

# Best Aspects

Your results

Comments

Faculty were asked to identify the two (and only two) **best aspects** of working at your institution. The top four responses for your institution are shown in red and disaggregated by tenure status, rank, gender, and race. The columns labeled Peer show the total number of times an item appeared as a top four item amongst any of your five peer institutions. The All column reflects the number of times an item appeared in the top four at any of the institutions in your comparable cohort. When a **best aspects** at your institution is also shown as a best aspect for your peers and/or the cohort, the issue may be seen as common in the faculty labor market. Best aspects that are unique to your campus are market differentiators, which can be highlighted in your institution's recruitment and retention efforts.

	Overall			Tenured			Pre-Tenure			Full Prof			Associate Prof			Men			Women			White			Faculty of Color			Asian			URM		
	you	peers	All (89)	you	peers	All (89)	you	peers	All (89)	you	peers	All (89)	you	peers	All (89)	you	peers	All (89)	you	peers	All (89)	you	peers	All (89)	you	peers	All (89)	you	peers	All (89)			
Quality of colleagues	14%	5	82	15%	5	82	10%	5	79	22%	5	84	6%	5	82	14%	5	83	14%	5	85	17%	5	86	7%	4	71	7%	4	64	8%	4	76
Support of colleagues	14%	2	51	11%	2	49	22%	5	67	15%	1	38	9%	2	56	14%	1	37	12%	5	69	16%	3	53	7%	2	53	9%	3	52	0%	2	48
Opportunities to collaborate with colleagues	8%	0	8	8%	0	9	15%	0	12	10%	1	9	4%	0	6	9%	0	7	8%	0	6	7%	0	7	12%	1	8	15%	3	20	0%	1	8
Quality of graduate students	1%	0	5	1%	0	8	0%	0	2	3%	0	14	0%	0	5	1%	0	5	0%	0	3	0%	0	7	3%	0	4	2%	0	6	8%	0	12
Quality of undergraduate students	23%	1	19	21%	1	23	12%	0	13	19%	1	22	29%	0	25	20%	0	21	28%	0	17	25%	1	22	17%	0	15	9%	0	16	50%	0	22
Quality of facilities	4%	0	1	3%	0	2	8%	0	1	1%	0	2	5%	0	1	5%	0	0	2%	0	1	4%	0	2	3%	1	6	4%	0	7	0%	1	9
Support for research/creative work	2%	0	2	4%	0	4	0%	0	1	6%	0	4	0%	0	2	3%	0	3	0%	0	2	3%	0	2	2%	0	5	2%	0	9	0%	0	5
Support for teaching	6%	0	2	5%	0	3	0%	0	4	5%	0	3	5%	0	3	3%	0	0	12%	0	4	6%	0	3	7%	0	5	7%	0	11	8%	0	7
Support for professional development	2%	0	0	1%	0	1	8%	0	0	0%	0	1	1%	0	0	2%	0	0	2%	0	0	1%	0	0	3%	0	0	2%	0	7	8%	0	3
Assistance for grant proposals	0%	0	0	1%	0	1	0%	0	0	0%	0	2	1%	0	0	0%	0	0	2%	0	0	0%	0	0	2%	0	0	2%	0	5	0%	0	1
Childcare policies/practices	0%	0	0	0%	0	1	0%	0	0	0%	0	1	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	2	0%	0	0
Availability/quality of childcare facilities	0%	0	0	0%	0	1	0%	0	0	0%	0	1	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	2	0%	0	0
Spousal/partner hiring program	0%	0	0	1%	0	1	0%	0	0	1%	0	1	0%	0	0	0%	0	0	2%	0	0	0%	0	0	2%	0	0	2%	0	2	0%	0	0
Compensation	1%	0	0	2%	0	1	0%	0	3	3%	0	2	1%	0	0	2%	0	1	0%	0	0	1%	0	1	2%	0	1	2%	0	3	0%	0	5
Geographic location	11%	3	63	8%	3	67	18%	1	58	5%	3	66	15%	3	68	11%	3	66	12%	3	63	13%	3	62	7%	3	61	2%	1	54	25%	3	66
Diversity	0%	0	12	0%	0	13	0%	0	13	0%	0	13	0%	0	15	0%	0	10	0%	0	13	0%	0	10	0%	0	13	0%	0	14	0%	0	14
Presence of others like me	1%	0	0	1%	0	2	0%	0	0	1%	0	3	1%	0	0	1%	0	1	0%	0	0	1%	0	0	0%	0	0	0%	0	4	0%	0	0
My sense of "fit" here	13%	3	45	13%	3	39	12%	4	47	18%	4	49	10%	2	37	14%	4	46	9%	3	45	16%	3	44	5%	1	32	7%	3	34	0%	1	34
Protections from service/assignments	0%	0	0	1%	0	1	0%	0	0	1%	0	1	0%	0	0	1%	0	0	0%	0	0	1%	0	0	0%	0	0	0%	0	4	0%	0	1
Commute	13%	0	2	15%	0	3	2%	0	1	12%	0	3	17%	1	6	12%	0	1	14%	0	4	11%	0	3	17%	0	6	20%	1	13	8%	2	13
Cost of living	33%	3	27	32%	3	29	42%	3	29	29%	2	25	36%	4	31	33%	3	31	34%	3	22	32%	3	26	38%	5	42	37%	5	44	42%	4	38
Teaching load	7%	0	0	6%	0	2	10%	0	5	4%	0	2	8%	0	1	5%	0	0	11%	0	2	6%	0	0	7%	0	5	9%	0	12	0%	0	10
Manageable pressure to perform	8%	0	2	10%	0	3	5%	1	17	8%	1	5	10%	0	7	9%	0	4	5%	0	3	9%	0	3	3%	0	10	4%	0	18	0%	0	10
Academic freedom	16%	3	44	17%	3	46	12%	1	36	18%	4	46	14%	3	38	16%	4	52	17%	1	32	14%	2	37	22%	5	60	22%	4	60	25%	4	52
Tenure/promotion clarity or requirements	1%	0	0	1%	0	1	0%	0	0	0%	0	1	3%	0	1	0%	0	0	3%	0	0	1%	0	1	0%	0	0	0%	0	6	0%	0	0
Quality of leadership	1%	0	0	1%	0	1	2%	0	0	0%	0	1	1%	0	0	1%	0	0	2%	0	0	1%	0	0	2%	0	0	2%	0	5	0%	0	2
There are no positive aspects	3%	0	0	3%	0	1	5%	0	0	5%	0	3	0%	0	0	4%	0	0	2%	0	0	3%	0	1	5%	0	0	7%	0	4	0%	0	3
Decline to answer	4%	0	0	6%	0	1	0%	0	0	4%	0	4	8%	0	0	5%	0	0	2%	0	0	3%	0	1	9%	0	0	9%	0	7	8%	0	4