



Results from the 2019 Study of Faculty Worklife at UW-Madison Tenured and Tenure-Track Faculty



Study of Faculty Worklife at the University of Wisconsin-Madison 2019

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, clinical health sciences (CHS), or clinical 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, 2016**?

☐ 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"/>

Table of Contents

	<u>Page #</u>
Section 1 Survey Implementation Notes	3
Section 2 Overall Distributions	6
Section 3 Summary of Findings	15
Section 4 Detailed Tables	32
Section 5 Appendices	119
Appendix 1: Survey Instrument	120
Appendix 2: List of Departments	129
Appendix 3: Variable Definitions	133

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, six waves of this study have been implemented, in 2003, 2006, 2010, 2012, 2016, and 2019. 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.

Wave 6: 2019

Wave 6 was administered in 2019 in part because we wanted to specifically look for climate changes in departments that participated in our “Breaking the Bias Habit” workshops in 2017-2018. To increase response rates in 2019, we continued to offer a \$5 incentive. The instrument is almost identical to the 2016 instrument, with two changes. The only new item in 2019 asked faculty why they choose to stay at UW-Madison. We removed the “morale” item to make room for it. The instrument for Wave 6 is in Appendix 1.

- 2,092 UW-Madison TT faculty received instruments. 1,117 responded, for a 53.4% response rate. This study was sponsored entirely by WISELI.
- 69 UW-Madison clinical faculty received instruments. Clinical faculty are those in the Clinical Professor titles, at any rank, in the School of Veterinary Medicine. No sampling of clinical faculty occurred. 46 responded, for a 66.7% response rate. This study was sponsored by WISELI.

Section 2: Overall Distributions

Study of Faculty Worklife at the University of Wisconsin–Madison 2019

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, clinical health sciences (CHS), or clinical tracks.

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

2004 (mean) YYYY

2. Was the date you were last hired at UW–Madison as a faculty member after January 1, 2016?

17.3% Yes

82.7% 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?	0.0%	2.8%	15.4%	41.3%	40.6%	0.0%
b. ...the department’s effort to obtain resources for you?	0.0%	2.8%	14.7%	38.5%	42.7%	1.4%
c. ...the department faculty’s efforts to meet you?	0.0%	2.8%	7.8%	35.2%	53.5%	0.7%
d. ...your interactions with the search committee?	0.0%	0.0%	7.7%	35.0%	51.1%	6.3%
e. ...your start-up package?	0.7%	1.4%	15.4%	45.5%	37.1%	0.0%

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?	0.1%	1.5%	7.9%	25.4%	65.1%	0.0%
b. ...are you treated with respect by students?	0.0%	0.5%	4.0%	26.5%	68.5%	0.5%
c. ...are you treated with respect by staff?	0.0%	0.4%	5.2%	19.8%	74.6%	0.1%
d. ...are you treated with respect by patients?	0.0%	0.1%	0.5%	3.3%	8.6%	87.6%
e. ...are you treated with respect by your department chair?	0.7%	3.1%	7.7%	18.3%	65.5%	4.8%
f. ...are you treated with respect by hospital/clinic administrators?	0.1%	1.0%	3.0%	4.8%	7.0%	84.2%
g. ...do you feel excluded from an informal network in your department?	19.7%	37.4%	26.5%	8.9%	5.6%	1.9%
h. ...do your department colleagues solicit your opinion about work-related matters, such as teaching, research, and service?	1.7%	6.5%	26.7%	37.7%	27.0%	0.5%
i. ...do you do work that is not formally recognized by your department?	4.5%	14.0%	37.5%	23.4%	19.6%	0.9%
j. ...do you feel isolated in your department?	23.6%	34.9%	26.6%	9.1%	5.7%	0.2%
k. ...do you feel isolated on the UW campus overall?	22.8%	38.0%	28.1%	7.7%	2.9%	0.5%

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?	5.8%	6.7%	19.6%	34.9%	29.7%	3.3%
b. ...how <u>satisfied</u> are you with the effort your chair, director, or dean makes to obtain resources for you?	5.5%	10.0%	25.8%	37.5%	18.6%	2.5%
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%	5.5%	27.3%	47.7%	16.7%	1.5%
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?	30.7%	28.7%	23.3%	8.9%	6.4%	2.1%
e. ...how <u>valued</u> by your colleagues is your research and scholarship?	2.3%	7.8%	32.1%	44.0%	13.0%	0.7%
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?	32.1%	14.8%	24.6%	15.6%	7.9%	5.0%
g. ...how <u>comfortable</u> are you in raising personal and family responsibilities when scheduling departmental obligations?	7.1%	11.8%	26.9%	38.7%	12.5%	3.0%
h. ...how <u>well</u> do you fit into your department or unit?	2.4%	6.9%	28.7%	44.0%	17.9%	0.1%
i. ...how <u>mainstream</u> is your current research within your department?	7.6%	14.9%	38.1%	29.8%	8.7%	1.0%

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?	2.7%	9.5%	25.5%	33.9%	27.6%	0.8%
b. ...do you have a voice in how resources are allocated?	8.3%	21.1%	32.8%	23.3%	13.0%	1.5%
c. ...do meetings allow all participants to share their views?	1.0%	5.0%	17.2%	33.7%	42.9%	0.4%
d. ...do committee assignments rotate fairly?	2.9%	9.5%	24.7%	38.0%	19.4%	5.5%
e. ...does your department chair involve you in decision-making?	4.2%	10.7%	27.4%	34.1%	19.8%	3.9%

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...	3.0%	4.4%	14.2%	48.0%	29.8%	0.6%
b. In my department, the climate for women is...	1.8%	3.5%	13.8%	45.5%	27.2%	8.2%
c. In my department, the climate for faculty of color is...	2.0%	4.4%	15.0%	31.6%	13.8%	33.2%
d. In my department, the climate for gay, lesbian, bisexual, and/or transgender (GLBT) faculty is...	0.7%	1.1%	6.9%	30.1%	16.7%	44.6%

8. 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%	5.6%	0.7%	0.0%

9. 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?	0.9%	3.0%	16.6%	43.3%	20.0%	16.3%
b. ...how <u>common</u> is sexual harassment on campus?	1.2%	11.5%	27.7%	11.7%	1.5%	46.6%
c. ...how <u>well</u> do you know the steps to take if a person comes to you with a problem with sexual harassment?	1.8%	8.7%	34.8%	36.7%	14.1%	3.8%
d. ...how <u>effective</u> is the process for resolving complaints about sexual harassment at UW–Madison?	2.4%	5.0%	16.1%	11.2%	1.8%	63.4%

10. 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?	60.9%	23.0%	8.6%	7.5%
b. ...personally <u>witnessed</u> hostile or intimidating behavior directed at someone else on the UW–Madison campus?	50.3%	29.1%	11.4%	9.2%

11. 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?	4.9%	9.4%	21.9%	28.1%	9.0%	26.8%
b. ...how <u>common</u> is hostile or intimidating behavior on campus?	3.3%	15.0%	23.0%	11.9%	3.1%	43.8%
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?	4.9%	15.1%	37.3%	25.5%	9.8%	7.5%
d. ...how <u>effective</u> is the process for resolving complaints about hostile or intimidating behavior at UW–Madison?	5.7%	8.7%	14.4%	8.1%	1.7%	61.4%

12. The next questions are about your workload. Please answer questions 12–14 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?

* Average percent of time for those who do the activity.		Percent of time*
a. Teaching (including preparing materials for class, lecturing, supervising TAs, etc.)		24.6 %
b. Meeting or communicating with students outside of class (office hours, advising, supervising research, writing letters of recommendation, etc.)		13.2 %
c. Scholarship or conducting research (including writing, attending professional meetings, grant writing, artistic activity, etc.)		31.0 %
d. Administrative responsibilities (including compliance activities)		14.7 %
e. Committee work/University service		9.8 %
f. External paid consulting		4.2 %
g. Clinical work		31.5 %
h. Extension/Outreach activities		8.3 %
i. Service to the profession (including reviewing manuscripts, service to professional organizations)		7.0 %
j. Other work-related activities. Please specify: <input type="text" value="Top write-in: Email"/>		13.3 %
Total:		100 %

13. 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 (average)

14. 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%	0.4%	38.9%	50.6%	10.2%

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

	Number*
a. Papers for publication in peer-reviewed journals?	4.7
b. Papers for presentation at conferences?	4.2
c. Books: authored?	0.2
d. Books: edited?	0.2
e. Chapters in books?	0.7
f. Grant proposals?	3.0
g. Other scholarly or creative works? Please specify: <input type="text" value="Top 2 write-ins: (1) Exhibits; (2) Editor reviews"/>	3.0

* Average number for those who do the activity.

16. UW–Madison has implemented a number of programs designed to improve the working environments of faculty on the UW–Madison campus. For each campus-wide initiative listed below, 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	11.0%	1.0%	8.8%	27.7%	51.5%	24.1%	75.9%
b. Dual Career Hiring Program	25.3%	4.7%	14.7%	21.7%	33.6%	21.6%	78.4%
c. Provost's Strategic Hiring Initiative	38.2%	3.5%	14.7%	22.5%	21.1%	13.2%	86.8%
d. Workshops for Search Committees	37.9%	5.1%	23.6%	19.5%	14.0%	40.5%	59.5%
e. Family Leave	23.9%	1.0%	6.7%	26.9%	41.5%	12.3%	87.7%
f. New Faculty Workshops	22.2%	1.7%	24.7%	30.0%	21.4%	48.5%	51.5%
g. Women Faculty Mentoring Program	36.5%	2.5%	14.8%	27.6%	18.7%	24.9%	75.2%
h. Committee on Women	68.6%	2.1%	7.8%	12.5%	9.0%	4.0%	96.0%
i. Office of Campus Child Care	56.0%	1.5%	8.8%	15.8%	17.9%	9.3%	90.7%
j. Vilas Life Cycle Professorships	23.9%	1.2%	17.8%	29.6%	27.5%	12.3%	87.7%
k. Women in Science and Engineering Leadership Institute (WISELI)	31.2%	1.5%	13.3%	27.7%	26.3%	31.2%	68.8%

17. The next questions are about early- and mid-career faculty support, including mentoring. If your current rank is Professor, Professor (CHS), or Clinical Professor, go to question 19.

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?	7.7%	12.2%	34.8%	34.2%	6.1%	5.0%
b. How <u>well</u> do you understand the criteria for your promotion process?	3.6%	12.6%	35.8%	37.4%	10.6%	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?	4.5%	7.9%	30.4%	46.6%	8.3%	2.3%
d. How <u>supported</u> do you feel in your advancement to promotion?	7.4%	11.5%	27.3%	35.1%	17.3%	1.4%
e. How <u>helpful</u> do you find the mentoring that you receive from <u>inside</u> your department in working towards promotion?	9.2%	16.0%	25.9%	29.3%	16.2%	3.4%
f. How <u>helpful</u> do you find the mentoring that you receive from <u>outside</u> your department in working towards promotion?	10.6%	16.7%	24.8%	21.9%	6.5%	19.6%
g. How <u>mixed</u> are the messages you get from colleagues regarding the requirements for promotion?	19.4%	22.8%	29.5%	14.9%	9.5%	4.1%
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?	6.3%	13.8%	37.7%	31.4%	7.7%	3.2%
i. How <u>confident</u> are you that promotion decisions are based primarily on performance rather than on politics, relationships, or demographics?	8.6%	10.8%	21.9%	43.5%	14.6%	0.7%

18. 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) Associate to Full process problematic; (3) Support is already adequate.

19. 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> ?	4.1%	12.2%	8.0%	39.8%	35.9%	0.1%
b. ...to support your <u>teaching</u> ?	3.4%	9.3%	14.9%	39.5%	29.4%	3.5%
c. ...to support your <u>clinical work</u> ?	0.9%	1.9%	1.7%	4.8%	3.3%	87.4%
d. ...to support your <u>extension or outreach activities</u> ?	2.9%	8.3%	15.5%	16.5%	8.7%	48.1%

20. How satisfied are you with your salary?

Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied
8.1%	19.2%	13.9%	34.7%	24.1%

21. 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?	2.3%	8.6%	7.1%	36.2%	45.8%
b. ...with your career progression at the UW–Madison?	2.9%	9.4%	8.6%	33.0%	46.1%

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

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

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

Top 3 responses: (1) Salary/low salary; (2) Administrative burdens, inefficient; and (3) Bureaucracy.

24. In the past 12 months, not including for retirement, have you seriously considered leaving the university, for example, considered an offer from another university, changing careers, work in industry, or starting your own business?

45.5% Yes 54.5% No

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?

64.7% Yes 35.4% No

26. In the past 12 months, to what extent 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?	39.6%	33.8%	21.1%	5.5%
b. To improve your prospects for tenure or enhance your career in other ways?	44.2%	21.6%	15.7%	18.5%
c. To increase your time to do research/artistic activity?	46.9%	26.5%	18.1%	8.5%
d. To adjust your clinical load?	15.0%	3.6%	1.5%	79.9%
e. To find a more supportive work environment?	49.0%	24.7%	18.5%	7.9%
f. To reduce stress?	44.4%	30.3%	17.4%	7.9%
g. To improve the employment situation of your spouse or partner?	53.5%	14.1%	10.3%	22.2%
h. To be near extended family?	56.2%	18.7%	8.1%	17.0%
i. To retire?	56.2%	14.3%	10.0%	19.5%
j. Because of concerns about the direction of state government?	34.7%	37.8%	20.7%	6.9%
k. Because of concerns about Regent policies?	41.2%	34.7%	16.7%	7.5%
l. Because of the quality of life in Madison and surrounding areas?	77.9%	12.5%	3.3%	6.3%
m. Because of racial and ethnic disparities in healthcare, educational, and other outcomes in Madison?	72.2%	13.5%	5.9%	8.4%
n. To meet cultural and/or identity needs?	72.5%	11.8%	7.5%	8.3%
o. Because of another reason – please tell us below:	29.3%	4.4%	17.3%	49.0%

Top 3 reasons: (1) Quality of/relationships with leadership and administrators; (2) Weather; (3) To reach a leadership position

27. Think about the reasons you’ve stayed at UW-Madison. In your decision to stay at UW-Madison, how important was...

	Not at all	A little	Somewhat	Very	Extremely	NA
a. ...your current salary?	31.0%	15.9%	28.5%	16.4%	6.0%	2.2%
b. ...your prospects for future salary?	40.0%	13.8%	25.1%	12.7%	5.6%	3.0%
c. ...your prospects for tenure or promotion?	30.8%	7.2%	15.1%	15.8%	6.9%	24.2%
d. ...your time for research or artistic activity?	20.9%	12.3%	26.5%	23.8%	13.6%	3.0%
e. ...your teaching load?	28.7%	16.2%	27.5%	16.1%	7.7%	3.8%
f. ...your clinical load?	5.7%	2.5%	4.2%	2.8%	0.8%	83.9%
g. ...your work environment?	13.6%	12.1%	20.7%	30.9%	21.3%	1.5%
h. ...your relationships with students, postdocs, trainees, etc?	10.6%	8.8%	21.0%	32.8%	24.9%	2.0%
i. ...your on-going collaborations and relationships with colleagues?	9.5%	10.6%	16.9%	32.2%	28.9%	1.9%
j. ...the quality of life in Madison and surrounding areas?	7.0%	6.7%	14.7%	30.9%	39.2%	1.4%
k. ...proximity to extended family?	48.7%	7.8%	10.4%	10.0%	10.8%	12.3%
l. ...your spouse or partners employment opportunities?	32.6%	10.2%	14.8%	14.6%	14.9%	13.0%
m....the direction of state government?	67.7%	12.7%	9.5%	3.7%	1.9%	4.6%
n. ...other reasons – please tell us:	14.9%	0.8%	0.8%	5.1%	14.1%	64.3%

Top 3 reasons: (1) Family ties/near family; (2) Lack of better alternatives; (3) Retirement benefits

28. 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%	19.9%	21.1%	20.8%	25.9%

29. 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?

4.2% Yes 95.8% No

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

0.9% American Indian or Alaskan Native 13.8% Asian 3.0% Black or African American
0.2% Native Hawaiian or Other Pacific Islander 82.7% White
2.5% Other → Please tell us:

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

94.4% Straight 3.0% Gay or lesbian 1.6% Bisexual
1.0% Other → Please tell us:

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

60.9% Male 38.7% Female
0.5% Other → Please tell us:

33a. Do you identify as a person with a disability?

4.1% Yes 95.9% No

33b. Do you have a chronic physical or mental health condition?

12.6% Yes 87.4% No

33c. If you answered “yes” to questions 33a or 33b, do you need or use any accommodations?

25.7% Yes 74.3% No

34. What is your citizenship status?

89.3% U.S. Citizen 8.7% U.S. Permanent Resident 2.0% Non-Resident Alien (J-1, H-1B, O-1 status, etc.)

35. What is your current title?

20.9% Assistant Professor 19.4% Associate Professor 29.2% Professor
0.1% Assistant Professor (CHS) 0.2% Associate Professor (CHS) 0.0% Professor (CHS)
0.0% Clinical Assistant Professor 0.0% Clinical Associate Professor 0.0% Clinical Professor
0.0% Clinical Instructor
0.3% Other → Please tell us:

36. 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 wiseli.wisc.edu/research-data/study-faculty-worklife-uw-madison/ in late 2019.

Section 3: Summary of Findings



The 2019 Study of Faculty Worklife at UW-Madison

Tenured & Tenure Track Faculty Results

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, six waves of this study have been implemented, in 2003, 2006, 2010, 2012, 2016, and 2019.² 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 and 2019, we included a \$5 incentive for participation, funded entirely through WISELI's income-generating activities.

The 2019 survey contained nine major sections: Hiring, Departmental Climate, Sexual Harassment, Hostile & Intimidating Behavior, Workload, Diversity Programs at UW-Madison, Promotion, Satisfaction with UW-Madison, and Intent to Leave. In order to make comparisons over time, items included in each of these sections were kept as similar as possible to those in the identical nine sections of the 2016 survey.

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 2019, 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."

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 2019 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 (<https://wiseli.wisc.edu/research/sfw/>).

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. In 2019, the SVM clinical faculty will be included in a special report for the SVM.

⁴ A detailed description of the construction of all variables is included in the full results report for 2019, (LINK [HERE](#)), Appendix 3.

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 2016 survey⁵. For new open-ended items, such as those in the Satisfaction 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.

Results

During Spring of 2019, 2,092 UW-Madison TT faculty received 2019 wave survey instruments. Of those, 1,117 responded, for a 53.4% response rate.

Differential Response by Demographic Characteristics

The 53.4% response rate to the 2019 *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 (58.0% for women versus 50.8% for men). Faculty of color tended to respond at the same rates as majority faculty, however, Asian faculty (whether US Citizens or not) responded at much lower rates than other racial/ethnic groups. Faculty who are U.S. citizens tended to respond at higher rates than Non-Citizen faculty (54.5% versus 48.3%).

Across different divisions, Biological Sciences faculty had the highest response at 55.1%, and Humanities faculty had the lowest at 50.9%. Comparing across schools and colleges, faculty in the School of Veterinary Medicine had the highest response (68.6%), while faculty members from the Business School were least likely to respond (43.9%). Untenured faculty members were less likely to respond than tenured (54.1% vs. 50.9%), with full professors having the highest response rates compared to Assistant and Associate. See Table RR3 in the full report for demographic characteristics of respondents and non-respondents.

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.⁶

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

We saw significant improvements in the perceptions of the hiring process for new faculty between 2016 and 2019. Faculty were more pleased with the department's efforts to obtain resources, the department faculty's efforts to meet the candidate, and the startup package.

⁵ One exception is item #23, factors detracting from satisfaction. We created an entirely new codebook for this item.

⁶ Only faculty who were hired (with or without tenure) after January 1, 2016 were included in this section.

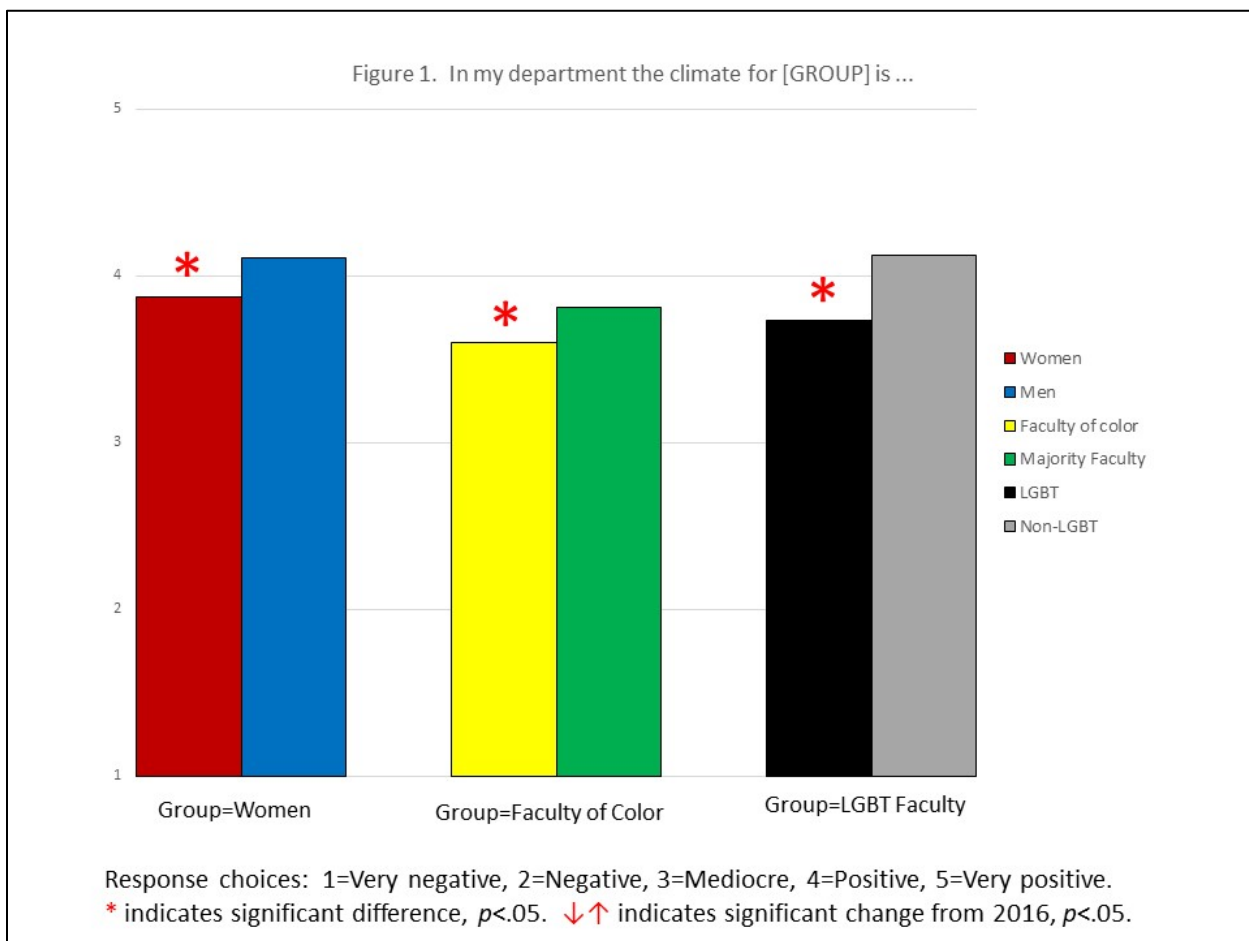
These improvements were generally seen across the board, for all subgroups; no subgroup reported a significant decrease in satisfaction between 2016 and 2019.

Although not always statistically significant due to low numbers, faculty with disabilities reported among the lowest satisfaction with the hiring process of any faculty subgroup, and almost all of these measures decreased between 2016 and 2019 (although not significantly so.) Another interesting group difference is for new faculty in the biological sciences (BIO). In 2016, new BIO hires showed similar satisfaction scores as faculty in other divisions, but in 2019, they had a significantly lower rating than faculty in other divisions. In 2016, the BIO interactions with the search committee were rated significantly higher than those from other divisions, but in 2019 they were significantly lower.

Climate⁷

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.

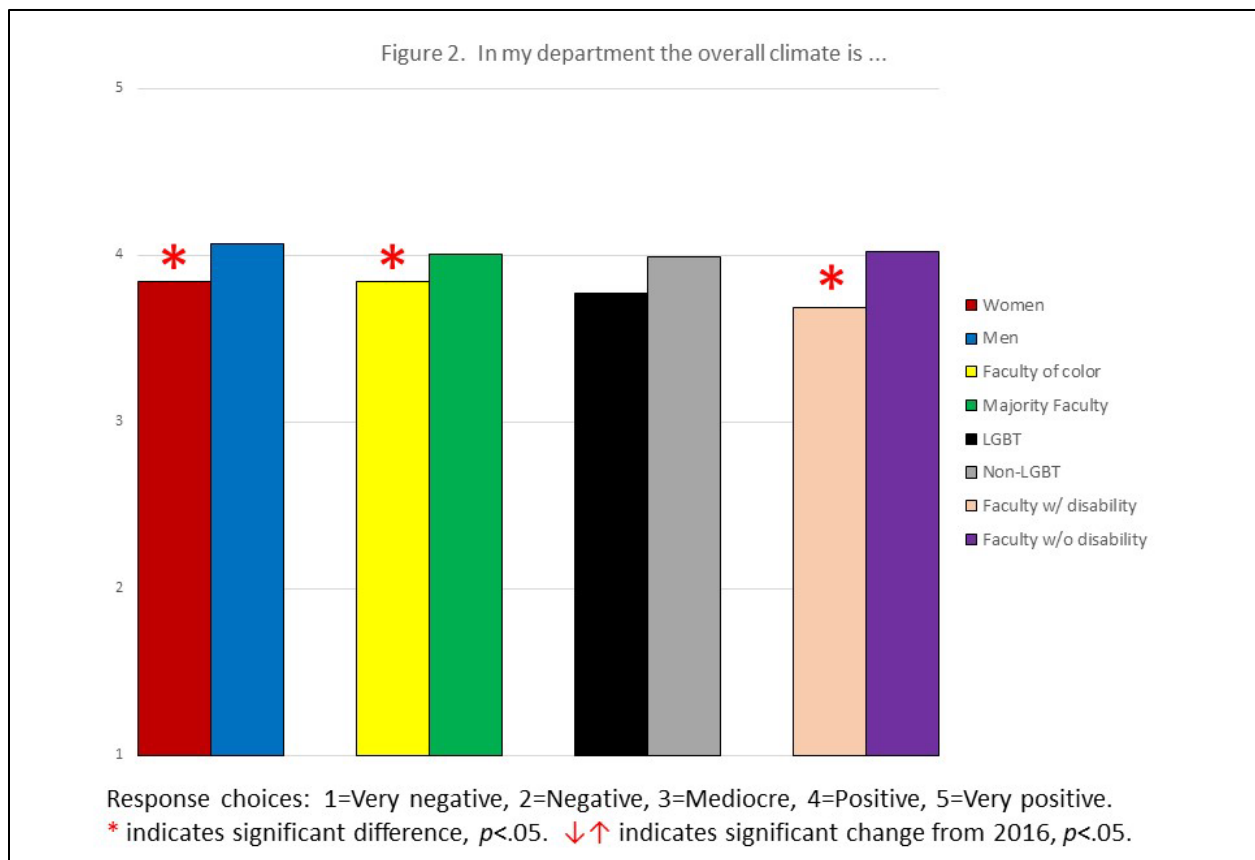
The TT faculty as a whole reported a fairly positive personal experience of climate. For example, they were often or very often treated with respect by their departmental colleagues,

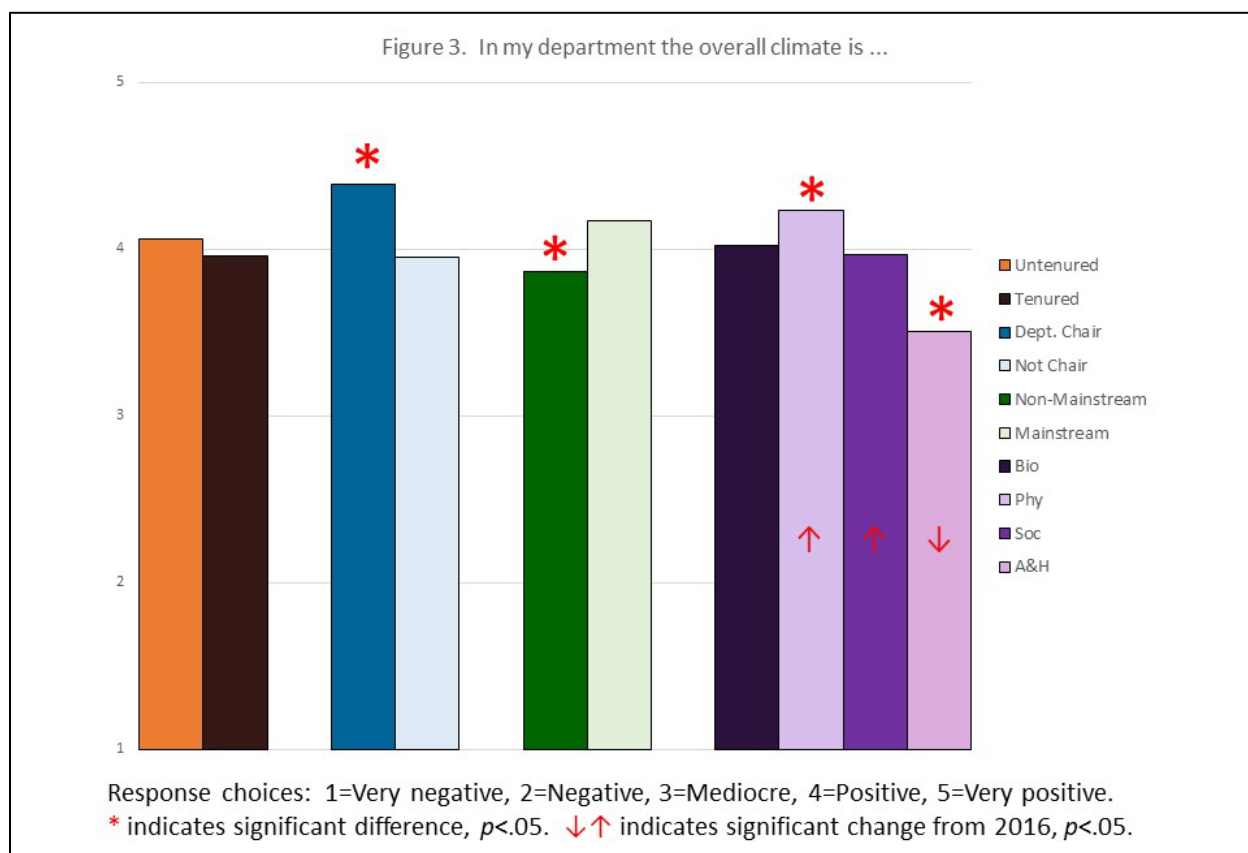


⁷ Climate is defined by the Campus Climate Network Group (2002) as, "Behaviors within a workplace or learning environment, ranging from subtle to cumulative to dramatic, that can influence whether an individual feels personally safe, listened to, valued, and treated fairly and with respect."

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. Women, Faculty of Color, and LGBT faculty all rate the climate for their group lower than the rating provided by their comparison group (Figure 1).

Our results show that the climate for some faculty groups was consistently more negative than for their comparison groups (Figures 2 and 3.) The climate scores for Women, Faculty of Color, Faculty with Disabilities, faculty in the Humanities, 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 2019 survey, as were “Non-Mainstream” faculty. Additionally, Faculty of Color, Faculty with Disabilities, and faculty in the Humanities gave a lower rating of overall climate in their departments and were less satisfied in some specific areas, including being treated with less respect by colleagues, feeling isolated both in their departments, being reluctant to voice concerns, and feeling less of a “fit” in their departments (Figures 1, 2). Faculty of Color and Faculty with Disabilities also reported feeling that they had to work much harder to be perceived as legitimate scholars, while Faculty with Disabilities and Humanities faculty felt their research and scholarship was less valued. These findings are largely consistent with previously reported experiences of climate by Women, Faculty of Color, Faculty with Disabilities and Non-Mainstream Faculty in earlier waves of the study. The less-positive experience on a majority of measures for Arts & Humanities faculty is new in this wave.



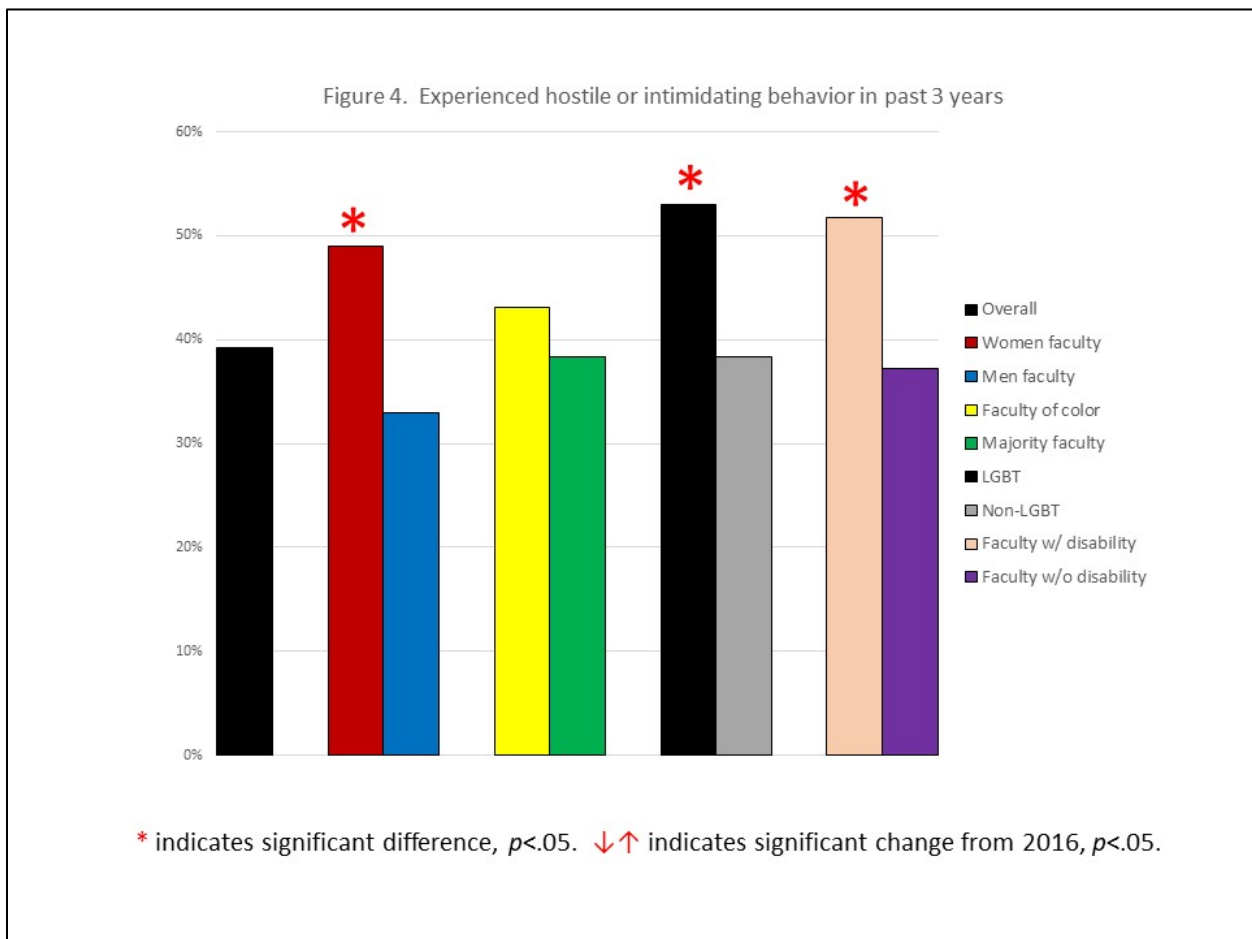


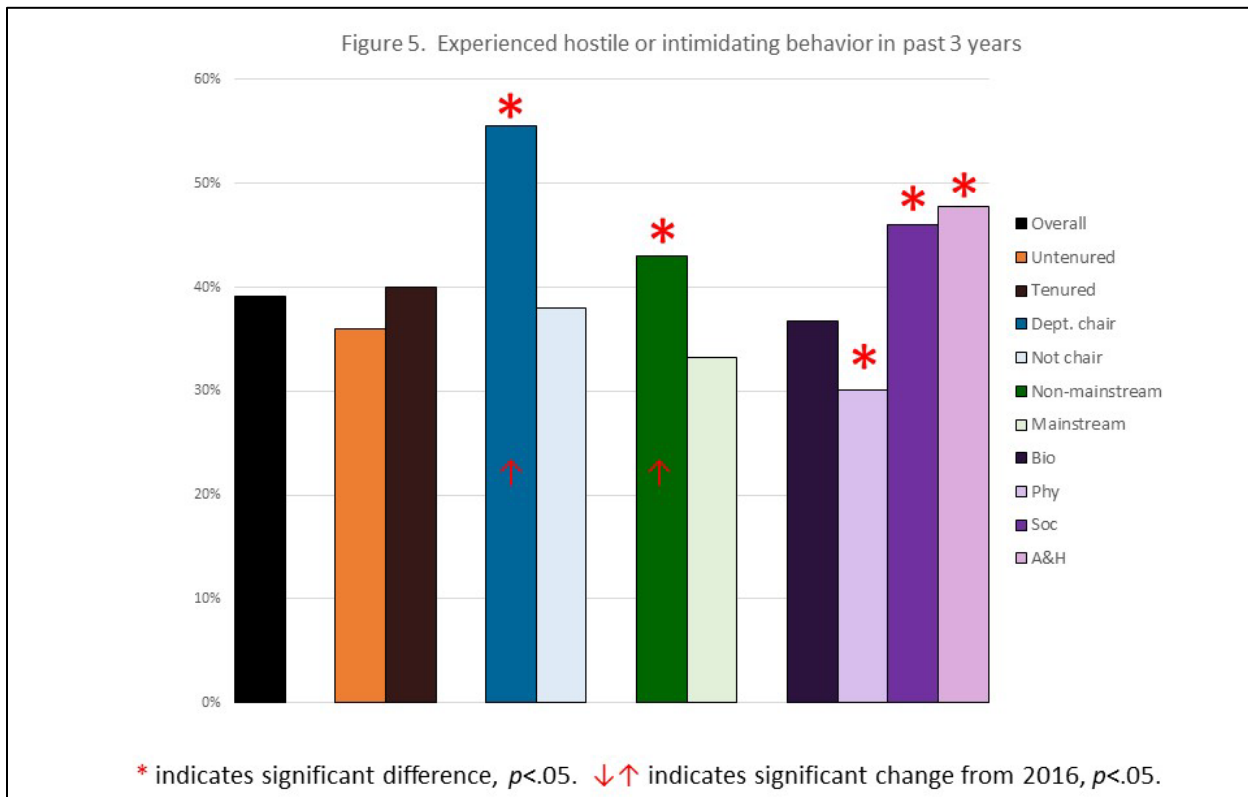
Very few changes were observed between the 2016 and 2019 results. Perhaps the most consistent change was a significant increase in the satisfaction of faculty with their chairs' efforts to obtain resources for them. Another change to pay attention to is that faculty who work in healthcare settings reported generally worse interactions with patients in 2019 compared to 2016. Given the rapidly changing healthcare environment, the current struggles facing academic health centers, and the growing concern about physician burnout, these trends are concerning and deserve further study and attention.

Harassment: Sexual Harassment and Hostile & Intimidating Behavior

In 2019, we reprised our questions about sexual harassment (SH) and hostile and intimidating behavior (HIB) from the 2016 survey. With regards to sexual harassment, after observing a large decrease in 2016, we now see an increase in reports of experiencing sexual harassment among women faculty, although it is not a statistically-significant increase. This increase appears to be happening for many groups, and is especially large (statistically significant) for faculty in Social Science departments, and Untenured faculty. However, there is an increasing perception of sexual harassment being treated very seriously on campus, and significantly more faculty say they know the steps to take if a person comes to them with a sexual harassment issue.

The measure of the incidence of hostile and intimidating behavior has increased slightly since 2016. Almost 40% of faculty report personally experiencing HIB behavior during the past three years, and almost 50% have witnessed these behaviors, a significant increase since 2016. Women, LGBT faculty, Faculty with Disabilities, Social Science faculty, and Tenured faculty have significantly higher incidence rates of HIB, with Women, LGBT Faculty and Faculty with Disabilities approaching a 50% rate of incidence (Figure 4). In 2019, Department Chairs also report a significantly higher incidence of HIB than in 2016, with over 55% of Department Chairs reporting that they have experienced at least one incident of hostile and intimidating behavior in the past three years (Figure 5). Compared to 2016, more faculty in 2019 are familiar with HIB as a concept, and are significantly more likely to say that HIB is treated seriously on campus, is common, that they know the steps to take if someone comes to them with a HIB issue, and that the process for handling HIB is effective.





Workload and Productivity

The most notable change in faculty workload and productivity between 2016 and 2019 is that faculty report working an hour less per week in 2019 than they did in 2016, from a mean of 58.4 hours in 2016 to 57.2 hours in 2019. This reduction brings the reported work hours back to the mean reported in 2010 (57.3 hours/week). Faculty of Color, faculty in the Biological Sciences, and Department Chairs report working significantly more hours than their comparison groups, with Faculty of Color reporting the highest mean hours/week of any faculty group (Figures 6 and 7.) This may stem from the significantly higher reports of “working harder to be perceived as a legitimate scholar” for Faculty of Color versus their Majority counterparts (Table DC8a.) In terms of how reasonable faculty believed their workload to be, no change was reported between 2016 and 2019; however Women faculty and faculty in the Arts & Humanities reported more often that their workloads were “too heavy” or “much too heavy”, compared to Men faculty/faculty in other divisions. Notably, given the almost 60-hour-per-week schedule, Faculty of Color report a heavier workload than Majority faculty, although this is not statistically significant. This rating of workload “reasonableness” for Faculty of Color is actually slightly lower than it was in 2016, even though the actual number of hours increased.

Figure 6. During an academic year, how many hours is your typical work week?

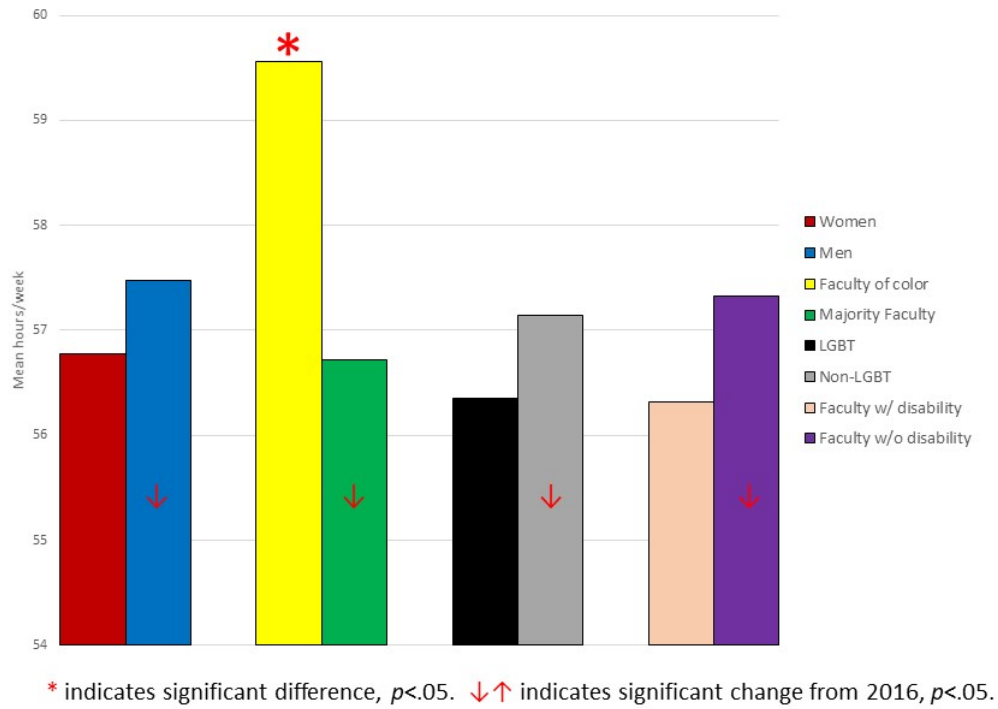
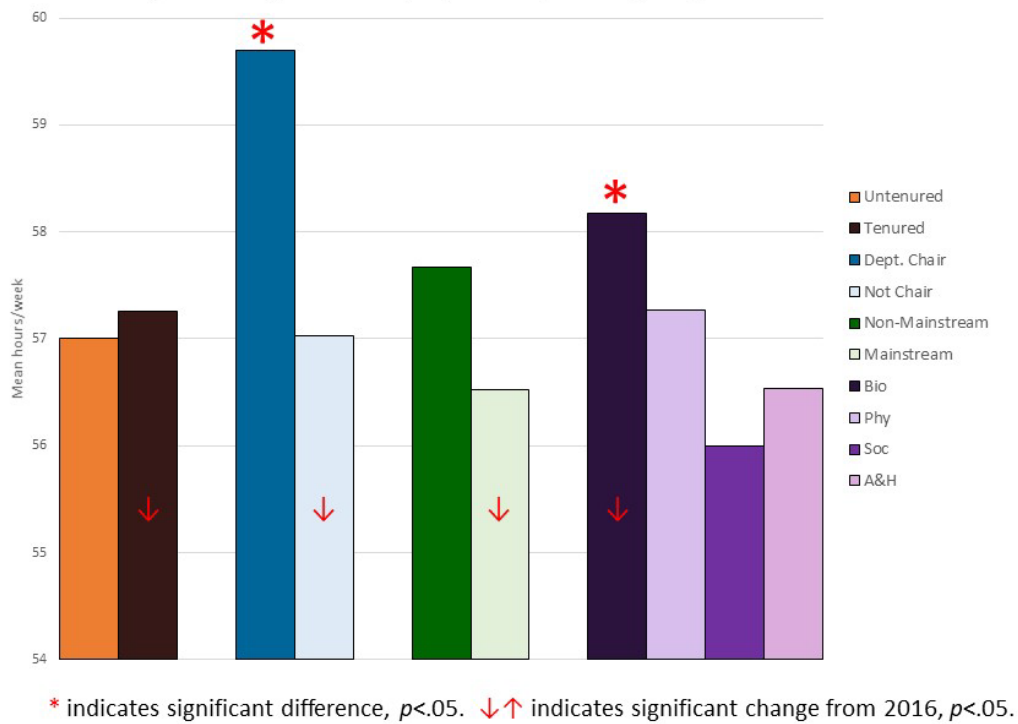


Figure 7. During an academic year, how many hours is your typical work week?



The distribution of job duties for faculty overall have remained largely unchanged. Some faculty subgroups have seen changes over time, however, such as faculty in the Physical Sciences. The percentage of time they report spending on research decreased significantly from 2016 to 2019, but the amount of time this group spends on committee work/university service has increased. The same pattern appeared for LGBT faculty, and although the increase in service work was not statistically significant, the increase from 8.5% in 2016 to 11.2% in 2019 is quite large. The distribution of duties among various groups of faculty can be different. For example, Women faculty spend 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. Faculty in the Biological Sciences spend the least time on teaching and most on Research, while for faculty in the Arts & Humanities the opposite is true. Faculty in the Physical Sciences spend the most time with students outside of class than faculty in other divisions.

Although work hours may have decreased between 2016 and 2019, scholarly output did not, with the possible exception of slightly fewer book chapters. Women Faculty reported submitting fewer journal articles, conference papers, and grant proposals 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. Faculty with Disabilities produce fewer conference papers and grants. By division, not surprisingly Biological and Physical Science faculty produce the most journal papers, conference papers, and grant proposals, while faculty in Social Sciences and Arts & Humanities produce the most books (authored, edited, and book chapters.) Some of the trends we see for Women faculty and Faculty with Disabilities may be related to the trends for untenured faculty and faculty in the various divisions.

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. In 2019, we asked for feedback about 11 different campus programs, all of which were also asked about in 2016.

In only three years, seven of the 11 programs saw a significant increase in the percentage of faculty who had at least heard of the program, and the other 4 increased their name-recognition albeit not significantly. Similarly, 8 of the programs saw their value significantly increase in the past three years, and the other three had non-significant increases in perceived value of the program. Most of the programs also show an increase in participation, with faculty reporting participation in WISELI's "Searching for Excellence & Diversity" workshops for members of faculty hiring committees showing the largest increase in participation, from 25.2% of respondents in 2016 to 37.0% of respondents in 2019. Participation in the Provost's Strategic Hiring Initiative also increased substantially, more than doubling between 2016 (5.8%) and 2019 (12.1%).

It is interesting to note some of the group differences in valuing these programs across the university. Women faculty value almost all of these programs more than Men faculty, with a few notable exceptions. Men and women equally value the "Searching for Excellence & Diversity" workshops, the Committee on Women, and Campus Child Care. Men faculty value the Women Faculty Mentoring Program far more than women faculty themselves, a very interesting trend.

Women's value of the WFMP did not change between 2016 and 2019, but men's value of the program increased substantially.

Faculty of Color and LGBT faculty did not value any of these programs more or less than their majority/non-LGBT counterparts. Faculty with Disabilities valued Family Leave, and the Strategic Hiring Initiatives, more than other faculty. Untenured faculty value the Tenure Clock Extension program, and the Vilas Life Cycle Professorship program, more than their tenured counterparts. Department Chairs value Family Leave less than other faculty. Finally, many divisional differences appear in the value of these programs. One of the most interesting ones is that faculty in the Arts & Humanities showed a significant decline in how much they value the Dual Career Hiring program, the only decline in value for any program by any group in the survey. In general, faculty in the Physical Sciences tended to value all of the programs less than faculty in other divisions.

Promotion Experiences

In 2016, we asked some new questions about the promotion process and we repeated the items in 2019. Both Assistant and Associate rank faculty responded to these questions; faculty at the "full" rank did not. Very little change occurred for the items between 2016 and 2019. Faculty in the Social Sciences and Arts & Humanities reported that promotion/tenure requirements were more reasonable in 2019 than in 2016, while Biological and Physical Science faculty felt they were less reasonable, although this decrease is not statistically-significant. At the same time, Arts & Humanities faculty were significantly less-confident in 2019 that promotion decisions are based on performance rather than on politics, relationships, or demographics. The only other change was that LGBT faculty were less likely to indicate that there is a close fit between the way they do their jobs, and how they are evaluated for promotion.

There are fewer within-group differences in 2019 compared to 2016. No significant differences emerged between Women and Men faculty, between Faculty of Color and Majority faculty, or between LGBT and non-LGBT faculty for any of the 11 items we asked about promotion. In 2016, there were a few gender, race, and sexual orientation differences, which all disappeared in 2019. Significant differences between Faculty with Disabilities and Non-Disabled faculty were fewer in 2019, although some still appear. Faculty with Disabilities are less likely to report that they understand the criteria for promotion, that the requirements for promotion are reasonable, and that the fit between their work and how it is evaluated for promotion is good. They are more likely to report that they get mixed messages about promotion requirements. Untenured faculty are no different from Tenured faculty on any of the measures, and faculty who report doing "Non-Mainstream" research are less happy on almost ALL the items compared to more Mainstream colleagues. These trends for untenured and non-mainstream faculty are identical to trends we saw in 2016.

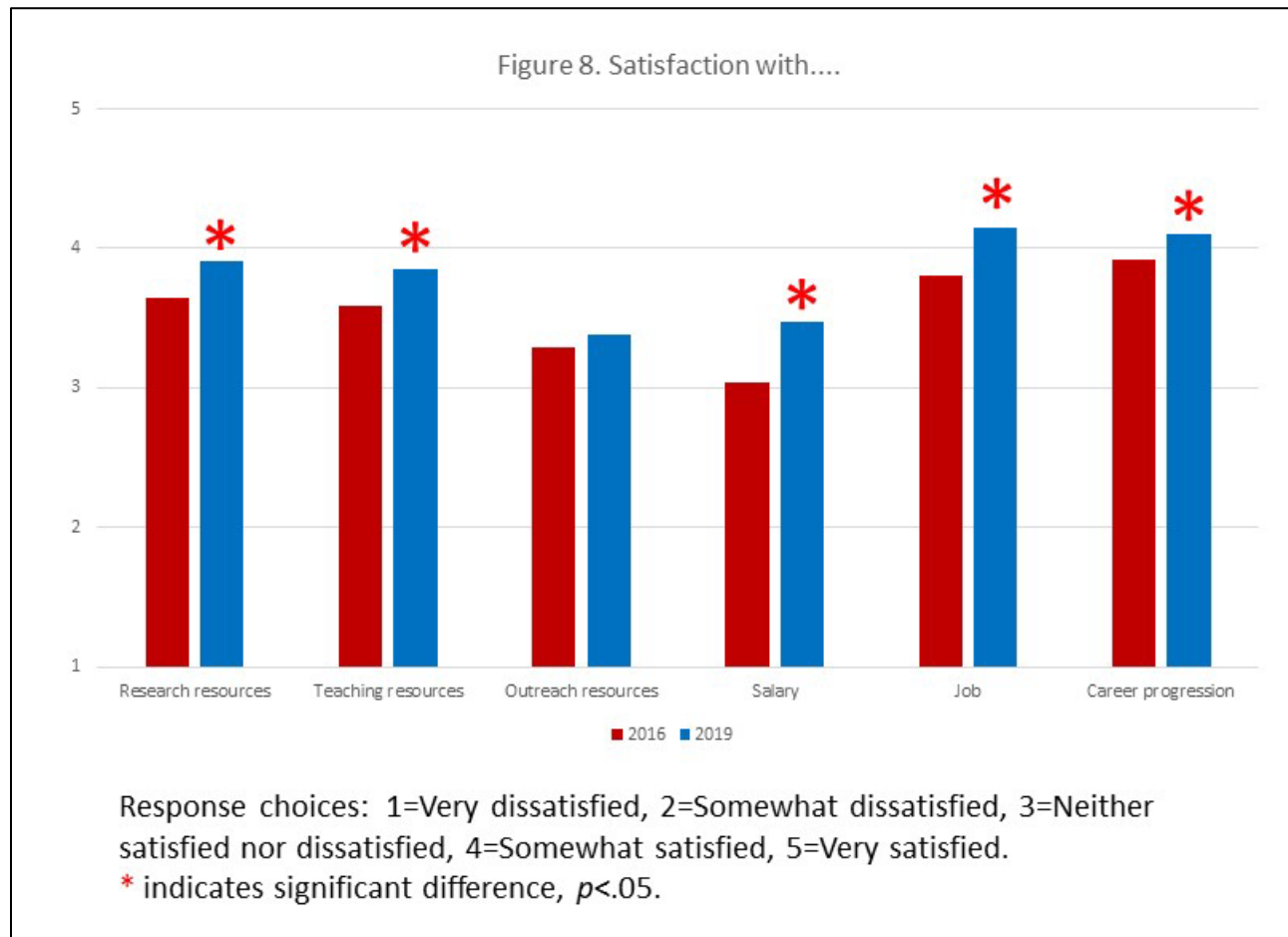
Finally, some differences emerge for these tenure/promotion items by divisional affiliation. Generally, faculty in Physical Sciences are the most satisfied with tenure/promotion processes, while faculty in Arts & Humanities are least satisfied. One exception is that faculty in Biological Sciences are significantly more happy with the mentoring they receive compared to faculty in any other division.

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

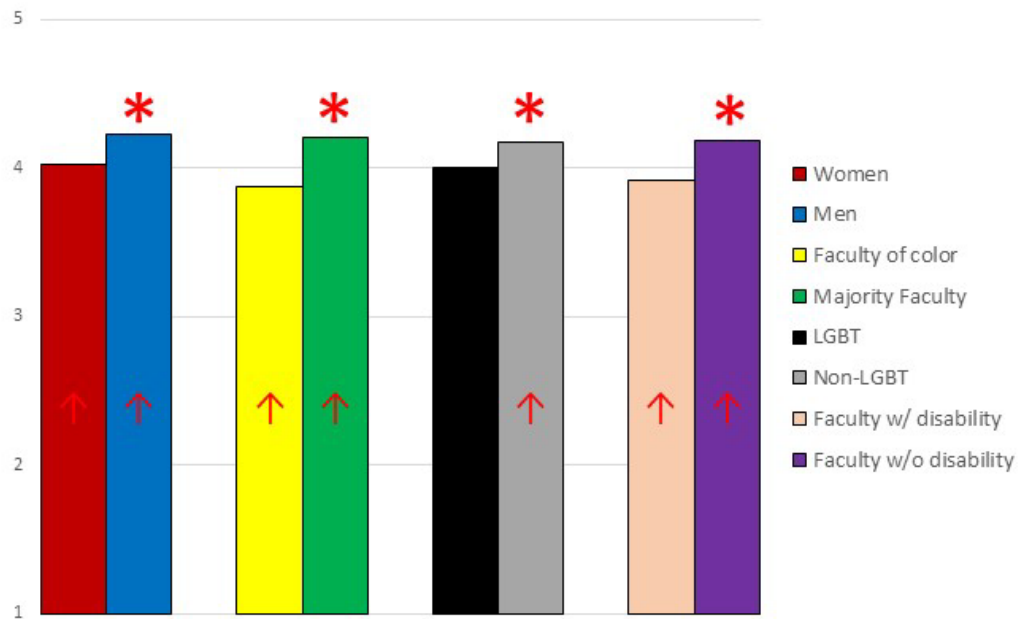
open-ended items, we asked them to share what factors both contribute to and detract from their satisfaction at UW-Madison.

In 2019, virtually all faculty reported a significantly increased satisfaction with the resources UW-Madison provides to support research and scholarship, as well as teaching (Figure 8.) Faculty in the Social Sciences were especially satisfied, as were Untenured faculty and Department Chairs. Satisfaction with clinical resources and extension resources changed very little between 2016 and 2019.



Overall satisfaction with being a faculty member at UW-Madison also increased significantly between 2016 and 2019, for almost all faculty groups (Figure 9.) 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; still, even for these underrepresented groups, the mean score on these variables was significantly improved since 2016. Non-Mainstream faculty and faculty in the Arts & Humanities division were least satisfied with their jobs, while Department Chairs, and faculty in the Physical 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.

Figure 9. In general, how satisfied are you being a faculty member at UW-Madison?



Response choices: 1=Very dissatisfied, 2=Somewhat dissatisfied, 3=Neither satisfied nor dissatisfied, 4=Somewhat satisfied, 5=Very satisfied.

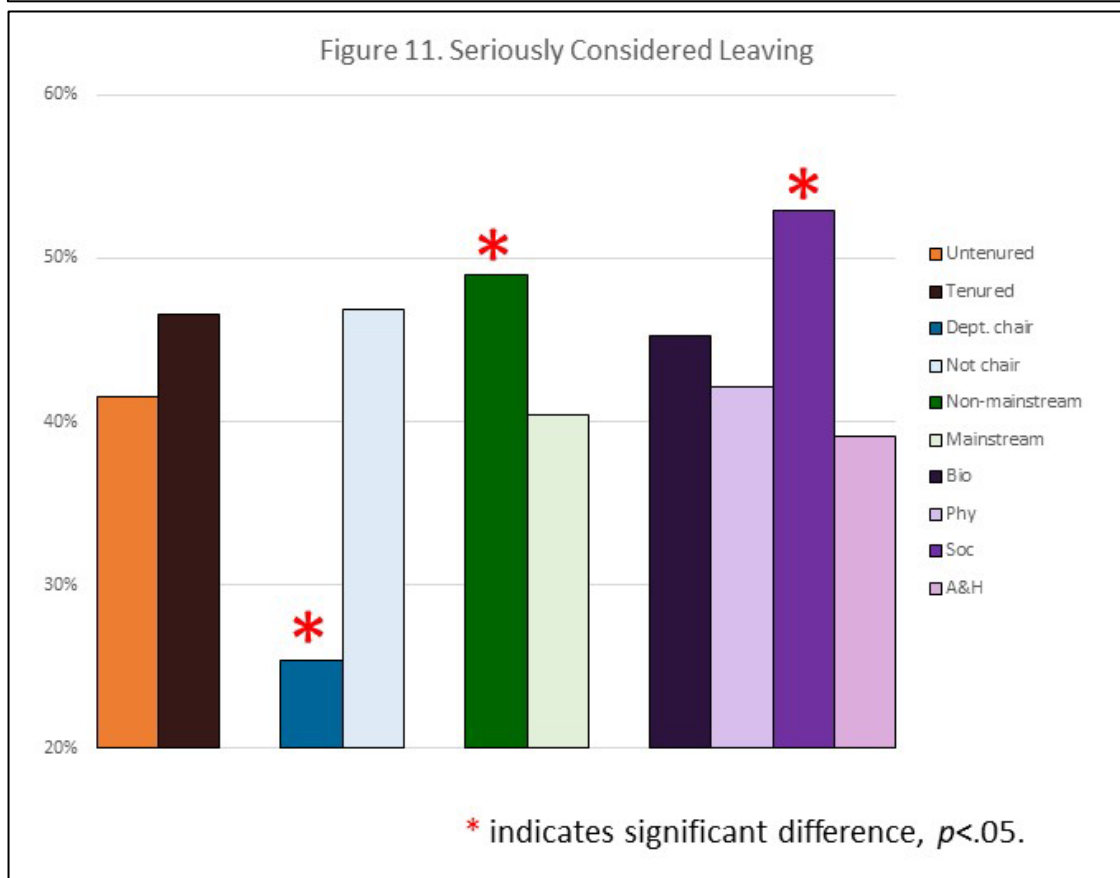
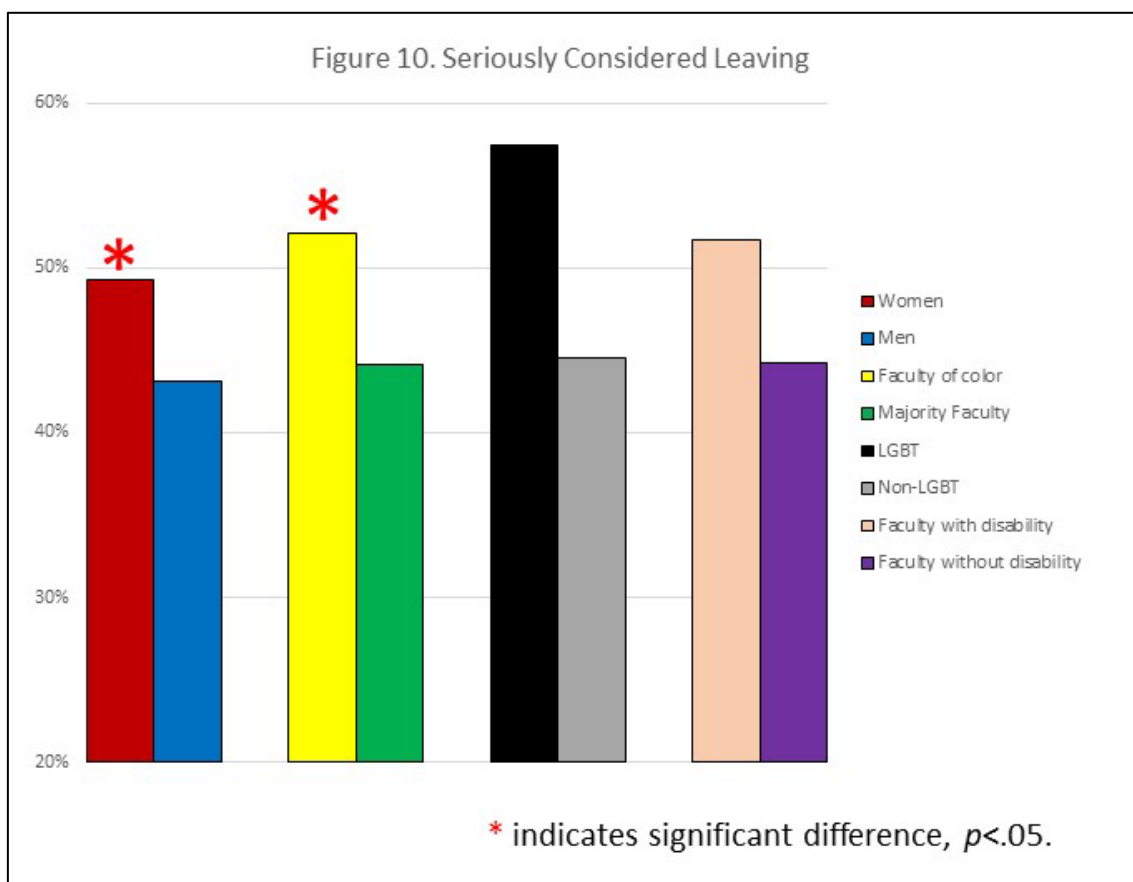
* indicates significant difference, $p < .05$. ↓↑ indicates significant change from 2016, $p < .05$.

Perhaps one reason for the increased satisfaction is the increased satisfaction with salary. Faculty in 2019 reported significantly higher satisfaction with their salary, compared to 2016, and this is true for all groups except non-US Citizens, which had an increased satisfaction but not significantly so.

When asked to write in their reasons for satisfaction with their jobs, 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 the administrative burdens and bureaucracy present in faculty positions. Some of the write-in comments that were common in previous waves, “budget cuts” and “state government,” were much less common in 2019.

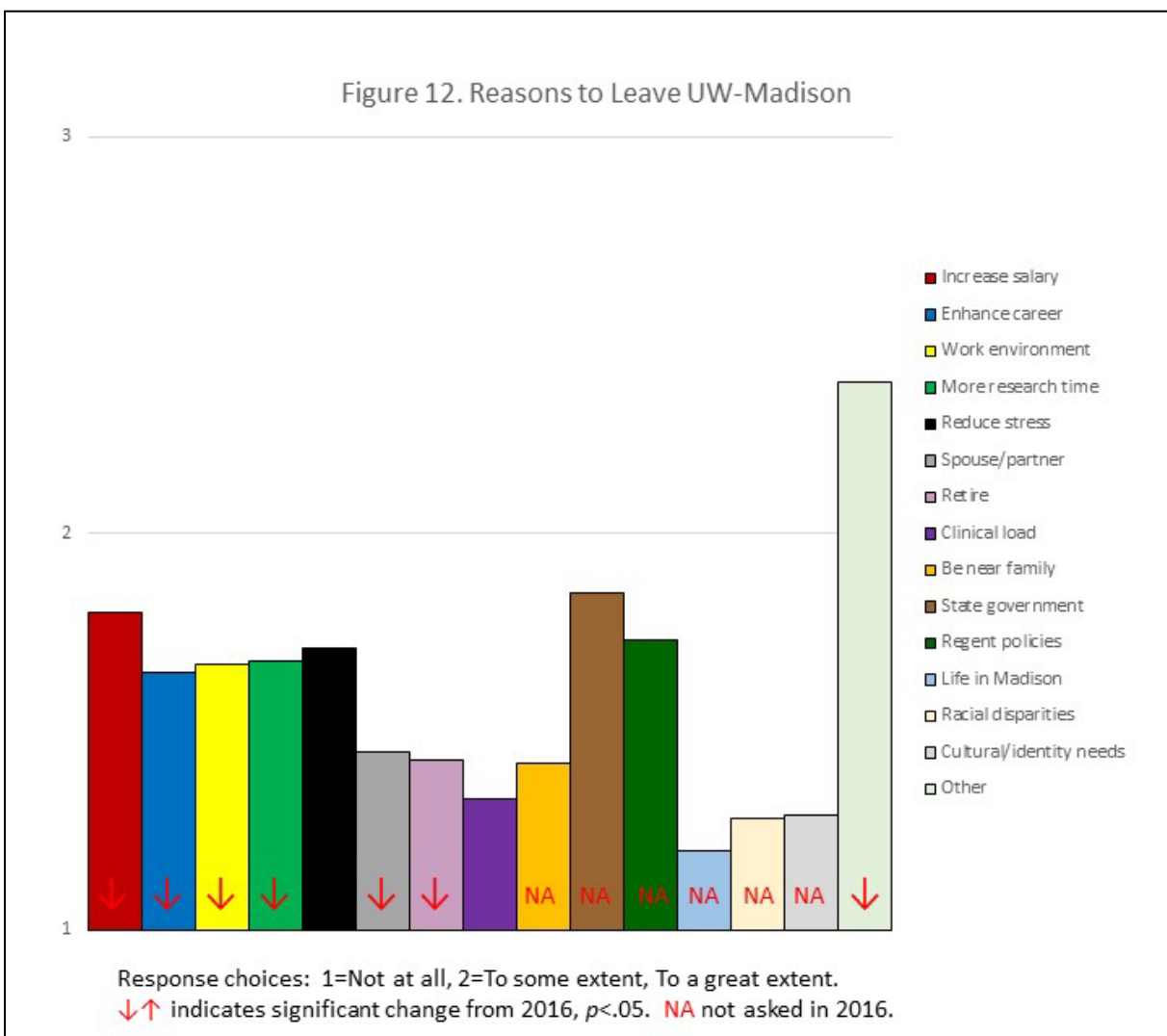
Intent to Leave

In 2019, we added some new items about faculty intent to leave, and opportunity to leave, the UW-Madison. One of the new questions asked faculty whether they had seriously considered leaving UW-Madison in the past 12 months for non-retirement reasons. In this new question, almost 50% of faculty (45.5%) indicated that they had considered leaving, with Women, Faculty of Color, faculty in the Social Sciences, and faculty doing Non-Mainstream research indicating the highest intent to leave (Figures 10 and 11.)

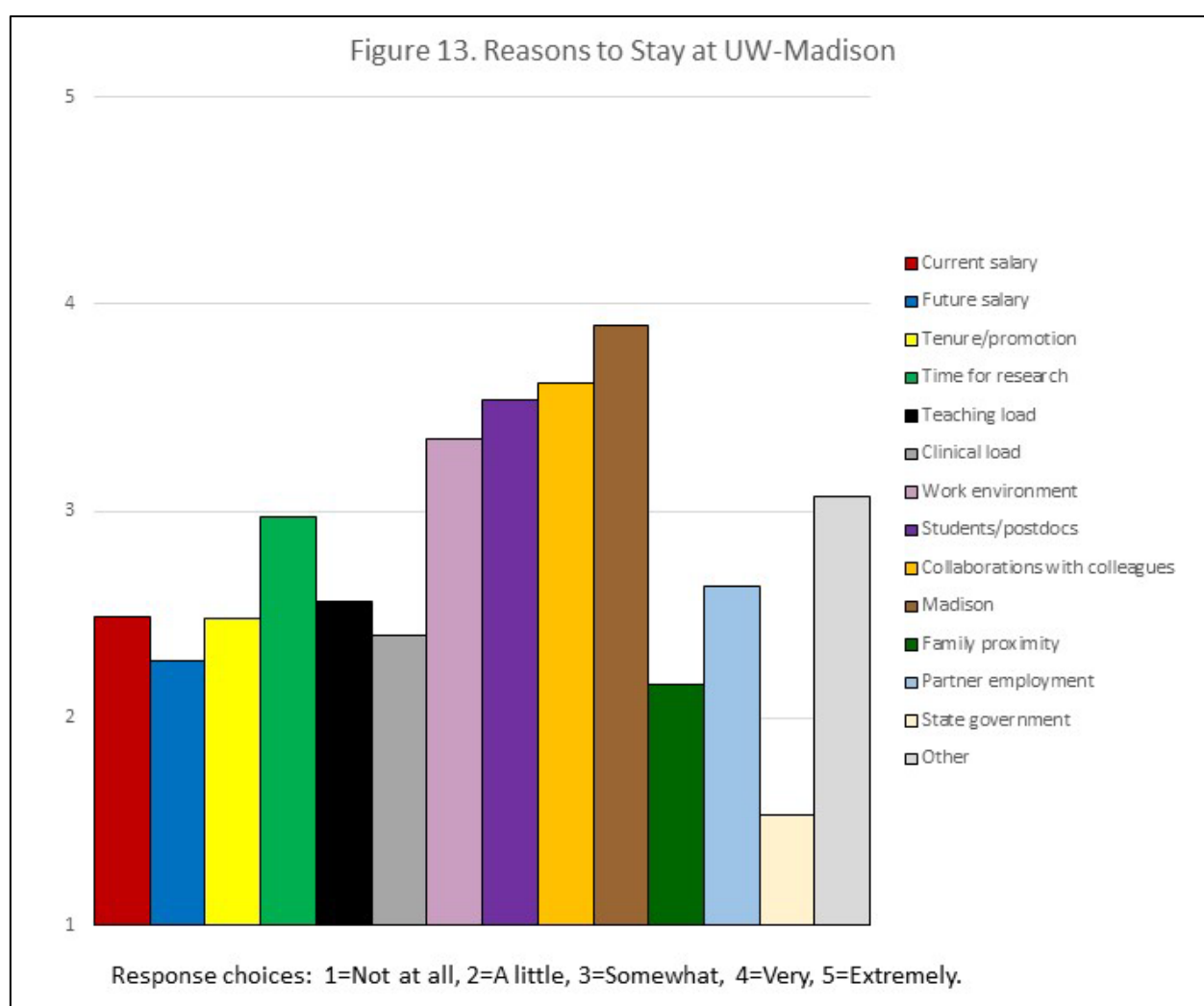


Although about half of faculty have thought about leaving in the past year, an even higher percentage—about 65%--have been contacted by another university in the past 12 months, and this percentage is similar to the percentage reported in 2016. Faculty in Social Studies and the Biological Sciences were the most likely to be approached, and Arts & Humanities faculty were much less likely to be approached. Untenured faculty were much less likely to be approached in 2019 than they were in 2016. Almost all Department Chairs (81.7%) reported being contacted by another university or headhunting firm.

We probed decisions about leaving or staying with two questions—one asked participants to rate the extent to which they considered a list of several reasons for leaving UW, and the other asked about reasons for staying. We added several new potential reasons to leave UW-Madison based on write-in comments from previous surveys, as well as from feedback from faculty affinity groups. In 2019, the top reason to leave was “concerns about the direction of state government”, replacing “to increase salary” in the top spot for the first time since we have implemented this question. “Concerns about Regent policies” and “Reduce stress” also appeared to be very important concerns (Figure 12.) Women, Faculty of Color, LGBT faculty, and Faculty with Disabilities were all more likely to indicate that “Racial and ethnic disparities” “meeting cultural and/or identity needs”, and “quality of life in Madison” were all reasons to leave, compared to their peers.



In terms of reasons faculty provide for staying at UW-Madison, the top reason for most faculty was “quality of life in Madison and surrounding area”, although some groups (Faculty of Color, Faculty with Disabilities, Untenured faculty, and Non-Mainstream faculty) were significantly less likely to agree this is an important reason to stay. Aligning with earlier write-in comments, relationships with students/postdocs/trainees, collaborations with colleagues, and the work environment in general were important reasons to stay. “Time for research or artistic activity” is also a top reason to stay (Figure 13.) Some interesting group differences emerged. Except for the “quality of life” item, Untenured faculty were almost always significantly more enthusiastic about the reasons to stay at UW-Madison compared to their Tenured colleagues. Women faculty are more likely to stay for the sake of their partner’s job than their male colleagues. Faculty of Color do not see collaborations with colleagues as a good reason to stay, an area of faculty worklife that could be improved to increase retention. Finally, Faculty with Disabilities do not see their work environments as a reason to stay, something that could perhaps be investigated further.



Finally, after asking about all the potential reasons to stay and to leave UW-Madison, we asked faculty to indicate how likely they would be to leave the UW in the next three years. Faculty were significantly more likely to indicate they are *unlikely* to leave (higher response choices

indicate a less likeliness to leave.) Untenured faculty and Department Chairs, especially, indicated they are unlikely to leave UW-Madison in the next three years.

Conclusions and Future Research

Overall, findings from the 2019 *Study of Faculty Worklife* largely replicate findings from previous faculty climate surveys at UW-Madison. Much has improved since 2016, most notably experience with the faculty hiring process, faculty workload, faculty satisfaction with the job, career progression, and salary. Sexual harassment and hostile and intimidating behavior continue to be issues on our campus, but clearly some strides have been made in terms of education and accountability.

In terms of department climate, Women faculty, Faculty of Color, and Faculty with Disabilities report consistently lower ratings of climate and satisfaction compared to their peers, indicating long-standing issues that still need to be addressed. Over time, we do seem to be closing these gaps, especially for Women faculty; many climate measures such as “treated with respect by colleagues,” “feel excluded,” “feel isolated,” and “I feel I fit in my department” have all reduced the gap between Men and Women faculty since 2010, even though that gap is still statistically significant. In contrast, Faculty of Color show either no change since 2010 on almost all of our climate measures, or *increasing* gaps, including the gaps in being treated with respect by patients and hospital/clinic administrators that are affecting all faculty with clinical appointments.

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: Detailed Tables

Table RR1. Response to 2019 *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	1,340	752	2,092	20	49	69	1,360	801	2,161
Completed Surveys Returned*	681	436	1,117	17	29	46	699	465	1,165
Response Rate	50.8%	58.0%	53.4%	85.0%	59.2%	66.7%	51.4%	58.1%	53.9%

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

Table RR2. Response to 2019 Study of Faculty Worklife at the University of Wisconsin-Madison, Selected Characteristics

Demographic Variable	Respondents		Non-Respondents	
	N	Percent	N	Percent
Division (Individual)				
Biological Sciences	433	56.2%	337	43.8%
Physical Sciences	260	53.5%	226	46.5%
Social Science	277	52.3%	253	47.7%
Humanities	188	50.1%	187	49.9%
Division (Departmental)*				
Biological Sciences	477	56.1%	374	43.9%
Physical Sciences	235	53.0%	208	47.0%
Social Studies	284	51.7%	265	48.3%
Humanities	162	50.9%	156	49.1%
School/College*				
BUS	36	43.9%	46	56.1%
CALS	144	61.5%	90	38.5%
EDUC	84	53.2%	74	46.8%
ENGR	117	61.6%	73	38.4%
L&S	392	48.6%	414	51.4%
LAW	11	44.0%	14	56.0%
MISC	7	46.7%	8	53.3%
NURS	13	68.4%	6	31.6%
PHARM	16	55.2%	13	44.8%
SMPH	239	53.3%	209	46.7%
SOHE	18	51.4%	17	48.6%
VETMED	81	67.5%	39	32.5%
Science Department*				
Science	685	55.2%	557	44.8%
Non-Science	473	51.5%	446	48.5%
STEMM Department*				
STEMM	849	54.6%	705	45.4%
Non-STEMM	309	50.9%	298	49.1%
Rank				
Assistant Professor	260	51.6%	244	48.4%
Associate Professor	236	52.3%	215	47.7%
Professor	667	55.3%	539	44.7%
Title Series				
Tenure Track	1117	53.4%	975	46.6%
CHS	-	-	-	-
Clinical	46	66.7%	23	33.3%
Tenured				
No	282	52.9%	251	47.1%
Yes	881	54.1%	747	45.9%
Gender				
Male	699	51.4%	661	48.6%
Female	465	58.1%	336	41.9%
Heritage Code				
Black	30	52.6%	27	47.4%
Asian	139	45.4%	167	54.6%
Native American/Native Hawaiian/Pacific Islander	**		**	
Hispanic	49	58.3%	35	41.7%
2 or More Races	18	62.1%	11	37.9%
Other	926	55.2%	752	44.8%
Faculty of Color				
Faculty of Color	153	51.9%	142	48.1%
Majority Faculty	1012	54.2%	854	45.8%
Race/Ethnicity				
Nonwhite	239	49.5%	244	50.5%
White/Missing	926	55.2%	752	44.8%
Under-Represented Minority				
URM	78	56.1%	61	43.9%
Not URM	1087	53.8%	935	46.2%
Citizenship				
U.S. Citizen	970	55.1%	790	44.9%
Not U.S. Citizen	195	48.6%	206	51.4%
Multiple Appointment				
Yes	39	54.2%	33	45.8%
No	1116	53.4%	973	46.6%
Department Chair				
Yes	72	62.6%	43	37.4%
No	1082	52.9%	964	47.1%

* See Appendix 2 for definitions.

** Too few respondents per cell.

Table RR3. Response to 2019 *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	387	55.2%	314	44.8%
Physical Sciences	260	53.5%	226	46.5%
Social Science	277	52.3%	253	47.7%
Humanities	188	50.1%	187	49.9%
Division (Departmental)*				
Biological Sciences	431	55.1%	351	44.9%
Physical Sciences	235	53.0%	208	47.0%
Social Studies	284	51.7%	265	48.3%
Humanities	162	50.9%	156	49.1%
School/College*				
BUS	36	43.9%	46	56.1%
CALS	144	61.5%	90	38.5%
EDUC	84	53.2%	74	46.8%
ENGR	117	61.6%	73	38.4%
L&S	391	48.5%	415	51.5%
LAW	11	44.0%	14	56.0%
MISC	7	46.7%	8	53.3%
NURS	13	68.4%	6	31.6%
PHARM	16	55.2%	13	44.8%
SMPH	239	53.3%	209	46.7%
SOHE	18	51.4%	17	48.6%
VETMED	35	68.6%	16	31.4%
Science Department*				
Science	639	54.5%	534	45.5%
Non-Science	473	51.5%	446	48.5%
STEMM Department*				
STEMM	803	54.1%	682	45.9%
Non-STEMM	309	50.9%	298	49.1%
Rank				
Assistant Professor	236	50.9%	228	49.1%
Associate Professor	224	51.7%	209	48.3%
Professor	657	55.0%	538	45.0%
Tenured				
No	236	50.9%	228	49.1%
Yes	881	54.1%	747	45.9%
Gender				
Male	681	50.8%	659	49.2%
Female	436	58.0%	316	42.0%
Heritage Code				
Black	30	52.6%	27	47.4%
Asian	138	45.2%	167	54.8%
Native American	**		**	
Hispanic	48	58.5%	34	41.5%
2 or More Races	17	60.7%	11	39.3%
Other	881	54.6%	732	45.4%
Faculty of Color				
Faculty of Color	151	51.5%	142	48.5%
Majority Faculty	966	53.7%	833	46.3%
Race/Ethnicity				
Nonwhite	236	49.3%	243	50.7%
White/Missing	881	54.6%	732	45.4%
Under-Represented Minority				
URM	77	55.8%	61	44.2%
Not URM	1040	53.2%	914	46.8%
Citizenship				
U.S. Citizen	930	54.5%	775	45.5%
Not U.S. Citizen	187	48.3%	200	51.7%
Multiple Appointment				
Yes	39	54.2%	33	45.8%
No	1071	53.0%	949	47.0%
Department Chair				
Yes	72	62.6%	43	37.4%
No	1037	52.5%	940	47.5%

* See Appendix 2 for definitions.

** Too few respondents per cell.

Table RR4. Response to 2019 *Study of Faculty Worklife at the University of Wisconsin-Madison*, Clinical Faculty Only, Selected Characteristics

Demographic Variable	Respondents		Non-Respondents	
	N	Percent	N	Percent
Division (Individual)				
Biological Sciences	46	66.7%	23	33.3%
Division (Departmental)*				
Biological Sciences	46	66.7%	23	33.3%
School/College*				
VETMED	46	66.7%	23	33.3%
Science Department*				
Science	46	66.7%	23	33.3%
STEMM Department*				
STEMM	46	66.7%	23	33.3%
Rank				
Assistant Professor	24	60.0%	16	40.0%
Associate Professor	12	66.7%	6	33.3%
Professor	10	90.9%	1	9.1%
Title Series				
Clinical	46	66.7%	23	33.3%
Tenured				
No	46	66.7%	23	33.3%
Gender				
Male	17	85.0%	3	15.0%
Female	29	59.2%	20	40.8%
Heritage Code				
Black, Asian, Nat. Am., Hispanic, 2 or More Races	**		**	
Other	43	66.2%	22	33.8%
Citizenship				
U.S. Citizen	38	69.1%	17	30.9%
Not U.S. Citizen	8	57.1%	6	42.9%
Multiple Appointment				
No	46	66.7%	23	33.3%
Department Chair				
No	46	66.7%	23	33.3%

* See Appendix 2 for definitions.

Table RR5. Response to 2019 *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	144	63.2%	84	36.8%
Physical Sciences	54	68.1%	38	31.9%
Social Science	141	58.3%	101	41.7%
Humanities	96	50.5%	94	49.5%
Division (Departmental)*				
Biological Sciences	163	60.8%	105	39.2%
Physical Sciences	49	68.1%	31	31.9%
Social Studies	141	56.9%	107	43.1%
Humanities	82	52.6%	74	47.4%
School/College*				
BUS, LAW, MISC, NURS, SOHE	46	51.7%	43	48.3%
CALS	42	70.0%	18	30.0%
EDUC	51	58.6%	36	41.4%
ENGR	29	74.4%	10	25.6%
PHARM, VETMED	19	70.4%	8	29.6%
L&S	158	52.3%	144	47.7%
SMPH	90	60.8%	58	39.2%
Science Department*				
Science	194	61.8%	120	38.2%
Non-Science	241	55.0%	197	45.0%
STEMM Department*				
STEMM	267	60.4%	175	39.6%
Non-STEMM	168	54.2%	142	45.8%
Rank				
Assistant Professor	120	56.3%	93	43.7%
Associate Professor	109	57.7%	80	42.3%
Professor	207	59.1%	143	40.9%
Tenured				
No	120	56.3%	93	43.7%
Yes	316	58.6%	223	41.4%
Faculty of Color				
Faculty of Color	70	56.0%	55	44.0%
Majority Faculty	366	58.4%	261	41.6%
Race/Ethnicity				
Nonwhite	106	55.5%	85	44.5%
White/Missing	330	58.8%	231	41.2%
Under-Represented Minority				
URM	44	58.7%	31	41.3%
Not URM	392	57.9%	285	42.1%
Citizenship				
U.S. Citizen	366	58.7%	257	41.3%
Not U.S. Citizen	70	54.3%	59	45.7%
Multiple Appointment				
Yes	13	46.4%	15	53.6%
No	420	58.0%	304	42.0%
Department Chair				
Yes	23	84.2%	16	15.8%
No	413	57.9%	300	42.1%

* See Appendix 2 for definitions.

Table RR6. Response to 2019 *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	243	51.4%	230	48.6%
Physical Sciences	206	68.1%	188	31.9%
Social Science	136	47.2%	152	52.8%
Humanities	92	49.7%	93	50.3%
Division (Departmental)*				
Biological Sciences	268	52.1%	246	47.9%
Physical Sciences	186	68.1%	177	31.9%
Social Studies	143	47.5%	158	52.5%
Humanities	80	49.4%	82	50.6%
School/College*				
BUS, LAW, MISC, NURS, SOHE	39	44.8%	48	55.2%
CALS	102	58.6%	72	41.4%
EDUC	33	46.5%	38	53.5%
ENGR	88	58.3%	63	41.7%
PHARM, VETMED	32	60.4%	21	39.6%
L&S	234	46.4%	270	53.6%
SMPH	149	49.7%	151	50.3%
Science Department*				
Science	445	51.8%	414	48.2%
Non-Science	232	48.2%	249	51.8%
STEMM Department*				
STEMM	536	51.4%	507	48.6%
Non-STEMM	141	47.5%	156	52.5%
Rank				
Assistant Professor	116	46.2%	135	53.8%
Associate Professor	115	47.1%	129	52.9%
Professor	450	53.3%	395	46.7%
Tenured				
No	116	18.0%	527	82.0%
Yes	565	81.1%	132	18.9%
Faculty of Color				
Faculty of Color	81	48.2%	87	51.8%
Majority Faculty	600	51.2%	572	48.8%
Race/Ethnicity				
Nonwhite	130	45.1%	158	54.9%
White/Missing	551	52.4%	501	47.6%
Under-Represented Minority				
URM	33	52.4%	30	47.6%
Not URM	648	50.7%	629	49.3%
Citizenship				
U.S. Citizen	564	52.1%	518	47.9%
Not U.S. Citizen	117	45.3%	141	54.7%
Multiple Appointment				
Yes	26	59.1%	18	40.9%
No	651	50.2%	645	49.8%
Department Chair				
Yes	49	84.2%	27	15.8%
No	632	50.0%	632	50.0%

* See Appendix 2 for definitions.

Table H1a. Satisfaction with the Hiring Process, New Faculty Hired 2016-2019. 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?					
	2016			2019			2016		2019				2016		2019			
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	↑	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	↑
Total	209	4.03	(0.83)	143	4.20	(0.80)	3.97	(0.92)	4.23	(0.81)	↑	4.19	(0.69)	4.40	(0.76)			↑
Women	93	3.88	(0.79) *	72	4.10	(0.84)	3.74	(0.96) *	4.14	(0.82)	↑	4.10	(0.82)	4.33	(0.83)			
Men	116	4.15	(0.85)	71	4.30	(0.74)	4.16	(0.84)	4.31	(0.79)		4.26	(0.79)	4.48	(0.67)			
Faculty of Color	39	4.05	(0.83)	31	4.13	(0.96)	4.16	(0.82)	4.33	(0.80)		4.18	(0.83)	4.53	(0.78)			
Majority Faculty	170	4.02	(0.84)	112	4.21	(0.75)	3.93	(0.94)	4.20	(0.81)	↑	4.20	(0.80)	4.37	(0.75)			
Not US Citizen	47	3.94	(1.01)	36	4.25	(0.65)	3.91	(0.92)	4.22	(0.76)		4.28	(0.78)	4.39	(0.64)			
US Citizen	162	4.06	(0.77)	107	4.18	(0.84)	3.99	(0.92)	4.23	(0.82)	↑	4.17	(0.81)	4.41	(0.79)			↑
LGBT	14	4.00	(1.24)	7	3.86	(0.69)	3.86	(1.23)	3.83	(0.75)		4.38	(0.51)	4.43	(0.79)			
Not LGBT	195	4.03	(0.80)	133	4.20	(0.80)	3.98	(0.89)	4.25	(0.80)	↑	4.18	(0.82)	4.40	(0.76)			↑
Faculty with Disability	19	4.32	(0.95)	15	3.80	(1.01) *	4.26	(1.05)	4.00	(0.96)		4.00	(1.05)	3.93	(1.03)			
No Disability	185	4.01	(0.82)	127	4.24	(0.76) ↑	3.93	(0.91)	4.25	(0.79)	↑	4.21	(0.77)	4.46	(0.70)			↑
Biological Science	75	3.99	(0.89)	54	4.02	(0.86) *	4.03	(0.96)	4.11	(0.77)		4.25	(0.81)	4.32	(0.78)			
Physical Science	47	4.00	(0.81)	33	4.33	(0.69)	3.87	(0.81)	4.09	(0.84)		4.24	(0.67)	4.44	(0.76)			
Social Science	56	4.05	(0.77)	40	4.30	(0.79)	4.04	(0.79)	4.40	(0.84)	↑	4.09	(0.89)	4.48	(0.78)			↑
Arts & Humanities	29	4.07	(0.84)	16	4.25	(0.77)	3.79	(1.20)	4.50	(0.65)	↑	4.11	(0.83)	4.44	(0.63)			
Science Department	117	3.98	(0.87)	86	4.14	(0.81)	3.94	(0.90)	4.09	(0.79)	*	4.23	(0.76)	4.37	(0.77)			
Non-Science Department	90	4.07	(0.78)	57	4.28	(0.77)	3.99	(0.94)	4.44	(0.79)	↑	4.13	(0.86)	4.46	(0.73)			↑
Untenured	167	3.96	(0.85) *	113	4.19	(0.80) ↑	3.94	(0.89)	4.17	(0.82)	↑	4.14	(0.83)	4.38	(0.79)			↑
Tenured	42	4.31	(0.72)	30	4.23	(0.82)	4.10	(1.03)	4.43	(0.73)		4.39	(0.67)	4.50	(0.63)			
Non-Mainstream Research	112	3.97	(0.78)	91	4.14	(0.84)	3.85	(0.95) *	4.20	(0.77)	↑	4.11	(0.86) *	4.33	(0.78)			
Mainstream Research	91	4.13	(0.87)	49	4.29	(0.74)	4.19	(0.80)	4.24	(0.88)		4.33	(0.64)	4.52	(0.71)			

* 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 2016-2019. 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?				
	2016			2019			2016		2019		
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	
Total	206	4.34	(0.69)	143	4.46	(0.64)	3.84	(0.97)	4.17	(0.79)	↑
Women	92	4.30	(0.61)	72	4.40	(0.67)	3.70	(0.97)	4.15	(0.73)	↑
Men	114	4.38	(0.74)	71	4.53	(0.61)	3.96	(0.96)	4.18	(0.85)	
Faculty of Color	38	4.39	(0.64)	31	4.46	(0.64)	3.97	(1.03)	4.13	(0.81)	
Majority Faculty	168	4.33	(0.70)	112	4.46	(0.65)	3.82	(0.96)	4.18	(0.79)	↑
Not US Citizen	47	4.24	(0.74)	36	4.37	(0.60)	3.91	(0.97)	4.08	(0.87)	
US Citizen	159	4.38	(0.67)	107	4.49	(0.66)	3.82	(0.97)	4.20	(0.76)	↑
LGBT	14	4.31	(0.85)	7	4.43	(0.53)	4.21	(0.98)	4.43	(0.53)	
Not LGBT	192	4.35	(0.68)	133	4.46	(0.66)	3.82	(0.97)	4.14	(0.80)	↑
Faculty with Disability	19	4.39	(0.61)	15	4.00	(0.68)	4.16	(0.69)	4.13	(0.92)	
No Disability	182	4.34	(0.70)	127	4.51	(0.62)	3.80	(1.00)	4.17	(0.77)	↑
Biological Science	73	4.48	(0.62)	54	4.32	(0.62)	3.67	(1.09)	3.94	(0.68)	* ↑
Physical Science	47	4.21	(0.66)	33	4.52	(0.62)	3.87	(0.92)	4.06	(0.70)	
Social Science	56	4.31	(0.72)	40	4.61	(0.64)	3.93	(0.78)	4.43	(0.96)	* ↑
Arts & Humanities	28	4.26	(0.81)	16	4.47	(0.74)	4.00	(1.02)	4.50	(0.52)	↑
Science Department	116	4.36	(0.65)	86	4.40	(0.63)	3.75	(1.04)	3.99	(0.69)	*
Non-Science Department	88	4.31	(0.74)	57	4.56	(0.67)	3.94	(0.86)	4.44	(0.85)	↑
Untenured	165	4.30	(0.71)	113	4.46	(0.63)	3.88	(0.87)	4.12	(0.79)	↑
Tenured	41	4.51	(0.56)	30	4.46	(0.71)	3.71	(1.31)	4.37	(0.76)	↑
Non-Mainstream Research	112	4.28	(0.67)	91	4.37	(0.69)	3.77	(1.01)	4.07	(0.77)	* ↑
Mainstream Research	89	4.43	(0.71)	49	4.62	(0.53)	3.98	(0.88)	4.35	(0.81)	↑

* 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?			
	2016			2019			2016		2019	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total	1279	4.53	(0.75)	1111	4.54	(0.71)	4.66	(0.56)	4.64	(0.59)
Women	466	4.41	(0.82) *	434	4.44	(0.77) *	4.60	(0.59) *	4.57	(0.63) *
Men	812	4.59	(0.70)	677	4.60	(0.67)	4.70	(0.54)	4.68	(0.56)
Faculty of Color	206	4.47	(0.76)	189	4.40	(0.83) *	4.60	(0.61)	4.61	(0.62)
Majority Faculty	1073	4.54	(0.75)	922	4.57	(0.69)	4.67	(0.55)	4.64	(0.58)
Not US Citizen	132	4.55	(0.72)	120	4.52	(0.62)	4.57	(0.62)	4.50	(0.65) *
US Citizen	1147	4.52	(0.76)	991	4.55	(0.72)	4.67	(0.55)	4.65	(0.58)
LGBT	56	4.55	(0.83)	54	4.54	(0.79)	4.50	(0.69) *	4.46	(0.72)
Not LGBT	1223	4.52	(0.75)	1011	4.55	(0.70)	4.67	(0.55)	4.64	(0.58)
Faculty with Disability	153	4.22	(0.95) *	147	4.32	(0.85) *	4.61	(0.62)	4.48	(0.72) *
Faculty without Disability	1104	4.57	(0.71)	945	4.57	(0.69)	4.67	(0.55)	4.66	(0.56)
Biological Science	504	4.59	(0.70) *	426	4.60	(0.67) *	4.73	(0.54) *	4.67	(0.56)
Physical Science	255	4.61	(0.64) *	236	4.61	(0.60)	4.61	(0.57)	4.60	(0.60)
Social Science	327	4.41	(0.84) *	282	4.50	(0.71)	4.58	(0.59) *	4.60	(0.62)
Arts & Humanities	188	4.44	(0.83)	162	4.35	(0.92) *	4.69	(0.52)	4.66	(0.59)
Science Department	740	4.59	(0.69) *	640	4.61	(0.64) *	4.70	(0.55) *	4.65	(0.57)
Non-Science Department	533	4.43	(0.83)	466	4.45	(0.79)	4.62	(0.57)	4.62	(0.62)
Untenured	279	4.59	(0.69)	235	4.55	(0.75)	4.58	(0.62) *	4.49	(0.69) *
Tenured	1000	4.51	(0.77)	876	4.53	(0.70)	4.69	(0.54)	4.68	(0.55)
Non-Mainstream Research	709	4.46	(0.79) *	669	4.46	(0.76) *	4.63	(0.58)	4.59	(0.62) *
Mainstream Research	516	4.62	(0.68)	424	4.66	(0.60)	4.69	(0.52)	4.71	(0.52)
Department Chair	77	4.70	(0.56) *	72	4.74	(0.53) *	4.78	(0.48) *	4.74	(0.47)
Not Chair	1202	4.51	(0.76)	1039	4.52	(0.72)	4.65	(0.56)	4.63	(0.59)

* 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?			
	2016			2019			2016		2019	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total	1278	4.67	(0.59)	1113	4.69	(0.58)	4.53	(0.83)	4.52	(0.83)
Women	466	4.63	(0.62) *	434	4.63	(0.64) *	4.45	(0.90) *	4.40	(0.90) *
Men	811	4.70	(0.58)	679	4.72	(0.54)	4.58	(0.79)	4.60	(0.78)
Faculty of Color	207	4.62	(0.60)	190	4.60	(0.62) *	4.51	(0.80)	4.40	(0.89) *
Majority Faculty	1071	4.68	(0.59)	923	4.71	(0.57)	4.53	(0.84)	4.54	(0.82)
Not US Citizen	132	4.64	(0.61)	120	4.64	(0.62)	4.56	(0.80)	4.52	(0.70)
US Citizen	1146	4.68	(0.59)	993	4.69	(0.58)	4.52	(0.84)	4.52	(0.85)
LGBT	56	4.57	(0.66)	54	4.76	(0.51)	4.49	(0.90)	4.39	(0.88)
Not LGBT	1222	4.68	(0.59)	1013	4.69	(0.58)	4.53	(0.83)	4.53	(0.82)
Faculty with Disability	152	4.55	(0.74) *	147	4.59	(0.70)	4.31	(1.07) *	4.29	(1.00) *
Faculty without Disability	1104	4.69	(0.57)	947	4.70	(0.56)	4.56	(0.79)	4.55	(0.80)
Biological Science	505	4.71	(0.57)	425	4.71	(0.52)	4.54	(0.85)	4.53	(0.81)
Physical Science	254	4.68	(0.57)	237	4.68	(0.56)	4.58	(0.75)	4.64	(0.63) *
Social Science	325	4.66	(0.60)	284	4.77	(0.53) * ↑	4.49	(0.84)	4.53	(0.83)
Arts & Humanities	188	4.61	(0.66)	162	4.49	(0.79) *	4.48	(0.88)	4.30	(1.10) *
Science Department	740	4.70	(0.57)	641	4.70	(0.54)	4.55	(0.82)	4.56	(0.75)
Non-Science Department	706	4.64	(0.62)	467	4.67	(0.65)	4.49	(0.85)	4.46	(0.93)
Untenured	279	4.63	(0.61)	236	4.64	(0.65)	4.71	(0.59) *	4.63	(0.71) *
Tenured	999	4.69	(0.59)	877	4.70	(0.56)	4.48	(0.88)	4.49	(0.86)
Non-Mainstream Research	708	4.65	(0.63)	670	4.65	(0.61) *	4.46	(0.88) *	4.47	(0.87) *
Mainstream Research	517	4.70	(0.55)	424	4.75	(0.55)	4.63	(0.73)	4.61	(0.75)
Department Chair	77	4.83	(0.44) *	72	4.81	(0.43) *	--	--	4.90	(0.31) *
Not Chair	1201	4.66	(0.60)	1041	4.68	(0.59)	--	--	4.51	(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 "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?				
	2016			2019				2016		2019		
	N	Mean	Std. Dev.	N	Mean	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.	
Total	224	4.78	(0.53)	175	4.64	(0.59)	↓	4.28	(0.95)	4.11	(0.96)	
Women	71	4.78	(0.50)	71	4.58	(0.70)		4.38	(0.85)	4.14	(0.96)	
Men	153	4.78	(0.55)	104	4.69	(0.49)		4.24	(0.99)	4.09	(0.97)	
Faculty of Color	39	4.67	(0.55)	16	4.38	(0.72)		4.28	(1.02)	3.86	(0.85)	
Majority Faculty	185	4.80	(0.53)	121	4.68	(0.57)		4.28	(0.93)	4.14	(0.97)	
Not US Citizen	17	4.83	(0.39)	8	4.63	(0.52)		4.29	(1.05)	4.20	(1.32)	
US Citizen	207	4.77	(0.54)	129	4.64	(0.60)		4.28	(0.94)	4.10	(0.94)	
LGBT	10	4.80	(0.45)	5	4.40	(0.89)		3.90	(1.20)	4.33	(0.82)	
Not LGBT	214	4.78	(0.53)	124	4.65	(0.59)		4.30	(0.93)	4.11	(0.95)	
Faculty with Disability	16	4.92	(0.28)	17	4.47	(0.87)		4.13	(1.20)	4.21	(1.03)	
Faculty without Disability	204	4.76	(0.55)	115	4.67	(0.54)		4.29	(0.93)	4.08	(0.96)	↓
Biological Science	194	4.79	(0.52)	129	4.65	(0.55)	↓	4.27	(0.96)	4.06	(0.97)	* ↓
Physical Science	9	4.50	(1.00)	3	5.00	(0.00)	*	4.44	(1.01)	4.86	(0.38)	*
Social Science	13	4.75	(0.50)	4	4.00	(1.41)		4.23	(0.93)	4.43	(0.79)	
Arts & Humanities	6	4.67	(0.58)	1	5.00			4.50	(0.55)	4.00	(1.41)	
Science Department	201	4.78	(0.53)	130	4.65	(0.55)	↓	4.28	(0.96)	4.10	(0.96)	
Non-Science Department	21	4.75	(0.46)	7	4.43	(1.13)		4.24	(0.83)	4.25	(1.06)	
Untenured	49	4.67	(0.53)	28	4.54	(0.58)		4.43	(0.74)	4.26	(0.86)	
Tenured	175	4.81	(0.53)	109	4.67	(0.59)		4.24	(0.99)	4.07	(0.99)	
Non-Mainstream Research	98	4.63	(0.69)	82	4.57	(0.63)		4.12	(1.03)	4.06	(0.98)	
Mainstream Research	110	4.91	(0.29)	52	4.77	(0.51)		4.38	(0.89)	4.23	(0.92)	
Department Chair	14	5.00	(0.00)	7	4.86	(0.38)		4.50	(0.94)	4.83	(0.39)	*
Not Chair	210	4.76	(0.55)	130	4.63	(0.60)		4.27	(0.95)	4.06	(0.97)	↓

* 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?			
	2016			2019			2016		2019		2016		2019	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total	1277	2.46	(1.15)	1107	2.42	(1.08)	3.78	(0.97)	3.82	(0.96)	3.42	(1.09)	3.40	(1.09)
Women	466	2.66	(1.20) *	431	2.60	(1.10) *	3.71	(1.03) *	3.72	(1.02) *	3.46	(1.10)	3.48	(1.11)
Men	810	2.34	(1.10)	676	2.31	(1.05)	3.82	(0.93)	3.88	(0.92)	3.40	(1.09)	3.35	(1.08)
Faculty of Color	207	2.65	(1.26) *	180	2.66	(1.14) *	3.65	(0.99) *	3.60	(0.98) *	3.29	(1.13)	3.43	(1.07)
Majority Faculty	1070	2.42	(1.12)	910	2.37	(1.06)	3.81	(0.96)	3.87	(0.95)	3.45	(1.09)	3.39	(1.10)
Not US Citizen	131	2.27	(0.99) *	116	2.17	(0.94) *	3.75	(0.96)	3.78	(0.97)	3.09	(1.15) *	3.02	(1.14) *
US Citizen	1146	2.48	(1.16)	974	2.45	(1.09)	3.79	(0.97)	3.83	(0.96)	3.46	(1.08)	3.45	(1.08)
LGBT	55	2.49	(1.09)	53	2.42	(1.08)	3.69	(0.92)	3.78	(1.04)	3.22	(1.19)	3.51	(1.05)
Not LGBT	1222	2.46	(1.15)	994	2.41	(1.08)	3.79	(0.97)	3.83	(0.95)	3.43	(1.09)	3.39	(1.09)
Faculty with Disability	151	2.78	(1.30) *	145	2.70	(1.17) *	3.63	(1.07) *	3.62	(1.04)	3.68	(1.15) *	3.58	(1.03) *
Faculty without Disability	1105	2.42	(2.35)	927	2.38	(1.06)	3.80	(0.96)	3.85	(0.95)	3.38	(1.08)	3.36	(1.10)
Biological Science	505	2.45	(1.17)	420	2.43	(1.11)	3.84	(0.97)	3.81	(0.97)	3.40	(1.12)	3.36	(1.09)
Physical Science	254	2.32	(1.04) *	230	2.23	(0.91) *	3.78	(0.92)	3.83	(0.90)	3.31	(1.07)	3.30	(1.08)
Social Science	326	2.55	(1.16)	280	2.48	(1.08)	3.75	(0.98)	3.89	(0.94)	3.49	(1.08)	3.50	(1.11)
Arts & Humanities	186	2.50	(1.18)	155	2.59	(1.21)	3.70	(1.03)	3.70	(1.06)	3.52	(1.07)	3.46	(1.10)
Science Department	740	2.41	(1.14)	628	2.36	(1.05) *	3.81	(0.95)	3.81	(0.95)	3.37	(1.10) *	3.33	(1.07) *
Non-Science Department	531	2.52	(1.15)	457	2.51	(1.12)	3.74	(1.00)	3.84	(0.98)	3.50	(1.08)	3.49	(1.11)
Untenured	277	2.31	(1.04) *	229	2.27	(1.04) *	3.64	(0.90) *	3.56	(1.02) *	3.01	(1.03) *	3.13	(1.18) *
Tenured	1000	2.50	(1.17)	861	2.46	(1.09)	3.82	(0.98)	3.89	(0.93)	3.53	(1.08)	3.47	(1.06)
Non-Mainstream Research	708	2.61	(1.16) *	657	2.56	(1.07) *	3.66	(0.98) *	3.67	(0.97) *	3.50	(1.07) *	3.49	(1.04) *
Mainstream Research	516	2.24	(1.10)	415	2.19	(1.06)	3.96	(0.93)	4.06	(0.89)	3.29	(1.12)	3.25	(1.16)
Department Chair	77	2.12	(0.95) *	67	1.99	(0.81) *	4.41	(0.72) *	4.45	(0.73) *	3.48	(1.10)	3.44	(1.07)
Not Chair	1201	2.48	(1.16)	1023	2.45	(1.09)	3.74	(0.97)	3.78	(0.96)	3.42	(1.09)	3.40	(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?			
	2016			2019			2016		2019	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total	1279	2.39	(1.16)	1110	2.38	(1.11)	2.31	(1.06)	2.30	(1.00)
Women	467	2.57	(1.21) *	433	2.54	(1.14) *	2.44	(1.08) *	2.40	(0.97) *
Men	812	2.28	(1.12)	677	2.28	(1.08)	2.24	(1.04)	2.23	(1.01)
Faculty of Color	208	2.60	(1.24) *	189	2.62	(1.07) *	2.67	(1.14) *	2.57	(0.98) *
Majority Faculty	1072	2.35	(1.15)	921	2.33	(1.11)	2.24	(1.03)	2.24	(0.99)
Not US Citizen	132	2.21	(1.06)	119	2.20	(1.04)	2.08	(0.87) *	2.13	(0.92)
US Citizen	1147	2.41	(1.17)	991	2.40	(1.12)	2.34	(1.08)	2.31	(1.01)
LGBT	56	2.50	(1.19)	54	2.54	(1.09)	2.56	(1.10)	2.56	(1.04) *
Not LGBT	1224	2.38	(1.16)	1011	2.36	(1.10)	2.30	(1.06)	2.27	(0.99)
Faculty with Disability	153	2.78	(1.31) *	146	2.72	(1.22) *	2.59	(1.15) *	2.54	(1.11) *
Faculty without Disability	1105	2.33	(1.14)	945	2.33	(1.08)	2.27	(1.04)	2.25	(0.97)
Biological Science	506	2.35	(1.19)	426	2.35	(1.11)	2.27	(1.04)	2.25	(0.99)
Physical Science	255	2.29	(1.04)	235	2.25	(1.03) *	2.21	(1.00)	2.22	(0.98)
Social Science	325	2.46	(1.15)	284	2.45	(1.14)	2.35	(1.02)	2.34	(1.01)
Arts & Humanities	188	2.50	(1.26)	160	2.55	(1.17) *	2.49	(1.22) *	2.42	(1.02)
Science Department	742	2.33	(1.14)	639	2.31	(1.08) *	2.24	(1.03) *	2.24	(0.99)
Non-Science Department	531	2.46	(1.19)	466	2.48	(1.15)	2.40	(1.09)	2.36	(1.01)
Untenured	279	2.31	(1.10)	236	2.45	(1.06)	2.34	(1.05)	2.44	(1.04) *
Tenured	1001	2.41	(1.18)	874	2.36	(1.12)	2.30	(1.06)	2.26	(0.98)
Non-Mainstream Research	710	2.60	(1.18) *	668	2.56	(1.13) *	2.42	(1.08) *	2.41	(0.99) *
Mainstream Research	516	2.09	(1.07)	423	2.09	(1.01)	2.14	(1.01)	2.09	(0.97)
Department Chair	77	1.99	(0.85) *	72	1.96	(0.96) *	2.06	(0.96) *	2.14	(1.00)
Not Chair	1202	2.41	(1.18)	1038	2.41	(1.11)	2.33	(1.06)	2.31	(1.00)

* 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?					
	2016			2019			2016		2019			
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.		
Total	1234	3.79	(1.07)	1079	3.79	(1.13)	3.41	(1.14)	3.55	(1.08)	↑	
Women	452	3.62	(1.14) *	425	3.63	(1.21) *	3.35	(1.18)	3.56	(1.13)	↑	
Men	781	3.89	(1.01)	654	3.89	(1.07)	3.45	(1.11)	3.55	(1.05)		
Faculty of Color	202	3.64	(1.03) *	186	3.65	(1.13)	3.31	(1.10)	3.36	(1.09)	*	
Majority Faculty	1033	3.82	(1.07)	884	3.82	(1.13)	3.43	(1.14)	3.59	(1.08)	↑	
Not US Citizen	129	3.91	(1.06)	117	3.75	(1.02)	3.57	(1.03)	3.53	(0.92)		
US Citizen	1105	3.78	(1.07)	953	3.79	(1.15)	3.39	(1.15)	3.55	(1.10)	↑	
LGBT	52	3.96	(1.09)	53	3.58	(1.26)	3.52	(1.26)	3.51	(1.07)		
Not LGBT	1182	3.78	(1.07)	976	3.81	(1.12)	3.41	(1.13)	3.57	(1.08)	↑	
Faculty with Disability	150	3.59	(1.18) *	143	3.59	(1.30) *	3.20	(1.22) *	3.43	(1.17)		
Faculty without Disability	1069	3.82	(1.05)	911	3.82	(1.10)	3.44	(1.13)	3.58	(1.07)	↑	
Biological Science	487	3.89	(1.07) *	408	3.81	(1.13)	3.50	(1.15) *	3.49	(1.13)		
Physical Science	247	3.79	(0.98)	231	3.96	(0.99) *	3.36	(1.06)	3.52	(0.97)		
Social Science	314	3.67	(1.06) *	268	3.81	(1.13)	3.40	(1.10)	3.66	(1.07)	↑	
Arts & Humanities	186	3.72	(1.17)	159	3.44	(1.28) * ↓	3.26	(1.26)	3.58	(1.14)	↑	
Science Department	717	3.85	(1.05) *	619	3.86	(1.08) *	3.44	(1.12)	3.50	(1.08)	*	
Non-Science Department	513	3.71	(1.09)	447	3.69	(1.19)	3.38	(1.16)	3.63	(1.10)	↑	
Untenured	275	3.96	(0.98) *	233	3.95	(1.04) *	3.70	(1.04) *	3.67	(1.04)		
Tenured	960	3.74	(1.09)	837	3.74	(1.15)	3.33	(1.15)	3.52	(1.10)	↑	
Non-Mainstream Research	696	3.68	(1.07) *	655	3.69	(1.13) *	3.28	(1.13) *	3.44	(1.08)	* ↑	
Mainstream Research	503	3.95	(1.03)	404	3.96	(1.11)	3.59	(1.13)	3.73	(1.06)	↑	
Department Chair	69	4.20	(0.85) *	39	4.62	(0.54) * ↑	3.68	(0.92) *	3.97	(0.93) *		
Not Chair	1185	3.78	(1.07)	1031	3.76	(1.14)	3.40	(1.15)	3.52	(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 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?			
	2016			2019			2016		2019		2016		2019	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total	1228	3.73	(0.87)	1086	3.74	(0.85)	2.26	(1.18)	2.30	(1.19)	3.34	(1.10)	3.39	(1.09)
Women	451	3.55	(0.92) *	424	3.65	(0.86) *	2.55	(1.26) *	2.62	(1.24) *	3.13	(1.11) *	3.18	(1.10) *
Men	784	3.83	(0.81)	664	3.80	(0.84)	2.10	(1.10)	2.10	(1.11)	3.47	(1.07)	3.52	(1.06)
Faculty of Color	196	3.49	(0.89) *	185	3.52	(0.83) *	2.69	(1.16) *	2.79	(1.20) *	3.32	(1.09)	3.21	(1.04) *
Majority Faculty	1033	3.77	(0.85)	901	3.79	(0.85)	2.18	(1.17)	2.20	(1.16)	3.34	(1.10)	3.43	(1.09)
Not US Citizen	124	3.42	(0.86) *	114	3.40	(0.84) *	2.40	(1.09)	2.54	(1.05) *	3.41	(0.97)	3.42	(1.08)
US Citizen	1104	3.76	(0.86)	972	3.78	(0.84)	2.25	(1.19)	2.28	(1.20)	3.33	(1.11)	3.39	(1.09)
LGBT	52	3.63	(0.95)	51	3.75	(0.91)	2.35	(1.25)	2.45	(1.17)	3.28	(1.16)	3.12	(1.03)
Not LGBT	1177	3.73	(0.86)	994	3.75	(0.84)	2.26	(1.18)	2.29	(1.18)	3.34	(1.10)	3.41	(1.08)
Faculty with Disability	152	3.72	(0.96)	146	3.66	(1.00)	2.38	(1.29)	2.61	(1.34) *	3.23	(1.21)	3.38	(1.15)
Faculty without Disability	1061	3.73	(0.85)	923	3.75	(0.83)	2.24	(1.16)	2.26	(1.16)	3.35	(1.08)	3.39	(1.08)
Biological Science	482	3.73	(0.82)	420	3.69	(0.85)	2.28	(1.14)	2.29	(1.16)	3.36	(1.07)	3.34	(1.07)
Physical Science	245	3.71	(0.87)	228	3.84	(0.79)	2.09	(1.08) *	2.01	(1.00) *	3.44	(1.05)	3.56	(1.04) *
Social Science	318	3.75	(0.88)	276	3.82	(0.81)	2.36	(1.24)	2.39	(1.24)	3.39	(1.11)	3.48	(1.08)
Arts & Humanities	180	3.71	(0.94)	157	3.64	(0.93)	2.27	(1.29)	2.59	(1.33) * ↑	3.07	(1.18) *	3.09	(1.15) *
Science Department	709	3.72	(0.84)	626	3.75	(0.83)	2.21	(1.12)	2.19	(1.11) *	3.38	(1.06)	3.42	(1.07)
Non-Science Department	516	3.73	(0.90)	455	3.75	(0.87)	2.34	(1.26)	2.46	(1.27)	3.29	(1.14)	3.35	(1.11)
Untenured	271	3.42	(0.87) *	229	3.40	(0.88) *	2.69	(1.19) *	2.75	(1.17) *	3.19	(1.12) *	3.25	(1.03) *
Tenured	971	3.81	(0.85)	857	3.83	(0.82)	2.15	(1.15)	2.18	(1.17)	3.38	(1.09)	3.43	(1.10)
Non-Mainstream Research	691	3.60	(0.89) *	651	3.63	(0.86) *	2.35	(1.21) *	2.43	(1.23) *	3.22	(1.11) *	3.31	(1.06) *
Mainstream Research	503	3.89	(0.80)	424	3.93	(0.80)	2.16	(1.14)	2.09	(1.09)	3.51	(1.05)	3.52	(1.11)
Department Chair	73	4.06	(0.63) *	72	4.24	(0.59) *	1.58	(0.75) *	1.79	(0.90) *	3.71	(0.87) *	3.57	(1.19)
Not Chair	1156	3.71	(0.87)	1014	3.71	(0.85)	2.30	(1.19)	2.34	(1.20)	3.32	(1.11)	3.38	(1.08)

* 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?			
	2016			2019			2016		2019	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total	1261	3.56	(0.90)	1101	3.58	(0.90)	2.54	(1.30)	2.50	(1.32)
Women	462	3.46	(0.93) *	428	3.45	(0.91) *	2.85	(1.29) *	2.88	(1.30) *
Men	798	3.62	(0.88)	673	3.66	(0.88)	2.35	(1.28)	2.26	(1.28)
Faculty of Color	203	3.54	(0.88)	189	3.55	(0.84)	3.28	(1.26) *	3.25	(1.30) *
Majority Faculty	1058	3.57	(0.91)	912	3.58	(0.91)	2.40	(1.26)	2.34	(1.27)
Not US Citizen	130	3.60	(0.78)	117	3.62	(0.78)	2.50	(1.29)	2.54	(1.26)
US Citizen	1131	3.56	(0.91)	984	3.57	(0.91)	2.55	(1.31)	2.49	(1.33)
LGBT	55	3.65	(1.00)	53	3.53	(0.89)	2.59	(1.43)	2.62	(1.14)
Not LGBT	1206	3.56	(0.90)	1006	3.60	(0.89)	2.54	(1.30)	2.49	(1.33)
Faculty with Disability	153	3.33	(1.05) *	147	3.36	(1.03) *	2.74	(1.40) *	2.75	(1.26) *
Faculty without Disability	1091	3.59	(0.87)	937	3.62	(0.87)	2.51	(1.29)	2.46	(1.33)
Biological Science	495	3.67	(0.87) *	422	3.64	(0.89)	2.58	(1.26)	2.59	(1.31)
Physical Science	252	3.56	(0.87)	233	3.67	(0.81)	2.37	(1.23) *	2.34	(1.27) *
Social Science	322	3.52	(0.89)	280	3.58	(0.90)	2.56	(1.36)	2.41	(1.35)
Arts & Humanities	186	3.34	(1.00) *	161	3.31	(0.96) *	2.61	(1.41)	2.63	(1.37)
Science Department	729	3.64	(0.87) *	633	3.65	(0.86) *	2.52	(1.25)	2.50	(1.30)
Non-Science Department	526	3.46	(0.93)	463	3.49	(0.93)	2.57	(1.37)	2.50	(1.36)
Untenured	278	3.65	(0.79) *	229	3.62	(0.83)	2.55	(1.31)	2.72	(1.30) *
Tenured	983	3.54	(0.93)	872	3.57	(0.92)	2.54	(1.30)	2.44	(1.32)
Non-Mainstream Research	708	3.36	(0.88) *	665	3.35	(0.88) *	2.67	(1.31) *	2.61	(1.32) *
Mainstream Research	517	3.85	(0.85)	425	3.93	(0.81)	2.36	(1.28)	2.33	(1.32)
Department Chair	74	3.70	(0.79)	70	3.69	(0.88)	2.15	(1.11) *	1.99	(1.17) *
Not Chair	1187	3.55	(0.91)	1031	3.57	(0.90)	2.56	(1.31)	2.53	(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 "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?			
	2016			2019			2016		2019	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total	1257	3.68	(0.92)	1105	3.68	(0.93)	3.19	(1.08)	3.17	(1.04)
Women	460	3.52	(0.94) *	433	3.53	(0.96) *	3.04	(1.10) *	3.00	(1.05) *
Men	796	3.78	(0.89)	672	3.78	(0.90)	3.27	(1.06)	3.28	(1.02)
Faculty of Color	204	3.57	(0.94)	190	3.52	(0.94) *	3.18	(1.09)	3.13	(1.12)
Majority Faculty	1053	3.70	(0.91)	915	3.71	(0.92)	3.23	(1.04)	3.18	(1.02)
Not US Citizen	129	3.75	(0.82)	119	3.55	(0.80)	3.20	(1.06)	2.95	(1.01) *
US Citizen	1128	3.67	(0.93)	986	3.70	(0.94)	3.19	(1.09)	3.20	(1.04)
LGBT	55	3.64	(1.04)	53	3.64	(0.88)	2.94	(1.29)	3.02	(1.04)
Not LGBT	1202	3.68	(0.91)	1007	3.70	(0.91)	3.20	(1.07)	3.18	(1.04)
Faculty with Disability	151	3.42	(1.08) *	147	3.46	(1.03) *	2.99	(1.17) *	2.80	(1.03) *
Faculty without Disability	1090	3.72	(0.89)	940	3.72	(0.91)	3.21	(1.07)	3.23	(1.03)
Biological Science	494	3.72	(0.89)	423	3.64	(0.96)	3.30	(1.08) *	3.21	(1.08)
Physical Science	249	3.73	(0.86)	235	3.83	(0.88) *	3.18	(1.09)	3.24	(1.03)
Social Science	321	3.64	(0.93)	281	3.72	(0.90)	3.14	(1.08)	3.21	(0.93)
Arts & Humanities	187	3.61	(1.03)	161	3.51	(0.96) *	2.96	(1.07) *	2.92	(1.10) *
Science Department	725	3.72	(0.88)	636	3.70	(0.94)	3.25	(1.08) *	3.22	(1.06)
Non-Science Department	526	3.63	(0.96)	464	3.66	(0.92)	3.10	(1.08)	3.12	(1.01)
Untenured	275	3.71	(0.84)	234	3.59	(0.90)	3.18	(1.05)	3.03	(1.00) *
Tenured	982	3.68	(0.94)	871	3.71	(0.93)	3.19	(1.09)	3.21	(1.05)
Non-Mainstream Research	712	3.44	(0.91) *	668	3.43	(0.92) *	2.43	(0.74) *	2.50	(0.71) *
Mainstream Research	518	4.01	(0.83)	425	4.07	(0.81)	4.23	(0.42)	4.23	(0.42)
Department Chair	73	4.12	(0.67) *	70	4.09	(0.86) *	3.43	(0.91) *	3.64	(0.94) *
Not Chair	1184	3.66	(0.92)	1035	3.65	(0.93)	3.17	(1.09)	3.14	(1.04)

* 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?				
	2016				2019			2016		2019		2016		2019	
	N	Mean	Std. Dev.		N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total	1259	3.73	(1.08)		1104	3.75	(1.05)	3.15	(1.16)	3.12	(1.14)	4.15	(0.94)	4.13	(0.94)
Women	463	3.60	(1.11)	*	431	3.64	(1.07)	2.95	(1.17)	2.97	(1.17)	3.95	(1.01)	3.97	(0.98)
Men	796	3.80	(1.05)		673	3.82	(1.03)	3.26	(1.13)	3.22	(1.11)	4.27	(0.87)	4.23	(0.89)
Faculty of Color	205	3.49	(1.04)	*	188	3.47	(1.08)	2.87	(1.12)	2.73	(1.12)	3.94	(0.96)	3.88	(1.04)
Majority Faculty	1054	3.78	(1.08)		912	3.80	(1.03)	3.20	(1.15)	3.20	(1.13)	4.19	(0.93)	4.18	(0.91)
Not US Citizen	130	3.48	(1.10)	*	114	3.49	(0.94)	3.02	(1.12)	2.95	(1.01)	4.30	(0.86)	4.20	(0.87)
US Citizen	1130	3.76	(1.07)		986	3.78	(1.06)	3.16	(1.16)	3.14	(1.15)	4.14	(0.94)	4.12	(0.94)
LGBT	54	3.67	(1.23)		53	3.77	(0.99)	3.13	(1.40)	3.15	(1.06)	3.98	(1.00)	3.96	(0.85)
Not LGBT	1205	3.73	(1.07)		1001	3.75	(1.05)	3.15	(1.14)	3.12	(1.14)	4.16	(0.93)	4.14	(0.94)
Faculty with Disability	152	3.71	(1.14)		146	3.65	(1.11)	3.02	(1.24)	2.99	(1.18)	4.07	(1.00)	4.03	(0.97)
Faculty without Disability	1090	3.74	(1.07)		935	3.76	(1.04)	3.16	(1.15)	3.13	(1.13)	4.17	(0.93)	4.14	(0.93)
Biological Science	495	3.64	(1.13)	*	420	3.59	(1.09)	3.10	(1.19)	3.00	(1.15)	4.17	(0.93)	4.06	(0.99)
Physical Science	250	3.80	(0.96)		235	3.97	(0.84)	3.25	(1.07)	3.22	(0.98)	4.28	(0.87)	4.34	(0.75)
Social Science	322	3.80	(1.04)		279	3.90	(1.04)	3.18	(1.10)	3.25	(1.18)	4.05	(1.01)	4.11	(0.92)
Arts & Humanities	187	3.74	(1.14)		161	3.57	(1.16)	3.10	(1.25)	3.03	(1.24)	4.13	(0.92)	4.03	(1.02)
Science Department	728	3.69	(1.08)		633	3.72	(1.03)	3.14	(1.15)	3.08	(1.09)	4.20	(0.91)	4.16	(0.92)
Non-Science Department	527	3.79	(1.07)		462	3.78	(1.07)	3.16	(1.16)	3.17	(1.20)	4.09	(0.97)	4.08	(0.95)
Untenured	277	3.26	(1.06)	*	229	3.10	(0.98)	2.72	(1.03)	2.59	(0.98)	4.10	(0.94)	4.14	(0.95)
Tenured	982	3.86	(1.04)		871	3.86	(1.04)	3.26	(1.16)	3.25	(1.14)	4.17	(0.94)	4.13	(0.93)
Non-Mainstream Research	707	3.61	(1.12)	*	662	3.64	(1.07)	3.01	(1.14)	2.98	(1.11)	4.06	(0.97)	4.06	(0.96)
Mainstream Research	513	3.89	(1.00)		424	3.92	(0.99)	3.32	(1.14)	3.33	(1.15)	4.28	(0.87)	4.24	(0.88)
Department Chair	71	4.81	(0.46)	*	69	4.75	(0.50)	4.67	(0.76)	4.70	(0.52)	4.55	(0.63)	4.69	(0.46)
Not Chair	1189	3.67	(1.07)		1031	3.68	(1.04)	3.06	(1.11)	3.01	(1.09)	4.13	(0.95)	4.09	(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?			
	2016			2019			2016		2019	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total	1212	3.65	(1.04)	1065	3.65	(1.01)	3.51	(1.11)	3.57	(1.07)
Women	445	3.42	(1.07) *	416	3.48	(1.02) *	3.35	(1.15) *	3.44	(1.08) *
Men	766	3.79	(1.00)	649	3.76	(0.99)	3.60	(1.07)	3.65	(1.05)
Faculty of Color	199	3.51	(1.00) *	173	3.47	(1.00) *	3.35	(1.09) *	3.37	(1.04) *
Majority Faculty	1013	3.68	(1.05)	870	3.69	(1.01)	3.54	(1.11)	3.61	(1.07)
Not US Citizen	127	3.67	(1.07)	108	3.78	(0.93)	3.52	(1.08)	3.50	(0.96)
US Citizen	1085	3.65	(1.04)	935	3.64	(1.02)	3.51	(1.11)	3.58	(1.08)
LGBT	53	3.57	(1.03)	52	3.65	(0.95)	3.50	(1.29)	3.62	(1.04)
Not LGBT	1164	3.66	(1.04)	949	3.65	(1.01)	3.51	(1.10)	3.56	(1.07)
Faculty with Disability	146	3.52	(1.19)	136	3.50	(1.10)	3.38	(1.20)	3.47	(1.16)
Faculty without Disability	1049	3.67	(1.02)	889	3.67	(1.00)	3.52	(1.10)	3.58	(1.05)
Biological Science	476	3.68	(1.04)	389	3.55	(1.04) *	3.40	(1.19) *	3.42	(1.10) *
Physical Science	244	3.72	(0.98)	221	3.79	(0.93) *	3.58	(1.03)	3.74	(0.94) *
Social Science	311	3.71	(1.03)	269	3.71	(0.99)	3.61	(1.02)	3.70	(1.06) *
Arts & Humanities	183	3.43	(1.12) *	159	3.59	(1.07)	3.56	(1.12)	3.48	(1.12)
Science Department	699	3.69	(1.02)	588	3.63	(1.02)	3.45	(1.14) *	3.53	(1.06)
Non-Science Department	511	3.61	(1.07)	450	3.67	(1.01)	3.59	(1.06)	3.62	(1.08)
Untenured	271	3.78	(0.96) *	199	3.75	(0.93)	3.25	(1.08) *	3.32	(0.96) *
Tenured	959	3.62	(1.06)	844	3.63	(1.03)	3.58	(1.11)	3.64	(1.09)
Non-Mainstream Research	686	3.59	(1.03) *	627	3.58	(0.98) *	3.41	(1.14) *	3.48	(1.07) *
Mainstream Research	491	3.75	(1.05)	402	3.77	(1.04)	3.65	(1.05)	3.72	(1.03)
Department Chair	71	3.93	(0.87) *	69	4.14	(0.77) *	4.53	(0.73) *	4.64	(0.54) *
Not Chair	1174	3.64	(1.05)	974	3.62	(1.02)	3.48	(1.10)	3.53	(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 "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....			
	2016			2019			2016		2019		2016		2019		2016		2019	
	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	1263	3.93	(0.95)	1100	3.98	(0.94)	4.01	(0.88)	4.01	(0.88)	3.79	(0.99)	3.76	(0.95)	4.12	(0.83)	4.10	(0.78)
Women	462	3.77	(1.03) *	430	3.84	(1.01) *	3.82	(0.99) *	3.87	(0.99) *	3.46	(1.08) *	3.49	(1.02) *	3.98	(0.95) *	3.93	(0.93) *
Men	800	4.02	(0.89)	671	4.07	(0.89)	4.13	(0.78)	4.11	(0.78)	3.97	(0.88)	3.94	(0.86)	4.20	(0.74)	4.21	(0.64)
Faculty of Color	205	3.78	(0.99) *	189	3.84	(0.98) *	3.95	(0.95)	3.90	(0.97)	3.56	(1.09) *	3.60	(1.01) *	4.07	(0.81)	3.86	(0.77) *
Majority Faculty	1058	3.96	(0.94)	911	4.01	(0.93)	4.02	(0.87)	4.03	(0.86)	3.86	(0.94)	3.81	(0.93)	4.13	(0.83)	4.14	(0.78)
Not US Citizen	130	4.08	(0.82) *	118	4.02	(0.83)	4.13	(0.75)	4.00	(0.94)	3.95	(0.83)	3.94	(0.91)	4.24	(0.76)	4.15	(0.73)
US Citizen	1133	3.91	(0.96)	982	3.97	(0.96)	3.99	(0.89)	4.01	(0.88)	3.77	(1.00)	3.74	(0.96)	4.11	(0.83)	4.09	(0.79)
LGBT	55	4.05	(0.97)	52	3.77	(1.02)	4.18	(0.77)	4.15	(0.71)	3.72	(1.19)	3.46	(1.10) *	3.96	(1.03)	3.73	(0.95) *
Not LGBT	1208	3.92	(0.95)	1005	3.99	(0.93)	4.00	(0.89)	4.00	(0.87)	3.79	(0.98)	3.77	(0.93)	4.13	(0.81)	4.12	(0.75)
Faculty with Disability	152	3.73	(1.11) *	146	3.69	(1.05) *	3.92	(1.00)	3.88	(0.95)	3.69	(1.13)	3.42	(1.14) *	4.09	(0.88)	3.77	(1.10) * ↓
Faculty without Disability	1094	3.96	(0.92)	937	4.02	(0.92)	4.03	(0.86)	4.02	(0.86)	3.81	(0.96)	3.80	(0.91)	4.14	(0.81)	4.15	(0.69)
Biological Science	496	4.00	(0.89) *	423	4.02	(0.93)	4.11	(0.81) *	4.08	(0.88) *	4.05	(0.80) *	3.90	(0.87) * ↓	4.26	(0.69) *	4.18	(0.72)
Physical Science	251	4.07	(0.84) *	234	4.23	(0.69) * ↑	3.94	(0.81)	4.08	(0.74)	3.78	(1.04)	4.00	(0.78) *	3.95	(0.80) *	4.23	(0.56) * ↑
Social Science	323	3.81	(1.06) *	280	3.97	(0.93) ↑	3.94	(1.01)	3.94	(0.91)	3.49	(1.13) *	3.58	(1.04) *	3.98	(0.99) *	3.97	(0.89) *
Arts & Humanities	187	3.74	(1.02) *	158	3.51	(1.16) * ↓	3.94	(0.89)	3.84	(0.99) *	3.73	(0.89)	3.53	(1.01) *	4.19	(0.74)	4.04	(0.83)
Science Department	729	4.02	(0.87) *	636	4.09	(0.86) *	4.05	(0.81)	4.07	(0.84) *	3.98	(0.88) *	3.93	(0.85) *	4.18	(0.74)	4.20	(0.68) *
Non-Science Department	528	3.80	(1.04)	459	3.82	(1.03)	3.95	(0.97)	3.92	(0.93)	3.58	(1.06)	3.56	(1.02)	4.07	(0.90)	4.00	(0.86)
Untenured	276	4.02	(0.94)	233	4.06	(0.86)	3.99	(0.83)	4.04	(0.91)	3.68	(0.96)	3.74	(1.02)	4.03	(0.91)	4.09	(0.81)
Tenured	987	3.90	(0.95)	867	3.96	(0.96)	4.01	(0.90)	4.00	(0.87)	3.82	(0.99)	3.77	(0.93)	4.14	(0.80)	4.10	(0.78)
Non-Mainstream Research	710	3.79	(0.99) *	664	3.87	(0.95) *	3.89	(0.88) *	3.91	(0.89) *	3.61	(1.06) *	3.64	(0.99) *	3.98	(0.87) *	4.01	(0.82) *
Mainstream Research	514	4.11	(0.87)	422	4.17	(0.88)	4.18	(0.86)	4.18	(0.83)	4.04	(0.82)	3.95	(0.86)	4.30	(0.74)	4.25	(0.69)
Department Chair	75	4.25	(0.72) *	72	4.39	(0.68) *	4.25	(0.62) *	4.34	(0.61) *	4.18	(0.60) *	4.28	(0.67) *	4.34	(0.65) *	4.42	(0.57) *
Not Chair	1188	3.91	(0.96)	1028	3.95	(0.95)	3.99	(0.90)	3.99	(0.89)	3.76	(1.00)	3.72	(0.96)	4.11	(0.84)	4.07	(0.79)

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

	Experience Any Harassment						Number of Incidents**			
	2016			2019			2016		2019	
	N	Mean	(S.D.)	N	Mean	(S.D.)	Mean	(S.D.)	Mean	(S.D.)
Total	1265	4.74%	(21.26)	1107	6.32%	(24.35)	2.29	(1.89)	1.79	(0.80)
Women	464	9.05%	(28.72) *	433	12.93%	(33.60) *	2.30	(1.98)	3.71	(0.91) *
Men	800	2.25%	(14.84)	674	2.08%	(14.27)	2.28	(1.72)	4.07	(0.73) ↑
Faculty of Color	203	4.43%	(20.63)	190	5.79%	(23.42)	2.78	(2.24)	1.95	(1.01)
Majority Faculty	1062	4.80%	(21.39)	917	6.43%	(24.55)	2.21	(1.84)	1.75	(0.76)
Not US Citizen	130	4.62%	(21.06)	120	5.00%	(21.89)	1.92	(1.02)	2.33	(1.29)
US Citizen	1135	4.76%	(21.30)	987	6.48%	(24.64)	2.33	(1.97)	1.73	(0.73) ↓
LGBT	55	9.09%	(29.01)	52	19.23%	(39.80) *	1.50	(0.00) *	1.50	(0.00)
Not LGBT	1210	4.55%	(20.84)	1011	5.44%	(22.69)	2.36	(1.96)	1.86	(0.89)
Faculty with Disability	153	7.19%	(0.26)	147	12.93%	(33.66) *	2.32	(2.03)	2.03	(1.05)
Faculty without Disability	1094	4.39%	(0.20)	943	5.30%	(22.42)	2.30	(1.90)	1.70	(0.69) ↓
Biological Science	497	5.63%	(0.23)	425	6.82%	(25.24)	2.32	(1.83)	1.76	(0.77)
Physical Science	252	3.97%	(0.20)	236	2.97%	(17.00) *	2.40	(2.12)	1.50	(0.00) *
Social Science	323	3.72%	(0.19)	280	7.50%	(26.39) ↑	2.04	(1.88)	1.98	(1.01)
Arts & Humanities	187	4.81%	(0.21)	161	7.45%	(26.35)	2.50	(2.22) *	1.71	(0.72)
Science Department	731	4.92%	(0.22)	639	5.16%	(22.15)	2.39	(1.92)	1.65	(0.61) ↓
Non-Science Department	528	4.36%	(0.20)	463	7.78%	(26.81) ↑	2.17	(1.91)	1.92	(0.94)
Untenured	277	5.05%	(0.22)	234	9.83%	(29.83) * ↑	2.61	(2.38)	1.83	(0.86)
Tenured	988	4.66%	(0.21)	873	5.38%	(22.58)	2.20	(1.74)	1.77	(0.78)
Non-Mainstream Research	709	5.22%	(0.22)	667	7.20%	(25.86)	2.12	(1.63)	1.76	(0.77)
Mainstream Research	516	3.88%	(0.19)	426	5.16%	(22.16)	2.73	(2.40)	1.84	(0.88)
Department Chair	75	1.33%	(0.12) *	72	2.78%	(16.55)	***	***	1.50	0.00 *
Not Chair	1190	4.96%	(0.22)	1035	6.57%	(24.79)	2.31	(1.91)	1.79	(0.81)

* 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?					
	2016				2019				2016			2019	
	N	Mean	Std. Dev.		N	Mean	Std. Dev.		Mean	Std. Dev.		Mean	Std. Dev.
Total	947	3.82	(0.87)		926	3.94	(0.82)	↑	3.03	(0.87)		3.01	(0.79)
Women	331	3.57	(0.93)	*	346	3.71	(0.91)	*	3.29	(0.90)	*	3.23	(0.81)
Men	615	3.95	(0.80)		580	4.07	(0.73)		3.87	(0.82)		2.86	(0.74)
Faculty of Color	140	3.65	(1.11)	*	140	3.74	(0.91)	*	3.22	(1.11)		3.14	(0.80)
Majority Faculty	807	3.85	(0.82)		786	3.97	(0.80)	↑	3.00	(0.82)		2.99	(0.79)
Not US Citizen	83	3.99	(0.80)		99	4.03	(0.80)		3.27	(0.77)	*	3.02	(0.90)
US Citizen	864	3.80	(0.87)		827	3.93	(0.82)	↑	3.01	(0.88)		3.01	(0.78)
LGBT	39	3.62	(1.09)		42	3.62	(1.01)	*	3.07	(0.92)		3.37	(0.93)
Not LGBT	908	3.83	(0.86)		851	3.96	(0.80)	↑	3.03	(0.87)		2.99	(0.79)
Faculty with Disability	118	3.70	(0.84)		120	3.72	(0.92)	*	3.10	(0.95)		3.28	(0.94)
Faculty without Disability	818	3.84	(0.86)		792	3.97	(0.80)	↑	3.02	(0.86)		2.97	(0.76)
Biological Science	385	3.95	(0.83)	*	365	3.98	(0.80)		2.96	(0.90)		2.98	(0.78)
Physical Science	174	3.92	(0.86)		194	4.12	(0.74)	* ↑	3.01	(0.83)		2.80	(0.79)
Social Science	248	3.66	(0.89)	*	224	3.84	(0.85)	*	3.10	(0.90)		3.00	(0.80)
Arts & Humanities	135	3.64	(0.83)	*	138	3.72	(0.86)	*	3.18	(0.74)		3.33	(0.74)
Science Department	546	3.95	(0.85)	*	539	4.04	(0.78)	*	2.98	(0.88)		2.92	(0.79)
Non-Science Department	396	3.66	(0.86)		382	3.80	(0.85)	↑	3.12	(0.85)		3.12	(0.79)
Untenured	176	3.87	(0.82)		169	3.89	(0.91)		3.19	(0.91)	*	2.99	(0.94)
Tenured	771	3.81	(0.88)		757	3.95	(0.80)	↑	3.00	(0.86)		3.02	(0.76)
Non-Mainstream Research	525	3.74	(0.88)	*	561	3.88	(0.83)	* ↑	3.06	(0.89)		3.07	(0.78)
Mainstream Research	395	3.92	(0.85)		355	4.04	(0.79)	↑	2.98	(0.86)		2.92	(0.82)
Department Chair	64	4.02	(0.68)	*	66	4.20	(0.75)	*	2.88	(0.76)		2.94	(0.84)
Not Chair	883	3.81	(0.88)		860	3.92	(0.82)	↑	3.05	(0.88)		3.02	(0.79)

* 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?				
	2016			2019				2016		2019		
	N	Mean	Std. Dev.	N	Mean	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.	
Total	1191	3.18	(0.98)	1063	3.55	(0.91)	↑	3.16	(0.92)	3.14	(0.94)	
Women	422	3.04	(1.05) *	411	3.47	(0.97) *		2.89	(0.92) *	2.94	(1.04) *	
Men	768	3.26	(0.93)	652	3.60	(0.87)		3.30	(0.88)	3.27	(0.85)	
Faculty of Color	186	3.11	(0.98)	179	3.46	(0.97)	↑	3.15	(1.01)	3.16	(0.94)	
Majority Faculty	1005	3.20	(0.98)	884	3.57	(0.90)	↑	3.17	(0.90)	3.13	(0.95)	
Not US Citizen	118	2.97	(0.94) *	114	3.48	(0.92)	↑	3.34	(0.80)	3.23	(0.87)	
US Citizen	1073	3.21	(0.99)	949	3.56	(0.91)	↑	3.14	(0.93)	3.12	(0.95)	
LGBT	51	3.12	(1.01)	51	3.49	(0.95)		3.35	(1.06)	2.67	(0.96) *	↓
Not LGBT	1140	3.19	(0.98)	974	3.54	(0.91)	↑	3.15	(0.91)	3.17	(0.93)	
Faculty with Disability	147	3.44	(0.98) *	143	3.69	(0.95) *	↑	3.12	(0.89)	2.80	(1.05) *	
Faculty without Disability	1031	3.15	(0.98)	904	3.52	(0.90)	↑	3.18	(0.92)	3.19	(0.90)	
Biological Science	474	3.26	(0.99) *	404	3.59	(0.91)	↑	3.27	(0.94)	3.20	(0.97)	
Physical Science	234	3.04	(0.92) *	227	3.44	(0.89)	↑	3.29	(0.82)	3.48	(0.77) *	
Social Science	304	3.13	(1.02)	268	3.60	(0.92)	↑	3.06	(0.88)	3.04	(0.91)	
Arts & Humanities	173	3.28	(0.95)	159	3.49	(0.95)	↑	2.92	(0.94) *	2.79	(1.01) *	
Science Department	691	3.19	(0.98)	609	3.55	(0.90)	↑	3.29	(0.90) *	3.30	(0.90) *	
Non-Science Department	494	3.18	(1.00)	449	3.54	(0.94)	↑	3.00	(0.91)	2.95	(0.97)	
Untenured	258	2.70	(1.00) *	220	3.20	(0.98) *	↑	3.04	(0.96)	3.26	(1.08)	
Tenured	933	3.32	(0.94)	843	3.64	(0.88)	↑	3.18	(0.91)	3.12	(0.92)	
Non-Mainstream Research	668	3.16	(0.97)	642	3.48	(0.93) *	↑	2.98	(0.90) *	3.05	(0.92) *	
Mainstream Research	485	3.20	(1.00)	410	3.65	(0.88)	↑	3.38	(0.90)	3.25	(0.96)	
Department Chair	75	3.67	(0.81) *	72	4.21	(0.71) *	↑	3.26	(0.81)	3.47	(0.74) *	
Not Chair	1116	3.15	(0.99)	991	3.50	(0.91)	↑	3.16	(0.92)	3.10	(0.96)	

* 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					
	2016			2019			2016		2019			
	N	%	Std. Dev.	N	%	Std. Dev.	%	Std. Dev.	%	Std. Dev.		
Total	1265	25.14%	(43.40)	1106	16.27%	(36.93)	↓	51.19%	(50.01)	46.56%	(49.90)	↓
Women	463	28.51%	(45.19)	432	19.91%	(39.98)	*	49.35%	(50.05)	43.29%	(49.60)	
Men	801	23.22%	(42.25)	674	13.95%	(34.67)		52.18%	(49.98)	48.66%	(50.02)	
Faculty of Color	205	31.71%	(46.54)	189	25.93%	(43.94)	*	51.22%	(50.11)	47.62%	(50.08)	
Majority Faculty	1060	23.87%	(42.65)	917	14.29%	(35.01)	↓	51.18%	(50.01)	46.35%	(49.89)	↓
Not US Citizen	130	36.15%	(48.23)	120	17.50%	(38.16)	↓	56.92%	(49.71)	53.33%	(50.10)	
US Citizen	1135	23.88%	(42.65)	986	16.13%	(36.80)	↓	50.53%	(50.02)	45.74%	(49.84)	↓
LGBT	55	29.09%	(45.84)	53	20.75%	(40.94)		50.00%	(50.47)	43.40%	(50.04)	
Not LGBT	1210	24.96%	(43.30)	1009	15.66%	(36.36)	↓	51.24%	(50.01)	46.48%	(49.90)	↓
Faculty with Disability	153	22.88%	(42.14)	146	17.81%	(38.39)		49.02%	(50.15)	44.52%	(49.87)	
Faculty without Disability	1095	25.23%	(43.45)	943	16.01%	(36.69)	↓	51.32%	(50.01)	47.08%	(49.94)	
Biological Science	497	22.54%	(41.82)	424	13.92%	(34.65)	↓	49.30%	(50.05)	43.63%	(49.65)	
Physical Science	253	31.23%	(46.43)	235	17.45%	(38.03)	↓	58.33%	(49.40)	57.45%	(49.55)	*
Social Science	324	23.46%	(42.44)	280	20.00%	(40.07)		49.07%	(50.07)	45.00%	(49.84)	
Arts & Humanities	185	27.03%	(44.53)	162	14.81%	(35.63)	↓	51.35%	(50.12)	41.36%	(49.40)	
Science Department	732	25.41%	(43.57)	637	15.38%	(36.11)	↓	53.08%	(49.94)	49.14%	(50.03)	*
Non-Science Department	527	24.86%	(43.26)	464	17.67%	(38.18)	↓	48.96%	(50.04)	43.10%	(49.58)	
Untenured	278	36.69%	(48.28)	234	27.78%	(44.89)	* ↓	59.21%	(49.23)	55.13%	(49.84)	*
Tenured	987	21.88%	(41.37)	872	13.19%	(33.86)	↓	48.94%	(50.01)	44.27%	(49.70)	↓
Non-Mainstream Research	516	25.95%	(43.87)	667	15.89%	(36.59)	↓	51.34%	(50.02)	45.58%	(49.84)	↓
Mainstream Research	709	23.45%	(0.42)	425	16.47%	(37.14)	↓	49.51%	(50.05)	47.29%	(49.90)	
Department Chair	75	14.67%	(35.62)	72	8.33%	(27.83)	*	42.67%	(49.79)	30.56%	(46.39)	*
Not Chair	1190	25.80%	(43.77)	1034	16.83%	(37.43)	↓	51.72%	(49.99)	47.68%	(49.97)	

* 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					
	2016			2019			2016		2019			
	N	%	Std. Dev.	N	%	Std. Dev.	%	Std. Dev.	%	Std. Dev.		
Total	1265	5.78%	(0.23)	1105	3.80%	(19.13)	↓	69.96%	(0.46)	63.44%	(48.18)	↓
Women	463	8.66%	(28.15) *	431	5.64%	(21.06)		72.35%	(44.77)	61.95%	(48.61)	
Men	801	4.12%	(19.89)	674	3.26%	(17.78)		68.54%	(46.46)	64.39%	(47.92)	
Faculty of Color	205	9.27%	(29.07)	189	5.29%	(22.44)		66.83%	(47.20)	62.96%	(48.42)	
Majority Faculty	1060	5.10%	(22.01)	916	3.49%	(18.37)		70.57%	(45.60)	63.54%	(48.16)	↓
Not US Citizen	130	9.23%	(29.06)	120	5.00%	(21.89)		73.08%	(44.53)	64.17%	(48.15)	
US Citizen	1135	5.38%	(22.57)	985	3.65%	(18.77)		69.60%	(46.02)	63.35%	(48.21)	↓
LGBT	55	7.27%	(26.21)	53	3.77%	(19.24)		69.09%	(46.64)	54.72%	(50.25)	
Not LGBT	1210	5.71%	(23.21)	1008	3.37%	(18.06)	↓	70.00%	(45.84)	63.89%	(48.06)	↓
Faculty with Disability	153	3.92%	(19.47)	146	2.05%	(14.24)		66.67%	(47.30)	58.90%	(49.37)	
Faculty without Disability	1095	5.84%	(23.47)	942	4.03%	(19.69)		70.41%	(45.67)	64.44%	(47.90)	↓
Biological Science	497	4.63%	(21.03)	424	4.72%	(21.23)		69.01%	(46.29)	63.68%	(48.15)	
Physical Science	252	7.14%	(25.81)	234	2.99%	(17.07)	↓	74.21%	(43.84)	71.79%	(45.10)	*
Social Science	323	5.88%	(23.57)	280	4.29%	(20.29)		70.37%	(45.73)	58.21%	(49.41)	* ↓
Arts & Humanities	186	6.99%	(25.57)	162	1.85%	(13.52)	↓	67.20%	(47.07)	61.73%	(48.76)	
Science Department	731	5.47%	(22.76)	636	4.25%	(20.18)		70.86%	(45.47)	66.51%	(47.23)	*
Non-Science Department	528	6.26%	(24.25)	464	3.23%	(17.71)	↓	69.13%	(46.24)	59.91%	(49.06)	↓
Untenured	278	6.86%	(25.32)	234	5.98%	(23.77)		81.65%	(38.77) *	76.92%	(42.20)	*
Tenured	987	5.47%	(22.75)	871	3.21%	(17.65)	↓	66.67%	(47.16)	59.82%	(49.06)	↓
Non-Mainstream Research	710	5.92%	(23.61)	667	3.75%	(19.01)		72.11%	(44.88) *	65.07%	(47.71)	↓
Mainstream Research	515	5.64%	(23.10)	424	3.30%	(17.89)		66.80%	(47.14)	60.85%	(48.87)	
Department Chair	75	0.00%	(0.00) *	72	0.00%	(0.00) *		64.00%	(48.32)	40.28%	(49.39)	* ↓
Not Chair	1190	6.14%	(24.02)	1033	4.07%	(19.76)	↓	70.34%	(45.70)	65.05%	(47.70)	

* 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**			
	2016			2019			2016		2019	
	N	Mean	(S.D.)	N	Mean	(S.D.)	Mean	(S.D.)	Mean	(S.D.)
Total	1267	35.91%	(47.99)	1101	39.15%	(48.83)	2.98	(4.45)	3.30	(2.51)
Women	465	47.96%	(50.01) *	427	48.95%	(50.05) *	3.20	(2.64)	3.61	(2.66) *
Men	801	28.96%	(45.39)	674	32.94%	(47.03)	2.76	(2.22)	3.02	(2.32)
Faculty of Color	207	36.71%	(48.32)	188	43.09%	(49.65)	2.91	(2.46)	2.94	(2.26)
Majority Faculty	1060	35.75%	(47.95)	913	38.34%	(48.65)	2.99	(2.45)	3.39	(2.55) ↑
Not US Citizen	132	32.58%	(47.04)	120	35.83%	(48.15)	2.15	(1.57) *	2.95	(2.16)
US Citizen	1135	36.93%	(48.11)	981	39.55%	(48.92)	3.06	(2.51)	3.34	(2.54)
LGBT	54	35.19%	(48.20)	51	52.94%	(50.41) *	3.05	(2.43)	3.80	(2.91)
Not LGBT	1213	35.94%	(48.00)	1008	38.39%	(48.66)	2.97	(2.45)	3.22	(2.43)
Faculty with Disability	152	50.00%	(50.17) *	145	51.72%	(50.14) *	3.74	(2.87) *	4.19	(2.75) *
Faculty without Disability	1099	33.76%	(47.31)	939	37.17%	(48.35)	2.80	(2.31)	3.07	(2.38)
Biological Science	500	35.40%	(47.87)	422	36.73%	(48.26)	2.60	(2.16) *	3.19	(2.40) ↑
Physical Science	253	24.90%	(43.33) *	236	30.08%	(45.96) *	3.10	(2.55)	2.60	(2.04) *
Social Science	321	44.86%	(49.81) *	280	46.07%	(49.93) *	3.26	(2.57)	3.30	(2.52)
Arts & Humanities	187	37.43%	(48.52)	159	47.80%	(50.10) *	3.27	(2.71)	4.20	(2.85) * ↑
Science Department	736	31.25%	(46.38) *	636	33.96%	(47.40) *	2.77	(2.31)	3.01	(2.32) *
Non-Science Department	525	42.67%	(49.51)	461	46.64%	(49.94)	3.20	(2.57)	3.60	(2.65)
Untenured	279	29.75%	(45.80) *	233	36.05%	(48.12)	2.98	(2.51)	3.08	(2.48)
Tenured	988	37.65%	(48.48)	868	39.98%	(49.01)	2.98	(2.44)	3.36	(2.51) ↑
Non-Mainstream Research	706	37.25%	(48.38)	663	42.99%	(49.54) * ↑	3.13	(2.53)	3.41	(2.56)
Mainstream Research	512	34.38%	(47.54)	425	33.18%	(47.14)	2.85	(2.36)	3.03	(2.36)
Department Chair	74	35.14%	(48.07)	72	55.56%	(50.04) * ↑	2.48	(1.91)	3.40	(2.68)
Not Chair	1193	35.96%	(48.01)	1029	38.00%	(48.56)	3.01	(2.47)	3.29	(2.49)

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

** Calculated for persons experiencing at least one incident only. Response options are Never, 1-2 times, 3-5 times, and more than 5 times.

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

	Witness Hostile or Intimidating Behavior							Number of Incidents**				
	2016			2019				2016		2019		
	N	Mean	(S.D.)	N	Mean	(S.D.)		Mean	(S.D.)	Mean	(S.D.)	
Total	1263	43.15%	(49.55)	1098	49.73%	(50.02)	↑	2.90	(2.27)	3.27	(2.47)	↑
Women	463	54.64%	(49.84) *	425	55.76%	(49.73) *		3.04	(2.43)	3.51	(2.55) *	↑
Men	799	36.55%	(48.19)	673	45.91%	(49.87)	↑	2.78	(2.12)	3.09	(2.40)	
Faculty of Color	206	37.38%	(48.50)	187	48.66%	(50.12)	↑	3.14	(2.49)	2.92	(2.30)	
Majority Faculty	1057	44.28%	(49.69)	911	49.95%	(50.03)	↑	2.86	(2.24)	3.35	(2.50)	↑
Not US Citizen	132	33.33%	(47.32)	120	43.33%	(49.76)		2.45	(1.82)	3.11	(2.13)	
US Citizen	1131	44.30%	(49.70)	978	50.51%	(50.02)	↑	2.94	(2.31)	3.29	(2.51)	↑
LGBT	54	44.44%	(50.16)	51	64.71%	(48.26) *	↑	2.94	(2.28)	3.30	(2.79)	
Not LGBT	1209	43.09%	(49.54)	1004	49.30%	(50.02)	↑	2.90	(2.23)	3.23	(2.43)	↑
Faculty with Disability	152	54.61%	(49.95) *	145	64.83%	(47.92) *		3.63	(2.73) *	3.88	(2.75)	
Faculty without Disability	1097	41.57%	(49.31)	936	47.33%	(49.96)	↑	2.74	(2.14)	3.12	(2.38)	↑
Biological Science	499	40.48%	(49.13)	420	45.95%	(49.90) *		2.76	(2.25)	3.25	(2.43)	↑
Physical Science	252	35.32%	(47.89) *	235	37.87%	(48.61) *		2.87	(2.19)	3.23	(2.46)	
Social Science	319	50.47%	(50.08) *	280	59.29%	(49.22) *	↑	3.00	(2.29)	3.12	(2.35)	
Arts & Humanities	187	49.20%	(50.13)	159	61.01%	(48.93) *	↑	3.08	(2.40)	3.64	(2.75)	
Science Department	734	38.42%	(48.67) *	633	42.65%	(49.50) *		2.81	(2.23)	3.24	(2.44)	↑
Non-Science Department	523	50.10%	(50.05)	461	59.65%	(49.11)	↑	3.01	(2.32)	3.32	(2.51)	
Untenured	277	32.49%	(46.92) *	232	36.64%	(48.29) *		2.81	(2.25)	3.12	(2.47)	
Tenured	986	46.15%	(49.88)	866	53.23%	(49.92)	↑	2.92	(2.28)	3.30	(2.47)	↑
Non-Mainstream Research	705	45.11%	(49.80)	662	51.81%	(50.00)	↑	2.88	(2.20)	3.41	(2.57)	↑
Mainstream Research	510	40.78%	(49.19)	422	46.68%	(49.95)		3.01	(2.43)	3.01	(2.25)	
Department Chair	74	59.46%	(49.43) *	70	65.71%	(47.81) *		2.64	(2.15)	3.53	(2.48)	
Not Chair	1189	42.14%	(49.40)	1028	48.64%	(50.01)	↑	2.93	(2.29)	3.25	(2.47)	↑

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

** Calculated for persons witnessing at least one incident only. Response options are Never, 1-2 times, 3-5 times, and more than 5 times.

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?						
	2016			2019				2016		2019				
	N	Mean	Std. Dev.	N	Mean	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.			
Total	771	3.13	(1.15)	808	3.37	(1.07)	↑	2.72	(0.97)	2.94	(0.96)	↑		
Women	285	2.80	(1.12)	303	3.14	(1.14)	* ↑	3.08	(0.98)	3.21	(0.97)	*		
Men	486	3.33	(1.13)	505	3.50	(1.00)	↑	2.49	(0.89)	2.76	(0.92)	↑		
Faculty of Color	114	2.81	(1.22)	120	3.17	(1.09)	* ↑	2.96	(1.14)	3.13	(0.99)	*		
Majority Faculty	657	3.19	(1.13)	688	3.40	(1.06)	↑	2.68	(0.93)	2.90	(0.95)	↑		
Not US Citizen	58	3.02	(1.08)	78	3.40	(1.04)	↑	2.63	(0.98)	2.87	(0.97)			
US Citizen	713	3.14	(1.16)	730	3.36	(1.07)	↑	2.73	(0.97)	2.95	(0.96)	↑		
LGBT	40	2.90	(1.06)	39	3.00	(1.10)	*	2.79	(0.79)	3.45	(0.93)	* ↑		
Not LGBT	731	3.15	(1.16)	741	3.39	(1.06)	↑	2.72	(0.98)	2.90	(0.95)	↑		
Faculty with Disability	107	2.91	(1.27)	116	3.11	(1.27)	*	2.87	(1.13)	3.13	(1.01)	*		
Faculty without Disability	652	3.17	(1.13)	678	3.41	(1.02)	↑	2.68	(0.94)	2.91	(0.94)	↑		
Biological Science	308	3.29	(1.24)	315	3.46	(1.08)	*	2.52	(0.95)	2.81	(0.94)	↑		
Physical Science	137	3.18	(1.08)	168	3.51	(0.99)	↑	2.59	(0.90)	2.78	(0.91)	*		
Social Science	203	2.94	(1.04)	211	3.32	(1.03)	↑	2.95	(1.00)	2.95	(1.03)			
Arts & Humanities	118	3.01	(1.13)	111	2.97	(1.12)	*	2.97	(0.93)	3.38	(0.82)	* ↑		
Science Department	434	3.26	(1.20)	465	3.48	(1.05)	* ↑	2.55	(0.95)	2.79	(0.93)	* ↑		
Non-Science Department	332	2.97	(1.07)	340	3.21	(1.07)	↑	2.93	(0.96)	3.11	(0.97)	↑		
Untenured	132	3.08	(1.24)	150	3.41	(1.14)	↑	2.66	(1.16)	2.82	(1.15)			
Tenured	639	3.15	(1.14)	658	3.36	(1.05)	↑	2.73	(0.92)	2.97	(0.91)	↑		
Non-Mainstream Research	400	3.11	(1.13)	476	3.26	(1.09)	* ↑	2.82	(0.98)	3.01	(0.96)	* ↑		
Mainstream Research	337	3.15	(1.20)	323	3.52	(1.01)	↑	2.59	(0.95)	2.82	(0.97)	↑		
Department Chair	54	3.31	(1.02)	67	3.61	(0.98)	*	2.66	(0.73)	2.95	(0.89)			
Not Chair	717	3.12	(1.16)	741	3.34	(1.07)	↑	2.72	(0.99)	2.94	(0.97)			

* 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.

Response options are Not at all (1), A little (2), Somewhat (3), Very (4), Extremely (5), and Don't Know (missing).

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?				
	2016			2019				2016		2019		
	N	Mean	Std. Dev.	N	Mean	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.	
Total	1099	2.89	(1.04)	1020	3.22	(1.01)	↑	2.62	(1.11)	2.78	(1.08)	↑
Women	387	2.75	(1.09) *	385	3.11	(1.08)	* ↑	2.29	(1.04) *	2.53	(1.13)	* ↑
Men	711	2.97	(1.00)	635	3.28	(0.96)	↑	2.84	(1.10)	2.94	(1.00)	
Faculty of Color	169	2.88	(1.03)	171	3.10	(1.10)		2.47	(1.17)	2.73	(1.11)	
Majority Faculty	930	2.89	(1.04)	849	3.24	(0.99)	↑	2.65	(1.10)	2.79	(1.07)	
Not US Citizen	101	2.55	(0.94) *	104	3.07	(0.97)	↑	2.68	(1.11)	2.67	(1.06)	
US Citizen	998	2.93	(1.04)	916	3.24	(1.02)	↑	2.62	(1.11)	2.79	(1.08)	↑
LGBT	48	2.90	(1.02)	48	3.17	(1.00)		2.56	(1.04)	2.23	(0.91)	*
Not LGBT	1051	2.89	(1.04)	933	3.21	(1.01)	↑	2.63	(1.11)	2.81	(1.07)	↑
Faculty with Disability	128	3.09	(1.01) *	138	3.25	(1.07)		2.28	(1.20) *	2.45	(1.19)	*
Faculty without Disability	960	2.86	(1.04)	867	3.20	(1.00)	↑	2.69	(1.08)	2.83	(1.04)	
Biological Science	441	2.94	(1.07)	391	3.30	(1.03)	* ↑	2.83	(1.13)	2.90	(1.07)	
Physical Science	218	2.74	(0.97) *	221	3.18	(0.99)	↑	2.66	(1.09)	2.99	(1.03)	
Social Science	279	2.88	(1.07)	252	3.21	(0.99)	↑	2.32	(1.06) *	2.75	(1.04)	↑
Arts & Humanities	155	2.97	(0.95)	152	3.06	(1.03)	*	2.48	(1.03)	2.34	(1.09)	*
Science Department	647	2.89	(1.04)	592	3.27	(1.02)	* ↑	2.81	(1.12) *	2.95	(1.05)	*
Non-Science Department	446	2.90	(1.03)	424	3.14	(1.00)	↑	2.37	(1.04)	2.59	(1.07)	↑
Untenured	227	2.44	(0.99) *	201	2.85	(1.03)	* ↑	2.69	(1.18)	2.63	(1.24)	
Tenured	872	3.01	(1.02)	819	3.31	(0.99)	↑	2.61	(1.10)	2.80	(1.05)	↑
Non-Mainstream Research	602	2.85	(1.01)	615	3.15	(1.02)	* ↑	2.42	(1.05) *	2.64	(1.05)	* ↑
Mainstream Research	454	2.95	(1.08)	393	3.31	(1.00)	↑	2.88	(1.15)	2.97	(1.06)	
Department Chair	74	3.43	(0.89) *	72	3.78	(1.04)	* ↑	2.89	(0.88)	3.21	(0.99)	*
Not Chair	1025	2.85	(1.04)	948	3.18	(1.00)	↑	2.60	(1.13)	2.72	(1.08)	

* 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. Response options are Not at all (1), A little (2), Somewhat (3), Very (4), Extremely (5), and Don't Know (missing).

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				
	2016			2019				2016		2019		
	N	%	Std. Dev.	N	%	Std. Dev.		%	Std. Dev.	%	Std. Dev.	
Total	1264	39.00%	(48.80)	1103	26.75%	(44.28)	↓	51.90%	(49.98)	43.79%	(49.64)	↓
Women	461	38.18%	(48.64)	429	29.37%	(45.60)	↓	49.02%	(50.04)	41.72%	(49.37)	↓
Men	802	39.40%	(48.89)	674	25.07%	(43.38)	↓	53.49%	(49.91)	45.10%	(49.80)	↓
Faculty of Color	206	44.66%	(49.84)	188	36.17%	(48.18)	*	55.34%	(49.84)	40.43%	(49.21)	↓
Majority Faculty	1058	37.90%	(48.54)	915	24.81%	(43.21)	↓	51.23%	(50.01)	44.48%	(49.72)	↓
Not US Citizen	132	56.06%	(49.82)	120	35.00%	(47.90)	* ↓	59.09%	(49.35)	55.00%	(49.96)	*
US Citizen	1132	37.01%	(48.31)	983	25.74%	(43.74)	↓	51.06%	(50.01)	42.42%	(49.45)	↓
LGBT	54	25.93%	(44.23)	53	26.42%	(44.51)		48.15%	(50.43)	41.51%	(49.75)	
Not LGBT	1210	39.59%	(48.92)	1007	26.42%	(44.11)	↓	52.07%	(49.98)	44.19%	(49.69)	↓
Faculty with Disability	152	29.61%	(45.80)	145	20.00%	(40.14)	*	46.05%	(50.01)	38.62%	(48.86)	
Faculty without Disability	1096	40.51%	(49.11)	942	28.03%	(44.94)	↓	52.83%	(49.94)	45.01%	(49.78)	↓
Biological Science	499	38.28%	(48.65)	424	25.71%	(43.75)	↓	51.50%	(50.03)	44.10%	(49.71)	↓
Physical Science	251	45.42%	(49.89)	236	28.81%	(45.39)	↓	58.96%	(49.29)	50.85%	(50.10)	*
Social Science	322	36.96%	(48.34)	278	24.10%	(42.85)	↓	46.58%	(49.96)	40.29%	(49.14)	
Arts & Humanities	186	36.56%	(48.29)	161	31.06%	(46.42)		52.69%	(50.06)	39.13%	(48.96)	↓
Science Department	733	40.79%	(49.18)	638	27.12%	(44.49)	↓	54.57%	(49.82)	46.71%	(49.93)	* ↓
Non-Science Department	525	36.76%	(48.26)	461	26.25%	(44.05)	↓	48.19%	(50.01)	39.91%	(49.03)	↓
Untenured	279	52.69%	(50.02)	233	35.62%	(47.99)	* ↓	60.93%	(48.88)	49.79%	(50.11)	* ↓
Tenured	985	35.13%	(47.76)	870	24.37%	(42.95)	↓	49.34%	(50.02)	42.18%	(49.41)	↓
Non-Mainstream Research	704	43.18%	(49.57)	666	28.53%	(45.19)	↓	54.40%	(49.84)	44.14%	(49.69)	↓
Mainstream Research	511	34.05%	(47.43)	423	23.64%	(42.54)	↓	47.95%	(50.01)	43.50%	(49.63)	
Department Chair	76	28.95%	(45.65)	72	6.94%	(25.60)	* ↓	38.16%	(48.90)	19.44%	(39.85)	* ↓
Not Chair	1188	39.65%	(48.94)	1031	28.13%	(44.98)	↓	52.78%	(49.94)	45.49%	(49.82)	↓

* 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					
	2016			2019			2016		2019			
	N	%	Std. Dev.	N	%	Std. Dev.	%	Std. Dev.	%	Std. Dev.		
Total	1262	12.92%	(33.55)	1103	7.52%	(26.39)	↓	68.70%	(46.39)	61.38%	(48.71)	↓
Women	460	15.87%	(36.58) *	429	30.37%	(1.47) *	↓	66.52%	(47.24)	60.14%	(49.02)	↓
Men	801	11.24%	(31.60)	674	23.37%	(0.90)	↓	69.91%	(45.89)	62.70%	(48.53)	↓
Faculty of Color	206	17.96%	(38.48) *	188	9.04%	(28.76)	↓	72.33%	(44.85)	55.32%	(49.85)	↓
Majority Faculty	1056	11.93%	(32.43)	915	7.21%	(25.88)	↓	67.99%	(46.67)	62.62%	(48.41)	↓
Not US Citizen	132	23.48%	(42.55) *	120	13.33%	(34.14) *	↓	76.52%	(42.55) *	75.00%	(43.48) *	
US Citizen	1130	11.68%	(32.13)	983	6.82%	(25.21)	↓	67.79%	(46.75)	59.72%	(49.07)	↓
LGBT	54	11.11%	(31.72)	53	9.43%	(29.51)		66.67%	(47.58)	50.94%	(50.47)	
Not LGBT	1208	13.00%	(33.64)	1007	7.35%	(26.11)	↓	68.79%	(46.35)	61.97%	(48.57)	↓
Faculty with Disability	151	15.23%	(36.05)	145	4.83%	(21.51)	↓	61.84%	(48.74)	55.17%	(49.90)	
Faculty without Disability	1095	12.33%	(32.89)	942	7.96%	(27.08)	↓	69.41%	(46.10)	62.63%	(48.40)	↓
Biological Science	499	11.62%	(32.08)	424	7.78%	(26.82)	↓	66.53%	(47.23)	61.56%	(48.70)	
Physical Science	251	13.15%	(33.86)	236	6.36%	(24.45)	↓	74.50%	(43.67) *	71.19%	(45.39) *	
Social Science	320	12.81%	(33.48)	278	9.35%	(29.17)		69.38%	(46.17)	56.47%	(49.67) *	↓
Arts & Humanities	186	16.67%	(37.37)	161	5.59%	(23.04)	↓	66.13%	(47.45)	56.52%	(49.73)	
Science Department	733	11.73%	(32.20)	638	7.21%	(25.89)	↓	69.58%	(46.04)	64.89%	(47.77) *	
Non-Science Department	523	14.72%	(35.47)	461	8.03%	(27.20)	↓	67.69%	(46.81)	57.05%	(49.55)	↓
Untenured	279	18.64%	(39.01) *	233	13.73%	(34.49) *		84.89%	(35.88) *	75.97%	(42.82) *	↓
Tenured	983	11.29%	(31.67)	870	5.86%	(23.50)	↓	64.13%	(47.99)	57.47%	(49.47)	↓
Non-Mainstream Research	703	14.37%	(31.30)	666	7.66%	(26.61)	↓	71.16%	(45.33) *	63.06%	(48.30)	↓
Mainstream Research	510	10.98%	(35.10)	423	7.09%	(25.70)	↓	65.42%	(47.61)	59.34%	(49.18)	
Department Chair	76	2.63%	(16.11) *	72	0.00%	(0.00) *		51.32%	(50.31) *	33.33%	(47.47) *	↓
Not Chair	1186	13.58%	(34.27)	1031	8.05%	(27.22)	↓	69.81%	(45.93)	63.34%	(48.21)	

* 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.)			
	2016			2019			2016		2019		2016		2019	
	N	%	Std. Dev.	N	%	Std. Dev.	%	Std. Dev.	%	Std. Dev.	%	Std. Dev.	%	Std. Dev.
Total	1252	23.99%	(15.98)	1084	23.11%	(15.47)	12.04%	(8.89)	12.33%	(8.93)	30.96%	(18.07)	30.67%	(17.47)
Women	459	24.71%	(16.45)	420	22.70%	(15.54)	12.87%	(9.40) *	12.30%	(8.97)	29.68%	(18.74)	30.40%	(18.12)
Men	792	23.56%	(15.69)	664	23.36%	(15.43)	11.57%	(8.55)	12.35%	(8.91)	31.72%	(17.64)	30.84%	(17.06)
Faculty of Color	200	24.93%	(14.87)	184	23.03%	(14.60)	12.43%	(9.17)	12.32%	(8.44)	35.02%	(17.86) *	35.69%	(18.07) *
Majority Faculty	1052	23.82%	(16.18)	900	23.12%	(15.64)	11.97%	(8.84)	12.33%	(9.03)	30.19%	(18.01)	29.64%	(17.18)
Not US Citizen	131	26.98%	(14.61) *	119	26.78%	(14.81) *	12.91%	(8.32)	14.53%	(9.25) *	33.02%	(16.27)	33.61%	(16.82)
US Citizen	1121	23.64%	(16.10)	965	22.65%	(15.49)	11.94%	(8.95)	12.06%	(8.86)	30.72%	(18.26)	30.31%	(17.53)
LGBT	55	26.73%	(16.27)	52	30.04%	(15.40) *	10.93%	(7.41)	12.65%	(7.48)	28.85%	(18.51)	21.67%	(14.79) * ↓
Not LGBT	1197	23.87%	(15.96)	995	22.66%	(16.95)	12.10%	(8.95)	12.31%	(9.06)	31.06%	(18.05)	31.23%	(17.58)
Faculty with Disability	150	28.10%	(16.39) *	140	27.44%	(17.02) *	13.16%	(9.27)	12.48%	(9.59)	27.92%	(17.29) *	26.59%	(17.36) *
Faculty without Disability	1087	23.33%	(15.70)	930	22.47%	(15.16)	11.89%	(8.83)	12.37%	(8.85)	31.49%	(18.15)	31.33%	(17.44)
Biological Science	498	15.98%	(13.68) *	422	14.55%	(12.91) *	10.82%	(9.58) *	10.86%	(9.76) *	36.09%	(20.64) *	37.01%	(19.85) *
Physical Science	247	25.24%	(12.34)	228	24.11%	(12.41)	15.16%	(9.49) *	16.18%	(9.11) *	31.93%	(15.99)	27.71%	(13.55) * ↓
Social Science	319	27.06%	(13.77) *	272	27.82%	(14.40) *	11.78%	(7.85)	11.47%	(7.24) *	27.30%	(14.25) *	29.03%	(15.37) *
Arts & Humanities	183	38.84%	(16.86) *	157	36.34%	(14.50) *	11.71%	(6.65)	12.24%	(7.39)	21.73%	(13.52) *	20.96%	(12.26) *
Science Department	728	18.93%	(13.92) *	629	17.81%	(13.60)	12.24%	(9.71)	12.83%	(9.93) *	34.86%	(19.33) *	33.72%	(18.40) *
Non-Science Department	519	31.12%	(15.98)	450	30.47%	(14.97) *	11.79%	(7.61)	11.66%	(7.30)	25.37%	(14.35)	26.47%	(15.16)
Untenured	275	25.57%	(16.68)	229	25.65%	(16.75) *	12.03%	(9.17)	13.12%	(9.03)	38.62%	(18.54) *	37.47%	(17.13) *
Tenured	977	23.55%	(15.75)	855	22.43%	(15.04)	12.05%	(8.81)	12.12%	(8.89)	28.80%	(17.35)	28.85%	(17.12)
Non-Mainstream Research	695	24.98%	(16.20) *	649	23.68%	(15.44)	11.99%	(8.86)	12.44%	(8.99)	30.63%	(18.05)	29.66%	(17.29) *
Mainstream Research	507	22.83%	(15.37)	416	22.18%	(15.47)	12.34%	(8.77)	12.24%	(8.78)	32.31%	(17.84)	32.69%	(17.61)
Department Chair	75	16.17%	(10.42) *	69	16.30%	(9.33) *	8.75%	(8.05) *	8.55%	(6.41) *	19.77%	(11.05) *	17.30%	(10.22) *
Not Chair	1177	24.49%	(16.14)	1015	23.57%	(15.69)	12.25%	(8.90)	12.59%	(9.02)	31.67%	(18.20)	31.58%	(17.50)

* 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			
	2016			2019			2016		2019		2016		2019	
	N	%	Std. Dev.	N	%	Std. Dev.	%	Std. Dev.	%	Std. Dev.	%	Std. Dev.	%	Std. Dev.
Total	1252	11.99%	(15.16)	1084	11.89%	(15.02)	7.76%	(7.36)	8.29%	(8.28)	0.67%	(2.20)	0.61%	(2.08)
Women	459	12.08%	(16.00)	420	12.07%	(15.62)	8.48%	(7.23) *	9.14%	(8.85) *	0.29%	(1.26) *	0.34%	(1.84) *
Men	792	11.93%	(14.67)	664	11.77%	(14.64)	7.33%	(7.41)	7.75%	(7.86)	0.89%	(2.57)	0.79%	(2.20)
Faculty of Color	200	10.06%	(13.33) *	184	9.72%	(14.30) *	7.43%	(6.72)	7.63%	(7.86)	0.01%	(1.98)	0.65%	(2.10)
Majority Faculty	1052	12.35%	(15.46)	900	12.33%	(15.13)	7.83%	(7.48)	8.43%	(8.36)	0.68%	(2.24)	0.61%	(2.07)
Not US Citizen	131	8.29%	(9.63) *	119	7.85%	(8.86) *	6.75%	(6.12)	7.05%	(6.64) *	0.31%	(1.30) *	0.29%	(1.03) *
US Citizen	1121	12.42%	(15.63)	965	12.38%	(15.54)	7.88%	(7.49)	8.45%	(8.45)	0.71%	(2.28)	0.65%	(2.17)
LGBT	55	11.05%	(13.21)	52	11.35%	(14.00)	8.51%	(6.17)	11.15%	(9.79) *	0.93%	(2.37)	0.65%	(1.86)
Not LGBT	1197	12.03%	(15.25)	995	11.91%	(15.12)	7.73%	(7.41)	8.13%	(8.24)	0.66%	(2.19)	0.59%	(1.90)
Faculty with Disability	150	10.81%	(12.31)	140	11.05%	(13.49)	8.19%	(7.20)	9.52%	(8.81)	0.96%	(2.25)	0.45%	(1.61) ↓
Faculty without Disability	1087	12.08%	(15.41)	930	11.96%	(15.24)	7.70%	(7.38)	8.13%	(8.21)	0.64%	(2.20)	0.60%	(1.91)
Biological Science	498	12.15%	(13.83)	422	11.68%	(13.40)	6.28%	(6.28) *	6.49%	(7.03) *	0.61%	(1.81)	0.69%	(2.33)
Physical Science	247	10.82%	(14.73)	228	12.17%	(16.10)	7.10%	(6.43)	8.82%	(8.33) ↑	0.77%	(1.97)	0.93%	(2.55) *
Social Science	319	13.56%	(17.75)	272	12.34%	(15.80)	9.40%	(8.29) *	8.78%	(8.42)	0.70%	(2.18)	0.47%	(1.58)
Arts & Humanities	183	10.57%	(14.27)	157	11.11%	(16.03)	9.87%	(8.52) *	11.51%	(9.85) *	0.63%	(3.26)	0.15%	(0.75) *
Science Department	728	11.49%	(13.88)	629	11.79%	(14.27)	6.51%	(6.35) *	7.27%	(7.58) * ↑	0.68%	(1.88)	0.80%	(2.44) *
Non-Science Department	519	12.75%	(16.83)	450	11.97%	(15.97)	9.54%	(8.29)	9.71%	(9.01)	0.66%	(2.58)	0.34%	(1.31) ↓
Untenured	275	5.90%	(7.49) *	229	5.46%	(6.73) *	5.55%	(4.78) *	5.86%	(5.27) *	0.40%	(1.85) *	0.22%	(0.93) *
Tenured	977	13.70%	(16.29)	855	13.61%	(16.12)	8.38%	(7.83)	8.95%	(8.80)	0.75%	(2.28)	0.72%	(2.28)
Non-Mainstream Research	695	11.75%	(14.95)	649	11.70%	(11.70)	8.17%	(7.54) *	8.71%	(8.47) *	0.69%	(2.09)	0.54%	(1.91)
Mainstream Research	507	11.52%	(14.15)	416	12.11%	(12.11)	7.07%	(2.40)	7.56%	(7.73)	0.65%	(2.40)	0.65%	(1.84)
Department Chair	75	37.27%	(20.51) *	69	39.88%	(18.73) *	7.79%	(9.34)	6.71%	(8.63)	0.52%	(1.34)	0.70%	(1.70)
Not Chair	1177	10.38%	(13.22)	1015	9.98%	(12.66)	7.76%	(7.22)	8.40%	(8.25)	0.68%	(2.24)	0.61%	(2.10)

* 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)			
	2016			2019			2016		2019		2016		2019	
	N	%	Std. Dev.	N	%	Std. Dev.	%	Std. Dev.	%	Std. Dev.	%	Std. Dev.	%	Std. Dev.
Total	1252	3.73%	(12.59)	1084	3.63%	(12.08)	3.20%	(8.38)	3.21%	(8.27)	6.19%	(4.99)	5.86%	(4.88)
Women	459	2.69%	(9.84)	420	3.57%	(11.61)	3.07%	(8.37)	3.43%	(8.52)	6.21%	(4.82)	6.09%	(5.14)
Men	792	4.33%	(13.91)	664	3.66%	(12.38)	3.27%	(8.40)	3.06%	(8.11)	6.17%	(5.08)	5.72%	(4.71)
Faculty of Color	200	3.19%	(11.45)	184	2.53%	(9.51)	2.23%	(5.77)	2.85%	(7.42)	5.62%	(4.44)	5.77%	(5.19)
Majority Faculty	1052	3.83%	(12.80)	900	3.85%	(12.53)	3.38%	(8.78)	3.28%	(8.43)	6.29%	(5.08)	5.88%	(4.81)
Not US Citizen	131	3.02%	(12.40)	119	1.43%	(5.86)	2.92%	(7.57)	2.11%	(4.66)	6.93%	(6.54)	5.49%	(4.13)
US Citizen	1121	3.81%	(12.62)	965	3.90%	(12.61)	3.23%	(8.48)	3.34%	(8.60)	6.10%	(4.77)	5.91%	(4.96)
LGBT	55	2.09%	(8.48)	52	3.27%	(11.02)	1.91%	(3.15)	2.50%	(3.99)	7.36%	(7.17)	5.63%	(3.96)
Not LGBT	1197	3.80%	(12.74)	995	3.72%	(12.30)	3.26%	(8.54)	3.18%	(8.13)	6.13%	(4.86)	5.88%	(4.94)
Faculty with Disability	150	2.47%	(8.99)	140	3.93%	(12.62)	2.81%	(5.64)	2.40%	(5.31)	5.68%	(4.43)	5.18%	(5.20)
Faculty without Disability	1087	3.87%	(12.92)	930	3.61%	(12.07)	3.21%	(8.61)	3.21%	(8.22)	6.27%	(5.04)	5.98%	(4.83)
Biological Science	498	9.22%	(18.63)	422	9.25%	(17.96)	3.26%	(8.79)	3.64%	(10.06)	5.89%	(5.11)	5.38%	(4.16)
Physical Science	247	0.02%	(0.32)	228	0.01%	(0.20)	2.68%	(6.57)	3.13%	(8.41)	6.77%	(0.04)	6.27%	(4.54)
Social Science	319	0.14%	(1.19)	272	0.10%	(1.26)	3.97%	(9.86)	3.36%	(6.85)	6.78%	(5.24)	6.75%	(6.05)
Arts & Humanities	183	0.03%	(0.44)	157	0.00%	(0.00)	2.37%	(6.40)	1.81%	(3.67)	5.16%	(4.67)	5.04%	(4.65)
Science Department	728	6.31%	(15.99)	629	6.16%	(15.31)	3.09%	(8.15)	3.46%	(9.38)	6.20%	(4.95)	5.72%	(4.36)
Non-Science Department	519	0.10%	(0.97)	450	0.13%	(1.72)	3.35%	(8.74)	2.82%	(6.41)	6.17%	(5.05)	6.07%	(5.53)
Untenured	275	3.87%	(12.24)	229	3.77%	(11.60)	3.39%	(10.58)	3.23%	(8.19)	5.03%	(4.53)	4.87%	(3.80)
Tenured	977	3.69%	(12.69)	855	3.59%	(12.21)	3.15%	(7.66)	3.20%	(8.30)	6.51%	(5.06)	6.13%	(5.10)
Non-Mainstream Research	695	2.95%	(10.91)	649	3.82%	(12.40)	3.15%	(7.60)	3.40%	(8.26)	6.05%	(4.81)	5.63%	(4.54)
Mainstream Research	507	4.42%	(13.93)	416	3.03%	(10.74)	3.05%	(8.66)	2.94%	(8.41)	6.44%	(5.15)	6.24%	(5.37)
Department Chair	75	2.68%	(8.56)	69	2.87%	(10.14)	3.13%	(5.98)	2.99%	(7.45)	4.49%	(3.68)	3.59%	(3.79)
Not Chair	1177	3.79%	(12.80)	1015	3.68%	(12.20)	3.20%	(8.52)	3.22%	(8.33)	6.29%	(5.04)	6.02%	(4.91)

* 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?

	2016			2019		
	N	%	Std. Dev.	N	%	Std. Dev.
Total	1252	0.52%	(3.96)	1084	0.59%	(4.48)
Women	459	0.63%	(3.65)	420	0.41%	(2.20)
Men	792	0.47%	(4.13)	664	0.70%	(5.45)
Faculty of Color	200	0.46%	(2.40)	184	0.22%	(1.45)
Majority Faculty	1052	0.54%	(4.19)	900	0.66%	(4.87)
Not US Citizen	131	0.25%	(1.86)	119	0.42%	(2.22)
US Citizen	1121	0.56%	(4.13)	965	0.61%	(4.69)
LGBT	55	1.27%	(4.74)	52	1.06%	(4.68)
Not LGBT	1197	0.49%	(3.92)	995	0.58%	(4.55)
Faculty with Disability	150	0.45%	(2.77)	140	0.80%	(3.41)
Faculty without Disability	1087	0.53%	4.11	930	0.56%	4.66
Biological Science	498	0.55%	(4.79)	422	0.63%	(4.41)
Physical Science	247	0.21%	(1.36)	228	0.53%	(2.84)
Social Science	319	0.47%	(2.73)	272	0.30%	(1.44)
Arts & Humanities	183	0.99%	(5.40)	157	1.08%	(8.44)
Science Department	728	0.44%	(4.04)	629	0.51%	(3.21)
Non-Science Department	519	0.65%	(3.86)	450	0.70%	(5.84)
Untenured	275	0.67%	(5.68)	229	0.40%	(2.45)
Tenured	977	0.48%	(3.32)	855	0.64%	(4.89)
Non-Mainstream Research	695	0.46%	(2.69)	649	0.79%	(5.59)
Mainstream Research	507	0.51%	(4.80)	416	0.27%	(1.85)
Department Chair	75	0.47%	(2.62)	69	1.01%	(7.31)
Not Chair	1177	0.53%	(4.03)	1015	0.56%	(4.23)

* 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 (general)	2	General meetings	1
Professional organization/society service	2	Workshops	1
Government agency service (state or federal)	1	Board membership	1
Other UW service outside of committees	1	Recruitment	2
Government service	1	Local presentations	1
Community service	2		
External Relationships		Research and Collaboration	
Other Work	N	Other Work	N
External facility direction/supervision	1	Community-based research	1
Lectures and presentations	1	Research activities	1
		Collaborative research	1
Grantsmanship		Peer Relationships	
Other Work	N	Other Work	N
Grant reviewing	2	Mentoring junior faculty/peers	4
Fund raising	1	Recommendation letters	2
Grant-funded responsibilities	1	Communicating with peers outside of UW	2
		Hiring activities	1
Academic Product Preparation		Internal and Lab Management	
Other Work	N	Other Work	N
Manuscript (peer) review	1	Advising lab associates	1
Patent development	1	General lab work	1
Administrative and Clerical Work		Miscellaneous	
Other Work	N	Other Work	N
Email	5	General (nonspecific) miscellaneous	2
Time reports, effort certification	1	Nonapplicable comment	7
Administrative burden	4	Unknown/not clear	2
Staff and other training (e.g., IRB compliance, CME)	2		
Education			
Other Work	N		
Providing continuing education	1		
Extra education/professional development	2		

Table W6a. Hours in a Typical Work Week, Tenure-Track Faculty Only

During an academic year, how many hours is your typical work week?

	2016			2019			
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	
Total	1239	58.40	(10.08)	1073	57.21	(11.38)	↓
Women	450	57.90	(10.31)	413	56.78	(12.26)	
Men	788	58.65	(9.89)	660	57.48	(10.79)	↓
Faculty of Color	197	58.92	(10.85)	183	59.56	(13.82)	*
Majority Faculty	1042	58.31	(9.93)	890	56.72	(10.75)	↓
Not US Citizen	129	58.21	(9.69)	118	56.93	(10.50)	
US Citizen	1110	58.43	(10.13)	955	57.24	(11.49)	↓
LGBT	55	57.51	(9.91)	52	56.35	(11.17)	
Not LGBT	1184	58.45	(10.09)	985	57.14	(11.32)	↓
Faculty with Disability	152	58.61	(9.87)	141	56.32	(11.25)	
Faculty without Disability	1074	58.37	(10.16)	918	57.32	(11.46)	↓
Biological Science	490	59.87	(10.63)	420	58.17	(11.01)	* ↓
Physical Science	246	58.85	(8.91)	224	57.27	(10.44)	
Social Science	316	56.83	(8.67)	270	56.00	(13.30)	
Arts & Humanities	181	56.69	(11.38)	154	56.54	(9.85)	
Science Department	718	59.58	(10.16)	622	57.95	(10.84)	* ↓
Non-Science Department	515	56.79	(9.63)	446	56.14	(12.05)	
Untenured	272	58.64	(10.16)	225	57.01	(11.53)	
Tenured	967	58.34	(10.06)	848	57.26	(11.34)	↓
Non-Mainstream Research	696	58.39	(10.44)	642	57.67	(11.41)	
Mainstream Research	498	58.37	(9.58)	413	56.52	(11.24)	↓
Department Chair	74	60.34	(8.69)	70	59.70	(9.44)	*
Not Chair	1165	58.28	(10.15)	1003	57.03	(11.48)	↓

* 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?*

	2016				2019			
	N	Mean	Std. Dev.		N	Mean	Std. Dev.	
Total	1236	3.71	(0.64)		1084	3.70	(0.65)	
Women	453	3.81	(0.66)	*	421	3.83	(0.66)	*
Men	782	3.66	(0.62)		663	3.63	(0.63)	
Faculty of Color	200	3.81	(0.65)	*	184	3.78	(0.65)	
Majority Faculty	1036	3.70	(0.64)		900	3.69	(0.65)	
Not US Citizen	126	3.67	(0.64)		119	3.66	(0.62)	
US Citizen	1110	3.72	(0.64)		965	3.71	(0.65)	
LGBT	55	3.75	(0.58)		54	3.83	(0.61)	
Not LGBT	1181	3.71	(0.64)		991	3.70	(0.65)	
Faculty with Disability	149	3.86	(0.65)	*	140	3.78	(0.74)	
Faculty without Disability	1073	3.69	(0.64)		929	3.69	(0.63)	
Biological Science	485	3.70	(0.64)		420	3.66	(0.65)	
Physical Science	246	3.66	(0.64)		227	3.64	(0.63)	
Social Science	317	3.75	(0.64)		273	3.76	(0.64)	
Arts & Humanities	182	3.76	(0.62)		159	3.82	(0.66)	*
Science Department	713	3.68	(0.64)	*	626	3.66	(0.64)	*
Non-Science Department	517	3.76	(0.64)		453	3.77	(0.65)	
Untenured	271	3.70	(0.60)		231	3.71	(0.65)	
Tenured	965	3.72	(0.65)		853	3.70	(0.65)	
Non-Mainstream Research	694	3.75	(0.66)	*	650	3.70	(0.65)	
Mainstream Research	494	3.67	(0.60)		415	3.70	(0.64)	
Department Chair	75	3.73	(0.55)		70	3.81	(0.60)	
Not Chair	1161	3.71	(0.64)		1014	3.70	(0.65)	

* 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			
	2016			2019			2016		2019		2016		2019	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total	1188	4.81	(5.49)	1040	4.70	(4.44)	4.18	(4.39)	4.17	(4.17)	0.17	(0.48)	0.15	(0.55)
Women	427	4.00	(3.74) *	402	3.96	(3.48) *	3.79	(3.30) *	3.80	(3.46) *	0.17	(0.47)	0.17	(0.67)
Men	760	5.26	(6.22)	638	5.17	(4.90)	4.41	(4.89)	4.41	(4.55)	0.17	(0.49)	0.14	(0.46)
Faculty of Color	191	5.87	(10.01)	174	4.89	(5.00)	4.32	(5.37)	4.22	(3.94)	0.24	(0.53)	0.17	(0.43)
Majority Faculty	997	4.60	(4.06)	866	4.67	(4.32)	4.16	(4.18)	4.16	(4.22)	0.15	(0.47)	0.15	(0.57)
Not US Citizen	125	4.06	(3.79) *	117	4.25	(4.02)	4.21	(4.46)	3.93	(4.04)	0.16	(0.45)	0.14	(0.47)
US Citizen	1063	4.90	(5.65)	923	4.76	(4.49)	4.18	(4.39)	4.20	(4.18)	0.17	(0.49)	0.16	(0.56)
LGBT	52	4.12	(4.68)	51	3.53	(4.13)	4.19	(3.99)	3.48	(2.96)	0.32	(0.46) *	0.20	(0.41)
Not LGBT	1136	4.84	(5.52)	956	4.77	(4.45)	4.18	(4.41)	4.22	(4.25)	0.16	(0.48)	0.15	(0.56)
Faculty with Disability	140	4.05	(3.99) *	138	4.18	(4.10)	3.59	(3.21) *	3.65	(3.68)	0.23	(0.49)	0.20	(0.47)
Faculty without Disability	1038	4.92	(5.67)	888	4.77	(4.47)	4.28	(4.55)	4.26	(4.25)	0.16	(0.48)	0.14	(0.56)
Biological Science	487	5.80	(5.04) *	421	5.63	(4.62) *	4.73	(5.16) *	4.62	(4.47) *	0.09	(0.36)	0.09	(0.58) *
Physical Science	245	6.09	(7.57) *	225	5.92	(5.30) *	4.90	(4.92) *	4.91	(4.99) *	0.07	(0.28) *	0.08	(0.33) *
Social Science	306	3.49	(2.71) *	263	3.68	(2.93) *	3.38	(2.54) *	3.58	(3.31) *	0.27	(0.64) *	0.20	(0.50)
Arts & Humanities	153	2.03	(5.45) *	126	1.50	(1.52) *	2.87	(2.83) *	2.74	(2.37) *	0.39	(0.58) *	0.41	(0.79) *
Science Department	715	5.93	(6.06) *	625	5.74	(4.89) *	4.77	(5.11) *	4.73	(4.71) *	0.09	(0.34) *	0.08	(0.51) *
Non-Science Department	476	3.06	(3.85)	410	3.10	(2.88)	3.29	(2.71)	3.37	(3.06)	0.29	(0.61)	0.26	(0.60)
Untenured	263	3.95	(4.52) *	226	3.87	(3.45) *	3.75	(3.14) *	3.83	(3.59)	0.17	(0.41)	0.18	(0.84)
Tenured	925	5.05	(5.71)	814	4.94	(4.63)	4.31	(4.68)	4.27	(4.31)	0.17	(0.50)	0.15	(0.43)
Non-Mainstream Research	660	4.43	(4.49) *	627	4.49	(4.54) *	3.89	(4.06) *	3.96	(4.05) *	0.16	(0.50)	0.15	(0.56)
Mainstream Research	487	5.32	(6.54)	396	5.10	(4.29)	4.70	(4.82)	4.53	(4.37)	0.18	(0.46)	0.14	(0.43)
Department Chair	66	4.02	(3.24)	68	3.72	(3.04) *	3.68	(4.78)	2.93	(2.29) *	0.16	(0.46)	0.09	(0.29)
Not Chair	1122	4.85	(5.59)	972	4.77	(4.52)	4.21	(4.37)	4.26	(4.26)	0.17	(0.48)	0.16	(0.57)

* 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					
	2016			2019			2016		2019			2016		2019			
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.			
Total	1145	0.18	(0.48)	993	0.16	(0.46)	0.86	(1.17)	0.75	(1.07)	↓	3.17	(3.59)	3.03	(2.86)		
Women	416	0.15	(0.44)	381	0.14	(0.43)	0.79	(1.05)	0.75	(1.01)	↓	3.13	(4.51)	2.69	(2.49) *		
Men	728	0.20	(0.50)	612	0.17	(0.48)	0.89	(1.24)	0.75	(1.10)		3.19	(2.95)	3.24	(3.05)		
Faculty of Color	187	0.20	(0.42)	138	0.16	(0.42)	0.90	(1.13)	0.71	(1.00)		3.84	(6.06)	3.33	(3.04)		
Majority Faculty	958	0.18	(0.50)	665	0.16	(0.47)	0.85	(1.18)	0.75	(1.08)		3.03	(2.86)	2.96	(2.82)		
Not US Citizen	116	0.25	(0.74)	80	0.23	(0.55)	0.96	(1.54)	0.81	(1.08)		3.28	(3.15)	3.28	(3.11)		
US Citizen	1029	0.17	(0.45)	723	0.15	(0.45)	0.85	(1.13)	0.74	(1.07)	↓	3.15	(3.64)	2.99	(2.83)		
LGBT	47	0.18	(0.39)	42	0.19	(0.51)	0.91	(1.02)	0.79	(1.01)		2.77	(1.78)	2.20	(2.13) *		
Not LGBT	1098	0.18	(0.49)	737	0.16	(0.46)	0.86	(1.18)	0.74	(1.07)	↓	3.18	(3.65)	3.07	(2.88)		
Faculty with Disability	132	0.28	(0.60)	103	0.22	(0.59)	0.97	(1.21)	0.85	(1.14)		2.58	(2.21) *	2.28	(2.37) *		
Faculty without Disability	1000	0.17	(0.46)	687	0.15	(0.43)	0.84	(1.17)	0.73	(1.06)	↓	3.26	(3.74)	3.14	(2.91)		
Biological Science	479	0.13	(0.40) *	320	0.10	(0.36) *	0.71	(1.00) *	0.68	(1.01)		3.90	(3.30) *	3.62	(3.15)		
Physical Science	240	0.12	(0.47)	175	0.07	(0.30) *	0.51	(1.03) *	0.29	(0.66) *	↓	3.68	(2.77) *	3.93	(2.90) *		
Social Science	293	0.22	(0.51)	205	0.22	(0.51)	1.21	(1.38) *	1.08	(1.24) *		1.95	(1.89) *	1.92	(3.40) *		
Arts & Humanities	131	0.40	(0.65) *	99	0.40	(0.71) *	1.06	(1.16) *	1.02	(1.11) *		2.18	(6.64)	1.51	(2.34) *		
Science Department	702	0.13	(0.43) *	481	0.09	(0.35) *	0.66	(1.02) *	0.55	(0.92) *		3.84	(3.15) *	3.71	(3.04) *		
Non-Science Department	438	0.27	(0.55)	318	0.27	(0.58)	1.14	(1.30)	1.04	(1.19)		2.05	(3.93)	1.93	(2.16)		
Untenured	252	0.10	(0.46) *	185	0.07	(0.28) *	0.57	(0.87) *	0.53	(0.79) *		3.58	(3.25) *	3.72	(3.49) *		
Tenured	893	0.20	(0.49)	618	0.19	(0.50)	0.94	(1.24)	0.80	(1.13)	↓	3.05	(3.67)	2.83	(2.63)		
Non-Mainstream Research	639	0.18	(0.46)	479	0.16	(0.47)	0.83	(1.19)	0.80	(1.08)		3.06	(2.99)	2.99	(2.81)		
Mainstream Research	472	0.19	(0.52)	311	0.15	(0.43)	0.89	(1.16)	0.66	(1.03)	↓	3.38	(4.33)	3.13	(2.96)		
Department Chair	66	0.26	(0.76)	56	0.11	(0.37)	0.95	(1.14)	0.59	(0.81)		2.26	(1.89) *	2.46	(2.52)		
Not Chair	1079	0.18	(0.46)	747	0.17	(0.47)	0.85	(1.18)	0.76	(1.08)		3.22	(3.66)	3.06	(2.88)		

* 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?

	2016			2019		
	N	Mean	Std. Dev.	N	Mean	Std. Dev.
Total	386	3.37	(9.31)	438	2.99	(8.37)
Women	146	2.83	(5.39)	172	3.14	(7.70)
Men	240	3.70	(11.03)	266	2.89	(8.79)
Faculty of Color	60	6.12	(16.00)	79	2.76	(6.19)
Majority Faculty	326	2.86	(7.38)	359	3.04	(8.78)
Not US Citizen	38	2.16	(4.35)	48	1.44	(3.94)
US Citizen	348	3.50	(9.69)	390	3.18	(8.75)
LGBT	23	2.65	(3.98)	27	1.63	(2.51) *
Not LGBT	363	3.41	(9.54)	395	3.07	(8.73)
Faculty with Disability	56	3.07	(5.34)	63	2.19	(3.88)
Faculty without Disability	327	3.43	(9.87)	367	3.14	(8.99)
Biological Science	134	2.58	(6.59)	140	3.34	(11.12)
Physical Science	82	2.51	(7.46)	105	1.59	(3.51) *
Social Science	93	3.18	(9.03)	105	1.34	(2.97) *
Arts & Humanities	75	4.96	(11.22)	85	6.26	(10.79) *
Science Department	213	2.53	(6.95)	240	2.46	(8.64)
Non-Science Department	171	3.98	(10.00)	195	3.68	(8.06)
Untenured	81	2.22	(4.89)	100	2.10	(6.18)
Tenured	305	3.67	(10.15)	338	3.25	(8.91)
Non-Mainstream Research	223	3.77	(10.86)	277	3.00	(8.85)
Mainstream Research	148	2.80	(6.77)	153	2.85	(7.22)
Department Chair	20	3.20	(5.29)	31	1.32	(2.68) *
Not Chair	366	3.38	(9.48)	407	3.12	(8.64)

* 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
Answer choice provided on instrument	2	Online/web-based publications (e.g., websites, blogs)	3
Not applicable to the question	17	Opinion, editorial, commentary, perspective pieces	2
Research general	1	Interviews	3
Clinical trials	1	Occasional writings	7
		General articles (nonspecific)	3
		Newspaper, bulletin, newsletter items	3
		Reference, encyclopedia works	1
		Government reports, supplements, newsletters	1
		Magazines	2
Creative and Artistic Works		Technical and Scientific Materials	
Other Work	N	Other Work	N
General creative, artistic works (e.g., "art")	12	Patents, patent applications	11
Stories	1	Instruments	1
Music, recitals, recordings, compositions	4	Reports (research, executive, program, other)	6
Documentary/Film	1	Trade publications	1
Dance performances, choreography	1	Fact sheets	2
Performances (nonspecific)	6	Research and program proposals (non-grant)	2
Exhibits/exhibitions	13	Research product release	1
Novels	1		
Digital storytelling	1		
Theatrical productions	2		
Translation	7		
Artistic catalogues	1		
Writing about artistic/creative works	2		
Artistic workshops	2		
Technology Products		Educational Materials and Publications	
Other Work	N	Other Work	N
Computer and software packages/programs	4	Extension and outreach materials (general)	12
Web sites, web resources	5	Short course materials	1
Digital collections, archives	2	Lecture notes, course preparation	4
		Training and course materials	2
		CE/CME activities, curricula, materials	3
		Workshops	5
		Web-based teaching materials (website, modules, tutorials)	2
		Curricula development	1
		Educational DVDs, videos, online/webinars	3
		Seminars	5
Scholarly Publications, Presentations, Contributions		Conference and Meeting Presentations,	
Other Work	N	Other Work	N
Review (article, grant, or nonspecific)	12	Invited presentation	1
White papers	4	Poster	1
Textbook publication (author or academic editor)	1	Conference materials or proceedings (general)	1
Monograph	2	Presentations, talks, lectures	2
Book reviews	8	Organized conference or meeting	2
Invited publications	4		
Editor reviews, editor work	13		
Abstracts	3		
Presentations, lecture (invited)	10		
Book proposal, manuscript	5		
Policy Materials		Professional Activities, Resulting Products	
Other Work	N	Other Work	N
Policy briefs	2	National committee	1
Standards documents, guidelines	5		
Decision support materials/tools	1		

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			
	2016			2019				2016		2019			2016		2019	
	N	Mean	Std. Dev.	N	Percent	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.		Mean	Std. Dev.	Percent	Std. Dev.
Total	1216	15.21%	(35.93)	1056	10.98%	(31.28)	↓	3.35	(0.74)	3.46	(0.72)	↑	22.96%	(0.42)	23.48%	(42.41)
Women	451	12.61%	(33.24)	410	8.54%	(27.98)	*	3.55	(0.63)	3.67	(0.61)	* ↑	31.71%	(0.47)	30.84%	(46.24)
Men	771	16.73%	(37.35)	646	12.54%	(33.14)	↓	3.23	(0.78)	3.31	(0.75)	↑	17.79%	(0.38)	18.68%	(39.01)
Faculty of Color	199	23.62%	(42.58)	179	13.97%	(34.76)	↓	3.28	(0.78)	3.42	(0.76)		22.16%	(0.42)	23.84%	(42.73)
Majority Faculty	1017	13.57%	(34.26)	877	10.38%	(30.51)	↓	3.36	(0.73)	3.46	(0.71)	↑	23.11%	(0.42)	23.41%	(42.37)
Not US Citizen	125	19.83%	(40.04)	115	21.74%	(41.43)	*	3.30	(0.78)	3.50	(0.71)		18.40%	(0.39)	20.35%	(40.44)
US Citizen	1095	14.70%	(35.43)	941	9.67%	(29.57)	↓	3.35	(0.74)	3.45	(0.72)	↑	23.48%	(0.42)	23.86%	(42.64)
LGBT	52	19.23%	(39.80)	51	17.65%	(38.50)		3.48	(0.67)	3.62	(0.58)		15.38%	(0.36)	22.64%	(42.25)
Not LGBT	1164	15.03%	(35.76)	971	10.50%	(30.68)	↓	3.44	(0.74)	3.45	(0.72)	↑	23.30%	(0.42)	23.44%	(42.39)
Faculty with Disability	146	11.64%	(32.19)	139	8.63%	(28.19)		3.40	(0.73)	3.48	(0.72)		22.38%	(0.42)	27.14%	(44.63)
Faculty without Disability	1056	15.63%	(36.33)	904	11.39%	(31.79)	↓	3.34	(0.74)	3.46	(0.72)	↑	22.94%	(0.42)	22.89%	(42.04)
Biological Science	477	8.39%	(27.75)	415	7.95%	(27.09)	*	3.31	(0.75)	3.43	(0.72)	↑	26.92%	(0.44)	25.86%	(43.84)
Physical Science	249	19.26%	(39.52)	223	12.56%	(33.21)	↓	3.32	(0.73)	3.33	(0.79)	*	14.86%	(0.36)	20.54%	(40.49)
Social Studies	315	17.14%	(37.75)	270	12.96%	(33.65)		3.42	(0.71)	3.56	(0.67)	* ↑	27.39%	(0.45)	25.00%	(43.38)
Arts & Humanities	175	24.57%	(43.17)	143	13.29%	(34.06)	↓	3.39	(0.76)	3.55	(0.67)		14.86%	(0.36)	18.30%	(38.79)
Science Department	706	12.04%	(32.57)	617	9.56%	(29.43)		3.30	(0.75)	3.39	(0.75)	* ↑	22.46%	(0.42)	23.36%	(42.34)
Non-Science Department	507	19.60%	(39.74)	434	12.90%	(33.56)	↓	3.43	(0.72)	3.56	(0.67)	↑	23.27%	(0.42)	23.46%	(42.42)
Untenured	268	16.79%	(37.45)	222	18.02%	(38.52)	*	3.43	(0.71)	3.55	(0.73)	*	36.36%	(0.48)	32.00%	(46.75)
Tenured	948	14.77%	(35.50)	834	9.11%	(28.80)	↓	3.33	(0.75)	3.43	(0.71)	↑	19.22%	(0.39)	21.16%	(40.87)
Non-Mainstream Research	680	13.82%	(34.54)	631	10.62%	(30.83)		3.36	(0.74)	3.46	(0.72)	↑	24.74%	(0.43)	24.45%	(43.01)
Mainstream Research	491	16.70%	(37.34)	408	11.52%	(31.97)	↓	3.34	(0.75)	3.45	(0.73)	↑	21.06%	(0.41)	21.45%	(41.10)
Department Chair	75	4.00%	(19.73)	67	1.49%	(12.22)	*	3.51	(0.65)	3.59	(0.61)		18.67%	(0.39)	20.00%	(40.31)
Not Chair	1141	15.95%	(36.63)	989	11.63%	(32.07)	↓	3.34	(0.75)	3.45	(0.73)	↑	23.24%	(0.42)	23.71%	(42.55)
Used Program	277			245				3.64	(0.58)	3.75	(0.53)	* ↑				
Never Used Program	933			648				3.26	(0.75)	3.38	(0.73)	↑				

* 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					
	2016			2019			2016		2019		2016		2019			
	N	Mean	Std. Dev.	N	Percent	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Percent	Std. Dev.		
Total	1213	29.93%	(45.81)	1055	25.31%	(43.50)	↓	3.10	(0.91)	3.13	(0.94)	17.25%	(37.80)	20.40%	(40.31)	
Women	448	22.09%	(41.54)	410	22.20%	(41.61)		3.28	(0.87)	3.25	(0.92)	24.20%	(42.88)	24.82%	(43.25)	
Men	764	34.55%	(47.59)	645	27.29%	(44.58)	↓	2.98	(0.93)	3.04	(0.95)	13.21%	(33.88)	17.53%	(38.05)	
Faculty of Color	197	38.07%	(48.68)	181	28.73%	(45.38)		3.10	(0.91)	3.25	(0.89)	11.86%	(32.41)	18.08%	(38.59)	
Majority Faculty	114	40.35%	(49.28)	874	24.60%	(43.09)		3.35	(0.89)	3.10	(0.95)	18.02%	(38.61)	20.87%	(40.66)	
Not US Citizen	124	39.67%	(49.12)	114	27.19%	(44.69)	↓	3.00	(0.99)	3.11	(0.95)	18.55%	(39.03)	27.43%	(44.82)	
US Citizen	1092	28.85%	(45.33)	941	25.08%	(43.37)		3.11	(0.91)	3.13	(0.94)	17.10%	(37.67)	19.55%	(39.68)	
LGBT	52	32.69%	(47.37)	50	32.00%	(47.12)		3.17	(0.98)	2.94	(0.92)	25.00%	(43.54)	17.31%	(38.20)	
Not LGBT	1161	29.80%	(45.76)	972	24.79%	(43.20)	↓	3.10	(0.91)	3.13	(0.94)	16.90%	(37.49)	20.17%	(40.14)	
Faculty with Disability	144	27.08%	(44.59)	142	23.24%	(42.39)		3.14	(0.94)	3.12	(0.95)	19.58%	(39.82)	22.30%	(41.78)	
Faculty without Disability	1055	22.94%	(45.83)	901	25.53%	(43.63)	↓	3.10	(0.91)	3.13	(0.94)	16.87%	(37.47)	19.96%	(39.99)	
Biological Science	476	34.03%	(47.43)	413	30.02%	(45.89)	*	3.03	(0.88)	3.18	(0.87)	↑	14.83%	(35.58)	14.25%	(35.00)
Physical Science	247	26.56%	(44.26)	222	17.12%	(37.75)	* ↓	3.12	(0.91)	3.03	(0.95)		12.96%	(33.65)	18.47%	(38.89)
Social Studies	315	25.08%	(43.42)	269	23.05%	(42.19)		3.12	(0.94)	3.21	(1.00)		21.57%	(41.20)	28.68%	(45.31)
Arts & Humanities	176	31.25%	(46.40)	146	28.08%	(45.09)		3.25	(0.92)	2.99	(1.00)	↓	22.94%	(42.17)	24.52%	(43.16)
Science Department	701	31.38%	(46.44)	614	25.08%	(43.38)	↓	3.06	(0.90)	3.11	(0.91)		13.84%	(34.55)	15.49%	(36.21)
Non-Science Department	507	27.61%	(44.75)	436	25.46%	(43.61)		3.17	(0.93)	3.15	(0.99)		22.27%	(41.65)	26.92%	(44.41)
Untenured	266	39.40%	(49.05)	223	36.77%	(48.33)	*	3.04	(1.00)	3.13	(1.00)		20.00%	(40.08)	20.35%	(40.35)
Tenured	947	27.14%	(44.49)	832	22.24%	(41.61)	↓	3.12	(0.89)	3.12	(0.93)		16.47%	(37.11)	20.41%	(40.33)
Non-Mainstream Research	677	29.80%	(45.80)	629	25.60%	(43.67)		3.08	(0.92)	3.14	(0.89)		17.40%	(37.90)	19.06%	(39.30)
Mainstream Research	491	29.10%	(45.50)	410	24.39%	(43.00)		3.14	(0.91)	3.12	(1.01)		16.50%	(37.12)	22.58%	(41.86)
Department Chair	74	12.16%	(32.91)	69	4.35%	(20.54)	*	3.09	(0.88)	3.00	(1.02)		31.08%	(46.59)	30.30%	(46.31)
Not Chair	1139	31.08%	(46.30)	986	26.77%	(44.30)	↓	3.10	(0.92)	3.14	(0.93)		16.34%	(36.99)	19.74%	(39.82)
Used Program	206			212				3.20	(1.02)	3.34	(1.01)	*				
Never Used Program	586			532				3.09	(0.87)	3.55	(0.89)					

* 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				
	2016			2019				2016		2019		2016		2019			
	N	Mean	Std. Dev.	N	Percent	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Percent	Std. Dev.		
Total	1201	55.20%	(49.75)	1041	38.23%	(48.62)	↓	2.89	(0.90)	2.99	(0.90)	↑	5.75%	(23.29)	12.12%	(32.65)	↑
Women	444	12.61%	(33.24)	402	41.79%	(49.38)	↓	3.12	(0.84)	3.24	(0.86)	*	6.08%	(23.93)	9.93%	(29.94)	↑
Men	757	54.16%	(49.86)	639	35.99%	(48.04)	↓	2.76	(0.90)	2.85	(0.89)		5.56%	(22.94)	13.54%	(34.25)	↑
Faculty of Color	196	57.65%	(49.54)	175	41.14%	(49.35)	↓	3.06	(0.80)	3.07	(0.90)		89.50%	(28.61)	15.34%	(36.14)	
Majority Faculty	1010	54.70%	(49.80)	866	37.64%	(48.48)	↓	2.86	(0.91)	2.98	(0.90)	↑	5.15%	(22.11)	11.47%	(31.88)	↑
Not US Citizen	129	62.30%	(48.66)	114	48.25%	(50.19)	* ↓	2.87	(0.93)	2.76	(0.86)	*	1.55%	(12.40)	6.96%	(25.55)	* ↑
US Citizen	1079	54.40%	(49.82)	927	37.00%	(48.31)	↓	2.89	(0.89)	3.02	(0.90)	↑	6.26%	(24.23)	12.75%	(33.38)	↑
LGBT	54	51.92%	(50.45)	51	33.33%	(47.61)		3.08	(0.95)	3.24	(0.82)		7.41%	(26.44)	13.21%	(34.18)	
Not LGBT	1149	55.35%	(49.73)	960	38.44%	(48.67)	↓	2.88	(0.89)	2.98	(0.89)	↑	5.67%	(23.14)	12.15%	(32.69)	↑
Faculty with Disability	144	46.53%	(50.05)	138	34.78%	(47.80)	↓	2.83	(1.02)	3.27	(0.83)	* ↑	9.21%	(29.03)	13.77%	(34.58)	
Faculty without Disability	1045	56.22%	(49.60)	893	38.75%	(48.74)	↓	2.90	(0.88)	2.95	(0.89)		5.40%	(49.60)	11.89%	(32.38)	↑
Biological Science	472	56.40%	(49.60)	408	41.18%	(49.28)	↓	2.67	(0.88)	2.85	(0.91)	* ↑	4.24%	(20.20)	11.06%	(31.40)	↑
Physical Science	242	58.75%	(49.33)	219	36.53%	(48.26)	↓	2.97	(0.94)	2.86	(0.86)		6.20%	(24.20)	13.51%	(34.26)	↑
Social Studies	310	51.93%	(50.00)	265	38.11%	(48.66)	↓	2.95	(0.84)	3.20	(0.86)	* ↑	6.51%	(24.72)	12.78%	(33.45)	↑
Arts & Humanities	174	53.44%	(50.02)	144	33.33%	(47.30)	↓	3.25	(0.85)	3.17	(0.89)	*	8.09%	(27.40)	11.49%	(31.99)	
Science Department	698	57.02%	(49.54)	606	39.11%	(48.84)	↓	2.76	(0.91)	2.86	(0.89)	*	4.89%	(21.57)	11.86%	(32.36)	↑
Non-Science Department	498	52.81%	(49.97)	430	37.21%	(48.39)	↓	3.06	(0.85)	3.17	(0.88)		7.03%	(25.59)	12.39%	(32.98)	↑
Untenured	270	79.70%	(40.31)	222	61.26%	(48.83)	* ↓	3.00	(0.96)	3.06	(0.92)		1.85%	(13.50)	5.75%	(23.34)	* ↑
Tenured	940	48.40%	(50.00)	819	31.99%	(46.67)	↓	2.88	(0.89)	2.98	(0.89)		6.80%	(25.33)	13.87%	(34.58)	↑
Non-Mainstream Research	672	56.50%	(49.60)	623	39.97%	(49.02)	↓	2.95	(0.88)	3.01	(0.88)		6.40%	(24.49)	12.01%	(32.53)	↑
Mainstream Research	484	53.50%	(49.90)	401	35.16%	(47.81)	↓	2.83	(0.91)	2.99	(0.91)	↑	4.17%	(20.00)	12.31%	(32.90)	↑
Department Chair	74	32.40%	(47.10)	66	13.64%	(34.58)	* ↓	2.98	(0.89)	3.16	(0.92)		9.46%	(29.50)	31.25%	(46.72)	* ↑
Not Chair	1127	56.70%	(49.60)	975	39.90%	(48.99)	↓	2.88	(0.90)	2.98	(0.89)		5.51%	(22.82)	10.87%	(31.15)	↑
Used Program	69			122				3.41	(0.75)	3.16	(0.88)	*					
Never Used Program	421			475				2.84	(0.88)	2.96	(0.89)	↑					

* 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 Workshops for Search Committees, Tenure-Track Faculty Only

	Not familiar with the program**							Value of program***				Ever participated in the program					
	2016			2019				2016		2019		2016		2019			
	N	Mean	Std. Dev.	N	Percent	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Percent	Std. Dev.		
Total	1215	54.65%	(49.80)	1049	37.85%	(48.52)	↓	2.50	(0.92)	2.68	(0.91)	↑	25.19%	(43.43)	36.95%	(48.29)	↑
Women	445	52.40%	(50.00)	407	41.28%	(49.29)	↓	2.75	(0.96)	2.98	(0.90)	↑	28.00%	(44.90)	35.75%	(47.98)	↑
Men	770	55.97%	(49.70)	642	35.67%	(47.94)	↓	2.95	(0.93)	2.51	(0.87)	↑	23.40%	(42.40)	37.74%	(48.51)	↑
Faculty of Color	199	55.80%	(49.80)	177	39.55%	(49.03)	↓	2.66	(0.91)	2.70	(0.88)		18.00%	(38.60)	32.77%	(47.07)	↑
Majority Faculty	1016	54.43%	(49.83)	872	37.50%	(48.44)	↓	2.48	(0.92)	2.68	(0.92)	↑	26.56%	(44.18)	37.80%	(48.52)	↑
Not US Citizen	127	68.59%	(46.61)	115	53.91%	(50.06)	* ↓	2.61	(0.89)	2.60	(0.84)		14.96%	(35.81)	18.97%	(39.37)	*
US Citizen	1094	53.10%	(49.90)	934	35.87%	(47.99)	↓	2.50	(0.92)	2.69	(0.92)	↑	26.40%	(44.10)	39.19%	(48.84)	↑
LGBT	53	52.83%	(50.40)	50	32.00%	(47.12)	↓	2.60	(0.91)	2.76	(0.85)		17.65%	(38.50)	38.46%	(49.13)	↑
Not LGBT	1162	54.73%	(49.80)	965	38.55%	(48.70)	↓	2.50	(0.91)	2.70	(0.91)	↑	25.52%	(43.62)	36.51%	(48.17)	↑
Faculty with Disability	148	52.06%	(50.13)	137	44.53%	(49.88)		2.56	(0.97)	2.78	(0.99)		28.38%	(45.24)	34.75%	(47.79)	
Faculty without Disability	1056	54.83%	(49.79)	899	37.04%	(48.32)	↓	2.49	(0.91)	2.68	(0.90)	↑	24.79%	(43.20)	37.17%	(48.35)	↑
Biological Science	477	51.36%	(50.03)	409	36.92%	(48.32)	↓	2.49	(0.89)	2.68	(0.95)	↑	25.21%	(43.47)	34.73%	(47.67)	↑
Physical Science	243	53.72%	(49.96)	221	28.51%	(45.25)	* ↓	2.46	(0.87)	2.58	(0.85)		28.40%	(45.18)	51.58%	(50.09)	* ↑
Social Studies	315	60.95%	(48.86)	266	46.99%	(50.00)	* ↓	2.51	(0.97)	2.73	(0.92)		23.54%	(42.50)	28.57%	(45.26)	*
Arts & Humanities	177	53.98%	(49.98)	148	38.51%	(48.83)	↓	2.62	(0.98)	2.78	(0.88)		24.29%	(43.01)	36.18%	(48.21)	↑
Science Department	704	51.56%	(50.01)	610	33.44%	(47.22)	* ↓	2.47	(0.89)	2.65	(0.91)	↑	26.97%	(44.41)	41.58%	(49.33)	* ↑
Non-Science Department	506	59.09%	(49.22)	434	44.24%	(49.72)	↓	2.56	(0.97)	2.74	(0.91)	↑	22.97%	(42.11)	30.52%	(46.10)	↑
Untenured	274	85.34%	(35.43)	220	65.46%	(47.66)	* ↓	2.82	(0.88)	2.78	(0.92)		3.28%	(17.86)	13.16%	(33.88)	* ↑
Tenured	949	46.05%	(49.87)	829	30.52%	(46.08)	↓	2.48	(0.91)	2.67	(0.91)	↑	31.62%	(46.52)	43.55%	(49.61)	↑
Non-Mainstream Research	678	55.46%	(49.74)	623	39.17%	(48.85)	↓	2.54	(0.93)	2.75	(0.90)	* ↑	27.56%	(44.71)	35.44%	(47.87)	↑
Mainstream Research	491	53.97%	(49.89)	409	35.94%	(48.04)	↓	2.43	(0.88)	2.60	(0.93)	↑	21.23%	(49.04)	39.15%	(48.87)	↑
Department Chair	75	77.33%	(42.15)	68	13.24%	(34.14)	*	2.42	(0.91)	2.73	(1.00)		52.70%	(50.27)	64.18%	(48.31)	*
Not Chair	1140	56.67%	(49.57)	981	39.55%	(48.92)	↓	2.51	(0.92)	2.68	(0.90)	↑	23.39%	(42.35)	35.10%	(47.75)	↑
Used Program	303			382				2.57	(0.95)	2.70	(0.92)	↑					
Never Used Program	199			225				2.48	(0.86)	2.66	(0.89)	↑					

* 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 Family Leave, Tenure-Track Faculty Only

	Not familiar with the program**						Value of program***						Ever participated in the program			
	2016			2019			2016		2019				2016		2019	
	N	Mean	Std. Dev.	N	Percent	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.			Mean	Std. Dev.	Percent	Std. Dev.
Total	1205	27.63%	(44.74)	1040	23.85%	(42.63)	↓	3.24	(0.82)	3.43	(0.71)	↑	9.98%	(29.99)	11.57%	(32.00)
Women	435	23.50%	(42.40)	402	20.90%	(40.71)		3.37	(0.87)	3.58	(0.70)	* ↑	16.09%	(36.80)	17.32%	(37.89)
Men	762	30.05%	(45.88)	638	25.71%	(43.74)		3.16	(0.77)	3.33	(0.69)	↑	6.48%	(24.63)	7.86%	(26.94)
Faculty of Color	196	28.10%	(45.00)	177	30.50%	(46.17)	*	3.21	(0.85)	3.48	(0.69)	↑	9.42%	(29.29)	12.36%	(33.00)
Majority Faculty	1009	27.55%	(44.70)	863	22.50%	(41.77)	↓	3.25	(0.81)	3.42	(0.71)	↑	10.09%	(30.13)	11.41%	(31.81)
Not US Citizen	125	41.32%	(49.44)	113	36.28%	(48.30)	*	3.42	(0.82)	3.38	(0.64)		8.80%	(28.44)	8.77%	(28.41)
US Citizen	1084	26.10%	(43.90)	927	22.33%	(41.67)	↓	3.23	(0.82)	3.44	(0.71)	↑	10.12%	(30.18)	11.91%	(32.41)
LGBT	52	26.92%	(44.79)	51	17.65%	(38.50)		3.40	(0.92)	3.50	(0.74)		13.73%	(34.75)	15.38%	(36.43)
Not LGBT	1153	27.67%	(44.75)	956	23.95%	(42.70)		3.24	(0.82)	3.43	(0.70)	↑	9.82%	(29.77)	11.38%	(31.77)
Faculty with Disability	147	23.81%	(45.24)	138	17.39%	(38.04)		3.28	(0.82)	3.57	(59.45)	* ↑	15.38%	(36.21)	22.30%	(41.78)
Faculty without Disability	1044	27.87%	(44.86)	890	24.72%	(43.16)		3.24	(0.82)	3.41	(71.95)	↑	9.27%	(29.01)	9.96%	(29.96)
Biological Science	474	27.42%	(44.66)	408	23.28%	(42.32)		3.18	(0.77)	3.38	(0.69)	↑	8.17%	(27.18)	8.82%	(28.40)
Physical Science	241	31.93%	(46.72)	221	28.96%	(45.46)	*	3.19	(0.81)	3.36	(0.73)	↑	7.88%	(27.00)	7.62%	(26.60)
Social Studies	312	23.72%	(42.60)	264	20.83%	(40.69)		3.32	(0.88)	3.47	(0.75)	↑	13.04%	(33.73)	16.48%	(37.17)
Arts & Humanities	176	28.98%	(45.50)	142	23.24%	(42.39)		3.35	(0.84)	3.61	(0.61)	↑	13.29%	(34.10)	16.11%	(36.88)
Science Department	697	28.69%	(45.27)	608	25.49%	(43.62)		3.18	(0.78)	3.36	(0.71)	* ↑	7.89%	(26.98)	8.06%	(27.24)
Non-Science Department	503	26.04%	(43.93)	427	21.55%	(41.16)		3.34	(0.86)	3.53	(0.69)	↑	13.06%	(33.70)	16.40%	(37.07)
Untenured	261	41.38%	(49.35)	218	37.61%	(48.55)	*	3.37	(0.83)	3.53	(0.68)		11.49%	(31.96)	12.95%	(33.65)
Tenured	944	23.83%	(42.63)	822	20.19%	(40.17)		3.21	(0.82)	3.41	(0.71)	↑	9.56%	(29.42)	11.19%	(31.55)
Non-Mainstream Research	672	27.23%	(44.55)	618	26.38%	(44.10)	*	3.25	(0.84)	3.43	(0.69)	↑	10.14%	(30.20)	10.02%	(30.05)
Mainstream Research	487	27.52%	(44.71)	405	19.75%	(39.86)	↓	3.23	(0.79)	3.44	(0.72)	↑	10.17%	(30.25)	13.50%	(34.22)
Department Chair	74	10.81%	(31.26)	69	10.14%	(30.41)	*	3.36	(0.76)	3.23	(0.71)	*	16.67%	(37.53)	13.64%	(34.58)
Not Chair	1131	28.74%	(45.27)	971	24.82%	(43.22)	↓	3.23	(0.82)	3.45	(0.70)	↑	9.55%	(29.41)	11.43%	(31.83)
Used Program	115			116				3.57	(0.79)	3.68	(0.55)	*				
Never Used Program	695			624				3.22	(0.80)	3.41	(0.70)	↑				

* 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 New Faculty Workshops, Tenure-Track Faculty Only

	Not familiar with the program**						Value of program***						Ever participated in the program			
	2016			2019			2016		2019				2016		2019	
	N	Mean	Std. Dev.	N	Percent	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.			Mean	Std. Dev.	Percent	Std. Dev.
Total	1215	26.09%	(43.93)	1050	22.19%	(41.57)	↓	2.76	(0.82)	2.91	(0.82)	↑	43.79%	(49.63)	45.9%	(49.85)
Women	451	20.40%	(40.34)	406	17.73%	(38.24)	*	2.87	(0.80)	3.03	(0.83)	* ↑	56.35%	(49.65)	56.3%	(49.66)
Men	764	29.45%	(45.61)	644	25.00%	(43.33)		2.68	(0.83)	2.83	(0.81)	↑	36.54%	(48.19)	39.2%	(48.85)
Faculty of Color	199	22.11%	(41.60)	178	15.73%	(36.51)	*	2.79	(0.81)	3.00	(0.81)	↑	50.52%	(50.13)	52.0%	(50.10)
Majority Faculty	1016	26.87%	(44.35)	872	23.51%	(42.43)		2.75	(0.82)	2.90	(0.82)	↑	42.50%	(49.46)	44.7%	(44.65)
Not US Citizen	124	20.16%	(40.28)	113	19.47%	(39.77)		2.85	(0.85)	2.96	(0.86)		55.00%	(49.96)	51.8%	(50.20)
US Citizen	1091	26.76%	(44.29)	937	22.52%	(41.79)	↓	2.75	(0.82)	2.91	(0.82)	↑	42.54%	(49.46)	45.2%	(49.79)
LGBT	54	20.37%	(40.65)	52	21.15%	(41.24)		2.77	(0.75)	3.05	(0.77)		57.41%	(49.91)	60.4%	(49.38)
Not LGBT	1161	26.36%	(44.08)	966	22.15%	(41.55)	↓	2.76	(0.83)	2.92	(0.82)	↑	43.15%	(49.55)	45.4%	(49.82)
Faculty with Disability	145	25.52%	(43.75)	137	21.90%	(41.51)		2.86	(0.83)	2.79	(0.84)		40.56%	(49.27)	54.1%	(50.02)
Faculty without Disability	1056	26.04%	(43.91)	901	22.31%	(41.65)		2.75	(0.82)	2.94	(0.81)	↑	44.15%	(49.68)	44.8%	(49.76)
Biological Science	478	22.80%	(42.00)	410	22.44%	(41.77)		2.74	(0.81)	2.98	(0.81)	* ↑	42.15%	(49.43)	43.5%	(49.64)
Physical Science	243	33.33%	(47.24)	224	20.98%	(40.81)	↓	2.73	(0.83)	2.84	(0.81)		37.19%	(48.43)	45.3%	(49.89)
Social Studies	314	25.48%	(43.64)	266	24.06%	(42.83)		2.72	(0.88)	2.87	(0.87)		51.46%	(50.06)	49.8%	(50.09)
Arts & Humanities	175	25.71%	(43.83)	146	20.55%	(40.54)		2.91	(0.80)	2.91	(0.77)		44.12%	(49.80)	46.3%	(50.03)
Science Department	705	26.95%	(44.40)	613	22.02%	(41.47)	↓	2.73	(0.82)	2.93	(0.82)	↑	39.91%	(49.01)	43.3%	(49.58)
Non-Science Department	505	24.75%	(43.20)	433	22.63%	(41.89)		2.80	(0.82)	2.89	(0.83)		49.30%	(50.05)	49.5%	(50.06)
Untenured	269	13.76%	(34.51)	228	12.72%	(33.39)	*	2.60	(0.83)	2.82	(0.86)	↑	69.23%	(46.24)	68.8%	(46.46)
Tenured	946	29.60%	(45.67)	822	24.82%	(43.22)	↓	2.81	(0.81)	2.95	(0.81)	↑	36.70%	(48.22)	39.7%	(48.95)
Non-Mainstream Research	678	24.34%	(42.94)	628	21.02%	(40.78)		2.79	(0.83)	2.91	(0.83)	↑	48.48%	(50.01)	46.8%	(49.94)
Mainstream Research	491	27.49%	(44.69)	405	23.21%	(42.27)		2.73	(0.80)	2.94	(0.82)	↑	38.14%	(48.62)	44.6%	(44.58)
Department Chair	74	24.32%	(43.10)	67	11.94%	(32.67)	*	2.71	(0.82)	3.02	(0.84)		35.21%	(48.10)	37.5%	(48.80)
Not Chair	1141	26.21%	(43.99)	983	22.89%	(42.03)		2.76	(0.82)	2.91	(0.82)	↑	44.34%	(49.70)	46.4%	(49.90)
Used Program	515			478				2.79	(0.81)	2.92	(0.82)	* ↑				
Never Used Program	321			297				2.74	(0.80)	2.93	(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 UWP7. 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			
	2016			2019			2016		2019		↑	2016		2019	
	N	Mean	Std. Dev.	N	Percent	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.		Mean	Std. Dev.	Percent	Std. Dev.
Total	1212	39.77%	(48.96)	1050	36.48%	(48.16)	2.89	(0.83)	2.98	(0.83)		22.42%	(41.72)	23.13%	(0.42)
Women	445	10.34%	(30.48)	412	11.65%	(32.12)	2.87	(0.80)	2.87	(0.87)		59.40%	(49.16)	57.95%	(49.42)
Men	772	56.92%	(49.55)	638	52.51%	(49.98)	2.97	(0.77)	3.12	(0.74)	↑	1.55%	(12.38)	1.08%	(10.36)
Faculty of Color	197	41.62%	(49.42)	178	29.78%	(45.86)	2.98	(0.87)	2.95	(0.82)		22.05%	(41.57)	30.17%	(46.03)
Majority Faculty	1015	39.41%	(48.89)	872	37.84%	(48.53)	2.87	(0.83)	2.99	(0.83)	↑	22.49%	(41.77)	21.69%	(41.24)
Not US Citizen	124	42.15%	(81.45)	115	41.74%	(49.53)	2.94	(0.81)	2.96	(0.77)		20.16%	(40.03)	18.42%	(38.94)
US Citizen	1091	70.16%	(45.78)	935	35.83%	(47.98)	2.88	(0.84)	2.99	(0.83)	↑	22.67%	(41.89)	23.70%	(42.55)
LGBT	54	44.23%	(50.15)	51	27.45%	(45.07)	2.90	(0.86)	3.05	(0.78)		25.93%	(44.23)	30.19%	(46.35)
Not LGBT	1160	39.57%	(48.92)	967	37.02%	(48.31)	2.89	(0.83)	2.99	(0.82)	↑	22.25%	(41.61)	22.93%	(42.06)
Faculty with Disability	146	30.82%	(46.33)	141	34.04%	(47.55)	2.96	(0.89)	2.91	(0.86)		31.25%	(46.51)	32.14%	(46.87)
Faculty without Disability	1053	40.93%	(49.19)	897	37.01%	(48.31)	2.88	(0.82)	3.01	(0.82)	↑	21.22%	(40.91)	21.93%	(41.40)
Biological Science	479	40.92%	(49.22)	408	37.50%	(48.47)	2.83	(0.85)	3.01	(0.81)	↑	18.30%	(38.71)	19.95%	(40.01)
Physical Science	249	49.38%	(50.01)	225	45.78%	(49.93)	2.87	(0.78)	3.04	(0.78)		15.66%	(36.42)	18.30%	(38.76)
Social Studies	313	31.95%	(46.70)	266	31.20%	(46.42)	2.89	(0.86)	2.97	(0.91)		30.45%	(46.09)	29.63%	(45.75)
Arts & Humanities	173	37.21%	(48.48)	146	29.45%	(45.74)	3.07	(0.79)	2.86	(0.78)		28.93%	(45.46)	27.59%	(44.85)
Science Department	706	44.19%	(49.69)	612	41.18%	(49.26)	2.84	(0.83)	3.03	(0.80)	↑	17.12%	(37.69)	19.54%	(39.69)
Non-Science Department	503	33.53%	(47.26)	433	30.02%	(45.89)	2.95	(0.84)	2.92	(0.86)		29.82%	(45.79)	28.21%	(45.05)
Untenured	269	48.28%	(50.07)	222	41.44%	(49.37)	2.78	(0.85)	2.92	(0.83)		21.19%	(40.94)	24.55%	(43.14)
Tenured	951	37.43%	(48.42)	828	35.14%	(47.77)	2.92	(0.83)	3.00	(0.83)		22.77%	(41.95)	22.74%	(41.94)
Non-Mainstream Research	675	39.41%	(48.90)	628	36.31%	(48.13)	2.89	(0.87)	2.97	(0.85)		25.89%	(42.84)	24.72%	(43.17)
Mainstream Research	492	39.63%	(48.96)	405	36.79%	(48.28)	2.90	(0.79)	3.03	(0.78)		18.09%	(38.53)	20.35%	(40.31)
Department Chair	73	30.14%	(46.20)	68	22.06%	(41.77)	2.94	(0.81)	3.08	(0.87)		24.66%	(43.40)	21.21%	(41.19)
Not Chair	1139	40.39%	(49.09)	982	37.47%	(48.43)	2.89	(0.84)	2.98	(0.82)		22.71%	(41.63)	23.26%	(42.27)
Used Program	269			240			2.94	(0.90)	2.92	(0.91)					
Never Used Program	413			385			2.89	(0.75)	3.05	(0.76)	↑				

* 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 Committee on Women, Tenure-Track Faculty Only

	Not familiar with the program**						Value of program***				Ever participated in the program			
	2016			2019			2016		2019		2016		2019	
	N	Mean	Std. Dev.	N	Percent	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Percent	Std. Dev.
Total	1200	70.67%	(45.55)	1036	68.63%	(46.42)	2.87	(0.88)	2.90	(0.89)	3.69%	(18.86)	3.45%	(18.25)
Women	440	62.30%	(48.58) *	401	61.85%	(48.64) *	2.93	(2.93)	2.88	(0.94)	8.86%	(28.45) *	7.36%	(26.15) *
Men	778	75.52%	(43.02)	635	72.91%	(44.48)	2.83	(0.83)	2.92	(0.85)	0.77%	(8.75)	0.92%	(9.55)
Faculty of Color	198	67.69%	(46.89)	174	59.77%	(49.18) *	2.97	(0.93)	2.87	(0.92)	2.53%	(15.73)	2.79%	(16.52)
Majority Faculty	1021	71.24%	(45.29)	862	70.42%	(45.67)	2.85	(0.87)	2.91	(0.89)	3.92%	(19.41)	3.58%	(18.58)
Not US Citizen	125	75.21%	(43.36)	113	71.68%	(45.26)	2.97	(0.85)	2.88	(0.83)	0.00%	(0.00) *	2.56%	(15.87)
US Citizen	1094	70.16%	(45.78)	923	68.26%	(46.57)	2.86	(0.89)	2.90	(0.90)	4.11%	(19.87)	3.55%	(18.52)
LGBT	54	73.08%	(44.79)	52	63.46%	(48.62)	3.00	(0.78)	3.00	(0.82)	5.56%	(23.12)	5.66%	(23.33)
Not LGBT	1165	70.56%	(45.60)	952	68.91%	(46.31)	2.87	(0.89)	2.91	(0.88)	3.61%	(18.65)	3.25%	(17.75)
Faculty with Disability	149	64.38%	(48.05)	135	68.15%	(46.76)	2.92	(0.93)	2.84	(0.87)	4.70%	(21.23)	5.00%	(21.87)
Faculty without Disability	1056	71.37%	(45.22)	889	68.73%	(46.39)	2.87	(0.87)	2.92	(0.89)	3.41%	(18.15)	3.26%	(17.76)
Biological Science	485	70.68%	(45.57)	406	67.98%	(46.71)	2.80	(0.90)	2.95	(0.92)	3.71%	(18.92)	4.36%	(20.44)
Physical Science	245	78.33%	(41.28) *	220	68.64%	(46.50) ↓	2.96	(0.82)	2.83	(0.80)	2.04%	(14.17)	3.11%	(17.40)
Social Studies	311	67.64%	(46.86)	264	69.32%	(46.32)	2.76	(0.93)	2.91	(0.98)	5.47%	(22.77)	2.89%	(16.78)
Arts & Humanities	172	65.12%	(47.80)	141	69.50%	(46.20)	3.15	(0.76) *	2.86	(0.80)	2.91%	(16.85)	2.60%	(15.96)
Science Department	712	44.19%	(49.70) *	605	68.10%	(46.65)	2.84	(0.88)	2.92	(0.87)	3.09%	(17.32)	3.90%	(19.37)
Non-Science Department	501	67.34%	(46.94)	426	69.48%	(46.10)	2.91	(0.88)	2.88	(0.93)	4.59%	(20.95)	2.87%	(16.71)
Untenured	271	81.23%	(39.13) *	221	76.02%	(42.79) *	3.02	(0.90)	3.00	(0.92)	0.37%	(6.08) *	1.32%	(11.42) *
Tenured	948	59.11%	(49.19)	815	66.63%	(47.18)	2.85	(0.88)	2.88	(0.89)	4.64%	(21.05)	4.02%	(19.65)
Non-Mainstream Research	678	71.49%	(45.18)	621	70.37%	(45.70)	2.87	(0.89)	2.89	(0.90)	4.57%	(20.90)	2.94%	(16.91)
Mainstream Research	493	59.67%	(49.11)	398	66.58%	(47.23)	2.88	(0.88)	2.95	(0.88)	2.64%	(16.04)	3.90%	(19.39)
Department Chair	73	76.71%	(42.56)	66	53.03%	(50.29) * ↓	2.94	(0.66)	2.90	(0.87)	8.00%	(27.31)	5.80%	(23.54)
Not Chair	1144	70.28%	(45.73)	970	69.69%	(45.98)	2.87	(0.89)	2.90	(0.90)	3.41%	(18.15)	3.28%	(17.83)
Used Program	43			35			3.16	(0.90) *	2.97	(1.10)				
Never Used Program	277			268			2.88	(0.83)	2.89	(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 UWP9. 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			
	2016			2019			2016		2019		2016		2019	
	N	Mean	Std. Dev.	N	Percent	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Percent	Std. Dev.
Total	1202	59.90%	(49.03)	1042	55.95%	(49.67)	3.05	(84.20)	3.14	(0.85)	7.82%	(26.86)	8.29%	(27.58)
Women	441	62.30%	(48.52)	403	48.14%	(50.03)	3.11	(0.90)	3.21	(0.88)	14.74%	(35.49)	12.65%	(33.28)
Men	773	67.72%	(46.79)	639	60.88%	(48.84)	2.98	(0.78)	3.08	(0.83)	3.88%	(19.33)	5.50%	(22.81)
Faculty of Color	197	55.84%	(49.79)	177	48.02%	(50.10)	3.07	(0.96)	3.18	(0.84)	8.76%	(28.35)	6.70%	(25.08)
Majority Faculty	1021	60.70%	(26.58)	865	57.57%	(49.45)	3.04	(0.81)	3.12	(0.86)	7.64%	(26.58)	8.60%	(28.06)
Not US Citizen	127	68.33%	(46.71)	113	55.75%	(49.89)	3.00	(0.81)	3.28	(0.81)	55.12%	(22.91)	3.48%	(18.40)
US Citizen	1088	58.97%	(49.21)	929	55.97%	(49.67)	3.05	(0.85)	3.12	(0.86)	8.09%	(27.28)	8.86%	(28.44)
LGBT	54	65.38%	(48.04)	51	58.82%	(49.71)	3.50	(0.62)	3.29	(78.38)	11.10%	(31.72)	11.32%	(31.99)
Not LGBT	1161	59.65%	(49.08)	959	56.00%	(49.67)	3.03	(0.85)	3.14	(85.46)	7.67%	(26.62)	8.23%	(27.50)
Faculty with Disability	146	55.48%	(49.87)	137	54.01%	(50.02)	3.22	(0.82)	3.30	(73.25)	6.85%	(25.35)	9.86%	(29.92)
Faculty without Disability	1056	60.50%	(48.91)	893	56.44%	(49.61)	3.02	(0.84)	3.12	(87.13)	8.05%	(27.22)	8.05%	(27.22)
Biological Science	482	62.16%	(48.55)	408	55.64%	(49.74)	3.01	(0.82)	3.15	(0.83)	6.43%	(24.56)	7.49%	(26.35)
Physical Science	244	64.17%	(48.05)	222	57.66%	(49.52)	3.07	(0.79)	3.02	(0.85)	7.38%	(26.19)	6.58%	(24.85)
Social Studies	311	56.27%	(49.69)	265	55.09%	(49.83)	3.02	(0.89)	3.13	(0.94)	10.00%	(30.05)	11.40%	(31.84)
Arts & Humanities	174	54.90%	(49.90)	142	54.93%	(49.93)	3.17	(0.86)	3.28	(0.72)	8.62%	(28.15)	7.74%	(26.81)
Science Department	708	62.70%	(48.40)	609	56.81%	(49.57)	3.03	(0.81)	3.11	(0.84)	6.50%	(24.67)	6.77%	(25.15)
Non-Science Department	502	56.20%	(49.67)	428	54.44%	(49.86)	3.06	(0.88)	3.16	(0.87)	9.76%	(29.71)	10.47%	(30.65)
Untenured	267	62.74%	(48.44)	222	58.11%	(49.45)	3.03	(0.83)	3.28	(77.13)	11.99%	(32.54)	10.92%	(31.25)
Tenured	948	59.11%	(49.19)	820	55.37%	(55.37)	3.05	(0.85)	3.10	(87.03)	6.65%	(24.92)	7.57%	(26.47)
Non-Mainstream Research	673	59.55%	(49.12)	624	56.09%	(49.67)	3.04	(0.84)	3.17	(0.85)	8.77%	(28.30)	8.02%	(27.19)
Mainstream Research	495	59.67%	(49.11)	401	55.36%	(49.77)	3.04	(0.84)	3.11	(0.86)	7.07%	(25.66)	9.05%	(28.72)
Department Chair	74	63.01%	(48.61)	67	52.24%	(50.33)	3.11	(0.80)	3.22	(0.79)	6.76%	(25.27)	7.14%	(25.94)
Not Chair	1141	59.70%	(49.07)	975	56.21%	(49.64)	3.04	(0.85)	3.13	(0.86)	7.89%	(26.97)	8.37%	(27.70)
Used Program	93			87			3.03	(0.98)	3.11	(0.87)				
Never Used Program	347			348			3.09	(0.78)	3.16	(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 UWP10. 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			
	2016			2019			2016		2019				2016		2019	
	N	Mean	Std. Dev.	N	Percent	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.			Mean	Std. Dev.	Percent	Std. Dev.
Total	1209	24.32%	(42.92)	1051	23.88%	(42.66)	3.00	(0.82)	3.10	(0.81)	↑		11.83%	(32.31)	11.61%	(32.05)
Women	443	18.74%	(39.06) *	407	21.38%	(41.05)	3.27	(0.75) *	3.31	(0.77) *			19.54%	(39.70) *	18.36%	(38.76) *
Men	765	27.58%	(44.72)	644	25.47%	(43.60)	2.82	(0.82)	2.95	(0.80)	↑		7.28%	(25.99)	7.22%	(25.90)
Faculty of Color	196	25.00%	(43.41) *	179	27.37%	(44.71)	2.99	(0.85)	3.19	(0.82)	↑		9.38%	(29.22)	12.64%	(33.33)
Majority Faculty	1013	24.19%	(42.84)	872	23.17%	(42.21)	3.00	(0.82)	3.08	(0.80)			12.30%	(32.86)	11.40%	(31.80)
Not US Citizen	122	33.61%	(47.43) *	114	34.21%	(47.65) *	3.04	(0.83)	3.09	(0.74)			8.20%	(27.55)	10.43%	(30.70)
US Citizen	1087	23.28%	(42.28)	937	22.63%	(41.86)	2.99	(0.82)	3.10	(0.81)	↑		12.24%	(82.50)	11.75%	(32.22)
LGBT	54	30.19%	(46.35)	51	23.53%	(42.84)	3.16	(0.83)	3.28	(0.69)			18.52%	(39.21)	16.98%	(37.91)
Not LGBT	1156	24.05%	(42.76)	967	23.78%	(42.60)	2.99	(0.82)	3.09	(0.81)	↑		11.51%	(30.93)	11.35%	(31.74)
Faculty with Disability	147	19.05%	(39.04)	138	25.36%	(43.67)	3.17	(0.88) *	3.18	(0.79)			28.97%	(45.52) *	21.17%	(41.00) *
Faculty without Disability	1049	24.79%	(42.20)	900	23.56%	(42.46)	2.97	(0.81)	3.09	(0.81)	↑		9.48%	(29.31)	10.00%	(30.02)
Biological Science	476	25.84%	(43.80)	413	25.91%	(43.87)	2.92	(0.85) *	3.06	(0.81)	↑		11.59%	(32.04)	10.76%	(31.02)
Physical Science	242	25.94%	(43.90)	220	25.45%	(43.66)	2.81	(0.79) *	2.95	(0.79) *			6.20%	(24.16) *	8.07%	(27.30) *
Social Studies	315	19.37%	(39.58) *	268	20.52%	(40.46)	3.13	(0.82) *	3.24	(0.80) *			15.86%	(36.59) *	14.12%	(34.89)
Arts & Humanities	174	25.86%	(43.91)	145	21.38%	(41.14)	3.19	(0.75) *	3.14	(0.80)			13.53%	(34.30) *	15.13%	(35.95)
Science Department	699	25.89%	(43.84)	612	26.31%	(44.07) *	2.87	(0.82) *	3.02	(0.81) *	↑		9.70%	(29.61) *	9.51%	(29.36) *
Non-Science Department	505	21.78%	(41.32)	434	20.28%	(40.25)	3.16	(0.80)	3.20	(0.79)			14.92%	(35.66)	14.68%	(35.43)
Untenured	267	41.22%	(49.32) *	223	47.98%	(50.07) *	3.06	(0.80)	3.25	(0.76) *			8.61%	(28.11) *	5.36%	(22.57) *
Tenured	947	19.64%	(39.75)	828	17.39%	(37.93)	2.98	(0.83)	3.07	(0.81)	↑		12.76%	(33.38)	13.30%	(33.98)
Non-Mainstream Research	672	24.85%	(43.25)	625	25.28%	(43.50)	3.00	(0.84)	3.11	(0.80)	↑		14.03%	(34.75)	12.34%	(32.92)
Mainstream Research	491	22.61%	(41.87)	408	21.32%	(41.01)	2.99	(0.80)	3.08	(0.81)			9.13%	(28.83)	9.95%	(29.97)
Department Chair	75	8.00%	(27.31) *	68	8.82%	(28.57) *	2.96	(0.49)	2.97	(0.83)			15.28%	(26.23)	14.93%	(35.90)
Not Chair	1134	25.40%	(43.55)	983	24.92%	(43.28)	3.00	(0.83)	3.11	(0.81)	↑		11.61%	(32.05)	11.38%	(31.78)
Used Program	141			120			3.57	(0.71) *	3.55	(0.68) *						
Never Used Program	715			632			2.91	(0.79)	3.02	(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 UWP11. Value and Use of WISELI, Tenure-Track Faculty Only

	Not familiar with the program**							Value of program***				Ever participated in the program				
	2016			2019				2016		2019		2016		2019		
	N	Mean	Std. Dev.	N	Percent	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Percent	Std. Dev.	
Total	1215	36.79%	(48.24)	1049	31.17%	(46.34)	↓	3.02	(0.80)	3.15	(0.80)	↑	23.16%	(42.20)	29.08%	(45.44) ↑
Women	447	29.31%	(45.57) *	410	25.12%	(43.42) *		3.19	(0.79) *	3.30	(0.80) *		37.92%	(48.57) *	39.28%	(48.90) *
Men	767	41.20%	(49.25)	639	35.05%	(47.75)	↓	2.90	(0.80)	3.03	(0.79)	↑	14.51%	(35.24)	22.52%	(41.80) ↑
Faculty of Color	200	39.70%	(49.05)	179	29.05%	(45.53)	↓	3.10	(0.82)	3.16	(0.80)	↑	19.00%	(39.33)	25.14%	(43.50)
Majority Faculty	1016	36.22%	(48.09)	870	31.61%	(46.52)	↓	3.00	(0.80)	3.14	(0.80)		23.98%	(42.72)	29.89%	(45.80) ↑
Not US Citizen	123	47.93%	(50.17) *	113	46.90%	(50.13) *		2.97	(0.80)	3.10	(0.80)		13.01%	(33.78) *	18.75%	(39.21) *
US Citizen	1094	35.56%	(47.89)	936	29.27%	(45.53)	↓	3.02	(0.81)	3.15	(0.80)	↑	24.31%	(42.92)	30.31%	(45.98) ↑
LGBT	54	41.51%	(49.75)	51	29.41%	(46.02)		3.06	(0.93)	3.28	(0.81)		27.78%	(45.22)	28.30%	(45.48)
Not LGBT	1162	36.57%	(48.18)	966	31.57%	(46.50)	↓	3.01	(0.80)	3.15	(0.79)	↑	22.94%	(42.07)	29.35%	(45.56) ↑
Faculty with Disability	148	36.49%	(48.30)	137	31.39%	(46.58)		3.14	(0.78)	3.26	(0.79)		27.40%	(44.75)	28.78%	(45.44)
Faculty without Disability	1054	36.40%	(48.15)	900	31.33%	(46.41)	↓	0.30	(0.81)	3.14	(0.80)	↑	22.76%	(41.95)	29.19%	(45.49) ↑
Biological Science	475	32.42%	(46.86) *	414	27.78%	(44.84)		2.94	(0.81) *	3.15	(0.80)	↑	27.45%	(44.67) *	33.33%	(47.20) *
Physical Science	243	26.00%	(43.97) *	223	19.73%	(39.89) *		2.92	(0.83)	3.03	(0.79) *		28.40%	(45.18) *	37.84%	(48.61) *
Social Studies	318	43.71%	(49.68) *	267	38.20%	(48.68) *		3.12	(0.78) *	3.22	(0.80)		16.61%	(37.28) *	25.47%	(43.65) ↑
Arts & Humanities	178	50.86%	(50.14) *	140	46.43%	(50.05) *		3.30	(0.74) *	3.24	(0.84)		16.85%	(37.54) *	11.69%	(32.23) *
Science Department	702	30.34%	(46.01) *	616	25.16%	(43.43) *	↓	2.92	(0.81) *	3.10	(0.79)	↑	27.69%	(44.78) *	35.19%	(47.79) *
Non-Science Department	508	45.67%	(49.86)	428	39.95%	(49.04)		3.19	(0.76)	3.22	(0.81)		17.16%	(37.74)	20.77%	(40.61)
Untenured	267	55.51%	(49.79) *	221	51.58%	(50.09) *		3.14	(0.78)	3.18	(0.76)		13.86%	(34.62) *	15.56%	(36.32) *
Tenured	952	31.62%	(46.52)	828	25.72%	(43.74)	↓	3.00	(0.81)	3.14	(0.81)	↑	25.80%	(43.77)	32.73%	(46.95) ↑
Non-Mainstream Research	675	36.74%	(48.25)	626	33.23%	(47.14)		3.05	(0.81)	3.15	(0.80)		24.48%	(43.03)	28.01%	(44.94)
Mainstream Research	494	36.23%	(48.12)	406	28.08%	(44.99)	↓	2.98	(0.80)	3.16	(0.79)	↑	21.56%	(41.17)	30.27%	(46.00) ↑
Department Chair	71	9.86%	(30.02) *	68	7.35%	(26.29) *		2.88	(0.79)	3.05	(0.87)		52.86%	(50.28) *	63.08%	(48.64) *
Not Chair	1144	38.46%	(48.67)	981	32.82%	(46.98)	↓	3.03	(0.81)	3.15	(0.80)	↑	21.33%	(40.99)	26.86%	(44.35) ↑
Used Program	278			301				3.18	(0.83) *	3.23	(0.82)					
Never Used Program	444			383				2.95	(0.75)	3.11	(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 P1a. Satisfaction With Tenure/Promotion Process, Tenure-Track Faculty Only

<i>Thinking about the tenure/promotional process in your department...</i>											
How satisfied are you with the promotion process overall?						How well do you understand the criteria for your promotion process?					
	2016			2019			2016		2019		
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	
Total	489	3.17	(0.99)	444	3.20	(1.02)	3.47	(0.95)	3.39	(0.96)	
Women	231	3.10	(0.98)	222	3.17	(1.02)	3.34	(0.92)	3.36	(0.94)	
Men	258	3.24	(1.00)	222	3.23	(1.02)	3.59	(0.96)	3.42	(0.98)	
Faculty of Color	94	2.97	(1.16)	85	3.16	(1.07)	3.48	(0.95)	3.32	(0.94)	
Majority Faculty	395	3.22	(0.94)	359	3.21	(1.01)	3.47	(0.95)	3.40	(0.96)	
Not US Citizen	92	3.27	(0.93)	70	3.26	(0.79)	3.59	(0.92)	3.46	(0.86)	
US Citizen	397	3.15	(1.00)	350	3.19	(1.06)	3.44	(0.95)	3.37	(0.98)	
LGBT	29	3.38	(1.05)	25	3.16	(1.14)	3.41	(1.02)	3.25	(0.97)	
Not LGBT	460	3.16	(0.99)	384	3.21	(1.01)	3.47	(0.94)	3.41	(0.95)	
Faculty with Disability	46	2.89	(1.11)	59	3.02	(1.03)	3.15	(1.05)	3.15	(1.01)	*
Faculty without Disability	436	3.21	(0.97)	359	3.23	(1.01)	3.50	(0.93)	3.42	(0.95)	
Biological Science	207	3.19	(0.96)	171	3.11	(0.94)	3.58	(0.87)	3.47	(0.91)	
Physical Science	81	3.36	(0.83)	70	3.41	(1.00)	3.41	(0.86)	3.29	(0.96)	
Social Science	130	3.02	(1.07)	111	3.19	(1.08)	3.29	(1.04)	3.31	(0.98)	
Arts & Humanities	66	3.19	(1.11)	66	3.24	(1.10)	3.53	(1.03)	3.46	(1.01)	
Science Department	277	3.25	(0.93)	247	3.18	(0.97)	3.55	(0.87)	3.42	(0.93)	
Non-Science Department	207	3.07	(1.07)	195	3.22	(1.07)	3.37	(1.03)	3.37	(0.98)	
Untenured	268	3.20	(0.94)	233	3.13	(0.99)	3.48	(0.90)	3.47	(0.92)	
Tenured	221	3.14	(1.05)	211	3.26	(1.04)	3.46	(1.00)	3.29	(0.99)	
Non-Mainstream Research	282	3.01	(1.02)	272	3.09	(1.02)	3.35	(0.97)	3.31	(0.96)	*
Mainstream Research	192	3.43	(0.92)	139	3.40	(0.97)	3.64	(0.88)	3.52	(0.95)	

* 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

<i>Thinking about the tenure/promotional process in your department...</i>										
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?				
	2016			2019			2016		2019	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total	489	3.46	(0.90)	438	3.47	(0.93)	3.43	(1.15)	3.44	(1.13)
Women	232	3.41	(0.93)	221	3.44	(0.93)	3.34	(1.16)	3.41	(1.09)
Men	257	3.51	(0.87)	217	3.51	(0.92)	3.51	(1.14)	3.47	(1.18)
Faculty of Color	94	3.38	(0.97)	81	3.37	(0.98)	3.35	(1.13)	3.44	(1.14)
Majority Faculty	395	3.48	(0.88)	353	3.50	(0.91)	3.45	(1.16)	3.44	(1.13)
Not US Citizen	92	3.58	(0.82)	79	3.57	(0.73)	3.60	(1.11)	3.42	(1.03)
US Citizen	397	3.43	(0.92)	355	3.45	(0.97)	3.39	(1.16)	3.45	(1.16)
LGBT	29	3.79	(0.96) *	26	3.62	(0.98)	3.79	(0.98)	3.39	(1.20)
Not LGBT	460	3.44	(0.89)	397	3.47	(0.92)	3.41	(1.16)	3.46	(1.13)
Faculty with Disability	47	3.15	(0.96) *	57	3.25	(0.95) *	3.21	(1.23)	3.24	(1.15)
Faculty without Disability	435	3.51	(0.88)	375	3.51	(0.92)	3.46	(1.15)	3.47	(1.13)
Biological Science	207	3.47	(0.89)	175	3.35	(0.95) *	3.41	(1.16)	3.37	(1.20)
Physical Science	80	3.69	(0.78)	77	3.64	(0.79)	3.50	(1.04)	3.70	(0.92) *
Social Science	131	3.30	(0.94) *	115	3.50	(0.96)	3.41	(1.18) *	3.51	(1.13)
Arts & Humanities	66	3.45	(0.95)	65	3.63	(0.88)	3.42	(1.24)	3.23	(1.13)
Science Department	276	3.54	(0.86) *	243	3.42	(0.92)	3.44	(1.12)	3.44	(1.12)
Non-Science Department	208	3.35	(0.94)	189	3.57	(0.92) ↑	3.40	(1.21)	3.45	(1.15)
Untenured	269	3.45	(0.89)	229	3.41	(0.93)	3.68	(1.02) *	3.60	(1.05) *
Tenured	220	3.48	(0.92)	205	3.55	(0.91)	3.12	(1.23)	3.26	(1.20)
Non-Mainstream Research	282	3.28	(0.93) *	281	3.37	(0.96) *	3.25	(1.18) *	3.30	(1.09) *
Mainstream Research	192	3.70	(0.80)	145	3.68	(0.83)	3.71	(1.05)	3.76	(1.13)

* 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 P3a. Satisfaction With Tenure/Promotion Process, Tenure-Track Faculty Only

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

How helpful do you find the mentoring that you receive from inside your department in working towards promotion?

How helpful do you find the mentoring that you receive from outside your department in working towards promotion?

	2016			2019			2016		2019		
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	
Total	477	3.32	(1.30)	429	3.28	(1.20)	2.96	(1.21)	2.96	(1.15)	
Women	227	3.22	(1.31)	214	3.25	(1.24)	3.06	(1.24)	3.01	(1.20)	
Men	250	3.41	(1.30)	215	3.32	(1.17)	2.88	(1.19)	2.91	(1.10)	
Faculty of Color	91	3.18	(1.36)	82	3.28	(1.22)	3.09	(2.81)	3.11	(1.22)	
Majority Faculty	386	3.35	(1.29)	347	3.28	(1.20)	2.93	(2.80)	2.93	(1.14)	
Not US Citizen	91	3.55	(1.20)	79	3.49	(1.07)	3.04	(1.24)	3.00	(1.11)	
US Citizen	386	3.26	(1.32)	350	3.23	(1.23)	2.95	(1.21)	2.96	(1.16)	
LGBT	28	3.61	(1.20)	25	3.36	(1.29)	2.89	(1.45)	2.94	(1.00)	
Not LGBT	449	3.30	(1.31)	393	3.29	(1.20)	2.97	(1.20)	2.97	(1.17)	
Faculty with Disability	45	2.96	(1.40) *	56	3.07	(1.28)	2.88	(1.22)	2.91	(1.12)	
Faculty without Disability	425	3.36	(1.29)	371	3.32	(1.19)	2.98	(1.21)	2.97	(1.16)	
Biological Science	201	3.37	(1.31)	177	3.33	(1.19)	3.13	(1.18) *	3.21	(1.16) *	
Physical Science	80	3.46	(1.25)	73	3.44	(1.08)	2.93	(1.15)	2.72	(1.05)	
Social Science	127	3.11	(1.33) *	114	3.27	(1.18)	2.79	(1.30)	2.83	(1.14)	
Arts & Humanities	64	3.34	(1.30)	63	3.03	(1.38)	2.76	(1.19)	2.67	(1.14)	
Science Department	270	3.42	(1.29) *	240	3.34	(1.15)	3.07	(1.18) *	3.04	(1.16)	
Non-Science Department	202	3.17	(1.32)	187	3.22	(1.26)	2.82	(1.25)	2.86	(1.15)	
Untenured	269	3.65	(1.13) *	228	3.50	(1.11) *	3.14	(1.14) *	3.03	(1.16)	
Tenured	208	2.89	(1.38)	201	3.03	(1.26)	2.75	(1.26)	2.89	(1.15)	
Non-Mainstream Research	275	3.15	(1.29) *	278	3.14	(1.18) *	2.93	(1.20)	2.92	(1.15)	
Mainstream Research	188	3.59	(1.27)	143	3.57	(1.20)	3.02	(1.24)	3.09	(1.14)	

* 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 P4a. Satisfaction With Tenure/Promotion Process, Tenure-Track Faculty Only

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

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?

	2016			2019			2016		2019		
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	
Total	475	2.66	(1.21)	429	2.71	(1.23)	3.27	(0.98)	3.21	(1.00)	
Women	223	2.83	(1.24)	217	2.82	(1.26)	3.23	(1.02)	3.22	(0.97)	
Men	252	2.51	(1.16)	215	2.60	(1.20)	3.31	(0.95)	3.20	(1.03)	
Faculty of Color	91	2.83	(1.24)	83	2.70	(1.20)	3.11	(1.10)	3.24	(1.03)	
Majority Faculty	384	2.62	(1.20)	343	2.71	(1.24)	3.31	(0.95)	3.20	(1.00)	
Not US Citizen	89	2.41	(1.13)	76	2.51	(1.00)	3.38	(0.86)	3.29	(0.83)	
US Citizen	386	2.72	(1.22)	350	2.75	(1.27)	3.25	(1.01)	3.19	(1.03)	
LGBT	29	2.72	(1.16)	26	2.65	(1.23)	3.50	(1.00)	3.00	(0.80)	↓
Not LGBT	447	2.65	(1.21)	389	2.69	(1.22)	3.26	(0.98)	3.24	(1.01)	
Faculty with Disability	46	3.13	(1.29)	59	3.24	(1.24)	2.91	(1.03)	2.97	(0.95)	*
Faculty without Disability	422	2.61	(1.19)	365	2.62	(1.20)	3.33	(0.96)	3.25	(1.00)	
Biological Science	201	2.62	(1.18)	172	2.79	(1.19)	3.31	(0.99)	3.17	(1.06)	
Physical Science	78	2.32	(1.10)	73	2.42	(1.12)	3.42	(0.90)	3.39	(0.88)	
Social Science	127	2.86	(1.22)	113	2.72	(1.33)	3.18	(0.97)	3.25	(0.97)	
Arts & Humanities	65	2.84	(1.30)	66	2.74	(1.22)	3.17	(1.07)	3.11	(0.99)	
Science Department	268	2.50	(1.16)	236	2.67	(1.17)	3.36	(0.96)	3.23	(1.01)	
Non-Science Department	202	2.89	(1.23)	188	2.73	(1.29)	3.16	(1.01)	3.20	(0.98)	
Untenured	263	2.75	(1.22)	226	2.75	(1.28)	3.29	(0.93)	3.20	(0.99)	
Tenured	215	2.55	(1.19)	200	2.67	(1.17)	3.25	(1.04)	3.22	(1.01)	
Non-Mainstream Research	274	2.77	(1.22)	274	2.79	(1.22)	3.08	(1.00)	3.04	(1.02)	*
Mainstream Research	188	2.49	(1.16)	143	2.57	(1.24)	3.58	(0.86)	3.54	(0.88)	

* 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 P5a. Satisfaction With Tenure/Promotion Process, Tenure-Track Faculty Only

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

How confident are you that promotion decisions are based primarily on performance rather than on politics, relationships, or demographics?

	2016				2019		
	N	Mean	Std. Dev.		N	Mean	Std. Dev.
Total	484	3.49	(1.10)		441	3.45	(1.13)
Women	230	3.36	(1.13)	*	221	3.36	(1.11)
Men	254	3.61	(1.06)		220	3.55	(1.15)
Faculty of Color	91	3.22	(1.25)	*	85	3.38	(1.15)
Majority Faculty	393	3.55	(1.06)		356	3.47	(1.13)
Not US Citizen	91	3.68	(1.06)		81	3.59	(0.98)
US Citizen	393	3.45	(1.11)		360	3.42	(1.16)
LGBT	29	3.45	(1.15)		28	3.46	(1.32)
Not LGBT	455	3.49	(1.10)		402	3.47	(1.11)
Faculty with Disability	47	2.94	(1.28)	*	60	3.27	(1.25)
Faculty without Disability	430	3.56	(1.07)		379	3.49	(1.11)
Biological Science	205	3.60	(1.02)		176	3.48	(1.12)
Physical Science	78	3.74	(1.00)	*	78	3.82	(0.86)
Social Science	130	3.19	(1.17)	*	118	3.40	(1.20)
Arts & Humanities	66	3.48	(1.19)		67	3.06	(1.20)
							* ↓
Science Department	272	3.68	(1.01)	*	244	3.59	(1.05)
Non-Science Department	207	3.26	(1.17)		195	3.28	(1.20)
Untenured	266	3.55	(1.09)		230	3.49	(1.12)
Tenured	218	3.43	(1.12)		211	3.41	(1.15)
Non-Mainstream Research	279	3.31	(1.11)	*	285	3.34	(1.15)
Mainstream Research	190	3.78	(1.02)		147	3.69	(1.05)

* 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 P3a. How can UW-Madison Support Faculty Through Promotion Process, Tenure-Track Faculty Only (Full Codebook)

[illegible]

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				
	2016			2019				2016		2019		
	N	Mean	Std. Dev.	N	Mean	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.	
Total	1258	3.64	(1.28)	1103	3.91	(1.14)	↑	3.59	(1.14)	3.85	(1.07)	↑
Women	460	3.51	(1.32) *	430	3.87	(1.18)	↑	3.48	(1.18) *	3.84	(1.12)	↑
Men	797	3.72	(1.25)	673	3.94	(1.11)	↑	3.65	(1.11)	3.86	(1.03)	↑
Faculty of Color	203	3.71	(1.25)	190	3.95	(1.10)		3.68	(1.13)	3.82	(1.06)	
Majority Faculty	1055	3.63	(1.29)	913	3.90	(1.14)	↑	3.57	(1.14)	3.86	(1.07)	↑
Not US Citizen	131	3.73	(1.26)	119	3.93	(1.12)		3.63	(1.06)	3.87	(1.03)	
US Citizen	1127	3.64	(1.28)	984	3.91	(1.14)	↑	3.58	(1.15)	3.85	(1.07)	↑
LGBT	56	3.48	(1.38)	54	3.94	(0.98)	↑	3.46	(1.16)	3.78	(1.14)	
Not LGBT	1202	3.65	(1.28)	1008	3.93	(1.13)	↑	3.60	(1.14)	3.87	(1.05)	↑
Faculty with Disability	146	3.28	(1.50) *	146	3.75	(1.26)	↑	3.26	(1.34) *	3.67	(1.20)	↑
Faculty without Disability	1096	3.70	(1.24)	942	3.94	(1.11)	↑	3.64	(1.11)	3.88	(1.04)	↑
Biological Science	494	3.62	(1.28)	423	3.85	(1.15)	↑	3.55	(1.13)	3.73	(1.08)	* ↑
Physical Science	253	3.67	(1.28)	234	3.91	(1.08)	↑	3.55	(1.14)	3.89	(1.02)	↑
Social Science	321	3.74	(1.23)	279	4.03	(1.10)	↑	3.73	(1.09) *	4.00	(1.05)	* ↑
Arts & Humanities	184	3.52	(1.39)	162	3.91	(1.20)	↑	3.49	(1.25)	3.85	(1.07)	↑
Science Department	729	3.63	(1.28)	635	3.86	(1.13)	* ↑	3.54	(1.13)	3.78	(1.07)	* ↑
Non-Science Department	523	3.67	(1.28)	463	4.00	(1.14)	↑	3.65	(1.15)	3.94	(1.05)	↑
Untenured	278	4.06	(1.05) *	234	4.16	(1.01)	* ↑	3.70	(1.08)	3.99	(0.97)	* ↑
Tenured	980	3.53	(1.32)	869	3.85	(1.16)	↑	3.56	(1.16)	3.82	(1.09)	↑
Non-Mainstream Research	702	3.55	(1.30) *	660	3.83	(1.14)	* ↑	3.49	(1.17) *	3.78	(1.08)	* ↑
Mainstream Research	510	3.77	(1.24)	424	4.04	(1.11)	↑	3.72	(1.10)	3.97	(1.02)	↑
Department Chair	73	3.97	(1.05) *	70	4.11	(1.03)		3.86	(1.05) *	4.16	(0.90)	*
Not Chair	1185	3.62	(1.29)	1033	3.90	(1.14)	↑	3.57	(1.15)	3.83	(1.07)	↑

* 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			
	2016			2019			2016		2019	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total	676	3.61	(1.25)	573	3.60	(1.23)	3.29	(1.20)	3.38	(1.11)
Women	239	3.57	(1.29)	227	3.30	(3.31) *	3.14	(1.20) *	3.31	(1.09)
Men	436	3.62	(1.24)	346	3.82	(3.43)	3.38	(1.19)	3.43	(1.14)
Faculty of Color	107	4.00	(1.07)	19	3.68	(1.06)	3.61	(1.16) *	3.45	(1.02)
Majority Faculty	569	3.53	(1.27)	120	3.59	(1.25)	3.23	(1.19)	3.37	(1.13)
Not US Citizen	72	2.92	(1.04) *	9	3.56	(1.42)	3.40	(1.04)	3.47	(1.06)
US Citizen	604	3.66	(1.25)	130	3.61	(1.22)	3.28	(1.21)	3.37	(1.12)
LGBT	29	3.80	(1.10)	7	3.57	(1.27)	3.38	(1.01)	3.56	(0.97)
Not LGBT	647	3.60	(1.26)	127	3.62	(1.21)	3.29	(1.20)	3.38	(1.10)
Faculty with Disability	80	3.50	(1.29)	16	3.44	(1.36)	3.06	(1.24)	3.20	(1.17)
Faculty without Disability	588	3.62	(1.25)	120	3.61	(1.21)	3.33	(1.18)	3.41	(1.09)
Biological Science	264	3.67	(1.22)	126	3.54	(1.22)	3.38	(1.25)	3.33	(1.16)
Physical Science	140	4.33	(1.15)	2	5.00	(0.00) *	3.24	(1.09)	3.50	(1.01)
Social Science	160	2.75	(1.39) *	10	4.20	(1.23) ↑	3.25	(1.19)	3.41	(1.16)
Arts & Humanities	108	4.00	(0.82)	1	3.00		3.20	(1.21)	3.28	(1.03)
Science Department	397	3.68	(1.22) *	127	3.57	(1.22)	3.34	(1.20)	3.41	(1.09)
Non-Science Department	275	3.00	(1.38)	12	3.92	(1.31)	3.23	(1.19)	3.33	(1.13)
Untenured	144	3.67	(1.20)	29	3.59	(1.15)	3.54	(1.10) *	3.50	(1.00)
Tenured	532	3.59	(1.27)	110	3.61	(1.25)	3.23	(1.21)	3.35	(1.14)
Non-Mainstream Research	375	3.36	(1.36) *	79	3.54	(1.14)	3.19	(1.19) *	3.31	(1.11) *
Mainstream Research	276	3.90	(1.10)	55	3.78	(1.26)	3.43	(1.18)	3.51	(1.09)
Department Chair	37	3.85	(1.14)	9	4.22	(1.30)	3.16	(1.21)	3.19	(1.33)
Not Chair	639	3.59	(1.26)	130	3.56	(1.21)	3.30	(1.19)	3.39	(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 "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?						
	2016			2019			
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	
Total	1264	3.04	(1.34)	1106	3.47	(1.27)	↑
Women	463	3.07	(1.32)	430	3.51	(1.26)	↑
Men	800	3.03	(1.35)	676	3.45	(1.27)	↑
Faculty of Color	205	2.60	(1.26)	188	3.11	(1.25)	* ↑
Majority Faculty	1059	3.13	(1.33)	918	3.55	(1.26)	↑
Not US Citizen	132	2.99	(1.37)	120	3.29	(1.32)	
US Citizen	1132	3.05	(1.33)	986	3.50	(1.26)	↑
LGBT	56	3.23	(1.26)	54	3.54	(1.34)	
Not LGBT	1208	3.03	(1.34)	1010	3.50	(1.26)	↑
Faculty with Disability	150	2.80	(1.35)	147	3.50	(1.36)	↑
Faculty without Disability	1100	3.08	(1.33)	944	3.48	(1.25)	↑
Biological Science	496	3.15	(1.35)	425	3.54	(1.25)	↑
Physical Science	252	3.10	(1.26)	236	3.48	(1.20)	↑
Social Science	324	2.98	(1.34)	278	3.49	(1.30)	↑
Arts & Humanities	186	2.78	(1.37)	162	3.30	(1.32)	* ↑
Science Department	730	3.15	(1.31)	639	3.52	(1.23)	↑
Non-Science Department	528	2.88	(1.35)	462	3.41	(1.31)	↑
Untenured	277	3.26	(1.21)	233	3.57	(1.23)	↑
Tenured	987	2.98	(1.36)	873	3.45	(1.28)	↑
Non-Mainstream Research	705	2.94	(1.32)	664	3.35	(1.28)	* ↑
Mainstream Research	512	3.18	(1.34)	423	3.66	(1.22)	↑
Department Chair	75	3.51	(1.31)	71	3.94	(1.18)	* ↑
Not Chair	1189	3.01	(1.33)	1035	3.44	(1.27)	

* 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?				
	2016			2019				2016		2019		
	N	Mean	Std. Dev.	N	Mean	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.	
Total	1262	3.80	(1.16)	1104	4.15	(1.03)	↑	3.92	(1.16)	4.10	(1.08)	↑
Women	462	3.64	(1.22) *	429	4.02	(1.10) *	↑	3.76	(1.22) *	3.96	(1.13) *	↑
Men	799	3.89	(1.11)	675	4.23	(0.97)	↑	4.01	(1.11)	4.19	(1.05)	↑
Faculty of Color	207	3.52	(1.19) *	189	3.87	(1.14) *	↑	3.62	(1.21) *	3.80	(1.13) *	
Majority Faculty	1055	3.85	(1.15)	915	4.21	(0.99)	↑	3.98	(1.14)	4.16	(1.06)	↑
Not US Citizen	132	3.95	(0.95)	120	4.20	(1.03)	↑	3.91	(1.06)	3.97	(1.08)	
US Citizen	1130	3.78	(1.18)	984	4.14	(1.03)	↑	3.92	(1.17)	4.12	(1.08)	↑
LGBT	56	3.59	(1.16)	54	4.00	(1.03)		3.73	(1.33)	4.00	(1.03)	
Not LGBT	1206	3.81	(1.16)	1008	4.18	(1.01)	↑	3.93	(1.15)	4.12	(1.08)	↑
Faculty with Disability	150	3.44	(1.35) *	146	3.92	(1.20) *	↑	3.59	(1.44) *	3.94	(1.24)	↑
Faculty without Disability	1100	3.84	(1.12)	943	4.19	(0.98)	↑	3.96	(1.11)	4.13	(1.05)	↑
Biological Science	498	3.95	(1.10) *	421	4.14	(1.06)	↑	4.00	(1.12) *	4.11	(1.12)	
Physical Science	253	3.83	(1.08)	236	4.28	(0.89) *	↑	3.97	(1.07)	4.15	(1.05)	
Social Science	321	3.69	(1.20)	281	4.17	(1.04)	↑	3.90	(1.20)	4.17	(1.02)	↑
Arts & Humanities	184	3.53	(1.29) *	161	3.96	(1.10) *	↑	3.69	(1.27) *	3.89	(1.13) *	
Science Department	733	3.91	(1.09) *	635	4.18	(1.01)	↑	3.99	(1.11) *	4.12	(1.10)	↑
Non-Science Department	523	3.63	(1.23)	464	4.10	(1.05)	↑	3.82	(1.22)	4.08	(1.06)	↑
Untenured	277	3.94	(1.05) *	234	4.15	(1.03)	↑	3.85	(1.06)	3.94	(1.02) *	
Tenured	985	3.76	(1.19)	870	4.15	(1.03)	↑	3.94	(1.19)	4.14	(1.10)	↑
Non-Mainstream Research	702	3.64	(1.21) *	661	4.03	(1.08) *	↑	3.77	(1.22) *	3.96	(1.11) *	↑
Mainstream Research	512	3.99	(1.06)	424	4.35	(0.89)	↑	4.10	(1.06)	4.34	(0.98)	↑
Department Chair	75	4.25	(0.92) *	71	4.45	(0.87) *		4.40	(0.92) *	4.49	(0.98) *	
Not Chair	1187	3.77	(1.17)	1033	4.13	(1.03)	↑	3.89	(1.17)	4.07	(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 "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)	129 (Z2)	E01	Quality of life, lifestyle	34
A02	Academic freedom/flexibility to pursue own interests, Autonomy/independence	50	E04	Aesthetics of city/campus	10
A03	Collaboration opportunities/interdisciplinary approach/inter-departmental cooperation/low barriers to cross-campus collaboration	92	E05	Madison, State of Wisconsin	33
A04	Quality of, relationships with faculty (nonspecific)	17 (Z1)	E06	Location (nonspecific)	7
A05	Prestige/reputation/quality, institutional pride	38	E07	Local schools	1
A07	Faculty/shared governance	18	E12	Short commute	2
A08	Quality of/relationships with faculty (other departments/schools)	10 (Z1)	E13	Raise a family in Madison	6
A10	Scholarly excellence/quality, commitment to high caliber research, research environment	66			
A11	Administration, administrative support	16			
A15	Institutional vision/goals/mission/values, commitment to public service, Wisconsin Idea	24			
A16	Campus life, extramural opportunities, activities on campus (arts, entertainment, community)	4			
A21	Campus centers, institutes; WARF	16			
A23	Commitment to high quality teaching, teaching environment	12			
A24	Commitment to excellence, quality (nonspecific)	2			
A27	Quality of, relationships with staff (not department specific)	9			
A29	Quality of, relationships with postdocs	3 (Z2)			
A30	Faculty retention, recruitment policies and funds	8			
A31	Accommodation of family values, family friendly, dual career support, VLCP	9			
A32	Financial aid, scholarships, resources, support for students	2			
A34	Facilities/resources/infrastructure (nonspecific to research or teaching)	26			
			Employment Features		
			CODE	Reason for Satisfaction	N
			G01	Salary	31
			G02	Job security/stability/tenure	4
			G03	Benefits (general)	15
			G04	Hours/flexibility of schedule	14
			G05	Benefits (retirement)	3
			G09	Work remotely	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	96	K01	Diversity	5
A38	Teaching resources, support, infrastructure	8	K02	Institutional community; positive/creative/supportive/collegial atmosphere/environment/climate	56 (Z3)
A40	Library facilities, resources	11	K03	Intellectual Environment, scholarly climate, intellectual community	24
A41	Resources, support, infrastructure for entrepreneurship	1	K04	Support for women faculty/availability of female mentors	5
A42	Alumni support, satisfaction with being an alum	2			
A43	Quality of/relationship with colleagues/people (nonspecific), supportive/collaborative colleagues	307 (Z1)			
A44	Collegiality/collegial interactions	49 (Z3)			
A45	Support with grants	11			
Departmental Factors			Nature of job		
CODE	Reason for Satisfaction	N	CODE	Reason for Satisfaction	N
B01	Colleagues (department specific)	35 (Z1)	O01	Professional accomplishments	15
B02	Departmental staff	4	O03	Community outreach/service/extension	6
B03	Climate, Collegiality/camaraderie/ respect/support in the department	48 (Z3)	O04	Ability to make a difference	6
B04	Support for research area/expertise, Recognition of/respect for work by colleagues/dept.	23	O06	Opportunities for promotion, career development, tenure	8
B05	Graduate students/residents, programs	22 (Z2)	O08	Opportunities for leadership, administrative opportunities	5
B11	The department; departmental mission/vision/values	9	O09	Job is interesting/misc. positive features of job	11
B13	Chair/leadership in department or school	18	O10	Work balance, balance of responsibilities	4
B14	Mentors	6	O15	Teaching opportunities, teaching load	21
B20	Clarity of tenure process criteria/policies, consistent application	5	O17	Mentoring students	4
B29	Departmental governance, decision making processes	1	O18	Working with students	10
B31	Support for faculty development	3	O19	Research opportunities	12
			O20	Clinical Work/Patient interaction	17
			O21	Working in productive teams, teamwork, partnership	2
			O24	Challenging endeavors, opportunities, opportunities for growth, learning	1

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	1	Z1	Quality of/relationships with colleagues, faculty (A4,A8,A43,B1)	369
D07	Balance between academic/home life	10	Z2	Quality of/relationships with students, postdocs, trainees, residents (A1,A29,B5)	154
D08	Family	2	Z3	Collegiality (A44,B3,K2)	153
Other, Miscellaneous					
CODE	Reason for Satisfaction	N			
Q01	Negative comments	13			
Q02	Outside respect/recognition for research	2			
Q06	Not applicable	2			
Q08	None	2			
Q31	Nostalgia for when times were better/how it used to be	1			
Q34	Fairness	4			
Q35	Quiet place	0			
Q36	Progressiveness	1			
Q38	More hiring of good people/ability to hire	1			
Q42	People leave you alone	3			
Q43	Non-malignant attitude	0			
Q44	New employee/too soon to tell	1			

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

Salary/Low Salary			Bureaucracy		
CODE	Factor Detracting from Satisfaction	N	CODE	Factor Detracting from Satisfaction	N
SS	Salary or low salary - General	98	BB	Bureaucracy - General	33
S01	Below peer institutions/ depts/ colleagues	23	B01	Travel and reimbursement	9
S02	Only raised for retention	6	B02	Human subjects compliance	1
S03	Gender inequality	2	B03	"Compliance" / regulations	13
S04	Compression/not enough cost of living increases	20	B04	Increase in duties, increase in paperwork	8
S05	Must advocate for adjustment, little support for raises	3	B05	Too much time spent on forms/paperwork. Waste of time	26
S06	Inequitable, unfair	9	B06	Assessment (too many assessments, endless)	3
S07	Not enough salary for workload	2	B07	Time sheets	1
S08	Taxing gifts or fees for service	2	B08	Administrative burden / inefficient	45
S09	Low salary leads to faculty recruitment/retention problems	1	B09	Too many tasks	3
S10	No money for continuing education	1	B10	Online trainings	4
Overworked/Understaffed			B11	PMDPs from HR	1
CODE	Factor Detracting from Satisfaction	N	B12	Effort reporting	2
OO	Overworked or understaffed - General	5	B13	Lack of flexibility in policies and procedures	6
O01	Not enough admin staff / lack of support with admin tasks	21	Hostile & Intimidating Behavior (HIB)		
O2	Unfair distribution of work	3	CODE	Factor Detracting from Satisfaction	N
O3	Department level	1	HH	HIB - General	3
O4	No balance teaching, research, service	4	H01	A few toxic people	6
O5	Work/life balance	5	H02	Lack of response/consequences	13
O6	Workload	29	H03	Department level / department leadership	11
O7	Working weekends and after hours	3	H04	Microaggressions	2
O8	Overcommit	1	H05	"Hostile environment"	8
Service			H06	Sexism	4
CODE	Factor Detracting from Satisfaction	N	H07	Senior faculty bully the junior faculty	5
EE	Service - General	0	H09	Lack of respect for older faculty, ageism	1
E01	Genered expectations	2	H10	From (department) colleague	3
E02	Too many committees	8	H11	Racism	2
E03	Unequal expectations / unequal performance of service	7	H12	Negative campus climate	1
E04	Service load too high	12	H13	Bullying	1
			H14	Macroaggressions	1
			H15	Difficult to modify behavior away from HIB toward collegial	1

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

Clinical, Hospital, Med School			Teaching / Students		
CODE	Factor Detracting from Satisfaction	N	CODE	Factor Detracting from Satisfaction	N
CC	Clinical, Hospital, Med School - General	0	TT	Teaching / Students - General	0
C01	Not enough collaboration/barriers to collaboration in hospital	1	T01	Classes are too large	4
C02	Promotion, tenure policies	4	T02	Heavy teaching load/too high	13
C03	Low base salary compared to other med schools	1	T03	Lack of support	12
C04	Hospital/Med School leadership	5	T04	Teaching too many students	2
C05	Lack financial resources for clinical work	2	T05	Overworked Tas, not enough Tas	12
C06	Clinical workload	4	T06	Lack of support for students: Tuition, financial resources for students, need to fund graduate students	19
C07	Changes/re-organization	3	T07	Undergraduate recruiting not satisfactory	2
C08	Space, facilities, remodeling	1	T08	Lack of graduate students	5
C09	Lack support for physicians/providers	2	T09	Student sense of entitlement	1
C10	Business focus (not focused on patients). Billing before clinical excellence	4	T10	Emphasis on money-making degrees	1
C11	Lack mentorship	1	T11	Unprepared students/low-quality students	3
C13	Poor support for clinical research. Difficult balance between clinical and research.	10	T12	Student mental health	3
C14	Clinical service	2	T13	Teaching evaluations	3
C16	Competing priorities with UW	3	T14	Students (vague/general)	1
C17	Medical record/EPIC	1			
Service			Research / Scholarship		
CODE	Factor Detracting from Satisfaction	N	CODE	Factor Detracting from Satisfaction	N
EE	Service - General	0	RR	Research / Scholarship - General	0
E01	Genered expectations	2	R01	Lack of respect for field of research	11
E02	Too many committees	8	R02	Lack of resources, including admin support	7
E03	Unequal expectations / unequal performance of service	7	R03	Lack of time to spend on research	16
E04	Service load too high	12	R04	Lab instrastructure	6
			R05	IRB or inhibited by paperwork/bureaucracy, animal care forms	7
			R06	Lack of support by university	18
			R07	Increasing cost of supporting lab	1
			R08	RAs (not enough)	3
			R09	Lack of lab safety	1
			R10	Lack of info on how to find research resources	2
			R11	Barriers to collaboration	8
			R12	Grant writing/resource for grant writing/grant admin	6
			R13	Graduate program was shut down	1
			R14	Postocs are hard to attract	2

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

Department			Research / Scholarship (CONTINUED)		
CODE	Factor Detracting from Satisfaction	N	CODE	Factor Detracting from Satisfaction	N
DD	Department - General	2	R15	International research not supported, international travel	2
D01	Inequity or favoritism in department	18	R16	Low value of community engagement/outreach	2
D02	Department not respected on campus/low standing	5	R17	Too much emphasis on research	1
D03	Lack transparency in department	4	R18	People do not participate or contribute	2
D04	Don't fit in department/isolated	17	R19	Funding, pressure to secure funding	20
D05	Decision making process in department	6	R20	Lack of others who share research interests / no one else does same research / professional isolation	9
D06	Competitive department	4	Leadership		
D07	Underperforming, poor quality dept	3	CODE	Factor Detracting from Satisfaction	N
D08	Department politics/dysfunctional	14	LL	Leadership - General	6
D09	Department was shut down	2	L01	Decision making unfair/not transparent	6
D10	Department size	4	L02	Specific school/college leadership	3
D11	Department budget and resources	8	L03	Department chair	18
D12	Lack voice within department, department doesn't listen	5	L04	Dean doesn't do job, unfair, don't like the dean	13
D13	Too fe junior faculty, junior/senior faculty tension	4	L05	Slow, not proactive	8
D14	Bad colleagues/colleague/person/staff, negative interactions	17	L06	Poor communication, disconnected	2
D15	Contributions not respected, do not feel appreciated	7	L07	Not strong leadership / do not trust leadership	13
D16	Unclear expectations	1	L08	Lack of diversity among leadership	3
D17	Department doesn't support faculty	6	L09	Politically driven leadership	2
D18	Department climate	11	University Level Policy		
D19	Work harder than others, people don't show up for things	3	CODE	Factor Detracting from Satisfaction	N
Diversity/Inclusion			UU	University Level Policy - General	0
CODE	Factor Detracting from Satisfaction	N	U01	Shared governance/faculty governance	12
VV	Diversity/Inclusion - General	0	U02	Lack resources from UW/University does not provide resources	2
V01	Lack of diversity and inclusion	18	U03	Board of Regents	3
V02	Lack social interaction, networking	5	U04	Falling ranks / low ranking	12
V03	Race/culture climate on campus, hostile to people of color, racism	15	U05	Financial health/budgets	1
V04	LGBTQ	2	U06	Public disdain, poor/bad reputation	2
V05	Lack of effort to diversify hires	1	U08	Change is slow/impossible	12
V06	Too much social justice, political correctness, negative	1	U09	VCRGE	5
V07	Lack support for working-class	1	U10	Does not value humanities	2
V08	Treatment of women/families	2	U11	Extension is not supportive or supported	5
V09	Support for international faculty	1	U12	Corporatization, focus on making money	10
V10	Bias against/hostile toward Asians	2	U13	Poor organization, disorganized departments	2
V11	Does not support disability/inaccessible	2			

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

Government/State			University Level Policy (CONTINUED)		
CODE	Factor Detracting from Satisfaction	N	CODE	Factor Detracting from Satisfaction	N
GG	Government/State - General	0	U14	Far left agenda	1
G01	State government, state politics, political climate	23	U15	Focuses on metrics (teaching or financial)	5
G02	Does not respect/attacks/state government is hostile toward UW	10	U16	Loss of mission/vision/values/direction	3
G03	Does not support, decrease resources, financial	14			
G04	Legislature	12			
G06	Republican governor	2			
G07	Getting involved with university level work/climate/regulations	4			
Promotion/Tenure/Hiring			Campus		
CODE	Factor Detracting from Satisfaction	N	CODE	Factor Detracting from Satisfaction	N
PP	Promotion/Tenure/Hiring - General	0	KK	Campus - General	1
P01	Promotion/hiring is unfair process, unclear process	11	K01	On campus parking is too expensive / cost	4
P03	Hiring process errors	1	K02	Parking assignments	1
P04	Slow hiring process	2	K03	No free athletic membership	1
P05	Lack of hiring, poor retention, poor recruitment	11	K04	Poor food/food options on campus	1
P06	Lack promotion opportunities/promotion concerns	7	K05	Lack cultural activities/art	2
P07	Personal health prevents promotion	1	K06	Lack of invited speakers, lack of on-campus	2
P08	HR issues	2	K07	Buildings / infrastructure	29
P09	Maternity leave, parental, family leave	4	K08	Physical plant	2
P10	Inadequate leave time	2			
P11	Gender bias in hiring/promotion/tenure	2			
P12	Unfair tenure process, tenure pressure, tenure stress	11			
P13	Spousal/partner hire	10			
P14	Hiring should be in department hands	1			
Miscellaneous, Vague			Madison/Wisconsin		
CODE	Factor Detracting from Satisfaction	N	CODE	Factor Detracting from Satisfaction	N
MM	Miscellaneous, Vague - General	0	WW	Madison/Wisconsin - General	0
M01	Response is too vague to categorize	27	W01	Cost of living in Madison	1
M02	Respect	1	W02	Racial climate in Madison	3
M03	"Climate"	5	W03	Lack of industry	1
M05	"Politics"	8	W04	Intolerant	1
M06	"Do more with less"	5	W05	Living in Madison	1
M07	Morale, stressed, unhappy, complain	10	W06	Not ethnically diverse	1
M08	Support or lack of support	8	W07	Weather/cold/winter	13
M09	Location	1			
M10	None, NA, No complaints	15			
M11	Lack financial resources	17			
M13	Challenging relationships	2			
M15	Lack of recognition, outside experience not recognized	3			
M16	Lack administrative support	6			

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

Miscellaneous, Vague (CONTINUED)		
CODE	Factor Detracting from Satisfaction	N
M17	Lack leadership opportunities	2
M18	Infrastructure support	1
M19	Lack transparency	4
M20	Budgets / budget cuts	18
M21	"Administration"	8
M22	Political climate	2
M23	Access to affinity groups	2
M24	Lack mentoring, lack leadership on mentoring	6
M26	Unaffordable child care	1
M27	Neoliberalism	1
M28	Resistant to change	1
M29	Excessive email or meetings, redundant, too many	7
M30	Intellectual environment	2
M31	Merit program, merit system	3
M32	Fear of retaliation, "trying to get me fired"	2
M33	Bias	2
M34	Competition for resources, unfair distribution of resources, resources spread too thin	11
M35	Technical support technician, IT	3
M36	Lack professionalism	0
M37	Politicization of the social sciences	1

Table I1a. Seriously Considered Leaving, Tenure-Track Faculty Only

	In the past 12 months, not including for retirement, have you seriously considered leaving the university, for example, considered an offer from another university, changing careers, work in industry, or starting your own business? (Yes/No)					
	2016			2019		
	N	% Yes	Std. Dev.	N	% Yes	Std. Dev.
Total				1106	45.48%	(49.82)
Women				430	49.30%	(50.05) *
Men				676	43.05%	(49.55)
Faculty of Color				188	52.13%	(50.09) *
Majority Faculty				918	44.12%	(49.68)
Not US Citizen				120	50.00%	(50.21)
US Citizen				986	44.93%	(49.77)
LGBT				54	57.41%	(49.91)
Not LGBT				1010	44.46%	(49.72)
Faculty with Disability				147	51.70%	(50.14)
Faculty without Disability				944	44.17%	(49.69)
Biological Science				425	45.18%	(49.83)
Physical Science				235	42.13%	(49.48)
Social Science				280	52.86%	(50.01) *
Arts & Humanities				161	39.13%	(48.96)
Science Department				638	44.36%	(49.72)
Non-Science Department				463	47.30%	(49.98)
Untenured				234	41.45%	(49.37)
Tenured				872	46.56%	(49.91)
Non-Mainstream Research				664	48.95%	(50.03) *
Mainstream Research				423	40.43%	(49.13)
Department Chair				71	25.35%	(43.81) *
Not Chair				1035	46.86%	(49.93)

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

Table I2a. 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? (Yes/No)						
	2016			2019		
	N	% Yes	Std. Dev.	N	% Yes	Std. Dev.
Total	1252	67.49%	(46.86)	1106	64.65%	(47.83)
Women	458	70.52%	(45.64)	432	65.74%	(47.51)
Men	793	65.70%	(47.50)	674	63.95%	(48.05)
Faculty of Color	205	71.71%	(45.15)	190	70.53%	(45.71)
Majority Faculty	1047	66.67%	(47.16)	916	63.43%	(48.19)
Not US Citizen	132	63.64%	(48.29)	120	60.83%	(49.02)
US Citizen	1120	67.95%	(46.69)	986	65.11%	(47.69)
LGBT	56	66.07%	(47.78)	54	70.37%	(46.09)
Not LGBT	1196	67.56%	(46.84)	1011	64.79%	(47.79)
Faculty with Disability	146	63.70%	(48.25)	146	67.12%	(47.14)
Faculty without Disability	1093	67.98%	(46.68)	945	64.34%	(47.93)
Biological Science	497	70.62%	(45.59) *	425	69.65%	(46.03) *
Physical Science	247	68.42%	(46.58)	234	63.68%	(48.20)
Social Science	319	73.04%	(44.44) *	281	70.82%	(45.54) *
Arts & Humanities	183	47.54%	(50.08) *	161	42.24%	(49.55) *
Science Department	726	70.11%	(45.81) *	637	67.50%	(46.87) *
Non-Science Department	520	63.65%	(48.15)	464	60.78%	(48.88)
Untenured	274	63.14%	(48.33)	233	53.22%	(50.00) * ↓
Tenured	978	68.71%	(46.39)	873	67.70%	(46.79)
Non-Mainstream Research	700	68.14%	(46.63)	664	64.61%	(47.85)
Mainstream Research	505	68.12%	(46.65)	423	65.01%	(47.75)
Department Chair	74	79.73%	(40.48) *	71	81.69%	(38.95) *
Not Chair	1178	66.72%	(47.14)	1035	63.48%	(48.17)

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

Table I3a. Considered Reasons to Leave, Tenure-Track Faculty Only

<i>Have you considered the following reasons to leave....</i>																
	Increase salary						Improve prospects for tenure or enhance your career in other ways						Increase time to do research/artistic activity			
	2016			2019			2016		2019				2016		2019	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total	1215	2.06	(0.74)	1028	1.80	(0.78)	↓	1.84	(0.81)	1.65	(0.78)	↓	1.81	(0.81)	1.68	(0.78)
Women	450	2.03	(0.76)	401	1.77	(0.77)	↓	1.92	(0.80)	*	1.74	(0.79)	*	1.92	(0.85)	*
Men	764	2.08	(0.73)	627	1.82	(0.78)	↓	1.80	(0.81)		1.59	(0.77)	↓	1.74	(0.78)	
Faculty of Color	194	2.22	(0.70)	179	1.94	(0.77)	*	2.13	(0.83)	*	1.93	(0.83)	*	1.97	(0.83)	*
Majority Faculty	1021	2.04	(0.75)	849	1.78	(0.78)	↓	1.79	(0.79)		1.59	(0.76)	↓	1.78	(0.80)	
Not US Citizen	128	2.07	(0.69)	109	1.85	(0.79)	↓	1.96	(0.84)		1.83	(0.80)	*	1.89	(0.85)	
US Citizen	1087	2.06	(0.75)	919	1.80	(0.78)	↓	1.83	(0.80)		1.63	(0.78)	↓	1.80	(0.80)	
LGBT	56	2.04	(0.65)	48	1.65	(0.81)	↓	2.08	(0.72)	*	1.88	(0.80)	*	1.96	(0.87)	*
Not LGBT	1162	2.07	(0.75)	941	1.81	(0.78)	↓	1.83	(0.81)		1.63	(0.78)	↓	1.80	(0.81)	
Faculty with Disability	141	2.02	(0.78)	137	1.76	(0.83)	↓	1.93	(0.84)		1.67	(0.77)	↓	2.00	(0.84)	*
Faculty without Disability	1060	2.07	(0.74)	877	1.81	(0.77)	↓	1.83	(0.80)		1.64	(0.78)	↓	1.78	(0.80)	
Biological Science	479	1.95	(0.74)	399	1.73	(0.73)	*	1.80	(0.81)		1.64	(0.78)	↓	1.71	(0.77)	*
Physical Science	239	2.04	(0.74)	213	1.75	(0.76)	↓	1.89	(0.80)		1.70	(0.83)	↓	1.73	(0.78)	
Social Science	316	2.21	(0.74)	263	1.93	(0.84)	*	1.90	(0.81)		1.64	(0.76)	↓	1.91	(0.83)	*
Arts & Humanities	175	2.16	(0.69)	148	1.86	(0.80)	↓	1.78	(0.78)		1.61	(0.75)		1.99	(0.87)	*
Science Department	701	1.97	(0.74)	591	1.72	(0.73)	*	1.83	(0.81)		1.66	(0.80)	↓	1.72	(0.77)	*
Non-Science Department	508	2.20	(0.72)	432	1.91	(0.82)	↓	1.85	(0.81)		1.63	(0.76)	↓	1.93	(0.85)	
Untenured	268	1.94	(0.72)	220	1.65	(0.73)	*	1.96	(0.81)	*	1.78	(0.80)	*	1.69	(0.79)	*
Tenured	948	2.10	(0.74)	808	1.85	(0.79)	↓	1.80	(0.78)		1.61	(0.77)		1.84	(0.81)	
Non-Mainstream Research	680	2.05	(0.73)	615	1.81	(0.76)	↓	1.91	(0.81)	*	1.70	(0.79)	*	1.88	(0.83)	*
Mainstream Research	495	2.07	(0.76)	395	1.80	(0.81)	↓	1.75	(0.79)		1.58	(0.77)	↓	1.72	(0.78)	
Department Chair	69	1.85	(0.68)	66	1.70	(0.76)		1.45	(0.63)	*	1.37	(0.70)	*	1.64	(0.69)	
Not Chair	1147	2.08	(0.74)	962	1.81	(0.78)	↓	1.87	(0.81)		1.67	(0.79)	↓	1.82	(0.82)	

* 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 14a. Considered Reasons to Leave, Tenure-Track Faculty Only

Have you considered the following reasons to leave....																
	Adjust clinical load						More supportive work environment						Reduce stress			
	2016			2019			2016		2019			2016		2019		
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.	
Total	1196	1.35	(0.61)	997	1.33	(0.61)	1.77	(0.79)	1.67	(0.79)	↓	1.72	(0.77)	1.71	(0.77)	
Women	446	1.36	(0.63)	398	1.46	(0.71)	1.90	(0.83)	1.83	(0.82)	*	1.90	(0.82)	1.88	(0.80)	
Men	749	1.34	(0.59)	605	1.24	(0.53)	1.69	(0.76)	1.56	(0.75)	↓	1.61	(0.72)	1.60	(0.72)	
Faculty of Color	88	1.29	(0.52)	34	1.32	(0.64)	1.98	(0.79)	1.85	(0.82)	*	1.78	(0.81)	1.75	(0.79)	
Majority Faculty	1008	1.36	(0.62)	183	1.33	(0.60)	1.73	(0.79)	1.63	(0.78)	↓	1.71	(0.77)	1.70	(0.76)	
Not US Citizen	126	1.29	(0.55)	21	1.38	(0.67)	1.75	(0.80)	1.79	(0.75)		1.61	(0.73)	1.73	(0.75)	
US Citizen	1070	1.35	(0.61)	196	1.32	(0.60)	1.77	(0.79)	1.65	(0.79)	↓	1.73	(0.78)	1.71	(0.77)	
LGBT	55	1.44	(0.88)	8	1.25	(0.46)	2.00	(0.78)	1.90	(0.85)	*	1.89	(0.81)	2.06	(0.74)	
Not LGBT	1143	1.34	(0.60)	202	1.34	(0.62)	1.76	(0.79)	1.64	(0.78)	↓	1.71	(0.77)	1.68	(0.76)	
Faculty with Disability	142	1.33	(0.49)	28	1.25	(0.52)	1.99	(0.82)	1.89	(0.86)	*	1.99	(0.80)	1.89	(0.84)	
Faculty without Disability	1042	1.35	(0.62)	185	1.35	(0.62)	1.74	(0.78)	1.63	(0.77)	↓	1.68	(0.76)	1.68	(0.75)	
Biological Science	475	1.44	(0.64)	141	1.42	(0.63)	1.76	(0.80)	1.68	(0.79)		1.65	(0.74)	1.70	(0.76)	
Physical Science	236	1.05	(0.22)	23	1.04	(0.21)	1.71	(0.76)	1.54	(0.72)	* ↓	1.57	(0.71)	1.64	(0.73)	
Social Science	311	1.17	(0.49)	37	1.19	(0.57)	1.78	(0.81)	1.65	(0.79)	↓	1.80	(0.80)	1.69	(0.77)	
Arts & Humanities	172	1.18	(0.60)	15	1.27	(0.70)	1.84	(0.78)	1.83	(0.87)	*	1.95	(0.82)	1.86	(0.80)	
Science Department	693	1.40	(0.63)	161	1.36	(0.61)	1.75	(0.79)	1.63	(0.76)	↓	1.62	(0.73)	1.66	(0.74)	
Non-Science Department	498	1.16	(0.50)	55	1.24	(0.61)	1.80	(0.80)	1.71	(0.82)		1.85	(0.81)	1.77	(0.79)	
Untenured	269	1.34	(0.62)	57	1.35	(0.61)	1.68	(0.80)	1.62	(0.78)		1.77	(0.80)	1.81	(0.78)	
Tenured	927	1.35	(0.60)	160	1.32	(0.61)	1.80	(0.79)	1.68	(0.79)	↓	1.70	(0.77)	1.68	(0.76)	
Non-Mainstream Research	671	1.39	(0.68)	123	1.40	(0.67)	1.86	(0.81)	1.77	(0.81)	*	1.80	(0.78)	1.77	(0.77)	
Mainstream Research	486	1.29	(0.52)	90	1.24	(0.50)	1.65	(0.76)	1.51	(0.73)	↓	1.59	(0.74)	1.60	(0.75)	
Department Chair	70	1.27	(0.47)	15	1.33	(0.72)	1.49	(0.61)	1.39	(0.63)	*	1.63	(0.66)	1.63	(0.73)	
Not Chair	1126	1.35	(0.61)	202	1.33	(0.60)	1.79	(0.80)	1.69	(0.80)	↓	1.72	(0.78)	1.71	(0.77)	

* 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 I5a. Considered Reasons to Leave, Tenure-Track Faculty Only

<i>Have you considered the following reasons to leave....</i>															
	Improve employment situation of your spouse or partner?							Be near extended family?				Retire			
	2016			2019				2016		2019		2016		2019	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.		Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total	1037	1.55	(0.75)	899	1.45	(0.72)	↓			1.42	(0.66)	1.56	(0.77)	1.43	(0.70)
Women	377	1.59	(0.78)	343	1.46	(0.73)	↓			1.47	(0.70)	1.53	(0.77)	1.36	(0.66) * ↓
Men	660	1.53	(0.74)	556	1.44	(0.71)	↓			1.39	(0.64)	1.57	(0.77)	1.46	(0.72) ↓
Faculty of Color	156	1.59	(0.78)	138	1.52	(0.76)				1.56	(0.72) *	1.49	(0.72)	1.25	(0.54) * ↓
Majority Faculty	881	1.55	(0.75)	708	1.43	(0.71)	↓			1.39	(0.65)	1.57	(0.78)	1.46	(0.73) ↓
Not US Citizen	110	1.92	(0.81) *	87	1.71	(0.86) *				1.61	(0.76) *	1.22	(0.51) *	1.14	(0.39) *
US Citizen	796	1.51	(0.74)	759	1.42	(0.69)	↓			1.40	(0.65)	1.59	(0.78)	1.45	(0.72) ↓
LGBT	43	1.48	(0.77)	43	1.44	(0.67)				1.45	(0.67)	1.42	(0.73)	1.30	(0.61)
Not LGBT	995	1.56	(0.75)	777	1.45	(0.72)	↓			1.42	(0.66)	1.56	(0.77)	1.43	(0.71) ↓
Faculty with Disability	115	1.55	(0.78)	111	1.30	(0.61) * ↓				1.38	(0.65)	1.83	(0.85) *	1.61	(0.76) * ↓
Faculty without Disability	918	0.16	(0.75)	725	1.47	(0.73)	↓			1.43	(0.67)	1.53	(0.75)	1.40	(0.69) ↓
Biological Science	430	1.47	(0.71) *	329	1.33	(0.63) * ↓				1.32	(0.56) *	1.55	(0.77)	1.42	(0.70) ↓
Physical Science	203	1.58	(0.76)	184	1.45	(0.72)				1.41	(0.68)	1.49	(0.70)	1.46	(0.73)
Social Science	260	1.63	(0.81)	217	1.59	(0.81) *				1.50	(0.72) *	1.51	(0.76)	1.37	(0.66) ↓
Arts & Humanities	139	1.61	(0.76)	111	1.50	(0.71)				1.56	(0.75) *	1.78	(0.85) *	1.51	(0.76) ↓
Science Department	616	1.50	(0.73) *	496	1.39	(0.68) * ↓				1.36	(0.61) *	1.53	(0.75)	1.43	(0.70) ↓
Non-Science Department	415	1.63	(0.79)	345	1.53	(0.76)				1.51	(0.72)	1.60	(0.80)	1.43	(0.71) ↓
Untenured	239	1.79	(0.82) *	189	1.61	(0.77) * ↓				1.57	(0.75) *	1.09	(0.34) *	1.03	(0.21) * ↓
Tenured	831	1.48	(0.72)	657	1.40	(0.69)	↓			1.38	(0.63)	1.66	(0.80)	1.52	(0.74) ↓
Non-Mainstream Research	566	1.58	(0.77)	493	1.49	(0.74) *				1.48	(0.70) *	1.56	(0.77)	1.47	(0.73) * ↓
Mainstream Research	441	1.52	(0.74)	340	1.38	(0.67)	↓			1.33	(0.60)	1.52	(0.75)	1.36	(0.65) ↓
Department Chair	64	1.38	(0.64)	55	1.33	(0.67)				1.39	(0.67)	1.70	(0.83)	1.58	(0.74)
Not Chair	977	1.56	(0.76)	791	1.45	(0.72)	↓			1.42	(0.66)	1.55	(0.76)	1.42	(0.70) ↓

* 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 I6a. Considered Reasons to Leave, Tenure-Track Faculty Only

Have you considered the following reasons to leave....														
	Concerns about the direction of state government?						Concerns about Regent policies?				Quality of life in Madison and surrounding areas?			
	2016			2019			2016		2019		2016		2019	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total				1020	1.85	(0.76)			1.73	(0.75)			1.20	(0.48)
Women				398	1.83	(0.75)			1.76	(0.75)			1.28	(0.56) *
Men				628	1.86	(0.76)			1.72	(0.74)			1.16	(0.42)
Faculty of Color				175	1.87	(0.75)			1.80	(0.76)			1.43	(0.65) *
Majority Faculty				838	1.85	(0.76)			1.72	(0.74)			1.16	(0.42)
Not US Citizen				103	1.73	(0.77)			1.63	(0.75)			1.25	(0.51)
US Citizen				910	1.86	(0.75)			1.75	(0.74)			1.20	(0.48)
LGBT				48	1.98	(0.73)			1.83	(0.75)			1.42	(0.64) *
Not LGBT				930	1.85	(0.76)			1.73	(0.74)			1.19	(0.46)
Faculty with Disability				140	1.96	(0.78)			1.90	(0.78) *			1.30	(0.56) *
Faculty without Disability				860	1.83	(0.75)			1.71	(0.73)			1.19	(0.47)
Biological Science				401	1.83	(0.75)			1.70	(0.74)			1.15	(0.43) *
Physical Science				212	1.85	(0.73)			1.65	(0.70)			1.14	(0.39) *
Social Science				251	1.86	(0.79)			1.77	(0.77)			1.27	(0.55) *
Arts & Humanities				144	1.91	(0.76)			1.91	(0.75) *			1.32	(0.57) *
Science Department				591	1.83	(0.75)			1.66	(0.72) *			1.16	(0.43) *
Non-Science Department				417	1.88	(0.77)			1.83	(0.76)			1.26	(0.54)
Untenured				213	1.62	(0.70) *			1.53	(0.71) *			1.29	(0.58) *
Tenured				800	1.91	(0.76)			1.79	(0.75)			1.18	(0.45)
Non-Mainstream Research				612	1.88	(0.76)			1.78	(0.76) *			1.25	(0.53) *
Mainstream Research				385	1.81	(0.76)			1.66	(0.71)			1.13	(0.38)
Department Chair				65	1.82	(0.75)			1.60	(0.68)			1.13	(0.34)
Not Chair				948	1.85	(0.76)			1.74	(0.75)			1.21	(0.49)

* 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 I7a. Considered Reasons to Leave, Tenure-Track Faculty Only

<i>Have you considered the following reasons to leave....</i>														
Racial and ethnic disparities in healthcare, educational, and other outcomes in Madison?						Meet cultural and/or identity needs?				Other				
				N	Mean	Std. Dev.	2016		2019		2016		2019	
	N	Mean	Std. Dev.				Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total				997	1.28	(0.57)			1.29	(0.61)	2.38	(0.83)	1.76	(0.93)
Women				385	1.41	(0.69)			1.41	(0.70)	2.53	(0.78)	2.10	(0.95)
Men				612	1.19	(0.47)			1.22	(0.53)	2.27	(0.85)	1.59	(0.87)
Faculty of Color				178	1.58	(0.81)			1.71	(0.86)	2.64	(0.58)	1.95	(0.94)
Majority Faculty				817	1.21	(0.48)			1.20	(0.50)	2.34	(0.82)	1.73	(0.93)
Not US Citizen				104	1.21	(0.48)			1.44	(0.67)	2.32	(0.88)	1.81	(0.95)
US Citizen				891	1.28	(0.58)			1.27	(0.60)	2.39	(0.82)	1.76	(0.93)
LGBT				48	1.63	(0.79)			1.63	(0.83)	2.79	(0.43)	2.09	(1.04)
Not LGBT				912	1.26	(0.55)			1.28	(0.59)	2.36	(0.84)	1.75	(0.92)
Faculty with Disability				135	1.42	(0.72)			1.45	(0.74)	2.56	(0.73)	2.15	(0.96)
Faculty without Disability				848	1.25	(0.55)			1.27	(0.58)	2.37	(0.83)	1.71	(0.91)
Biological Science				391	1.19	(0.47)			1.16	(0.46)	2.40	(0.82)	1.83	(0.94)
Physical Science				207	1.16	(0.44)			1.24	(0.56)	2.45	(0.75)	1.69	(0.91)
Social Science				254	1.40	(0.68)			1.41	(0.71)	2.35	(0.85)	1.72	(0.91)
Arts & Humanities				138	1.45	(0.71)			1.51	(0.74)	2.34	(0.89)	1.76	(0.97)
Science Department				579	1.18	(0.46)			1.19	(0.50)	2.39	(0.81)	1.76	(0.92)
Non-Science Department				411	1.41	(0.68)			1.43	(0.71)	2.38	(0.85)	1.76	(0.94)
Untenured				219	1.34	(0.65)			1.42	(0.72)	2.37	(0.79)	1.57	(0.87)
Tenured				776	1.26	(0.55)			1.25	(0.57)	2.39	(0.84)	1.81	(0.94)
Non-Mainstream Research				592	1.32	(0.61)			1.34	(0.65)	2.38	(0.83)	1.82	(0.95)
Mainstream Research				386	1.20	(0.49)			1.20	(0.51)	2.37	(0.83)	1.70	(0.91)
Department Chair				63	1.21	(0.51)			1.16	(0.51)	2.62	(0.77)	1.47	(0.87)
Not Chair				932	1.28	(0.58)			1.30	(0.61)	2.37	(0.83)	1.78	(0.93)

* 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 18a. Additional Reasons Considered for Leaving UW-Madison, Tenure-Track Faculty Only (Full Codebook)

[illegible]

Table I9a. Reasons to Stay, Tenure-Track Faculty Only

In your decision to stay at UW-Madison, how important was....														
	Current salary					Prospects for future salary				Prospects for tenure or promotion?				
	2016			2019			2016		2019		2016		2019	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total				1057	2.49	(1.26)			2.28	(1.28)			2.48	(1.42)
Women				407	2.53	(1.33)			2.33	(1.34)			2.73	(1.44) *
Men				650	2.47	(1.21)			2.24	(1.24)			2.30	(1.38)
Faculty of Color				181	2.38	(1.25)			2.35	(1.27)			2.61	(1.41)
Majority Faculty				876	2.52	(1.26)			2.26	(1.28)			2.46	(1.43)
Not US Citizen				116	2.71	(1.28)			2.61	(1.36) *			3.07	(1.37) *
US Citizen				941	2.47	(1.26)			2.24	(1.26)			2.40	(1.41)
LGBT				51	2.59	(1.46)			2.44	(1.39)			2.90	(1.55)
Not LGBT				970	2.51	(1.25)			2.29	(1.28)			2.46	(1.42)
Faculty with Disability				143	2.42	(1.40)			2.24	(1.35)			2.40	(1.41)
Faculty without Disability				902	2.51	(1.24)			2.29	(1.27)			2.50	(1.43)
Biological Science				408	2.34	(1.20) *			2.17	(1.19) *			2.33	(1.36) *
Physical Science				226	2.59	(1.23)			2.32	(1.32)			2.48	(1.45)
Social Science				267	2.65	(1.32) *			2.36	(1.35)			2.54	(1.46)
Arts & Humanities				151	2.54	(1.31)			2.38	(1.30)			2.81	(1.45) *
Science Department				612	2.42	(1.22) *			2.22	(1.24)			2.35	(1.38) *
Non-Science Department				440	2.60	(1.31)			2.37	(1.32)			2.66	(1.46)
Untenured				220	2.70	(1.22) *			2.60	(1.27) *			3.51	(1.10) *
Tenured				839	2.44	(1.27)			2.19	(1.27)			2.10	(1.34)
Non-Mainstream Research				632	2.41	(1.26) *			2.19	(1.26) *			2.46	(1.40)
Mainstream Research				407	2.62	(1.25)			2.41	(1.29)			2.50	(1.47)
Department Chair				71	2.70	(1.29)			2.42	(1.37)			2.14	(1.42)
Not Chair				986	2.48	(1.26)			2.27	(1.27)			2.50	(1.42)

* 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 I10a. Reasons to Stay, Tenure-Track Faculty Only

In your decision to stay at UW-Madison, how important was....														
	Time for research or artistic activity					Teaching load				Clinical load				
	2016			2019			2016		2019		2016		2019	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total				1044	2.97	(1.34)			2.56	(1.29)			2.40	(1.26)
Women				403	3.05	(1.36)			2.61	(1.32)			2.55	(1.28)
Men				641	2.72	(0.33)			2.54	(1.27)			2.30	(1.25)
Faculty of Color				180	2.93	(1.37)			2.52	(1.29)			2.17	(1.26)
Majority Faculty				865	2.98	(1.33)			2.57	(1.29)			2.44	(1.26)
Not US Citizen				115	3.18	(1.37)			2.71	(1.31)			2.07	(1.33)
US Citizen				930	2.94	(1.33)			2.54	(1.29)			2.43	(1.26)
LGBT				50	2.88	(1.29)			2.86	(1.21)			2.38	(1.19)
Not LGBT				959	2.98	(1.35)			2.55	(1.30)			2.40	(1.27)
Faculty with Disability				141	2.77	(1.41)			2.55	(1.38)			2.24	(1.03)
Faculty without Disability				892	3.00	(1.33)			2.57	(1.28)			2.41	(1.29)
Biological Science				400	3.11	(1.35) *			2.49	(1.24)			2.53	(1.24) *
Physical Science				225	2.87	(1.33)			2.51	(1.27)			1.86	(1.23)
Social Science				266	2.85	(1.32)			2.61	(1.34)			2.00	(1.29)
Arts & Humanities				151	2.93	(1.33)			2.73	(1.32)			2.33	(1.51)
Science Department				603	3.01	(1.34)			2.48	(1.25) *			2.47	(1.25)
Non-Science Department				438	2.90	(1.33)			2.67	(1.33)			2.08	(1.29)
Untenured				220	3.57	(1.15) *			2.96	(1.25) *			2.91	(1.00) *
Tenured				824	2.81	(1.34)			2.46	(1.28)			2.27	(1.29)
Non-Mainstream Research				624	2.89	(1.32)			2.58	(1.28)			2.33	(1.21)
Mainstream Research				404	3.12	(1.35)			2.54	(1.30)			2.54	(1.35)
Department Chair				68	2.79	(1.30)			2.51	(1.31)			2.33	(1.56)
Not Chair				976	2.98	(1.34)			2.57	(1.29)			2.40	(1.24)

* 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 I11a. Reasons to Stay, Tenure-Track Faculty Only

In your decision to stay at UW-Madison, how important was....														
	Work environment					Relationships with students, postdocs, trainees, etc.				On-going collaborations and relationships with colleagues				
	2016			2019			2016		2019		2016		2019	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total				1063	3.35	(1.32)			3.54	(1.26)			3.62	(1.27)
Women				409	3.27	(1.36)			3.47	(1.29)			3.62	(1.31)
Men				654	3.40	(1.28)			3.58	(1.24)			3.61	(1.25)
Faculty of Color				183	3.27	(1.37)			3.38	(1.27)			3.34	(1.25) *
Majority Faculty				881	3.36	(1.31)			3.57	(1.26)			3.67	(1.27)
Not US Citizen				114	3.36	(1.21)			3.57	(1.22)			3.61	(1.24)
US Citizen				949	3.35	(1.33)			3.53	(1.26)			3.62	(1.28)
LGBT				51	3.12	(1.30)			3.41	(1.06)			3.30	(1.28)
Not LGBT				977	3.38	(1.31)			3.54	(1.27)			3.64	(1.27)
Faculty with Disability				143	2.96	(1.38) *			3.43	(1.31)			3.58	(1.34)
Faculty without Disability				908	3.41	(1.29)			3.56	(1.25)			3.64	(1.27)
Biological Science				415	3.48	(1.32) *			3.63	(1.28) *			3.91	(1.19) *
Physical Science				228	3.51	(1.22) *			3.56	(1.26)			3.64	(1.17)
Social Science				266	3.22	(1.34)			3.38	(1.28) *			3.38	(1.35) *
Arts & Humanities				151	3.00	(1.32) *			3.50	(1.17)			3.17	(1.31) *
Science Department				621	3.48	(1.28) *			3.59	(1.28)			3.80	(1.20) *
Non-Science Department				438	3.16	(1.34)			3.45	(1.24)			3.35	(1.33)
Untenured				224	3.53	(1.23) *			3.55	(1.20)			3.62	(1.28)
Tenured				839	3.30	(1.34)			3.53	(1.27)			3.61	(1.28)
Non-Mainstream Research				632	3.22	(1.31) *			3.50	(1.24)			3.52	(1.29) *
Mainstream Research				413	3.56	(1.29)			3.60	(1.29)			3.77	(1.24)
Department Chair				70	3.57	(1.40)			3.46	(1.35)			3.84	(1.28)
Not Chair				993	3.33	(1.31)			3.54	(1.25)			3.60	(1.27)

* 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 I12a. Reasons to Stay, Tenure-Track Faculty Only

In your decision to stay at UW-Madison, how important was....														
	Quality of life in Madison and surrounding areas?					Proximity to extended family				Spouse or partner's employment opportunities				
	2016			2019			2016		2019		2016		2019	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total				1071	3.90	(1.20)			2.16	(1.49)			2.64	(1.53)
Women				415	3.87	(1.30)			2.24	(1.57)			2.87	(1.61) *
Men				656	3.92	(1.14)			2.11	(1.44)			2.51	(1.47)
Faculty of Color				184	3.51	(1.31) *			1.83	(1.34) *			2.56	(1.50)
Majority Faculty				887	3.98	(1.17)			2.23	(1.51)			2.66	(1.54)
Not US Citizen				117	3.73	(1.16)			1.69	(1.16) *			2.72	(1.51)
US Citizen				954	3.92	(1.21)			2.21	(1.51)			2.63	(1.53)
LGBT				51	3.69	(1.30)			1.93	(1.37)			2.60	(1.55)
Not LGBT				983	3.92	(1.20)			2.17	(1.49)			2.63	(1.53)
Faculty with Disability				144	3.69	(1.34) *			2.30	(1.61)			2.83	(1.60)
Faculty without Disability				914	3.93	(1.18)			2.14	(1.47)			2.61	(1.52)
Biological Science				414	3.96	(1.24)			2.18	(1.48)			2.60	(1.47)
Physical Science				228	3.91	(1.12)			2.16	(1.47)			2.56	(1.57)
Social Science				271	3.89	(1.25)			2.26	(1.57)			2.75	(1.56)
Arts & Humanities				153	3.73	(1.15)			1.91	(1.38) *			2.72	(1.57)
Science Department				620	3.93	(1.20)			2.17	(1.47)			2.56	(1.51) *
Non-Science Department				446	3.86	(1.20)			2.16	(1.51)			2.77	(1.56)
Untenured				224	3.74	(1.24) *			2.10	(1.49)			2.79	(1.50)
Tenured				847	3.94	(1.19)			2.18	(1.49)			2.60	(1.54)
Non-Mainstream Research				641	3.84	(1.24) *			2.09	(1.45)			2.64	(1.55)
Mainstream Research				412	4.02	(1.11)			2.28	(1.56)			2.66	(1.52)
Department Chair				71	3.97	(1.17)			2.27	(1.55)			2.37	(1.60)
Not Chair				1000	3.89	(1.21)			2.16	(1.49)			2.66	(1.52)

* 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 I13a. Reasons to Stay, Tenure-Track Faculty Only

In your decision to stay at UW-Madison, how important was....

	Direction of state government						Other			
	2016			2019			2016		2019	
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Total				1028	1.53	(0.96)			3.07	(1.85)
Women				398	1.54	(0.98)			4.00	(1.53) *
Men				630	1.52	(0.94)			2.47	(1.80)
Faculty of Color				177	1.62	(1.02)			3.42	(1.83)
Majority Faculty				851	1.51	(0.94)			3.01	(1.86)
Not US Citizen				108	1.58	(0.94)			2.50	(1.73)
US Citizen				920	1.52	(0.96)			3.13	(1.86)
LGBT				45	1.51	(0.94)			3.33	(2.08)
Not LGBT				953	1.53	(0.96)			3.08	(1.86)
Faculty with Disability				141	1.43	(0.80)			4.07	(1.62) *
Faculty without Disability				876	1.54	(0.98)			2.94	(1.85)
Biological Science				400	1.57	(0.98)			2.67	(1.90)
Physical Science				222	1.57	(0.99)			3.23	(1.85)
Social Science				254	1.46	(0.89)			3.51	(1.75)
Arts & Humanities				147	1.48	(0.96)			3.89	(1.88)
Science Department				599	1.57	(1.00)			2.89	(1.88)
Non-Science Department				424	1.47	(0.90)			3.33	(1.81)
Untenured				211	1.60	(0.94)			2.60	(1.85)
Tenured				817	1.51	(0.96)			3.16	(1.85)
Non-Mainstream Research				616	1.52	(0.93)			3.06	(1.84)
Mainstream Research				396	1.53	(1.00)			3.24	(1.89)
Department Chair				67	1.52	(1.06)			2.91	(1.87)
Not Chair				961	1.53	(0.95)			3.09	(1.86)

* 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 I14a. Additional Reasons Considered for staying at UW-Madison, Tenure-Track Faculty Only
(Full Codebook)**

Benefits		Personal and Family	
Reasons to Consider Leaving	N	Reasons to Consider Leaving	N
Retirement benefits	9	Family reasons	21
Retention package	2	Dual career or staying for/to be with partner or spouse	5
Benefits	3	Health or disability issue	2
		General personal reasons/ friendships/ ties with social organizations	5
		Benefit for children	3
		Financial situation	2
		Pain/hassle of moving	1
Institutional and Departmental		Local Characteristics	
Reasons to Consider Leaving	N	Reasons to Consider Leaving	N
Support from university/institutional leaders	2	Satisfying location	1
Outreach/Wisconsin Idea/Extension	2	Good local schools	2
Department (general)	1	Travel time and costs; costs of living	3
Institutional or departmental rank, prestige, quality	2	Ties/commitment to local organizations	1
Positive change to department colleagues, leadership	2		
Quality of, relationships with colleagues	1		
Commitments to colleagues, students, programs	4		
Faculty governance/having a voice	2		
Climate		Research-Specific	
Reasons to Consider Leaving	N	Reasons to Consider Leaving	N
Feel needed, valued, respected, heard	1	Department/university values research	1
Favorable physical environment	1	Research opportunities and range	1
General work, academic environment	2	Access to populations, subject, and/or	1
Political environment, State (not national)	2	Support for research	1
Toxic, hostile, bullying colleague(s) leaving, retiring, or addressed	2		
Students		Career and Advancement	
Reasons to Consider Leaving	N	Reasons to Consider Leaving	N
Quality of students	3	Have tenure	1
Student support, funding, scholarships	1	Enjoy work/career opportunities	2
		Autonomy	2
		Able to work remotely	1
		Nearing retirement	8
		Support network(s)	1
		Change to a new department, role, position	1
Miscellaneous		Lack of better alternative/opportunities	11
Reasons to Consider Leaving	N	Contributing to the state and/or its people	3
Not applicable to the question	5	Pre-tenure	1
Attempting to make it work	2		
Undecided	1		
Not staying	2		
Inertia, exhaustion	5		

Table I15a. Intention to Leave, Tenure-Track Faculty Only

How likely are you to leave UW-Madison in next 3 years? **							
	2016			2019			
	N	Mean	Std. Dev.	N	Mean	Std. Dev.	
Total	1260	3.14	(1.32)	1088	3.28	(1.36)	↑
Women	461	3.03	(1.33) *	423	3.18	(1.36)	
Men	798	3.21	(1.31)	665	3.34	(1.36)	
Faculty of Color	206	2.80	(1.16) *	186	2.96	(1.21)	*
Majority Faculty	1054	3.21	(1.34)	902	3.34	(1.39)	↑
Not US Citizen	132	3.22	(1.22)	119	3.35	(1.28)	
US Citizen	1128	3.13	(1.33)	969	3.27	(1.38)	↑
LGBT	56	3.14	(1.21)	54	3.19	(1.33)	
Not LGBT	1204	3.14	(1.33)	995	3.30	(1.37)	↑
Faculty with Disability	150	2.89	(1.37) *	146	3.18	(1.41)	
Faculty without Disability	1096	3.18	(1.31)	929	3.30	(1.36)	↑
Biological Science	497	3.22	(1.33)	414	3.26	(1.36)	
Physical Science	253	3.21	(1.23)	232	3.41	(1.31)	
Social Science	317	2.99	(1.33) *	277	3.20	(1.39)	
Arts & Humanities	187	3.12	(1.38)	160	3.29	(1.42)	
Science Department	732	3.22	(1.30) *	625	3.31	(1.34)	
Non-Science Department	522	3.04	(1.34)	458	3.24	(1.40)	
Untenured	275	3.25	(1.17)	233	3.52	(1.24)	* ↑
Tenured	985	3.11	(1.36)	855	3.21	(1.39)	
Non-Mainstream Research	703	3.09	(1.31)	649	3.19	(1.36)	*
Mainstream Research	509	3.21	(1.32)	421	3.44	(1.35)	↑
Department Chair	74	3.62	(1.29) *	70	3.67	(1.46)	*
Not Chair	1186	3.11	(1.32)	1018	3.25	(1.35)	↑

* 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).

Section 5: Appendices

Section 5: Appendices

Appendix 1: Survey Instrument



Study of Faculty Worklife at the University of Wisconsin–Madison 2019

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, clinical health sciences (CHS), or clinical 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, 2016?

- ☐ 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. 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

☐ ☐ ☐ ☐

9. 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"/>

10. 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"/>

11. 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"/>

12. The next questions are about your workload. Please answer questions 12–14 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.)	%
b. Meeting or communicating with students outside of class (office hours, advising, supervising research, writing letters of recommendation, etc.)	%
c. Scholarship or conducting research (including writing, attending professional meetings, grant writing, artistic activity, etc.)	%
d. Administrative responsibilities (including compliance activities)	%
e. Committee work/University service	%
f. External paid consulting	%
g. Clinical work	%
h. Extension/Outreach activities	%
i. Service to the profession (including reviewing manuscripts, service to professional organizations)	%
j. Other work-related activities. Please specify: <input type="text"/>	%
Total:	100 %

13. 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

14. 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

☐
☐
☐
☐
☐

15. 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"/>

16. UW–Madison has implemented a number of programs designed to improve the working environments of faculty on the UW–Madison campus. For each campus-wide initiative listed below, 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. 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"/>
e. Family Leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. New Faculty Workshops	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. 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"/>
h. Committee on Women	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. 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"/>
j. 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"/>
k. 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"/>

17. The next questions are about early- and mid-career faculty support, including mentoring. If your current rank is Professor, Professor (CHS), or Clinical Professor, go to question 19.

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"/>

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

19. 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"/>

20. 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"/>

21. 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"/>

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

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

24. In the past 12 months, not including for retirement, have you seriously considered leaving the university, for example, considered an offer from another university, changing careers, work in industry, or starting your own business?

☐ Yes ☐ No

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 past 12 months, to what extent 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 increase your time to do research/artistic activity?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. To adjust your clinical load?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. To find a more supportive work environment?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. To reduce stress?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. To improve the employment situation of your spouse or partner?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. To be near extended family?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. To retire?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Because of concerns about the direction of state government?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Because of concerns about Regent policies?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Because of the quality of life in Madison and surrounding areas?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Because of racial and ethnic disparities in healthcare, educational, and other outcomes in Madison?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. To meet cultural and/or identity needs?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. Because of another reason – please tell us below:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

27. Think about the reasons you’ve stayed at UW-Madison. In your decision to stay at UW-Madison, how important was...

	Not at all	A little	Somewhat	Very	Extremely	NA
a. ...your current salary?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. ...your prospects for future salary?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. ...your prospects for tenure or promotion?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. ...your time for research or artistic activity?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. ...your teaching load?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. ...your clinical load?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. ...your work environment?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. ...your relationships with students, postdocs, trainees, etc?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. ...your on-going collaborations and relationships with colleagues?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. ...the quality of life in Madison and surrounding areas?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. ...proximity to extended family?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. ...your spouse or partners employment opportunities?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m....the direction of state government?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. ...other reasons – please tell us:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

28. 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 ☐

29. 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

30. 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:

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

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

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

☐ Male ☐ Female
☐ Other → Please tell us:

33a. Do you identify as a person with a disability?

☐ Yes ☐ No

33b. Do you have a chronic physical or mental health condition?

☐ Yes ☐ No

33c. If you answered “yes” to questions 33a or 33b, do you need or use any accommodations?

☐ Yes ☐ No

34. What is your citizenship status?

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

35. What is your current title?

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

36. 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 wiseli.wisc.edu/research-data/study-faculty-worklife-uw-madison/ in late 2019.

Section 5: Appendices

Appendix 2: List of Departments

Appendix 2. Departmental Division Designations, 2019

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
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
A179200	Theatre & Drama	H	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 & Systems 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
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	Classical and Near Eastern Studies	H	Non-Science
A481800	Communicative Disorders	B	Science
A481900	Comparative Literature	H	Non-Science
A482000	Computer Sciences	P	Science
A482100	Asian Languages & Cultures	H	Non-Science

Appendix 2. Departmental Division Designations, 2019

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	Geoscience	P	Science
A483300	Center for Jewish Studies	H	Non-Science
A483400	Religious Studies Program	H	Non-Science
A483800	History	H	Non-Science
A484400	LaFollette School of Public Affairs	S	Non-Science
A484900	School of Journalism & Mass Communication	S	Non-Science
A485100	The Information School	S	Non-Science
A485200	Language Sciences Program	H	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
A487000	German, Nordic, & Slavic	H	Non-Science
A487200	Political Science	S	Non-Science
A487400	Psychology	S	Non-Science
A488200	Social Work	S	Non-Science
A488300	Sociology	S	Non-Science
A488500	Spanish & Portuguese	H	Non-Science
A489000	Statistics	P	Science
A489400	Planning & Landscape Architecture	S	Non-Science
A489600	Gender & Women's Studies	H	Non-Science
A489700	Integrative Biology	B	Science
A521000	Wisconsin State Laboratory of Hygiene	B	Science
A530229	SMPH Admin	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
A533100	Medical History & Bioethics	B	Science
A533300	Human Oncology	B	Science
A534100	Emergency Medicine	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
A537700	Biomolecular Chemistry	B	Science
A538500	Population Health Sciences	B	Science
A538900	Psychiatry	B	Science
A539300	Radiology	B	Science
A539700	Surgery	B	Science

Appendix 2. Departmental Division Designations, 2019

UDDS	Department_Name	Department_Division	Science/Non-Science
A539800	Urology	B	Science
A545000	School of Nursing	S	Non-Science
A561000	School of Pharmacy	B	Science
A872100	Medical Sciences	B	Science
A873100	Pathobiological Sciences	B	Science
A874100	Comparative Biosciences	B	Science
A875100	Surgical Sciences	B	Science
A938800	Liberal Arts & Applied Studies	S	Non-Science

Section 5: Appendices

Appendix 3: Variable Definitions

Appendix 3: Variable Definitions

Variable	Source	Values	Definition
Gender Identity	Self-report, survey item 32	Women	'1' if Female or female write-in identity
		Men	'0' if Male or male write-in identity
Race/Ethnicity	Self-report, survey items 29, 30	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)
		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 34	Not US Citizen	'1' if US Permanent Resident or Non-Resident Alien
		US Citizen	'0' if US Citizen
Division (Dept)	Self-report, survey item 36. If missing, Major Department is used.	Biological Science	'1' if in Biological Science Department (Appendix 2)
		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
		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)
		Non-Science Department	'0' if in Social Studies or Arts & Humanities Department (Appendix 2)

Variable	Source	Values	Definition
Tenure Status	Self-report, survey item 35. If missing, Current Title is used.	Untenured	'1' if Assistant Professor
		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
		Single Appointment	'0' if Non-zero appointment percentage in only one department
Disability Status	Self-report, survey items 33b, 33b, 33c	Faculty with Disability	'1' if 'Yes' to 33a or 33b. '1' if responses to items 33a and 33b were blank, but 'Yes' to 33c.
		Faculty without Disability	'0' if 'No' response to items 33a and 33b. '0' if 33a and 33b are blank but 33c is 'No'.
Department Chair	Created from Current Title	Department Chair	'1' if held Department Chair title
		Not Chair	'0' otherwise
Sexual Orientation	Self-report, survey item 31	LGBT	'1' if Gay or Lesbian, Bisexual, Other LGBT status, or Transgender identity in item q32
		Not LGBT	'0' if Heterosexual