Reasonable expectations: Colleague 3.86 3.75 3.83 3.64 ↑ 3.93 3.52 ↑ Reasonable expectations: Colleague 3.86 3.44 ↑ 3.93 3.52 ↑ Reasonable expectations: Colleague 3.86 3.44 ↑ 3.93 3.52 ↑ Reasonable expectations: Community member 3.48 3.47 3.66 3.48 ↑ 3.66 3.48 ↑ 3.66 3.48 ↑ 3.66 3.48 ↑ 3.66 3.48 ↑ 4 ↑ 3.66 3.48 ↑ 4 ↑ 3.66 3.48 ↑ 4 ↑ 3.66 3.48 ↑ ↑ 3.66 3.48 ↑ ↑ 3.66 3.48 ↑ ↑ 3.66 3.48 ↑ ↑ 3.66 3.48 ↑ ↑ 3.66 3.48 ↑ ↑ 3.66 3.48 ↑ ↑ 3.66 3.48 ↑ ↑ 3.66 3.48 ↑ ↑ 3.66 3.48 ↑ ↑ 3.66 3.48 ↑ ↑ 3.66 3.60 3.79 ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑		Clarity of whether I will achieve tenure	3.73	3.84		3.69	3.72			
Clarity of expectations: Scholar 3.96 3.92 3.81 3.86		Consistency of messages about tenure	3.40	3.35		3.22	3.48			
Clarity of expectations: Teacher 3.58 3.65 3.67 3.73		Tenure decisions are performance-based	3.68	3.79		3.69	3.96	\downarrow		
Clarity of expectations: Advisor 3.56 3.39 3.23 3.32		Clarity of expectations: Scholar	3.96	3.92		3.81	3.86			
Clarity of expectations: Colleague 3.27 3.28 3.23 3.27			3.58	3.65		3.67	3.73			
Clarity of expectations: Campus citizen 3.04 2.96 2.89 2.93	Tenure and Promotion	Clarity of expectations: Advisor	3.56	3.39		3.23	3.32			
Clarity of expectations: Broader community 2.92 3.12 2.89 3.05 Reasonable expectations: Scholar 4.00 3.83 4.01 3.90 Reasonable expectations: Teacher 4.09 3.62 ↑ 4.17 3.93 Reasonable expectations: Advisor 3.86 3.75 3.83 3.64 Reasonable expectations: Colleague 3.86 3.44 ↑ 3.93 3.52 ↑ Reasonable expectations: Campus citizen 3.57 3.41 3.71 3.42 ↑ Reasonable expectations: Community member 3.48 3.47 3.66 3.48 Amount of personal interactions: Community member 3.60 3.91 ↓ 3.58 3.88 ↓ How well you fit 3.56 3.68 3.60 3.79 Amount of personal interaction w/ pre-tenure 3.66 3.91 ↓ 3.77 3.88 Amount of professional interaction w/ pre-tenure 3.66 3.91 ↓ 3.77 3.88 Amount of professional interaction w/ tenured 3.62 3.46 3.69 3.74 Intellectual vitality of tenured faculty 4.01 4.03 4.07 4.11 Appreciation and Recognition CAO cares about faculty of my rank 2.99 3.08 2.99 3.45 ↓ I would again choose this institution 3.53 3.93 ↓ 3.81 4.25 ↓ Department as a place to work 3.77 3.91 3.85 3.97		Clarity of expectations: Colleague	3.27	3.28		3.23	3.27			
Reasonable expectations: Scholar 4.00 3.83 4.01 3.90 Reasonable expectations: Teacher 4.09 3.62 ↑ 4.17 3.93 Reasonable expectations: Advisor 3.86 3.75 3.83 3.64 Reasonable expectations: Colleague 3.86 3.44 ↑ 3.93 3.52 ↑ Reasonable expectations: Campus citizen 3.57 3.41 3.71 3.42 ↑ Reasonable expectations: Campus citizen 3.57 3.41 3.71 3.42 ↑ Reasonable expectations: Campus citizen 3.57 3.41 3.71 3.42 ↑ Reasonable expectations: Campus citizen 3.57 3.41 3.71 3.42 ↑ Reasonable expectations: Campus citizen 3.57 3.41 3.71 3.42 ↑ Reasonable expectations: Campus citizen 3.48 3.47 3.66 3.48 Amount of personal interaction w/ pre-tenure 3.60 3.91 ↓ <td< td=""><td></td><td>Clarity of expectations: Campus citizen</td><td>3.04</td><td>2.96</td><td></td><td>2.89</td><td>2.93</td><td></td></td<>		Clarity of expectations: Campus citizen	3.04	2.96		2.89	2.93			
Reasonable expectations: Teacher 4.09 3.62 ↑ 4.17 3.93 Reasonable expectations: Advisor 3.86 3.75 3.83 3.64 Reasonable expectations: Colleague 3.86 3.44 ↑ 3.93 3.52 ↑ Reasonable expectations: Campus citizen 3.57 3.41 3.71 3.42 ↑ Reasonable expectations: Community member 3.48 3.47 3.66 3.48 Amount of personal interaction w/ pre-tenure 3.60 3.91 ↓ 3.58 3.88 ↓ Amount of personal interaction w/ tenured 3.58 3.56 3.55 3.48 Amount of professional interaction w/ tenured 3.58 3.56 3.55 3.48 Amount of professional interaction w/ tenured 3.62 3.46 3.69 3.74 Amount of professional interaction w/ tenured 3.62 3.46 3.62 3.56 Intellectual vitality of tenured faculty 3.56 3.46 3.62 3.56		Clarity of expectations: Broader community	2.92	3.12		2.89	3.05			
Reasonable expectations: Advisor 3.86 3.75 3.83 3.64 Reasonable expectations: Colleague 3.86 3.44 ↑ 3.93 3.52 ↑ Reasonable expectations: Campus citizen 3.57 3.41 3.71 3.42 ↑ Reasonable expectations: Community member 3.48 3.47 3.66 3.48 Amount of personal interaction w/ pre-tenure 3.60 3.91 ↓ 3.58 3.88 ↓ How well you fit 3.56 3.68 3.60 3.79 ↓ 3.55 3.48 Amount of personal interaction w/ tenured 3.58 3.56 3.55 3.48 ↓ Amount of personal interaction w/ tenured 3.58 3.56 3.55 3.48 Amount of personal interaction w/ tenured 3.60 3.91 ↓ 3.77 3.88 Amount of professional interaction w/ tenured 3.60 3.91 ↓ 3.77 3.88 Amount of professional interaction w/ tenured 3.62 3.46 3.62 3.56 Intellectual		Reasonable expectations: Scholar	4.00	3.83		4.01	3.90			
Reasonable expectations: Colleague 3.86 3.44 ↑ 3.93 3.52 ↑ Reasonable expectations: Campus citizen 3.57 3.41 3.71 3.42 ↑ Reasonable expectations: Community member 3.48 3.47 3.66 3.48 Amount of personal interaction w/ pre-tenure 3.60 3.91 ↓ 3.58 3.88 ↓ How well you fit 3.56 3.68 3.60 3.79 Amount of personal interaction w/ tenured 3.58 3.56 3.55 3.48 Amount of professional interaction w/ pre-tenure 3.66 3.91 ↓ 3.77 3.88 Amount of professional interaction w/ pre-tenure 3.66 3.91 ↓ 3.77 3.88 Amount of professional interaction w/ tenured 3.62 3.46 3.69 3.74 Intellectual vitality of tenured faculty 3.56 3.46 3.62 3.56 Intellectual vitality of pre-tenure faculty 4.01 4.03 4.07 4.11 Appreciation and Recognition CAO cares about faculty of my rank 2.99 3.08 2.99 3.45 ↓ I would again choose this institution 3.53 3.93 ↓ 3.81 4.25 ↓ Department as a place to work 3.77 3.91 3.85 3.97		Reasonable expectations: Teacher	4.09	3.62	1	4.17	3.93			
Reasonable expectations: Campus citizen 3.57 3.41 3.71 3.42 ↑ Reasonable expectations: Community member 3.48 3.47 3.66 3.48 Amount of personal interaction w/ pre-tenure 3.60 3.91 ↓ 3.58 3.88 ↓ How well you fit 3.56 3.68 3.60 3.79 Amount of personal interaction w/ tenured 3.58 3.56 3.55 3.48 Amount of professional interaction w/ tenured 3.60 3.91 ↓ 3.77 3.88 Amount of professional interaction w/ tenured 3.62 3.46 3.69 3.74 Intellectual vitality of tenured faculty 3.56 3.46 3.62 3.56 Appreciation and Recognition CAO cares about faculty of my rank 2.99 3.08 2.99 3.45 ↓ Global Satisfaction Department as a place to work 3.77 3.91 3.85 3.97		Reasonable expectations: Advisor	3.86	3.75		3.83	3.64			
Reasonable expectations: Community member 3.48 3.47 3.66 3.48 Amount of personal interaction w/ pre-tenure 3.60 3.91 ↓ 3.58 3.88 ↓ How well you fit 3.56 3.68 3.60 3.79 Amount of personal interaction w/ tenured 3.58 3.56 3.55 3.48 Amount of professional interaction w/ pre-tenure 3.66 3.91 ↓ 3.77 3.88 Amount of professional interaction w/ pre-tenure 3.66 3.91 ↓ 3.77 3.88 Amount of professional interaction w/ tenured 3.62 3.46 3.69 3.74 Intellectual vitality of tenured faculty 3.56 3.46 3.62 3.56 Intellectual vitality of pre-tenure faculty 4.01 4.03 4.07 4.11 Appreciation and Recognition CAO cares about faculty of my rank 2.99 3.08 2.99 3.45 ↓ I would again choose this institution 3.53 3.93 ↓ 3.81 4.25 ↓ Department as a place to work 3.77 3.91 3.85 3.97		Reasonable expectations: Colleague	3.86	3.44	1	3.93	3.52	↑		
Amount of personal interaction w/ pre-tenure 3.60 3.91 ↓ 3.58 3.88 ↓ How well you fit 3.56 3.68 3.60 3.79 Amount of personal interaction w/ tenured 3.58 3.56 3.55 3.48 Amount of professional interaction w/ pre-tenure 3.66 3.91 ↓ 3.77 3.88 Amount of professional interaction w/ pre-tenure 3.66 3.91 ↓ 3.77 3.88 Amount of professional interaction w/ tenured 3.62 3.46 3.69 3.74 Intellectual vitality of tenured faculty 3.56 3.46 3.62 3.56 Intellectual vitality of pre-tenure faculty 4.01 4.03 4.07 4.11 Appreciation and Recognition CAO cares about faculty of my rank 2.99 3.08 2.99 3.45 ↓ I would again choose this institution 3.53 3.93 ↓ 3.81 4.25 ↓ Department as a place to work 3.77 3.91 3.85 3.97		Reasonable expectations: Campus citizen	3.57	3.41		3.71	3.42	↑		
How well you fit3.563.683.603.79Departmental Collegiality, Engagement, and QualityAmount of personal interaction w/ tenured3.583.563.553.48Amount of professional interaction w/ pre-tenure3.663.91↓3.773.88Amount of professional interaction w/ tenured3.623.463.693.74Intellectual vitality of tenured faculty3.563.463.623.56Intellectual vitality of pre-tenure faculty4.014.034.074.11Appreciation and RecognitionCAO cares about faculty of my rank2.993.082.993.45↓I would again choose this institution3.533.93↓3.814.25↓Department as a place to work3.773.913.853.97		Reasonable expectations: Community member	3.48	3.47		3.66	3.48			
Departmental Collegiality, Engagement, and QualityAmount of personal interaction w/ tenured3.583.563.553.48Amount of professional interaction w/ pre-tenure3.663.91↓3.773.88Amount of professional interaction w/ tenured3.623.463.693.74Intellectual vitality of tenured faculty3.563.463.623.56Intellectual vitality of pre-tenure faculty4.014.034.074.11Appreciation and RecognitionCAO cares about faculty of my rank2.993.082.993.45↓I would again choose this institution3.533.93↓3.814.25↓Department as a place to work3.773.913.853.97		Amount of personal interaction w/ pre-tenure	3.60	3.91		3.58	3.88			
Amount of professional interaction w/ pre-tenure 3.66 3.91 \$\] 3.77 3.88 Amount of professional interaction w/ tenured 3.62 3.46 3.69 3.74 Intellectual vitality of tenured faculty 3.56 3.46 3.62 3.56 Intellectual vitality of pre-tenure faculty 4.01 4.03 4.07 4.11 Appreciation and Recognition CAO cares about faculty of my rank 2.99 3.08 2.99 3.45 \$\] I would again choose this institution 3.53 3.93 \$\] Department as a place to work 3.77 3.91 3.85 3.97		How well you fit	3.56	3.68	•	3.60	3.79			
Engagement, and Quality Amount of professional interaction w/ pre-tenure 3.66 3.91 \$\frac{3.77}{3.88}\$ Amount of professional interaction w/ tenured 3.62 3.46 3.69 3.74 Intellectual vitality of tenured faculty 3.56 3.46 3.62 3.56 Intellectual vitality of pre-tenure faculty 4.01 4.03 4.07 4.11 Appreciation and Recognition CAO cares about faculty of my rank 2.99 3.08 2.99 3.45 \$\frac{1}{2}\$ I would again choose this institution 3.53 3.93 \$\frac{1}{2}\$ Department as a place to work 3.77 3.91 3.85 3.97		Amount of personal interaction w/ tenured	3.58	3.56		3.55	3.48			
Amount of professional interaction W tenured 3.62 3.46 3.69 3.74 Intellectual vitality of tenured faculty 3.56 3.46 3.62 3.56 Intellectual vitality of pre-tenure faculty 4.01 4.03 4.07 4.11 Appreciation and Recognition CAO cares about faculty of my rank 2.99 3.08 2.99 3.45 ↓ I would again choose this institution 3.53 3.93 ↓ 3.81 4.25 ↓ Department as a place to work 3.77 3.91 3.85 3.97		Amount of professional interaction w/ pre-tenure	3.66	3.91	\downarrow	3.77	3.88			
Intellectual vitality of pre-tenure faculty 4.01 4.03 4.07 4.11 Appreciation and Recognition CAO cares about faculty of my rank 2.99 3.08 2.99 3.45 ↓ I would again choose this institution 3.53 3.93 ↓ 3.81 4.25 ↓ Global Satisfaction Department as a place to work 3.77 3.91 3.85 3.97		Amount of professional interaction w/ tenured	3.62	3.46		3.69	3.74			
		Intellectual vitality of tenured faculty	3.56	3.46		3.62	3.56			
I would again choose this institution3.533.93↓3.814.25↓Global SatisfactionDepartment as a place to work3.773.913.853.97			4.01	4.03		4.07	4.11			
Global Satisfaction Department as a place to work 3.77 3.91 3.85 3.97	Appreciation and Recognition	CAO cares about faculty of my rank	2.99	3.08		2.99	3.45	\downarrow		
	Global Satisfaction	I would again choose this institution	3.53	3.93	\downarrow	3.81	4.25	$\overline{}$		
Institution as a place to work 3.55 3.74 3.67 3.71		Department as a place to work	3.77	3.91	-	3.85	3.97			
1100.000 to 1000 to 1000 to 1000 to 11000 to 110		Institution as a place to work	3.55	3.74	·	3.67	3.71			

¹ Arrows indicate when mean ratings differ by 5 percent or more of the response scale (i.e., a difference of at least 0.25). Up arrows indicate that NC State's 2011 mean rating is notably higher than NC State's 2008 mean, whereas down arrows indicate that NC State's 2011 mean is lower. If no arrow is present, differences in mean ratings are not considered large enough to be meaningful.