

Resources and Support

Your results compared to PEERS
Your results compared to COHORT

Areas of strength in GREEN
Areas of concern in RED

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

	mean	overall	tenured	pre-ten	ntt	full	assoc	men	women	white	foc	asian	urm	ten vs pre-ten	ten vs ntt	full vs assoc	men vs women	white vs foc	white vs asian	white vs urm	2009	
Facilities and Work Resources	3.28	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured	assoc	men	foc	asian	urm	N/A	
Support for improving teaching	3.24	▶◀	◀▶	▶◀	▶◀	◀▶	◀▶	◀▶	▶◀	▶◀	◀▶	◀▶	◀▶	tenured	tenured		men	foc	asian	urm	N/A	
Office	3.66	◀▶	◀▶	▶◀	▶◀	◀▶	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶		tenured	assoc	men	foc	asian	urm	N/A	
Laboratory, research, studio space	2.95	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶			assoc				white	N/A	
Equipment	2.94	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured	assoc	men	white		white	N/A	
Classrooms	3.06	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶◀	◀▶	tenured		assoc	women	white	white	urm	N/A	
Library resources	3.55	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶◀	▶◀	▶◀	pre-ten		assoc				white	N/A	
Computing and technical support	3.44	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀		tenured	assoc	men	foc	asian	urm		
Clerical/administrative support	3.29	▶◀	▶◀	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀		tenured	assoc		foc	asian	urm		
Personal and Family Policies	2.86	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶◀	◀▶	▶◀	▶◀	◀▶		tenured	assoc	men			urm	N/A	
Right balance between professional/personal	3.33	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀		tenured	assoc	women	foc	asian	urm	N/A	
Inst. supports family/career compatibility	2.59	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured				white	urm	N/A	
Housing benefits	2.21	▶◀	▶◀	◀▶	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	N<5	pre-ten	ntt	assoc	men	white	white	N<5	N/A	
Tuition waivers, remission, or exchange	2.85	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	pre-ten	tenured		men	foc	asian	urm	N/A	
Spousal/partner hiring program	2.49	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	pre-ten	ntt	assoc	men	white	white		N/A	
Childcare	2.06	◀▶	◀▶	▶◀	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		N<5	assoc	women	white	white	white	N/A	
Eldercare	2.59	◀▶	▶◀	▶◀	N<5	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	N<5	tenured	N<5	assoc	women	white		N<5	N/A	
Family medical/parental leave	3.40	▶◀	▶◀	▶◀	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	pre-ten	ntt		men			white	N/A	
Flexible workload/modified duties	3.41	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured		assoc	women			urm	N/A	
Stop-the-clock policies	3.16	▶◀	N/A	▶◀	N/A	N/A	N/A	◀▶	▶◀	▶◀	▶◀	▶◀	N/A	N/A	N/A	N/A	men			N/A	N/A	
Commuter benefits	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Parking benefits	3.73	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	tenured	ntt				white	urm	N/A	
Health and Retirement Benefits	3.32	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	tenured	tenured	assoc	men	foc	asian	urm	N/A	
Health benefits for yourself	3.49	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀		tenured		men	foc	asian	urm	N/A	
Health benefits for family	3.41	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀		tenured	assoc	men	foc	asian	urm	N/A	
Retirement benefits	3.17	◀▶	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	tenured		assoc		foc	asian	urm	N/A	
Phased retirement options	2.94	◀▶	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	tenured	ntt	assoc					N/A	
Related Survey Items	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Salary	2.76	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	tenured	tenured	assoc	men	foc	asian	urm	+	