



Results from the 2016 Study of Faculty Worklife at UW-Madison Tenured and Tenure-Track Faculty



Study of Faculty Worklife at the University of Wisconsin-Madison 2016

Thank you for participating in this important study! For the following questions, your “department” is the unit where you spend most of your time. For most faculty this is their home department, but for many it will be another unit—a section or a division within the department, or even a center. If you are in multiple departments, choose the one where you spend the most time, and if it is equal, choose the department of your tenure or promotion home. For all ranks, “faculty” is defined here as anyone who is on the tenure or clinical health sciences (CHS) tracks.

1. In what year were you last hired at UW-Madison as a faculty member?

YYYY

2. Was the date you were last hired at UW-Madison as a faculty member after January 1, 2012?

☐ Yes

☐ No → Go to question 4

3. Thinking about the hiring process in your department, how satisfied were you with...

	Not at all	A little	Somewhat	Very	Extremely	NA
a. ...the overall hiring process?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. ...the department's effort to obtain resources for you?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. ...the department faculty's efforts to meet you?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. ...your interactions with the search committee?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. ...your start-up package?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. The next questions are about your interactions with others in your work environment and your participation in the decision-making process in your department.

Thinking about interactions with colleagues and others in your department, how often...

	Never	Rarely	Sometimes	Often	Very often	NA
a. ...are you treated with respect by colleagues?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. ...are you treated with respect by students?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. ...are you treated with respect by staff?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. ...are you treated with respect by patients?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. ...are you treated with respect by your department chair?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. ...are you treated with respect by hospital/clinic administrators?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. ...do you feel excluded from an informal network in your department?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. ...do your department colleagues solicit your opinion about work-related matters, such as teaching, research, and service?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. ...do you do work that is not formally recognized by your department?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. ...do you feel isolated in your department?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. ...do you feel isolated on the UW campus overall?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Section 1: Survey Implementation Notes

The *Study of Faculty Worklife at UW-Madison* was undertaken as part of the Women in Science & Engineering Leadership Institute's (WISELI) broader effort to support the advancement of women in academic science, medicine, and engineering. Designed as a confidential longitudinal study, the intent of this study is track the workplace experiences of UW-Madison faculty over time. Tracking individual faculty respondents allows maximum flexibility in answering research and evaluation questions related to a number of issues affecting faculty worklife. To date, five waves of this study have been implemented, in 2003, 2006, 2010, 2012, and 2016. In each wave, all tenured and tenure-track (TT) faculty at UW-Madison are included in the sample, and clinical faculty in the School of Veterinary Medicine (SVM) have always been included in the survey. In some years, additional populations have been part of the survey, either in whole or in part. In 2016, all clinical professors and professors (CHS) were surveyed, and their results are reported in a separate report. All *Study of Faculty Worklife at UW-Madison* surveys have been administered as a paper survey mailed to the homes of faculty/staff by the University of Wisconsin Survey Center (UWSC).

Wave 1: 2003

Wave 1 of the *Study of Faculty Worklife* was intended to create a baseline of measurements, from which all future studies could compare. The survey instrument was designed by Susan Lottridge, Jennifer Sheridan, Christine Pribbenow, Jo Handelsman, and Molly Carnes in 2002. Most survey items are original, and are derived from information collected in a series of in-depth interviews of women faculty in the biological and physical sciences at UW-Madison. Originally designed only for biological and physical science faculty, the survey was extended to all faculty at the request of the Office of the Provost, and with funding from that office. Results from Wave 1 are available on the WISELI website.

- 2,221 UW-Madison TT faculty and clinical faculty in the SVM received instruments. 1,338 responded, for a 60.2% response rate. This study was sponsored by: National Science Foundation (#0123666), WISELI, Office of the Provost, College of Letters & Sciences.
- A random sample of 1,078 UW-Madison Academic Staff members in 6 selected title series (Professor (CHS), Clinical Professor, Scientist, Researcher, Faculty Associate, and Lecturer) received instruments. This was a 50% sample of all Academic Staff in these titles. 513 Academic Staff responded, for a 47.6% response rate. This study was sponsored by: National Science Foundation (#0123666), WISELI, Office of the Provost, College of Letters & Sciences.

Wave 2: 2006

Wave 2 was almost identical to the Wave 1 faculty version of the survey, allowing pre/post evaluation for several of WISELI's initiatives.

- 2,209 UW-Madison TT faculty and clinical faculty in the SVM received instruments. 1,230 responded, for a 55.7% response rate. This study was

sponsored by: National Science Foundation (#0123666), WISELI, the Office of the Provost, and the College of Letters & Science.

Wave 3: 2010

Wave 3 was an unexpected wave. We expected to survey the faculty only in 2013, at the end of an NIH study in which WISELI is implementing “Bias Literacy” workshops in Science, Technology, Engineering, Mathematics, and Medicine (STEMM) departments. However, the Office of the Provost asked if we could do a wave in 2010 in order to look at issues of workload, and of tenure experiences of junior faculty. We took advantage of the interest to field a survey, redesigning many of the questions to reflect the changing recommendations for good survey measurement from the UWSC. Because the “Bias Literacy” workshop also includes clinical faculty in the School of Medicine and Public Health (SMPH), we approached the SMPH to inquire about surveying clinical faculty as well. A separate instrument for faculty in the clinical professor and professor (CHS) titles was created, based on the original faculty instrument.

- 2,141 UW-Madison TT faculty received instruments. 1,189 responded, for a 55.5% response rate. This study was sponsored by: National Institutes for Health (#R01GM088477-02), WISELI, Office of the Provost, School of Medicine & Public Health.
- 1,124 UW-Madison clinical faculty received instruments. Clinical faculty are those in the Professor (CHS) and Clinical Professor titles, at any rank, and in any School/College at UW-Madison. No sampling of clinical faculty occurred. 560 responded, for a 49.8% response rate. This study was sponsored by: National Institutes for Health (#R01GM088477-02), WISELI, Office of the Provost, School of Medicine & Public Health.

Wave 4: 2012

Wave 4 was administered approximately one year before it was originally planned. As noted above, we expected to field a third wave of the survey in 2013, after the implementation of the NIH-funded in the “Bias Literacy” workshops. Because those workshops concluded well-ahead of the anticipated schedule for treatment departments, we administered the survey in 2012 rather than 2013. Rather than administer a nearly identical but separate instrument for clinical professor and professor (CHS) faculty, we instead used a single instrument and repeated the majority of measures for our sections on the hiring process, climate experiences, diversity, and satisfaction. Differences in measurement approach and particular question items are discussed in the detailed results sections below. The instrument for Wave 4 is Appendix 1, and the list of departments included is Appendix 2.

- 2,099 UW-Madison TT faculty received instruments. 1,044 responded, for a 49.8% response rate. This study was sponsored by the National Institutes for Health (#R01GM088477-02) and WISELI.
- 1,122 UW-Madison clinical faculty received instruments. Clinical faculty are those in the Professor (CHS) and Clinical Professor titles, at any rank, and in any School/College at UW-Madison. No sampling of clinical faculty occurred. 500 responded, for a 44.6% response rate. This study was sponsored by the National Institutes for Health (#R01GM088477-02) and WISELI.

Wave 5: 2016

Wave 5 was not administered for any special measurement purpose related to another WISELI study, it was just “time” to do another climate survey. To increase response rates in 2016, a \$5 incentive was included in the first survey sent to faculty. New items in 2016 included questions about faculty morale, especially in relation to the changes in faculty tenure that were occurring at this time. These items were requested by faculty governance groups. A series of questions about experiences with the promotional process (especially promotion to full) were included at the request of the Provost’s office. Finally, we added items to measure a new concept, “hostile and intimidating behavior”, to set a baseline of incidence from which to measure progress of new campus policies and procedures around such behavior. The instrument for Wave 5 is in Appendix 1.

- 2,193 UW-Madison TT faculty received instruments. 1,285 responded, for a 58.6% response rate. This study was sponsored entirely by WISELI.
- 1,256 UW-Madison clinical faculty received instruments. Clinical faculty are those in the Professor (CHS) and Clinical Professor titles, at any rank, and in any School/College at UW-Madison. No sampling of clinical faculty occurred. 726 responded, for a 57.8% response rate. This study was sponsored by WISELI.

Section 2: Overall Distributions

Study of Faculty Worklife at the University of Wisconsin–Madison 2016

Thank you for participating in this important study! For the following questions, your “**department**” is the unit where you spend most of your time. For most faculty this is their home department, but for many it will be another unit—a section or a division within the department, or even a center. If you are in multiple departments, choose the one where you spend the most time, and if it is equal, choose the department of your tenure or promotion home. For all ranks, “faculty” is defined here as anyone who is on the tenure or clinical health sciences (CHS) tracks.

1. In what year were you last hired at UW–Madison as a faculty member?

1965 - 2016 YYYY

2. Was the date you were last hired at UW–Madison as a faculty member after January 1, 2012?

20.3% Yes
79.7% No

→ Go to question 4

3. Thinking about the hiring process in your department, how satisfied were you with...

	Not at all	A little	Somewhat	Very	Extremely	NA
a. ...the overall hiring process?	1.5%	5.2%	21.4%	41.3%	24.0%	0.2%
b. ...the department’s effort to obtain resources for you?	2.4%	7.1%	22.5%	32.2%	26.4%	2.2%
c. ...the department faculty’s efforts to meet you?	1.5%	5.0%	12.3%	40.6%	30.9%	2.8%
d. ...your interactions with the search committee?	1.3%	2.2%	9.5%	33.1%	27.4%	19.7%
e. ...your start-up package?	3.9%	5.8%	22.5%	36.1%	17.5%	7.1%

4. The next questions are about your interactions with others in your work environment and your participation in the decision-making process in your department.

Thinking about interactions with colleagues and others in your department, how often...

	Never	Rarely	Sometimes	Often	Very often	NA
a. ...are you treated with respect by colleagues?	0.2%	1.7%	9.2%	22.8%	65.6%	0.0%
b. ...are you treated with respect by students?	0.1%	0.0%	3.8%	25.4%	69.5%	0.9%
c. ...are you treated with respect by staff?	0.1%	0.5%	4.7%	21.2%	72.9%	0.2%
d. ...are you treated with respect by patients?	0.1%	0.0%	0.2%	2.1%	10.6%	85.7%
e. ...are you treated with respect by your department chair?	0.7%	2.9%	8.2%	17.0%	66.2%	4.4%
f. ...are you treated with respect by hospital/clinic administrators?	0.2%	0.9%	2.0%	5.0%	9.3%	81.5%
g. ...do you feel excluded from an informal network in your department?	21.2%	34.9%	26.0%	8.6%	7.6%	1.4%
h. ...do your department colleagues solicit your opinion about work-related matters, such as teaching, research, and service?	1.2%	7.9%	28.5%	35.2%	26.4%	0.3%
i. ...do you do work that is not formally recognized by your department?	4.0%	14.9%	34.9%	24.7%	19.8%	0.9%
j. ...do you feel isolated in your department?	25.1%	33.8%	24.7%	8.7%	7.2%	0.2%
k. ...do you feel isolated on the UW campus overall?	24.5%	35.9%	26.7%	8.2%	4.1%	0.2%

5. Thinking about interactions with colleagues and others in your department...

	Not at all	A little	Somewhat	Very	Extremely	NA
a. ...how <u>satisfied</u> are you with the effort your department chair makes to create a collegial and supportive environment?	4.6%	6.1%	20.3%	37.9%	26.4%	3.3%
b. ...how <u>satisfied</u> are you with the effort your chair, director, or dean makes to obtain resources for you?	7.8%	10.9%	27.6%	33.4%	16.3%	2.6%
c. ...how <u>well are you able to navigate</u> unwritten rules concerning how one is to conduct oneself as a faculty member?	1.3%	6.3%	25.3%	46.5%	15.9%	2.6%
d. ...how <u>reluctant</u> are you to voice concerns about the behavior of your departmental colleagues for fear it might affect your reputation or advancement?	31.8%	26.6%	22.9%	8.6%	5.6%	3.2%
e. ...how <u>valued</u> by your colleagues is your research and scholarship?	2.2%	8.2%	32.9%	41.8%	12.9%	0.5%
f. ...how <u>much harder</u> do you have to work than some of your colleagues, in order to be perceived as a legitimate scholar?	28.6%	14.9%	24.1%	16.5%	7.0%	6.1%
g. ...how <u>comfortable</u> are you in raising personal and family responsibilities when scheduling departmental obligations?	7.3%	12.2%	27.5%	35.0%	11.9%	4.4%
h. ...how <u>well</u> do you fit into your department or unit?	2.3%	7.2%	25.7%	46.3%	16.2%	0.2%
i. ...how <u>mainstream</u> is your current research within your department?	8.2%	14.9%	32.2%	31.2%	9.1%	2.5%

6. Thinking about your participation in the decision-making process in your department, how often...

	Never	Rarely	Sometimes	Often	Almost always	NA
a. ...do you have a voice in the decision-making that affects the direction of your department?	2.9%	10.2%	25.7%	30.9%	28.2%	0.5%
b. ...do you have a voice in how resources are allocated?	7.9%	21.2%	30.8%	23.6%	13.8%	1.1%
c. ...do meetings allow all participants to share their views?	1.4%	4.0%	16.3%	33.0%	43.3%	0.5%
d. ...do committee assignments rotate fairly?	3.2%	9.1%	26.1%	34.0%	21.4%	3.9%
e. ...does your department chair involve you in decision-making?	5.6%	10.9%	26.3%	33.0%	18.5%	4.0%

7. At UW–Madison, climate is defined by the Campus Climate Network Group (2002) as “Behaviors within a workplace or learning environment, ranging from subtle to cumulative to dramatic, that can influence whether an individual feels personally safe, listened to, valued, and treated fairly and with respect.”

Please choose the response that best completes the following statements about climate in your department.

	Very negative	Negative	Mediocre	Positive	Very positive	Don't know
a. In my department, the overall climate is...	3.1%	5.1%	14.4%	49.0%	26.7%	0.2%
b. In my department, the climate for women is...	2.3%	2.7%	12.7%	46.0%	25.5%	9.0%
c. In my department, the climate for faculty of color is...	2.2%	3.8%	12.0%	28.0%	13.5%	37.9%
d. In my department, the climate for gay, lesbian, bisexual, and/or transgender (GLBT) faculty is...	0.9%	1.3%	5.5%	26.1%	16.9%	47.1%

8. In the calendar year 2015, to what extent has each recent or potential change listed below decreased or increased your enthusiasm for working at UW–Madison?

	Decreased my enthusiasm a great deal	Decreased my enthusiasm somewhat	Neither increased nor decreased my enthusiasm	Increased my enthusiasm somewhat	Increased my enthusiasm a great deal	NA
a. New faculty tenure policies	31.6%	39.9%	23.4%	0.9%	0.2%	2.6%
b. Budget cuts	57.8%	33.4%	6.7%	0.1%	0.1%	0.5%
c. New classroom technology	1.5%	3.7%	52.3%	23.2%	3.4%	13.7%
d. Department or unit restructuring	7.2%	11.7%	27.8%	5.1%	1.2%	43.9%
e. Potential for increased summer teaching	4.5%	8.8%	42.4%	7.3%	0.9%	34.1%
f. New shared governance policies	16.2%	23.2%	45.3%	2.6%	0.4%	10.0%
g. New post-tenure review process	13.3%	19.0%	51.2%	6.9%	0.7%	7.1%
h. Human resources redesign	5.7%	11.5%	57.1%	9.2%	0.7%	13.1%
i. Creation of the Office of the Vice Chancellor for Research and Graduate Education	3.9%	7.7%	57.9%	17.4%	4.0%	7.0%
j. Merger of UW Medical Foundation and UW Hospital and Clinics	1.3%	3.1%	42.0%	4.7%	2.3%	44.8%
k. Major endowments to the university	0.5%	1.0%	32.0%	42.9%	13.3%	8.0%
l. Retention of valued colleagues	3.3%	4.6%	21.9%	37.8%	16.6%	13.8%
m. Hiring of new colleagues	3.7%	3.3%	15.5%	36.3%	21.2%	18.2%
n. New or refurbished buildings	2.5%	1.6%	26.1%	26.9%	8.6%	32.0%
o. Other change – please tell us below:	9.1%	1.9%	1.6%	0.3%	1.0%	22.6%

Top 3: Relationship with state govt, loss of faculty/staff, budget cuts

9. The next questions are about sexual harassment. The UW–Madison defines sexual harassment as including unwelcome sexual advances, requests for sexual favors, and verbal or physical conduct of a sexual nature when such conduct influences employment or academic decisions, interferes with an employee’s work, or creates an intimidating, hostile or offensive work or learning environment. Please use this definition as you answer the next two questions.

Within the last three years, how often, if at all, have you experienced sexual harassment on the UW–Madison campus?

Never	1–2 times	3–5 times	More than 5 times
93.7%	3.8%	0.5%	0.4%

10. Thinking about sexual harassment at UW–Madison...

	Not at all	A little	Somewhat	Very	Extremely	Don’t know
a. ...how <u>seriously</u> is sexual harassment treated on campus?	1.3%	3.9%	15.9%	38.2%	14.4%	24.7%
b. ...how <u>common</u> is sexual harassment on campus?	1.6%	10.6%	22.8%	10.8%	2.3%	50.3%
c. ...how <u>well</u> do you know the steps to take if a person comes to you with a problem with sexual harassment?	4.8%	15.2%	39.0%	25.4%	8.2%	5.7%
d. ...how <u>effective</u> is the process for resolving complaints about sexual harassment at UW–Madison?	1.6%	4.1%	13.4%	8.9%	1.6%	68.8%

11. The next questions are about hostile and intimidating work environments. UW–Madison policy describes a hostile or intimidating environment as experiencing “unwelcome behavior pervasive or severe enough that a reasonable person would find it hostile and/or intimidating and that does not further the university’s academic or operational interests.” Behaviors can take the form of abusive expression, intimidating physical contact or gestures, conspicuous exclusion or isolation, sabotage of a person’s work, or abuse of authority.

Given this definition, within the last three years, how often have you...

	Never	1-2 times	3-5 times	More than 5 times
a. ...personally <u>experienced</u> hostile or intimidating behavior on the UW–Madison campus?	63.1%	24.2%	5.1%	6.1%
b. ...personally <u>witnessed</u> hostile or intimidating behavior directed at someone else on the UW–Madison campus?	55.8%	28.1%	8.4%	5.9%

12. Thinking about hostile or intimidating behavior at UW–Madison...

	Not at all	A little	Somewhat	Very	Extremely	Don’t know
a. ...how <u>seriously</u> is hostile or intimidating behavior treated on campus?	6.6%	10.4%	17.3%	19.6%	6.1%	38.3%
b. ...how <u>common</u> is hostile or intimidating behavior on campus?	4.4%	15.5%	18.3%	7.2%	1.9%	51.0%
c. ...how <u>well</u> do you know the steps to take if a person comes to you with concerns about someone who is behaving in a hostile or intimidating way?	8.6%	19.8%	35.0%	16.5%	5.6%	12.7%
d. ...how <u>effective</u> is the process for resolving complaints about hostile or intimidating behavior at UW–Madison?	6.4%	6.7%	10.8%	5.8%	1.0%	67.4%

13. The next questions are about your workload. Please answer questions 13–15 about your current workload. If you are currently on leave, please answer about your workload before you went on leave.

Thinking about how you spend/spent your time in an average week, what percent of your work week do/did you spend on each of the following work-related activities?

	Percent of time*
a. Teaching (including preparing materials for class, lecturing, supervising TAs, etc.)	25.2 %
b. Meeting or communicating with students outside of class (office hours, advising, supervising research, writing letters of recommendation, etc.)	12.9 %
c. Scholarship or conducting research (including writing, attending professional meetings, grant writing, artistic activity, etc.)	31.5 %
d. Administrative responsibilities (including compliance activities)	14.5 %
e. Committee work/University service	8.9 %
f. External paid consulting	4.4 %
g. Clinical work	30.5 %
h. Extension/Outreach activities	8.4 %
i. Service to the profession (including reviewing manuscripts, service to professional organizations)	7.1 %
j. Other work-related activities. Please specify: <div>Top write-in: Mentoring junior faculty/peers</div>	13.1 %
Total:	100 %

* Average percent of time for those who do the activity.

14. Thinking about your current workload or, if currently on leave, about your workload before you went on leave, how many hours do/did you work in a typical work week?

58.4 Hours per week (average)

15. Thinking about your current workload or, if currently on leave, about your workload before you went on leave, how would you rate the reasonableness of your overall workload?

Much too light	Too light	Just right	Too heavy	Much too heavy
0.0%	0.03%	36.3%	50.0%	9.5%

16. In the past 12 months, how many of each of the following did you submit?

* Average number for those who do the activity.

Number*

a. Papers for publication in peer-reviewed journals?	5.2
b. Papers for presentation at conferences?	4.6
c. Books: authored?	1.2
d. Books: edited?	1.2
e. Chapters in books?	1.7
f. Grant proposals?	3.6
g. Other scholarly or creative works? Please specify: Top 2 write-ins: (1) Exhibits; (2) Extension/outreach materials	6.6

17. UW–Madison has implemented a number of programs designed to improve the working environments of faculty on the UW–Madison campus. In the questions below, please help us to evaluate some of these campus-wide initiatives. For each program, please rate your perception of the value of the program and indicate whether you have used the program.

	Not familiar with program	Not at all valuable	Somewhat valuable	Quite valuable	Very valuable	Have you ever used or participated in this program?	
						Yes	No
a. Extension of the tenure or CHS promotion clock	14.4%	0.5%	11.2%	28.2%	40.3%	21.6%	67.9%
b. Dual Career Hiring Program	28.2%	3.5%	14.0%	20.8%	27.8%	16.1%	70.3%
c. Provost's Strategic Hiring Initiative	51.6%	2.5%	11.9%	15.2%	12.2%	5.4%	73.9%
d. Anna Julia Cooper Postdoctoral Fellowships	77.2%	0.4%	4.1%	4.7%	7.5%	1.9%	75.9%
e. Workshops for Search Committees	51.6%	4.8%	19.4%	10.9%	7.8%	23.6%	45.8%
f. Family Leave	25.9%	2.0%	10.5%	24.3%	31.0%	9.3%	75.5%
g. Ombuds for Faculty	52.4%	3.6%	15.7%	12.4%	8.9%	9.3%	69.7%
h. New Faculty Workshops	24.7%	2.8%	25.7%	27.1%	14.3%	40.6%	44.3%
i. Women Faculty Mentoring Program	37.5%	2.1%	16.9%	22.9%	14.9%	21.1%	63.8%
j. Committee on Women	65.9%	1.5%	8.2%	10.1%	7.6%	3.5%	75.4%
k. Office of Campus Child Care	56.0%	1.5%	8.0%	15.3%	12.7%	7.4%	73.2%
l. Sexual Harassment Information Sessions	50.3%	2.5%	18.0%	15.4%	7.2%	12.8%	67.8%
m. Vilas Life Cycle Professorships	22.9%	2.0%	18.3%	28.9%	22.0%	11.0%	75.0%
n. Forward Together Diversity Framework (2014)	68.0%	2.2%	10.3%	6.8%	5.8%	6.0%	71.6%
o. Women in Science and Engineering Leadership Institute (WISELI)	34.8%	1.3%	14.9%	25.0%	18.5%	21.8%	61.7%

18. The next questions are about early- and mid-career faculty support, including mentoring. If your current rank is Professor or Professor (CHS), go to question 20.

We are interested in your experience as you move to the next promotion level. If you are an Assistant Professor, “promotion” refers to the tenure process/promotion to Associate Professor. If you are an Associate Professor, “promotion” refers to the process of being promoted to Full Professor. With that definition in mind, please answer the questions below.

	Not at all	A little	Somewhat	Very	Extremely	NA
a. How <u>satisfied</u> are you with the promotion process overall?	8.8%	8.2%	42.6%	31.0%	5.7%	2.9%
b. How <u>well</u> do you understand the criteria for your promotion process?	3.1%	11.0%	33.4%	40.3%	11.8%	0.0%
c. How <u>reasonable</u> do you find the requirements and standards for promotion such as the level of scholarship, teaching requirements, and service requirements?	3.5%	8.8%	33.0%	44.2%	8.2%	1.6%
d. How <u>supported</u> do you feel in your advancement to promotion?	8.4%	12.0%	24.4%	38.1%	16.7%	0.2%
e. How <u>helpful</u> do you find the mentoring that you receive from <u>inside</u> your department in working towards promotion?	12.0%	14.9%	21.4%	27.9%	21.0%	2.4%
f. How <u>helpful</u> do you find the mentoring that you receive from <u>outside</u> your department in working towards promotion?	13.0%	14.7%	24.2%	21.8%	7.9%	17.9%
g. How <u>mixed</u> are the messages you get from colleagues regarding the requirements for promotion?	20.8%	21.4%	29.1%	16.7%	6.9%	4.7%
h. How <u>close</u> is the fit between the way you do research, teaching, and service and the way they are evaluated for promotion?	6.1%	12.2%	34.0%	37.9%	6.5%	2.2%
i. How <u>confident</u> are you that promotion decisions are based primarily on performance rather than on politics, relationships, or demographics?	7.3%	10.0%	23.8%	41.8%	15.7%	1.0%

19. What could UW–Madison do to provide you with more support as you move through the promotion process?

Top 3 responses: (1) Clarification/transparency of criteria; (2) Not sure; and (3) Associate to full promotion process is problematic (3) More flexibility (tie).

20. The next questions are about your satisfaction with UW–Madison as an employer.

Thinking about all university, school or college, and departmental resources, how satisfied are you with the resources UW–Madison provides...

	Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied	NA
a. ...to support your <u>research and scholarship</u> ?	7.8%	16.7%	7.1%	37.2%	29.1%	0.3%
b. ...to support your <u>teaching</u> ?	5.6%	12.4%	18.3%	37.3%	21.1%	3.3%
c. ...to support your <u>clinical work</u> ?	1.1%	1.9%	1.9%	4.9%	3.7%	83.7%
d. ...to support your <u>extension or outreach activities</u> ?	4.9%	9.0%	12.8%	17.6%	8.3%	45.0%

21. How satisfied are you with your salary?

Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied
14.6%	26.4%	12.8%	29.2%	15.3%

22. In general, how satisfied are you...

	Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied
a. ...being a faculty member at UW–Madison?	4.6%	14.2%	8.1%	41.2%	30.1%
b. ...with your career progression at the UW– Madison?	5.2%	9.9%	9.0%	36.9%	36.6%

23. What factors contribute most to your satisfaction at UW–Madison?

Top 3: (1) Quality of/relationships with colleagues and faculty; (2) Quality of/relationships with students, postdocs, trainees, residents; and (3) Collegiality (in the department).

24. What factors detract most from your satisfaction at UW–Madison?

Top 3: (1) State legislature/decisions by State/Governor/State politics/lack of support (moral) or respect from State/hostility or attacks by state or politicians; (2) Budget cuts; and (3) Salary.

25. In the past 12 months, have you been contacted by another university or a headhunting firm inquiring about your interest in applying for a position elsewhere?

65.7% Yes 31.7% No

26. In the next three years, how likely are you to leave UW–Madison?

Very likely	Somewhat likely	Neither likely nor unlikely	Somewhat unlikely	Very unlikely
12.4%	22.2%	22.3%	21.1%	20.0%

27. To what extent, if at all, have you considered the following as reasons to leave UW–Madison:

	Not at all	To some extent	To a great extent	NA
a. To increase your salary?	23.1%	42.2%	29.2%	2.3%
b. To improve your prospects for tenure or enhance your career in other ways?	33.5%	26.2%	21.0%	16.2%
c. To find a more supportive work environment?	42.3%	29.7%	21.0%	4.1%
d. To increase your time to do research/artistic activity?	40.9%	28.4%	23.0%	4.5%
e. To reduce stress?	43.9%	29.6%	18.0%	5.8%
f. To improve the employment situation of your spouse or partner?	49.1%	18.6%	13.0%	16.5%
g. Retirement?	48.2%	16.7%	13.5%	18.7%
h. To adjust your clinical load?	13.8%	4.0%	1.3%	78.0%
i. Because of concerns about changes to tenure policies?	36.6%	33.0%	18.3%	9.2%
j. Because of concerns about budget cuts?	12.8%	36.0%	45.9%	3.1%
k. Because of concerns about changes to post-tenure review processes?	53.3%	23.9%	12.2%	7.7%
l. Because of another reason – please tell us below: Top 3: (1) Closer to family; (2-tie) Geographic location; (2-tie) Relationship with state government	4.7%	3.7%	12.8%	21.9%

28. The next questions are about you. As with the entire survey, responses to the following questions will be kept confidential. Information from this survey will always be presented in aggregated form above the departmental level (such as college/school or division) so that individual respondents cannot be identified.

Are you Hispanic or Latino?

3.9% Yes 94.5% No

29. Check all of the following that describe your race:

1.0% American Indian or Alaskan Native 12.5% Asian 2.4% Black or African American
0.2% Native Hawaiian or Other Pacific Islander 81.3% White
2.2% Other → Please tell us:

30. Which of the following best describes your sexual orientation?

91.6% Straight 2.6% Gay or lesbian 1.8% Bisexual
0.6% Other → Please tell us:

31. Which of the following best describes your gender identity?

61.4% Male 35.9% Female
0.1% Other → Please tell us:

32a. Do you identify as a person with a disability?

3.7% Yes 94.3% No

32b. Do you have a chronic physical or mental health condition?

11.0% Yes 86.7% No

32c. If you answered “yes” to questions 32a or 32b, do you need or use any accommodations?

24.2% Yes 71.2% No

33. What is your citizenship status?

88.3% U.S. Citizen 7.9% U.S. Permanent Resident 2.2% Non-Resident Alien (J-1, H-1B, O-1 status, etc.)

34. What is your current title?

20.5% Assistant Professor 17.3% Associate Professor 59.5% Professor
Assistant Professor (CHS) Associate Professor Professor (CHS)
1.3% Other → Please tell us:

35. Which department, unit, section, or division did you have in mind when completing this survey?

THANK YOU for your time!

**Please return your completed questionnaire in the postage-provided envelope to:
UWSC, 475 N Charter St, B607, Madison, WI 53706.
Results will be posted at <http://wiseli.engr.wisc.edu/facworklife.php> in late 2016.**

Section 3: Executive Summary



The 2016 *Study of Faculty Worklife at UW-Madison* Tenured & Tenure Track Faculty Results, Executive Summary

Introduction

The *Study of Faculty Worklife at UW-Madison* is part of the Women in Science & Engineering Leadership Institute's (WISELI) broader effort to support the advancement of women in academic science, medicine, and engineering.¹ Designed as a longitudinal study, it tracks the workplace experiences of UW-Madison faculty over time, allowing researchers to answer research and evaluation questions related to a number of issues affecting faculty worklife.

Methodology

To date, five waves of this study have been implemented, in 2003, 2006, 2010, 2012, and 2016.² In each wave, all tenured and tenure-track (TT) faculty at UW-Madison as well as clinical faculty in the School of Veterinary Medicine (SVM) have been included in the sample.³ The University of Wisconsin Survey Center has administered all *Study of Faculty Worklife at UW-Madison* surveys as a paper survey mailed to the homes of faculty. In 2016, we included a \$5 incentive for participation, funded entirely through WISELI's income-generating activities. The 2016 survey contained nine major sections: Hiring, Departmental Climate, Faculty Morale, Sexual Harassment, Hostile & Intimidating Behavior, Workload, Diversity Programs at UW-Madison, Promotion, and Satisfaction with UW-Madison. Items included in each of these sections were kept as close as possible to those in the 2010 or 2012 sections of the same names, in order to make comparisons over time.

Faculty survey responses were compared for several variables, most of which are self-explanatory (e.g., gender, race/ethnicity, sexual orientation, untenured, divisional affiliation, disability).⁴ In 2016, we also asked faculty members whether they considered their own research to be in the "mainstream" in their departments. Those who answered *Not at all*, *A little*, or *Somewhat* are considered to be doing "non-mainstream research." This question was not asked in 2012.

For quantitative results, we performed t-tests on the group means, and report statistically-significant differences between groups at the $p < .05$ level. For qualitative results, we coded responses to open-ended items using the codebooks established for the 2012 survey. For new open-ended items, such as those in the Faculty Morale section, new codebooks were established using inductive content analysis procedures. All open-ended responses were coded and tabulated, and we report the most common responses.

¹ The survey has been variously funded by: National Science Foundation (#0123666), National Institutes for Health (#R01GM088477-02), Office of the Provost, School of Medicine and Public Health, College of Letters and Science, and WISELI. The 2016 survey was entirely self-funded by WISELI, through its income-generating activities.

² For reports detailing the response rates and findings of each study wave, please visit WISELI's website (<http://wiseli.engr.wisc.edu/facworklife.php>).

³ Because all clinical faculty were surveyed in 2010, 2012, and 2016, the School of Veterinary Medicine (SVM) clinical faculty responses are included with the clinical faculty report and not in TT reports.

⁴ A detailed description of the construction of all variables is included in the full results report for 2016, (http://wiseli.engr.wisc.edu/docs/Report_Wave5_2016TT.pdf), Appendix 3.

Results

During Spring of 2016, 2,193 UW-Madison TT faculty received 2016 wave survey instruments. Of those, 1,285 responded, for a 58.6% response rate.

Differential Response by Demographic Characteristics

The 58.6% response rate to the 2016 *Worklife* survey suggests that a large segment of TT faculty at UW-Madison are represented in survey responses. Although response rates did vary across different groups, the pool of respondents is fairly representative of the UW-Madison faculty.

Women were more likely than men to respond to the survey (62.8% for women versus 56.4% for men). Women faculty of color tended to respond at slightly lower rates than majority women (55.9% versus 64.0%, respectively), while men faculty of color responded at the same rate as majority men (around 47% each). Faculty who are U.S. citizens tended to respond at higher rates than Non-Citizen faculty (59.1% versus 55.8%).

Across different divisions, Biological Sciences faculty had the highest response at 63.2%, and Humanities faculty had the lowest at 55.0%. Comparing across schools and colleges, faculty in the School of Veterinary Medicine had the highest response (76.5%), while faculty members from the Business School were least likely to respond (44.0%). Tenured and untenured faculty had similar response rates, although assistant (57.4%) and full professors (60.1%) were slightly more likely to respond compared to associate professors (55.3%).

Hiring

Questions in this section examined TT faculty members' perceptions of UW-Madison during the hiring process, and aspects of the hiring process that may be experienced positively or negatively.⁵

TT faculty members were generally very satisfied with their overall hiring experiences (4.03) and each of the hiring elements about which we inquired. The lowest level of satisfaction for the whole group came with their startup package (3.84), and they were most pleased with their interactions with search committees (4.34).

In the hiring section, there were very few changes from 2012 to 2016. New women faculty had some decrease in satisfaction—their responses to “department’s effort to obtain resources for you” (4.10 in 2012 vs. 3.74 in 2015) and “startup package” (4.08 in 2012 vs. 3.70 in 2016) decreased significantly. Faculty who were hired with tenure reported some increase in satisfaction—they were more satisfied with the process overall compared to 2012 (3.84 in 2012 vs. 4.31 in 2016), more satisfied with the department’s efforts to meet them (3.91 in 2012 vs. 4.39 in 2016), and more satisfied with their interactions with the search committee (4.05 in 2012 vs. 4.51 in 2016).

⁵ Only faculty who were hired (with or without tenure) after January 1, 2012 were included in this section.

Climate⁶

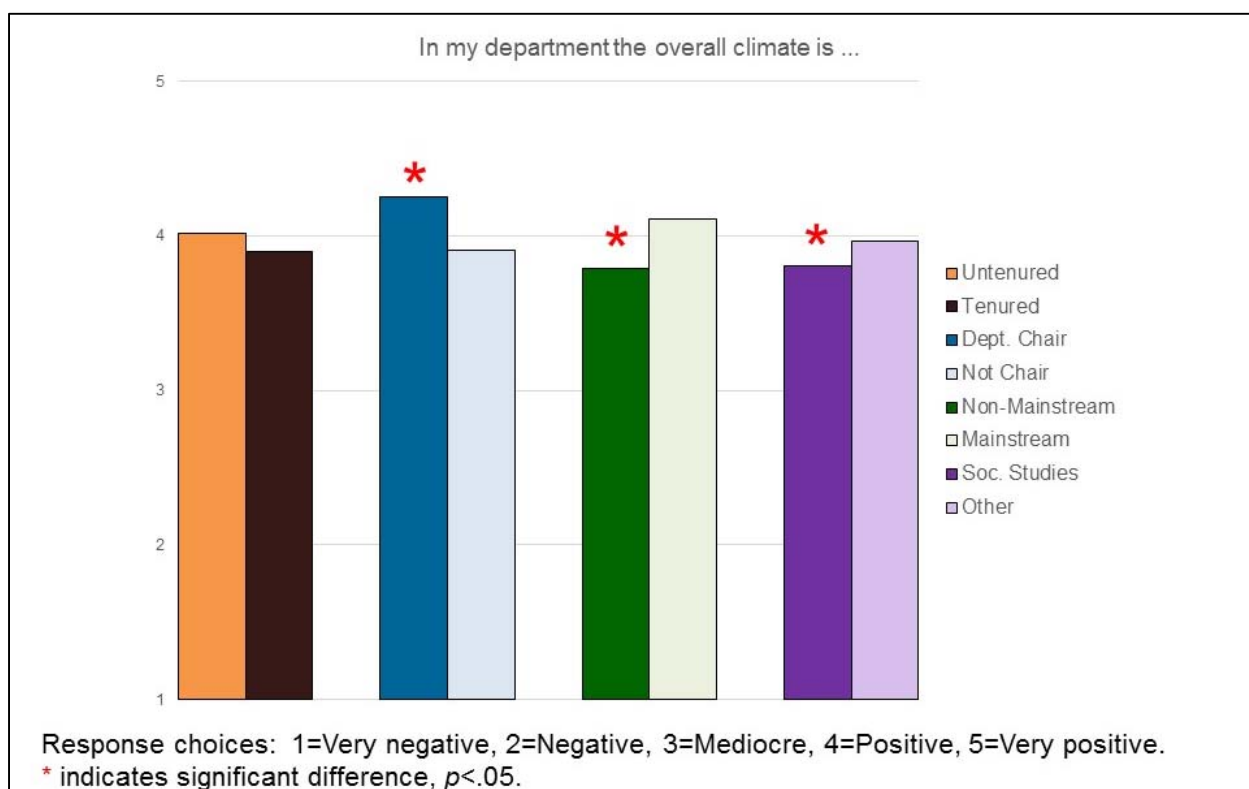
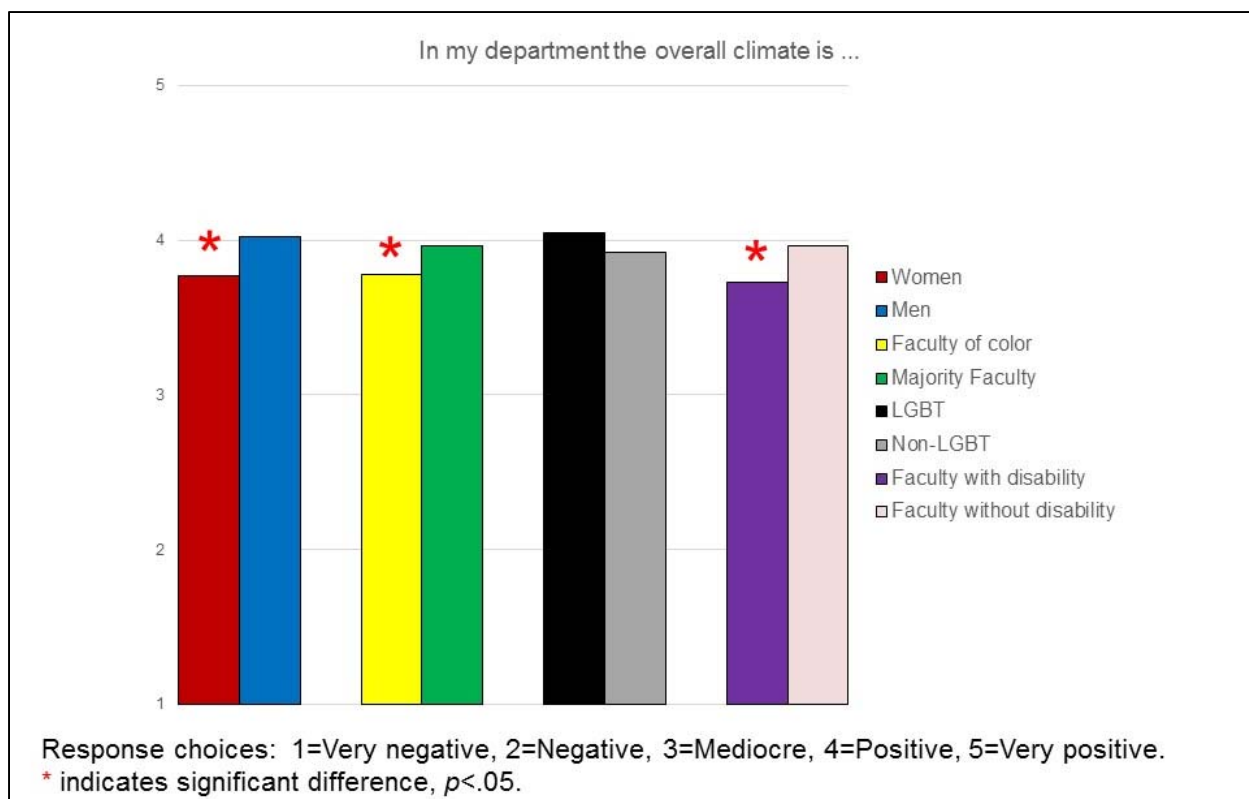
In this section, we asked faculty to assess their interactions with colleagues and others in their departments; provide their levels of satisfaction with those interactions; assess the extent to which they participate in departmental decision-making; and gauge the overall climate, the climate for women, faculty of color, and LGBT faculty all at the departmental level.

The TT faculty as a whole reported a fairly positive personal experience of climate. For example, they were often or very often treated with respect by their departmental colleagues, students, staff, and chairs. They also felt they were solicited for their opinions on work-related matters, and that their research and scholarship were somewhat or very valued by their colleagues. When rating the climate experience for others, the faculty believed that the climate in their departments was generally positive. They perceived the climate for women and LGBT faculty to be positive, and gave slightly lower (but still positive) ratings of the climate for faculty of color.

Our results show that the climate for some faculty groups was consistently more negative than for their comparison groups. The climate scores for Women, Faculty of Color, Faculty with Disabilities, and faculty who perform “Non-Mainstream” research were consistently more negative than scores for their comparison groups. Women faculty were less satisfied with climate on virtually all measures for the 2016 survey, as were “Non-Mainstream” faculty. Additionally, Faculty of Color and Faculty with Disabilities were less satisfied in some areas, including being treated with less respect by colleagues, feeling excluded from an informal departmental network, and feeling isolated both in their departments and on the UW-Madison campus. Faculty of Color also reported feeling that they had to work much harder to be perceived as legitimate scholars. Few differences emerged among the divisions, but when they arose, Biological and Physical Science Faculty were happier with their department climate than Social Studies or Arts and Humanities Faculty. These findings are largely consistent with previously reported experiences of climate by Women, Faculty of Color, Faculty with Disabilities and Non-Mainstream Faculty in previous waves of the study.

Despite these negative experiences, we observed some positive climate changes between 2012 and 2016. We found that all TT faculty reported increases in feeling respected by students, staff and their chairs; the degree to which their colleagues solicited their opinions about work-related matters; and the extent to which they felt their colleagues valued their research and scholarship. The total TT group was also more satisfied with their chairs’ efforts to obtain resources for them and to create a collegial work environment. Another positive climate change we observed in 2016, compared to earlier survey waves, was almost no statistical differences in climate between LGBT faculty and “straight” faculty in 2016. In previous waves, LGBT faculty reported more negative climate on many variables.

⁶ Climate is defined by the Campus Climate Network Group (2002) as, “Behaviors within a workplace or learning environment, ranging from subtle to cumulative to dramatic, that can influence whether an individual feels personally safe, listened to, valued, and treated fairly and with respect.”

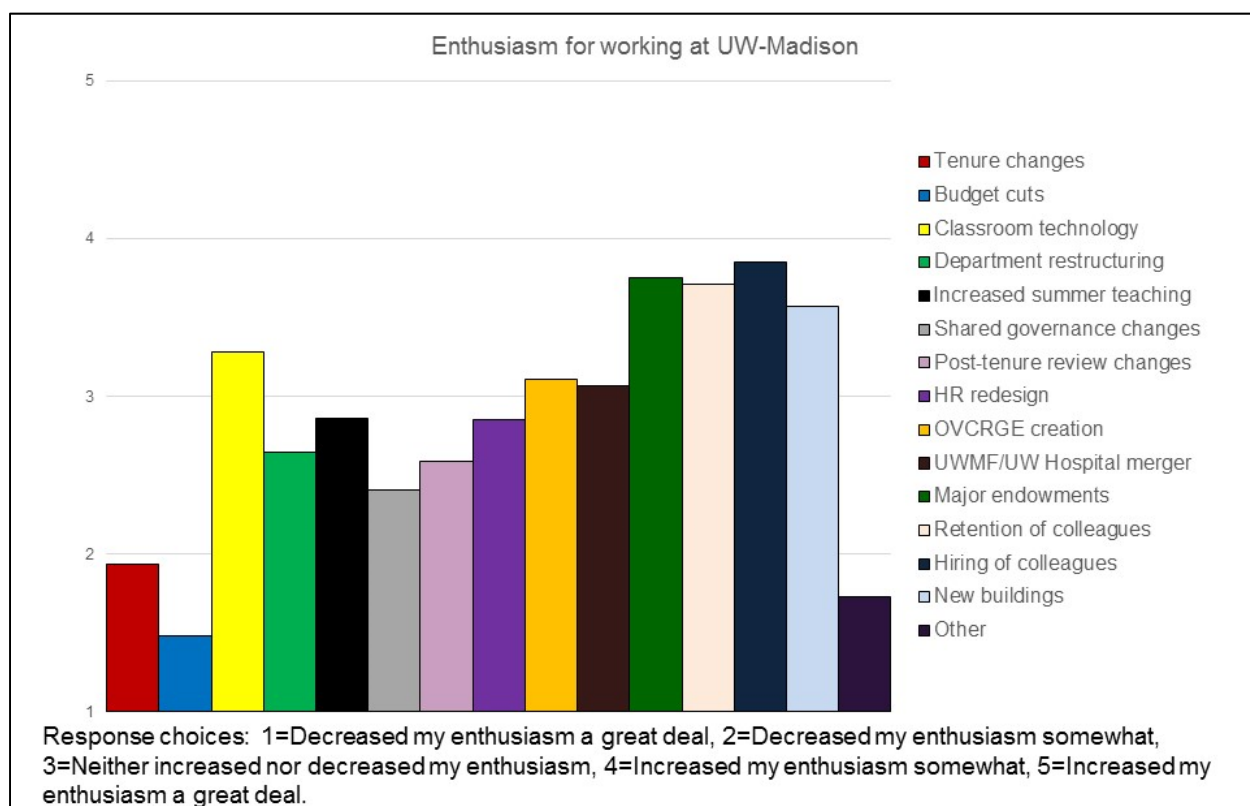


Morale

In the 2015/16 academic year, several external changes affecting UW-Madison led to concerns that faculty morale—their enthusiasm for working at UW-Madison (our operationalization of “morale”)—may be decreasing. These external changes included factors such as tenure, post-tenure review, changes to faculty governance, and continually decreasing funding from the State that has meant stagnant or declining budgets, cuts to benefits, and salary stagnation. However, other changes may be positively affecting faculty morale. In the 2016 survey we asked a new question about how a number of changes in faculty working conditions affected their enthusiasm for working at UW-Madison.

Overall, the number one factor significantly decreasing faculty morale was “budget cuts,” with most faculty (57.8%) responding that the recent budget cuts had “decreased my enthusiasm for working at UW a great deal.” About one-third of faculty (31.6%) said that the changes to faculty tenure policies decreased their moral a great deal. These two changes were, by far, the greatest negative influences on faculty morale at UW-Madison. The morale of Women Faculty, Faculty with Disabilities, Non-Mainstream Faculty, Social Studies and Arts & Humanities Faculty were more negatively affected by these changes.

In contrast, several changes increased faculty morale, especially the hiring and/or retention of new colleagues. Faculty morale also increased due to major endowments to the university.

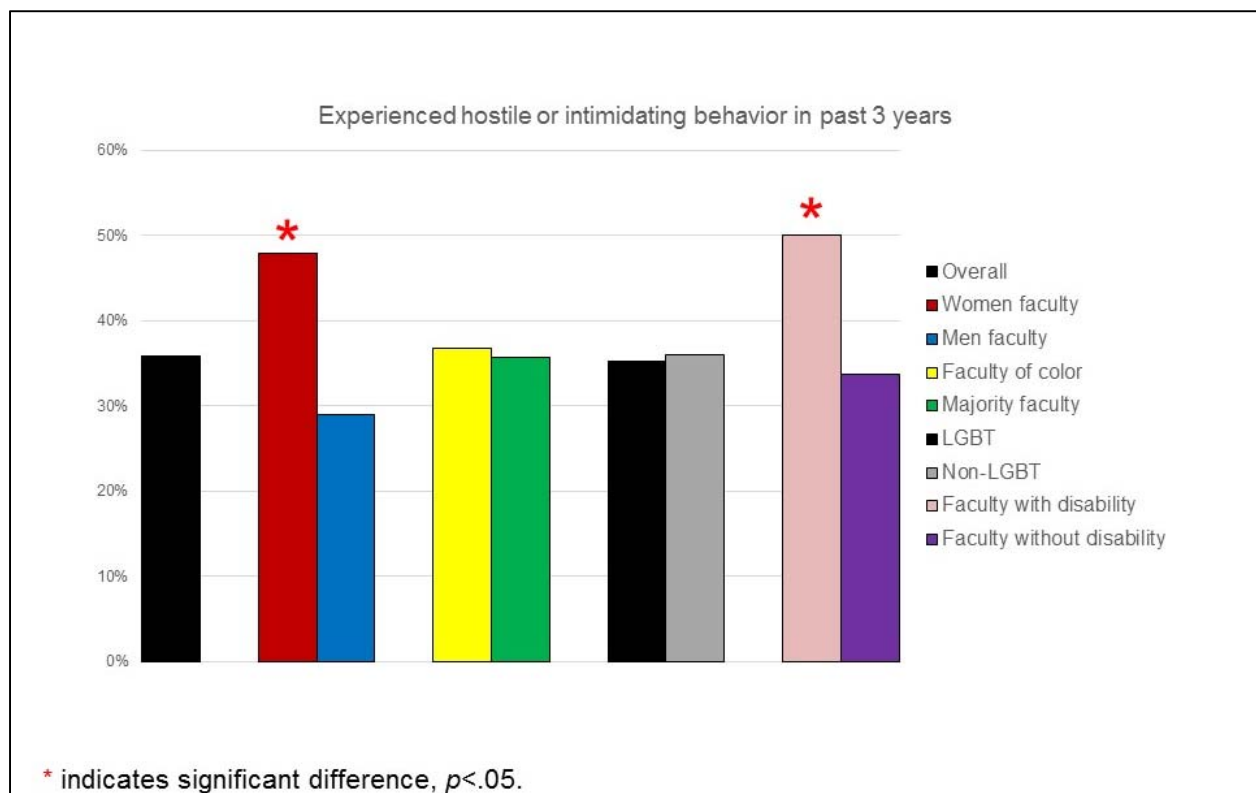


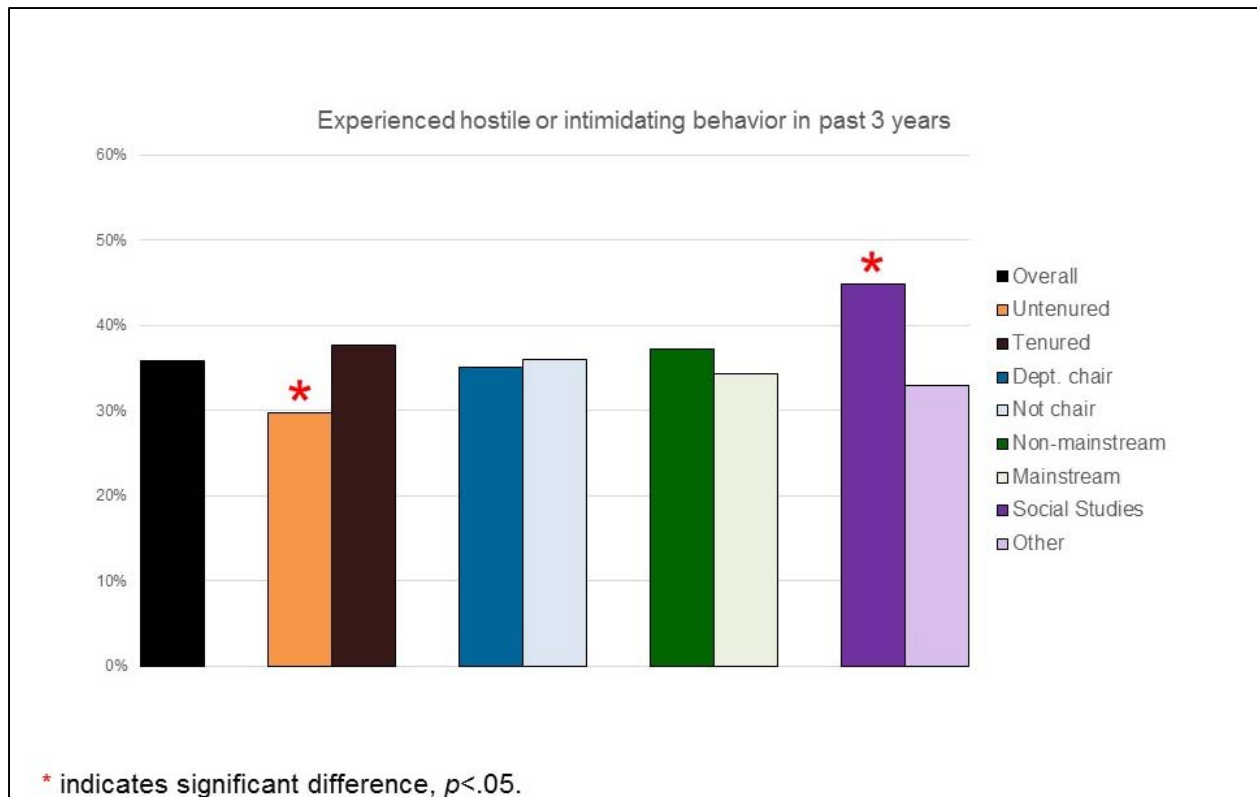
Harassment: Sexual Harassment and Hostile & Intimidating Behavior

In 2016, we reprised our questions about sexual harassment (SH) from the 2010 survey, and added new items that asked faculty about their experiences with hostile and intimidating (H&I) behavior, as a number of new campus policies with regards to H&I behavior have been implemented in the past year or two. With regards to sexual harassment, we were very happy

to see that the rates of women faculty saying they have experienced sexual harassment in the past three years has declined significantly, and that the rates for faculty in the Arts & Humanities division has also declined. Interestingly, even though reported incidence of sexual harassment has declined, perceptions that SH is treated seriously on campus and that the process for resolving complaints is effective have significantly decreased, while perceptions that sexual harassment is common on campus has increased. It is important to note that for these questions, the target group is not limited to faculty and therefore the increased visibility of the issue of SH for students is undoubtedly influencing these changes.

The measure of incidence of hostile and intimidating behavior is rather surprising—over 35% of faculty report personally experiencing H&I behavior in the past three years, and over 40% have witnessed these behaviors. Women, Faculty with Disabilities, Social Studies faculty, and Tenured faculty have significantly higher incidence rates of H&I, with Women and Faculty with Disabilities approaching a 50% rate of incidence. Faculty are not very familiar with H&I processes, but those who did respond to the items indicate that H&I behavior is only a “little” or “somewhat” common (mean=2.72), in contrast to faculty who think that sexual harassment is “somewhat” common (mean=3.03), an interesting perception given the much higher incidence rates for H&I behaviors.





Workload and Productivity

Faculty workload and productivity items were last asked in 2010. In the past six years, faculty have been working about one hour more per week, but interestingly they do not report that their workload is more unreasonable than in 2010. Women faculty reported fewer hours worked in 2010, but this difference was not significant in 2016. Faculty in the Biological Sciences report the most hours worked (59.87) compared to the other divisions.

The distribution of job duties for faculty have remained largely unchanged, although faculty report spending slightly less time “meeting or communicating with students outside of class,” less time on “administrative responsibilities,” and less time on “paid consulting.” We added a new category, “service to the profession,” in the 2016 survey, and faculty report spending about 6% of their time on this type of service. The distribution of duties among various groups of faculty can be different. For example, Women faculty spend more time meeting with students outside of class, more time on university committee work, and less time on paid consulting than Men Faculty. Faculty of Color report spending more time on research and scholarship and less time on administrative responsibilities compared to Majority Faculty.

With the increase in work hours, faculty reported increased academic productivity, especially for journal papers, grant proposals, and other scholarly or creative works submitted. Faculty submitted slightly fewer book chapters in 2016 compared to 2010. Women Faculty reported submitting fewer journal articles and conference papers than men. We found no significant differences in the types of academic products developed by Faculty of Color compared to Majority faculty. Untenured faculty submitted fewer journal papers, conference papers, and books, but more grant proposals than Tenured faculty.

UW Diversity-Related Programs

The *Study of Faculty Worklife* was originally designed to help WISELI evaluate the success of the 5-year National Science Foundation ADVANCE grant that funded the new programming WISELI implemented. Part of this assessment used a rating system in the survey to measure faculty familiarity and satisfaction with a number of diversity-related programming on campus. These items were last asked in 2006; we asked them again in 2016 to see whether the programs were continuing to satisfy faculty, especially those who participate in them. Over the last decade, most of the programs included in our survey showed a significant decrease in visibility from 2006 to 2016; however, this is most likely due to a change in measurement. In 2006, the lowest measure of awareness (1 on a scale of 1 to 5) people could select was “never heard of program,” but in 2016 the lowest measure was “not familiar with program.” Many more people may have heard of a program but not be familiar enough with the details to rate its effectiveness. For example, more faculty in 2016 said that they were not familiar with the tenure clock extension policy than faculty in 2006 said that they have never heard of the tenure clock extension policy (2006). The only significant increase in the visibility of a program was for the Vilas Life Cycle Professorships (VLCP) program. In 2006, 36% of faculty had never heard of the program but in 2016 only 24% were not familiar with it. The satisfaction ratings of many of our diversity programs decreased between 2006 and 2016. Of those who have used the many programs we listed, faculty who used the Dual Career Hiring Program, the New Faculty Workshops, and the Women Faculty Mentoring Program all saw significant decreases in participant satisfaction with those programs, compared to 2006, although almost every program saw a decrease in mean satisfaction scores. The VLCP program, on the other hand, not only increased its visibility in the past decade, it had a non-significant increase in satisfaction among those who used it. The other programs with non-significant increases in faculty-user satisfaction were the Strategic Hiring Initiative, the Anna Julia Cooper Fellowships, and the Committee on Women.

Promotion Experiences

In 2016, we asked some new questions about the promotion process. Both Assistant and Associate rank faculty responded to these questions; faculty at the “full” rank did not. We cannot investigate changes over time, but we can look at differences among different groups of faculty. These questions were primarily asked to ascertain needs of mid-career faculty. We find that associate professors working towards full-professor status feel less-supported in that advancement compared to assistant professors, and feel that the mentoring they are receiving (both from inside their department and from outside) is not helpful. Other than those two differences, Associate Professors have no differences in how satisfied they are with the promotion process, how well they understand the criteria for promotion, how reasonable those criteria are, and how confident they are that the promotion process is not biased.

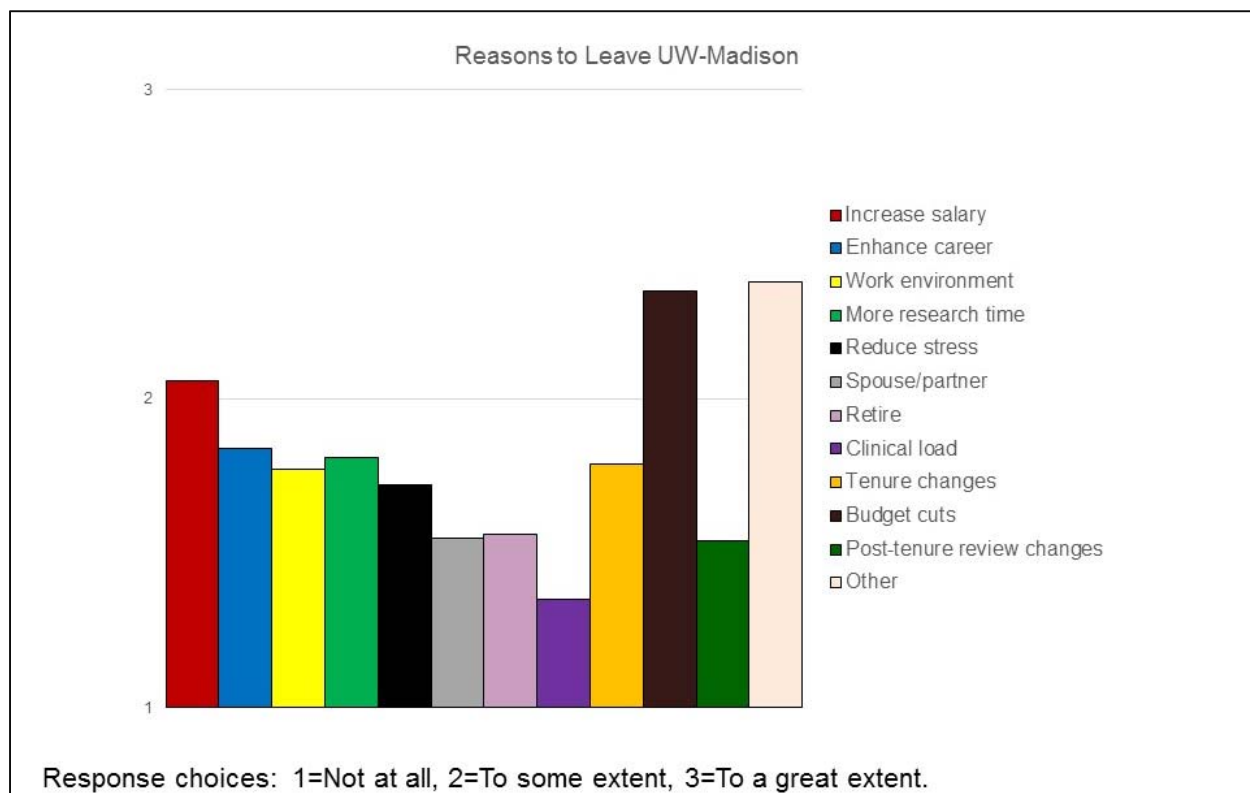
Satisfaction

In this section, we asked faculty members about their satisfaction with being a faculty member and their career progression at UW-Madison; with the resources that support their research and scholarship, teaching, clinical work, and extension and outreach; and with their salaries. In open-ended items, we asked them to share what factors both contribute to and detract from their satisfaction at UW-Madison. We also asked them about the likelihood that they would leave UW-Madison in the next three years, and asked about the extent to which they had considered a number of reasons for leaving the institution.

Consistent with results from previous waves of the Study, we found that Women, Faculty of Color, and Faculty with Disabilities were significantly less satisfied with their experiences as faculty members and with their career progress at UW-Madison. Non-mainstream faculty and faculty in the Arts & Humanities division were least satisfied with their jobs, while Untenured faculty, Department Chairs, and faculty in the Biological Sciences division were most satisfied. Consistent with previous waves, LGBT faculty were slightly less-satisfied with their jobs compared to non-LGBT faculty, but the difference was not significant.

Faculty at UW-Madison are most satisfied with the people they interact with at the University. Colleagues, students, and a collegial working environment are the reasons faculty write in most commonly when expressing their reasons for satisfaction, and these reasons have changed little throughout the years. The top areas for dissatisfaction include salary and state politics—write-in items that have been at the top in previous waves. A new area for dissatisfaction appeared in 2016—about 20% of faculty wrote in “budget cuts” as a top area of dissatisfaction.

Budget cuts also emerged as a primary reason that faculty cited as why they might leave UW-Madison in the next three years. About 46% of faculty indicated that budget cuts affected their reasons to leave “a great deal,” compared to 29% who said they considered leaving because of salary “a great deal.”



A majority of faculty (67%) indicated that they had been approached by another university about leaving the UW-Madison, and our underrepresented faculty (Women, Faculty of Color, Faculty with Disabilities) report a higher intention to leave than others.

Conclusions and Future Research

Overall, findings from the *2016 Study of Faculty Worklife* largely replicate findings from previous faculty climate surveys at UW-Madison, although the identification of “budget cuts” as a primary

reason for low faculty morale and high intent to leave is a new finding. Also new is the collection of baseline data for incidence of Hostile & Intimidating Behavior (HIB); a seemingly high incidence of 36% is surprising and alarming. It is over three times higher than the incidence of sexual harassment among women faculty. The climate gaps between women and men, faculty of color and majority faculty, faculty with disabilities and those without, non-mainstream faculty and others, and chairs and non-chairs persist. Future research will continue to track HIB in the hopes of reducing it, and will assess the extent to which climate gaps for underrepresented groups such as women and racial/ethnic minorities have been reduced in some departments or schools/colleges compared to others. The *Study of Faculty Worklife* is an extraordinary longitudinal data source, helping us answer many questions about faculty perceptions of their workplace. Our ongoing analyses will contribute to our greater understanding of our faculty members' experiences on our campus.

Section 4: Response Rates & Analysis Plan

Response Rates & Evaluation Plan

Differential Response by Demographic Characteristics

The 58.6% response rate to the 2016 *Worklife* survey suggests that a large segment of Tenured and Tenure-Track (TT) faculty at UW-Madison are represented in survey responses. However, response rates varied across different groups of faculty. Despite these variations, the pool of respondents is reasonably representative of the UW-Madison faculty. Response rates are reported in Tables RR1-RR6.

Women faculty were more likely than men to respond, with 62.8% of women TT faculty responding to the survey, compared to 56.4% of men faculty. Women faculty of color responded at slightly lower rates than majority faculty women (55.9% versus 64.0%), while men faculty of color responded at relatively comparable rates to majority men faculty (57.5% versus 56.2%). Men faculty who are Non-Citizens also tended to respond at lower rates in comparison to Citizen men (52.5% versus 57.2%).

Minimal variation in response rates was observed across different divisions – Biological Sciences (BS), Physical Sciences (PS), Social Studies (SS) and Arts & Humanities (AH). In 2016, the BS faculty had the highest response at 62.4%, and the SS and AH divisions had the lowest response at 55.4%. Comparing across UW-Madison schools and colleges, more notable variation in response rates can be seen. Faculty in the School of Veterinary Medicine (VetMed) had the highest response in 2016 (76.5%). Except for very small units such as the Nelson Institute or the Division of Continuing Studies, the Business School (BUS) faculty were least likely to respond to the 2016 survey (44.0%).

Neither the tenure status nor rank of faculty appears to be related to propensity to respond to the surveys, although full professors were slightly more likely to respond compared to associate or assistant professors. Both tenured and untenured faculty were about equally likely to respond to the surveys.

Analysis Plan

In the summaries and tables that follow, we report the mean responses for most quantitative items in the survey, as well as codebooks for the open-ended items. Each item is analyzed using a variety of variables, detailed below. T-tests are performed to ascertain statistically-significant differences between groups at the $p < .05$ level. Such differences are noted in the summary text for each section. We present data tables with the results for all items grouped by personal characteristics, by division and disciplinary group, and by rank and appointments.

For qualitative results, we coded responses to open-ended items using the codebooks established for the 2010 or 2012 surveys. For new open-ended items, such as those in the Promotion section, new codebooks were established using inductive content analysis procedures. All open-ended responses were coded and tabulated, and we report the most common responses.

Construction of Analysis Variables for 2016 *Study of Faculty Worklife*

We use the following variables when analyzing data from the *2016 Study of Faculty Worklife*. These variables have been created based on experience with previous surveys and the typical comparisons requested by various groups. Detailed variable construction information is located in Appendix 3.

- **Women vs. Men.** Gender is noted based on self-report from the survey, or from visual identification based on public websites.
- **Faculty of Color vs. Majority Faculty.** Race and ethnicity is self-reported in the survey. Those who checked the box for African American/Black, Asian, Native Hawaiian or other Pacific Islander, and/or American Indian or Alaskan Native and are US Citizens (but not other citizenship statuses) are included as Faculty of Color. Those who self-identify as Caucasian or White, or who indicated that they are not US Citizens on the survey, are coded as Majority Faculty.
- **US Citizen vs. Non-Citizen.** Citizenship status is self-reported in the survey. Those who indicate they are US Permanent Residents or Non-Resident Aliens are counted as Non-Citizens.
- **LGBT vs. Not LGBT.** Sexual orientation is self-reported in the survey. Those who self-identified as Gay or Lesbian, Bisexual, some other LGBT identity in the “other” write-in, or identify as Transgender in the gender identity item were coded as LGBT. For comparisons with 2012 data, the 2012 sexual orientation variable was re-coded to replicate the coding used in 2016.
- **Faculty with Disability vs. Faculty without Disability.** Disability status is self-reported in the survey, and is a new variable in Wave 4. Those who checked the box as a person with a disability or as a person with a chronic physical or mental health condition are included as Faculty with Disability.
- **Division.** Respondents are assigned to one of four divisions based on their departmental affiliation. The department entered on the survey is used if provided; if not, the respondents’ major department is used. The four divisions are: Biological Science (BS), Physical Science (PS), Social Studies (SS), and Arts & Humanities (AH). A detailed list of departments corresponding to each division is included in Appendix 2. Almost all Clinical/CHS faculty are in a BS department or unit, although a few are in SS units (e.g., School of Nursing, School of Law.)
- **Science vs. Non-Science Department.** Science departments include respondents in the Biological or Physical Sciences departments; Non-Science includes respondents in Social Studies or Humanities departments. See Appendix 2.
- **Tenured vs. Untenured.** For tenured/tenure-track faculty, indicates whether respondent is an Assistant Professor (Untenured), or an Associate/Full Professor (Tenured.) The rank entered on the survey is used to determine tenure status, and is verified against actual rank.
- **Non-Mainstream vs. Mainstream Research.** Respondents who indicated that their research is “not at all”, “a little”, or “somewhat” mainstream in their department are coded as doing Non-Mainstream Research. Those who indicated their research is “very” or “extremely” in the mainstream are coded as Mainstream.
- **Multiple Appointments vs. Single Appointment.** UW data are used to determine if the faculty member has a non-zero appointment in more than one department. This question was not asked on the survey.
- **Department Chair vs. Non-Chair.** Respondents who were department chairs in Spring 2012 are coded as Department Chair; all others are Non-Chair. This is a variable only used in the TT Faculty analyses.

Section 5: Detailed Tables

Table RR1. Response to 2016 *Study of Faculty Worklife at the University of Wisconsin-Madison*

	Tenure-Track Faculty			Clinical Faculty			Full Sample		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Surveys Mailed	1,444	749	2,193	675	581	1,256	2,119	1,330	3,449
Completed Surveys Returned*	814	470	1,285	370	356	726	1,184	826	2,012
Response Rate	56.4%	62.8%	58.6%	54.8%	61.3%	57.8%	55.9%	62.1%	58.3%

* Gender or employee track cannot be determined for some respondents.

Table RR3. Response to 2016 *Study of Faculty Worklife at the University of Wisconsin-Madison*, Tenured/Tenure-Track Faculty Only, Selected Characteristics

Demographic Variable	Respondents		Non-Respondents	
	N	Percent	N	Percent
Division (Individual)				
Biological Sciences	458	63.2%	267	36.8%
Physical Sciences	277	56.6%	212	43.4%
Social Science	313	56.0%	246	44.0%
Humanities	231	55.0%	189	45.0%
Division (Departmental)*				
Biological Sciences	507	62.4%	306	37.6%
Physical Sciences	255	57.0%	192	43.0%
Social Studies	328	55.4%	264	44.6%
Humanities	189	55.4%	152	44.6%
School/College*				
BUS	37	44.0%	47	56.0%
CALS	178	63.1%	104	36.9%
EDUC	100	61.7%	62	38.3%
ENGR	116	62.7%	69	37.3%
L&S	454	53.5%	394	46.5%
LAW	16	51.6%	15	48.4%
MISC	9	50.0%	9	50.0%
NURS	10	58.8%	7	41.2%
PHARM	17	51.5%	16	48.5%
SMPH	279	62.7%	166	37.3%
SOHE	24	64.9%	13	35.1%
VETMED	39	76.5%	12	23.5%
Science Department*				
Science	727	60.5%	474	39.5%
Non-Science	552	55.6%	440	44.4%
STEMM Department*				
STEMM	910	59.4%	622	40.6%
Non-STEMM	369	55.8%	292	44.2%
Rank				
Assistant Professor	278	57.4%	206	42.6%
Associate Professor	225	55.3%	182	44.7%
Professor	782	60.1%	520	39.9%
Tenured				
No	278	57.4%	206	42.6%
Yes	1007	58.9%	702	41.1%
Gender				
Male	814	56.4%	630	43.6%
Female	470	62.8%	279	37.2%
Heritage Code				
Black	28	51.9%	26	48.1%
Asian	151	57.4%	112	42.6%
Native American	4	50.0%	4	50.0%
Hispanic	45	57.0%	34	43.0%
2 or More Races	17	77.3%	5	22.7%
Other	1040	58.9%	727	41.1%
Faculty of Color				
Faculty of Color	166	56.8%	126	43.2%
Majority Faculty	1119	58.9%	782	41.1%
Race/Ethnicity				
Nonwhite	245	57.5%	181	42.5%
White/Missing	1040	58.9%	727	41.1%
Under-Represented Minority				
URM	78	58.2%	56	41.8%
Not URM	1207	58.6%	852	41.4%
Citizenship				
U.S. Citizen	1094	59.1%	757	40.9%
Not U.S. Citizen	191	55.8%	151	44.2%
Multiple Appointment				
Yes	50	61.0%	32	39.0%
No	1225	58.0%	886	42.0%
Department Chair				
Yes	77	70.0%	33	30.0%
No	1208	58.0%	875	42.0%

* See Appendix 2 for definitions.

** Too few respondents per cell.

Table RR5. Response to *Study of Faculty Worklife at the University of Wisconsin-Madison*, Selected Characteristics, Tenured/Tenure-Track Faculty Women

Demographic Variable	Respondents		Non-Respondents	
	N	Percent	N	Percent
Division (Individual)				
Biological Sciences	150	69.4%	66	30.6%
Physical Sciences	55	68.1%	30	31.9%
Social Science	148	60.4%	97	39.6%
Humanities	116	57.1%	87	42.9%
Division (Departmental)*				
Biological Sciences	171	67.1%	84	32.9%
Physical Sciences	52	68.1%	23	31.9%
Social Studies	155	59.6%	105	40.4%
Humanities	91	57.2%	68	42.8%
School/College*				
BUS, LAW, MISC, NURS, SOHE	49	53.3%	43	46.7%
CALS	51	72.9%	19	27.1%
EDUC	54	62.1%	33	37.9%
ENGR	27	79.4%	7	20.6%
PHARM, VETMED	19	73.1%	7	26.9%
L&S	177	57.8%	129	42.2%
SMPH	92	68.7%	42	31.3%
Science Department*				
Science	202	68.2%	94	31.8%
Non-Science	267	58.9%	186	41.1%
STEMM Department*				
STEMM	281	66.6%	141	33.4%
Non-STEMM	188	57.5%	139	42.5%
Rank				
Assistant Professor	129	60.3%	85	39.7%
Associate Professor	109	65.3%	58	34.7%
Professor	232	63.0%	136	37.0%
Tenured				
No	129	60.3%	85	39.7%
Yes	341	63.7%	194	36.3%
Faculty of Color				
Faculty of Color	66	55.9%	52	44.1%
Majority Faculty	404	64.0%	227	36.0%
Race/Ethnicity				
Nonwhite	91	58.3%	65	41.7%
White/Missing	379	63.9%	214	36.1%
Under-Represented Minority				
URM	41	56.9%	31	43.1%
Not URM	429	63.4%	248	36.6%
Citizenship				
U.S. Citizen	407	62.5%	244	37.5%
Not U.S. Citizen	63	64.3%	35	35.7%
Multiple Appointment				
Yes	21	70.0%	9	30.0%
No	448	62.3%	271	37.7%
Department Chair				
Yes	23	84.2%	11	15.8%
No	446	62.4%	269	37.6%

* See Appendix 2 for definitions.

Table RR6. Response to *Study of Faculty Worklife at the University of Wisconsin-Madison*, Selected Characteristics, Tenured/Tenure-Track Faculty Men

Demographic Variable	Respondents		Non-Respondents	
	N	Percent	N	Percent
Division (Individual)				
Biological Sciences	335	60.0%	223	40.0%
Physical Sciences	203	68.1%	169	31.9%
Social Science	173	52.1%	159	47.9%
Humanities	98	53.8%	84	46.2%
Division (Departmental)*				
Biological Sciences	335	60.0%	223	40.0%
Physical Sciences	203	68.1%	169	31.9%
Social Studies	173	52.1%	159	47.9%
Humanities	98	53.8%	84	46.2%
School/College*				
BUS, LAW, MISC, NURS, SOHE	47	49.5%	48	50.5%
CALS	127	59.9%	85	40.1%
EDUC	46	61.3%	29	38.7%
ENGR	89	58.9%	62	41.1%
PHARM, VETMED	37	63.8%	21	36.2%
L&S	277	51.1%	265	48.9%
SMPH	186	59.8%	125	40.2%
Science Department*				
Science	524	57.9%	381	42.1%
Non-Science	285	52.9%	254	47.1%
STEMM Department*				
STEMM	628	56.6%	482	43.4%
Non-STEMM	181	54.2%	153	45.8%
Rank				
Assistant Professor	149	55.2%	121	44.8%
Associate Professor	116	48.3%	124	51.7%
Professor	549	58.8%	385	41.2%
Tenured				
No	149	55.2%	121	44.8%
Yes	665	56.6%	509	43.4%
Faculty of Color				
Faculty of Color	100	57.5%	74	42.5%
Majority Faculty	714	56.2%	556	43.8%
Race/Ethnicity				
Nonwhite	154	57.0%	116	43.0%
White/Missing	660	56.2%	514	43.8%
Under-Represented Minority				
URM	37	59.7%	25	40.3%
Not URM	777	56.2%	605	43.8%
Citizenship				
U.S. Citizen	686	57.2%	514	42.8%
Not U.S. Citizen	128	52.5%	116	47.5%
Multiple Appointment				
Yes	29	55.8%	23	44.2%
No	777	55.8%	615	44.2%
Department Chair				
Yes	54	84.2%	22	15.8%
No	751	54.9%	617	45.1%

* See Appendix 2 for definitions.

Table H1a. Satisfaction with the Hiring Process, New Faculty Hired 2012-2016. Tenured/Tenure-Track Faculty Only

Thinking about the hiring process in your department, how satisfied were you with.....

	...the overall hiring process?						...the department's effort to obtain resources for you?				...the department faculty's efforts to meet you?			
	2012			2016			2012		2016		2012		2016	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total	101	4.08	(0.81)	209	4.03	(0.83)	4.12	(0.86)	3.97	(0.92)	4.10	(0.95)	4.19	(0.69)
Women	42	3.93	(0.87)	93	3.88	(0.79)	*	4.10	(0.89)	3.74	(0.96)	* ↓	4.08	(0.83)
Men	59	4.19	(0.75)	116	4.15	(0.85)		4.14	(0.84)	4.16	(0.84)		4.12	(1.03)
Faculty of Color	11	4.18	(0.60)	39	4.05	(0.83)		4.27	(0.47)	4.16	(0.82)		4.45	(0.52)
Majority Faculty	90	4.07	(0.83)	170	4.02	(0.84)		4.10	(0.89)	3.93	(0.94)		4.06	(0.98)
Not US Citizen	24	4.38	(0.65)	*	47	3.94	(1.01)	↓	4.29	(0.69)	3.91	(0.92)	4.21	(0.78)
US Citizen	77	3.99	(0.84)		162	4.06	(0.77)		4.07	(0.90)	3.99	(0.92)	4.07	(1.00)
LGBT				14	4.00	(1.24)				3.86	(1.23)		4.38	(0.51)
Not LGBT				195	4.03	(0.80)				3.98	(0.89)		4.18	(0.82)
Faculty with Disability				19	4.32	(0.95)				4.26	(1.05)		4.00	(1.05)
No Disability				185	4.01	(0.82)				3.93	(0.91)		4.21	(0.77)
Biological Science	37	4.11	(0.84)	75	3.99	(0.89)		4.19	(0.92)	4.03	(0.96)		4.11	(1.05)
Physical Science	10	3.90	(0.88)	47	4.00	(0.81)		4.30	(0.67)	3.87	(0.81)		4.20	(0.63)
Social Science	31	4.13	(0.81)	56	4.05	(0.77)		4.13	(0.85)	4.04	(0.79)		4.16	(0.78)
Arts & Humanities	21	4.05	(0.80)	29	4.07	(0.84)		3.90	(0.89)	3.79	(1.20)		3.90	(1.17)
Science Department	45	4.07	(0.86)	117	3.98	(0.87)		4.22	(0.88)	3.94	(0.90)		4.14	(0.98)
Non-Science Department	54	4.09	(0.78)	90	4.07	(0.78)		4.04	(0.85)	3.99	(0.94)		4.06	(0.94)
Untenured	76	4.16	(0.80)	167	3.96	(0.85)	*	4.16	(0.82)	3.94	(0.89)		4.16	(0.99)
Tenured	25	3.84	(0.80)	42	4.31	(0.72)	↑	4.00	(0.98)	4.10	(1.03)		3.91	(0.79)
Non-Mainstream Research				112	3.97	(0.78)				3.85	(0.95)	*	4.11	(0.86)
Mainstream Research				91	4.13	(0.87)				4.19	(0.80)		4.33	(0.64)

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Not at all" (1), "A little" (2), "Somewhat" (3), "Very" (4), and "Extremely" (5). Respondents could also choose "NA".

While we collected data for faculty members with multiple appointments and faculty members who are department chairs, the number of respondents for this section of the survey was too small to make meaningful comparisons.

Table H2a. Satisfaction with the Hiring Process, New Faculty Hired 2012-2016. Tenured/Tenure-Track Faculty Only

Thinking about the hiring process in your department, how satisfied were you with.....

	...your interactions with the search committee?						...your start up package?			
	2012			2016			2012		2016	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total	101	4.25	(0.88)	206	4.34	(0.69)	3.95	(0.83)	3.84	(0.97)
Women	42	4.16	(0.90)	92	4.30	(0.61)	4.08	(0.83)	3.70	(0.97) * ↓
Men	59	4.30	(0.87)	114	4.38	(0.74)	3.86	(0.82)	3.96	(0.96)
Faculty of Color	11	4.44	(0.53)	38	4.39	(0.64)	4.09	(0.70)	3.97	(1.03)
Majority Faculty	90	4.23	(0.91)	168	4.33	(0.70)	3.93	(0.84)	3.82	(0.96)
Not US Citizen	24	4.33	(0.70)	47	4.24	(0.74)	3.92	(0.83)	3.91	(0.97)
US Citizen	77	4.22	(0.94)	159	4.38	(0.67)	3.96	(0.83)	3.82	(0.97)
LGBT				14	4.31	(0.85)			4.21	(0.98)
Not LGBT				192	4.35	(0.68)			3.82	(0.97)
Faculty with Disability				19	4.39	(0.61)			4.16	(0.69)
No Disability				182	4.34	(0.70)			3.80	(1.00)
Biological Science	37	4.36	(0.95)	73	4.48	(0.62) *	4.06	(0.80)	3.67	(1.09) ↓
Physical Science	10	4.00	(0.71)	47	4.21	(0.66)	3.80	(0.63)	3.87	(0.92)
Social Science	31	4.14	(0.93)	56	4.31	(0.72)	3.94	(0.81)	3.93	(0.78)
Arts & Humanities	21	4.30	(0.80)	28	4.26	(0.81)	3.86	(1.01)	4.00	(1.02)
Science Department	45	4.27	(0.91)	116	4.36	(0.65)	4.02	(0.77)	3.75	(1.04)
Non-Science Department	54	4.20	(0.87)	88	4.31	(0.74)	3.89	(0.88)	3.94	(0.86)
Untenured	76	4.31	(0.83)	165	4.30	(0.71)	4.01	(0.81)	3.88	(0.87)
Tenured	25	4.05	(1.00)	41	4.51	(0.56) ↑	3.75	(0.85)	3.71	(1.31)
Non-Mainstream Research				112	4.28	(0.67)			3.77	(1.01)
Mainstream Research				89	4.43	(0.71)			3.98	(0.88)

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Not at all" (1), "A little" (2), "Somewhat" (3), "Very" (4), and "Extremely" (5). Respondents could also choose "NA".

While we collected data for faculty members with multiple appointments and faculty members who are department chairs, the number of respondents for this section of the survey was too small to make meaningful comparisons.

Table DC1a. Treated With Respect, Tenure-Track Faculty Only

Thinking about interactions with colleagues and others in your department, how often....

	...are you treated with respect by colleagues?						...are you treated with respect by students?					
	2012			2016			2012		2016			
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.		
Total	1042	4.48	(0.78)	1279	4.53	(0.75)	4.60	(0.58)	4.66	(0.56)	↑	
Women	379	4.33	(0.86) *	466	4.41	(0.82) *	4.51	(0.64) *	4.60	(0.59) *	↑	
Men	663	4.56	(0.72)	812	4.59	(0.70)	4.65	(0.54)	4.70	(0.54)		
Faculty of Color	132	4.24	(0.93) *	206	4.47	(0.76)	4.55	(0.69)	4.60	(0.61)		
Majority Faculty	910	4.51	(0.75)	1073	4.54	(0.75)	4.61	(0.56)	4.67	(0.55)	↑	
Not US Citizen	112	4.60	(0.64) *	132	4.55	(0.72)	4.50	(0.62) *	4.57	(0.62)		
US Citizen	930	4.46	(0.80)	1147	4.52	(0.76)	4.61	(0.58)	4.67	(0.55)	↑	
LGBT	30	4.40	(0.67)	56	4.55	(0.83)	4.63	(0.56)	4.50	(0.69) *		
Not LGBT	978	4.49	(0.77)	1223	4.52	(0.75)	4.60	(0.58)	4.67	(0.55)	↑	
Faculty with Disability	85	4.20	(0.97) *	153	4.22	(0.95) *	4.51	(0.63)	4.61	(0.62)		
Faculty without Disability	947	4.51	(0.75)	1104	4.57	(0.71) ↑	4.61	(0.57)	4.67	(0.55)	↑	
Biological Science	390	4.54	(0.76) *	504	4.59	(0.70) *	4.65	(0.57) *	4.73	(0.54) *	↑	
Physical Science	205	4.45	(0.70)	255	4.61	(0.64) *	4.60	(0.55)	4.61	(0.57)		
Social Science	265	4.50	(0.78)	327	4.41	(0.84) *	4.60	(0.58)	4.58	(0.59) *		
Arts & Humanities	178	4.34	(0.90) *	188	4.44	(0.83)	4.50	(0.63) *	4.69	(0.52)	↑	
Science Department	577	4.50	(0.74)	740	4.59	(0.69) *	4.63	(0.56) *	4.70	(0.55) *	↑	
Non-Science Department	460	4.45	(0.82)	533	4.43	(0.83)	4.56	(0.60)	4.62	(0.57)		
Untenured	218	4.57	(0.74) *	279	4.59	(0.69)	4.51	(0.67) *	4.58	(0.62) *		
Tenured	824	4.45	(0.79)	1000	4.51	(0.77)	4.63	(0.55)	4.69	(0.54)	↑	
Non-Mainstream Research				709	4.46	(0.79) *			4.63	(0.58)		
Mainstream Research				516	4.62	(0.68)			4.69	(0.52)		
Multiple Appointments	55	4.53	(0.66)	48	4.63	(0.70)	4.73	(0.53)	4.73	(0.54)		
Single Appointment	976	4.48	(0.78)	1231	4.52	(0.75)	4.59	(0.58)	4.66	(0.56)	↑	
Department Chair	65	4.60	(0.66)	77	4.70	(0.56) *	4.75	(0.43) *	4.78	(0.48) *		
Not Chair	977	4.47	(0.79)	1202	4.51	(0.76)	4.59	(0.59)	4.65	(0.56)	↑	

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Never" (1), "Rarely" (2), "Sometimes" (3), "Often" (4), and "Very often" (5). Respondents could also choose "NA."

Table DC2a. Treated With Respect, Tenure-Track Faculty Only

Thinking about interactions with colleagues and others in your department, how often....

	...are you treated with respect by staff?							...are you treated with respect by your department chair?						
	2012				2016				2012			2016		
	N	Mean	Std. Dev.		N	Mean	Std. Dev.		Mean	Std. Dev.		Mean	Std. Dev.	
Total	1042	4.60	(0.65)		1278	4.67	(0.59)	↑	4.44	(0.93)		4.53	(0.83)	↑
Women	379	4.54	(0.72)	*	466	4.63	(0.62)	* ↑	4.35	(1.01)	*	4.45	(0.90)	*
Men	663	4.64	(0.60)		811	4.70	(0.58)	↑	4.50	(0.88)		4.58	(0.79)	
Faculty of Color	132	4.59	(0.71)		207	4.62	(0.60)		4.23	(1.12)	*	4.51	(0.80)	↑
Majority Faculty	910	4.60	(0.64)		1071	4.68	(0.59)	↑	4.48	(0.89)		4.53	(0.84)	
Not US Citizen	112	4.54	(0.70)		132	4.64	(0.61)		4.60	(0.74)	*	4.56	(0.80)	
US Citizen	930	4.61	(0.64)		1146	4.68	(0.59)	↑	4.43	(0.95)		4.52	(0.84)	↑
LGBT	30	4.57	(0.73)		56	4.57	(0.66)		4.52	(0.83)		4.49	(0.90)	
Not LGBT	978	4.61	(0.64)		1222	4.68	(0.59)	↑	4.46	(0.91)		4.53	(0.83)	
Faculty with Disability	85	4.40	(0.88)	*	152	4.55	(0.74)	*	4.03	(1.26)	*	4.31	(1.07)	*
Faculty without Disability	947	4.62	(0.62)		1104	4.69	(0.57)	↑	4.49	(0.87)		4.56	(0.79)	
Biological Science	390	4.60	(0.65)		505	4.71	(0.57)	↑	4.39	(0.99)		4.54	(0.85)	↑
Physical Science	205	4.60	(0.56)		254	4.68	(0.57)		4.54	(0.75)		4.58	(0.75)	
Social Science	265	4.65	(0.62)		325	4.66	(0.60)		4.59	(0.83)	*	4.49	(0.84)	
Arts & Humanities	178	4.54	(0.77)		188	4.61	(0.66)		4.27	(1.04)	*	4.48	(0.88)	↑
Science Department	577	4.60	(0.62)		740	4.70	(0.57)	↑	4.43	(0.93)		4.55	(0.82)	↑
Non-Science Department	460	4.60	(0.69)		706	4.64	(0.62)		4.47	(0.92)		4.49	(0.85)	
Untenured	218	4.53	(0.71)		279	4.63	(0.61)		4.60	(0.83)	*	4.71	(0.59)	*
Tenured	824	4.62	(0.63)		999	4.69	(0.59)	↑	4.40	(0.95)		4.48	(0.88)	
Non-Mainstream Research					708	4.65	(0.63)					4.46	(0.88)	*
Mainstream Research					517	4.70	(0.55)					4.63	(0.73)	
Multiple Appointments	55	4.62	(0.62)		48	4.83	(0.43)	* ↑	4.40	(0.88)		4.52	(0.91)	
Single Appointment	976	4.60	(0.65)		1230	4.67	(0.60)	↑	4.45	(0.92)		4.53	(0.83)	
Department Chair	65	4.78	(0.45)	*	77	4.83	(0.44)	*	4.41	(1.10)		--	--	
Not Chair	977	4.59	(0.66)		1201	4.66	(0.60)	↑	4.45	(0.92)		--	--	

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Never" (1), "Rarely" (2), "Sometimes" (3), "Often" (4), and "Very often" (5). Respondents could also choose "NA."

Table DC3a. Treated With Respect, Tenure-Track Faculty Only

Thinking about interactions with colleagues and others in your department, how often....

	...are you treated with respect by patients?			...are you treated with respect by hospital/clinic administrators?		
	2012			2016		
	N	Mean	Std. Dev.	N	Mean	Std. Dev.
Total	224	4.78	(0.53)			
Women	71	4.78	(0.50)		4.38	(0.85)
Men	153	4.78	(0.55)		4.24	(0.99)
Faculty of Color	39	4.67	(0.55)		4.28	(1.02)
Majority Faculty	185	4.80	(0.53)		4.28	(0.93)
Not US Citizen	17	4.83	(0.39)		4.29	(1.05)
US Citizen	207	4.77	(0.54)		4.28	(0.94)
LGBT	10	4.80	(0.45)		3.90	(1.20)
Not LGBT	214	4.78	(0.53)		4.30	(0.93)
Faculty with Disability	16	4.92	(0.28)		4.13	(1.20)
Faculty without Disability	204	4.76	(0.55)		4.29	(0.93)
Biological Science	194	4.79	(0.52)		4.27	(0.96)
Physical Science	9	4.50	(1.00)		4.44	(1.01)
Social Science	13	4.75	(0.50)		4.23	(0.93)
Arts & Humanities	6	4.67	(0.58)		4.50	(0.55)
Science Department	201	4.78	(0.53)		4.28	(0.96)
Non-Science Department	21	4.75	(0.46)		4.24	(0.83)
Untenured	49	4.67	(0.53)		4.43	(0.74)
Tenured	175	4.81	(0.53)		4.24	(0.99)
Non-Mainstream Research	98	4.63	(0.69) *		4.12	(1.03)
Mainstream Research	110	4.91	(0.29)		4.38	(0.89)
Multiple Appointments	10	5.00	(0.00) *		4.50	(0.97)
Single Appointment	214	4.77	(0.54)		4.27	(0.95)
Department Chair	14	5.00	(0.00) *		4.50	(0.94)
Not Chair	210	4.76	(0.55)		4.27	(0.95)

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Never" (1), "Rarely" (2), "Sometimes" (3), "Often" (4), and "Very often" (5). Respondents could also choose "NA."

Table DC4a. Departmental Interactions, Tenure-Track Faculty Only

Thinking about interactions with colleagues and others in your department, how often....

	...do you feel excluded from an informal network in your department?						...do your department colleagues solicit your opinions about work-related matters?						...do you do work that is not formally recognized by your department?			
	2012			2016			2012		2016				2012		2016	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.			Mean	Std. Dev.	Mean	Std. Dev.
Total	1042	2.48	(1.09)	1277	2.46	(1.15)	3.66	(0.96)	3.78	(0.97)	↑		3.38	(1.05)	3.42	(1.09)
Women	379	2.68	(1.13) *	466	2.66	(1.20) *	3.51	(1.02) *	3.71	(1.03) *	↑		3.39	(1.05)	3.46	(1.10)
Men	663	2.36	(1.05)	810	2.34	(1.10)	3.74	(0.91)	3.82	(0.93)			3.37	(1.05)	3.40	(1.09)
Faculty of Color	132	2.72	(1.15) *	207	2.65	(1.26) *	3.50	(1.07) *	3.65	(0.99) *			3.32	(1.07)	3.29	(1.13)
Majority Faculty	910	2.44	(1.11)	1070	2.42	(1.12)	3.68	(0.94)	3.81	(0.96)	↑		3.39	(1.04)	3.45	(1.09)
Not US Citizen	112	2.43	(1.05)	131	2.27	(0.99) *	3.69	(0.82)	3.75	(0.96)			3.01	(1.00) *	3.09	(1.15) *
US Citizen	930	2.48	(1.09)	1146	2.48	(1.16)	3.66	(0.97)	3.79	(0.97)	↑		3.42	(1.04)	3.46	(1.08)
LGBT	30	2.90	(1.06) *	55	2.49	(1.09)	3.47	(1.01)	3.69	(0.92)			3.73	(1.14) *	3.22	(1.19)
Not LGBT	978	2.45	(1.08)	1222	2.46	(1.15)	3.68	(0.94)	3.79	(0.97)	↑		3.36	(1.04)	3.43	(1.09)
Faculty with Disability	85	2.86	(1.03) *	151	2.78	(1.30) *	3.34	(1.02) *	3.63	(1.07) *	↑		3.65	(1.15) *	3.68	(1.15) *
Faculty without Disability	947	2.44	(1.08)	1105	2.42	(2.35)	3.70	(0.94)	3.80	(0.96)	↑		3.36	(1.04)	3.38	(1.08)
Biological Science	390	2.40	(1.13)	505	2.45	(1.17)	3.67	(0.97)	3.84	(0.97)	↑		3.34	(1.07)	3.40	(1.12)
Physical Science	205	2.42	(0.96)	254	2.32	(1.04) *	3.65	(0.87)	3.78	(0.92)			3.35	(0.94)	3.31	(1.07)
Social Science	265	2.47	(1.00)	326	2.55	(1.16)	3.71	(0.97)	3.75	(0.98)			3.34	(1.07)	3.49	(1.08)
Arts & Humanities	178	2.72	(1.20) *	186	2.50	(1.18)	3.59	(1.00)	3.70	(1.03)			3.52	(1.06) *	3.52	(1.07)
Science Department	577	2.41	(1.08) *	740	2.41	(1.14)	3.65	(0.94)	3.81	(0.95)	↑		3.35	(1.03)	3.37	(1.10) *
Non-Science Department	460	2.55	(1.08)	531	2.52	(1.15)	3.68	(0.98)	3.74	(1.00)			3.41	(1.06)	3.50	(1.08)
Untenured	218	2.30	(1.00) *	277	2.31	(1.04) *	3.51	(0.93) *	3.64	(0.90) *			2.88	(0.98) *	3.01	(1.03) *
Tenured	824	2.52	(1.11)	1000	2.50	(1.17)	3.70	(0.96)	3.82	(0.98)	↑		3.51	(1.03)	3.53	(1.08)
Non-Mainstream Research				708	2.61	(1.16) *			3.66	(0.98) *					3.50	(1.07) *
Mainstream Research				516	2.24	(1.10)			3.96	(0.93)					3.29	(1.12)
Multiple Appointments	55	2.42	(0.98)	48	2.50	(1.25)	3.85	(0.89)	3.85	(1.07)			3.43	(0.94)	3.40	(1.13)
Single Appointment	976	2.48	(1.09)	1229	2.46	(1.15)	3.65	(0.96)	3.78	(0.96)	↑		3.37	(1.05)	3.42	(1.09)
Department Chair	65	2.10	(0.96) *	77	2.12	(0.95) *	4.23	(0.86) *	4.41	(0.72) *			3.62	(0.98) *	3.48	(1.10)
Not Chair	977	2.50	(1.09)	1201	2.48	(1.16)	3.62	(0.95)	3.74	(0.97)	↑		3.36	(1.05)	3.42	(1.09)

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Never" (1), "Rarely" (2), "Sometimes" (3), "Often" (4), and "Very often" (5). Respondents could also choose "NA."

Table DC5a. Feelings of Isolation, Tenure-Track Faculty Only

Thinking about interactions with colleagues and others in your department, how often....

	...do you feel isolated in your department?						...do you feel isolated on the UW campus overall?			
	2012			2016			2012		2016	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total	1042	2.40	(1.16)	1279	2.39	(1.16)	2.30	(1.04)	2.31	(1.06)
Women	379	2.64	(1.22) *	467	2.57	(1.21) *	2.42	(1.07) *	2.44	(1.08) *
Men	663	2.26	(1.10)	812	2.28	(1.12)	2.24	(1.02)	2.24	(1.04)
Faculty of Color	132	2.77	(1.26) *	208	2.60	(1.24) *	2.52	(1.05) *	2.67	(1.14) *
Majority Faculty	910	2.34	(1.14)	1072	2.35	(1.15)	2.27	(1.03)	2.24	(1.03)
Not US Citizen	112	2.27	(1.14)	132	2.21	(1.06)	2.26	(1.12)	2.08	(0.87) *
US Citizen	930	2.41	(1.16)	1147	2.41	(1.17)	2.31	(1.03)	2.34	(1.08)
LGBT	30	2.73	(1.14)	56	2.50	(1.19)	2.50	(0.90)	2.56	(1.10)
Not LGBT	978	2.38	(1.15)	1224	2.38	(1.16)	2.29	(1.04)	2.30	(1.06)
Faculty with Disability	85	2.96	(1.27) *	153	2.78	(1.31) *	2.68	(1.17) *	2.59	(1.15) *
Faculty without Disability	947	2.35	(1.13)	1105	2.33	(1.14)	2.27	(1.02)	2.27	(1.04)
Biological Science	390	2.32	(1.22)	506	2.35	(1.19)	2.16	(1.01) *	2.27	(1.04)
Physical Science	205	2.33	(1.06)	255	2.29	(1.04)	2.29	(1.07)	2.21	(1.00)
Social Science	265	2.38	(1.10)	325	2.46	(1.15)	2.38	(1.03)	2.35	(1.02)
Arts & Humanities	178	2.63	(1.19) *	188	2.50	(1.26)	2.50	(1.03) *	2.49	(1.22) *
Science Department	577	2.34	(1.17)	742	2.33	(1.14)	2.21	(1.04) *	2.24	(1.03) *
Non-Science Department	460	2.45	(1.14)	531	2.46	(1.19)	2.41	(1.02)	2.40	(1.09)
Untenured	218	2.31	(1.11)	279	2.31	(1.10)	2.31	(1.05)	2.34	(1.05)
Tenured	824	2.42	(1.17)	1001	2.41	(1.18)	2.30	(1.04)	2.30	(1.06)
Non-Mainstream Research				710	2.60	(1.18) *			2.42	(1.08) *
Mainstream Research				516	2.09	(1.07)			2.14	(1.01)
Multiple Appointments	55	2.38	(1.11)	48	2.17	(1.17)	2.16	(1.20)	1.98	(1.08) *
Single Appointment	976	2.39	(1.16)	1231	2.40	(1.16)	2.31	(1.03)	2.32	(1.06)
Department Chair	65	2.03	(1.06) *	77	1.99	(0.85) *	2.17	(1.06)	2.06	(0.96) *
Not Chair	977	2.42	(1.16)	1202	2.41	(1.18)	2.31	(1.04)	2.33	(1.06)

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Never" (1), "Rarely" (2), "Sometimes" (3), "Often" (4), and "Very often" (5). Respondents could also choose "NA."

Table DC6a. Satisfaction with Department Chair, Tenure-Track Faculty Only

Thinking about interactions with colleagues and others in your department

	...how satisfied are you with your chair's effort to create a collegial environment?						...how satisfied are you with your chair's effort to obtain resources for you?					
	2012			2016			2012		2016			
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.		
Total	1030	3.65	(1.14)	1234	3.79	(1.07)	↑	3.27	(1.15)	3.41	(1.14)	↑
Women	372	3.47	(1.21) *	452	3.62	(1.14) *		3.10	(1.21) *	3.35	(1.18)	↑
Men	658	3.75	(1.08)	781	3.89	(1.01)	↑	3.36	(1.10)	3.45	(1.11)	
Faculty of Color	130	3.36	(1.15) *	202	3.64	(1.03) *	↑	3.03	(1.15) *	3.31	(1.10)	↑
Majority Faculty	900	3.69	(1.13)	1033	3.82	(1.07)	↑	3.30	(1.14)	3.43	(1.14)	↑
Not US Citizen	112	3.74	(1.04)	129	3.91	(1.06)		3.43	(1.13)	3.57	(1.03)	
US Citizen	919	3.64	(1.15)	1105	3.78	(1.07)	↑	3.25	(1.15)	3.39	(1.15)	↑
LGBT	30	3.50	(1.14)	52	3.96	(1.09)		3.20	(1.32)	3.52	(1.26)	
Not LGBT	931	3.66	(1.13)	1182	3.78	(1.07)	↑	3.28	(1.14)	3.41	(1.13)	↑
Faculty with Disability	81	3.26	(1.26) *	150	3.59	(1.18) *	↑	2.95	(1.30) *	3.20	(1.22) *	
Faculty without Disability	914	3.68	(1.12)	1069	3.82	(1.05)	↑	3.29	(1.13)	3.44	(1.13)	↑
Biological Science	386	3.65	(1.21)	487	3.89	(1.07) *	↑	3.29	(1.15)	3.50	(1.15) *	↑
Physical Science	204	3.80	(0.93) *	247	3.79	(0.98)		3.26	(1.09)	3.36	(1.06)	
Social Science	262	3.66	(1.09)	314	3.67	(1.06) *		3.36	(1.10)	3.40	(1.10)	
Arts & Humanities	173	3.49	(1.21) *	186	3.72	(1.17)		3.11	(1.26) *	3.26	(1.26)	
Science Department	574	3.69	(1.13)	717	3.85	(1.05) *	↑	3.26	(1.13)	3.44	(1.12)	↑
Non-Science Department	451	3.61	(1.14)	513	3.71	(1.09)		3.28	(1.16)	3.38	(1.16)	
Untenured	218	3.83	(1.09) *	275	3.96	(0.98) *		3.52	(1.09) *	3.70	(1.04) *	
Tenured	812	3.60	(1.14)	960	3.74	(1.09)	↑	3.20	(1.16)	3.33	(1.15)	↑
Non-Mainstream Research				696	3.68	(1.07) *				3.28	(1.13) *	
Mainstream Research				503	3.95	(1.03)				3.59	(1.13)	
Multiple Appointments	55	3.87	(1.02)	47	3.83	(1.10)		3.36	(1.16)	3.40	(1.14)	
Single Appointment	972	3.65	(1.14)	1187	3.79	(1.07)	↑	3.27	(1.14)	3.60	(1.12)	↑
Department Chair	62	4.00	(1.16)	69	4.20	(0.85) *		3.60	(1.01)	3.68	(0.92) *	
Not Chair	968	3.64	(1.14)	1185	3.78	(1.07)	↑	3.25	(1.15)	3.40	(1.15)	↑

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Not at all" (1), "A little" (2), "Somewhat" (3), "Very" (4), and "Extremely" (5). Respondents could also choose "NA."

Table DC7a. Departmental Interactions, Tenure-Track Faculty Only

Thinking about interactions with colleagues and others in your department

	...how well are you able to navigate unwritten rules?						...how reluctant are you to voice concerns?				...how comfortable are you raising personal responsibilities when scheduling?			
	2012			2016			2012		2016		2012		2016	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total	1030	3.67	(0.87)	1228	3.73	(0.87)	2.22	(1.12)	2.26	(1.18)	3.37	(1.08)	3.34	(1.10)
Women	372	3.48	(0.87) *	451	3.55	(0.92) *	2.45	(1.12) *	2.55	(1.26) *	3.15	(1.11) *	3.13	(1.11) *
Men	658	3.77	(0.85)	784	3.83	(0.81)	2.09	(1.10)	2.10	(1.10)	3.49	(1.04)	3.47	(1.07)
Faculty of Color	130	3.54	(0.87)	196	3.49	(0.89) *	2.46	(1.26) *	2.69	(1.16) *	3.28	(1.14)	3.32	(1.09)
Majority Faculty	900	3.69	(0.87)	1033	3.77	(0.85) ↑	2.18	(1.09)	2.18	(1.17)	3.38	(1.07)	3.34	(1.10)
Not US Citizen	112	3.47	(0.86) *	124	3.42	(0.86) *	2.31	(1.02)	2.40	(1.09)	3.23	(1.06)	3.41	(0.97)
US Citizen	919	3.69	(0.87)	1104	3.76	(0.86)	2.21	(1.13)	2.25	(1.19)	3.39	(1.08)	3.33	(1.11)
LGBT	30	3.60	(0.97)	52	3.63	(0.95)	2.63	(1.13) *	2.35	(1.25)	2.48	(1.01) *	3.28	(1.16)
Not LGBT	968	3.68	(0.84)	1177	3.73	(0.86)	2.21	(1.11)	2.26	(1.18)	3.40	(1.06)	3.34	(1.10)
Faculty with Disability	81	3.56	(1.04)	152	3.72	(0.96)	2.52	(1.24) *	2.38	(1.29)	3.20	(1.14)	3.23	(1.21)
Faculty without Disability	914	3.68	(0.84)	1061	3.73	(0.85)	2.19	(1.10)	2.24	(1.16)	3.38	(1.07)	3.35	(1.08)
Biological Science	386	3.64	(0.90)	482	3.73	(0.82)	2.23	(1.14)	2.28	(1.14)	3.42	(1.09)	3.36	(1.07)
Physical Science	204	3.66	(0.83)	245	3.71	(0.87)	2.15	(1.02)	2.09	(1.08) *	3.41	(1.04)	3.44	(1.05)
Social Science	262	3.77	(0.83) *	318	3.75	(0.88)	2.19	(1.13)	2.36	(1.24)	3.45	(0.99)	3.39	(1.11)
Arts & Humanities	173	3.62	(0.86)	180	3.71	(0.94)	2.29	(1.13)	2.27	(1.29)	3.10	(1.16) *	3.07	(1.18) *
Science Department	574	3.64	(0.88)	709	3.72	(0.84)	2.21	(1.10)	2.21	(1.12)	3.41	(1.08)	3.38	(1.06)
Non-Science Department	451	3.71	(0.85)	516	3.73	(0.90)	2.22	(1.13)	2.34	(1.26)	3.33	(1.07)	3.29	(1.14)
Untenured	218	3.40	(0.76) *	271	3.42	(0.87) *	2.68	(1.16) *	2.69	(1.19) *	3.22	(1.02) *	3.19	(1.12) *
Tenured	812	3.74	(0.88)	971	3.81	(0.85)	2.10	(1.08)	2.15	(1.15)	3.41	(1.09)	3.38	(1.09)
Non-Mainstream Research				691	3.60	(0.89) *			2.35	(1.21) *			3.22	(1.11) *
Mainstream Research				503	3.89	(0.80)			2.16	(1.14)			3.51	(1.05)
Multiple Appointments	55	3.91	(0.84) *	47	3.87	(0.81)	2.06	(1.05)	1.91	(1.12) *	3.52	(1.02)	3.59	(1.07)
Single Appointment	972	3.66	(0.86)	1181	3.72	(0.87)	2.21	(1.11)	2.28	(1.18)	3.36	(1.08)	3.33	(1.10)
Department Chair	62	4.19	(0.70) *	73	4.06	(0.63) *	1.73	(0.87) *	1.58	(0.75) *	3.72	(0.96) *	3.71	(0.87) *
Not Chair	965	3.63	(0.87)	1156	3.71	(0.87)	2.25	(1.13)	2.30	(1.19)	3.35	(1.08)	3.32	(1.11)

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Not at all" (1), "A little" (2), "Somewhat" (3), "Very" (4), and "Extremely" (5). Respondents could also choose "NA."

Table DC8a. Valuing Research and Scholarship, Tenure-Track Faculty Only

Thinking about interactions with colleagues and others in your department

	...how valued is your research and scholarship?						...how much harder do you have to work to be perceived as a legitimate scholar?					
	2012			2016			2012		2016			
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.		
Total	1030	3.48	(0.92)	1261	3.56	(0.90)	↑	2.44	(1.29)	2.54	(1.30)	
Women	372	3.33	(0.96)	462	3.46	(0.93)	* ↑	2.73	(1.30)	2.85	(1.29)	*
Men	658	3.57	(0.89)	798	3.62	(0.88)		2.28	(1.25)	2.35	(1.28)	
Faculty of Color	130	3.30	(0.99)	203	3.54	(0.88)	↑	2.98	(1.27)	3.28	(1.26)	* ↑
Majority Faculty	900	3.51	(0.91)	1058	3.57	(0.91)		2.37	(1.27)	2.40	(1.26)	
Not US Citizen	112	3.67	(0.83)	130	3.60	(0.78)		2.47	(1.20)	2.50	(1.29)	
US Citizen	919	3.46	(0.93)	1131	3.56	(0.91)	↑	2.44	(1.30)	2.55	(1.31)	
LGBT	30	3.48	(0.74)	55	3.65	(1.00)		2.89	(1.34)	2.59	(1.43)	
Not LGBT	968	3.49	(0.92)	1206	3.56	(0.90)		2.43	(1.28)	2.54	(1.30)	↑
Faculty with Disability	81	3.17	(1.03)	153	3.33	(1.05)	*	2.54	(1.35)	2.74	(1.40)	*
Faculty without Disability	914	3.51	(0.90)	1091	3.59	(0.87)	↑	2.43	(1.28)	2.51	(1.29)	
Biological Science	386	3.57	(0.94)	495	3.67	(0.87)	*	2.43	(1.30)	2.58	(1.26)	
Physical Science	204	3.41	(0.84)	252	3.56	(0.87)		2.38	(1.24)	2.37	(1.23)	*
Social Science	262	3.56	(0.86)	322	3.52	(0.89)		2.35	(1.21)	2.56	(1.36)	
Arts & Humanities	173	3.26	(1.00)	186	3.34	(1.00)	*	2.66	(1.42)	2.61	(1.41)	
Science Department	574	3.51	(0.91)	729	3.64	(0.87)	* ↑	2.43	(1.28)	2.52	(1.25)	
Non-Science Department	451	3.45	(0.93)	526	3.46	(0.93)		2.45	(1.30)	2.57	(1.37)	
Untenured	218	3.58	(0.91)	278	3.65	(0.79)	*	2.49	(1.28)	2.55	(1.31)	
Tenured	812	3.46	(0.92)	983	3.54	(0.93)		2.43	(1.29)	2.54	(1.30)	
Non-Mainstream Research				708	3.36	(0.88)	*			2.67	(1.31)	*
Mainstream Research				517	3.85	(0.85)				2.36	(1.28)	
Multiple Appointments	55	3.58	(0.75)	48	3.85	(0.77)	*	2.39	(1.31)	2.52	(1.33)	
Single Appointment	972	3.48	(0.93)	1213	3.55	(0.90)		2.44	(1.29)	2.54	(1.30)	
Department Chair	62	3.71	(0.93)	74	3.70	(0.79)		2.20	(1.27)	2.15	(1.11)	*
Not Chair	965	3.47	(0.92)	1187	3.55	(0.91)	↑	2.46	(1.29)	2.56	(1.31)	

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Not at all" (1), "A little" (2), "Somewhat" (3), "Very" (4), and "Extremely" (5). Respondents could also choose "NA."

Table DC9a. Departmental Fit, Tenure-Track Faculty Only

Thinking about interactions with colleagues and others in your department

	...how well do you fit into your department?						...how mainstream is your current research within your department?			
	2012			2016			2012		2016	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total	1030	3.61	(0.98)	1257	3.68	(0.92)			3.19	(1.08)
Women	372	3.39	(1.00) *	460	3.52	(0.94) *			3.04	(1.10) *
Men	658	3.74	(0.94)	796	3.78	(0.89)			3.27	(1.06)
Faculty of Color	130	3.46	(1.04)	204	3.57	(0.94)			3.18	(1.09)
Majority Faculty	900	3.64	(0.97)	1053	3.70	(0.91)			3.23	(1.04)
Not US Citizen	112	3.65	(0.98)	129	3.75	(0.82)			3.20	(1.06)
US Citizen	919	3.61	(0.98)	1128	3.67	(0.93)			3.19	(1.09)
LGBT	30	3.27	(1.01) *	55	3.64	(1.04)			2.94	(1.29)
Not LGBT	968	3.63	(0.97)	1202	3.68	(0.91)			3.20	(1.07)
Faculty with Disability	81	3.28	(1.18) *	151	3.42	(1.08) *			2.99	(1.17) *
Faculty without Disability	914	3.64	(0.95)	1090	3.72	(0.89)			3.21	(1.07)
Biological Science	386	3.64	(1.00)	494	3.72	(0.89)			3.30	(1.08) *
Physical Science	204	3.61	(0.89)	249	3.73	(0.86)			3.18	(1.09)
Social Science	262	3.66	(0.96)	321	3.64	(0.93)			3.14	(1.08)
Arts & Humanities	173	3.51	(1.02)	187	3.61	(1.03)			2.96	(1.07) *
Science Department	574	3.62	(0.97)	725	3.72	(0.88)			3.25	(1.08) *
Non-Science Department	451	3.61	(0.98)	526	3.63	(0.96)			3.10	(1.08)
Untenured	218	3.61	(0.89)	275	3.71	(0.84)			3.18	(1.05)
Tenured	812	3.62	(1.00)	982	3.68	(0.94)			3.19	(1.09)
Non-Mainstream Research				712	3.44	(0.91) *			2.43	(0.74) *
Mainstream Research				518	4.01	(0.83)			4.23	(0.42)
Multiple Appointments	55	3.65	(0.97)	47	3.74	(0.85)			3.21	(1.08)
Single Appointment	972	3.62	(0.97)	1210	3.68	(0.92)			3.19	(1.08)
Department Chair	62	4.02	(0.91) *	73	4.12	(0.67) *			3.43	(0.91) *
Not Chair	965	3.59	(0.97)	1184	3.66	(0.92)			3.17	(1.09)

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Not at all" (1), "A little" (2), "Somewhat" (3), "Very" (4), and "Extremely" (5).
Respondents could also choose "NA."

Table DC10a. Departmental Decision-Making, Tenure-Track Faculty Only

Thinking about your participation in the decision-making process in your department, how often....

	...do you have a voice in decisions that affect departmental directions?						...do you have a voice in resource allocation?				...do meetings allow all participants to share their views?			
	2012			2016			2012		2016		2012		2016	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total	1031	3.71	(1.09)	1259	3.73	(1.08)	3.13	(1.19)	3.15	(1.16)	4.19	(0.90)	4.15	(0.94)
Women	372	3.53	(1.11) *	463	3.60	(1.11) *	2.88	(1.21) *	2.95	(1.17) *	4.09	(0.91) *	3.95	(1.01) * ↓
Men	659	3.82	(1.07)	796	3.80	(1.05)	3.28	(1.16)	3.26	(1.13)	4.25	(0.88)	4.27	(0.87)
Faculty of Color	130	3.36	(1.06) *	205	3.49	(1.04) *	2.76	(1.19) *	2.87	(1.12) *	3.99	(0.95) *	3.94	(0.96) *
Majority Faculty	900	3.76	(1.09)	1054	3.78	(1.08)	3.19	(1.19)	3.20	(1.15)	4.22	(0.89)	4.19	(0.93)
Not US Citizen	112	3.38	(1.15) *	130	3.48	(1.10) *	2.95	(1.14)	3.02	(1.12)	4.23	(0.86)	4.30	(0.86)
US Citizen	920	3.75	(1.08)	1130	3.76	(1.07)	3.15	(1.20)	3.16	(1.16)	4.19	(0.90)	4.14	(0.94)
LGBT	30	3.69	(0.89)	54	3.67	(1.23)	2.93	(1.03)	3.13	(1.40)	4.00	(0.76)	3.98	(1.00)
Not LGBT	968	3.72	(1.09)	1205	3.73	(1.07)	3.15	(1.19)	3.15	(1.14)	4.20	(0.90)	4.16	(0.93)
Faculty with Disability	85	3.53	(1.15)	152	3.71	(1.14)	2.93	(1.32)	3.02	(1.24)	3.98	(1.09) *	4.07	(1.00)
Faculty without Disability	938	3.72	(1.08)	1090	3.74	(1.07)	3.15	(1.18)	3.16	(1.15)	4.22	(0.87)	4.17	(0.93)
Biological Science	385	3.52	(1.21) *	495	3.64	(1.13) *	3.03	(1.25) *	3.10	(1.19)	4.11	(0.97) *	4.17	(0.93)
Physical Science	205	3.81	(0.88)	250	3.80	(0.96)	3.17	(1.03)	3.25	(1.07)	4.31	(0.72) *	4.28	(0.87) *
Social Science	261	3.92	(0.98) *	322	3.80	(1.04)	3.27	(1.19) *	3.18	(1.10)	4.25	(0.85)	4.05	(1.01) * ↓
Arts & Humanities	176	3.74	(1.11)	187	3.74	(1.14)	3.13	(1.22)	3.10	(1.25)	4.16	(0.95)	4.13	(0.92)
Science Department	571	3.61	(1.11) *	728	3.69	(1.08)	3.06	(1.18) *	3.14	(1.15)	4.18	(0.90)	4.20	(0.91) *
Non-Science Department	454	3.86	(1.03)	527	3.79	(1.07)	3.24	(1.20)	3.16	(1.16)	4.21	(0.88)	4.09	(0.97) ↓
Untenured	216	3.16	(1.10) *	277	3.26	(1.06) *	2.61	(1.07) *	2.72	(1.03) *	4.09	(0.95) *	4.10	(0.94)
Tenured	818	3.86	(1.04)	982	3.86	(1.04)	3.27	(1.19)	3.26	(1.16)	4.22	(0.88)	4.17	(0.94)
Non-Mainstream Research				707	3.61	(1.12) *			3.01	(1.14) *			4.06	(0.97) *
Mainstream Research				513	3.89	(1.00)			3.32	(1.14)			4.28	(0.87)
Multiple Appointments	55	3.84	(1.01)	48	3.92	(1.11)	3.20	(1.24)	3.42	(1.05)	4.33	(0.77)	4.15	(0.97)
Single Appointment	964	3.72	(1.09)	1211	3.72	(1.08)	3.14	(1.19)	3.14	(1.16)	4.20	(0.89)	4.15	(0.94)
Department Chair	64	4.70	(0.61) *	71	4.81	(0.46) *	4.48	(0.91) *	4.67	(0.76) *	4.60	(0.66) *	4.55	(0.63) *
Not Chair	966	3.65	(1.08)	1189	3.67	(1.07)	3.04	(1.16)	3.06	(1.11)	4.17	(0.90)	4.13	(0.95)

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Never" (1), "Rarely" (2), "Sometimes" (3), "Often" (4), and "Almost always" (5). Respondents could also choose "NA."

Table DC11a. Departmental Decision-Making, Tenure-Track Faculty Only

Thinking about your participation in the decision-making process in your department, how often....

	...do committee assignments rotate fairly?						...does your department chair involve you in decision-making?			
	2012			2016			2012		2016	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total	1031	3.69	(1.05)	1212	3.65	(1.04)	3.43	(1.13)	3.51	(1.11)
Women	372	3.49	(1.11) *	445	3.42	(1.07) *	3.22	(1.16) *	3.35	(1.15) *
Men	659	3.81	(1.00)	766	3.79	(1.00)	3.55	(1.09)	3.60	(1.07)
Faculty of Color	130	3.56	(1.13)	199	3.51	(1.00) *	3.20	(1.06) *	3.35	(1.09) *
Majority Faculty	900	3.71	(1.04)	1013	3.68	(1.05)	3.47	(1.13)	3.54	(1.11)
Not US Citizen	112	3.75	(1.02)	127	3.67	(1.07)	3.29	(1.11)	3.52	(1.08)
US Citizen	920	3.69	(1.05)	1085	3.65	(1.04)	3.45	(1.13)	3.51	(1.11)
LGBT	30	3.48	(0.94)	53	3.57	(1.03)	3.37	(0.93)	3.50	(1.29)
Not LGBT	968	3.70	(1.05)	1164	3.66	(1.04)	3.44	(1.13)	3.51	(1.10)
Faculty with Disability	85	3.47	(1.19)	146	3.52	(1.19)	3.04	(1.25) *	3.38	(1.20) ↑
Faculty without Disability	938	3.71	(1.04)	1049	3.67	(1.02)	3.47	(1.11)	3.52	(1.10)
Biological Science	385	3.61	(1.12) *	476	3.68	(1.04)	3.23	(1.22) *	3.40	(1.19) * ↑
Physical Science	205	3.77	(0.91)	244	3.72	(0.98)	3.58	(0.90) *	3.58	(1.03)
Social Science	261	3.82	(0.95) *	311	3.71	(1.03)	3.67	(1.02) *	3.61	(1.02)
Arts & Humanities	176	3.60	(1.13)	183	3.43	(1.12) *	3.39	(1.20)	3.56	(1.12)
Science Department	571	3.65	(1.06)	699	3.69	(1.02)	3.34	(1.14) *	3.45	(1.14) *
Non-Science Department	454	3.75	(1.03)	511	3.61	(1.07) ↓	3.57	(1.09)	3.59	(1.06)
Untenured	216	3.72	(1.02)	271	3.78	(0.96) *	3.16	(1.04) *	3.25	(1.08) *
Tenured	818	3.69	(1.06)	959	3.62	(1.06)	3.51	(1.14)	3.58	(1.11)
Non-Mainstream Research				686	3.59	(1.03) *			3.41	(1.14) *
Mainstream Research				491	3.75	(1.05)			3.65	(1.05)
Multiple Appointments	55	3.85	(1.03)	48	3.77	(1.13)	3.38	(1.06)	3.65	(1.20)
Single Appointment	964	3.69	(1.04)	1166	3.65	(1.04)	3.45	(1.12)	3.50	(1.11)
Department Chair	64	4.10	(0.90) *	71	3.93	(0.87) *	4.16	(0.99) *	4.53	(0.73) *
Not Chair	966	3.67	(1.05)	1174	3.64	(1.05)	3.42	(1.12)	3.48	(1.10)

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Never" (1), "Rarely" (2), "Sometimes" (3), "Often" (4), and "Almost always" (5). Respondents could also choose "NA."

Table DC12a. Climate in Department, Tenure-Track Faculty Only

In my department...																			
	...the overall climate is...						...the climate for women is...				...the climate for faculty of color is....				...the climate for gay, lesbian, bisexual, and/or transgender (GLBT) faculty is....				
	2012				2016			2012		2016		2012		2016		2012		2016	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	
Total	1037	3.95	(0.97)	1263	3.93	(0.95)	4.05	(0.88)	4.01	(0.88)	3.87	(0.95)	3.79	(0.99)			4.12	(0.83)	
Women	373	3.78	(1.04) *	462	3.77	(1.03) *	3.88	(1.00) *	3.82	(0.99) *	3.59	(1.03) *	3.46	(1.08) *			3.98	(0.95) *	
Men	664	4.05	(0.93)	800	4.02	(0.89)	4.15	(0.77)	4.13	(0.78)	4.01	(0.87)	3.97	(0.88)			4.20	(0.74)	
Faculty of Color	130	3.68	(1.04) *	205	3.78	(0.99) *	3.92	(0.89)	3.95	(0.95)	3.48	(1.05) *	3.56	(1.09) *			4.07	(0.81)	
Majority Faculty	907	3.99	(0.96)	1058	3.96	(0.94)	4.06	(0.88)	4.02	(0.87)	3.96	(0.90)	3.86	(0.94)			4.13	(0.83)	
Not US Citizen	110	3.97	(0.85)	130	4.08	(0.82) *	4.08	(0.78)	4.13	(0.75)	4.09	(0.91) *	3.95	(0.83)			4.24	(0.76)	
US Citizen	927	3.95	(0.99)	1133	3.91	(0.96)	4.04	(0.89)	3.99	(0.89)	3.85	(0.95)	3.77	(1.00)			4.11	(0.83)	
LGBT	30	3.63	(0.81) *	55	4.05	(0.97)	3.89	(0.80)	4.18	(0.77)	3.35	(0.75) *	3.72	(1.19)			3.96	(1.03)	
Not LGBT	974	3.97	(0.97)	1208	3.92	(0.95)	4.05	(0.88)	4.00	(0.89)	3.90	(0.94)	3.79	(0.98)			4.13	(0.81)	
Faculty with Disability	83	3.64	(1.26) *	152	3.73	(1.11) *	3.78	(1.07) *	3.92	(1.00)	3.67	(1.04)	3.69	(1.13)			4.09	(0.88)	
Faculty without Disability	945	3.98	(0.94)	1094	3.96	(0.92)	4.07	(0.85)	4.03	(0.86)	3.89	(0.93)	3.81	(0.96)			4.14	(0.81)	
Biological Science	387	4.00	(0.99)	496	4.00	(0.89) *	4.07	(0.96)	4.11	(0.81) *	4.02	(0.91) *	4.05	(0.80) *			4.26	(0.69) *	
Physical Science	205	4.05	(0.82)	251	4.07	(0.84) *	4.02	(0.73)	3.94	(0.81)	4.00	(0.83)	3.78	(1.04)			3.95	(0.80) *	
Social Science	264	3.97	(0.99)	323	3.81	(1.06) *	4.08	(0.85)	3.94	(1.01)	3.75	(0.99) *	3.49	(1.13) * ↓			3.98	(0.99) *	
Arts & Humanities	176	3.73	(1.03) *	187	3.74	(1.02) *	3.96	(0.87)	3.94	(0.89)	3.69	(0.97) *	3.73	(0.89)			4.19	(0.74)	
Science Department	575	4.01	(0.94) *	729	4.02	(0.87) *	4.04	(0.90)	4.05	(0.81)	4.01	(0.89) *	3.98	(0.88) *			4.18	(0.74)	
Non-Science Department	457	3.89	(1.00)	528	3.80	(1.04)	4.05	(0.85)	3.95	(0.97)	3.73	(0.98)	3.58	(1.06) ↓			4.07	(0.90)	
Untenured	217	4.03	(0.94)	276	4.02	(0.94)	4.01	(0.92)	3.99	(0.83)	3.82	(1.04)	3.68	(0.96)			4.03	(0.91)	
Tenured	820	3.93	(0.98)	987	3.90	(0.95)	4.06	(0.87)	4.01	(0.90)	3.89	(0.92)	3.82	(0.99)			4.14	(0.80)	
Non-Mainstream Research				710	3.79	(0.99) *			3.89	(0.88) *			3.61	(1.06) *			3.98	(0.87) *	
Mainstream Research				514	4.11	(0.87)			4.18	(0.86)			4.04	(0.82)			4.30	(0.74)	
Multiple Appointments	54	4.07	(0.84)	48	4.02	(1.10)	4.29	(0.70) *	4.00	(0.98)	4.06	(0.84)	3.62	(1.21)			4.13	(1.08)	
Single Appointment	972	3.95	(0.97)	1215	3.92	(0.94)	4.03	(0.89)	4.01	(0.88)	3.86	(0.95)	3.79	(0.98)			4.12	(0.82)	
Department Chair	65	4.28	(0.82) *	75	4.25	(0.72) *	4.22	(0.90)	4.25	(0.62) *	3.98	(0.83)	4.18	(0.60) *			4.34	(0.65) *	
Not Chair	972	3.93	(0.98)	1188	3.91	(0.96)	4.03	(0.88)	3.99	(0.90)	3.86	(0.95)	3.76	(1.00)			4.11	(0.84)	

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Very negative" (1), "Negative" (2), "Mediocre" (3), "Positive" (4), and "Very positive" (5). Respondents could also choose "Don't know."

Table M1a. Enthusiasm for Working at UW-Madison, Tenured and Tenure-Track Faculty

In the calendar year 2015, to what extent has each recent or potential change listed below decreased or increased your enthusiasm for working at UW-Madison?

		New faculty tenure policies			Budget cuts		New classroom technology		Department or unit restructuring		Potential for increased summer teaching	
		2016					2016		2016		2016	
	N	Mean	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total	1260	1.94	(0.79)		1.48	(0.63)	3.28	(0.69)	2.65	(0.91)	2.86	(0.76)
Women	461	1.88	(0.81)	*	1.43	(0.60)	3.23	(0.68)	2.50	(0.96)	2.79	(0.79)
Men	798	1.98	(0.78)		1.52	(0.65)	3.31	(0.70)	2.73	(0.86)	2.91	(0.73)
Faculty of Color	201	1.93	(0.83)		1.43	(0.62)	3.34	(0.68)	2.59	(0.88)	2.84	(0.76)
Majority Faculty	1059	1.94	(0.79)		1.49	(0.64)	3.27	(0.69)	2.66	(0.92)	2.87	(0.75)
Not US Citizen	131	2.15	(0.77)	*	1.55	(0.67)	3.19	(0.64)	2.74	(0.83)	2.72	(0.72)
US Citizen	1129	1.92	(0.79)		1.47	(0.63)	3.29	(0.69)	2.64	(0.92)	2.88	(0.76)
LGBT	55	1.72	(0.76)	*	1.51	(0.63)	3.26	(0.64)	2.41	(1.14)	3.05	(0.52)
Not LGBT	1205	1.95	(0.79)		1.48	(0.63)	3.28	(0.69)	2.66	(0.89)	2.85	(0.76)
Faculty with Disability	152	1.67	(0.77)	*	1.39	(0.64)	3.21	(0.80)	2.47	(0.98)	2.84	(0.76)
Faculty without Disability	1090	1.98	(0.79)		1.49	(0.63)	3.29	(0.67)	2.68	(0.90)	2.87	(0.75)
Biological Science	497	2.05	(0.80)	*	1.56	(0.66)	3.35	(0.65)	2.81	(0.85)	2.75	(0.77)
Physical Science	250	2.08	(0.76)	*	1.47	(0.61)	3.25	(0.72)	2.70	(0.79)	2.85	(0.69)
Social Science	323	1.82	(0.77)	*	1.46	(0.61)	3.27	(0.69)	2.63	(0.90)	2.93	(0.77)
Arts & Humanities	184	1.67	(0.79)	*	1.33	(0.59)	3.15	(0.74)	2.34	(1.03)	2.95	(0.77)
Science Department	729	2.06	(0.78)	*	1.53	(0.65)	3.32	(0.68)	2.78	(0.84)	2.77	(0.72)
Non-Science Department	525	1.77	(0.78)		1.41	(0.61)	3.23	(0.71)	2.49	(0.97)	2.95	(0.78)
Untenured	276	1.97	(0.79)		1.58	(0.65)	3.26	(0.60)	2.71	(0.85)	2.83	(0.77)
Tenured	984	1.93	(0.80)		1.46	(0.63)	3.28	(0.71)	2.63	(0.92)	2.87	(0.75)
Non-Mainstream Research	706	1.90	(0.79)	*	1.47	(0.63)	3.25	(0.70)	2.65	(0.90)	2.84	(0.75)
Mainstream Research	513	2.00	(0.80)		1.51	(0.63)	3.33	(0.67)	2.67	(0.90)	2.89	(0.77)
Multiple Appointments	49	2.00	(0.79)		1.43	(0.65)	3.24	(0.77)	2.74	(0.90)	2.66	(0.76)
Single Appointment	1211	1.94	(0.79)		1.48	(0.63)	3.28	(0.69)	2.64	(0.91)	2.87	(0.75)
Department Chair	76	2.18	(0.77)	*	1.59	(0.68)	3.38	(0.65)	3.22	(1.06)	3.25	(0.66)
Not Chair	1184	1.93	(0.79)		1.48	(0.63)	3.27	(0.69)	2.61	(0.89)	2.84	(0.75)

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

Response choices included "Decreased my enthusiasm a great deal" (1), "Decreased my enthusiasm somewhat" (2), "Neither increased nor decreased my enthusiasm" (3), "Increased my enthusiasm somewhat" (4), and "Increased my enthusiasm a great deal" (5). Respondents could also choose "NA."

Table M2a. Enthusiasm for Working at UW-Madison, Tenured and Tenure-Track Faculty

In the calendar year 2015, to what extent has each recent or potential change listed below decreased or increased your enthusiasm for working at UW-Madison?

		New shared governance policies			New post-tenure review process		Human resources redesign		Creation of the OVCRGE		Merger of UW Medical Foundation and UW Hospital and Clinics	
		2016			2016		2016		2016		2016	
	N	Mean	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total	1172	2.41	(0.84)		2.59	(0.86)	2.85	(0.73)	3.11	(0.78)	3.07	(0.64)
Women	425	2.35	(0.89)		2.50	(0.89) *	2.85	(0.70)	3.13	(0.72)	3.09	(0.58)
Men	749	2.44	(0.81)		2.64	(0.83)	2.86	(0.74)	3.10	(0.81)	3.06	(0.68)
Faculty of Color	187	2.53	(0.86)	*	2.60	(0.86)	2.88	(0.66)	3.25	(0.80)	3.11	(0.59)
Majority Faculty	985	2.38	(0.83)		2.59	(0.85)	2.85	(0.74)	3.08	(0.78)	3.06	(0.65)
Not US Citizen	121	2.58	(0.76)	*	2.69	(0.68)	2.84	(0.59)	2.96	(0.61)	2.99	(0.47)
US Citizen	1059	2.39	(0.84)		2.58	(0.87)	2.86	(0.74)	3.13	(0.80)	3.08	(0.66)
LGBT	54	2.34	(0.82)		2.24	(0.89) *	2.84	(0.79)	3.24	(0.61)	2.97	(0.50)
Not LGBT	1121	2.41	(0.84)		2.61	(0.85)	2.85	(0.72)	3.10	(0.79)	3.07	(0.65)
Faculty with Disability	144	2.11	(0.88)	*	2.31	(0.96) *	2.67	(0.79) *	2.91	(0.81) *	2.97	(0.73)
Faculty without Disability	1016	2.45	(0.82)		2.63	(0.83)	2.88	(0.71)	3.14	(0.77)	3.08	(0.63)
Biological Science	473	2.52	(0.81)	*	2.75	(0.79) *	2.87	(0.71)	3.23	(0.87) *	3.14	(0.85) *
Physical Science	234	2.48	(0.81)		2.67	(0.69)	2.85	(0.78)	3.04	(0.79)	2.99	(0.28) *
Social Science	298	2.28	(0.84)	*	2.45	(0.97) *	2.92	(0.68)	3.05	(0.65)	2.99	(0.26) *
Arts & Humanities	170	2.23	(0.88)	*	2.29	(0.92) *	2.70	(0.76) *	2.96	(0.65) *	3.00	(0.29)
Science Department	687	2.51	(0.81)	*	2.72	(0.76) *	2.86	(0.74)	3.17	(0.86) *	3.11	(0.76) *
Non-Science Department	486	2.26	(0.85)		2.41	(0.95)	2.85	(0.71)	3.02	(0.65)	3.00	(0.27)
Untenured	249	2.43	(0.79)		2.59	(0.84)	2.92	(0.50) *	3.22	(0.62) *	2.98	(0.48) *
Tenured	932	2.40	(0.85)		2.59	(0.86)	2.84	(0.77)	3.08	(0.82)	3.09	(0.68)
Non-Mainstream Research	659	2.40	(0.83)		2.57	(0.86)	2.85	(0.74)	3.09	(0.76)	3.06	(0.61)
Mainstream Research	482	2.43	(0.84)		2.63	(0.83)	2.87	(0.69)	3.16	(0.80)	3.08	(0.70)
Multiple Appointments	47	2.30	(0.85)		2.66	(0.76)	2.76	(0.91)	3.04	(1.02)	3.14	(0.54)
Single Appointment	1125	2.41	(0.83)		2.59	(0.86)	2.86	(0.72)	3.11	(0.77)	3.06	(0.65)
Department Chair	74	2.47	(0.68)		2.75	(0.78)	3.11	(0.83) *	3.04	(0.93)	3.43	(0.74) *
Not Chair	1100	2.40	(0.84)		2.58	(0.86)	2.84	(0.72)	3.11	(0.77)	3.04	(0.63)

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

Response choices included "Decreased my enthusiasm a great deal" (1), "Decreased my enthusiasm somewhat" (2), "Neither increased nor decreased my enthusiasm" (3), "Increased my enthusiasm somewhat" (4), and "Increased my enthusiasm a great deal" (5). Respondents could also choose "NA."

Table M3a. Enthusiasm for Working at UW-Madison, Tenured and Tenure-Track Faculty

In the calendar year 2015, to what extent has each recent or potential change listed below decreased or increased your enthusiasm for working at UW-Madison?

		Major endowments to the university			Retention of valued colleagues		Hiring of new colleagues		New or refurbished buildings		Other change	
		2016					2016		2016		2016	
	N	Mean	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total	1153	3.75	(0.73)		3.71	(0.97)	3.85	(1.01)	3.57	(0.88)	1.73	(1.20)
Women	416	3.72	(0.78)		3.65	(1.06)	3.81	(1.10)	3.50	(0.91)	1.55	(1.10)
Men	736	3.77	(0.71)		3.75	(0.92)	3.87	(0.96)	3.61	(0.87)	1.82	(1.25)
Faculty of Color	184	3.69	(0.76)		3.61	(1.02)	3.75	(0.95)	3.79	(0.84)	2.11	(1.42)
Majority Faculty	969	3.76	(0.73)		3.73	(0.96)	3.87	(1.02)	3.53	(0.89)	1.66	(1.15)
Not US Citizen	118	3.70	(0.75)		3.72	(0.96)	3.84	(1.02)	3.46	(0.94)	1.81	(1.17)
US Citizen	1035	3.76	(0.73)		3.71	(0.98)	3.85	(1.01)	3.59	(0.88)	1.72	(1.21)
LGBT	49	3.76	(0.75)		3.49	(0.97)	3.62	(0.98)	3.57	(0.94)	1.88	(1.46)
Not LGBT	1104	3.75	(0.73)		3.72	(0.97)	3.86	(1.01)	3.57	(0.88)	1.72	(1.19)
Faculty with Disability	136	3.77	(0.81)		3.55	(1.12)	3.62	(1.15)	3.42	(0.97)	1.38	(0.94)
Faculty without Disability	1007	3.75	(0.72)		3.73	(0.95)	3.89	(0.99)	3.59	(0.87)	1.76	(1.21)
Biological Science	458	3.74	(0.72)		3.78	(0.98)	3.96	(0.89)	3.73	(0.84)	1.85	(1.25)
Physical Science	242	3.83	(0.69)		3.72	(0.85)	4.00	(0.88)	3.57	(0.89)	1.89	(1.29)
Social Science	296	3.74	(0.77)		3.69	(0.99)	3.76	(1.03)	3.49	(0.85)	1.62	(1.24)
Arts & Humanities	152	3.68	(0.74)		3.51	(1.10)	3.50	(1.33)	3.21	(0.97)	1.35	(0.75)
Science Department	684	3.77	(0.72)		3.75	(0.94)	3.97	(0.89)	3.68	(0.86)	1.88	(1.26)
Non-Science Department	464	3.72	(0.76)		3.64	(1.02)	3.68	(1.15)	3.39	(0.90)	1.51	(1.08)
Untenured	249	3.67	(0.65)	*	3.76	(0.89)	3.92	(0.90)	3.65	(0.81)	1.76	(1.23)
Tenured	904	3.78	(0.75)		3.70	(1.00)	3.84	(1.03)	3.55	(0.90)	1.72	(1.20)
Non-Mainstream Research	652	3.71	(0.75)	*	3.63	(1.00)	3.77	(1.06)	3.53	(0.85)	1.87	(1.31)
Mainstream Research	472	3.82	(0.71)		3.83	(0.91)	3.96	(0.94)	3.64	(0.93)	1.49	(1.01)
Multiple Appointments	45	3.96	(0.67)		3.89	(0.88)	3.95	(0.67)	3.78	(0.68)	1.89	(1.36)
Single Appointment	1108	3.74	(0.73)		3.70	(0.98)	3.85	(1.02)	3.56	(0.89)	1.72	(1.20)
Department Chair	72	3.88	(0.77)		3.92	(0.84)	4.19	(0.81)	3.57	(1.04)	2.33	(1.63)
Not Chair	1081	3.74	(0.73)		3.70	(0.98)	3.83	(1.01)	3.57	(0.88)	1.71	(1.19)

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

Response choices included "Decreased my enthusiasm a great deal" (1), "Decreased my enthusiasm somewhat" (2), "Neither increased nor decreased my enthusiasm" (3), "Increased my enthusiasm somewhat" (4), and "Increased my enthusiasm a great deal" (5). Respondents could also choose "NA."

Table M4a. Other Changes Affecting Enthusiasm for Working at UW-Madison, Tenured and Tenure-Track Faculty (Full Codebook)

Administrative Burden		University Leadership/Administration	
Other change	N	Other change	N
Administrative tasks	14	Vision	4
Technology	5	Leadership	16
Overhead	1	Restructuring	10
Travel policy	5	Bureaucracy	7
Compliance	3	Leadership change	4
Website	1	Clarity and transparency	2
		Innovation	2
		Shared governance	
UW Partnership/Opportunities		Campus Climate	
Other change	N	Other change	N
America Center		Bias/hate	1
Extension	2	Climate	5
Partnerships	2	Feeling heard	1
WARF	2	Student attitudes	2
UW 2020	2	Diversity	5
		Inequality (gender, race)	2
		Hostility	
Financial/Budget		Benefits and Compensation	
Other change	N	Other change	N
Budget cuts	22	Work-life balance	
Hiring freeze	16	Salary	11
Corporatization		Cost/quality of benefits	10
		Transportation	
		Healthcare	2
		Childcare	1
Staffing/Workload		Department/Research Issues	
Other change	N	Other change	N
Overworked	6	Research focus	4
Class size	1	Clinical education/curriculum	
Loss of faculty, staff	32	Department leadership	6
Resource access			
Funding			
Support availability			
Understaffed	3		
Teaching burden	1		
Career Growth		Credibility issues (i.e., lack of peer review)	
Other change	N	Clinical/medical focus (i.e., research vs. patient)	
Retention	8		
Career opportunities			
Entrepreneurship opportunities	1		
Tenure	99		
Merit recognition	3		
Miscellaneous		External Climate	
Other change	N	Other change	N
Morgridge match	1	Community relationship	1
Hiring issues (other)	1	Political climate	10
Infrastructure promises		Relationship with state government	41
Physical infrastructure	8	Act 10	1
Status quo		Non-competitive	1
		Perceived quality decrease	4
		Not-Applicable	
		Other change	N
		N/A	1

Table SH1a. Experience of Sexual Harassment, Tenure-Track Faculty Only

	Experience Any Harassment						Number of Incidents**			
	2010			2016			2010		2016	
	N	Mean	(S.D.)	N	Mean	(S.D.)	Mean	(S.D.)	Mean	(S.D.)
Total	1131	5.92%	(23.62)	1265	4.74%	(21.26)	2.13	(1.54)	2.29	(1.89)
Women	381	13.91%	(34.65) *	464	9.05%	(28.72) * ↓	2.12	(1.48)	2.30	(1.98)
Men	749	1.87%	(13.55)	800	2.25%	(14.84)	2.14	(1.81)	2.28	(1.72)
Faculty of Color	138	5.07%	(22.02)	203	4.43%	(20.63)	3.14	(2.44)	2.78	(2.24)
Majority Faculty	992	6.05%	(23.85)	1062	4.80%	(21.39)	2.01	(1.38)	2.21	(1.84)
Not US Citizen	115	6.09%	(24.01)	130	4.62%	(21.06)	2.43	(2.46)	1.92	(1.02)
US Citizen	1015	5.91%	(23.60)	1135	4.76%	(21.30)	2.09	(1.42)	2.33	(1.97)
LGBT	26	7.69%	(27.17)	55	9.09%	(29.01)	1.50	(0.00) *	1.50	(0.00) *
Not LGBT	1071	5.88%	(23.54)	1210	4.55%	(20.84)	2.17	(1.58)	2.36	(1.96)
Faculty with Disability				153	7.19%	(0.26)			2.32	(2.03)
Faculty without Disability				1094	4.39%	(0.20)			2.30	(1.90)
Biological Science	426	4.93%	(21.67)	497	5.63%	(0.23)	2.29	(1.65)	2.32	(1.83)
Physical Science	238	3.78%	(19.12)	252	3.97%	(0.20)	2.50	(2.22)	2.40	(2.12)
Social Science	286	6.64%	(24.95)	323	3.72%	(0.19)	2.24	(1.68)	2.04	(1.88)
Arts & Humanities	172	10.47%	(30.70) *	187	4.81%	(0.21) ↓	1.64	(0.59) *	2.50	(2.22)
Science Department	645	4.50%	(20.74) *	731	4.92%	(0.22)	2.29	(1.81)	2.39	(1.92)
Non-Science Department	477	7.97%	(27.11)	528	4.36%	(0.20) ↓	2.00	(1.32)	2.17	(1.91)
Untenured	227	4.85%	(21.52)	277	5.05%	(0.22)	2.32	(2.03)	2.61	(2.38)
Tenured	904	6.19%	(24.12)	988	4.66%	(0.21)	2.09	(1.45)	2.20	(1.74)
Non-Mainstream Research	673	6.54%	(24.74)	709	5.22%	(0.22)	1.88	(1.19)	2.12	(1.63)
Mainstream Research	410	5.12%	(22.07)	516	3.88%	(0.19)	2.40	(1.68)	2.73	(2.40)
Multiple Appointments	188	9.57%	(29.50)	48	6.25%	(0.24)	2.42	(1.75)	4.50	(3.28) *
Single Appointment	931	5.26%	(22.34)	1217	4.68%	(0.21)	2.02	(1.46)	2.18	(1.76)
Department Chair	80	7.50%	(26.51)	75	1.33%	(0.12) *	1.50	(0.00)	***	***
Not Chair	1053	5.79%	(23.37)	1190	4.96%	(0.22)	2.19	(1.60)	2.31	(1.91)

* T-test between groups significant at $p < .05$.

** Calculated for persons experiencing at least one incident only.

*** Too few to calculate.

Table SH2a. UW-Madison's Response to Sexual Harassment, Tenure-Track Faculty Only**

Thinking about sexual harassment at UW-Madison...

	How seriously is sexual harassment treated on campus?							How common is sexual harassment on campus?				
	2010			2016				2010		2016		
	N	Mean	Std. Dev.	N	Mean	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.	
Total	1044	3.99	(0.83)	947	3.82	(0.87)	↓	2.54	(0.84)	3.03	(0.87)	↑
Women	348	3.75	(0.91) *	331	3.57	(0.93) *	↓	2.86	(0.84) *	3.29	(0.90) *	↑
Men	695	4.10	(0.77)	615	3.95	(0.80)	↓	2.40	(0.79)	3.87	(0.82)	↑
Faculty of Color	129	3.87	(0.99)	140	3.65	(1.11) *		2.68	(1.02)	3.22	(1.11)	↑
Majority Faculty	914	4.01	(0.80)	807	3.85	(0.82)	↓	2.52	(0.80)	3.00	(0.82)	↑
Not US Citizen	94	4.12	(0.74)	83	3.99	(0.80)		2.73	(0.94)	3.27	(0.77) *	↑
US Citizen	949	3.98	(0.83)	864	3.80	(0.87)	↓	2.52	(0.82)	3.01	(0.88)	↑
LGBT	24	3.71	(0.77)	39	3.62	(1.09)		2.73	(0.79)	3.07	(0.92)	
Not LGBT	992	4.00	(0.81)	908	3.83	(0.86)	↓	2.54	(0.83)	3.03	(0.87)	↑
Faculty with Disability				118	3.70	(0.84)				3.10	(0.95)	
Faculty without Disability				818	3.84	(0.86)				3.02	(0.86)	
Biological Science	406	4.07	(0.82) *	385	3.95	(0.83) *	↓	2.49	(0.88)	2.96	(0.90)	↑
Physical Science	207	3.97	(0.72)	174	3.92	(0.86)		2.46	(0.70)	3.01	(0.83)	↑
Social Science	262	3.95	(0.92)	248	3.66	(0.89) *	↓	2.50	(0.84)	3.10	(0.90)	↑
Arts & Humanities	161	3.85	(0.82) *	135	3.64	(0.83) *	↓	2.81	(0.80) *	3.18	(0.74)	↑
Science Department	595	4.04	(0.77) *	546	3.95	(0.85) *		2.48	(0.83)	2.98	(0.88)	↑
Non-Science Department	441	3.92	(0.90)	396	3.66	(0.86)	↓	2.62	(0.84)	3.12	(0.85)	↑
Untenured	182	4.05	(0.88)	176	3.87	(0.82)		2.41	(0.93)	3.19	(0.91) *	↑
Tenured	862	3.98	(0.82)	771	3.81	(0.88)	↓	2.56	(0.82)	3.00	(0.86)	↑
Non-Mainstream Research	621	3.93	(0.84) *	525	3.74	(0.88) *	↓	2.58	(0.82)	3.06	(0.89)	↑
Mainstream Research	385	4.10	(0.80)	395	3.92	(0.85)	↓	2.49	(0.87)	2.98	(0.86)	↑
Multiple Appointments	176	3.97	(0.79)	39	3.90	(0.79)		2.66	(0.71)	3.27	(0.78)	↑
Single Appointment	857	3.99	(0.84)	908	3.82	(0.87)	↓	2.51	(0.86)	3.02	(0.88)	↑
Department Chair	72	4.00	(1.06)	64	4.02	(0.68) *		2.48	(0.62)	2.88	(0.76)	↑
Not Chair	758	3.99	(0.80)	883	3.81	(0.88)	↓	2.55	(0.86)	3.05	(0.88)	↑

* Significant difference at $p < .05$.

** Large numbers of respondents selected "Don't Know"; these responses were coded as missing data and only scaled answers are reported.

Table SH3a. UW-Madison's Response to Sexual Harassment, Tenure-Track Faculty Only**

Thinking about sexual harassment at UW-Madison...

	How well do you know the steps to take if a person comes to you with a problem with sexual harassment?						How effective is the process for resolving complaints about sexual harassment at UW-Madison?					
	2010			2016			2010		2016			
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.		
Total	1044	3.25	(1.06)	1191	3.18	(0.98)	3.43	(0.94)	3.16	(0.92)	↓	
Women	348	3.22	(1.11)	422	3.04	(1.05)	3.11	(1.05)	2.89	(0.92)	*	
Men	695	3.26	(1.03)	768	3.26	(0.93)	3.58	(0.83)	3.30	(0.88)	↓	
Faculty of Color	129	3.23	(1.07)	186	3.11	(0.98)	3.24	(1.10)	3.15	(1.01)		
Majority Faculty	914	3.25	(1.06)	1005	3.20	(0.98)	3.45	(0.91)	3.17	(0.90)	↓	
Not US Citizen	94	3.05	(1.08)	118	2.97	(0.94)	3.80	(0.71)	3.34	(0.80)	↓	
US Citizen	949	3.27	(1.05)	1073	3.21	(0.99)	3.40	(0.94)	3.14	(0.93)	↓	
LGBT	24	3.17	(0.96)	51	3.12	(1.01)	2.67	(0.82)	3.35	(1.06)		
Not LGBT	992	3.24	(1.06)	1140	3.19	(0.98)	3.44	(0.94)	3.15	(0.91)	↓	
Faculty with Disability				147	3.44	(0.98)			3.12	(0.89)		
Faculty without Disability				1031	3.15	(0.98)			3.18	(0.92)		
Biological Science	406	3.36	(0.99)	474	3.26	(0.99)	3.49	(0.90)	3.27	(0.94)	↓	
Physical Science	207	2.97	(1.04)	234	3.04	(0.92)	3.49	(0.82)	3.29	(0.82)		
Social Science	262	3.24	(1.16)	304	3.13	(1.02)	3.38	(1.07)	3.06	(0.88)	↓	
Arts & Humanities	161	3.32	(1.03)	173	3.28	(0.95)	3.29	(0.94)	2.92	(0.94)	* ↓	
Science Department	595	3.24	(1.03)	691	3.19	(0.98)	3.50	(0.87)	3.29	(0.90)	* ↓	
Non-Science Department	441	3.26	(1.02)	494	3.18	(1.00)	3.33	(1.01)	3.00	(0.91)	↓	
Untenured	182	2.69	(1.04)	258	2.70	(1.00)	3.33	(0.92)	3.04	(0.96)		
Tenured	862	3.37	(1.03)	933	3.32	(0.94)	3.44	(0.94)	3.18	(0.91)	↓	
Non-Mainstream Research	621	3.19	(1.02)	668	3.16	(0.97)	3.27	(0.92)	2.98	(0.90)	* ↓	
Mainstream Research	385	3.35	(1.10)	485	3.20	(1.00)	3.67	(0.91)	3.38	(0.90)	↓	
Multiple Appointments	176	3.48	(1.03)	47	3.21	(0.88)	3.35	(0.92)	3.04	(0.88)		
Single Appointment	857	3.20	(1.06)	1144	3.18	(0.99)	3.45	(0.94)	3.17	(0.92)	↓	
Department Chair	79	3.80	(0.90)	75	3.67	(0.81)	3.51	(0.87)	3.26	(0.81)		
Not Chair	966	3.21	(1.06)	1116	3.15	(0.99)	3.42	(0.95)	3.16	(0.92)	↓	

* Significant difference at $p < .05$.

** Large numbers of respondents selected "Don't Know"; these responses were coded as missing data and only scaled answers are reported.

Table SH4a. UW-Madison's Response to Sexual Harassment, Tenure-Track Faculty Only

Thinking about sexual harassment at UW-Madison...

	Don't know how seriously sexual harassment is treated on campus							Don't know how common sexual harassment is on campus						
	2010				2016				2010			2016		
	N	%	Std. Dev.		N	%	Std. Dev.		%	Std. Dev.		%	Std. Dev.	
Total	1164	28.78%	(45.29)		1265	25.14%	(43.40)	↓	60.62%	(48.88)		51.19%	(50.01)	↓
Women	396	36.36%	(48.17)	*	463	28.51%	(45.19)	↓	64.65%	(47.87)	*	49.35%	(50.05)	↓
Men	768	24.90%	(43.27)		801	23.22%	(42.25)		58.62%	(49.28)		52.18%	(49.98)	↓
Faculty of Color	144	30.77%	(46.32)		205	31.71%	(46.54)	*	62.94%	(48.47)		51.22%	(50.11)	↓
Majority Faculty	1020	28.53%	(45.18)		1060	23.87%	(42.65)	↓	60.35%	(48.94)		51.18%	(50.01)	↓
Not US Citizen	115	40.00%	(49.20)	*	130	36.15%	(48.23)	*	71.30%	(45.43)	*	56.92%	(49.71)	↓
US Citizen	1048	27.59%	(44.71)		1135	23.88%	(42.65)	↓	59.50%	(49.11)		50.53%	(50.02)	↓
LGBT	26	34.62%	(48.52)		55	29.09%	(45.84)		57.69%	(50.38)		50.00%	(50.47)	
Not LGBT	1107	28.93%	(45.37)		1210	24.96%	(43.30)	↓	60.63%	(48.88)		51.24%	(50.01)	↓
Faculty with Disability					153	22.88%	(42.14)					49.02%	(50.15)	
Faculty without Disability					1095	25.23%	(43.45)					51.32%	(50.01)	
Biological Science	440	20.23%	(40.22)	*	497	22.54%	(41.82)		57.50%	(49.49)		49.30%	(50.05)	↓
Physical Science	239	34.73%	(47.71)	*	253	31.23%	(46.43)	*	64.85%	(47.84)		58.33%	(49.40)	*
Social Science	399	36.79%	(48.30)	*	324	23.46%	(42.44)	↓	64.09%	(48.05)		49.07%	(50.07)	↓
Arts & Humanities	179	28.65%	(45.34)		185	27.03%	(44.53)		56.74%	(49.68)		51.35%	(50.12)	
Science Department	660	25.45%	(43.59)	*	732	25.41%	(43.57)		59.85%	(49.06)		53.08%	(49.94)	↓
Non-Science Department	497	33.27%	(47.16)		527	24.86%	(43.26)	↓	61.62%	(48.68)		48.96%	(50.04)	↓
Untenured	230	50.00%	(50.11)	*	278	36.69%	(48.28)	* ↓	74.35%	(43.77)	*	59.21%	(49.23)	↓
Tenured	934	23.55%	(42.46)		987	21.88%	(41.37)		57.23%	(49.50)		48.94%	(50.01)	↓
Non-Mainstream Research	694	29.25%	(45.52)		516	25.95%	(43.87)		61.18%	(48.77)		51.34%	(50.02)	↓
Mainstream Research	423	25.77%	(43.79)		709	23.45%	(0.42)		57.92%	(49.43)		49.51%	(50.05)	↓
Multiple Appointments	196	24.49%	(43.11)		48	18.75%	(39.44)		54.59%	(49.92)		37.50%	(48.92)	↓
Single Appointment	958	29.68%	(45.71)		1217	25.39%	(43.54)	↓	61.82%	(48.61)		51.73%	(49.99)	↓
Department Chair	84	14.29%	(35.20)		75	14.67%	(35.62)	*	45.24%	(50.07)		42.67%	(49.79)	
Not Chair	1082	29.94%	(45.82)		1190	25.80%	(43.77)	↓	61.89%	(48.59)		51.72%	(49.99)	

* Significant difference at $p < .05$.

Table SH5a. UW-Madison's Response to Sexual Harassment, Tenure-Track Faculty Only

Thinking about sexual harassment at UW-Madison...

	Don't know how well (I) know the steps to take if a person comes to (me) with a problem with sexual harassment						Don't know how effective the process is for resolving complaints about sexual harassment at UW-Madison				
	2010			2016				2010		2016	
	N	%	Std. Dev.	N	%	Std. Dev.		%	Std. Dev.	%	Std. Dev.
Total	1164	10.31%	(30.42)	1265	5.78%	(0.23)	↓	70.48%	(45.63)	69.96%	(0.46)
Women	396	11.90%	(32.42)	463	8.66%	(28.15)	*	71.97%	(44.97)	72.35%	(44.77)
Men	768	9.51%	(29.35)	801	4.12%	(19.89)	↓	69.80%	(45.94)	68.54%	(46.46)
Faculty of Color	144	10.42%	(30.65)	205	9.27%	(29.07)		73.24%	(44.43)	66.83%	(47.20)
Majority Faculty	1020	10.30%	(30.42)	1060	5.10%	(22.01)	↓	70.17%	(45.78)	70.57%	(45.60)
Not US Citizen	115	18.26%	(38.80)	130	9.23%	(29.06)	↓	78.26%	(41.43)	73.08%	(44.53)
US Citizen	1048	9.45%	(29.26)	1135	5.38%	(22.57)	↓	69.69%	(45.98)	69.60%	(46.02)
LGBT	26	4.00%	(20.00)	55	7.27%	(26.21)		76.92%	(42.97)	69.09%	(46.64)
Not LGBT	1107	10.39%	(30.52)	1210	5.71%	(23.21)	↓	70.56%	(45.60)	70.00%	(45.84)
Faculty with Disability				153	3.92%	(19.47)				66.67%	(47.30)
Faculty without Disability				1095	5.84%	(23.47)				70.41%	(45.67)
Biological Science	440	7.73%	(26.73)	497	4.63%	(21.03)		65.91%	(47.46)	69.01%	(46.29)
Physical Science	239	13.03%	(33.73)	252	7.14%	(25.81)	↓	77.82%	(41.63)	74.21%	(43.84)
Social Science	399	12.37%	(32.98)	323	5.88%	(23.57)	↓	76.17%	(42.67)	70.37%	(45.73)
Arts & Humanities	179	10.06%	(30.16)	186	6.99%	(25.57)		62.71%	(48.49)	67.20%	(47.07)
Science Department	660	9.71%	(29.63)	731	5.47%	(22.76)	↓	69.39%	(46.12)	70.86%	(45.47)
Non-Science Department	497	11.27%	(31.65)	528	6.26%	(24.25)	↓	72.06%	(44.91)	69.13%	(46.24)
Untenured	230	20.87%	(40.73)	278	6.86%	(25.32)	↓	88.21%	(32.32)	81.65%	(38.77)
Tenured	934	7.71%	(26.69)	987	5.47%	(22.75)	↓	66.13%	(47.35)	66.67%	(47.16)
Non-Mainstream Research	694	10.52%	(30.70)	710	5.92%	(23.61)	↓	71.10%	(45.36)	72.11%	(44.88)
Mainstream Research	423	8.98%	(28.63)	515	5.64%	(23.10)	↓	68.09%	(46.67)	66.80%	(47.14)
Multiple Appointments	196	9.74%	(29.73)	48	2.08%	(14.43)	↓	63.27%	(48.33)	52.08%	(50.49)
Single Appointment	958	10.54%	(30.73)	1217	5.92%	(23.61)	↓	71.94%	(44.95)	70.67%	(45.55)
Department Chair	84	5.95%	(23.80)	75	0.00%	(0.00)	* ↓	51.19%	(50.29)	64.00%	(48.32)
Not Chair	1082	10.72%	(30.95)	1190	6.14%	(24.02)	↓	72.04%	(44.90)	70.34%	(45.70)

* Significant difference at $p < .05$.

Table HIB1a. Experience of Hostile or Intimidating Behavior, Tenure-Track Faculty Only

	Experience Hostile or Intimidating Behavior						Number of Incidents**			
	2010			2016			2010		2016	
	N	Mean	(S.D.)	N	Mean	(S.D.)	Mean	(S.D.)	Mean	(S.D.)
Total				1267	35.91%	(47.99)			2.98	(4.45)
Women				465	47.96%	(50.01)			3.20	(2.64)
Men				801	28.96%	(45.39)			2.76	(2.22)
Faculty of Color				207	36.71%	(48.32)			2.91	(2.46)
Majority Faculty				1060	35.75%	(47.95)			2.99	(2.45)
Not US Citizen				132	32.58%	(47.04)			2.15	(1.57)
US Citizen				1135	36.93%	(48.11)			3.06	(2.51)
LGBT				54	35.19%	(48.20)			3.05	(2.43)
Not LGBT				1213	35.94%	(48.00)			2.97	(2.45)
Faculty with Disability				152	50.00%	(50.17)			3.74	(2.87)
Faculty without Disability				1099	33.76%	(47.31)			2.80	(2.31)
Biological Science				500	35.40%	(47.87)			2.60	(2.16)
Physical Science				253	24.90%	(43.33)			3.10	(2.55)
Social Science				321	44.86%	(49.81)			3.26	(2.57)
Arts & Humanities				187	37.43%	(48.52)			3.27	(2.71)
Science Department				736	31.25%	(46.38)			2.77	(2.31)
Non-Science Department				525	42.67%	(49.51)			3.20	(2.57)
Untenured				279	29.75%	(45.80)			2.98	(2.51)
Tenured				988	37.65%	(48.48)			2.98	(2.44)
Non-Mainstream Research				706	37.25%	(48.38)			3.13	(2.53)
Mainstream Research				512	34.38%	(47.54)			2.85	(2.36)
Multiple Appointments				48	35.42%	(48.33)			3.91	(2.59)
Single Appointment				1219	35.93%	(48.00)			2.94	(2.44)
Department Chair				74	35.14%	(48.07)			2.48	1.91
Not Chair				1193	35.96%	(48.01)			3.01	(2.47)

* T-test between groups significant at $p < .05$.

** Calculated for persons experiencing at least one incident only.

*** Too few to calculate.

Table HIB2a. Witnessing Hostile or Intimidating Behavior, Tenure-Track Faculty Only

	Witness Hostile or Intimidating Behavior					Number of Incidents**				
	2010			2016			2010		2016	
	N	Mean	(S.D.)	N	Mean	(S.D.)	Mean	(S.D.)	Mean	(S.D.)
Total				1263	43.15%	(49.55)			2.90	(2.27)
Women				463	54.64%	(49.84)	*		3.04	(2.43)
Men				799	36.55%	(48.19)			2.78	(2.12)
Faculty of Color				206	37.38%	(48.50)			3.14	(2.49)
Majority Faculty				1057	44.28%	(49.69)			2.86	(2.24)
Not US Citizen				132	33.33%	(47.32)			2.45	(1.82)
US Citizen				1131	44.30%	(49.70)			2.94	(2.31)
LGBT				54	44.44%	(50.16)			2.94	(2.28)
Not LGBT				1209	43.09%	(49.54)			2.90	(2.23)
Faculty with Disability				152	54.61%	(49.95)	*		3.63	(2.73)
Faculty without Disability				1097	41.57%	(49.31)			2.74	(2.14)
Biological Science				499	40.48%	(49.13)			2.76	(2.25)
Physical Science				252	35.32%	(47.89)	*		2.87	(2.19)
Social Science				319	50.47%	(50.08)	*		3.00	(2.29)
Arts & Humanities				187	49.20%	(50.13)			3.08	(2.40)
Science Department				734	38.42%	(48.67)	*		2.81	(2.23)
Non-Science Department				523	50.10%	(50.05)			3.01	(2.32)
Untenured				277	32.49%	(46.92)	*		2.81	(2.25)
Tenured				986	46.15%	(49.88)			2.92	(2.28)
Non-Mainstream Research				705	45.11%	(49.80)			2.88	(2.20)
Mainstream Research				510	40.78%	(49.19)			3.01	(2.43)
Multiple Appointments				48	58.33%	(49.82)	*		3.39	(2.82)
Single Appointment				1215	42.55%	(49.46)			2.88	(2.24)
Department Chair				74	59.46%	(49.43)	*		2.64	2.15
Not Chair				1189	42.14%	(49.40)			2.93	(2.29)

* T-test between groups significant at $p < .05$.

** Calculated for persons experiencing at least one incident only.

*** Too few to calculate.

Table HIB3a. UW-Madison's Response to Hostile or Intimidating Behavior, Tenure-Track Faculty Only**

Thinking about hostile or intimidating behavior at UW-Madison...

	How seriously is hostile or intimidating behavior treated on campus?						How common is hostile or intimidating behavior on campus?			
	2010			2016			2010		2016	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total				771	3.13	(1.15)			2.72	(0.97)
Women				285	2.80	(1.12) *			3.08	(0.98) *
Men				486	3.33	(1.13)			2.49	(0.89)
Faculty of Color				114	2.81	(1.22) *			2.96	(1.14) *
Majority Faculty				657	3.19	(1.13)			2.68	(0.93)
Not US Citizen				58	3.02	(1.08)			2.63	(0.98)
US Citizen				713	3.14	(1.16)			2.73	(0.97)
LGBT				40	2.90	(1.06)			2.79	(0.79)
Not LGBT				731	3.15	(1.16)			2.72	(0.98)
Faculty with Disability				107	2.91	(1.27) *			2.87	(1.13)
Faculty without Disability				652	3.17	(1.13)			2.68	(0.94)
Biological Science				308	3.29	(1.24) *			2.52	(0.95) *
Physical Science				137	3.18	(1.08)			2.59	(0.90)
Social Science				203	2.94	(1.04) *			2.95	(1.00) *
Arts & Humanities				118	3.01	(1.13)			2.97	(0.93) *
Science Department				434	3.26	(1.20) *			2.55	(0.95) *
Non-Science Department				332	2.97	(1.07)			2.93	(0.96)
Untenured				132	3.08	(1.24)			2.66	(1.16)
Tenured				639	3.15	(1.14)			2.73	(0.92)
Non-Mainstream Research				400	3.11	(1.13)			2.82	(0.98) *
Mainstream Research				337	3.15	(1.20)			2.59	(0.95)
Multiple Appointments				30	3.27	(1.01)			2.65	(0.85)
Single Appointment				741	3.13	(1.16)			2.72	(0.98)
Department Chair				54	3.31	(1.02)			2.66	(0.73)
Not Chair				717	3.12	(1.16)			2.72	(0.99)

* Significant difference at $p < .05$.

** Large numbers of respondents selected "Don't Know"; these responses were coded as missing data and only scaled answers are reported.

Table HIB4a. UW-Madison's Response to Hostile or Intimidating Behavior, Tenure-Track Faculty Only**

Thinking about hostile or intimidating behavior at UW-Madison...

	How well do you know the steps to take if a person comes to you with concerns about someone who is behaving in a hostile or intimidating way?						How effective is the process for resolving complaints about hostile or intimidating behavior at UW-Madison?			
	2010			2016			2010		2016	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total				1099	2.89	(1.04)			2.62	(1.11)
Women				387	2.75	(1.09) *			2.29	(1.04) *
Men				711	2.97	(1.00)			2.84	(1.10)
Faculty of Color				169	2.88	(1.03)			2.47	(1.17)
Majority Faculty				930	2.89	(1.04)			2.65	(1.10)
Not US Citizen				101	2.55	(0.94) *			2.68	(1.11)
US Citizen				998	2.93	(1.04)			2.62	(1.11)
LGBT				48	2.90	(1.02)			2.56	(1.04)
Not LGBT				1051	2.89	(1.04)			2.63	(1.11)
Faculty with Disability				128	3.09	(1.01) *			2.28	(1.20) *
Faculty without Disability				960	2.86	(1.04)			2.69	(1.08)
Biological Science				441	2.94	(1.07)			2.83	(1.13) *
Physical Science				218	2.74	(0.97) *			2.66	(1.09)
Social Science				279	2.88	(1.07)			2.32	(1.06) *
Arts & Humanities				155	2.97	(0.95)			2.48	(1.03)
Science Department				647	2.89	(1.04)			2.81	(1.12) *
Non-Science Department				446	2.90	(1.03)			2.37	(1.04)
Untenured				227	2.44	(0.99) *			2.69	(1.18)
Tenured				872	3.01	(1.02)			2.61	(1.10)
Non-Mainstream Research				602	2.85	(1.01)			2.42	(1.05) *
Mainstream Research				454	2.95	(1.08)			2.88	(1.15)
Multiple Appointments				46	2.87	(0.93)			2.68	(1.09)
Single Appointment				1053	2.89	(1.04)			2.62	(1.11)
Department Chair				74	3.43	(0.89) *			2.89	(0.88)
Not Chair				1025	2.85	(1.04)			2.60	(1.13)

* Significant difference at $p < .05$.

** Large numbers of respondents selected "Don't Know"; these responses were coded as missing data and only scaled answers are reported.

Table HIB5a. UW-Madison's Response to Hostile or Intimidating Behavior, Tenure-Track Faculty Only

Thinking about hostile or intimidating behavior at UW-Madison...

	Don't know how seriously hostile or intimidating behavior is treated on campus			Don't know how common hostile or intimidating behavior is on campus		
	2010			2016		
	N	%	Std. Dev.	N	%	Std. Dev.
Total				1264	39.00%	(48.80)
Women				461	38.18%	(48.64)
Men				802	39.40%	(48.89)
Faculty of Color				206	44.66%	(49.84)
Majority Faculty				1058	37.90%	(48.54)
Not US Citizen				132	56.06%	(49.82) *
US Citizen				1132	37.01%	(48.31)
LGBT				54	25.93%	(44.23) *
Not LGBT				1210	39.59%	(48.92)
Faculty with Disability				152	29.61%	(45.80) *
Faculty without Disability				1096	40.51%	(49.11)
Biological Science				499	38.28%	(48.65)
Physical Science				251	45.42%	(49.89) *
Social Science				322	36.96%	(48.34)
Arts & Humanities				186	36.56%	(48.29)
Science Department				733	40.79%	(49.18)
Non-Science Department				525	36.76%	(48.26)
Untenured				279	52.69%	(50.02) *
Tenured				985	35.13%	(47.76)
Non-Mainstream Research				704	43.18%	(49.57) *
Mainstream Research				511	34.05%	(47.43)
Multiple Appointments				48	37.50%	(48.92)
Single Appointment				1216	39.06%	(48.81)
Department Chair				76	28.95%	(45.65)
Not Chair				1188	39.65%	(48.94)

* Significant difference at $p < .05$.

Table HIB6a. UW-Madison's Response to Hostile or Intimidating Behavior, Tenure-Track Faculty Only

Thinking about hostile or intimidating behavior at UW-Madison...

	Don't know how well (I) know the steps to take if a person comes to (me) with a problem with hostile or intimidating behavior						Don't know how effective the process is for resolving complaints about hostile or intimidating behavior at UW-Madison			
	2010			2016			2010		2016	
	N	%	Std. Dev.	N	%	Std. Dev.	%	Std. Dev.	%	Std. Dev.
Total				1262	12.92%	(33.55)			68.70%	(46.39)
Women				460	15.87%	(36.58)			66.52%	(47.24)
Men				801	11.24%	(31.60)			69.91%	(45.89)
Faculty of Color				206	17.96%	(38.48)			72.33%	(44.85)
Majority Faculty				1056	11.93%	(32.43)			67.99%	(46.67)
Not US Citizen				132	23.48%	(42.55)			76.52%	(42.55)
US Citizen				1130	11.68%	(32.13)			67.79%	(46.75)
LGBT				54	11.11%	(31.72)			66.67%	(47.58)
Not LGBT				1208	13.00%	(33.64)			68.79%	(46.35)
Faculty with Disability				151	15.23%	(36.05)			61.84%	(48.74)
Faculty without Disability				1095	12.33%	(32.89)			69.41%	(46.10)
Biological Science				499	11.62%	(32.08)			66.53%	(47.23)
Physical Science				251	13.15%	(33.86)			74.50%	(43.67)
Social Science				320	12.81%	(33.48)			69.38%	(46.17)
Arts & Humanities				186	16.67%	(37.37)			66.13%	(47.45)
Science Department				733	11.73%	(32.20)			69.58%	(46.04)
Non-Science Department				523	14.72%	(35.47)			67.69%	(46.81)
Untenured				279	18.64%	(39.01)			84.89%	(35.88)
Tenured				983	11.29%	(31.67)			64.13%	(47.99)
Non-Mainstream Research				703	14.37%	(31.30)			71.16%	(45.33)
Mainstream Research				510	10.98%	(35.10)			65.42%	(47.61)
Multiple Appointments				48	4.19%	(20.19)			54.17%	(50.35)
Single Appointment				1214	13.26%	(33.93)			69.28%	(46.15)
Department Chair				76	2.63%	(16.11)			51.32%	(50.31)
Not Chair				1186	13.58%	(34.27)			69.81%	(45.93)

* Significant difference at $p < .05$.

Table W1a. Academic Productivity, Tenure-Track Faculty Only

As you think about how you spend your time in an academic year, what percent of your average work week do you spend on each of the following work-related activities?

	Teaching (including preparing materials for class, lecturing, supervising TAs, etc.)						Meeting or communicating with students outside of class (office hours, advising, supervising research, writing letters of recommendation, etc.)						Scholarship or conducting research (including writing, attending professional meetings, grant writing, artistic activity, etc.)					
	2010			2016			2010			2016			2010			2016		
	N	%	Std. Dev.	N	%	Std. Dev.	%	Std. Dev.		%	Std. Dev.		%	Std. Dev.		%	Std. Dev.	
Total	1153	24.12%	(15.99)	1252	23.99%	(15.98)	13.49%	(9.83)		12.04%	(8.89)	↓	31.87%	(18.95)		30.96%	(18.07)	
Women	388	25.79%	(16.21)	459	24.71%	(16.45)	13.78%	(9.12)		12.87%	(9.40)	*	30.94%	(19.17)		29.68%	(18.74)	
Men	764	23.28%	(15.84)	792	23.56%	(15.69)	13.35%	(10.18)		11.57%	(8.55)	↓	32.31%	(18.83)		31.72%	(17.64)	
Faculty of Color	141	25.88%	(16.36)	200	24.93%	(14.87)	12.99%	(8.55)		12.43%	(9.17)		32.04%	(19.48)		35.02%	(17.86)	*
Majority Faculty	1011	23.88%	(15.94)	1052	23.82%	(16.18)	13.57%	(10.00)		11.97%	(8.84)	↓	31.82%	(18.88)		30.19%	(18.01)	↓
Not US Citizen	116	25.26%	(15.25)	131	26.98%	(14.61)	16.25%	(11.87)	*	12.91%	(8.32)	↓	35.45%	(18.91)	*	33.02%	(16.27)	
US Citizen	1036	24.00%	(16.08)	1121	23.64%	(16.10)	13.19%	(9.54)		11.94%	(8.95)	↓	31.45%	(18.92)		30.72%	(18.26)	
LGBT	43	32.74%	(14.46)	55	26.73%	(16.27)	13.33%	(8.84)		10.93%	(7.41)		28.37%	(17.98)		28.85%	(18.51)	
Not LGBT	1078	23.87%	(16.00)	1197	23.87%	(15.96)	13.50%	(9.84)		12.10%	(8.95)	↓	31.98%	(19.07)		31.06%	(18.05)	
Faculty with Disability				150	28.10%	(16.39)				13.16%	(9.27)					27.92%	(17.29)	*
Faculty without Disability				1087	23.33%	(15.70)				11.89%	(8.83)					31.49%	(18.15)	
Biological Science	436	15.94%	(12.72)	498	15.98%	(13.68)	12.58%	(10.84)	*	10.82%	(9.58)	* ↓	37.15%	(21.27)	*	36.09%	(20.64)	*
Physical Science	239	23.54%	(11.80)	247	25.24%	(12.34)	17.54%	(10.68)	*	15.16%	(9.49)	* ↓	31.47%	(16.79)		31.93%	(15.99)	
Social Science	296	27.78%	(14.23)	319	27.06%	(13.77)	12.09%	(7.65)	*	11.78%	(7.85)		30.85%	(16.47)		27.30%	(14.25)	* ↓
Arts & Humanities	173	39.68%	(17.87)	183	38.84%	(16.86)	12.73%	(7.69)		11.71%	(6.65)		20.49%	(13.83)	*	21.73%	(13.52)	*
Science Department	658	18.46%	(12.83)	728	18.93%	(13.92)	14.40%	(11.09)	*	12.24%	(9.71)	↓	35.10%	(20.02)	*	34.86%	(19.33)	*
Non-Science Department	486	31.93%	(16.65)	519	31.12%	(15.98)	12.30%	(7.69)		11.79%	(7.61)		27.35%	(16.47)		25.37%	(14.35)	↓
Untenured	227	26.22%	(17.79)	275	25.57%	(16.68)	13.76%	(10.01)		12.03%	(9.17)		39.94%	(18.19)	*	38.62%	(18.54)	*
Tenured	926	23.61%	(15.49)	977	23.55%	(15.75)	13.42%	(9.79)		12.05%	(8.81)	↓	29.89%	(18.61)		28.80%	(17.35)	
Non-Mainstream Research	688	25.11%	(16.06)	695	24.98%	(16.20)	13.81%	(10.11)		11.99%	(8.86)	↓	31.26%	(18.49)	*	30.63%	(18.05)	
Mainstream Research	418	22.27%	(15.21)	507	22.83%	(15.37)	13.34%	(9.41)		12.34%	(8.77)		33.75%	(19.23)		32.31%	(17.84)	
Multiple Appointments	199	21.68%	(14.21)	47	22.96%	(13.50)	13.75%	(9.73)		12.45%	(7.93)		30.29%	(19.07)		31.17%	(15.44)	
Single Appointment	942	24.72%	(16.35)	1205	24.03%	(16.07)	13.45%	(9.88)		12.03%	(8.93)	↓	32.10%	(18.96)		30.95%	(18.17)	
Department Chair	85	14.79%	(8.97)	75	16.17%	(10.42)	10.08%	(7.46)	*	8.75%	(8.05)	*	20.14%	(12.14)	*	19.77%	(11.05)	*
Not Chair	1069	24.85%	(16.26)	1177	24.49%	(16.14)	13.73%	(9.93)		12.25%	(8.90)	↓	32.90%	(19.22)		31.67%	(18.20)	

* Significant difference at $p < .05$.

Table W2a. Academic Productivity, Tenure-Track Faculty Only

As you think about how you spend your time in an academic year, what percent of your average work week do you spend on each of the following work-related activities?

	Administrative responsibilities (including compliance activities)						Committee work/University service				External paid consulting					
	2010			2016			2010		2016		2010		2016			
	N	%	Std. Dev.	N	%	Std. Dev.	%	Std. Dev.	%	Std. Dev.	%	Std. Dev.	%	Std. Dev.		
Total	1153	13.76%	(15.63)	1252	11.99%	(15.16)	↓	7.62%	(6.69)	7.76%	(7.36)	0.95%	(2.71)	0.67%	(2.20)	↓
Women	388	13.73%	(16.95)	459	12.08%	(16.00)	↓	8.47%	(7.92)	8.48%	(7.23)	0.51%	(1.71)	0.29%	(1.26)	* ↓
Men	764	13.77%	(14.94)	792	11.93%	(14.67)	↓	7.19%	(5.93)	7.33%	(7.41)	1.18%	(3.08)	0.89%	(2.57)	↓
Faculty of Color	141	12.45%	(14.95)	200	10.06%	(13.33)	*	7.59%	(7.12)	7.43%	(6.72)	0.81%	(2.16)	0.01%	(1.98)	
Majority Faculty	1011	13.94%	(15.73)	1052	12.35%	(15.46)	↓	7.63%	(6.64)	7.83%	(7.48)	0.98%	(2.78)	0.68%	(2.24)	↓
Not US Citizen	116	10.88%	(10.48)	131	8.29%	(9.63)	*	7.44%	(7.37)	6.75%	(6.12)	0.59%	(1.68)	0.31%	(1.30)	*
US Citizen	1036	14.08%	(16.08)	1121	12.42%	(15.63)	↓	7.64%	(6.62)	7.88%	(7.49)	1.00%	(2.80)	0.71%	(2.28)	↓
LGBT	43	11.79%	(12.17)	55	11.05%	(13.21)		9.60%	(9.26)	8.51%	(6.17)	1.51%	(4.37)	0.93%	(2.37)	
Not LGBT	1078	13.79%	(15.81)	1197	12.03%	(15.25)	↓	7.60%	(6.55)	7.73%	(7.41)	0.93%	(2.67)	0.66%	(2.19)	↓
Faculty with Disability				150	10.81%	(12.31)				8.19%	(7.20)			0.96%	(2.25)	
Faculty without Disability				1087	12.08%	(15.41)				7.70%	(7.38)			0.64%	(2.20)	
Biological Science	436	13.72%	(16.30)	498	12.15%	(13.83)		6.45%	(5.89)	6.28%	(6.28)	0.84%	(2.14)	0.61%	(1.81)	
Physical Science	239	12.42%	(13.65)	247	10.82%	(14.73)		7.23%	(5.48)	7.10%	(6.43)	1.26%	(2.73)	0.77%	(1.97)	↓
Social Science	296	14.29%	(15.77)	319	13.56%	(17.75)		8.87%	(7.68)	9.40%	(8.29)	1.12%	(3.73)	0.70%	(2.18)	
Arts & Humanities	173	14.60%	(16.35)	183	10.57%	(14.27)	↓	8.92%	(7.60)	9.87%	(8.52)	0.54%	(1.71)	0.63%	(3.26)	
Science Department	658	13.33%	(15.48)	728	11.49%	(13.88)	↓	6.63%	(5.61)	6.51%	(6.35)	1.00%	(2.39)	0.68%	(1.88)	↓
Non-Science Department	486	14.28%	(15.88)	519	12.75%	(16.83)		8.95%	(7.70)	9.54%	(8.29)	0.89%	(3.10)	0.66%	(2.58)	
Untenured	227	6.35%	(7.05)	275	5.90%	(7.49)	*	4.87%	(4.09)	5.55%	(4.78)	0.57%	(1.87)	0.40%	(1.85)	*
Tenured	926	15.58%	(16.59)	977	13.70%	(16.29)	↓	8.29%	(7.03)	8.38%	(7.83)	1.05%	(2.87)	0.75%	(2.28)	↓
Non-Mainstream Research	688	13.08%	(14.64)	695	11.75%	(14.95)		7.82%	(6.94)	8.17%	(7.54)	0.98%	(2.99)	0.69%	(2.09)	↓
Mainstream Research	418	14.30%	(16.36)	507	11.52%	(14.15)	↓	7.30%	(6.17)	7.07%	(2.40)	0.99%	(2.33)	0.65%	(2.40)	↓
Multiple Appointments	199	19.51%	(19.78)	47	13.28%	(15.63)	↓	7.61%	(6.66)	7.96%	(6.16)	1.18%	(2.52)	0.57%	(1.68)	↓
Single Appointment	942	12.53%	(14.37)	1205	11.94%	(15.15)		7.62%	(6.69)	7.75%	(7.41)	0.90%	(2.75)	0.67%	(2.22)	↓
Department Chair	85	39.24%	(15.96)	75	37.27%	(20.51)	*	8.20%	(8.00)	7.79%	(9.34)	1.15%	(2.61)	0.52%	(1.34)	
Not Chair	1069	11.68%	(13.64)	1177	10.38%	(13.22)	↓	7.55%	(6.55)	7.76%	(7.22)	0.95%	(2.77)	0.68%	(2.24)	

* Significant difference at $p < .05$.

Table W3a. Academic Productivity, Tenure-Track Faculty Only

As you think about how you spend your time in an academic year, what percent of your average work week do you spend on each of the following work-related activities?

	Clinical work						Extension/Outreach activities				Service to the profession (including reviewing manuscripts, service to professional organizations)			
	2010			2016			2010		2016		2010		2016	
	N	%	Std. Dev.	N	%	Std. Dev.	%	Std. Dev.	%	Std. Dev.	%	Std. Dev.	%	Std. Dev.
Total	1153	2.96%	(10.69)	1252	3.73%	(12.59)	3.96%	(10.28)	3.20%	(8.38)			6.19%	(4.99)
Women	388	1.84%	(7.69) *	459	2.69%	(9.84) *	3.70%	(9.97)	3.07%	(8.37)			6.21%	(4.82)
Men	764	3.53%	(11.90)	792	4.33%	(13.91)	4.07%	(10.44)	3.27%	(8.40)			6.17%	(5.08)
Faculty of Color	141	3.79%	(13.95)	200	3.19%	(11.45)	2.76%	(5.77) *	2.23%	(5.77) *			5.62%	(4.44)
Majority Faculty	1011	2.84%	(10.16)	1052	3.83%	(12.80)	4.11%	(10.76)	3.38%	(8.78)			6.29%	(5.08)
Not US Citizen	116	0.81%	(4.47) *	131	3.02%	(12.40)	1.75%	(3.73) *	2.92%	(7.57)			6.93%	(6.54)
US Citizen	1036	3.20%	(11.15)	1121	3.81%	(12.62)	4.19%	(10.75)	3.23%	(8.48) ↓			6.10%	(4.77)
LGBT	43	0.70%	(4.57) *	55	2.09%	(8.48)	1.30%	(2.49) *	1.91%	(3.15) *			7.36%	(7.17)
Not LGBT	1078	3.15%	(11.03)	1197	3.80%	(12.74)	3.95%	(10.20)	3.26%	(8.54)			6.13%	(4.86)
Faculty with Disability				150	2.47%	(8.99)			2.81%	(5.64)			5.68%	(4.43)
Faculty without Disability				1087	3.87%	(12.92)			3.21%	(8.61)			6.27%	(5.04)
Biological Science	436	7.69%	(16.28) *	498	9.22%	(18.63) *	4.35%	(11.41)	3.26%	(8.79)			5.89%	(5.11)
Physical Science	239	0.05%	(0.65) *	247	0.02%	(0.32) *	4.37%	(11.84)	2.68%	(6.57)			6.77%	(0.04) *
Social Science	296	0.12%	(1.05) *	319	0.14%	(1.19) *	4.06%	(9.63)	3.97%	(9.86)			6.78%	(5.24) *
Arts & Humanities	173	0.00%	(0.00) *	183	0.03%	(0.44) *	2.21%	(4.61) *	2.37%	(6.40)			5.16%	(4.67) *
Science Department	658	5.10%	(13.74) *	728	6.31%	(15.99) *	4.37%	(11.61)	3.09%	(8.15) ↓			6.20%	(4.95)
Non-Science Department	486	0.09%	(0.85)	519	0.10%	(0.97)	3.40%	(8.22)	3.35%	(8.74)			6.17%	(5.05)
Untenured	227	2.03%	(7.63)	275	3.87%	(12.24)	5.26%	(13.38)	3.39%	(10.58)			5.03%	(4.53) *
Tenured	926	3.18%	(11.30)	977	3.69%	(12.69)	3.62%	(9.35)	3.15%	(7.66)			6.51%	(5.06)
Non-Mainstream Research	688	2.62%	(9.95)	695	2.95%	(10.91) *	4.20%	(10.88)	3.15%	(7.60) ↓			6.05%	(4.81)
Mainstream Research	418	3.27%	(11.13)	507	4.42%	(13.93)	3.24%	(8.00)	3.05%	(8.66)			6.44%	(5.15)
Multiple Appointments	199	1.61%	(8.46) *	47	2.98%	(10.77)	3.34%	(8.47)	2.13%	(6.33)			5.66%	(4.42)
Single Appointment	942	3.27%	(11.14)	1205	3.76%	(12.66)	4.10%	(10.68)	3.24%	(8.45) ↓			6.21%	(5.01)
Department Chair	85	2.27%	(7.33)	75	2.68%	(8.56)	3.52%	(8.79)	3.13%	(5.98)			4.49%	(3.68) *
Not Chair	1069	3.03%	(10.94)	1177	3.79%	(12.80)	3.96%	(10.36)	3.20%	(8.52)			6.29%	(5.04)

* Significant difference at $p < .05$.

Table W4a. Academic Productivity, Tenure-Track Faculty Only

As you think about how you spend your time in an academic year, what percent of your average work week do you spend on each of the following work-related activities?

	2010			2016			
	N	%	Std. Dev.	N	%	Std. Dev.	
Total	1153	1.30%	(5.56)	1252	0.52%	(3.96)	↓
Women	388	1.26%	(6.04)	459	0.63%	(3.65)	
Men	764	1.33%	(5.30)	792	0.47%	(4.13)	↓
Faculty of Color	141	1.74%	(5.42)	200	0.46%	(2.40)	↓
Majority Faculty	1011	1.24%	(5.58)	1052	0.54%	(4.19)	↓
Not US Citizen	116	1.60%	(4.39)	131	0.25%	(1.86)	↓
US Citizen	1036	1.27%	(5.67)	1121	0.56%	(4.13)	↓
LGBT	43	1.58%	(4.59)	55	1.27%	(4.74)	
Not LGBT	1078	1.98%	(4.62)	1197	0.49%	(3.92)	↓
Faculty with Disability				150	0.45%	(2.77)	
Faculty without Disability				1087	0.53%	4.11	
Biological Science	436	1.31%	(4.88)	498	0.55%	(4.79)	↓
Physical Science	239	2.15%	(9.20)	247	0.21%	(1.36)	↓
Social Science	296	0.83%	(3.18) *	319	0.47%	(2.73)	↓
Arts & Humanities	173	0.84%	(2.64)	183	0.99%	(5.40)	
Science Department	658	1.63%	(6.82) *	728	0.44%	(4.04)	↓
Non-Science Department	486	0.83%	(2.97)	519	0.65%	(3.86)	
Untenured	227	1.03%	(3.80)	275	0.67%	(5.68)	
Tenured	926	1.37%	(5.91)	977	0.48%	(3.32)	↓
Non-Mainstream Research	688	1.14%	(4.78)	695	0.46%	(2.69)	↓
Mainstream Research	418	1.55%	(6.67)	507	0.51%	(4.80)	↓
Multiple Appointments	199	1.08%	(5.86)	47	0.30%	(1.65)	
Single Appointment	942	1.34%	(5.47)	1205	0.53%	(4.02)	↓
Department Chair	85	0.55%	(2.34) *	75	0.47%	(2.62)	
Not Chair	1069	1.35%	(5.61)	1177	0.53%	(4.03)	↓

* Significant difference at $p < .05$.

Table W5a. Other Work-Related Activities, Tenure-Track Faculty Only (Full Codebook)

Service		Campus Activities	
Other Work	N	Other Work	N
Professional service, service to the profession (general)	9	Departmental meetings	1
Professional organization/society service	5	Departmental work (nonspecific, non-committee)	2
Standards development, accountability activities	2	General meetings	2
IRB service	1	Workshops	1
Government agency service (state or federal)	5	Internal UW consulting	1
Community service, outreach	4	Policy work	1
National service	2	Hosting guests, receptions	1
Student organization supervision/service	1	Internal conference organizing	1
International service	1	Membership (nonspecific)	1
Art community	1	Turf work group functions	1
External Relationships		Research and Collaboration	
Other Work	N	Other Work	N
Company board membership	1	Managing collaboration, cross-disciplinary research	2
External committees	1	Community-based research	2
External <i>unpaid</i> consulting	4	Producing specific products for others to use in their research	1
External facility direction/supervision	2	Research activities	2
External relations	1	Peer Relationships	
External development	1	Other Work	N
General business	1	Peer evaluation	1
External working groups	1	Mentoring junior faculty/peers	2
External policy	1	Recommendation letters	1
Media	1	Supervising residents	1
Lectures	1	Ensemble	1
Managing external activities	1	Communicating with others outside of UW (faculty, graduate students, etc.)	1
External organizations (general)	1	Tenure activities	2
Grantsmanship		Hiring activities	1
Other Work	N	Internal and Lab Management	
Grant writing and application	9	Other Work	N
Grant reviewing	9	Substitute service lab management	1
Grant administration	2	Advising lab associates	1
Fund raising	1	Setting up lab, ordering supplies	1
Academic Product Preparation		General lab work	1
Other Work	N	Animal care	1
Manuscript (peer) review	21	Studio management/maintenance	1
Editor/editorial board	9	"Trash duties" (infection control, biomedical safety)	1
Patent prosecution	1	Oversight	1
Proposal review (nonspecific)	1	Miscellaneous	
Academic Product Preparation		Other Work	N
Other Work	N	General (nonspecific) miscellaneous	2
Email	7	Nonapplicable comment	2
Record-keeping	1	Library work	1
Software management (updates)	1	Preparing educational tools/materials	1
Time reports, effort certification	2	Illegible	1
General	2		
clerical/secretarial/administrative	2		
Paperwork	2		
Bureaucracy	1		
Web forms	1		
Administrative burden	1		
Staff and other training (e.g., human subjects)	1		
IRB compliance	1		

Table W6a. Hours in a Typical Work Week, Tenure-Track Faculty Only*During an academic year, how many hours is your typical work week?*

	2010			2016			
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	
Total	1122	57.32	(10.63)	1239	58.40	(10.08)	↑
Women	377	56.08	(11.06) *	450	57.90	(10.31)	↑
Men	744	57.93	(10.36)	788	58.65	(9.89)	
Faculty of Color	132	58.48	(11.83)	197	58.92	(10.85)	
Majority Faculty	989	57.15	(10.46)	1042	58.31	(9.93)	↑
Not US Citizen	111	58.06	(9.67)	129	58.21	(9.69)	
US Citizen	1010	57.22	(10.73)	1110	58.43	(10.13)	↑
LGBT	42	60.14	(11.81)	55	57.51	(9.91)	
Not LGBT	1048	57.23	(10.58)	1184	58.45	(10.09)	↑
Faculty with Disability				152	58.61	(9.87)	
Faculty without Disability				1074	58.37	(10.16)	
Biological Science	432	58.37	(10.86) *	490	59.87	(10.63)	* ↑
Physical Science	228	58.68	(10.09) *	246	58.85	(8.91)	
Social Science	288	56.01	(10.11) *	316	56.83	(8.67)	*
Arts & Humanities	164	54.91	(11.17) *	181	56.69	(11.38)	*
Science Department	641	58.54	(10.60) *	718	59.58	(10.16)	*
Non-Science Department	471	55.64	(10.50)	515	56.79	(9.63)	
Untenured	221	59.12	(11.30) *	272	58.64	(10.16)	
Tenured	901	56.87	(10.42)	967	58.34	(10.06)	↑
Non-Mainstream Research	673	57.02	(10.78)	696	58.39	(10.44)	↑
Mainstream Research	404	58.02	(10.46)	498	58.37	(9.58)	
Multiple Appointments	190	57.86	(10.09)	47	56.83	(11.41)	
Single Appointment	919	57.19	(10.77)	1192	58.47	(10.02)	↑
Department Chair	82	60.45	(12.26) *	74	60.34	(8.69)	
Not Chair	1041	57.09	(10.47)	1165	58.28	(10.15)	↑

* Significant difference at $p < .05$.

Table W7a. Reasonableness of Workload, Tenure-Track Faculty Only

In the current academic year, overall, how would you rate the reasonableness of your workload?

	2010				2016			
	N	Mean	Std. Dev.		N	Mean	Std. Dev.	
Total	1147	3.75	(0.68)		1236	3.71	(0.64)	
Women	383	3.86	(0.72)	*	453	3.81	(0.66)	*
Men	763	3.70	(0.65)		782	3.66	(0.62)	
Faculty of Color	138	3.72	(0.69)		200	3.81	(0.65)	*
Majority Faculty	1008	3.76	(0.68)		1036	3.70	(0.64)	↓
Not US Citizen	113	3.73	(0.72)		126	3.67	(0.64)	
US Citizen	1033	3.76	(0.68)		1110	3.72	(0.64)	
LGBT	40	3.93	(0.69)		55	3.75	(0.58)	
Not LGBT	1074	3.75	(0.68)		1181	3.71	(0.64)	
Faculty with Disability					149	3.86	(0.65)	*
Faculty without Disability					1073	3.69	(0.64)	
Biological Science	434	3.70	(0.66)	*	485	3.70	(0.64)	
Physical Science	239	3.74	(0.67)		246	3.66	(0.64)	
Social Science	292	3.78	(0.72)		317	3.75	(0.64)	
Arts & Humanities	172	3.84	(0.67)		182	3.76	(0.62)	
Science Department	654	3.71	(0.66)	*	713	3.68	(0.64)	*
Non-Science Department	483	3.80	(0.70)		517	3.76	(0.64)	
Untenured	229	3.68	(0.64)		271	3.70	(0.60)	
Tenured	918	3.77	(0.69)		965	3.72	(0.65)	
Non-Mainstream Research	685	3.75	(0.68)		694	3.75	(0.66)	*
Mainstream Research	415	3.76	(0.67)		494	3.67	(0.60)	↓
Multiple Appointments	197	3.89	(0.71)	*	47	3.70	(0.69)	
Single Appointment	937	3.72	(0.67)		1189	3.71	(0.64)	
Department Chair	84	3.99	(0.72)	*	75	3.73	(0.55)	↓
Not Chair	1065	3.74	(0.68)		1161	3.71	(0.64)	

* Significant difference at $p < .05$.

Response categories: 1=Much too light, 2=Too light, 3=Just right, 4=Too heavy, 5=Much too heavy

Table W8a. Academic Productivity, Tenure-Track Faculty Only

In the past 12 months, how many of each of the following did you submit?

	Journal papers							Conference papers/presentations				Authored books			
	2010			2016				2010		2016		2010		2016	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total	1127	4.21	(4.25)	1188	4.81	(5.49)	↑	4.03	(4.30)	4.18	(4.39)	0.18	(0.47)	0.17	(0.48)
Women	376	3.31	(3.14)	427	4.00	(3.74)	* ↑	3.30	(3.33)	3.79	(3.30)	0.16	(0.40)	0.17	(0.47)
Men	750	4.67	(4.64)	760	5.26	(6.22)	↑	4.40	(4.68)	4.41	(4.89)	0.19	(0.51)	0.17	(0.49)
Faculty of Color	136	4.37	(5.25)	191	5.87	(10.01)		3.91	(3.47)	4.32	(5.37)	0.22	(0.54)	0.24	(0.53)
Majority Faculty	990	4.19	(4.09)	997	4.60	(4.06)	↑	4.04	(4.41)	4.16	(4.18)	0.17	(0.46)	0.15	(0.47)
Not US Citizen	115	4.42	(3.94)	125	4.06	(3.79)	*	4.45	(4.72)	4.21	(4.46)	0.12	(0.36)	0.16	(0.45)
US Citizen	1011	4.19	(4.28)	1063	4.90	(5.65)	↑	3.98	(4.25)	4.18	(4.39)	0.18	(0.48)	0.17	(0.49)
LGBT	41	2.63	(3.01)	52	4.12	(4.68)		3.29	(2.39)	4.19	(3.99)	0.23	(0.73)	0.32	(0.46)
Not LGBT	1052	4.32	(4.32)	1136	4.84	(5.52)	↑	4.09	(4.40)	4.18	(4.41)	0.17	(0.45)	0.16	(0.48)
Faculty with Disability				140	4.05	(3.99)	*			3.59	(3.21)			0.23	(0.49)
Faculty without Disability				1038	4.92	(5.67)				4.28	(4.55)			0.16	(0.48)
Biological Science	439	5.17	(4.22)	487	5.80	(5.04)	* ↑	4.66	(5.02)	4.73	(5.16)	0.10	(0.42)	0.09	(0.36)
Physical Science	238	5.54	(5.28)	245	6.09	(7.57)	*	4.78	(4.47)	4.90	(4.92)	0.12	(0.44)	0.07	(0.28)
Social Science	292	3.22	(3.03)	306	3.49	(2.71)	*	3.32	(2.87)	3.38	(2.54)	0.27	(0.51)	0.27	(0.64)
Arts & Humanities	152	1.11	(1.26)	153	2.03	(5.45)	* ↑	2.14	(2.19)	2.87	(2.83)	0.30	(0.55)	0.39	(0.58)
Science Department	658	5.34	(4.67)	715	5.93	(6.06)	* ↑	4.72	(4.88)	4.77	(5.11)	0.11	(0.43)	0.09	(0.34)
Non-Science Department	463	2.56	(2.73)	476	3.06	(3.85)	↑	2.95	(2.72)	3.29	(2.71)	0.28	(0.52)	0.29	(0.61)
Untenured	226	3.88	(3.34)	263	3.95	(4.52)	*	4.15	(4.25)	3.75	(3.14)	0.11	(0.36)	0.17	(0.41)
Tenured	903	4.30	(4.44)	925	5.05	(5.71)	↑	4.00	(4.32)	4.31	(4.68)	0.19	(0.50)	0.17	(0.50)
Non-Mainstream Research	673	3.86	(3.84)	660	4.43	(4.49)	* ↑	3.74	(4.16)	3.89	(4.06)	0.14	(0.38)	0.16	(0.50)
Mainstream Research	409	4.86	(4.78)	487	5.32	(6.54)		4.60	(4.39)	4.70	(4.82)	0.23	(0.61)	0.18	(0.46)
Multiple Appointments	194	4.69	(4.46)	47	5.26	(4.18)		4.29	(4.08)	5.00	(4.78)	0.14	(0.37)	0.26	(0.68)
Single Appointment	924	4.09	(4.16)	1141	4.79	(5.54)	↑	3.92	(4.24)	4.15	(4.38)	0.19	(0.50)	0.16	(0.47)
Department Chair	80	3.51	(3.04)	66	4.02	(3.24)		3.55	(3.94)	3.68	(4.78)	0.16	(0.37)	0.16	(0.46)
Not Chair	1050	4.27	(4.32)	1122	4.85	(5.59)	↑	4.06	(4.32)	4.21	(4.37)	0.18	(0.48)	0.17	(0.48)

* Significant difference at $p < .05$.

Table W9a. Academic Productivity, Tenure-Track Faculty Only

In the past 12 months, how many of each of the following did you submit?

	Edited books						Book chapters						Grant proposals					
	2010			2016			2010		2016				2010		2016			
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.			Mean	Std. Dev.	Mean	Std. Dev.		
Total	1127	0.19	(0.63)	1145	0.18	(0.48)	1.00	(1.49)	0.86	(1.17)	↓		2.75	(2.55)	3.17	(3.59)	↑	
Women	376	0.09	(0.31) *	416	0.15	(0.44)	0.87	(1.10) *	0.79	(1.05)			2.60	(2.38)	3.13	(4.51)	↑	
Men	750	0.23	(0.73)	728	0.20	(0.50)	1.07	(1.65)	0.89	(1.24)	↓		2.83	(2.64)	3.19	(2.95)	↑	
Faculty of Color	136	0.26	(0.57)	187	0.20	(0.42)	1.14	(1.48)	0.90	(1.13)	↓		2.81	(2.61)	3.84	(6.06)	↑	
Majority Faculty	990	0.17	(0.63)	958	0.18	(0.50)	0.98	(1.49)	0.85	(1.18)	↓		2.74	(2.55)	3.03	(2.86)	↑	
Not US Citizen	115	0.13	(0.42)	116	0.25	(0.74)	0.94	(1.52)	0.96	(1.54)			2.87	(2.65)	3.28	(3.15)		
US Citizen	1011	0.19	(0.65)	1029	0.17	(0.45)	1.01	(1.48)	0.85	(1.13)	↓		2.74	(2.54)	3.15	(3.64)	↑	
LGBT	41	0.27	(0.76)	47	0.18	(0.39)	1.00	(1.60)	0.91	(1.02)			2.54	(2.17)	2.77	(1.78)		
Not LGBT	1018	0.17	(0.61)	1098	0.18	(0.49)	1.00	(1.48)	0.86	(1.18)	↓		2.76	(2.56)	3.18	(3.65)	↑	
Faculty with Disability				132	0.28	(0.60)			0.97	(1.21)					2.58	(2.21)	*	
Faculty without Disability				1000	0.17	(0.46)			0.84	(1.17)					3.26	(3.74)		
Biological Science	439	0.16	(0.74)	479	0.13	(0.40) *	1.05	(1.48)	0.71	(1.00)	* ↓		3.35	(2.74) *	3.90	(3.30)	* ↑	
Physical Science	238	0.14	(0.55)	240	0.12	(0.47)	0.58	(1.24) *	0.51	(1.03)	*		3.48	(2.72) *	3.68	(2.77)	*	
Social Science	292	0.21	(0.50)	293	0.22	(0.51)	1.35	(1.70) *	1.21	(1.38)	*		1.60	(1.64) *	1.95	(1.89)	* ↑	
Arts & Humanities	152	0.30	(0.59) *	131	0.40	(0.65) *	0.92	(1.24)	1.06	(1.16)	*		1.79	(1.81) *	2.18	(6.64)		
Science Department	658	0.15	(0.69)	702	0.13	(0.43) *	0.89	(1.43) *	0.66	(1.02)	* ↓		3.41	(2.76) *	3.84	(3.15)	* ↑	
Non-Science Department	463	0.23	(0.53)	438	0.27	(0.55)	1.17	(1.55)	1.14	(1.30)			1.73	(1.71)	2.05	(3.93)		
Untenured	226	0.06	(0.24) *	252	0.10	(0.46) *	0.63	(0.99) *	0.57	(0.87)	*		3.48	(2.93) *	3.58	(3.25)	*	
Tenured	903	0.22	(0.69)	893	0.20	(0.49)	1.10	(1.57)	0.94	(1.24)	↓		2.57	(2.42)	3.05	(3.67)	↑	
Non-Mainstream Research	673	0.16	(0.45) *	639	0.18	(0.46)	0.93	(1.32)	0.83	(1.19)			2.69	(2.40)	3.06	(2.99)	↑	
Mainstream Research	409	0.21	(0.58)	472	0.19	(0.52)	1.13	(1.74)	0.89	(1.16)	↓		2.96	(2.83)	3.38	(4.33)		
Multiple Appointments	194	0.20	(0.50)	45	0.27	(0.63)	1.25	(1.60) *	1.08	(1.44)			2.70	(2.34)	3.49	(2.36)	↑	
Single Appointment	924	0.18	(0.65)	1100	0.18	(0.48)	0.96	(1.46)	0.85	(1.16)			2.73	(2.57)	3.15	(3.63)	↑	
Department Chair	78	0.27	(0.51)	66	0.26	(0.76)	1.18	(1.47)	0.95	(1.14)			2.23	(1.90) *	2.26	(1.89)	*	
Not Chair	1012	0.18	(0.63)	1079	0.18	(0.46)	0.99	(1.49)	0.85	(1.18)	↓		2.81	(2.65)	3.22	(3.66)	↑	

* Significant difference at $p < .05$.

Table W10a. Academic Productivity, Tenure-Track Faculty Only

In the past 12 months, how many of each of the following did you submit?

	2010			Other scholarly or creative works 2016			
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	
Total	744	1.41	(4.34)	386	3.37	(9.31)	↑
Women	276	1.69	(5.11)	146	2.83	(5.39)	↑
Men	467	1.24	(3.81)	240	3.70	(11.03)	↑
Faculty of Color	88	1.01	(1.72)	60	6.12	(16.00)	↑
Majority Faculty	655	1.46	(4.58)	326	2.86	(7.38)	↑
Not US Citizen	73	0.59	(1.34)	38	2.16	(4.35)	↑
US Citizen	670	1.50	(4.55)	348	3.50	(9.69)	↑
LGBT	27	2.37	(4.71)	23	2.65	(3.98)	
Not LGBT	701	1.38	(4.37)	363	3.41	(9.54)	↑
Faculty with Disability				56	3.07	(5.34)	
Faculty without Disability				327	3.43	(9.87)	
Biological Science	267	1.26	(4.18)	134	2.58	(6.59)	↑
Physical Science	158	0.53	(1.57)	82	2.51	(7.46)	↑
Social Science	194	0.73	(1.30)	93	3.18	(9.03)	↑
Arts & Humanities	118	4.04	(8.01)	75	4.96	(11.22)	
Science Department	415	1.00	(3.50)	213	2.53	(6.95)	↑
Non-Science Department	322	1.93	(5.20)	171	3.98	(10.00)	↑
Untenured	165	1.40	(4.38)	81	2.22	(4.89)	
Tenured	579	1.41	(4.34)	305	3.67	(10.15)	↑
Non-Mainstream Research	451	1.41	(4.06)	223	3.77	(10.86)	↑
Mainstream Research	262	1.49	(5.00)	148	2.80	(6.77)	↑
Multiple Appointments	122	0.91	(1.47)	15	1.00	(1.36)	*
Single Appointment	614	1.51	(4.71)	371	3.46	(9.48)	↑
Department Chair	58	1.14	(2.56)	20	3.20	(5.29)	
Not Chair	686	1.43	(4.46)	366	3.38	(9.48)	↑

* Significant difference at $p < .05$.

**Table W11a. Other Scholarly and Creative Works Submitted, Tenure-Track Faculty Only
(Full Codebook)**

Miscellaneous		Other Publications and Contributions	
Other Work	N	Other Work	N
Not applicable to the question (e.g., + sign)	5	Online/web-based publications (e.g., websites, blogs)	9
Illegible	1	Opinion, editorial, commentary, perspective pieces	7
Fundraising (fellowship)	2	Interviews	2
Clinics	0	Occasional writings	2
Research general	1	General articles (nonspecific)	11
Clinical trials	0	Newspaper, bulletin, newsletter items	2
		Reference, encyclopedia works	3
		Government reports, supplements, newsletters	6
		Industry report	2
Creative and Artistic Works		Technical and Scientific Materials	
Other Work	N	Other Work	N
General creative, artistic works (e.g., "art")	3	Technical manual	1
Poetry/poems	1	Patents, patent applications	7
Stories	1	Instruments	0
Music, recitals, recordings, compositions	12	Technical briefs	0
Documentary/Film	6	Reports (research, executive, program, other)	5
Dance performances, choreography	3	Medical guidelines	0
Performances (nonspecific)	11	Research and program proposals (non-grant)	3
Exhibits/exhibitions	17		
Novels	1		
Theatrical productions	1		
Images, photography	1		
Technology Products		Educational Materials and Publications	
Other Work	N	Other Work	N
Computer and software packages/programs	5	Extension and outreach materials (general)	17
Web sites, web resources	5	Lecture notes, course preparation	3
Digital collections, archives	3	Training and course materials	2
Interactive media	1	CME activities, curricula, materials	2
		Workshops	1
		Web-based teaching materials (website, modules, tutorials)	2
		Curricula development	2
		Educational DVDs, videos, online	2
		Seminars	3
		Grand rounds presentations	0
Scholarly Publications, Presentations, Contributions		Conference and Meeting Presentations, Materials	
Other Work	N	Other Work	N
Law reviews, law publications	2	Invited presentation	2
Reviews, editor work (nonspecific)	10	Poster	0
White papers	1	Roundtables (presenter, chair, referee, respondent)	2
Textbook publication (author or academic editor)	1	Conference proceedings (non-peer reviewed)	3
Monograph	7	Presentations, talks, lectures	7
Book reviews	13	Organized conference or meeting	5
Invited publications	1	Conference workshop	0
Editor reviews, editor work	16		
Journals	0		
Abstracts	1		
Presentations, lecture (invited)	3		
Case reports, reviews	0		
Book proposal, manuscript	3		
Policy Materials		Professional Activities, Resulting Products	
Other Work	N	Other Work	N
Policy briefs	4	Professional committee	1
Strategic plans	1	National committee	1
		Global collaborations	0
Standards documents, guidelines	2	Corporate collaborations (consulting, chair, management)	1
Foundation, organization reports	1	Non-profit collaborations (management)	1
Testimony, court briefs, legal information	0	Tenure/promotion documents	4

Table UWP1. Value and Use of Tenure Clock Extension Program, Tenure-Track Faculty Only

	Not familiar with the program**						Value of program***				Ever participated in the program					
	2006			2016			2006		2016		2006		2016			
	N	Percent	Std. Dev.	N	Percent	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Percent	Std. Dev.	Percent	Std. Dev.		
Total	1137	2.64%	(16.03%)	1216	15.21%	(35.93%)	↑	3.35	(0.84)	3.35	(0.74)	20.78%	(40.50%)	22.96%	(42.07%)	
Women	365	0.82%	(9.04%) *	451	12.61%	(33.24%) *	↑	3.67	(0.67) *	3.55	(0.63) *	↓	32.47%	(46.89%) *	31.71%	(46.59%) *
Men	771	3.50%	(18.39%)	771	16.73%	(37.35%)	↑	3.19	(0.87)	3.23	(0.78)		15.21%	(35.94%)	17.79%	(38.27%)
Faculty of Color	99	3.03%	(17.17%)	199	23.62%	(42.58%) *		3.40	(0.89)	3.28	(0.78)		19.15%	(39.56%)	22.16%	(41.64%)
Majority Faculty	1038	2.60%	(15.93%)	1017	13.57%	(34.26%)		3.34	(0.83)	3.36	(0.73)		20.94%	(40.71%)	23.11%	(42.17%)
Not US Citizen	115	2.61%	(16.01%)	125	19.83%	(40.04%)		3.29	(0.90)	3.30	(0.78)		18.02%	(38.61%)	18.40%	(38.90%)
US Citizen	1020	2.65%	(16.06%)	1095	14.70%	(35.43%)		3.35	(0.83)	3.35	(0.74)		21.15%	(40.86%)	23.48%	(42.41%)
LGBT	40	2.50%	(15.81%)	52	19.23%	(39.80%)	↑	3.18	(0.85)	3.48	(0.67)		11.43%	(32.28%)	15.38%	(36.43%)
Not LGBT	1067	26.24%	(15.99%)	1164	15.03%	(35.76%)	↓	3.36	(0.83)	3.44	(0.74)		21.05%	(40.79%)	23.30%	(42.29%)
Faculty with Disability	116	1.74%	(13.07%)	146	11.64%	(32.19%)	↑	3.37	(0.88)	3.40	(0.73)		27.10%	(44.66%)	22.38%	(41.82%)
Faculty without Disability	991	2.62%	(15.99%)	1056	15.63%	(36.33%)	↑	3.34	(0.84)	3.34	(0.74)		20.43%	(40.34%)	22.94%	(42.06%)
Biological Science	393	3.31%	(17.91%)	477	8.39%	(27.75%) *	↑	3.32	(0.83)	3.31	(0.75)		26.59%	(44.25%) *	26.92%	(44.40%) *
Physical Science	223	2.69%	(16.22%)	249	19.26%	(39.52%)	↑	3.09	(0.94) *	3.32	(0.73)	↑	11.57%	(32.07%) *	14.86%	(35.64%) *
Social Science	317	1.58%	(12.48%)	315	17.14%	(37.75%)	↑	3.48	(0.76) *	3.42	(0.71)		22.59%	(41.89%)	27.39%	(44.67%) *
Arts & Humanities	186	3.23%	(17.72%)	175	24.57%	(43.17%) *	↑	3.51	(0.77) *	3.39	(0.76)		18.08%	(38.59%)	14.86%	(35.67%) *
Science Department	593	3.20%	(17.63%)	706	12.04%	(32.57%) *	↑	3.23	0.88 *	3.30	(0.75) *		20.14%	(40.11%)	22.46%	(41.76%)
Non-Science Department	526	2.09%	(14.32%)	507	19.60%	(39.74%)	↑	3.49	(0.76)	3.43	(0.72)		21.84%	(41.36%)	23.27%	(42.30%)
Untenured	268	2.24%	(14.82%)	268	16.79%	(37.45%)	↑	3.53	(0.79) *	3.43	(0.71)		32.95%	(47.09%) *	36.36%	(48.20%) *
Tenured	869	2.76%	(16.40%)	948	14.77%	(35.50%)	↑	3.29	(0.84)	3.33	(0.75)		16.81%	(37.42%)	19.22%	(39.42%)
Non-Mainstream Research	441	2.49%	(15.61%)	680	13.82%	(34.54%)	↑	3.42	(0.79) *	3.36	(0.74)		22.87%	(42.05%)	24.74%	(43.18%)
Mainstream Research	680	2.65%	(16.06%)	491	16.70%	(37.34%)	↑	3.29	(0.87)	3.34	(0.75)		19.17%	(39.39%)	21.06%	(40.82%)
Multiple Appointments	212	3.30%	(17.91%)	47	10.64%	(31.17%)		3.38	(0.86)	3.62	(0.54) *	↑	20.51%	(40.48%)	23.81%	(43.11%)
Single Appointment	900	2.56%	(15.79%)	1169	15.40%	(36.11%)		3.35	(0.83)	3.34	(0.75)		21.10%	(40.83%)	22.93%	(42.05%)
Department Chair	81	0.00%	(.00%) *	75	4.00%	(19.73%) *		3.50	(0.71)	3.51	(0.65)		38.67%	(49.03%) *	18.67%	(39.23%)
Not Chair	1056	2.84%	(16.62%)	1141	15.95%	(36.63%)	↑	3.33	(0.85)	3.34	(0.75)		19.46%	(39.61%)	23.24%	(42.25%)
Used Program	222			277				3.70	(0.65) *	3.64	(0.58) *					
Never Used Program	850			933				3.25	(0.86)	3.26	(0.75)					

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

** In 2006, the question was "Never heard of program" and in 2016 the question was "Not familiar with program".

*** Response choices: 1=Not at all valuable, 2=Somewhat valuable, 3=Quite valuable, 4=Very valuable.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Table UWP2. Value and Use of Dual Career Hiring Program, Tenure-Track Faculty Only

	Not familiar with the program**						Value of program***				Ever participated in the program			
	2006			2016			2006		2016		2006		2016	
	N	Percent	Std. Dev.	N	Percent	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Percent	Std. Dev.	Percent	Std. Dev.
Total	1118	21.02%	(40.70%)	1213	29.93%	(45.81%)	↑ 3.19	(0.93)	3.10	(0.91)	19.53%	(39.67%)	17.25%	(37.80%)
Women	360	15.56%	(36.29%) *	448	22.09%	(41.54%) *	↑ 3.46	(0.83) *	3.28	(0.87) *	↑ 24.20%	(42.90%) *	24.20%	(42.88%) *
Men	756	23.54%	(42.46%)	764	34.55%	(47.59%)	↑ 3.05	(0.95)	2.98	(0.93)	17.31%	(37.86%)	13.21%	(33.88%) ↑
Faculty of Color	99	17.17%	(37.91%)	197	38.07%	(48.68%) *	↑ 3.33	(0.89)	3.10	(0.91)	18.68%	(39.19%)	11.86%	(32.41%) *
Majority Faculty	1019	21.39%	(41.03%)	114	40.35%	(49.28%) *	↑ 3.17	(0.94)	3.35	(0.89)	19.61%	(39.73%)	18.02%	(38.61%)
Not US Citizen	114	40.35%	(49.28%) *	124	39.67%	(49.12%)	3.35	(0.89)	3.00	(0.99)	↓ 18.02%	(38.61%)	18.55%	(39.03%)
US Citizen	1002	18.76%	(39.06%)	1092	28.85%	(45.33%)	↑ 3.17	(0.93)	3.11	(0.91)	19.75%	(39.83%)	17.10%	(37.67%)
LGBT	41	19.51%	(40.12%)	52	32.69%	(47.37%)	3.06	(0.97)	3.17	(0.98)	13.89%	(35.07%)	25.00%	(43.54%)
Not LGBT	1047	21.30%	(40.96%)	1161	29.80%	(45.76%)	↑ 3.21	(0.92)	3.10	(0.91)	↓ 19.98%	(40.00%)	16.90%	(37.49%)
Faculty with Disability	115	12.17%	(32.84%) *	144	27.08%	(44.59%)	↑ 3.14	(1.05)	3.14	(0.94)	25.46%	(43.76%)	19.58%	(39.82%)
Faculty without Disability	974	21.87%	(41.36%)	1055	22.94%	(45.83%)	↑ 3.20	(0.92)	3.10	(0.91)	↓ 19.13%	(39.35%)	16.87%	(37.47%)
Biological Science	384	21.35%	(41.03%)	476	34.03%	(47.43%) *	↑ 3.12	(0.90)	3.03	(0.88)	17.73%	(38.24%)	14.83%	(35.58%)
Physical Science	223	18.39%	(38.82%)	247	26.56%	(44.26%)	↑ 3.13	(0.92)	3.12	(0.91)	18.10%	(38.59%)	12.96%	(33.65%) *
Social Science	315	20.63%	(40.53%)	315	25.08%	(43.42%) *	3.28	(0.93)	3.12	(0.94)	19.80%	(39.92%)	21.57%	(41.20%) *
Arts & Humanities	178	24.16%	(42.92%)	176	31.25%	(46.40%)	3.31	(0.97)	3.25	(0.92)	22.43%	(43.00%)	22.94%	(42.17%)
Science Department	585	20.51%	(40.41%)	701	31.38%	(46.44%)	↑ 3.12	0.91 *	3.06	(0.90)	18.00%	(38.46%)	13.84%	(34.55%) *
Non-Science Department	515	21.55%	(41.16%)	507	27.61%	..4475	↑ 3.29	(0.94)	3.17	(0.93)	21.13%	(40.86%)	22.27%	(41.65%)
Untenured	267	34.22%	(47.54%) *	266	39.40%	(49.05%) *	3.38	(0.86) *	3.04	(1.00)	↓ 14.23%	(35.00%) *	20.00%	(40.08%)
Tenured	855	16.96%	(37.55%)	947	27.14%	(44.49%)	↑ 3.14	(0.94)	3.12	(0.89)	21.28%	(40.96%)	16.47%	(37.11%) ↓
Non-Mainstream Research	432	22.20%	(41.60%)	677	29.80%	(45.80%)	↑ 3.22	(0.94)	3.08	(0.92)	↓ 19.60%	(39.70%)	17.40%	(37.90%)
Mainstream Research	669	20.48%	(40.40%)	491	29.10%	(45.50%)	↑ 3.18	(0.91)	3.14	(0.91)	19.50%	(39.70%)	16.50%	(37.12%)
Multiple Appointments	210	18.57%	(38.98%)	47	19.15%	(39.77%)	3.25	(0.91)	3.21	(0.93)	25.50%	(44.79%) *	23.26%	(42.75%)
Single Appointment	883	21.52%	(41.11%)	1166	30.36%	(46.00%)	↑ 3.18	(0.93)	3.10	(0.91)	17.66%	(38.16%)	17.03%	(37.60%)
Department Chair	80	8.75%	(28.43%) *	74	12.16%	(32.91%) *	3.11	(1.01)	3.09	(0.88)	43.24%	(49.87%) *	31.08%	(46.59%) *
Not Chair	1037	21.99%	(41.44%)	1139	31.08%	(46.30%)	↑ 3.20	(0.92)	3.10	(0.92)	↓ 17.80%	(38.27%)	16.34%	(36.99%)
Used Program	207			206			3.46	(0.84) *	3.20	(1.02)	↓			
Never Used Program	588			586			3.10	(0.93)	3.09	(0.87)				

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

** In 2006, the question was "Never heard of program" and in 2016 the question was "Not familiar with program".

*** Response choices: 1=Not at all valuable, 2=Somewhat valuable, 3=Quite valuable, 4=Very valuable.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Table UWP3. Value and Use of Provost's Strategic Hiring Initiative, Tenure-Track Faculty Only

	Not familiar with the program**						Value of program***				Ever participated in the program			
	2006			2016			2006		2016		2006		2016	
	N	Percent	Std. Dev.	N	Percent	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Percent	Std. Dev.	Percent	Std. Dev.
Total	1112	36.87%	(48.27%)	1201	55.20%	(49.75%)	↑ 2.86	(1.02)	2.89	(0.90)	14.18%	(34.90%)	5.75%	(23.29%) ↓
Women	354	45.20%	(49.84%) *	444	12.61%	(33.24%)	3.17	(0.96)	3.12	(0.84) *	13.39%	(34.10%)	6.08%	(23.93%)
Men	756	32.80%	(46.98%)	757	54.16%	(49.86%)	↑ 2.74	(1.01)	2.76	(0.90)	14.60%	(35.34%)	5.56%	(22.94%) ↓
Faculty of Color	98	31.63%	(47.64%) ↓	196	57.65%	(49.54%)	2.99	(1.09)	3.06	(0.80)	11.11%	(31.60%)	89.50%	(28.61%)
Majority Faculty	1014	37.38%	(48.40%) ↓	1010	54.70%	(49.80%)	2.84	(1.01)	2.86	(0.91)	14.46%	(35.20%) ↓	5.15%	(22.11%)
Not US Citizen	116	47.41%	(50.15%) *	129	62.30%	(48.66%)	↑ 3.30	(0.98)	2.87	(0.93)	9.01%	(28.76%)	1.55%	(12.40%) * ↓
US Citizen	994	35.61%	(47.91%)	1079	54.40%	(49.82%)	↑ 2.84	(1.02)	2.89	(0.89)	14.80%	(35.53%)	6.26%	(24.23%) ↓
LGBT	41	31.71%	(47.11%)	54	51.92%	(50.45%)	2.89	(1.03)	3.08	(0.95)	12.12%	(33.14%)	7.41%	(26.44%)
Not LGBT	1041	37.18%	(48.35%)	1149	55.35%	(49.73%)	↑ 2.87	(1.01)	2.88	(0.89)	14.24%	(34.97%)	5.67%	(23.14%) ↓
Faculty with Disability	117	31.62%	(46.70%)	144	46.53%	(50.05%) *	↑ 2.88	(1.14)	2.83	(1.02)	17.86%	(38.50%)	9.21%	(29.03%)
Faculty without Disability	967	37.43%	(48.42%)	1045	56.22%	(49.60%)	↑ 2.85	(1.00)	2.90	(0.88)	13.57%	(34.30%)	5.40%	(49.60%) ↓
Biological Science	383	37.90%	(48.60%)	472	56.40%	(49.60%)	2.74	(1.03) *	2.67	(0.88) *	13.39%	(34.09%)	4.24%	(20.20%)
Physical Science	222	32.89%	(47.10%)	242	58.75%	(49.33%)	↑ 2.79	(1.07)	2.97	(0.94)	20.47%	(40.44%) *	6.20%	(24.20%) ↓
Social Science	312	41.02%	(49.30%)	310	51.93%	(50.00%)	↑ 2.94	(0.97)	2.95	(0.84)	10.46%	(30.65%) *	6.51%	(24.72%)
Arts & Humanities	177	32.77%	(47.07%)	174	53.44%	(50.02%)	↑ 3.08	(0.95) *	3.25	(0.85) *	13.70%	(34.50%)	8.09%	(27.40%)
Science Department	583	35.68%	(47.90%)	698	57.02%	(49.54%)	↑ 2.74	1.05 *	2.76	(0.91) *	16.50%	(37.14%) *	4.89%	(21.57%) ↓
Non-Science Department	511	38.40%	(48.67%)	498	52.81%	(49.97%)	↑ 3.00	(0.95)	3.06	(0.85)	11.31%	(31.70%)	7.03%	(25.59%) ↓
Untenured	267	66.92%	(47.14%) *	270	79.70%	(40.31%) *	↑ 3.16	(0.95) *	3.00	(0.96)	3.74%	(19.02%) *	1.85%	(13.50%) *
Tenured	849	27.56%	(44.70%)	940	48.40%	(50.00%)	↑ 2.82	(1.02)	2.88	(0.89)	17.60%	(38.11%)	6.80%	(25.33%) ↓
Non-Mainstream Research	425	40.00%	(49.05%)	672	56.50%	(49.60%)	↑ 2.92	(1.03)	2.95	(0.88)	11.60%	(32.02%) *	6.40%	(24.49%) ↓
Mainstream Research	671	35.17%	(47.79%)	484	53.50%	(49.90%)	↑ 2.82	(1.00)	2.83	(0.91)	15.80%	(36.50%)	4.17%	(20.00%) ↓
Multiple Appointments	212	29.24%	(45.60%) *	46	43.50%	(50.10%)	3.05	(0.95) *	3.08	(0.84) *	21.00%	(40.83%) *	11.36%	(32.10%)
Single Appointment	875	38.70%	(48.70%)	1155	55.67%	(49.70%)	↑ 2.81	(1.02)	2.87	(0.90)	12.40%	(32.97%)	5.54%	(22.87%) ↓
Department Chair	79	10.12%	(30.36%) *	74	32.40%	(47.10%) *	↑ 2.94	(1.15)	2.98	(0.89)	36.50%	(48.50%) *	9.46%	(29.50%) ↓
Not Chair	1032	38.90%	(48.80%)	1127	56.70%	(49.60%)	↑ 2.85	(1.00)	2.88	(0.90)	12.54%	(33.14%)	5.51%	(22.82%) ↓
Used Program	149			69			3.23	(0.96) *	3.41	(0.75) *				
Never Used Program	472			421			2.74	(1.00)	2.84	(0.88)				

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

** In 2006, the question was "Never heard of program" and in 2016 the question was "Not familiar with program".

*** Response choices: 1=Not at all valuable, 2=Somewhat valuable, 3=Quite valuable, 4=Very valuable.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Table UWP4. Value and Use of Anna Julia Cooper Fellowships, Tenure-Track Faculty Only

	Not familiar with the program**						Value of program***				Ever participated in the program				
	2006			2016			2006		2016		2006		2016		
	N	Percent	Std. Dev.	N	Percent	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Percent	Std. Dev.	Percent	Std. Dev.	
Total	1128	81.03%	(39.23%)	1209	82.13%	(38.32%)	3.15	(0.98)	3.16	(0.88)	4.38%	(20.47%)	1.93%	(13.76%)	↓
Women	361	75.62%	(42.99%) *	452	76.20%	(42.60%) *	3.47	(0.84) *	3.37	(0.76) *	6.28%	(24.30%)	3.54%	(18.50%) *	
Men	774	83.50%	(37.12%)	791	85.53%	(35.20%)	2.93	(1.01)	2.96	(0.93)	3.49%	(18.40%)	1.01%	(10.01%)	↓
Faculty of Color	97	62.50%	(48.66%) *	201	72.96%	(44.53%) *	3.31	(0.92)	3.43	(0.80) *	14.43%	(35.30%) *	5.47%	(22.80%) *	
Majority Faculty	1045	82.80%	(37.80%)	1043	83.91%	(36.80%)	3.12	(0.99)	3.07	(0.88)	3.44%	(18.20%)	1.25%	(11.10%)	↓
Not US Citizen	117	90.60%	(29.30%) *	129	84.40%	(36.40%)	2.91	(0.83)	2.84	(0.83)	1.70%	(13.00%) *	0.00%	(.00%)	
US Citizen	1023	79.90%	(40.10%)	1115	81.88%	(38.50%)	3.16	(0.99)	3.19	(0.88)	4.70%	(21.16%)	2.15%	(14.50%)	↓
LGBT	42	88.10%	(32.80%)	54	79.20%	(40.90%)	3.20	(1.10)	2.91	(1.22)	0.00%	(.00%) *	0.00%	(.00%)	
Not LGBT	1068	80.61%	(39.56%)	1190	82.27%	(32.00%)	3.16	(0.97)	3.17	(0.86)	4.68%	(21.13%)	2.01%	(14.00%)	↓
Faculty with Disability	117	82.80%	(37.90%)	151	78.90%	(40.90%)	3.10	(1.02)	3.26	(0.93)	5.98%	(23.80%)	1.99%	(14.00%)	
Faculty without Disabiliti	995	80.30%	(39.45%)	1079	82.70%	(37.80%)	3.16	(0.97)	3.13	(0.87)	4.22%	(20.12%)	1.94%	(13.80%)	↓
Biological Science	392	90.70%	(29.10%) *	489	90.29%	(29.60%) *	2.50	(1.13) *	2.74	(0.88) *	1.27%	(11.20%) *	1.02%	(10.00%) *	
Physical Science	229	86.78%	(33.90%) *	252	87.50%	(33.14%) *	2.90	(1.03)	2.93	(0.94)	3.93%	(19.47%)	1.98%	(13.98%)	
Social Science	318	69.40%	(46.20%) *	316	68.70%	(46.50%) *	3.36	(0.84) *	3.32	(0.81) *	7.86%	(26.96%) *	3.20%	(17.50%)	↓
Arts & Humanities	184	73.70%	(44.10%) *	181	77.00%	(42.20%)	3.49	(0.75) *	3.43	(0.78) *	5.98%	(23.77%)	2.21%	(14.70%)	
Science Department	597	88.80%	(31.50%) *	724	89.30%	(30.97%) *	2.65	1.12 *	2.80	(0.90) *	2.30%	(15.10%) *	1.38%	(11.70%)	
Non-Science Departme	526	72.20%	(44.80%)	514	72.30%	(44.80%)	3.42	(0.79)	3.36	(0.80)	6.84%	(25.30%)	2.70%	(16.30%)	↓
Untenured	274	90.22%	(29.80%) *	274	87.55%	(33.10%) *	3.42	(0.86)	3.21	(0.99)	3.30%	(17.90%)	1.46%	(12.00%)	
Tenured	868	78.20%	(41.30%)	970	80.60%	(39.60%)	3.11	(0.99)	3.15	(0.86)	4.72%	(21.22%)	2.10%	(14.20%)	↓
Non-Mainstream Resear	434	81.25%	(39.08%)	692	82.20%	(38.28%)	3.27	(0.92)	3.25	(0.84) *	3.46%	(18.29%)	1.73%	(13.06%)	
Mainstream Research	691	81.06%	(39.20%)	503	81.39%	(38.96%)	3.09	(1.00)	2.99	(0.91)	5.07%	(21.94%)	1.99%	(13.97%)	↓
Multiple Appointments	214	71.00%	(45.40%) *	47	72.70%	(45.10%)	3.40	(0.88) *	3.08	(1.00)	7.90%	(27.10%) *	4.25%	(20.40%)	
Single Appointment	902	83.40%	(37.20%)	1197	82.50%	(38.00%)	3.10	(0.98)	3.16	(0.87)	3.66%	(18.80%)	1.84%	(13.40%)	↓
Department Chair	79	63.30%	(48.50%) *	75	77.33%	(42.10%)	2.83	(1.10)	3.24	(0.83)	13.90%	(34.80%) *	2.74%	(16.40%)	↓
Not Chair	1062	82.30%	(38.10%)	1171	82.30%	(38.10%)	3.20	(0.95)	3.15	(0.88)	3.67%	(18.81%)	1.88%	(13.60%)	↓
Used Program	47			23			3.57	(0.71) *	3.65	(0.71) *					
Never Used Program	144			179			3.01	(0.99)	3.12	(0.87)					

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

** In 2006, the question was "Never heard of program" and in 2016 the question was "Not familiar with program".

*** Response choices: 1=Not at all valuable, 2=Somewhat valuable, 3=Quite valuable, 4=Very valuable.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Table UWP5. Value and Use of Workshops for Search Committees, Tenure-Track Faculty Only

	Not familiar with the program**						Value of program***				Ever participated in the program				
	2006			2016			2006		2016		2006		2016		
	N	Percent	Std. Dev.	N	Percent	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Percent	Std. Dev.	Percent	Std. Dev.	
Total	1123	53.16%	(49.92%)	1215	54.65%	(49.80%)	2.54	(0.97)	2.50	(0.92)	15.83%	(36.52%)	25.19%	(43.43%)	↑
Women	360	55.00%	(49.82%)	445	52.40%	(50.00%)	2.82	(0.98)	2.75	(0.96)	14.40%	(35.16%)	28.00%	(44.90%)	↑
Men	761	52.17%	(49.99%)	770	55.97%	(49.70%)	2.42	(0.95)	2.95	(0.93)	16.56%	(37.20%)	23.40%	(42.40%)	↑
Faculty of Color	96	53.10%	(50.20%)	199	55.80%	(49.80%)	2.71	(0.92)	2.66	(0.91)	19.15%	(39.56%)	18.00%	(38.60%)	*
Majority Faculty	1027	53.16%	(49.92%)	1016	54.43%	(49.83%)	2.53	(0.98)	2.48	(0.92)	15.52%	(32.89%)	26.56%	(44.18%)	↑
Not US Citizen	118	59.32%	(49.33%)	127	68.59%	(46.61%)	2.50	(0.99)	2.61	(0.89)	9.32%	(29.20%)	14.96%	(35.81%)	*
US Citizen	1003	52.30%	(49.97%)	1094	53.10%	(49.90%)	2.55	(0.97)	2.50	(0.92)	16.63%	(37.25%)	26.40%	(44.10%)	↑
LGBT	42	59.52%	(49.68%)	53	52.83%	(50.40%)	2.88	(0.86)	2.60	(0.91)	15.79%	(36.95%)	17.65%	(38.50%)	
Not LGBT	1053	52.99%	(49.93%)	1162	54.73%	(49.80%)	2.55	(0.97)	2.50	(0.91)	16.05%	(36.72%)	25.52%	(43.62%)	↑
Faculty with Disabili	114	53.51%	(50.10%)	148	52.06%	(50.13%)	2.55	(1.08)	2.56	(0.97)	17.86%	(38.47%)	28.38%	(45.24%)	↑
Faculty without Dise	978	53.68%	(49.89%)	1056	54.83%	(49.79%)	2.53	(0.96)	2.49	(0.91)	15.28%	(36.00%)	24.79%	(43.20%)	↑
Biological Science	384	48.18%	(50.03%)	477	51.36%	(50.03%)	2.64	(0.97)	2.49	(0.89)	14.63%	(35.39%)	25.21%	(43.47%)	↑
Physical Science	226	52.21%	(50.06%)	243	53.72%	(49.96%)	2.51	(0.92)	2.46	(0.87)	17.40%	(38.01%)	28.40%	(45.18%)	↑
Social Science	313	60.38%	(48.99%)	315	60.95%	(48.86%)	2.35	(1.01)	2.51	(0.97)	15.97%	(36.70%)	23.54%	(42.50%)	↑
Arts & Humanities	182	52.20%	(50.09%)	177	53.98%	(49.98%)	2.59	(1.01)	2.62	(0.98)	17.12%	(37.78%)	24.29%	(43.01%)	
Science Departmen	588	49.49%	(50.04%)	704	51.56%	(50.01%)	2.58	0.96	2.47	(0.89)	16.00%	(36.69%)	26.97%	(44.41%)	↑
Non-Science Depar	519	57.25%	(49.52%)	506	59.09%	(49.22%)	2.53	(1.00)	2.56	(0.97)	15.99%	(36.69%)	22.97%	(42.11%)	↑
Untenured	272	72.01%	(44.98%)	274	85.34%	(35.43%)	2.76	(0.98)	2.82	(0.88)	2.94%	(16.92%)	3.28%	(17.86%)	*
Tenured	855	47.25%	(49.95%)	949	46.05%	(49.87%)	2.51	(0.97)	2.48	(0.91)	20.00%	(40.02%)	31.62%	(46.52%)	↑
Non-Mainstream Re	431	56.61%	(49.62%)	678	55.46%	(49.74%)	2.63	(0.97)	2.54	(0.93)	13.62%	(34.34%)	27.56%	(44.71%)	*
Mainstream Resear	670	51.04%	(50.03%)	491	53.97%	(49.89%)	2.48	(0.97)	2.43	(0.88)	17.31%	(37.87%)	21.23%	(49.04%)	↑
Multiple Appointmer	207	46.86%	(50.02%)	46	44.40%	(50.25%)	2.53	(0.94)	2.48	(1.01)	21.68%	(41.30%)	36.96%	(48.80%)	↑
Single Appointment	891	54.54%	(49.80%)	1170	55.04%	(49.77%)	2.56	(0.98)	2.51	(0.91)	14.82%	(35.55%)	24.72%	(43.16%)	↑
Department Chair	80	7.50%	(26.51%)	75	77.33%	(42.15%)	2.51	(1.63)	2.42	(0.91)	64.86%	(48.07%)	52.70%	(50.27%)	*
Not Chair	1042	56.62%	(49.58%)	1140	56.67%	(49.57%)	2.55	(0.96)	2.51	(0.92)	12.34%	(32.90%)	23.39%	(42.35%)	↑
Used Program	171			303			2.64	(1.00)	2.57	(0.95)					
Never Used Progra	299			199			2.48	(0.95)	2.48	(0.86)					

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

** In 2006, the question was "Never heard of program" and in 2016 the question was "Not familiar with program".

*** Response choices: 1=Not at all valuable, 2=Somewhat valuable, 3=Quite valuable, 4=Very valuable.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Table UWP6. Value and Use of Family Leave, Tenure-Track Faculty Only

	Not familiar with the program**						Value of program***				Ever participated in the program					
	2006			2016				2006		2016		2006		2016		
	N	Percent	Std. Dev.	N	Percent	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.	Percent	Std. Dev.	Percent	Std. Dev.	
Total	1118	12.61%	(33.21%)	1205	27.63%	(44.74%)	↑	3.41	(0.78)	3.24	(0.82)	↓	9.00%	(28.64%)	9.98%	(29.99%)
Women	355	9.30%	(29.08%)	435	23.50%	(42.40%)	* ↑	3.67	(0.64)	3.37	(0.87)	* ↓	12.90%	(33.57%)	16.09%	(36.80%)
Men	761	14.19%	(34.90%)	762	30.05%	(45.88%)	↑	3.28	(0.81)	3.16	(0.77)	↓	7.12%	(25.81%)	6.48%	(24.63%)
Faculty of Color	96	15.60%	(36.50%)	196	28.10%	(45.00%)	↑	3.48	(0.76)	3.21	(0.85)		5.80%	(23.50%)	9.42%	(29.29%)
Majority Faculty	1022	12.30%	(32.89%)	↑ 1009	27.55%	(44.70%)		3.40	(0.78)	↑ 3.25	(0.81)		9.29%	(29.04%)	10.09%	(30.13%)
Not US Citizen	116	25.00%	(43.49%)	* 125	41.32%	(49.44%)	* ↑	3.41	(0.77)	3.42	(0.82)		7.21%	(25.98%)	8.80%	(28.44%)
US Citizen	1000	11.20%	(31.60%)	1084	26.10%	(43.90%)	↑	3.41	(0.78)	3.23	(0.82)	↓	9.23%	(28.97%)	10.12%	(30.18%)
LGBT	40	20.00%	(40.51%)	52	26.92%	(44.79%)		2.88	(0.86)	3.40	(0.92)		5.71%	(23.55%)	13.73%	(34.75%)
Not LGBT	1049	12.20%	(32.75%)	1153	27.67%	(44.75%)	↑	3.41	(0.78)	3.24	(0.82)	↓	8.80%	(28.34%)	9.82%	(29.77%)
Faculty with Disability	116	11.21%	(31.68%)	147	23.81%	(45.24%)	↑	3.53	(0.74)	3.28	(0.82)	↓	14.81%	(35.69%)	15.38%	(36.21%)
Faculty without Disability	973	12.44%	(33.02%)	1044	27.87%	(44.86%)	↑	3.39	(0.78)	3.24	(0.82)	↓	8.55%	(27.98%)	9.27%	(29.01%)
Biological Science	385	11.42%	(31.86%)	474	27.42%	(44.66%)	↑	3.36	(0.82)	3.18	(0.77)	↓	9.89%	(29.89%)	8.17%	(27.18%)
Physical Science	222	14.87%	(35.65%)	241	31.93%	(46.72%)	↑	3.23	(0.82)	* 3.19	(0.81)		4.15%	(19.98%)	* 7.88%	(27.00%)
Social Science	310	13.22%	(33.93%)	312	23.72%	(42.60%)	↑	3.48	(0.75)	3.32	(0.88)	↓	8.81%	(28.40%)	13.04%	(33.73%)
Arts & Humanities	182	11.54%	(32.04%)	176	28.98%	(45.50%)	↑	3.63	(0.63)	* 3.35	(0.84)	↓	13.95%	(34.75%)	* 13.29%	(34.10%)
Science Department	584	13.01%	(33.67%)	697	28.69%	(45.27%)	↑	3.30	0.82	* 3.18	(0.78)	* ↓	7.47%	(26.31%)	7.89%	(26.98%)
Non-Science Department	515	12.23%	(32.80%)	503	26.04%	(43.93%)	↑	3.54	(0.71)	3.34	(0.86)	↓	10.84%	(31.12%)	13.06%	(33.70%)
Untenured	259	20.46%	(40.42%)	* 261	41.38%	(49.35%)	* ↑	3.57	(0.75)	* 3.37	(0.83)	* ↓	7.78%	(26.84%)	11.49%	(31.96%)
Tenured	859	10.24%	(30.34%)	944	23.83%	(42.63%)	↑	3.37	(0.78)	3.21	(0.82)	↓	9.40%	(29.20%)	9.56%	(29.42%)
Non-Mainstream Research	427	12.18%	(32.74%)	672	27.23%	(44.55%)	↑	3.46	(0.75)	* 3.25	(0.84)	↓	7.21%	(25.90%)	10.14%	(30.20%)
Mainstream Research	673	13.08%	(33.74%)	487	27.52%	(44.71%)	↑	3.36	(0.80)	3.23	(0.79)	↓	9.56%	(29.43%)	10.17%	(30.25%)
Multiple Appointments	211	11.37%	(31.83%)	47	17.02%	(37.99%)		3.43	(0.80)	3.46	(0.79)		9.32%	(29.16%)	15.56%	(36.65%)
Single Appointment	881	12.71%	(33.30%)	1158	28.07%	(44.95%)	↑	3.41	(0.78)	3.23	(0.82)	↓	9.07%	(28.73%)	9.77%	(26.97%)
Department Chair	78	5.13%	(22.20%)	* 74	10.81%	(31.26%)	* ↑	3.34	(0.85)	3.36	(0.76)		22.97%	(42.35%)	* 16.67%	(37.53%)
Not Chair	1039	13.19%	(33.85%)	1131	28.74%	(45.27%)	↑	3.42	(0.77)	3.23	(0.82)	↓	7.96%	(27.08%)	9.55%	(29.41%)
Used Program	93			115				3.65	(0.72)	* 3.57	(0.79)	* ↓				
Never Used Program	773			695				3.37	(0.79)	3.22	(0.80)	↓				

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

** In 2006, the question was "Never heard of program" and in 2016 the question was "Not familiar with program".

*** Response choices: 1=Not at all valuable, 2=Somewhat valuable, 3=Quite valuable, 4=Very valuable.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Table UWP7. Value and Use of Ombuds for Faculty, Tenure-Track Faculty Only

	Not familiar with the program**						Value of program***				Ever participated in the program					
	2006			2016				2006		2016		2006		2016		
	N	Percent	Std. Dev.	N	Percent	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.	Percent	Std. Dev.	Percent	Std. Dev.	
Total	1105	45.43%	(49.81%)	1197	56.31%	(49.62%)	↑	2.79	(0.94)	2.66	(0.92)	↓	10.09%	(30.14%)	9.88%	(29.85%)
Women	352	40.34%	(49.13%)	435	49.54%	(50.06%)	* ↑	3.13	(0.92)	2.78	(0.96)	* ↓	13.02%	(33.71%)	15.63%	(36.79%)
Men	752	47.74%	(49.98%)	769	60.08%	(49.01%)	↑	2.62	(0.90)	2.57	(0.88)		8.71%	(28.21%)	6.63%	(24.90%)
Faculty of Color	97	37.11%	(48.60%)	197	57.87%	(49.50%)		2.82	(0.99)	2.66	(1.00)		6.60%	(24.95%)	8.25%	(27.58%)
Majority Faculty	1008	46.23%	(49.88%)	1011	56.00%	(49.66%)		2.79	(0.93)	2.66	(0.90)	↓	10.41%	(30.56%)	10.19%	(30.26%)
Not US Citizen	113	57.52%	(49.65%)	125	69.67%	(46.16%)	* ↓	3.08	(0.82)	2.86	(0.95)		9.82%	(29.89%)	4.00%	(19.68%)
US Citizen	990	44.04%	(49.70%)	1081	54.79%	(49.79%)	↑	2.77	(0.94)	2.64	(0.91)	↓	10.14%	(30.21%)	10.56%	(30.74%)
LGBT	41	58.54%	(49.88%)	52	59.62%	(49.55%)		3.12	(0.78)	2.77	(0.75)		7.69%	(27.00%)	7.80%	(27.15%)
Not LGBT	1036	44.69%	(49.70%)	1154	56.16%	(49.60%)	↑	2.78	(0.94)	2.65	(0.92)	↓	10.38%	(30.52%)	9.97%	(29.97%)
Faculty with Disability	115	39.13%	(49.02%)	146	51.77%	(50.15%)	↑	2.86	(1.05)	2.69	(1.05)		8.04%	(27.31%)	13.70%	(34.50%)
Faculty without Disability	961	46.10%	(49.87%)	1045	56.57%	(44.86%)	↑	2.77	(0.92)	2.65	(0.89)	↓	10.60%	(30.80%)	9.27%	(29.01%)
Biological Science	386	36.27%	(48.14%)	478	53.50%	(49.93%)	↑	2.84	(0.95)	2.71	(0.92)		16.48%	(37.15%)	11.92%	(32.44%)
Physical Science	226	50.89%	(50.10%)	245	63.49%	(48.25%)	* ↑	2.65	(0.87)	2.63	(0.89)		4.87%	(19.98%)	4.90%	(21.63%)
Social Science	304	49.67%	(50.08%)	307	57.65%	(49.49%)	↑	2.75	(0.98)	2.58	(0.90)		7.26%	(25.99%)	9.54%	(29.42%)
Arts & Humanities	179	49.13%	(50.14%)	173	50.87%	(50.14%)		2.92	(0.87)	2.67	(0.99)		8.94%	(28.61%)	12.21%	(32.28%)
Science Department	587	41.91%	(49.38%)	705	56.81%	(49.57%)	↑	2.75	0.92	2.67	(0.91)		12.32%	(32.90%)	9.65%	(29.54%)
Non-Science Department	504	48.80%	(50.04%)	495	55.40%	(49.76%)	↑	2.86	(0.95)	2.63	(0.94)	↓	7.74%	(26.75%)	10.32%	(30.46%)
Untenured	262	57.25%	(49.56%)	265	75.97%	(42.81%)	* ↑	3.18	(0.86)	3.00	(0.81)	*	7.28%	(26.84%)	3.40%	(18.15%)
Tenured	843	41.76%	(49.34%)	940	50.91%	(50.02%)	↑	2.71	(0.93)	2.61	(0.92)		10.98%	(31.28%)	11.70%	(32.16%)
Non-Mainstream Research	423	46.10%	(49.91%)	670	57.59%	(49.57%)	↑	2.86	(0.97)	2.59	(0.93)	* ↓	10.45%	(30.63%)	9.25%	(29.00%)
Mainstream Research	665	45.87%	(49.87%)	487	55.14%	(49.79%)	↑	2.73	(0.91)	2.79	(0.89)		9.63%	(39.53%)	10.47%	(30.65%)
Multiple Appointments	211	36.49%	(48.26%)	46	50.00%	(50.55%)		2.67	(0.95)	2.78	(0.95)		11.62%	(32.12%)	13.64%	(34.71%)
Single Appointment	869	47.18%	(49.95%)	1161	56.56%	(49.59%)	↑	3.41	(0.78)	2.65	(0.92)	↓	9.80%	(29.75%)	9.73%	(29.65%)
Department Chair	78	5.13%	(22.20%)	72	27.77%	(45.10%)	* ↑	2.65	(0.87)	2.67	(0.90)		18.67%	(39.23%)	15.28%	(36.23%)
Not Chair	1026	48.44%	(50.00%)	1133	58.13%	(49.36%)	↑	2.81	(0.94)	2.66	(0.92)	↓	9.47%	(29.29%)	9.53%	(29.38%)
Used Program	104			116				2.90	(1.04)	2.68	(1.04)					
Never Used Program	425			366				2.74	(0.90)	2.67	(0.87)					

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

** In 2006, the question was "Never heard of program" and in 2016 the question was "Not familiar with program".

*** Response choices: 1=Not at all valuable, 2=Somewhat valuable, 3=Quite valuable, 4=Very valuable.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Table UWP8. Value and Use of New Faculty Workshops, Tenure-Track Faculty Only

	Not familiar with the program**						Value of program***				Ever participated in the program					
	2006			2016				2006		2016		2006		2016		
	N	Percent	Std. Dev.	N	Percent	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.	Percent	Std. Dev.	Percent	Std. Dev.	
Total	1109	15.69%	(36.39%)	1215	26.09%	(43.93%)	↑	2.99	(0.86)	2.76	(0.82)	↓	40.15%	(49.04%)	43.79%	(49.63%)
Women	354	12.99%	(33.67%)	451	20.40%	(40.34%)	* ↑	3.24	(0.50)	* 2.87	(0.80)	* ↓	52.68%	(50.00%)	* 56.35%	(49.65%)
Men	754	16.90%	(37.60%)	764	29.45%	(45.61%)	↑	2.87	(0.87)	2.68	(0.83)	↓	34.36%	(47.52%)	36.54%	(48.19%)
Faculty of Color	97	12.40%	(33.10%)	199	22.11%	(41.60%)	↑	3.06	(0.93)	↑ 2.79	(0.81)		50.00%	(50.29%)	50.52%	(50.13%)
Majority Faculty	1012	16.01%	(36.69%)	1016	26.87%	(44.35%)	↑	2.98	(0.86)	↑ 2.75	(0.82)		39.28%	(48.86%)	42.50%	(49.46%)
Not US Citizen	119	0.11%	(31.32%)	124	20.16%	(40.28%)	↑	3.09	(0.88)	2.85	(0.85)	↓	57.41%	(49.68%)	* 55.00%	(49.96%)
US Citizen	988	16.30%	(36.95%)	1091	26.76%	(44.29%)	↑	2.98	(0.86)	2.75	(0.82)	↓	38.30%	(48.60%)	42.54%	(49.46%)
LGBT	40	20.00%	(40.51%)	54	20.37%	(40.65%)		3.00	(0.76)	2.77	(0.75)		51.52%	(50.75%)	57.41%	(49.91%)
Not LGBT	1039	15.40%	(36.11%)	1161	26.36%	(44.08%)		2.99	(0.87)	2.76	(0.83)	↓	40.10%	(49.04%)	43.15%	(49.55%)
Faculty with Disability	113	14.16%	(35.02%)	145	25.52%	(43.75%)	↑	2.96	(0.91)	2.86	(0.83)		27.18%	(44.71%)	* 40.56%	(49.27%)
Faculty without Disability	968	15.91%	(36.60%)	1056	26.04%	(43.91%)	↑	2.99	(0.86)	2.75	(0.82)	↓	41.69%	(49.33%)	44.15%	(49.68%)
Biological Science	385	18.44%	(38.83%)	478	22.80%	(42.00%)	* ↑	3.06	(0.88)	2.74	(0.81)	↓	37.92%	(45.89%)	42.15%	(49.43%)
Physical Science	226	15.04%	(35.83%)	243	33.33%	(47.24%)	* ↑	2.93	(0.87)	2.73	(0.83)	↓	37.09%	(48.42%)	37.19%	(48.43%)
Social Science	305	12.13%	(32.70%)	* 314	25.48%	(43.64%)	↑	2.87	(0.87)	* 2.72	(0.88)	↓	44.41%	(49.77%)	51.46%	(50.06%)
Arts & Humanities	176	15.91%	(36.68%)	175	25.71%	(43.83%)	↑	3.14	(0.78)	* 2.91	(0.80)	* ↓	43.53%	(49.73%)	44.12%	(49.80%)
Science Department	588	17.69%	(38.19%)	* 705	26.95%	(44.40%)	↑	3.00	0.88	2.73	(0.82)	↓	37.23%	(48.38%)	* 39.91%	(49.01%)
Non-Science Department	504	13.10%	(33.77%)	505	24.75%	(43.20%)	↑	2.99	(0.85)	2.80	(0.82)	↓	44.24%	(49.72%)	49.30%	(50.05%)
Untenured	272	4.78%	(21.37%)	* 269	13.76%	(34.51%)	* ↑	3.09	(0.86)	* 2.60	(0.83)	* ↓	72.73%	(44.62%)	* 69.23%	(46.24%)
Tenured	837	19.24%	(39.44%)	946	29.60%	(45.67%)	↑	2.95	(0.86)	2.81	(0.81)	↓	29.83%	(45.78%)	36.70%	(48.22%)
Non-Mainstream Research	429	18.89%	(39.18%)	* 678	24.34%	(42.94%)	↑	3.05	(0.85)	2.79	(0.83)	↓	41.83%	(49.39%)	48.48%	(50.01%)
Mainstream Research	665	13.68%	(34.39%)	491	27.49%	(44.69%)	↑	2.94	(0.87)	2.73	(0.80)	↓	39.14%	(48.85%)	38.14%	(48.62%)
Multiple Appointments	210	15.71%	(36.48%)	46	26.09%	(44.40%)		3.03	(0.83)	3.00	(0.95)		44.27%	(49.80%)	42.22%	(49.95%)
Single Appointment	875	15.31%	(36.03%)	1169	26.09%	(43.93%)	↑	2.98	(0.87)	2.75	(0.81)	↓	39.76%	(48.97%)	43.85%	(49.64%)
Department Chair	77	5.20%	(22.34%)	* 74	24.32%	(43.10%)	↑	3.10	(0.78)	2.71	(0.82)	↓	36.84%	(48.56%)	35.21%	(48.10%)
Not Chair	1031	16.39%	(37.04%)	1141	26.21%	(43.99%)	↑	2.98	(0.87)	2.76	(0.82)	↓	40.45%	(49.11%)	44.34%	(49.70%)
Used Program	418			515				3.13	(0.83)	* 2.79	(0.81)	↓				
Never Used Program	407			321				2.80	(0.85)	2.74	(0.80)					

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

** In 2006, the question was "Never heard of program" and in 2016 the question was "Not familiar with program".

*** Response choices: 1=Not at all valuable, 2=Somewhat valuable, 3=Quite valuable, 4=Very valuable.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Table UWP9. Value and Use of Women Faculty Mentoring Program, Tenure-Track Faculty Only

	Not familiar with the program**						Value of program***				Ever participated in the program					
	2006			2016				2006		2016		2006		2016		
	N	Percent	Std. Dev.	N	Percent	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.		Percent	Std. Dev.	Percent	Std. Dev.
Total	1099	24.20%	(42.85%)	1212	39.77%	(48.96%)	↑	3.03	(0.90)	2.89	(0.83)	↓	24.84%	(43.23%)	22.42%	(41.72%)
Women	358	1.11%	(10.52%)	445	10.34%	(30.48%)	* ↑	3.11	(0.94)	2.87	(0.80)	* ↓	68.40%	(46.50%)	59.40%	(49.16%)
Men	740	35.27%	(47.81%)	772	56.92%	(49.55%)	↑	2.97	(0.87)	2.97	(0.77)		4.69%	(21.16%)	1.55%	(12.38%)
Faculty of Color	96	19.80%	(40.10%)	197	41.62%	(49.42%)		3.12	(0.87)	2.98	(0.87)		28.10%	(45.20%)	22.05%	(41.57%)
Majority Faculty	1003	24.63%	(43.11%)	1015	39.41%	(48.89%)		3.02	(0.90)	2.87	(0.83)		24.54%	(43.05%)	22.49%	(41.77%)
Not US Citizen	114	33.30%	(47.35%)	124	42.15%	(81.45%)		3.14	(0.93)	2.94	(0.81)		24.55%	(43.23%)	20.16%	(40.03%)
US Citizen	983	23.10%	(42.20%)	1091	70.16%	(45.78%)	↑	3.02	(0.90)	2.88	(0.84)	↓	24.90%	(43.20%)	22.67%	(41.89%)
LGBT	40	15.00%	(36.16%)	54	44.23%	(50.15%)	↑	3.00	(0.95)	2.90	(0.86)		33.30%	(47.87%)	25.93%	(44.23%)
Not LGBT	1031	24.64%	(43.11%)	1160	39.57%	(48.92%)	↑	3.04	(0.89)	2.89	(0.83)	↓	24.60%	(43.09%)	22.25%	(41.61%)
Faculty with Disability	110	19.09%	(39.48%)	146	30.82%	(46.33%)	* ↑	3.09	(0.94)	2.96	(0.89)		23.81%	(42.80%)	31.25%	(46.51%)
Faculty without Disability	960	24.69%	(43.14%)	1053	40.93%	(49.19%)	↑	3.02	(0.90)	2.88	(0.82)	↓	25.08%	(43.37%)	21.22%	(40.91%)
Biological Science	3880	27.37%	(44.64%)	479	40.92%	(49.22%)	↑	2.95	(0.92)	2.83	(0.85)		23.06%	(42.18%)	18.30%	(38.71%)
Physical Science	218	33.30%	(47.25%)	249	49.38%	(50.01%)	* ↑	2.96	(0.88)	2.87	(0.78)		13.30%	(34.04%)	15.66%	(36.42%)
Social Science	307	19.22%	(39.47%)	313	31.95%	(46.70%)	* ↑	3.11	(0.92)	2.89	(0.86)	↓	32.22%	(46.81%)	30.45%	(46.09%)
Arts & Humanities	178	14.61%	(35.42%)	173	37.21%	(48.48%)	↑	3.14	(0.87)	3.07	(0.79)	*	32.16%	(46.85%)	28.93%	(45.46%)
Science Department	574	29.97%	(45.85%)	706	44.19%	(49.69%)	* ↑	2.92	0.91	2.84	(0.83)		18.89%	(39.17%)	17.12%	(37.69%)
Non-Science Department	507	17.55%	(38.08%)	503	33.53%	(47.26%)	↑	3.14	(0.88)	2.95	(0.84)	↓	32.18%	(46.76%)	29.82%	(45.79%)
Untenured	259	28.96%	(45.44%)	269	48.28%	(50.07%)	* ↑	3.13	(0.95)	2.78	(0.85)	↓	29.69%	(45.78%)	21.19%	(40.94%)
Tenured	840	22.74%	(41.94%)	951	37.43%	(48.42%)	↑	3.00	(0.89)	2.92	(0.83)		23.30%	(42.30%)	22.77%	(41.95%)
Non-Mainstream Research	422	23.22%	(42.28%)	675	39.41%	(48.90%)	↑	3.06	(0.89)	2.89	(0.87)	↓	28.40%	(45.15%)	25.89%	(42.84%)
Mainstream Research	661	24.96%	(43.31%)	492	39.63%	(48.96%)	↑	3.00	(0.91)	2.90	(0.79)		22.27%	(41.64%)	18.09%	(38.53%)
Multiple Appointments	206	17.96%	(38.48%)	47	29.79%	(46.23%)		3.07	(0.90)	2.97	(0.88)		31.12%	(46.42%)	26.67%	(44.72%)
Single Appointment	868	25.58%	(43.65%)	1165	40.17%	(49.05%)		3.02	(0.90)	2.89	(0.83)	↓	23.82%	(42.62%)	22.25%	(41.61%)
Department Chair	78	3.85%	(19.36%)	73	30.14%	(46.20%)	↑	3.11	(0.78)	2.94	(0.81)		34.25%	(47.78%)	24.66%	(43.40%)
Not Chair	1020	25.78%	(43.77%)	1139	40.39%	(49.09%)	↑	3.02	(0.91)	2.89	(0.84)	↓	24.17%	(42.83%)	22.71%	(41.63%)
Used Program	260			269				3.17	(0.93)	2.94	(0.90)	↓				
Never Used Program	475			413				2.93	(0.88)	2.89	(0.75)					

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

** In 2006, the question was "Never heard of program" and in 2016 the question was "Not familiar with program".

*** Response choices: 1=Not at all valuable, 2=Somewhat valuable, 3=Quite valuable, 4=Very valuable.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Table UWP10. Value and Use of Committee on Women, Tenure-Track Faculty Only

	Not familiar with the program**						Value of program***				Ever participated in the program			
	2006			2016			2006		2016		2006		2016	
	N	Percent	Std. Dev.	N	Percent	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Percent	Std. Dev.	Percent	Std. Dev.
Total	1083	56.69%	(49.57%)	1200	70.67%	(45.55%)	↑ 2.80	(0.89)	2.87	(0.88)	4.14%	(19.92%)	3.69%	(18.86%)
Women	352	54.20%	(49.90%)	440	62.30%	(48.58%)	* ↑ 2.98	(0.94)	2.93	(2.93)	8.57%	(27.99%)	8.86%	(28.45%)
Men	735	57.81%	(49.42%)	778	75.52%	(43.02%)	↑ 2.70	(0.85)	2.83	(0.83)	2.04%	(14.15%)	0.77%	(8.75%)
Faculty of Color	96	54.20%	(50.10%)	↑ 198	67.69%	(46.89%)	2.86	(0.99)	2.97	(0.93)	7.29%	(26.10%)	2.53%	(15.73%)
Majority Faculty	992	56.93%	(49.54%)	↑ 1021	71.24%	(45.29%)	2.79	(0.88)	2.85	(0.87)	3.83%	(19.20%)	3.92%	(19.41%)
Not US Citizen	116	61.21%	(48.94%)	125	75.21%	(43.36%)	↑ 2.96	(0.93)	2.97	(0.85)	5.31%	(22.52%)	0.00%	(.00%)
US Citizen	973	56.17%	(49.64%)	1094	70.16%	(45.78%)	↑ 2.78	(0.88)	2.86	(0.89)	4.01%	(19.63%)	4.11%	(.00%)
LGBT	42	50.00%	(50.61%)	54	73.08%	(44.79%)	↑ 2.81	(0.98)	3.00	(0.78)	10.81%	(31.48%)	5.56%	(23.12%)
Not LGBT	1022	57.06%	(49.52%)	1165	70.56%	(45.60%)	↑ 2.79	(0.89)	2.87	(0.89)	3.91%	(19.40%)	3.61%	(18.65%)
Faculty with Disability	111	49.55%	(50.23%)	149	64.38%	(48.05%)	2.86	(0.98)	2.92	(0.93)	5.41%	(22.72%)	4.70%	(21.23%)
Faculty without Disat	951	57.20%	(49.50%)	1056	71.37%	(45.22%)	↑ 2.78	(0.88)	2.87	(0.87)	4.00%	(19.60%)	3.41%	(18.15%)
Biological Science	375	55.20%	(49.80%)	485	70.68%	(45.57%)	↑ 2.71	(0.90)	2.80	(0.90)	4.05%	(19.75%)	3.71%	(18.92%)
Physical Science	220	60.83%	(48.93%)	245	78.33%	(41.28%)	* ↑ 2.58	(0.92)	2.96	(0.82)	↑ 4.09%	(19.85%)	2.04%	(14.17%)
Social Science	304	56.29%	(49.68%)	311	67.64%	(46.86%)	↑ 2.88	(0.89)	2.76	(0.93)	2.96%	(16.98%)	5.47%	(22.77%)
Arts & Humanities	178	54.91%	(49.90%)	172	65.12%	(47.80%)	3.05	(0.79)	3.15	(0.76)	* 6.18%	(24.15%)	2.91%	(16.85%)
Science Department	570	57.72%	(49.44%)	712	44.19%	(49.70%)	* ↓ 2.63	0.90	2.84	(0.88)	3.88%	(19.33%)	3.09%	(17.32%)
Non-Science Depart	505	55.33%	(49.76%)	501	67.34%	(46.94%)	↑ 2.97	(0.85)	2.91	(0.88)	4.36%	(20.43%)	4.59%	(20.95%)
Untenured	267	73.64%	(44.14%)	* 271	81.23%	(39.13%)	* ↑ 3.15	(0.83)	3.02	(0.90)	2.25%	(14.84%)	* 0.37%	(6.08%)
Tenured	825	51.39%	(50.01%)	948	59.11%	(49.19%)	↑ 2.74	(0.89)	2.85	(0.88)	4.75%	(21.28%)	4.64%	(21.05%)
Non-Mainstream Res	422	58.53%	(49.33%)	678	71.49%	(45.18%)	↑ 2.89	(0.86)	2.87	(0.89)	4.98%	(21.77%)	4.57%	(20.90%)
Mainstream Researc	649	55.42%	(49.74%)	493	59.67%	(49.11%)	↑ 2.72	(0.90)	2.88	(0.88)	3.54%	(18.50%)	2.64%	(16.04%)
Multiple Appointment	202	49.01%	(50.11%)	* 47	51.06%	(50.53%)	* 2.90	(0.85)	2.74	(1.01)	4.50%	(20.78%)	8.89%	(28.78%)
Single Appointment	865	58.28%	(49.34%)	1174	71.47%	(45.18%)	↑ 2.77	(0.90)	2.88	(0.87)	4.05%	(19.72%)	3.49%	(18.37%)
Department Chair	77	37.66%	(48.77%)	* 73	76.71%	(42.56%)	↑ 2.71	(0.97)	2.94	(0.66)	9.59%	(29.65%)	8.00%	(27.31%)
Not Chair	1014	58.21%	(49.35%)	1144	70.28%	(45.73%)	↑ 2.80	(0.88)	2.87	(0.89)	3.75%	(19.00%)	3.41%	(18.15%)
Used Program	43			43			2.81	(1.03)	3.16	(0.90)	*			
Never Used Program	359			277			2.76	(0.87)	2.88	(0.83)				

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

** In 2006, the question was "Never heard of program" and in 2016 the question was "Not familiar with program".

*** Response choices: 1=Not at all valuable, 2=Somewhat valuable, 3=Quite valuable, 4=Very valuable.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Table UWP11. Value and Use of Office of Campus Child Care, Tenure-Track Faculty Only

	Not familiar with the program**						Value of program***				Ever participated in the program					
	2006			2016				2006		2016		2006		2016		
	N	Percent	Std. Dev.	N	Percent	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.	Percent	Std. Dev.	Percent	Std. Dev.	
Total	1093	42.36%	(49.44%)	1202	59.90%	(49.03%)	↑	3.12	(0.89)	3.05	(84.20)	7.33%	(26.07%)	7.82%	(26.86%)	
Women	364	32.80%	(47.00%) *	441	62.30%	(48.52%) *	↑	3.21	(0.94) *	3.11	(0.90)	13.60%	(34.30%) *	14.74%	(35.49%) *	
Men	737	46.95%	(49.94%)	773	67.72%	(46.79%)	↑	3.06	(0.86)	2.98	(0.78)	4.38%	(20.49%)	3.88%	(19.33%)	
Faculty of Color	98	31.25%	(46.60%) *	197	55.84%	(49.79%)		3.24	(0.86)	3.07	(0.96)	9.90%	(30.02%)	8.76%	(28.35%)	
Majority Faculty	997	43.43%	(49.59%)	1021	60.70%	(26.58%)	↑	3.10	(0.89)	3.04	(0.81)	7.09%	(25.68%)	7.64%	(26.58%)	
Not US Citizen	116	49.14%	(50.21%)	127	68.33%	(46.71%) *	↑	3.20	(0.85)	3.00	(0.81)	7.08%	(25.76%)	55.12%	(22.91%)	
US Citizen	975	41.54%	(49.30%)	1088	58.97%	(49.21%)	↑	3.11	(0.90)	3.05	(0.85)	7.37%	(26.15%)	8.09%	(27.28%)	
LGBT	42	42.80%	(50.09%)	54	65.38%	(48.04%)	↑	3.13	(0.80)	3.50	(0.62) *	2.63%	(16.22%)	11.10%	(31.72%)	
Not LGBT	1022	42.47%	(49.45%)	1161	59.65%	(49.08%)	↑	3.12	(0.89)	3.03	(0.85)	7.42%	(26.22%)	7.67%	(26.62%)	
Faculty with Disability	110	35.45%	(48.06%)	146	55.48%	(49.87%)	↑	3.18	(0.93)	3.22	(0.82)	5.56%	(23.01%)	6.85%	(25.35%)	
Faculty without Disability	954	43.19%	(49.56%)	1056	60.50%	(48.91%)	↑	3.10	(0.89)	3.02	(0.84)	7.61%	(26.53%)	8.05%	(27.22%)	
Biological Science	375	41.60%	(49.36%)	482	62.16%	(48.55%)	↑	3.09	(0.91)	3.01	(0.82)	7.18%	(25.86%)	6.43%	(24.56%)	
Physical Science	221	51.13%	(50.10%) *	244	64.17%	(48.05%)	↑	2.98	(0.83)	3.07	(0.79)	5.91%	(23.62%)	7.38%	(26.19%)	
Social Science	303	39.93%	(49.06%)	311	56.27%	(49.69%)	↑	3.12	(0.93)	3.02	(0.89)	7.59%	(26.52%)	10.00%	(30.05%)	
Arts & Humanities	177	38.64%	(48.83%)	174	54.90%	(49.90%)	↑	3.31	(0.80) *	3.17	(0.86)	9.04%	(28.76%)	8.62%	(28.15%)	
Science Department	574	46.17%	(49.90%) *	708	62.70%	(48.40%) *	↑	3.04	0.88 *	3.03	(0.81)	6.61%	(24.86%)	6.50%	(24.67%) *	
Non-Science Department	502	38.52%	(48.71%)	502	56.20%	(49.67%)		3.20	(0.89)	3.06	(0.88)	8.17%	(27.41%)	9.76%	(29.71%)	
Untenured	265	48.30%	(50.07%) *	267	62.74%	(48.44%)	↑	3.39	(0.83) *	3.03	(0.83)	↓	14.50%	(35.28%) *	11.99%	(32.54%) *
Tenured	828	40.46%	(49.11%)	948	59.11%	(49.19%)	↑	3.04	(0.89)	3.05	(0.85)	5.02%	(21.86%)	6.65%	(24.92%)	
Non-Mainstream Research	421	40.14%	(49.08%)	673	59.55%	(49.12%)	↑	3.21	(0.87) *	3.04	(0.84)	↓	7.97%	(27.12%)	8.77%	(28.30%)
Mainstream Research	655	43.82%	(49.65%)	495	59.67%	(49.11%)	↑	3.04	(0.90)	3.04	(0.84)	6.80%	(25.20%)	7.07%	(25.66%)	
Multiple Appointments	205	37.56%	(48.55%)	47	40.43%	(49.61%) *		3.03	(0.84)	3.21	(0.96)	7.54%	(26.44%)	13.64%	(34.71%)	
Single Appointment	863	43.92%	(49.66%)	1171	60.69%	(48.86%)	↑	3.15	(0.90)	3.04	(0.83)	↓	7.24%	(25.93%)	7.60%	(26.51%)
Department Chair	74	36.11%	(48.37%)	74	63.01%	(48.61%)	↑	3.11	(0.99)	3.11	(0.80)	6.76%	(25.27%)	6.76%	(25.27%)	
Not Chair	1020	42.84%	(49.51%)	1141	59.70%	(49.07%)	↑	3.12	(0.88)	3.04	(0.85)	7.38%	(26.15%)	7.89%	(26.97%)	
Used Program	77			93				3.17	(0.94)	3.03	(0.98)					
Never Used Program	477			347				3.09	(0.87)	3.09	(0.78)					

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

** In 2006, the question was "Never heard of program" and in 2016 the question was "Not familiar with program".

*** Response choices: 1=Not at all valuable, 2=Somewhat valuable, 3=Quite valuable, 4=Very valuable.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Table UWP12. Value and Use of Sexual Harassment Information Sessions, Tenure-Track Faculty Only

	Not familiar with the program**						Value of program***				Ever participated in the program					
	2006			2016				2006		2016		2006		2016		
	N	Percent	Std. Dev.	N	Percent	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.	Percent	Std. Dev.	Percent	Std. Dev.	
Total	1099	21.38%	(41.02%)	1202	53.83%	(49.87%)	↑	2.66	(0.94)	2.63	(0.83)	25.07%	(43.36%)	13.64%	(34.33%)	↓
Women	352	25.00%	(43.40%)	444	55.71%	(49.73%)	↑	2.78	(0.93)	2.70	(0.85)	23.20%	(42.30%)	13.74%	(34.46%)	↓
Men	746	19.71%	(39.80%)	765	52.82%	(49.95%)	↑	2.61	(0.94)	2.60	(0.81)	25.89%	(43.83%)	13.60%	(34.30%)	↓
Faculty of Color	98	18.40%	(38.90%)	198	56.19%	(49.79%)		2.86	(0.96)	2.87	(0.89)	21.42%	(41.30%)	11.62%	(32.12%)	
Majority Faculty	1001	21.68%	(41.23%)	1012	53.37%	(49.91%)		2.64	(0.93)	2.59	(0.81)	25.39%	(43.55%)	14.03%	(34.75%)	
Not US Citizen	118	32.20%	(46.92%)	126	56.56%	(77.42%)	↑	2.70	(0.91)	2.70	(0.77)	15.60%	(36.45%)	7.94%	(27.14%)	*
US Citizen	979	20.12%	(40.11%)	1084	53.52%	(49.90%)	↑	2.65	(0.94)	2.63	(0.83)	26.12%	(43.96%)	14.30%	(35.02%)	↓
LGBT	42	30.95%	(46.79%)	55	60.38%	(49.38%)	↑	2.76	(0.99)	2.95	(0.86)	15.15%	(36.41%)	9.09%	(29.01%)	
Not LGBT	1030	20.87%	(40.66%)	1155	53.52%	(49.90%)	↑	2.66	(0.93)	2.62	(0.82)	25.46%	(43.58%)	13.85%	(34.56%)	↓
Faculty with Disability	116	19.83%	(40.04%)	144	45.83%	(50.00%)	* ↑	2.69	(1.02)	2.65	(0.92)	29.63%	(45.88%)	21.53%	(41.25%)	* ↓
Faculty without Disability	954	21.80%	(41.31%)	1052	54.93%	(49.78%)	↑	2.66	(0.93)	2.63	(0.81)	24.32%	(42.94%)	12.45%	(33.03%)	↓
Biological Science	378	10.85%	(31.14%)	472	48.51%	(50.03%)	* ↑	2.64	(0.97)	2.59	(0.79)	35.63%	(47.96%)	16.95%	(37.56%)	* ↓
Physical Science	222	31.08%	(46.39%)	244	62.40%	(48.54%)	* ↑	2.55	(0.90)	2.52	(0.83)	16.59%	(37.28%)	9.02%	(28.70%)	* ↓
Social Science	308	29.22%	(45.55%)	316	58.84%	(49.29%)	* ↑	2.64	(0.90)	2.66	(0.85)	21.74%	(41.32%)	12.25%	(32.58%)	↓
Arts & Humanities	174	18.97%	(39.32%)	174	47.70%	(50.09%)	↑	2.88	(0.91)	2.84	(0.89)	19.28%	(39.57%)	13.95%	(34.75%)	
Science Department	578	18.51%	(38.87%)	698	52.94%	(49.95%)	↑	2.61	0.95	2.56	(0.80)	27.99%	(44.94%)	14.33%	(35.06%)	↓
Non-Science Department	504	25.00%	(43.34%)	506	55.20%	(49.78%)	↑	2.74	(0.92)	2.73	(0.86)	21.56%	(41.17%)	12.65%	(33.27%)	↓
Untenured	262	38.17%	(48.67%)	271	71.59%	(45.18%)	* ↑	2.88	(0.91)	2.79	(0.81)	11.05%	(32.45%)	4.43%	(20.61%)	* ↓
Tenured	837	16.13%	(36.80%)	939	48.83%	(50.01%)	↑	2.61	(0.94)	2.61	(0.83)	22.93%	(45.52%)	16.29%	(39.75%)	↓
Non-Mainstream Research	427	20.38%	(40.33%)	672	53.89%	(49.89%)	↑	2.69	(0.95)	2.64	(0.85)	24.50%	(43.06%)	12.65%	(33.26%)	↓
Mainstream Research	656	21.95%	(41.43%)	490	53.07%	(49.96%)	↑	2.64	(0.92)	2.62	(0.80)	25.12%	(43.40%)	14.08%	(34.82%)	↓
Multiple Appointments	205	18.54%	(38.95%)	46	36.96%	(48.80%)	* ↑	2.65	(0.94)	2.72	(0.84)	31.28%	(46.48%)	15.91%	(37.00%)	↓
Single Appointment	870	22.07%	(41.50%)	1166	54.50%	(49.82%)	↑	2.67	(0.93)	2.63	(0.83)	23.55%	(42.46%)	13.55%	(34.24%)	↓
Department Chair	78	3.85%	(19.36%)	71	45.07%	(50.11%)	↑	2.75	(0.92)	2.59	(0.85)	64.87%	(48.07%)	22.86%	(42.29%)	↓
Not Chair	1020	22.75%	(41.94%)	1140	54.38%	(49.83%)	↑	2.65	(0.94)	2.64	(0.83)	21.96%	(41.42%)	13.07%	(33.76%)	↓
Used Program	259			161				2.67	(0.97)	2.62	(0.84)					
Never Used Program	495			349				2.62	(0.90)	2.67	(0.81)					

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

** In 2006, the question was "Never heard of program" and in 2016 the question was "Not familiar with program".

*** Response choices: 1=Not at all valuable, 2=Somewhat valuable, 3=Quite valuable, 4=Very valuable.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Table UWP13. Value and Use of Vilas Life Cycle Professorships, Tenure-Track Faculty Only

	Not familiar with the program**						Value of program***				Ever participated in the program						
	2006			2016			2006		2016		2006		2016				
	N	Percent	Std. Dev.	N	Percent	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.	Percent	Std. Dev.	Percent	Std. Dev.		
Total	1098	36.16%	(48.07%)	1209	24.32%	(42.92%)	↓	2.99	(0.87)	3.00	(0.82)	4.37%	(20.46%)	11.83%	(32.31%)	↑	
Women	353	30.02%	(45.90%) *	443	18.74%	(39.06%) *	↓	3.28	(0.83) *	3.27	(0.75) *	6.90%	(25.30%) *	19.54%	(39.70%) *	↑	
Men	744	38.98%	(48.80%)	765	27.58%	(44.72%)	↓	2.84	(0.85)	2.82	(0.82)	3.18%	(17.56%)	7.28%	(25.99%)	↑	
Faculty of Color	96	32.30%	(47.00%)	196	25.00%	(43.41%) *		3.12	(0.80)	2.99	(0.85)	6.50%	(24.80%)	9.38%	(29.22%)		
Majority Faculty	1002	36.53%	(48.18%) ↑	1013	24.19%	(42.84%)		2.98	(0.88)	3.00	(0.82)	4.17%	(20.00%)	12.30%	(32.86%)	↑	
Not US Citizen	117	35.90%	(48.18%)	122	33.61%	(47.43%) *		3.24	(0.84) *	3.04	(0.83)	4.63%	(21.11%)	8.20%	(27.55%)		
US Citizen	979	36.16%	(48.07%)	1087	23.28%	(42.28%)	↓	2.96	(0.87)	2.99	(0.82)	4.35%	(20.41%)	12.24%	(32.50%)	↑	
LGBT	41	34.15%	(48.01%)	54	30.19%	(46.35%)		3.07	(0.87)	3.16	(0.83)	17.65%	(38.70%) *	18.52%	(39.21%)		
Not LGBT	1029	36.35%	(48.12%)	1156	24.05%	(42.76%)	↓	2.99	(0.86)	2.99	(0.82)	3.76%	(19.02%)	11.51%	(30.93%)	↑	
Faculty with Disabilit	111	32.43%	(47.02%)	147	19.05%	(39.04%)	↓	3.13	(0.86)	3.17	(0.88) *	9.26%	(29.12%)	28.97%	(45.52%) *	↑	
Faculty without Disal	956	36.40%	(48.14%)	1049	24.79%	(43.20%)	↓	2.98	(0.87)	2.97	(0.81)	3.93%	(19.44%)	9.48%	(29.31%)	↑	
Biological Science	380	40.53%	(49.16%) *	476	25.84%	(43.80%)	↓	2.94	(0.90)	2.92	(0.85) *	3.80%	(19.16%)	11.59%	(32.04%)	↑	
Physical Science	219	39.27%	(48.95%)	242	25.94%	(43.90%)	↑	2.84	(0.81) *	2.81	(0.79) *	3.21%	(17.67%)	6.20%	(24.16%) *		
Social Science	307	28.66%	(45.29%) *	315	19.37%	(39.58%) *	↓	3.03	(0.87)	3.13	(0.82) *	6.67%	(24.99%)	15.86%	(36.59%) *	↑	
Arts & Humanities	177	36.16%	(48.32%)	174	25.86%	(43.91%)	↓	3.19	(0.83) *	3.19	(0.75) *	3.48%	(18.30%)	13.53%	(34.30%) *	↑	
Science Department	579	40.07%	(49.05%) *	699	25.89%	(43.84%)	↓	2.88	0.87 *	2.87	(0.82) *	3.37%	(18.06%)	9.70%	(29.61%) *	↑	
Non-Science Depart	504	31.75%	(46.60%)	505	21.78%	(41.32%)	↓	3.10	(0.86)	3.16	(0.80)	5.65%	(23.10%)	14.92%	(35.66%)	↑	
Untenured	264	42.05%	(49.46%) *	267	41.22%	(49.32%) *		3.26	(0.81) *	3.06	(0.80)	↑	3.13%	(17.43%)	8.61%	(28.11%) *	↑
Tenured	834	34.29%	(47.50%)	947	19.64%	(39.75%)	↓	2.92	(0.87)	2.98	(0.83)	4.76%	(21.31%)	12.76%	(33.38%)	↑	
Non-Mainstream Re:	426	34.74%	(47.67%)	672	24.85%	(43.25%)	↑	3.02	(0.86)	3.00	(0.84)	4.69%	(21.17%)	14.03%	(34.75%)	↑	
Mainstream Researc	657	37.29%	(48.39%)	491	22.61%	(41.87%)	↑	2.95	(0.88)	2.99	(0.80)	4.28%	(20.26%)	9.13%	(28.83%)	↑	
Multiple Appointmen	210	33.33%	(47.25%)	47	12.77%	(33.73%) *	↓	3.05	(0.77)	3.17	(0.80)	3.54%	(18.51%)	20.45%	(40.80%)	↑	
Single Appointment	866	36.84%	(48.26%)	1162	24.79%	(43.20%)	↓	2.98	(0.89)	2.99	(0.83)	4.68%	(21.13%)	11.50%	(31.91%)	↑	
Department Chair	74	14.86%	(35.82%) *	75	8.00%	(27.31%) *		2.70	(0.99) *	2.96	(0.49)	9.46%	(29.47%)	15.28%	(36.23%)		
Not Chair	1023	37.73%	(48.50%)	1134	25.40%	(43.55%)	↓	3.02	(0.85)	3.00	(0.83)	4.00%	(19.60%)	11.61%	(32.05%)	↑	
Used Program	47			141				3.39	(0.83) *	3.57	(0.71) *						
Never Used Program	570			715				2.92	(0.85)	2.91	(0.79)						

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

** In 2006, the question was "Never heard of program" and in 2016 the question was "Not familiar with program".

*** Response choices: 1=Not at all valuable, 2=Somewhat valuable, 3=Quite valuable, 4=Very valuable.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Table UWP14. Value and Use of *Forward Together* Diversity Framework (2014), Tenure-Track Faculty Only

	Not familiar with the program**						Value of program***				Ever participated in the program						
	2006			2016			2006		2016		2006		2016				
	N	Percent	Std. Dev.	N	Percent	Std. Dev.			Mean	Std. Dev.	Mean	Std. Dev.	Percent	Std. Dev.	Percent	Std. Dev.	
Total	1100	49.82%	(50.02%)	1197	73.10%	(44.36%)	↑		2.61	(0.97)	2.65	(0.93)	11.42%	(31.82%)	6.30%	(24.31%)	↓
Women	352	47.70%	(50.01%)	443	66.82%	(47.14%)	* ↑		2.84	(1.02)	* 2.72	(0.92)	15.10%	(35.90%)	* 9.93%	(29.94%)	*
Men	747	50.74%	(50.03%)	778	76.81%	(42.23%)	↑		2.49	(0.93)	2.59	(0.94)	9.69%	(29.60%)	4.11%	(19.87%)	↓
Faculty of Color	95	33.70%	(47.50%)	↑	197	67.35%	(47.01%)	*	2.76	(1.06)	2.75	(0.99)	18.70%	(39.20%)	9.65%	(29.60%)	
Majority Faculty	1005	51.34%	(50.01%)	↑	1025	74.23%	(43.76%)		2.59	(0.96)	2.62	(0.92)	10.75%	(31.00%)	5.66%	(23.12%)	↓
Not US Citizen	116	69.83%	(46.10%)	*	127	80.83%	(39.53%)	* ↑	2.86	(0.94)	2.70	(0.88)	7.76%	(26.87%)	0.79%	(8.87%)	* ↓
US Citizen	982	47.35%	(49.96%)		1095	72.24%	(44.80%)	↑	2.59	(0.98)	2.65	(0.94)	11.88%	(32.37%)	0.07%	(25.43%)	↓
LGBT	41	29.27%	(46.07%)	*	53	56.60%	(50.04%)	* ↑	2.62	(0.98)	2.26	(1.01)	* 9.09%	(29.19%)	15.39%	(36.43%)	*
Not LGBT	1032	51.07%	(50.01%)		1170	73.86%	(43.96%)	↑	2.62	(0.98)	2.68	(0.92)	11.62%	(32.06%)	5.90%	(23.57%)	↓
Faculty with Disabi	114	49.12%	(50.21%)		148	71.72%	(45.19%)	↑	2.48	(0.98)	2.61	(0.95)	9.01%	(28.76%)	7.43%	(26.32%)	
Faculty without Dis	955	49.95%	(50.03%)		1060	73.14%	(44.34%)	↑	2.62	(0.97)	2.66	(0.93)	11.57%	(32.00%)	6.13%	(24.00%)	↓
Biological Science	385	58.96%	(49.16%)	*	483	78.49%	(41.10%)	* ↑	2.56	(0.93)	2.57	(0.87)	7.47%	(26.32%)	* 3.93%	(19.46%)	* ↓
Physical Science	219	54.34%	(49.93%)		249	81.59%	(38.84%)	* ↑	2.28	(0.94)	* 2.46	(0.90)	8.68%	(28.21%)	3.61%	(18.70%)	* ↓
Social Science	307	42.35%	(49.49%)	*	315	62.22%	(48.56%)	* ↑	2.67	(1.01)	2.65	(0.96)	16.83%	(37.48%)	* 11.00%	(31.34%)	* ↓
Arts & Humanities	173	36.63%	(48.32%)	*	175	66.47%	(47.35%)	* ↑	2.88	(0.94)	* 2.93	(0.97)	* 15.03%	(35.84%)	8.57%	(28.07%)	
Science Departme	582	57.90%	(49.41%)	*	714	79.68%	(40.27%)	* ↑	2.41	0.94	* 2.54	(0.88)	7.36%	(26.73%)	* 3.22%	(17.67%)	* ↓
Non-Science Depa	501	40.32%	(49.10%)		503	64.02%	(48.04%)	↑	2.77	(0.98)	2.74	(0.94)	16.43%	(37.07%)	10.76%	(31.01%)	↓
Untenured	267	70.57%	(45.67%)	*	270	76.63%	(42.40%)		3.15	(0.94)	* 2.67	(0.85)	↓ 5.99%	(23.78%)	* 4.81%	(21.45%)	
Tenured	835	43.23%	(49.57%)		952	72.12%	(44.87%)	↑	2.52	(0.95)	2.64	(0.95)	13.19%	(33.86%)	6.72%	(25.06%)	↓
Non-Mainstream R	425	49.88%	(50.06%)		678	74.51%	(43.61%)	↑	2.62	(1.02)	2.69	(0.96)	12.08%	(32.63%)	6.79%	(25.17%)	↓
Mainstream Resea	659	49.92%	(50.04%)		497	71.55%	(45.17%)	↑	2.58	(0.95)	2.59	(0.92)	10.52%	(30.70%)	5.63%	(23.08%)	↓
Multiple Appointme	208	42.31%	(49.52%)	*	47	56.52%	(50.12%)	*	2.44	(0.94)	* 2.90	(0.97)	↑ 19.70%	(39.87%)	* 12.77%	(33.73%)	
Single Appointmen	868	51.50%	(50.01%)		1175	73.76%	(44.01%)	↑	2.66	(0.98)	2.63	(0.93)	9.71%	(29.63%)	6.04%	(23.84%)	↓
Department Chair	76	23.68%	(42.80%)	*	70	62.86%	(48.67%)	* ↑	2.33	(1.08)	* 2.65	(0.94)	20.55%	(19.24%)	* 7.14%	(25.94%)	↓
Not Chair	1023	51.71%	(50.00%)		1152	73.74%	(44.03%)	↑	2.64	(0.96)	2.65	(0.93)	10.77%	(31.02%)	6.25%	(24.22%)	↓
Used Program	122				72				2.80	(1.03)	* 2.71	(0.98)					
Never Used Progr	364				218				2.52	(0.94)	2.69	(0.90)	↑				

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

** In 2006, the question was "Never heard of program" and in 2016 the question was "Not familiar with program".

*** Response choices: 1=Not at all valuable, 2=Somewhat valuable, 3=Quite valuable, 4=Very valuable.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Table UWP15. Value and Use of WISELI, Tenure-Track Faculty Only

	Not familiar with the program**							Value of program***				Ever participated in the program					
	2006				2016			2006		2016		2006		2016			
	N	Mean	Std. Dev.	N	Percent	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Percent	Std. Dev.		
Total	1095	30.7%	(46.14)	1215	36.8%	(48.24)	↑	3.03	(0.87)	3.02	(0.80)	18.5%	(38.81)	23.2%	(42.20)	↑	
Women	352	22.7%	(0.42)	447	29.3%	(0.46)	* ↑	3.32	(0.79)	3.19	(0.79)	31.1%	(0.46)	37.9%	(0.49)	* ↑	
Men	742	34.4%	(0.48)	767	41.2%	(0.49)	↑	2.86	(0.86)	2.90	(0.80)	12.5%	(0.33)	14.5%	(0.35)		
Faculty of Color	97	28.9%	(0.46)	200	39.7%	(0.49)		3.13	(0.89)	3.10	(0.82)	18.9%	(0.39)	19.0%	(0.39)		
Majority Faculty	998	30.9%	(0.46)	1016	36.2%	(0.48)	↑	3.01	(0.86)	3.00	(0.80)	18.4%	(0.39)	24.0%	(0.43)	↑	
Not US Citizen	115	39.1%	(0.49)	123	47.9%	(0.50)	*	3.07	(0.84)	2.97	(0.80)	14.4%	(0.35)	13.0%	(0.34)	*	
US Citizen	978	29.7%	(0.46)	1094	35.6%	(0.48)	↑	3.02	(0.87)	3.02	(0.81)	19.0%	(0.39)	24.3%	(0.43)	↑	
LGBT	42	35.7%	(0.48)	54	41.5%	(0.50)		3.15	(0.91)	3.06	(0.93)	16.7%	(0.38)	27.8%	(0.45)		
Not LGBT	1026	30.9%	(0.46)	1162	36.6%	(0.48)	↑	3.03	(0.86)	3.01	(0.80)	18.4%	(0.39)	22.9%	(0.42)	↑	
Faculty with Disabilit	114	28.1%	(0.45)	148	36.5%	(0.48)		3.11	(0.89)	3.14	(0.78)	24.1%	(0.43)	27.4%	(0.45)		
Faculty without Disal	951	30.9%	(0.46)	1054	36.4%	(0.48)	↑	3.01	(0.87)	0.30	(0.81)	17.7%	(0.38)	22.8%	(0.42)	↑	
Biological Science	382	25.4%	(0.44)	475	32.4%	(0.47)	* ↑	2.96	(0.90)	2.94	(0.81)	23.2%	(0.43)	27.4%	(0.45)	*	
Physical Science	220	18.6%	(0.39)	243	26.0%	(0.44)	*	2.94	(0.86)	2.92	(0.83)	27.4%	(0.45)	28.4%	(0.45)	*	
Social Science	308	38.6%	(0.49)	318	43.7%	(0.50)	*	3.09	(0.88)	3.12	(0.78)	11.9%	(0.32)	16.6%	(0.37)	*	
Arts & Humanities	181	44.4%	(0.50)	178	50.9%	(0.50)	*	3.26	(0.72)	3.30	(0.74)	9.4%	(0.29)	16.9%	(0.38)	* ↑	
Science Department	580	23.5%	(0.42)	702	30.3%	(0.46)	* ↑	2.94	(0.89)	2.92	(0.81)	24.8%	(0.43)	27.7%	(0.45)	*	
Non-Science Depart	504	39.3%	(0.49)	508	45.7%	(0.50)	↑	3.16	(0.81)	3.19	(0.76)	11.5%	(0.32)	17.2%	(0.38)	↑	
Untenured	260	44.0%	(0.50)	267	55.5%	(0.50)	* ↑	3.26	(0.82)	3.14	(0.78)	14.2%	(0.35)	13.9%	(0.35)	*	
Tenured	836	26.6%	(0.44)	952	31.6%	(0.47)	↑	2.97	(0.87)	3.00	(0.81)	19.8%	(0.40)	25.8%	(0.44)	↑	
Non-Mainstream Re:	424	29.7%	(0.46)	675	36.7%	(0.48)	↑	3.11	(0.83)	3.05	(0.81)	20.2%	(0.40)	24.5%	(0.43)		
Mainstream Researc	655	31.5%	(0.46)	494	36.2%	(0.48)		2.95	(0.88)	2.98	(0.80)	17.1%	(0.38)	21.6%	(0.41)		
Multiple Appointmen	205	26.3%	(0.44)	47	19.1%	(0.40)	*	3.13	(0.83)	3.11	(0.86)	22.6%	(0.42)	42.2%	(0.50)	* ↑	
Single Appointment	867	31.6%	(0.47)	1168	37.5%	(0.48)	↑	3.01	(0.47)	3.01	(0.80)	17.6%	(0.38)	22.4%	(0.42)	↑	
Department Chair	79	3.8%	(0.19)	71	9.9%	(0.30)	*	2.99	(0.87)	2.88	(0.79)	48.0%	(0.50)	52.9%	(0.50)	*	
Not Chair	1015	32.8%	(0.47)	1144	38.5%	(0.49)	↑	3.03	(0.87)	3.03	(0.81)	16.2%	(0.37)	21.3%	(0.41)	↑	
Used Program	195			278				3.19	(0.85)	3.18	(0.83)						
Never Used Program	480			444				2.93	(0.85)	2.95	(0.75)						

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

** In 2006, the question was "Never heard of program" and in 2016 the question was "Not familiar with program".

*** Response choices: 1=Not at all valuable, 2=Somewhat valuable, 3=Quite valuable, 4=Very valuable.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Table P1a. Satisfaction With Tenure/Promotion Process, Tenure-Track Faculty Only

Thinking about the tenure/promotional process in your department....						How reasonable do you find the requirements and standards for promotion such as the level of scholarship, teaching requirements, and service requirements?				How supported do you feel in your advancement to promotion?		How helpful do you find the mentoring that you receive from inside your department in working towards promotion?				
	N	How satisfied are you with the promotion process overall?		How well do you understand the criteria for your promotion process?												
		Mean	Std. Dev.	Mean	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.				
Total	489	3.17	(0.99)	3.47	(0.95)		3.46	(0.90)	3.43	(1.15)	3.32	(1.30)				
Women	232	3.10	(0.98)	3.34	(0.92)	*	3.41	(0.93)	3.34	(1.16)	3.22	(1.31)				
Men	257	3.24	(1.00)	3.59	(0.96)		3.51	(0.87)	3.51	(1.14)	3.41	(1.30)				
Faculty of Color	94	2.97	(1.16)	3.48	(0.95)		3.38	(0.97)	3.35	(1.13)	3.18	(1.36)				
Majority Faculty	395	3.22	(0.94)	3.47	(0.95)		3.48	(0.88)	3.45	(1.16)	3.35	(1.29)				
Not US Citizen	92	3.27	(0.93)	3.59	(0.92)		3.58	(0.82)	3.60	(1.11)	3.55	(1.20)				
US Citizen	397	3.15	(1.00)	3.44	(0.95)		3.43	(0.92)	3.39	(1.16)	3.26	(1.32)				
LGBT	29	3.38	(1.05)	3.41	(1.02)		3.79	(0.96)	*	3.79	(0.98)	3.61	(1.20)			
Not LGBT	460	3.16	(0.99)	3.47	(0.94)		3.44	(0.89)		3.41	(1.16)	3.30	(1.31)			
Faculty with Disability	47	2.89	(1.11)	*	3.15	(1.05)	*	3.15	(0.96)	*	3.21	(1.23)	2.96	(1.40)	*	
Faculty without Disability	436	3.21	(0.97)		3.50	(0.93)		3.51	(0.88)		3.46	(1.15)	3.36	(1.29)		
Biological Science	207	3.19	(0.96)		3.58	(0.87)	*	3.47	(0.89)		3.41	(1.16)	3.37	(1.31)		
Physical Science	81	3.36	(0.83)	*	3.41	(0.86)		3.69	(0.78)		3.50	(1.04)	3.46	(1.25)		
Social Science	131	3.02	(1.07)		3.29	(1.04)	*	3.30	(0.94)	*	3.41	(1.18)	*	3.11	(1.33)	*
Arts & Humanities	66	3.19	(1.11)		3.53	(1.03)		3.45	(0.95)		3.42	(1.24)		3.34	(1.30)	
Science Department	277	3.25	(0.93)		3.55	(0.87)	*	3.54	(0.86)	*	3.44	(1.12)		3.42	(1.29)	*
Non-Science Department	208	3.07	(1.07)		3.37	(1.03)		3.35	(0.94)		3.40	(1.21)		3.17	(1.32)	
Untenured	269	3.20	(0.94)		3.48	(0.90)		3.45	(0.89)		3.68	(1.02)	*	3.65	(1.13)	*
Tenured	221	3.14	(1.05)		3.46	(1.00)		3.48	(0.92)		3.12	(1.23)		2.89	(1.38)	
Non-Mainstream Research	282	3.01	(1.02)	*	3.35	(0.97)	*	3.28	(0.93)	*	3.25	(1.18)	*	3.15	(1.29)	*
Mainstream Research	192	3.43	(0.92)		3.64	(0.88)		3.70	(0.80)		3.71	(1.05)		3.59	(1.27)	

* Significant difference at $p < .05$.

Response choices included "Not at all" (1), "A little" (2), "Somewhat" (3), "Very" (4), and "Extremely" (5). Respondents could also choose "NA."

Table P2a. Satisfaction With Tenure/Promotion Process, Tenure-Track Faculty Only

Thinking about the tenure/promotional process in your department....

	N	How helpful do you find the mentoring that you receive from outside your department in working towards promotion?		How mixed are the messages you get from colleagues regarding the requirements for promotion?			How close is the fit between the way you do research, teaching, and service and the way they are evaluated for promotion?		How confident are you that promotion decisions are based primarily on performance rather than on politics, relationships, or demographics?	
		Mean	Std. Dev.	Mean	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.
Total	489	2.96	(1.21)	2.66	(1.21)		3.27	(0.98)	3.49	(1.10)
Women	232	3.06	(1.24)	2.83	(1.24)	*	3.23	(1.02)	3.36	(1.13)
Men	257	2.88	(1.19)	2.51	(1.16)		3.31	(0.95)	3.61	(1.06)
Faculty of Color	94	3.09	(2.81)	2.83	(1.24)		3.11	(1.10)	3.22	(1.25)
Majority Faculty	395	2.93	(2.80)	2.62	(1.20)		3.31	(0.95)	3.55	(1.06)
Not US Citizen	92	3.04	(1.24)	2.41	(1.13)	*	3.38	(0.86)	3.68	(1.06)
US Citizen	397	2.95	(1.21)	2.72	(1.22)		3.25	(1.01)	3.45	(1.11)
LGBT	29	2.89	(1.45)	2.72	(1.16)		3.50	(1.00)	3.45	(1.15)
Not LGBT	460	2.97	(1.20)	2.65	(1.21)		3.26	(0.98)	3.49	(1.10)
Faculty with Disability	47	2.88	(1.22)	3.13	(1.29)	*	2.91	(1.03)	2.94	(1.28)
Faculty without Disability	436	2.98	(1.21)	2.61	(1.19)		3.33	(0.96)	3.56	(1.07)
Biological Science	207	3.13	(1.18)	2.62	(1.18)		3.31	(0.99)	3.60	(1.02)
Physical Science	81	2.93	(1.15)	2.32	(1.10)	*	3.42	(0.90)	3.74	(1.00)
Social Science	131	2.79	(1.30)	2.86	(1.22)	*	3.18	(0.97)	3.19	(1.17)
Arts & Humanities	66	2.76	(1.19)	2.84	(1.30)		3.17	(1.07)	3.48	(1.19)
Science Department	277	3.07	(1.18)	2.50	(1.16)	*	3.36	(0.96)	3.68	(1.01)
Non-Science Department	208	2.82	(1.25)	2.89	(1.23)		3.16	(1.01)	3.26	(1.17)
Untenured	269	3.14	(1.14)	2.75	(1.22)		3.29	(0.93)	3.55	(1.09)
Tenured	221	2.75	(1.26)	2.55	(1.19)		3.25	(1.04)	3.43	(1.12)
Non-Mainstream Research	282	2.93	(1.20)	2.77	(1.22)	*	3.08	(1.00)	3.31	(1.11)
Mainstream Research	192	3.02	(1.24)	2.49	(1.16)		3.58	(0.86)	3.78	(1.02)

* Significant difference at $p < .05$.

Response choices included "Not at all" (1), "A little" (2), "Somewhat" (3), "Very" (4), and "Extremely" (5). Respondents could also choose "NA."

General Areas of Potential Support			Requirements	
UW-Madison Support	N		UW-Madison Support	N
More information (via video, online, bullet lists)	2		Emphasis on grants	3
Administrative support	1		More flexibility	19
External accountability	4		Clarification/transparency	31
Support is already adequate	16		Guidelines at department level	1
Not sure	21		Need to change criteria	3
Health/disability	1			
Department level/chair	13		Process	
Family/maternity leave/childcare	8		UW-Madison Support	N
Dual-career	1		More information	6
Gender	3		Clarity of process	11
Faculty of color/diversity	2		Associate to full process problematic	19
Administrative work is a burden	2		Explanation when promotion not granted	0
Clueless (E.g., "what's a promotion?")	0		Tell me what to do	1
Post-tenure (what are next steps)	4		Organized tenureship	0
Traning for decision-makers	2		Standardize/streamline/centralize process	8
Response not clear or not applicable to question	5		Create automatic review, notification, tracking system	3
			Help with the Package and record keeping	2
			Tenure clock	3
			Too much emphasis on teaching evaluations	1
Mentoring				
UW-Madison Support	N		Resources Needed	
General mentoring	10		UW-Madison Support	N
Late career, mid-career mentoring	5		Grant support/information	4
Workshops	4		Summer funding	2
Small group support	1		Research resources	18
Meaningful mentoring	6		IRB	1
Outside department mentoring	8		Financial support	7
Mandatory mentoring	1		Conference travel funding	1
Feedback	4		Funding (general)	0
Mentoring committee	7		Department support for routine duties / under-staffed	1
			Encouragement and positive climate	1
Clinical			Time	3
UW-Madison Support	N		Teaching opportunities/ resources/ evaluations/ requirements	4
Heavy clinical load impedes	0		Graduate student support/TAs	5
CHS and non-CHS track barrier	1		Less teaching / more teaching leave	6
Value of clinical work	0		Sabbatical	2
Protected time (research, clinic)	1		Service/outreach value	1
No support or benefits for promotion	0		Budget cuts	1
Current system is irrelevant to clinical faculty	1		Workload	2
			Start-up package	3
Dysfunctional System				
UW-Madison Support	N			
General negative statement	2			
No benefit/not meaningful	3			
Political/double standards	4			

Table S1a. Satisfaction With Resources, Tenure-Track Faculty Only

How satisfied are you with the resources UW-Madison provides...

	...to support your research and scholarship							...to support your teaching					
	2012				2016				2012		2016		
	N	Mean	Std. Dev.		N	Mean	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.	
Total	1029	3.51	(1.28)		1258	3.64	(1.28)	↑	3.52	(1.19)	3.59	(1.14)	
Women	370	3.38	(1.29)	*	460	3.51	(1.32)	*	3.44	(1.23)	3.48	(1.18)	*
Men	659	3.59	(1.27)		797	3.72	(1.25)	↑	3.56	(1.17)	3.65	(1.11)	
Faculty of Color	129	3.36	(1.26)		203	3.71	(1.25)	↑	3.39	(1.22)	3.68	(1.13)	
Majority Faculty	900	3.54	(1.28)		1055	3.63	(1.29)		3.53	(1.19)	3.57	(1.14)	
Not US Citizen	112	3.57	(1.24)		131	3.73	(1.26)		3.68	(1.07)	3.63	(1.06)	
US Citizen	917	3.51	(1.29)		1127	3.64	(1.28)	↑	3.49	(1.21)	3.58	(1.15)	
LGBT	44	3.25	(1.33)		56	3.48	(1.38)		3.55	(1.23)	3.46	(1.16)	
Not LGBT	969	3.54	(1.27)		1202	3.65	(1.28)	↑	3.52	(1.19)	3.60	(1.14)	
Faculty with Disability	84	3.08	(1.47)	*	146	3.28	(1.50)	*	3.30	(1.34)	3.26	(1.34)	*
Faculty without Disability	938	3.56	(1.25)		1096	3.70	(1.24)	↑	3.54	(1.18)	3.64	(1.11)	
Biological Science	386	3.59	(1.25)		494	3.62	(1.28)		3.52	(1.20)	3.55	(1.13)	
Physical Science	204	3.33	(1.27)	*	253	3.67	(1.28)	↑	3.36	(1.18)	3.55	(1.14)	
Social Science	259	3.66	(1.24)	*	321	3.74	(1.23)		3.64	(1.13)	3.73	(1.09)	*
Arts & Humanities	175	3.36	(1.37)		184	3.52	(1.39)		3.52	(1.26)	3.49	(1.25)	
Science Department	574	3.48	(1.26)		729	3.63	(1.28)	↑	3.44	(1.20)	3.54	(1.13)	
Non-Science Department	450	3.56	(1.29)		523	3.67	(1.28)		3.61	(1.18)	3.65	(1.15)	
Untenured	218	3.90	(1.16)	*	278	4.06	(1.05)	*	3.76	(1.13)	3.70	(1.08)	
Tenured	811	3.41	(1.29)		980	3.53	(1.32)		3.45	(1.20)	3.56	(1.16)	
Non-Mainstream Research					702	3.55	(1.30)	*			3.49	(1.17)	*
Mainstream Research					510	3.77	(1.24)				3.72	(1.10)	
Multiple Appointments	55	3.69	(1.23)		48	3.79	(1.22)		3.67	(1.18)	3.79	(1.01)	
Single Appointment	963	3.52	(1.27)		1210	3.64	(1.28)	↑	3.51	(1.19)	3.58	(1.15)	
Department Chair	63	3.75	(1.12)		73	3.97	(1.05)	*	3.65	(1.13)	3.86	(1.05)	*
Not Chair	966	3.50	(1.29)		1185	3.62	(1.29)	↑	3.51	(1.20)	3.57	(1.15)	

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Very dissatisfied" (1), "Somewhat dissatisfied" (2), "Neither satisfied nor dissatisfied" (3), "Somewhat satisfied" (4), and "Very satisfied" (5). Respondents could also choose "NA."

Table S2a. Satisfaction With Resources, Tenure-Track Faculty Only

How satisfied are you with the resources UW-Madison provides...

	...to support your clinical work						...to support your extension or outreach activities			
	2012			2016			2012		2016	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total	1029	3.46	(1.28)	676	3.61	(1.25)	3.31	(1.20)	3.29	(1.20)
Women	370	3.32	(1.32)	436	3.57	(1.29)	3.21	(1.22)	3.14	(1.20) *
Men	659	3.53	(1.25)	239	3.62	(1.24)	3.37	(1.18)	3.38	(1.19)
Faculty of Color	129	3.70	(1.33)	107	4.00	(1.07)	3.18	(1.35)	3.61	(1.16) * ↑
Majority Faculty	900	3.42	(1.27)	569	3.53	(1.27)	3.33	(1.18)	3.23	(1.19)
Not US Citizen	112	3.55	(1.13)	72	2.92	(1.04) *	3.33	(1.11)	3.40	(1.04)
US Citizen	917	3.45	(1.29)	604	3.66	(1.25)	3.31	(1.21)	3.28	(1.21)
LGBT	22	3.14	(1.57)	29	3.80	(1.10)	3.14	(1.21)	3.38	(1.01)
Not LGBT	969	3.48	(1.27)	647	3.60	(1.26)	3.33	(1.20)	3.29	(1.20)
Faculty with Disability	84	3.00	(1.28)	80	3.50	(1.29)	2.96	(1.35) *	3.06	(1.24)
Faculty without Disability	938	3.52	(1.27)	588	3.62	(1.25)	3.35	(1.18)	3.33	(1.18)
Biological Science	386	3.66	(1.28) *	264	3.67	(1.22)	3.39	(1.25)	3.38	(1.25)
Physical Science	204	2.00	(0.82) *	140	4.33	(1.15) ↑	3.43	(1.05)	3.24	(1.09)
Social Science	259	3.23	(1.02)	160	2.75	(1.39) *	3.23	(1.21)	3.25	(1.19)
Arts & Humanities	175	2.55	(1.21) *	108	4.00	(0.82) ↑	3.15	(1.20)	3.20	(1.21)
Science Department	574	3.60	(1.30) *	397	3.68	(1.22) *	3.39	(1.18)	3.34	(1.20)
Non-Science Department	450	3.05	(1.10)	275	3.00	(1.38)	3.22	(1.20)	3.23	(1.19)
Untenured	218	3.70	(1.26)	144	3.67	(1.20)	3.43	(1.23)	3.54	(1.10) *
Tenured	811	3.38	(1.28)	532	3.59	(1.27)	3.29	(1.19)	3.23	(1.21)
Non-Mainstream Research				375	3.36	(1.36) *			3.19	(1.19) *
Mainstream Research				276	3.90	(1.10)			3.43	(1.18)
Multiple Appointments	55	3.13	(1.46)	28	4.17	(0.75)	3.29	(1.32)	3.64	(0.99)
Single Appointment	963	3.46	(1.26)	648	3.59	(1.26)	3.32	(1.19)	3.28	(1.20)
Department Chair	63	3.73	(1.28)	37	3.85	(1.14)	3.40	(1.19)	3.16	(1.21)
Not Chair	966	3.43	(1.28)	639	3.59	(1.26)	3.31	(1.20)	3.30	(1.19)

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Very dissatisfied" (1), "Somewhat dissatisfied" (2), "Neither satisfied nor dissatisfied" (3), "Somewhat satisfied" (4), and "Very satisfied" (5). Respondents could also choose "NA."

Table S3a. Satisfaction With Salary, Tenure-Track Faculty Only

	How satisfied are you with your salary?							
	2012			2016				
	N	Mean	Std. Dev.	N	Mean	Std. Dev.		
Total	1035	2.80	(1.38)	1264	3.04	(1.34)	↑	
Women	372	2.67	(1.38) *	463	3.07	(1.32)	↑	
Men	663	2.87	(1.38)	800	3.03	(1.35)	↑	
Faculty of Color	130	2.36	(1.23) *	205	2.60	(1.26) *		
Majority Faculty	905	2.86	(1.39)	1059	3.13	(1.33)	↑	
Not US Citizen	112	2.72	(1.35)	132	2.99	(1.37)		
US Citizen	923	2.81	(1.39)	1132	3.05	(1.33)	↑	
LGBT	45	2.31	(1.35) *	56	3.23	(1.26)	↑	
Not LGBT	974	2.84	(1.39)	1208	3.03	(1.34)	↑	
Faculty with Disability	84	2.54	(1.42)	150	2.80	(1.35) *		
Faculty without Disability	944	2.82	(1.38)	1100	3.08	(1.33)	↑	
Biological Science	387	3.07	(1.41) *	496	3.15	(1.35) *		
Physical Science	206	2.71	(1.22)	252	3.10	(1.26)	↑	
Social Science	261	2.79	(1.40)	324	2.98	(1.34)		
Arts & Humanities	176	2.32	(1.34)	186	2.78	(1.37) *	↑	
Science Department	576	2.95	(1.36) *	730	3.15	(1.31) *	↑	
Non-Science Department	454	2.61	(1.40)	528	2.88	(1.35)	↑	
Untenured	217	2.96	(1.37) *	277	3.26	(1.21) *	↑	
Tenured	818	2.76	(1.38)	987	2.98	(1.36)	↑	
Non-Mainstream Research				705	2.94	(1.32) *		
Mainstream Research				512	3.18	(1.34)		
Multiple Appointments	54	3.02	(1.37)	48	2.98	(1.38)		
Single Appointment	970	2.80	(1.38)	1216	3.04	(1.33)	↑	
Department Chair	65	3.12	(1.42) *	75	3.51	(1.31) *		
Not Chair	970	2.78	(1.38)	1189	3.01	(1.33)	↑	

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Very dissatisfied" (1), "Somewhat dissatisfied" (2), "Neither satisfied nor dissatisfied" (3), "Somewhat satisfied" (4), and "Very satisfied" (5).

Table S4a. Satisfaction With UW-Madison, Tenure-Track Faculty Only

In general, how satisfied are you...

	...being a faculty member at UW-Madison?							...with your career progression at the UW-Madison?			
	2012			2016				2012		2016	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.
Total	1037	3.98	(1.16)	1262	3.80	(1.16)	↓	4.01	(1.16)	3.92	(1.16)
Women	372	3.80	(1.21) *	462	3.64	(1.22)	* ↓	3.84	(1.21) *	3.76	(1.22) *
Men	665	4.08	(1.13)	799	3.89	(1.11)	↓	4.11	(1.11)	4.01	(1.11)
Faculty of Color	131	3.75	(1.24) *	207	3.52	(1.19)	*	3.76	(1.20) *	3.62	(1.21) *
Majority Faculty	906	4.01	(1.15)	1055	3.85	(1.15)	↓	4.05	(1.14)	3.98	(1.14)
Not US Citizen	111	4.11	(1.04)	132	3.95	(0.95)		3.97	(1.12)	3.91	(1.06)
US Citizen	926	3.97	(1.18)	1130	3.78	(1.18)	↓	4.02	(1.16)	3.92	(1.17)
LGBT	45	3.82	(1.35)	56	3.59	(1.16)		3.62	(1.47) *	3.73	(1.33)
Not LGBT	975	4.01	(1.13)	1206	3.81	(1.16)	↓	4.04	(1.13)	3.93	(1.15) ↓
Faculty with Disability	84	3.55	(1.49) *	150	3.44	(1.35)	*	3.54	(1.50) *	3.59	(1.44) *
Faculty without Disability	945	4.02	(1.12)	1100	3.84	(1.12)	↓	4.05	(1.11)	3.96	(1.11)
Biological Science	388	4.09	(1.10) *	498	3.95	(1.10)	*	4.12	(1.09) *	4.00	(1.12) *
Physical Science	206	3.92	(1.16)	253	3.83	(1.08)		4.03	(1.09)	3.97	(1.07)
Social Science	265	4.06	(1.12)	321	3.69	(1.20)	↓	4.10	(1.12)	3.90	(1.20)
Arts & Humanities	173	3.72	(1.28) *	184	3.53	(1.29)	*	3.63	(1.33) *	3.69	(1.27) *
Science Department	577	4.02	(1.13)	733	3.91	(1.09)	*	4.08	(1.10) *	3.99	(1.11) *
Non-Science Department	455	3.94	(1.18)	523	3.63	(1.23)	↓	3.94	(1.21)	3.82	(1.22)
Untenured	219	4.11	(1.11)	277	3.94	(1.05)	*	3.98	(1.09)	3.85	(1.06)
Tenured	818	3.95	(1.17)	985	3.76	(1.19)	↓	4.02	(1.17)	3.94	(1.19)
Non-Mainstream Research				702	3.64	(1.21)	*			3.77	(1.22) *
Mainstream Research				512	3.99	(1.06)				4.10	(1.06)
Multiple Appointments	55	4.33	(0.94) *	48	4.06	(1.02)		4.38	(0.91) *	4.30	(0.78) *
Single Appointment	971	3.97	(1.16)	1214	3.79	(1.16)	↓	4.00	(1.15)	3.90	(1.17)
Department Chair	65	4.31	(0.95) *	75	4.25	(0.92)	*	4.42	(0.86) *	4.40	(0.92) *
Not Chair	972	3.96	(1.17)	1187	3.77	(1.17)	↓	3.98	(1.17)	3.89	(1.17)

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Very dissatisfied" (1), "Somewhat dissatisfied" (2), "Neither satisfied nor dissatisfied" (3), "Somewhat satisfied" (4), and "Very satisfied" (5).

**Table S5a. Factors Contributing Most to Satisfaction at UW-Madison, Tenure-Track Faculty Only
(Full Codebook)**

University Factors			Local Characteristics		
CODE	Reason for Satisfaction	N	CODE	Reason for Satisfaction	N
A01	Quality of/relationship with students (undergraduate or unspecified)	225 (Z2)	E01	Quality of life, lifestyle	16
A02	Academic freedom/flexibility to pursue own interests, Autonomy/independence	87	E04	Aesthetics of city/campus	4
A03	Collaboration opportunities/interdisciplinary approach/inter-departmental cooperation/low barriers to cross-campus collaboration	87	E05	Madison, State of Wisconsin	64
A04	Quality of, relationships with faculty (nonspecific)	52 (Z1)	E06	Location (nonspecific)	10
A05	Prestige/reputation/quality, institutional pride	70	E07	Local schools	2
A07	Faculty/shared governance	28	E10	Support, appreciation by people of Wisconsin	2
A08	Quality of/relationships with faculty (other departments/schools)	14 (Z1)	E11	Weather	1
A10	Scholarly excellence/quality, commitment to high caliber research, research environment	65	E12	Short commute	0
A11	Administration, administrative support	31			
A15	Institutional vision/goals/mission/values, commitment to public service, Wisconsin Idea	31			
A16	Campus life, extramural opportunities, activities on campus (arts, entertainment, community)	8			
A21	Campus centers, institutes; WARF	16			
A23	Commitment to high quality teaching, teaching environment	9			
A24	Commitment to excellence, quality (nonspecific)	6			
A27	Quality of, relationships with staff (not department specific)	20			
A29	Quality of, relationships with postdocs	1 (Z2)			
A30	Faculty retention, recruitment policies and funds	2			
A31	Accommodation of family values, family friendly, dual career support, VLCP	4			
A32	Financial aid, scholarships, resources, support for students	3			
A33	Quality of, relationships with faculty (gender)	1 (Z1)			
A34	Facilities/resources/infrastructure (nonspecific to research or teaching)	43			
			Employment Features		
			CODE	Reason for Satisfaction	N
			G01	Salary	24
			G02	Job security/stability/tenure	6
			G03	Benefits (general)	3
			G04	Hours/flexibility of schedule	3
			G05	Benefits (retirement)	1
			G07	Split tenure home	1
			G08	Referral funds	1

**Table S5a. Factors Contributing Most to Satisfaction at UW-Madison, Tenure-Track Faculty Only
(Full Codebook - CONTINUED)**

University Factors (CONTINUED)			Climate/Culture		
CODE	Reason for Satisfaction	N	CODE	Reason for Satisfaction	N
A37	Research resources, support, infrastructure	93	K01	Diversity	2
A38	Teaching resources, support, infrastructure	11	K02	Institutional community; positive/creative/supportive/collegial atmosphere/environment/climate	123 (Z3)
A40	Library facilities, resources	10	K03	Intellectual Environment, scholarly climate, intellectual community	56
A41	Resources, support, infrastructure for entrepreneurship	3	K04	Support for women faculty/availability of female mentors	2
A42	Alumni support, satisfaction with being an alum	3			
A43	Quality of/relationship with colleagues/people (nonspecific), supportive/collaborative colleagues	379 (Z1)			
Departmental Factors			Nature of job		
CODE	Reason for Satisfaction	N	CODE	Reason for Satisfaction	N
B01	Colleagues (department specific)	41 (Z1)	O01	Professional accomplishments	14
B02	Departmental staff	8	O03	Community outreach/service/extension	14
B03	Climate, Collegiality/camaraderie/respect/support in the department	56 (Z3)	O04	Ability to make a difference	9
B04	Support for research area/expertise, Recognition of/respect for work by colleagues/dept.	18	O06	Opportunities for promotion, career development, tenure	1
B05	Graduate students/residents, programs	42 (Z2)	O08	Opportunities for leadership, administrative opportunities	3
B11	The department; departmental mission/vision/values	24	O09	Job is interesting/misc. positive features of job	19
B13	Chair/leadership in department or school	13	O10	Work balance, balance of responsibilities	8
B14	Mentors	9	O15	Teaching opportunities, teaching load	38
B20	Clarity of tenure process criteria/policies, consistent application	5	O16	Advising students	1
B28	Inclusion/diversity	3	O17	Mentoring students	7
B29	Departmental governance, decision making processes	1	O18	Working with students	15
B30	Departmental resources, infrastructure	5	O19	Research opportunities	46
B31	Support for faculty development	1	O20	Clinical Work/Patient interaction	5
B32	Retirement of some people from department	0	O21	Working in productive teams, teamwork, partnership	7
B33	Good communication	0	O22	Working with industry partners	1
			O23	Accomplishments of employees/others hired and mentored	1
			O24	Challenging endeavors, opportunities, opportunities for growth, learning	11

**Table S5a. Factors Contributing Most to Satisfaction at UW-Madison, Tenure-Track Faculty Only
(Full Codebook - CONTINUED)**

Family/Home Life			COMBINED CATEGORIES		
CODE	Reason for Satisfaction	N	CODE	Reason for Satisfaction	N
D03	Proximity to family		Z1	Quality of/relationships with colleagues, faculty (A4,A8,A33,A43,B1)	478
D04	Spouse/partner career	3	Z2	Quality of/relationships with students, postdocs, trainees, residents (A1,A29,B5)	254
D07	Balance between academic/home life	2	Z3	Collegiality (B3,K2)	173
D08	Family	0			
Other, Miscellaneous					
CODE	Reason for Satisfaction	N			
Q01	Negative comments	14			
Q02	Outside respect/recognition for research	0			
Q06	Not applicable	3			
Q08	None	3			
Q26	Personal relationships, friends	4			
Q30	Quality of feedback/peer or performance reviews	0			
Q31	Nostalgia for when times were better/how it used to be	9			
Q32	New techniques	1			
Q33	This survey	1			
Q34	Fairness	2			
Q35	Quiet place	1			
Q36	Progressiveness	2			
Q38	More hiring of good people/ability to hire	2			
Q39	Good speakers/visiting scholars	1			
Q40	Morgridge partnership	1			
Q41	Inspiring role models	0			
Q42	People leave you alone	1			
Q43	Non-malignant attitude	0			

**Table S6a. Factors Detracting Most from Satisfaction at UW-Madison, Tenure-Track Faculty Only
(Full Codebook)**

Salary/Benefits			Resources (lack of)		
CODE	Factor Detracting from Satisfaction	N	CODE	Factor Detracting from Satisfaction	N
A01	Salary structure/inequities	38 (Z1)	C01	Equipment	1
A02	Low/Poor Salaries/Salaries not comparable or competitive	67 (Z1)	C02	Facilities/space	40
A03	Lack of Raises/Incentives	38 (Z1)	C03	Travel/conferences/professional development	4 (Z9)
A04	Pay and benefit decreases, increased benefit cost	13 (Z7)	C04	Graduate student funding	23
A05	Salary compression	1 (Z1)	C05	Teaching/scholarship	29 (Z13)
A06	Benefits	7 (Z7)	C06	Research	34 (Z4)
A07	No summer salary	2 (Z1)	C07	Collaborative work, including lack of interdepartment collaboration	2 (Z10)
A08	Salary (unspecified)	77 (Z1)	C08	Inequities in distribution	9
A09	Need to seek outside offer to gain raise, recognition	6	C09	Hiring freeze/Hiring	15 (Z11)
A10	Recognition of low salary for others	6	C10	Library	1
A11	Parental leave	7 (Z7)	C15	Support staff/administrative support	22
A13	Retention of colleagues who game systems with outside offers/retention packages	5	C17	Reimbursements	1
Budget Cuts			C18	Resources (unspecified)	41
CODE	Factor Detracting from Satisfaction	N	C20	Information	1
B01	Small budgets/resources/budget model	49 (Z2)	C21	For invited speakers	1
B02	Lack of grants/difficulty to obtain	17 (Z4)	C22	Funding for students of color	1
B03	Budget cuts	135 (Z2)	C23	Retaining faculty	6 (Z12)
B04	Negative financial picture/feeling/climate	38	Support (Lack of)		
B06	Lack of state support (financial)	40 (Z2)	CODE	Factor Detracting from Satisfaction	N
B07	Recruitment funds	2	D01	Research/RSP/Grant administration/IRB	29 (Z4)
Service activities & Outreach			D02	Mentoring/advising	8
CODE	Factor Detracting from Satisfaction	N	D03	Office/secretarial/administrative/clerical	6
G02	Committee work/meetings (amount, excess)	19	D04	Technical/computer/website design or function/technology	8
G06	Extension recognition and other issues related to Extension	2	D05	From leaders/senior faculty/administration	0
G07	Imbalance, inequitable distribution of service duties	6	D07	Teaching	6 (Z13)
G08	Lack of recognition/respect/reward	6	D08	Collaborators	
			D11	Recognition/not feeling valued	12

**Table S6a. Factors Detracting Most from Satisfaction at UW-Madison, Tenure-Track Faculty Only
(Full Codebook - CONTINUED)**

Service activities & Outreach (CONTINUED)			Support (Lack of) (CONTINUED)		
CODE	Factor Detracting from Satisfaction	N	CODE	Factor Detracting from Satisfaction	N
G09	Workload	16 (Z3)	D12	New faculty orientation	0
G10	Lack of resources/support	2	D13	For academic and classified staff, inequitable treatment of others	1
General work activities			D14	For students	4
CODE	Factor Detracting from Satisfaction	N	D16	Support (unspecified)	17 (Z5)
I01	Balance of research, teaching, service, clinical/time issue	8 (Z3)	D17	For innovation/creativity	4
I02	Lack of sabbatical opportunity	1	D18	Philanthropic support/named chairs	1
I07	Reporting requirements/paperwork/administrative work/regulatory burdens	91	Research activities		
I08	Human resources issues; HR plan	3	CODE	Factor Detracting from Satisfaction	N
I10	Email issues	2	E01	Lack of respect for certain disciplines/research	9 (Z5)
I11	Too much emphasis on metrics, \$grants, #pubs, teaching scores	6	E03	Too much emphasis on research, research monies	3
I12	Challenges and workload associated with role as department chair	1	E04	Not enough time for own research	14 (Z3)
I13	Inequitable allocation/distribution of workload	4	E07	Need others with shared research interest/same field/am isolated	3
Aspects of department/unit			E08	Support for interdisciplinarity	1
CODE	Factor Detracting from Satisfaction	N	E09	Not valued/a priority	2 (Z5)
K01	Faculty attitude	2	E12	Issues/inequities w/ indirects or overhead from grant funds/no control of grant funds	6
K02	Lack of new hires/faculty/understaffed/hiring process	8 (Z11)	E13	Too much emphasis on interdisciplinary research	1
K03	Loss/failure to retain faculty	2 (Z12)	Teaching activities		
K05	Favoritism for "stars"/Favoritism- unspecified	4	CODE	Factor Detracting from Satisfaction	N
K06	Uncertainty for future of deparmtnet/department mergers	8	F01	Too much time spent teaching/preparing	1 (Z3)
K08	Department politics	16	F02	Teaching is under-valued	10 (Z13)
K09	Colleagues	33	F07	Unfair/inequitable teaching assignments	2
K10	Department Chair/Division chair/Department administration/Supervisor	26	F09	Grading	1
K11	Too clinical/no respect for basic scientists	0	F11	Too high/heavy load	13
K12	No community/collegiality/collaboration	7	F12	Increase in undergrad enrollment w/o increase in resources	3
K13	Privileges traditional/mainstream	1	F13	Large class sizes/too many students	4

**Table S6a. Factors Detracting Most from Satisfaction at UW-Madison, Tenure-Track Faculty Only
(Full Codebook - CONTINUED)**

Aspects of department/unit (CONTINUED)			Teaching activities (CONTINUED)		
CODE	Factor Detracting from Satisfaction	N	CODE	Factor Detracting from Satisfaction	N
K16	Isolated/hard to meet others	7 (Z14)	F14	Not enough majors	1
K17	Decision-making not transparent or inclusive or equitable	9	F15	TA workload	2
K18	Violation of FP&P/ethnics issues	6			
K19	Sexist/sexism	7 (Z15)		Clinical activities	
K20	Feels silenced/not heard	1 (Z5)			
K21	Not valued/respected/supported	21 (Z5)	CODE	Factor Detracting from Satisfaction	N
K22	Feel they "don't fit"	1	H01	Emphasis on billing	0
K27	Department (unspecific)	4	H02	No respect for clinical work	0 (Z5)
K28	One or two colleagues - abusive/harasser, etc.	4	H03	Support of clinical research (lack of)	1
K29	Engagement of faculty at late career stages	1	H04	Clinical workload too high/inequitably allocated or shared/clinical work inefficiencies	6 (Z3)
K30	Mission/goals/direction of department	9	H05	Electronic medical/health records (EPIC)	1
K31	Department administrators (staff)	6	H07	Lack of/quality of clinical staff	1
K32	Arbitrary department policies	1	H08	Loss of control of clinical practice	0
			H09	UW Foundation/Hospital merger	0
			H10	Dissatisfied patients	0
Aspects of Madison/Wisconsin			Career advancement		
CODE	Factor Detracting from Satisfaction	N	CODE	Factor Detracting from Satisfaction	N
M01	Weather	8		Lack of promotion/career advancement/rewards/stress of promotion process/promotion process/lack of criteria	6
M02	Geographic location	4	J01		
M03	Madison itself	1	J02	Slow career progression	1
M04	State legislature/decisions by State/Governor/State politics/lack of support (moral) or respect from State/hostility or attacks by state or politicians. Also used when "politics" was listed w/o specifying campus or dept. politics	277	J04	Tenure process and pressure	23
M05	Respect from citizens (lack of)	23	J05	No opportunities for professional development	1 (Z9)
			J06	Merit system/not rewarded for performance	17
			J08	Lack of recognition/appreciation	2 (Z5)
Leadership/Administration					
CODE	Factor Detracting from Satisfaction	N			
O01	Bad/overloaded administration	43			
O02	Lack of/poor leadership	13 (Z6)			

**Table S6a. Factors Detracting Most from Satisfaction at UW-Madison, Tenure-Track Faculty Only
(Full Codebook - CONTINUED)**

Aspects of Madison/Wisconsin (CONTINUED)			Aspects of UW		
CODE	Factor Detracting from Satisfaction	N	CODE	Factor Detracting from Satisfaction	N
O05	Tension between administration and faculty	2	L01	Campus too conservative/traditional	1
O06	School or college administration/Deans	36 (Z6)	L02	Campus too liberal	2
O07	Autocratic, top-down decision-making; Hierarchy	7	L03	Campus too big	0
O08	UWHC/UWMF/SMPH issues	0	L04	Decentralized	0
O10	UW System/Board of Regents	16	L07	Lack of emphasis on Arts/Humanities/Ethnic/Cultural studies	10
O13	Transition out of department chairship	2	L10	Emphasis on money over quality/academics	10
O14	Mission/goals/direction of school/college/UW-Madison	4	L11	Parking/commuting	0
O15	Administrative policies	4	L14	Speech codes/PC	5
O16	Growth/expansion of administration/administrative positions	8	L15	Bureaucracy	44
Interactions/communication			L18	Undergraduate students/students (unspecified)	2
CODE	Factor Detracting from Satisfaction	N	L21	Faculty governance	1
Q01	Conflicts/problems	1	L24	Affecting change at UW/slow/inertia	9
Q02	Isolation	7 (Z14)	L28	Changes to tenure/post-tenure review	79
Q05	Harassment/threatening behavior/hostile/intimidating	9	L29	Changes to faculty governance	34
Q06	Lack of respect/poor treatment	5 (Z5)	L30	Loss of academic freedom/loss of autonomy	2
Q08	Competitiveness	4	L31	Silos, lack of collaboration, including interdepartment collaboration	3 (Z10)
Q10	Communication problems	4	L32	Too much time to get things done	3
Q13	Not being heard	(Z5)	L33	Too much emphasis on entrepreneurship/applied science vs. STEM Basic research	2
Q14	"Egos" of others/narcissistic, arrogant, or entitled colleagues	6	L34	UW campus - unspecified	3
Q15	Bullying	12	L35	Lack of intellectual atmosphere	1
Personal matters			L36	Inability to get rid of dead wood/unproductive faculty	3
CODE	Factor Detracting from Satisfaction	N	L37	Campus politics	5
S02	Work/family imbalance/work-life balance	10	L38	Media coverage	4
S04	Dual-career/spouse or partner issues	2	L39	Emphasis on sports/athletics	0
S05	Far from family/home	1	L40	Lack of/difficulty hiring faculty/hiring freezes, due to factors other than budget (e.g., politics, climate, unspecified)	8 (Z11)
S08	Personal illness	1	L41	Retaining faculty (or concern about), due to factors other than budget (e.g., politics, climate unspecified)	16 (Z12)
S10	Personal matters (unspecified)	0			
S11	Childcare	0			

Table S6a. Factors Detracting Most from Satisfaction at UW-Madison, Tenure-Track Faculty Only
(Full Codebook - CONTINUED)

None			Program excellence		
CODE	Factor Detracting from Satisfaction	N	CODE	Factor Detracting from Satisfaction	N
V01	None, not applicable	8	N01	Quality of students	4
			N02	Lack of, declining excellence/rigor/quality performance	37
			N07	Graduate program/recruitment	8
Surveys			Climate		
CODE	Factor Detracting from Satisfaction	N	CODE	Factor Detracting from Satisfaction	N
T01	Surveys	2	R01	Department/unit climate	32
Other/Unclear			R02	Gender climate/discrimination	16
CODE	Factor Detracting from Satisfaction	N			(Z15)
U02	Unfair burden on students-high tuition	1	R03	"Corporate" climate	4
Workload/stress			R04	Campus climate, morale/Campus or institutional culture	27
CODE	Factor Detracting from Satisfaction	N	R05	Racial climate	12
P01	Workload is excessive, has increased	33	R08	Lack of diversity	9
		(Z3)	R09	Campus doesn't value diversity, commitment to diversity "lip service" only	1
P02	Stress	4	R15	Lack of disability/accessibility	2
P04	Writing grants, pressure to win grants	15	R17	"Second class citizens"/Division between TT and CHS-Clinical faculty/Difference in treatment	2
		(Z4)	R18	LBGTQ climate	2
P05	Fundraising	2	R19	"Old boy network", closed networks, nepotistic or selective hiring and favoritism	5
P06	Publishing	0	R20	Disability climate	2
P07	Insufficient workload/FTE/hours	0	R21	Age climate/discrimination	3
P08	Pressure for research productivity	2	R22	Anti-male sexism	0
P09	Pressure to do more without adequate support/unrealistic expectations	6	R23	Lack.loss of collegiality	1
P10	Diffuse/too many responsibilities	1	R24	Implicit bias/attitudes towards diverse people	4
P11	Pressure to be promoted while being pressured to do work not valued for promotion	0	R25	Lack of basic values	1
P12	Fear of failure	1			

**Table S6a. Factors Detracting Most from Satisfaction at UW-Madison, Tenure-Track Faculty Only
(Full Codebook - CONTINUED)**

COMBINED CATEGORIES		
CODE	Factor Detracting from Satisfaction	N
Z1	Salary (A1, A2, A3, A5, A7, A8)	213
Z2	Budget cuts (B1, B3, B6)	214
Z3	Workload (E4, F1, G9, H4, I1, P1)	68
Z4	Resources and support for research, concern with grants for research (B2, C6, D1, P4)	91
Z5	Not supported/valued/lack of respect (D16, E1, E9, F2, G8, H2, J8, K20, K21, Q6, Q13)	58
Z6	Leadership, Dean or Campus level (O1, O2, O6)	87
Z7	Benefits (A4, A6, A11)	27
Z9	Resources and support for travel/professional development (C3, J5)	5
Z10	Resources and support for collaboration (C7, L31)	5
Z11	Resources for/ability to hire faculty (C9, K2, L40)	28
Z12	Resources for/ability to retain faculty (C23, K3, L41)	20
Z13	Resources and support for teaching (C5, D7, F2)	41
Z14	Isolation (K16, Q2)	13
Z15	Sexist/sexism (K19, R2)	22

Table S7a. Recruited Away From UW-Madison, Tenure-Track Faculty Only

	In the past 12 months, have you been contacted by another university or a headhunting firm inquiring about your interest in applying for a position elsewhere?					
	2012			2016		
	N	Mean	Std. Dev.	N	% Yes	Std. Dev.
Total				1252	67.49%	(46.86)
Women				458	70.52%	(45.64)
Men				793	65.70%	(47.50)
Faculty of Color				205	71.71%	(45.15)
Majority Faculty				1047	66.67%	(47.16)
Not US Citizen				132	63.64%	(48.29)
US Citizen				1120	67.95%	(46.69)
LGBT				56	66.07%	(47.78)
Not LGBT				1196	67.56%	(46.84)
Faculty with Disability				146	63.70%	(48.25)
Faculty without Disability				1093	67.98%	(46.68)
Biological Science				497	70.62%	(45.59) *
Physical Science				247	68.42%	(46.58)
Social Science				319	73.04%	(44.44) *
Arts & Humanities				183	47.54%	(50.08) *
Science Department				726	70.11%	(45.81) *
Non-Science Department				520	63.65%	(48.15)
Untenured				274	63.14%	(48.33)
Tenured				978	68.71%	(46.39)
Non-Mainstream Research				700	68.14%	(46.63)
Mainstream Research				505	68.12%	(46.65)
Multiple Appointments				48	64.58%	(48.33)
Single Appointment				1204	67.61%	(46.82)
Department Chair				74	79.73%	(40.48) *
Not Chair				1178	66.72%	(47.14)

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

Table S8a. Intention to Leave, Tenure-Track Faculty Only

How likely are you to leave UW-Madison in next 3 years? **								
	2012				2016			
	N	Mean	Std. Dev.		N	Mean	Std. Dev.	
Total	1033	3.28	(1.37)		1260	3.14	(1.32)	↓
Women	375	3.16	(1.36)	*	461	3.03	(1.33)	*
Men	658	3.34	(1.37)		798	3.21	(1.31)	
Faculty of Color	130	2.82	(1.21)	*	206	2.80	(1.16)	*
Majority Faculty	903	3.34	(1.38)		1054	3.21	(1.34)	↓
Not US Citizen	111	3.00	(1.28)	*	132	3.22	(1.22)	
US Citizen	922	3.31	(1.38)		1128	3.13	(1.33)	↓
LGBT	43	2.91	(1.29)		56	3.14	(1.21)	
Not LGBT	974	3.29	(1.37)		1204	3.14	(1.33)	↓
Faculty with Disability	84	3.06	(1.43)		150	2.89	(1.37)	*
Faculty without Disability	942	3.30	(1.36)		1096	3.18	(1.31)	
Biological Science	388	3.46	(1.37)	*	497	3.22	(1.33)	↓
Physical Science	203	3.29	(1.32)		253	3.21	(1.23)	
Social Science	263	3.22	(1.35)		317	2.99	(1.33)	*
Arts & Humanities	174	2.97	(1.37)	*	187	3.12	(1.38)	↓
Science Department	574	3.40	(1.36)	*	732	3.22	(1.30)	*
Non-Science Department	454	3.13	(1.36)		522	3.04	(1.34)	↓
Untenured	218	3.33	(1.27)		275	3.25	(1.17)	
Tenured	815	3.26	(1.39)		985	3.11	(1.36)	↓
Non-Mainstream Research					703	3.09	(1.31)	
Mainstream Research					509	3.21	(1.32)	↓
Multiple Appointments	55	3.27	(1.30)		48	3.15	(1.40)	
Single Appointment	967	3.29	(1.37)		1212	3.14	(1.32)	
Department Chair	65	3.72	(1.32)	*	74	3.62	(1.29)	*
Not Chair	968	3.25	(1.37)		1186	3.11	(1.32)	↓

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

** Lower numbers = More likely to leave.

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Very likely" (1), "Somewhat likely" (2), "Neither likely nor unlikely" (3), "Somewhat unlikely" (4), and "Very unlikely" (5).

Table S9a. Considered Reasons to Leave, Tenure-Track Faculty Only

Have you considered the following reasons to leave....																			
	Increase salary							Improve prospects for tenure or enhance your career in other ways				More supportive work environment							
	2012			2016				2012		2016		2012		2016					
	N	Mean	Std. Dev.	N	Mean	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.				
Total	998	2.14	(0.77)	1215	2.06	(0.74)	↓	1.77	(0.79)	1.84	(0.81)	1.65	(0.78)	1.77	(0.79)				
Women	360	2.16	(0.79)	450	2.03	(0.76)	↓	1.94	(0.79)	*	1.92	(0.80)	*	1.79	(0.83)	*			
Men	638	2.12	(0.76)	764	2.08	(0.73)		1.68	(0.77)		1.80	(0.81)	↑	1.57	(0.74)				
Faculty of Color	123	2.33	(0.70)	*	194	2.22	(0.70)	*	1.97	(0.84)	*	2.13	(0.83)	*	1.87	(0.83)	*		
Majority Faculty	875	2.11	(0.78)		1021	2.04	(0.75)	↓	1.75	(0.78)		1.79	(0.79)		1.62	(0.77)			
Not US Citizen	110	2.07	(0.77)		128	2.07	(0.69)		1.80	(0.77)		1.96	(0.84)		1.57	(0.74)			
US Citizen	888	2.14	(0.77)		1087	2.06	(0.75)	↓	1.77	(0.79)		1.83	(0.80)		1.66	(0.78)			
LGBT	45	2.27	(0.78)		53	2.04	(0.65)		1.98	(0.79)		2.08	(0.72)	*	1.91	(0.82)	*		
Not LGBT	968	2.12	(0.77)		1162	2.07	(0.75)		1.77	(0.79)		1.83	(0.81)		1.64	(0.78)			
Faculty with Disability	81	2.23	(0.82)		141	2.02	(0.78)		1.88	(0.86)		1.93	(0.84)		1.81	(0.87)	*		
Faculty without Disability	913	2.13	(0.77)		1060	2.07	(0.74)		1.76	(0.78)		1.83	(0.80)		1.63	(0.77)			
Biological Science	375	1.97	(0.79)	*	479	1.95	(0.74)	*	1.77	(0.79)		1.80	(0.81)		1.61	(0.76)			
Physical Science	197	2.08	(0.72)		239	2.04	(0.74)		1.74	(0.82)		1.89	(0.80)		1.60	(0.78)			
Social Science	252	2.34	(0.72)	*	316	2.21	(0.74)	*	↓	1.83	(0.77)		1.90	(0.81)		1.64	(0.75)		
Arts & Humanities	169	2.27	(0.78)	*	175	2.16	(0.69)		1.73	(0.77)		1.78	(0.78)		1.78	(0.83)	*		
Science Department	555	2.00	(0.77)	*	701	1.97	(0.74)	*		1.76	(0.80)		1.83	(0.81)		1.62	(0.77)		
Non-Science Department	438	2.31	(0.74)		508	2.20	(0.72)	↓		1.79	(0.78)		1.85	(0.81)		1.68	(0.79)		
Untenured	215	2.01	(0.76)	*	267	1.94	(0.72)	*		1.78	(0.77)		1.96	(0.81)	*	↑	1.50	(0.72)	*
Tenured	783	2.17	(0.77)		948	2.10	(0.74)	↓		1.77	(0.80)		1.80	(0.78)		1.69	(0.79)		
Non-Mainstream Research					680	2.05	(0.73)					1.91	(0.81)	*			1.86	(0.81)	*
Mainstream Research					495	2.07	(0.76)					1.75	(0.79)				1.65	(0.76)	
Multiple Appointments	52	2.15	(0.75)		47	2.13	(0.74)			1.76	(0.79)		1.68	(0.78)		1.51	(0.73)		
Single Appointment	935	2.13	(0.77)		1168	2.06	(0.74)	↓		1.77	(0.79)		1.85	(0.81)	↑	1.65	(0.78)		
Department Chair	61	1.93	(0.79)	*	68	1.85	(0.68)	*		1.55	(0.67)	*	1.45	(0.63)	*		1.41	(0.65)	*
Not Chair	937	2.15	(0.77)		1147	2.08	(0.74)	↓		1.79	(0.79)		1.87	(0.81)	↑	1.66	(0.78)		

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Not at all" (1), "To some extent" (2), and "To a great extent" (3). Respondents could also choose "NA."

Table S10a. Considered Reasons to Leave, Tenure-Track Faculty Only

Have you considered the following reasons to leave....																
	Increased research time							Reduce stress					Improve employment situation of spouse/partner			
	2012			2016				2012		2016			2012		2016	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.
Total	998	1.63	(0.76)	1187	1.81	(0.81)	↑	1.64	(0.75)	1.72	(0.77)	↑	1.51	(0.73)	1.55	(0.75)
Women	360	1.77	(0.80)	440	1.92	(0.85)	* ↑	1.86	(0.80)	1.90	(0.82)	*	1.62	(0.79)	1.59	(0.78)
Men	638	1.56	(0.72)	746	1.74	(0.78)	↑	1.52	(0.70)	1.61	(0.72)	↑	1.45	(0.70)	1.53	(0.74)
Faculty of Color	123	1.69	(0.74)	184	1.97	(0.83)	* ↑	1.63	(0.74)	1.78	(0.81)		1.60	(0.78)	1.59	(0.78)
Majority Faculty	875	1.63	(0.76)	1003	1.78	(0.80)	↑	1.65	(0.76)	1.71	(0.77)		1.49	(0.73)	1.55	(0.75)
Not US Citizen	110	1.74	(0.82)	127	1.89	(0.85)		1.51	(0.69)	1.61	(0.73)		1.72	(0.84)	1.92	(0.81)
US Citizen	888	1.62	(0.75)	1060	1.80	(0.80)	↑	1.66	(0.76)	1.73	(0.78)	↑	1.48	(0.71)	1.51	(0.74)
LGBT	45	1.75	(0.78)	55	1.96	(0.87)		1.84	(0.71)	1.89	(0.81)		1.64	(0.74)	1.48	(0.77)
Not LGBT	968	1.63	(0.76)	1121	1.80	(0.81)	↑	1.63	(0.75)	1.71	(0.77)	↑	1.50	(0.73)	1.56	(0.75)
Faculty with Disability	81	1.79	(0.80)	142	2.00	(0.84)	*	1.93	(0.80)	1.99	(0.80)	*	1.46	(0.78)	1.55	(0.78)
Faculty without Disability	913	1.62	(0.75)	1021	1.78	(0.80)	↑	1.62	(0.74)	1.68	(0.76)		1.51	(0.73)	0.16	(0.75)
Biological Science	375	1.53	(0.72)	466	1.71	(0.77)	* ↑	1.64	(0.74)	1.65	(0.74)	*	1.41	(0.66)	1.47	(0.71)
Physical Science	197	1.58	(0.69)	232	1.73	(0.78)	↑	1.62	(0.75)	1.57	(0.71)	*	1.47	(0.71)	1.58	(0.76)
Social Science	252	1.68	(0.75)	311	1.91	(0.83)	* ↑	1.60	(0.74)	1.80	(0.80)	* ↑	1.57	(0.79)	1.63	(0.81)
Arts & Humanities	169	1.87	(0.85)	172	1.99	(0.87)	*	1.75	(0.79)	1.95	(0.82)	* ↑	1.66	(0.80)	1.61	(0.76)
Science Department	555	1.55	(0.72)	681	1.72	(0.77)	* ↑	1.63	(0.74)	1.62	(0.73)	*	1.42	(0.67)	1.50	(0.73)
Non-Science Department	438	1.75	(0.79)	500	1.93	(0.85)	↑	1.66	(0.77)	1.85	(0.81)	↑	1.61	(0.79)	1.63	(0.79)
Untenured	215	1.46	(0.68)	265	1.69	(0.79)	* ↑	1.56	(0.73)	1.77	(0.80)	↑	1.69	(0.79)	1.79	(0.82)
Tenured	783	1.69	(0.77)	922	1.84	(0.81)	↑	1.67	(0.76)	1.70	(0.77)		1.46	(0.71)	1.48	(0.72)
Non-Mainstream Research				664	1.88	(0.83)	*			1.80	(0.78)	*			1.58	(0.77)
Mainstream Research				486	1.72	(0.78)				1.59	(0.74)				1.52	(0.74)
Multiple Appointments	52	1.59	(0.70)	46	1.83	(0.85)		1.45	(0.67)	1.57	(0.70)		1.49	(0.74)	1.68	(0.78)
Single Appointment	935	1.64	(0.76)	1141	1.81	(0.81)	↑	1.65	(0.76)	1.72	(0.78)	↑	1.50	(0.73)	1.55	(0.75)
Department Chair	61	1.67	(0.80)	70	1.64	(0.69)		1.49	(0.70)	1.63	(0.66)		1.26	(0.56)	1.38	(0.64)
Not Chair	937	1.63	(0.76)	1118	1.82	(0.82)	↑	1.65	(0.76)	1.72	(0.78)	↑	1.52	(0.74)	1.56	(0.76)

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Not at all" (1), "To some extent" (2), and "To a great extent" (3). Respondents could also choose "NA."

Table S11a. Considered Reasons to Leave, Tenure-Track Faculty Only

Have you considered the following reasons to leave....																
	Retirement							Adjust clinical load				Other				
	2012			2016				2012		2016		2012		2016		
	N	Mean	Std. Dev.	N	Mean	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	
Total	998	1.48	(0.73)	1009	1.56	(0.77)	↑	1.26	(0.53)	1.35	(0.61)	2.43	(0.72)	2.38	(0.83)	
Women	360	1.47	(0.75)	348	1.53	(0.77)		1.28	(0.56)	1.36	(0.63)	2.43	(0.73)	2.53	(0.78) *	
Men	638	1.48	(0.73)	660	1.57	(0.77)	↑	1.26	(0.51)	1.34	(0.59)	2.43	(0.71)	2.27	(0.85)	
Faculty of Color	123	1.47	(0.73)	152	1.49	(0.72)		1.46	(0.66) *	1.29	(0.52)	2.30	(0.70)	2.64	(0.58) *	
Majority Faculty	875	1.48	(0.73)	857	1.57	(0.78)	↑	1.24	(0.50)	1.36	(0.62)	↑	2.45	(0.72)	2.34	(0.82)
Not US Citizen	110	1.30	(0.59) *	91	1.22	(0.51) *		1.09	(0.29) *	1.29	(0.55)	2.44	(0.78)	2.32	(0.88)	
US Citizen	888	1.50	(0.74)	918	1.59	(0.78)	↑	1.28	(0.54)	1.35	(0.61)	2.43	(0.71)	2.39	(0.82)	
LGBT	32	1.53	(0.72)	43	1.42	(0.73)		1.23	(0.44)	1.44	(0.88)	2.58	(0.79) *	2.79	(0.43) *	
Not LGBT	968	1.48	(0.73)	966	1.56	(0.77)	↑	1.26	(0.52)	1.34	(0.60)	2.41	(0.71)	2.36	(0.84)	
Faculty with Disability	81	1.71	(0.85) *	115	1.83	(0.85) *		1.35	(0.59)	1.33	(0.49)	2.40	(0.75)	2.56	(0.73)	
Faculty without Disability	913	1.46	(0.72)	885	1.53	(0.75)		1.26	(0.52)	1.35	(0.62)	2.43	(0.72)	2.37	(0.83)	
Biological Science	375	1.48	(0.71)	409	1.55	(0.77)		1.41	(0.59) *	1.44	(0.64) *	2.39	(0.73)	2.40	(0.82)	
Physical Science	197	1.38	(0.70)	203	1.49	(0.70)		1.06	(0.35) *	1.05	(0.22) *	2.35	(0.72)	2.45	(0.75)	
Social Science	252	1.48	(0.73)	253	1.51	(0.76)		1.10	(0.35) *	1.17	(0.49) *	2.50	(0.72)	2.35	(0.85)	
Arts & Humanities	169	1.59	(0.80)	139	1.78	(0.85) *	↑	1.14	(0.52)	1.18	(0.60)	2.47	(0.71)	2.34	(0.89)	
Science Department	555	1.44	(0.70)	499	1.53	(0.75)		1.35	(0.57) *	1.40	(0.63) *	2.36	(0.73)	2.39	(0.81)	
Non-Science Department	438	1.52	(0.76)	405	1.60	(0.80)		1.11	(0.40)	1.16	(0.50)	2.51	(0.70)	2.38	(0.85)	
Untenured	215	1.14	(0.39) *	178	1.09	(0.34) *		1.24	(0.46)	1.34	(0.62)	2.36	(0.77)	2.37	(0.79)	
Tenured	783	1.56	(0.77)	831	1.66	(0.80)	↑	1.27	(0.55)	1.35	(0.60)	2.46	(0.69)	2.39	(0.84)	
Non-Mainstream Research				554	1.56	(0.77)				1.39	(0.68)			2.38	(0.83)	
Mainstream Research				521	1.52	(0.75)				1.29	(0.52)			2.37	(0.83)	
Multiple Appointments	52	1.56	(0.77)	34	1.62	(0.82)		1.30	(0.67)	1.25	(0.86)	2.27	(0.79)	2.50	(0.80)	
Single Appointment	935	1.47	(0.72)	975	1.56	(0.77)	↑	1.25	(0.51)	1.35	(1.27)	↑	2.43	(0.71)	2.38	(0.83)
Department Chair	61	1.54	(0.77)	64	1.70	(0.83)		1.11	(0.32) *	1.27	(0.47)	2.22	(0.67)	2.62	(0.77)	
Not Chair	937	1.48	(0.73)	945	1.55	(0.76)	↑	1.28	(0.54)	1.35	(0.61)	2.44	(0.72)	2.37	(0.83)	

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Not at all" (1), "To some extent" (2), and "To a great extent" (3). Respondents could also choose "NA."

Table S12a. Additional Reasons Considered for Leaving UW-Madison, Tenure-Track Faculty Only (Full Codebook)

Benefits		Personal and Family	
Reasons to Consider Leaving	N	Reasons to Consider Leaving	N
Benefits	1	Closer to family	17
		Relocating for/to be with partner/spouse	1
		Health or disability issue	3
		General personal or family reasons	7
Institutional and Departmental Issues		Closer to social network	2
Reasons to Consider Leaving	N	College benefit for children	8
Quality of, relationships with		Balance	2
leadership and administrators	7		
Outreach	1		
Department (general)	4		
Institutional or departmental rank,			
prestige, quality	6		
Quality of, relationships with			
colleagues	3		
Availability of colleagues/departments			
in same field, same/similar interests;			
intellectual community	9		
Diversity	10	Local Characteristics	
Bureaucracy	4	Reasons to Consider Leaving	N
Administrative or program support	2	Geographic location	12
Relationship with State government	12	Weather	8
More available, stable, secure		Better local schools	2
resources	4	Travel time and costs; Costs of living	3
Better space, facilities	4	City size	2
Climate		Research-Specific Concerns	
Reasons to Consider Leaving	N	Reasons to Consider Leaving	N
Climate for LGBTQ faculty	1	Quality of research population (subjects)	1
Want to feel needed, valued,		Research funds, costs	8
respected, heard	6	Find department that values research	2
General work, academic environment	5	Improve or increase research	
Political environment	2	opportunities and range	4
		Access to scientific, technology	1
Student Issues		Career and Advancement	
Reasons to Consider Leaving	N	Reasons to Consider Leaving	N
Quality of students	2	Salary and salary process	7
Student support, funding, scholarships	4	Adjustments to administrative load,	
		burdens	1
		To reach leadership position (e.g., chair,	
		administrator)	10
		If not granted tenure	1
		To develop a business	1
Teaching-Specific Concerns		Need change, challenge	6
Reasons to Consider Leaving	N	Leaving academia	1
Improve or increase range of teaching		Retirement	2
opportunities	2		
Lower teaching load	1		
Teaching more valued	3		

Table S13a. Considered Reasons to Leave, Tenure-Track Faculty Only

Have you considered the following reasons to leave....														
	Concerns about changes to tenure policies						Concerns about budget cuts				Concerns about changes to post-tenure review processes			
	2012			2016			2012		2016		2012		2016	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total				1218	1.79	(0.76)			2.35	(0.71)			1.54	(0.72)
Women				449	1.83	(0.77)			2.36	(0.71)			1.56	(0.74)
Men				768	1.77	(0.76)			2.34	(0.71)			1.53	(0.72)
Faculty of Color				193	1.95	(0.76) *			2.40	(0.71)			1.68	(0.78) *
Majority Faculty				1025	1.76	(0.76)			2.34	(0.66)			1.51	(0.71)
Not US Citizen				127	1.77	(0.74)			2.28	(0.65)			1.49	(0.69)
US Citizen				1091	1.79	(0.77)			2.36	(0.71)			1.55	(0.73)
LGBT				53	2.17	(0.76) *			2.62	(0.63) *			1.75	(0.74) *
Not LGBT				1165	1.78	(0.76)			2.34	(0.71)			1.53	(0.72)
Faculty with Disability				146	2.01	(0.82) *			2.49	(0.67) *			1.70	(0.80) *
Faculty without Disability				1057	1.76	(0.75)			2.33	(0.71)			1.51	(0.71)
Biological Science				478	1.69	(0.75) *			2.22	(0.74) *			1.46	(0.68) *
Physical Science				241	1.66	(0.70) *			2.38	(0.68)			1.43	(0.63) *
Social Science				315	1.94	(0.78) *			2.42	(0.66) *			1.64	(0.79) *
Arts & Humanities				179	2.01	(0.77) *			2.54	(0.66) *			1.74	(0.77) *
Science Department				701	1.67	(0.73) *			2.27	(0.73) *			1.45	(0.66) *
Non-Science Department				512	1.96	(0.78)			2.46	(0.66)			1.67	(0.78)
Untenured				268	1.91	(0.70) *			2.26	(0.66) *			1.61	(0.70)
Tenured				950	1.76	(0.78)			2.37	(0.72)			1.52	(0.73)
Non-Mainstream Research				681	1.81	(0.76)			2.35	(0.70)			1.58	(0.74) *
Mainstream Research				493	1.77	(0.76)			2.34	(0.71)			1.49	(0.70)
Multiple Appointments				48	1.67	(0.82)			2.29	(0.74)			1.50	(0.68)
Single Appointment				1170	1.80	(0.76)			2.35	(0.70)			1.54	(0.72)
Department Chair				71	1.48	(0.71) *			2.27	(0.79)			1.37	(0.66) *
Not Chair				1147	1.81	(0.76)			2.35	(0.70)			1.55	(0.73)

* Significant difference at $p < .05$ within waves, between groups (e.g., Women and Men).

↑ or ↓ Significant change at $p < .05$ between waves, within groups (e.g., all Tenured/Tenure-Track Men).

Response choices included "Not at all" (1), "To some extent" (2), and "To a great extent" (3). Respondents could also choose "NA."

Section 6: Appendices

Section 6: Appendices

Appendix 1: Survey Instrument

Study of Faculty Worklife at the University of Wisconsin–Madison 2016

Thank you for participating in this important study! For the following questions, your “**department**” is the unit where you spend most of your time. For most faculty this is their home department, but for many it will be another unit—a section or a division within the department, or even a center. If you are in multiple departments, choose the one where you spend the most time, and if it is equal, choose the department of your tenure or promotion home. For all ranks, “faculty” is defined here as anyone who is on the tenure or clinical health sciences (CHS) tracks.

1. In what year were you last hired at UW–Madison as a faculty member?

YYYY

2. Was the date you were last hired at UW–Madison as a faculty member after January 1, 2012?

☐ Yes

☐ No → **Go to question 4**

3. Thinking about the hiring process in your department, how satisfied were you with...

	Not at all	A little	Somewhat	Very	Extremely	NA
a. ...the overall hiring process?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. ...the department’s effort to obtain resources for you?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. ...the department faculty’s efforts to meet you?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. ...your interactions with the search committee?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. ...your start-up package?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. The next questions are about your interactions with others in your work environment and your participation in the decision-making process in your department.

Thinking about interactions with colleagues and others in your department, how often...

	Never	Rarely	Sometimes	Often	Very often	NA
a. ...are you treated with respect by colleagues?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. ...are you treated with respect by students?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. ...are you treated with respect by staff?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. ...are you treated with respect by patients?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. ...are you treated with respect by your department chair?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. ...are you treated with respect by hospital/clinic administrators?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. ...do you feel excluded from an informal network in your department?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. ...do your department colleagues solicit your opinion about work-related matters, such as teaching, research, and service?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. ...do you do work that is not formally recognized by your department?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. ...do you feel isolated in your department?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. ...do you feel isolated on the UW campus overall?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

5. Thinking about interactions with colleagues and others in your department...

	Not at all	A little	Somewhat	Very	Extremely	NA
a. ...how <u>satisfied</u> are you with the effort your department chair makes to create a collegial and supportive environment?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. ...how <u>satisfied</u> are you with the effort your chair, director, or dean makes to obtain resources for you?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. ...how <u>well are you able to navigate</u> unwritten rules concerning how one is to conduct oneself as a faculty member?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. ...how <u>reluctant</u> are you to voice concerns about the behavior of your departmental colleagues for fear it might affect your reputation or advancement?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. ...how <u>valued</u> by your colleagues is your research and scholarship?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. ...how <u>much harder</u> do you have to work than some of your colleagues, in order to be perceived as a legitimate scholar?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. ...how <u>comfortable</u> are you in raising personal and family responsibilities when scheduling departmental obligations?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. ...how <u>well</u> do you fit into your department or unit?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. ...how <u>mainstream</u> is your current research within your department?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

6. Thinking about your participation in the decision-making process in your department, how often...

	Never	Rarely	Sometimes	Often	Almost always	NA
a. ...do you have a voice in the decision-making that affects the direction of your department?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. ...do you have a voice in how resources are allocated?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. ...do meetings allow all participants to share their views?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. ...do committee assignments rotate fairly?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. ...does your department chair involve you in decision-making?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

7. At UW–Madison, climate is defined by the Campus Climate Network Group (2002) as “Behaviors within a workplace or learning environment, ranging from subtle to cumulative to dramatic, that can influence whether an individual feels personally safe, listened to, valued, and treated fairly and with respect.”

Please choose the response that best completes the following statements about climate in your department.

	Very negative	Negative	Mediocre	Positive	Very positive	Don't know
a. In my department, the overall climate is...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. In my department, the climate for women is...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. In my department, the climate for faculty of color is...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. In my department, the climate for gay, lesbian, bisexual, and/or transgender (GLBT) faculty is...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. In the calendar year 2015, to what extent has each recent or potential change listed below decreased or increased your enthusiasm for working at UW–Madison?

	Decreased my enthusiasm a great deal	Decreased my enthusiasm somewhat	Neither increased nor decreased my enthusiasm	Increased my enthusiasm somewhat	Increased my enthusiasm a great deal	NA
a. New faculty tenure policies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Budget cuts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. New classroom technology	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Department or unit restructuring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Potential for increased summer teaching	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. New shared governance policies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. New post-tenure review process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Human resources redesign	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Creation of the Office of the Vice Chancellor for Research and Graduate Education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Merger of UW Medical Foundation and UW Hospital and Clinics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Major endowments to the university	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Retention of valued colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Hiring of new colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. New or refurbished buildings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. Other change – please tell us below:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9. The next questions are about sexual harassment. The UW–Madison defines sexual harassment as including unwelcome sexual advances, requests for sexual favors, and verbal or physical conduct of a sexual nature when such conduct influences employment or academic decisions, interferes with an employee’s work, or creates an intimidating, hostile or offensive work or learning environment. Please use this definition as you answer the next two questions.

Within the last three years, how often, if at all, have you experienced sexual harassment on the UW–Madison campus?

Never ☐
 1–2 times ☐
 3–5 times ☐
 More than 5 times ☐

10. Thinking about sexual harassment at UW–Madison...

	Not at all	A little	Somewhat	Very	Extremely	Don’t know
a. ...how <u>seriously</u> is sexual harassment treated on campus?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. ...how <u>common</u> is sexual harassment on campus?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. ...how <u>well</u> do you know the steps to take if a person comes to you with a problem with sexual harassment?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. ...how <u>effective</u> is the process for resolving complaints about sexual harassment at UW–Madison?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. The next questions are about hostile and intimidating work environments. UW–Madison policy describes a hostile or intimidating environment as experiencing “unwelcome behavior pervasive or severe enough that a reasonable person would find it hostile and/or intimidating and that does not further the university’s academic or operational interests.” Behaviors can take the form of abusive expression, intimidating physical contact or gestures, conspicuous exclusion or isolation, sabotage of a person’s work, or abuse of authority.

Given this definition, within the last three years, how often have you...

	Never	1-2 times	3-5 times	More than 5 times
a. ...personally <u>experienced</u> hostile or intimidating behavior on the UW–Madison campus?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. ...personally <u>witnessed</u> hostile or intimidating behavior directed at someone else on the UW–Madison campus?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

12. Thinking about hostile or intimidating behavior at UW–Madison...

	Not at all	A little	Somewhat	Very	Extremely	Don’t know
a. ...how <u>seriously</u> is hostile or intimidating behavior treated on campus?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. ...how <u>common</u> is hostile or intimidating behavior on campus?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. ...how <u>well</u> do you know the steps to take if a person comes to you with concerns about someone who is behaving in a hostile or intimidating way?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. ...how <u>effective</u> is the process for resolving complaints about hostile or intimidating behavior at UW–Madison?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

13. The next questions are about your workload. Please answer questions 13–15 about your current workload. If you are currently on leave, please answer about your workload before you went on leave.

Thinking about how you spend/spent your time in an average week, what percent of your work week do/did you spend on each of the following work-related activities?

	Percent of time
a. Teaching (including preparing materials for class, lecturing, supervising TAs, etc.)	<input type="text"/> %
b. Meeting or communicating with students outside of class (office hours, advising, supervising research, writing letters of recommendation, etc.)	<input type="text"/> %
c. Scholarship or conducting research (including writing, attending professional meetings, grant writing, artistic activity, etc.)	<input type="text"/> %
d. Administrative responsibilities (including compliance activities)	<input type="text"/> %
e. Committee work/University service	<input type="text"/> %
f. External paid consulting	<input type="text"/> %
g. Clinical work	<input type="text"/> %
h. Extension/Outreach activities	<input type="text"/> %
i. Service to the profession (including reviewing manuscripts, service to professional organizations)	<input type="text"/> %
j. Other work-related activities. Please specify: <input type="text"/>	<input type="text"/> %
Total:	100 %

14. Thinking about your current workload or, if currently on leave, about your workload before you went on leave, how many hours do/did you work in a typical work week?

Hours per week

15. Thinking about your current workload or, if currently on leave, about your workload before you went on leave, how would you rate the reasonableness of your overall workload?

Much too light Too light Just right Too heavy Much too heavy
☐ ☐ ☐ ☐ ☐

16. In the past 12 months, how many of each of the following did you submit?

	Number
a. Papers for publication in peer-reviewed journals?	<input type="text"/>
b. Papers for presentation at conferences?	<input type="text"/>
c. Books: authored?	<input type="text"/>
d. Books: edited?	<input type="text"/>
e. Chapters in books?	<input type="text"/>
f. Grant proposals?	<input type="text"/>
g. Other scholarly or creative works? Please specify: <input type="text"/>	<input type="text"/>

17. UW–Madison has implemented a number of programs designed to improve the working environments of faculty on the UW–Madison campus. In the questions below, please help us to evaluate some of these campus-wide initiatives. For each program, please rate your perception of the value of the program and indicate whether you have used the program.

	Not familiar with program	Not at all valuable	Somewhat valuable	Quite valuable	Very valuable	Have you ever used or participated in this program?	
						Yes	No
a. Extension of the tenure or CHS promotion clock	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Dual Career Hiring Program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Provost's Strategic Hiring Initiative	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Anna Julia Cooper Postdoctoral Fellowships	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Workshops for Search Committees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Family Leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Ombuds for Faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. New Faculty Workshops	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Women Faculty Mentoring Program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Committee on Women	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Office of Campus Child Care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Sexual Harassment Information Sessions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Vilas Life Cycle Professorships	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. <i>Forward Together</i> Diversity Framework (2014)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. Women in Science and Engineering Leadership Institute (WISELI)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

18. The next questions are about early- and mid-career faculty support, including mentoring. If your current rank is Professor or Professor (CHS), go to question 20.

We are interested in your experience as you move to the next promotion level. If you are an Assistant Professor, “promotion” refers to the tenure process/promotion to Associate Professor. If you are an Associate Professor, “promotion” refers to the process of being promoted to Full Professor. With that definition in mind, please answer the questions below.

	Not at all	A little	Somewhat	Very	Extremely	NA
a. How <u>satisfied</u> are you with the promotion process overall?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. How <u>well</u> do you understand the criteria for your promotion process?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. How <u>reasonable</u> do you find the requirements and standards for promotion such as the level of scholarship, teaching requirements, and service requirements?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. How <u>supported</u> do you feel in your advancement to promotion?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. How <u>helpful</u> do you find the mentoring that you receive from <u>inside</u> your department in working towards promotion?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. How <u>helpful</u> do you find the mentoring that you receive from <u>outside</u> your department in working towards promotion?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. How <u>mixed</u> are the messages you get from colleagues regarding the requirements for promotion?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. How <u>close</u> is the fit between the way you do research, teaching, and service and the way they are evaluated for promotion?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. How <u>confident</u> are you that promotion decisions are based primarily on performance rather than on politics, relationships, or demographics?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

19. What could UW–Madison do to provide you with more support as you move through the promotion process?

20. The next questions are about your satisfaction with UW–Madison as an employer.

Thinking about all university, school or college, and departmental resources, how satisfied are you with the resources UW–Madison provides...

	Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied	NA
a. ...to support your <u>research and scholarship</u> ?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. ...to support your <u>teaching</u> ?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. ...to support your <u>clinical work</u> ?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. ...to support your <u>extension or outreach activities</u> ?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

21. How satisfied are you with your salary?

Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

22. In general, how satisfied are you...

	Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied
a. ...being a faculty member at UW–Madison?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. ...with your career progression at the UW– Madison?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

23. What factors contribute most to your satisfaction at UW–Madison?

24. What factors detract most from your satisfaction at UW–Madison?

25. In the past 12 months, have you been contacted by another university or a headhunting firm inquiring about your interest in applying for a position elsewhere?

☐ Yes ☐ No

26. In the next three years, how likely are you to leave UW–Madison?

Very likely	Somewhat likely	Neither likely nor unlikely	Somewhat unlikely	Very unlikely
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

27. To what extent, if at all, have you considered the following as reasons to leave UW–Madison:

	Not at all	To some extent	To a great extent	NA
a. To increase your salary?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. To improve your prospects for tenure or enhance your career in other ways?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. To find a more supportive work environment?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. To increase your time to do research/artistic activity?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. To reduce stress?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. To improve the employment situation of your spouse or partner?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Retirement?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. To adjust your clinical load?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Because of concerns about changes to tenure policies?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Because of concerns about budget cuts?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Because of concerns about changes to post-tenure review processes?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Because of another reason – please tell us below:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

28. The next questions are about you. As with the entire survey, responses to the following questions will be kept confidential. Information from this survey will always be presented in aggregated form above the departmental level (such as college/school or division) so that individual respondents cannot be identified.

Are you Hispanic or Latino?

☐ Yes ☐ No

29. Check all of the following that describe your race:

☐ American Indian or Alaskan Native ☐ Asian ☐ Black or African American
☐ Native Hawaiian or Other Pacific Islander ☐ White
☐ Other → Please tell us:

30. Which of the following best describes your sexual orientation?

☐ Straight ☐ Gay or lesbian ☐ Bisexual
☐ Other → Please tell us:

31. Which of the following best describes your gender identity?

☐ Male ☐ Female
☐ Other → Please tell us:

32a. Do you identify as a person with a disability?

☐ Yes ☐ No

32b. Do you have a chronic physical or mental health condition?

☐ Yes ☐ No

32c. If you answered “yes” to questions 32a or 32b, do you need or use any accommodations?

☐ Yes ☐ No

33. What is your citizenship status?

☐ U.S. Citizen ☐ U.S. Permanent Resident ☐ Non-Resident Alien (J-1, H-1B, O-1 status, etc.)

34. What is your current title?

☐ Assistant Professor ☐ Associate Professor ☐ Professor
☐ Assistant Professor (CHS) ☐ Associate Professor (CHS) ☐ Professor (CHS)
☐ Other → Please tell us:

35. Which department, unit, section, or division did you have in mind when completing this survey?

THANK YOU for your time!

**Please return your completed questionnaire in the postage-provided envelope to:
UWSC, 475 N Charter St, B607, Madison, WI 53706.
Results will be posted at <http://wiseli.engr.wisc.edu/facworklife.php> in late 2016.**

Section 6: Appendices

Appendix 2: List of Departments

Appendix 2. Departmental Division Designations, 2016

UDDS	Department_Name	Department_Division	Science/Non-Science
A072000	Agricultural & Applied Economics	S	Non-Science
A072200	Biological Systems Engineering	P	Science
A072400	Life Sciences Communication	S	Non-Science
A072600	Agronomy	B	Science
A072700	Animal Science	B	Science
A072800	Bacteriology	B	Science
A073000	Biochemistry	B	Science
A073400	Dairy Science	B	Science
A073600	Entomology	B	Science
A074000	Food Science	B	Science
A074200	Genetics	B	Science
A074300	Horticulture	B	Science
A074600	Nutritional Sciences	B	Science
A074800	Plant Pathology	B	Science
A075200	Community & Environmental Sociology	S	Non-Science
A075400	Soil Science	P	Science
A076400	Forest Ecology & Management	B	Science
A076600	Natural Resources-Landscape Architecture	S	Non-Science
A076800	Urban & Regional Planning	S	Non-Science
A122000	School of Business	S	Non-Science
A171000	Art	H	Non-Science
A171600	Counseling Psychology	S	Non-Science
A172000	Curriculum & Instruction	S	Non-Science
A172300	Educational Leadership & Policy Analysis	S	Non-Science
A172700	Educational Policy Studies	S	Non-Science
A173000	Educational Psychology	S	Non-Science
A176000	Kinesiology	B	Science
A176200	Dance	H	Non-Science
A177800	Rehabilitation Psychology & Special Education	S	Non-Science
A191200	Chemical & Biological Engineering	P	Science
A191500	Civil & Environmental Engineering	P	Science
A192500	Electrical & Computer Engineering	P	Science
A194200	Biomedical Engineering	P	Science
A195000	Industrial Engineering	P	Science
A196200	Mechanical Engineering	P	Science
A197500	Materials Science & Engineering	P	Science
A198000	Engineering Physics	P	Science
A199500	Engineering Professional Development	P	Science
A271000	School of Human Ecology	S	Non-Science
A340000	Graduate School	B	Science
A403900	Nelson Institute for Environmental Studies	B	Science
A451000	Law School	S	Non-Science
A480600	African Languages & Literature	H	Non-Science
A480700	Anthropology	S	Non-Science
A480800	Afro-American Studies	S	Non-Science
A480900	Art History	H	Non-Science
A481100	Astronomy	P	Science
A481300	Botany	B	Science
A481400	Communication Arts	S	Non-Science
A481500	Chemistry	P	Science
A481700	Classics	H	Non-Science
A481800	Communicative Disorders	B	Science
A481900	Comparative Literature	H	Non-Science
A482000	Computer Sciences	P	Science
A482100	East Asian Languages & Literature	H	Non-Science

Appendix 2. Departmental Division Designations, 2016

UDDS	Department_Name	Department_Division	Science/Non-Science
A482200	Economics	S	Non-Science
A482400	English	H	Non-Science
A482600	French & Italian	H	Non-Science
A482900	Geography	S	Non-Science
A483200	Geology & Geophysics	P	Science
A483500	German	H	Non-Science
A483700	Hebrew & Semitic Studies	H	Non-Science
A483800	History	H	Non-Science
A483900	History of Science	H	Non-Science
A484400	LaFollette School of Public Affairs	S	Non-Science
A484900	School of Journalism & Mass Communication	S	Non-Science
A485100	School of Library & Information Studies	S	Non-Science
A485400	Mathematics	P	Science
A485700	Atmospheric & Oceanic Sciences	P	Science
A486000	School of Music	H	Non-Science
A486500	Philosophy	H	Non-Science
A486700	Physics	P	Science
A487200	Political Science	S	Non-Science
A487400	Psychology	S	Non-Science
A487800	Scandinavian Studies	H	Non-Science
A488000	Slavic Languages	H	Non-Science
A488200	Social Work	S	Non-Science
A488300	Sociology	S	Non-Science
A488400	Languages & Cultures of Asia	H	Non-Science
A488500	Spanish & Portuguese	H	Non-Science
A489000	Statistics	P	Science
A489200	Theatre & Drama	H	Non-Science
A489400	Urban & Regional Planning	S	Non-Science
A489600	Gender & Women's Studies	H	Non-Science
A489700	Zoology	B	Science
A522400	Wisconsin State Hygiene Lab	B	Science
A530600	Anatomy	B	Science
A530900	Anesthesiology	B	Science
A531100	Cell & Regenerative Biology	B	Science
A531200	Biostatistics & Medical Informatics	B	Science
A532000	Family Medicine	B	Science
A532500	Genetics	B	Science
A532800	Obstetrics & Gynecology	B	Science
A532900	Institute for Clinical & Translational Research	B	Science
A533100	Medical History & Bioethics	B	Science
A533300	Human Oncology	B	Science
A534200	Medicine	B	Science
A534300	Dermatology	B	Science
A534700	Medical Microbiology	B	Science
A534800	Medical Physics	B	Science
A535100	Neurology	B	Science
A535700	Neurological Surgery	B	Science
A535900	Oncology	B	Science
A536000	Ophthalmology & Visual Sciences	B	Science
A536100	Orthopedics & Rehabilitation	B	Science
A536200	Neuroscience	B	Science
A536300	Pathology & Laboratory Medicine	B	Science
A536700	Pediatrics	B	Science
A537200	Pharmacology	B	Science
A537700	Biomolecular Chemistry	B	Science

Appendix 2. Departmental Division Designations, 2016

UDDS	Department_Name	Department_Division	Science/Non-Science
A538500	Population Health Sciences	B	Science
A538900	Psychiatry	B	Science
A539300	Radiology	B	Science
A539700	Surgery	B	Science
A539800	Urology	B	Science
A545000	School of Nursing	S	Non-Science
A561000	School of Pharmacy	B	Science
A570000	University Health Services	B	Science
A872100	Medical Sciences	B	Science
A873100	Pathobiological Sciences	B	Science
A874100	Comparative Biosciences	B	Science
A875100	Surgical Sciences	B	Science
A938800	Professional Development & Applied Studies	S	Non-Science

Section 6: Appendices

Appendix 3: Variable Definitions

Appendix 3: Variable Definitions

Variable	Source	Values	Definition	TT/C* Group
Gender Identity	Self-report, survey item 31	Women	‘1’ if Female or female write-in identity	TT & C
		Men	‘0’ if Male or male write-in identity	
Race/Ethnicity	Self-report, survey items 28, 29	Faculty of Color	‘1’ if Hispanic or Latino, African American or Black, Asian, American Indian or Alaskan Native, Native Hawaiian or other Pacific Islander, AND if US Citizen (see below)	TT & C
		Majority Faculty	‘0’ if Not Hispanic or Latino AND Caucasian or White, OR if Not US Citizen (see below)	
Citizenship Status	Self-report, survey item 33	Not US Citizen	‘1’ if US Permanent Resident or Non-Resident Alien	TT & C
		US Citizen	‘0’ if US Citizen	
Division (Dept)	Self-report, survey item 35. If missing, Major Department is used.	Biological Science	‘1’ if in Biological Science Department (Appendix 2)	TT & C
		Physical Science	‘1’ if in Physical Science Department (Appendix 2)	
		Social Studies	‘1’ if in Social Studies Department (Appendix 2)	
		Arts & Humanities	‘1’ if in Arts & Humanities Department (Appendix 2)	
Division (Ind)	Divisional Affiliation of faculty member. If not yet declared, Departmental Division (see above) is used.	Biological Science	‘1’ if in Biological Science Division	TT
		Physical Science	‘1’ if in Physical Science Division	
		Social Studies	‘1’ if in Social Studies Division	
		Arts & Humanities	‘1’ if in Arts & Humanities Division	
Science/Non-Science	Created from Division (Dept) variable above	Science Department	‘1’ if in Biological or Physical Science Department (Appendix 2)	TT
		Non-Science Department	‘0’ if in Social Studies or Arts & Humanities Department (Appendix 2)	

Variable	Source	Values	Definition	TT/C* Group
Tenure Status	Self-report, survey item 34. If missing, Current Title is used.	Untenured	‘1’ if Assistant Professor	TT
		Tenured	‘0’ if Associate Professor or Professor (Full)	
Multiple Appointments	Created from Appointment Department	Multiple Appointments	‘1’ if Non-zero appointment percentages in more than one department	TT & C
		Single Appointment	‘0’ if Non-zero appointment percentage in only one department	
Disability Status	Self-report, survey items 32b, 32b, 32c	Faculty with Disability	‘1’ if ‘Yes’ to 32a or 32b. ‘1’ if responses to items 32a and 32b were blank, but ‘Yes’ to 32c.	TT & C
		Faculty without Disability	‘0’ if ‘No’ response to items 32a and 32b. ‘0’ if 32a and 32b are blank but 32c is ‘No’.	
Department Chair	Created from Current Title	Department Chair	‘1’ if held Department Chair title	TT
		Not Chair	‘0’ otherwise	
Sexual Orientation	Self-report, survey item 30	LGBT	‘1’ if Gay or Lesbian, Bisexual, Other LGBT status, or Transgender identity in item q31	TT & C
		Not LGBT	‘0’ if Heterosexual	
Clinical Track Title Series	Self-report, survey item 34. If missing, Current Title is used.	Clinical	‘1’ if title is Clinical Professor of any rank	C
		CHS	‘1’ if title is Professor (CHS) of any rank	
Promotion Status	Self-report, survey item 34. If missing, Current Title is used.	Assistant Rank	‘1’ if title is Assistant Clinical Professor or Assistant Professor (CHS)	C
		Associate or Full Rank	‘0’ if title is Associate Clinical Professor, Clinical Professor, Associate Professor (CHS), Professor (CHS)	

* TT refers to Tenured/Tenure-Track survey results. C refers to Clinical/CHS survey results.