

Iowa State University 2008 Faculty Satisfaction Survey

Executive Summary

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ISU ADVANCE Program

This survey was conducted in cooperation with the
Association of American Universities Data Exchange



Support for this survey was provided by

IOWA STATE UNIVERSITY
Office of the Executive Vice President & Provost

ISU ADVANCE
IOWA STATE UNIVERSITY



This material is based upon work supported by the National Science Foundation under Grant No. SBE-06003999. Any opinions, findings, and conclusions or recommendations expressed in this material are those of the authors and do not necessarily reflect the views of the National Science Foundation.

**Final Report on the 2008 Faculty Satisfaction Survey
Iowa State University**

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Iowa State University 2008 AAUDE Faculty Satisfaction Survey

Executive Summary

Office of Institutional Research

By Jason Pontius & Sandra Gahn

The Survey: The Association of American Universities Data Exchange (AAUDE) Faculty Satisfaction survey was administered to all 1,676 current Iowa State University faculty via the web in January, 2008. Of that group 21 faculty opted out through the web survey administration system. Of the remaining 1,655, we received survey responses from 890 faculty for a 53.8% response rate. Faculty respondents were representative of the overall faculty population. For this report, administrators, as defined by those faculty who hold president, provost, dean, or chair positions (n = 64), were removed from the analysis.

General Themes in the Report:

- In general, full professors tended to be the most satisfied while associate professors tended to be the least satisfied.
- Few differences were found between tenure-eligible faculty by gender or race/ethnicity.
- The responses by ISU tenure-eligible faculty to the survey were very similar to responses to similar questions by ISU tenure-eligible faculty in the 2006 COACHE survey.
- Most statistically significant differences found by gender related to work and life stressors, issues of work/life balance, and tenure clock policies.
- Most statistically significant differences found by gender and rank were among associate professors.
- Very few statistically significant differences in faculty responses were found by race or ethnicity. Most statistically significant differences found by race and ethnicity related to differences between Asian and non-Asian faculty at Iowa State.

The Statistical Analysis: Tests to compare average responses, t-tests and analysis of variance tests (ANOVAs), were used to determine if statistically significant differences existed between sub-groups. To adjust for different sample sizes between sub-groups, unequal variance t-tests (i.e. Satterthwaite/Welch tests) were used in this report to determine differences by gender, race/ethnicity, and for comparisons between tenured and tenure-eligible faculty. Due to the small numbers of faculty of color, non-White faculty were combined to create a “faculty of color” variable. Because Asian faculty comprised 67% of “faculty of color”, Asian faculty were analyzed separately for some questions to look for significant differences.

When one-way ANOVAs were conducted, this study used Bonferroni’s post-hoc analyses to determine if significant differences existed between categories.

Notes about the Report:

- Graphs depicting the results reported below can be found in the Tables & Graphs section of the Final Report.
- The total percentage of responses reported (e.g., “satisfied” and “dissatisfied”) may not sum to 100%. The remaining percentage were neutral responses (e.g., “neither satisfied nor dissatisfied”).
- Five-point response scales for satisfaction and agreement were collapsed into a three-point scale (e.g., “very satisfied” and “somewhat satisfied” responses were collapsed into a single “satisfied” category and “very dissatisfied” and “somewhat dissatisfied” were collapsed into “dissatisfied”).
- The response scale for questions about the appropriateness of scholarly work and service in the tenure and promotion sub-section were substantively different from the response scales in the rest of the survey. For example, a response of “3”, normally a neutral value, corresponded instead to “valued appropriately”. Lower numbers corresponded to undervaluation and higher numbers corresponded to overvaluation. Questions about the work and outside stressors were also based on a 3-point scale rather than a 5-point scale.
- When statistically significant differences were found between colleges, the graphs in the next section of the report show where the differences occur.

Sub-Sections of Executive Summary:

1. Overall Satisfaction
2. Faculty Resources
3. Work Stressors
4. Workload
5. Work Cultures & Values
6. Mentoring
7. Tenure & Promotion
8. Hiring & Retention
9. ISU Flexible Tenure Policies
10. Life Outside the Institution

OVERALL SATISFACTION

Overall Job Satisfaction

67.9% Satisfied 24.1% Dissatisfied

8% Neither satisfied nor dissatisfied

No statistically significant differences were found by gender, race/ethnicity, tenure status, or rank.

Faculty Salary

50.5% Satisfied 39.8% Dissatisfied 9.7% Neither satisfied nor dissatisfied

Significant differences:

- Full professors and assistant professors were significantly more satisfied with their salary than associate professors.
- Full professors were significantly more satisfied than non-tenure-eligible faculty.
- Statistically significant differences in satisfaction with salary were found by college.

Start-Up Costs

46.2% Satisfied 33.0% Dissatisfied 20.7% Neither satisfied nor dissatisfied

59.4% of tenure-eligible faculty were satisfied with their start-up costs

Significant differences:

- Tenure-eligible faculty were significantly more satisfied with start-up costs than all other faculty.

FACULTY RESOURCES

Availability Of Parking

64.9% Satisfied 23.5% Dissatisfied

Significant differences:

- Non-tenure-eligible faculty were significantly less satisfied than other faculty ranks.
- Tenured faculty were significantly more satisfied than tenure-eligible and non-tenure-eligible faculty.
- Male tenure-eligible faculty were significantly more satisfied than female tenure-eligible faculty.
- Statistically significant differences in satisfaction with the availability of parking were found by college.

Office Space

79.6% Satisfied 12.6% Dissatisfied

Significant differences:

No statistically significant differences were found by gender, race/ethnicity, tenure status, or rank.

Lab or Research Space

62.0% Satisfied 25.5% Dissatisfied

Significant differences:

- Associate professors were significantly less satisfied than full professors.

- Female full professors were significantly more satisfied than male full professors.

Classroom Space

63.5% Satisfied 22.5% Dissatisfied

Significant differences:

- Associate professors were significantly less satisfied than full professors and non-tenure-eligible professors.
- Non-tenure-eligible faculty were significantly more satisfied than tenured or tenure-eligible faculty.
- Female faculty were significantly less satisfied than male faculty.
- Tenured female faculty were significantly less satisfied than tenured male faculty.
- Statistically significant differences in satisfaction with classroom space were found by college.

Other Resources

No statistically significant differences were found by gender, race/ethnicity, tenure status, or rank for the following items:

Resources	Satisfied	Dissatisfied
Library Resources	81.1%	10.4%
Computer Resources	79.2%	10.7%
Clerical & Administrative Staff	74.6%	16.7%
Computer Support Staff	71.6%	17.1%
Technical & Research Staff	64.0%	18.7%
Support for Securing Grants	43.6%	30.3%

Teaching Responsibilities

80.3% Satisfied 10.6% Dissatisfied

Significant differences:

- Female associate professors were significantly less satisfied than male associate professors.
- Female non-tenure-eligible faculty were significantly less satisfied than male non-tenure-eligible faculty.

Access to Teaching Assistants

47.6% Satisfied 38.5% Dissatisfied

No statistically significant differences were found by gender, race/ethnicity, tenure status, or rank.

Quality of Graduate Students

58.9% Satisfied 25.8% Dissatisfied

No statistically significant differences were found by gender, race/ethnicity, tenure status, or rank.

Advising Responsibilities

65.3% Satisfied 14.7% Dissatisfied

Significant differences:

- Female full professors were significantly more satisfied than male full professors.

Time Available for Scholarly Work

34.8% Satisfied 47.7% Dissatisfied

Significant differences:

- Female faculty were significantly less satisfied than male faculty.
- Significant differences were found by tenure status showing that female tenured, tenure-eligible, and non-tenure-eligible faculty were less satisfied than their male colleagues.
- By rank, significant gender differences were found among assistant professors but not by gender when comparing female associate professors to male associate professors or female full professors compared to male full professors.

Committee & Administrative Responsibilities

36.8% Satisfied 31.6% Dissatisfied

Significant differences:

- Non-tenure-eligible faculty were the most satisfied, while tenured faculty were the least satisfied.
- Assistant professors were significantly more satisfied than associate professors.

WORK STRESSORS

(Items have been sorted to show results with the largest percent of “very” plus “somewhat” stressful first.)

Securing Funding For Research

44.4% Very stressful 47.7% Somewhat stressful 8.0%

Not stressful

Significant differences:

- Assistant professors reported significantly higher levels of stress than full professors.
- Female full professors reported significantly higher levels of stress than male full professors.
- Statistically significant differences in reported stress levels were found by college.

Scholarly Productivity

33.4% Very stressful 51.0% Somewhat stressful

15.6% Not stressful

Significant differences:

- Assistant professors reported the highest levels of stress, full professors reported the lowest levels of stress.
- Female faculty reported significantly higher levels of stress than male faculty.
- Female associate professors reported significantly higher levels of stress than male associate professors.

- Statistically significant differences were found by college and by gender within some colleges.

Managing a Research Group or Grant

22.7% Very stressful 57.7% Somewhat stressful

19.6% Not stressful

Significant differences:

- Female faculty reported significantly higher levels of stress than male faculty.
- Underrepresented faculty of color reported significantly lower levels of stress than White and Asian faculty.
- Female associate professors reported significantly higher levels of stress than male associate professors.
- Statistically significant differences were found by college.

Review/Promotion Process

35.2% Very stressful 44.4% Somewhat stressful

20.4% Not stressful

Significant differences:

- Female faculty reported significantly higher levels of stress than male faculty.
- Female tenured faculty reported significantly higher levels of stress than male tenured faculty.
- By rank and gender, female associate professors reported higher levels of stress than male associate professors, but the difference was not statistically significant.
- Assistant professors reported significantly higher levels of stress than all other faculty ranks. Associate professors reported significantly higher levels of stress than full professors.

Department or Campus Politics

33.5% Very stressful 43.7% Somewhat stressful

22.8% Not stressful

Significant differences:

- Associate professors reported significantly higher levels of stress than full professors.
- Statistically significant differences were found by college.

Teaching Responsibilities

15.0% Very stressful 59.3% Somewhat stressful

25.7% Not stressful

Significant differences:

- Female associate professors reported significantly higher levels of stress than male associate professors.
- Statistically significant differences were found by gender within some colleges.

Committee and/or Administrative Responsibilities

16.4% Very stressful 56.2% Somewhat stressful
27.4% Not stressful

Significant differences:

- Full professors reported significantly higher levels of stress than assistant professors and non-tenure-eligible faculty.
- Associate professors reported significantly higher levels of stress than non-tenure-eligible faculty.
- Female full professors reported significantly higher levels of stress than male full professors.
- Statistically significant differences were found by gender within some colleges.

Timing of Departmental Meetings and Functions

6.9% Very stressful 44.6% Somewhat stressful
48.5% Not stressful

Significant differences:

- Female faculty reported significantly higher levels of stress than male faculty.
- Female associate professors reported significantly higher level of stress than male associate professors.

Advising Responsibilities

7.4% Very stressful 41.5% Somewhat stressful
51.1% Not stressful

Significant differences:

- Asian faculty reported significantly higher levels of stress than non-Asian faculty.
- Underrepresented faculty of color reported significantly lower levels of stress than other faculty.
- Statistically significant differences were found by college.

WORKLOAD

Number of Undergraduate Classes Taught in the Last 12 Months

Average: 2.6 undergraduate classes taught

- Non-tenure-eligible faculty taught significantly more undergraduate classes on average per year (Mean = 3.7) than full professors (Mean = 2.2), associate professors (Mean = 2.7), and assistant professors (Mean = 2.4).
- Associate professors taught significantly more classes than full professors.
- Asian faculty taught significantly fewer undergraduate classes (Mean = 2.1) than non-Asian faculty (Mean = 2.7).
- Statistically significant differences were found by college.

Number of Undergraduate Classes Taught That Were Close to Research Interests

- 57% of undergraduate classes taught were close to the faculty member's research interests.
- No significant differences were found by gender, race/ethnicity, rank or tenure status.

Number of Graduate Classes Taught in the Last 12 Months

Average: 0.97 graduate classes taught

- Full and associate professors taught more graduate classes on average (Mean = 1.2 for both) than assistant professors (Mean = 0.87) and non-tenure-eligible faculty (Mean = 0.41).
- Non-tenure-eligible faculty taught significantly fewer graduate classes than all other ranks.
- Statistically significant differences were found by college.

Number of Graduate Classes Taught That Were Close to Research Interests

- 82% of graduate classes taught were close to the faculty member's research interests.
- No significant differences were found by gender, race/ethnicity, rank or tenure status.

Number of Departmental Committees Served on in the Last 12 Months

Average: 2.7 committees

- Professors of higher rank served on more departmental committees than professors of lower rank. The difference in the number of committees is significant between every rank except between full and associate professors.
- Tenured faculty served on the greatest number of departmental committees, while non-tenure-eligible faculty served on the least number of committees.
- Male faculty served on significantly more departmental committees (Mean = 2.8) than female faculty (Mean = 2.5).

Number of University/College Committees Served on in the Last 12 Months

Average: 1.6 committees

- Professors of higher rank also served on more university/college committees. The difference in the number of committees is statistically significant between every rank except between full and associate professors.
- Tenured faculty served on the greatest number of university/college committees, while non-tenure-eligible faculty served on the least number of committees.

- Female full professors served on significantly more university committees (Mean = 2.7) than male full professors (Mean = 2.0).
- Asian faculty served on significantly fewer university/college committees (Mean = 0.9) than non-Asian faculty (Mean = 1.6).

Number of External Committees or Boards Served on in the Last 12 Months

Average: 1.7 committees

- Faculty with higher rank served on statistically more external committees and boards than those faculty with lower rank.
- Tenured faculty served on the greatest number of departmental committees, while non-tenure-eligible faculty served on the least number of committees.
- Statistically significant differences were found by college.

WORK CULTURES & VALUES

My Colleagues Value My Research

60.1% Agree 22.7% Disagree

Significant differences:

- Female faculty were significantly less likely to agree than male faculty.
- Female tenured faculty were significantly less likely to agree than male tenured faculty.
- Full professors were significantly more likely to agree than associate professors or non-tenure-eligible faculty.

My Colleagues Value My Teaching

71.8% Agree 13.6% Disagree

No statistically significant differences were found by gender, race/ethnicity, tenure status, or rank.

I Am Satisfied with Opportunities to Collaborate with Faculty in My Primary Department

60.2% Agree 24.1% Disagree

Significant differences:

- Full professors were significantly more satisfied than associate or assistant professors.

I Am Satisfied with Opportunities to Collaborate with Faculty in Other ISU Departments

59.3% Agree 19.1% Disagree

Significant differences:

- Female faculty were significantly less satisfied than male faculty.
- Full professors were significantly more satisfied than all other ranks.
- Statistically significant differences were found by college.

Interdisciplinary Research is Rewarded in My Department

53.5% Agree 25.0% Disagree

Significant differences:

- Full professors were significantly more likely to agree than associate professors.
- Statistically significant differences were found by college.

My Chair Creates a Collegial and Supportive Environment

67.9% Agree 21.6% Disagree

Significant differences:

- Female faculty were significantly less likely to agree than male faculty.
- Associate professors were significantly less likely to agree than all other ranks.
- Tenured male faculty were significantly more likely to agree than tenured female faculty.
- Statistically significant differences in levels of agreement were found by college.

My Dean Creates a Collegial and Supportive Environment

46.1% Agree 29.7% Disagree

Significant differences:

- Female faculty were significantly less likely to agree than male faculty.
- Associate professors were significantly less likely to agree than all other ranks.
- Tenured male faculty were significantly more likely to agree than tenured female faculty.
- Statistically significant differences were found in levels of agreement by college.
- Within some colleges, faculty of color were significantly more likely to agree than White faculty.

My Chair Helps Me Obtain the Resources I Need

58.6% Agree 22.8% Disagree

Significant differences:

- Associate professors were significantly less likely to agree than assistant professors.
- Non-tenure-eligible faculty were significantly more likely to agree than tenured faculty.

My Dean Helps Me Obtain the Resources I Need

38.1% Agree 33.1% Disagree

Significant differences:

- Associate professors were significantly less likely to agree than assistant professors.

I Have a Voice in the Decision-Making That Affects the Direction of My Department

58.1% Agree 28.8% Disagree

Significant differences:

- Female faculty were significantly less likely to agree than male faculty.
- Full professors were significantly more likely to agree than all other faculty.
- Statistically significant differences were found in levels of agreement by race/ethnicity within some colleges.

I Can Navigate the Unwritten Rules of Faculty Conduct

69.4% Agree 13.7% Disagree

Significant differences:

- Full professors were significantly more likely to agree than all other faculty.

My Department is a Good Fit for Me

68.5% Agree 17.2% Disagree

Significant differences:

- Male tenured faculty were significantly more likely to agree than female tenured faculty.
- Associate professors were significantly less likely to agree than full professors and non-tenure-eligible faculty.
- Statistically significant differences were found by race/ethnicity within some colleges.

I Can Comfortably Raise Personal/Family Responsibilities When Scheduling Departmental Obligations

66.3% Agree 18.9% Disagree

Significant differences:

- Female faculty were significantly less likely to agree than male faculty.
- Male tenured faculty were significantly more likely to agree than female tenured faculty.
- Associate professors were significantly less likely to agree than full professors.
- Non-tenure-eligible faculty were significantly more likely to agree than associate or assistant professors.

I Feel Excluded From an Informal Network in My Department

27.3% Agree 49.0% Disagree

Significant differences:

- Female tenure-eligible and female non-tenure-eligible faculty were significantly more likely to agree than their male colleagues.
- Non-tenure-eligible faculty were significantly more likely to agree than tenured or tenure-eligible faculty.
- Statistically significant differences by gender were found within some colleges.

I Have To Work Harder Than Colleagues to be Perceived as a Legitimate Scholar

38.3% Agree 37.8% Disagree

Significant differences:

- Female faculty were significantly more likely to agree than male faculty.
- Female tenured faculty were significantly more likely to agree than male tenured faculty.
- Full professors were significantly less likely to agree than all other faculty.
- Statistically significant differences in level of agreement were found by college.

MENTORING

Have You Had a Formal Mentor Within Your Department?

23.9% Yes, one was assigned 19.7% Yes, one was chosen 56.4% No

Significant differences:

- Significant differences were found by rank with 17.7% of full professors, 56.6% of associate professors, 90.6% of assistant professors, and 14.1% of non-tenure-eligible faculty having had a formal mentor in their department.
- There was no significant difference by gender in the percent of faculty who had a formal mentor when controlling for faculty rank.
- Faculty of color were significantly more likely to have had a formal mentor (58.4%) than White faculty (41.1%). Of tenured and tenure-eligible faculty only, 64.6% of faculty of color and 48.1% of White faculty had a formal mentor.

How Helpful was Formal Mentoring

57.9% helpful 25.6% unhelpful

Significant differences:

- Female faculty were significantly more likely to find formal mentoring helpful than male faculty.
- White full professors rated formal mentoring as more helpful than their faculty of color colleagues.

Have You Had One or More Informal Mentors While at Iowa State?

63.7% Yes 36.4% No

Significant differences:

- There were significant differences by rank with 56.5% of full professors, 62.8% of associate professors, 81.2% of assistant professors, and 56.9% of non-tenure-eligible faculty having had one or more informal mentors while at Iowa State.
- Significantly more female faculty reported having an informal mentor, even when controlling for rank.

- Female full and associate professors were significantly more likely than their male colleagues to have reported having one or more informal mentors.
- Asian faculty were significantly less likely to have had one or more informal mentors than non-Asian faculty.

How Helpful was This Informal Mentoring?

78.0% helpful 20.2% unhelpful

Significant differences:

- Female faculty of all ranks were significantly more likely to rate informal mentoring as helpful than their male colleagues.

Have You Received Adequate Mentoring at ISU?

56.3% Yes 43.7% No

Significant differences:

- Associate professors were significantly less likely to be satisfied with their mentoring than full or assistant professors.
- Tenure-eligible faculty were significantly more likely to be satisfied than tenured or non-tenure-eligible faculty.

TENURE & PROMOTION

Criteria for Promotion and/or Tenure are Clearly Communicated

61.3% Agree 31.2% Disagree

Significant differences:

- Full professors were significantly more likely to agree than associate or assistant professors.
- Asian faculty were significantly more likely to agree than non-Asian faculty.
- Statistically significant differences were found by college.

To What Extent is Research/Scholarly Work Valued in the Tenure and/or Promotion Process?

0.8% Valued slightly or not at all

3.5% Somewhat valued 95.7% Highly valued

No statistically significant differences were found by gender, race/ethnicity, tenure status, or rank.

How Appropriately is Research/Scholarly Work Valued in the Tenure and/or Promotion Process?

5.2% Undervalued 52.8% Appropriately valued

42.0% Overvalued

Significant differences:

- Female assistant professors were more likely to report that research is overvalued in the tenure and/or promotion process than male assistant professors.
- Statistically significant differences were found by college.

To What Extent are Teaching Contributions Valued in the Tenure and/or Promotion Process?

21.5% Valued slightly or not at all

59.6% Somewhat valued 18.9% Highly valued

No statistically significant differences were found by gender, race/ethnicity, tenure status, or rank.

How Appropriately Are Teaching Contributions Valued in the Tenure and/or Promotion Process?

62.6% Undervalued 33.1% Appropriately valued

4.3% Overvalued

No statistically significant differences were found by gender, race/ethnicity, tenure status, or rank.

To What Extent Is Service Valued in the Tenure and/or Promotion Process?

53.1% Valued slightly or not at all

42.3% Somewhat valued 4.6% Highly valued

No statistically significant differences were found by gender, race/ethnicity, tenure status, or rank.

How Appropriately Is Service Valued in the Tenure and/or Promotion Process?

53.9% Undervalued 42.0% Appropriately valued

4.1% Overvalued

Significant differences:

- Female faculty were significantly more likely to rate service as undervalued (63%) than male faculty (49%).
- Female full professors and female assistant professors were significantly more likely to rate service as undervalued than male full and assistant professors.
- Associate professors were significantly more likely to rate service as undervalued than full or assistant professors.

To What Extent is Extension & Professional Practice Valued in the Tenure and/or Promotion Process?

41.7% Valued slightly or not at all

48.0% Somewhat valued 10.3% Highly valued

No statistically significant differences were found by gender, race/ethnicity, tenure status, or rank.

How Appropriately is Extension & Professional Practice Valued in the Tenure and/or Promotion Process?

57.3% Undervalued 37.8% Appropriately valued

5.0% Overvalued

No statistically significant differences were found by gender, race/ethnicity, tenure status, or rank.

HIRING & RETENTION

In the Last Five Years at Iowa State, Have You Received a Job Offer that You Took to Your Chair?

18.7% Yes 81.3% No

Significant differences:

- Assistant professors (12%) and non-tenure-eligible faculty (11%) were significantly less likely to receive a job offer than full (24%) and associate professors (23%).

Has an Outside Job Offer(s) Resulted in Adjustments to Any of the Following?

51.6% Salary 43.4% No adjustment

11.3% Course load 7.5% Research start-up funds

Findings:

- Male faculty were more likely than female faculty to have used an outside job offer to negotiate an adjustment in salary, course load, research start-up funds, administrative duties, summer salary, and tenure clock timing.
- Female faculty were more likely than male faculty to have used an outside job offer to negotiate an adjustment in leave time and a job for a spouse/domestic partner.
- Female faculty were less likely than male faculty to have used an outside job offer to negotiate any adjustments in their current job.

In the Next Three Years, How Likely are You to Leave Iowa State?

37% Likely 44% Unlikely

Significant differences:

- Non-tenure-eligible faculty were significantly more likely to leave than full professors.

To What Extent Have You Considered the Following as Reasons to Leave?

Top reasons for leaving considered: Enhance career beyond tenure and salary, increase salary, find a more supportive work environment

Significant differences:

- Female faculty (Mean = 2.06) were significantly more likely to consider leaving Iowa State to find a more supportive work environment than male faculty (Mean = 1.89, $p = 0.007$).
- Female faculty (Mean = 1.92) were significantly more likely to consider leaving Iowa State to reduce stress than male faculty (Mean = 1.62, $p < 0.001$).
- Female faculty (Mean = 1.35) were significantly more likely to consider leaving Iowa State to address child-related issues than male faculty (Mean = 1.16, $p < 0.001$).
- Female faculty (Mean = 1.69) were significantly more likely to consider leaving Iowa State to improve the employment situation of a spouse/partner than male faculty (Mean = 1.54, $p = 0.021$).

ISU FLEXIBLE TENURE POLICIES

Are You Aware of Iowa State's Tenure-Clock Extension Policy?

85.5% Yes 14.5% No

Significant differences:

- Female faculty were significantly more aware of the policy (92%) than male faculty (82%).
- Female full and assistant professors were significantly more aware of the policy than male full and assistant professors.

Are You Aware of Iowa State's Part-Time Appointments Policy?

52.5% Yes 47.5% No

Significant differences:

- Female faculty were significantly more aware of the policy (59%) than male faculty (49%).
- Tenured faculty were significantly more aware of the policy (55%) than tenure-eligible faculty (44%).

Using the Tenure Clock Policy Might Hurt a Faculty Member's Chances for Tenure

32.1% Agree 34.5% Disagree

No statistically significant differences were found by gender, race/ethnicity, tenure status, or rank.

How Supportive Was Your Department Concerning Your Tenure Clock Extension?

64.3% Supportive 32.1% Unsupportive

Significant differences:

- Among faculty who had their tenure clock extended, male faculty reported significantly less support from their department than female faculty. Of those faculty, 46% of male faculty reported that their department was unsupportive (38% indicated "very unsupportive") vs. 22% of female faculty (9% indicated "very unsupportive").

Having a Tenure Clock Policy Shows Iowa State is Supportive of Family Issues

80.9% Agree 5.4% Disagree

Significant differences:

- Female faculty were significantly more likely to agree than male faculty.
- Female full professors were significantly more likely to agree than male full professors.

Using the Tenure Clock Policy Might Reflect Poorly on a Faculty Member's Job Performance

34.2% Agree 36.2% Disagree

Significant differences:

- Full professors were significantly less likely to agree than associate or assistant professors.

Additional Time for Tenure Will Not Help Because Colleagues Will Look at Ratio of Publication Per Year

43.1% Agree 30.9% Disagree

Significant differences:

- Assistant faculty were significantly more likely to agree than full professors.
- Underrepresented faculty of color were significantly more likely to agree than other faculty.

The Tenure Clock Policy Will Help Iowa State Recruit Faculty

56.1% Agree 13.1% Disagree

Significant differences:

- Female faculty were significantly more likely to agree than male faculty, regardless of rank or tenure status.

My Department Already Provides Enough Tenure Flexibility for Family Issues

30.5% Agree 28.3% Disagree

Significant differences:

- Full professors were significantly more likely to agree than assistant professors.
- Male faculty were significantly more likely to agree than female faculty.
- Male full professors and male associate professors were significantly more likely to agree than their female colleagues.

Extra Time on the Tenure Clock Provides an Unfair Advantage

14.0% Agree 67.2% Disagree

Significant differences:

- Full professors were significantly more likely to agree than assistant professors.
- Male faculty were significantly more likely to agree than female faculty, regardless of rank or tenure status.

Care of a Family Member is Not a Legitimate Reason to Grant Extra Time on the Tenure Clock

4.5% Agree 85.8% Disagree

Significant differences:

- Full professors were significantly more likely to agree than assistant professors.
- Male faculty were significantly more likely to agree than female faculty.
- Male full professors and male associate professors were significantly more likely to agree than their female colleagues.

Using the Part-Time Policy Would Place an Undue Burden on Colleagues

32.1% Agree 35.7% Disagree

Significant differences:

- Male full professors were significantly more likely to agree than female full professors.

Using the Part-Time Policy Would Hurt a Faculty Member's Chances for Promotion or Tenure

41.1% Agree 24.4% Disagree

No statistically significant differences were found by gender, race/ethnicity, tenure status, or rank

The Part-Time Policy Will Help Iowa State Retain Qualified Faculty Members

56.7% Agree 11.1% Disagree

Significant differences:

- Female faculty were significantly more likely to agree than male faculty, regardless of rank or tenure status.

LIFE OUTSIDE THE INSTITUTION

(Items have been sorted to show results with the largest percent of "very" plus "somewhat" stressful first.)

Managing Household Responsibilities as a Source of Stress

15.0% Very stressful 53.0% Somewhat stressful

32.0% Not at all stressful

Significant differences:

- Full professors reported significantly lower levels of stress than associate or assistant professors.
- Tenure-eligible faculty reported significantly higher levels of stress than tenured faculty.
- Female faculty reported significantly higher levels of stress than male faculty, regardless of rank or tenure status.
- White assistant and associate professors reported significantly higher levels of stress than their faculty of color colleagues.
- Statistically significant differences in levels of stress were found by college.

Childcare as a Source of Stress

14.3% Very stressful 33.8% Somewhat stressful

51.9% Not at all stressful

Significant differences:

- Full professors reported significantly lower levels of stress than associate or assistant professors.
- Tenure-eligible faculty reported significantly higher levels of stress than tenured or non-tenure-eligible faculty.
- Female faculty reported significantly higher levels of stress than male faculty.
- Female assistant faculty reported significantly higher levels of stress than male assistant faculty.
- Female tenured faculty reported significantly higher levels of stress than male tenured faculty.
- Within some colleges, statistically significant differences in level of stress were found by gender.

Care of Someone Who is Ill, Disabled, Aging, or in Need of Special Services as a Source of Stress

15.6% Very stressful 29.6% Somewhat stressful
54.8% Not at all stressful

Significant differences:

- Female faculty reported significantly higher levels of stress than male faculty, regardless of rank or tenure status.
- Associate professors reported significantly higher levels of stress than assistant professors.
- Statistically significant differences in levels of stress were found by college.
- Within some colleges, statistically significant differences in level of stress were found by gender.

Personal Health as a Source of Stress

7.1% Very stressful 33.6% Somewhat stressful
59.3% Not at all stressful

No statistically significant differences were found by gender, race/ethnicity, tenure status, or rank.

Cost of Living as a Source of Stress

6.6% Very stressful 32.9% Somewhat stressful
60.5% Not at all stressful

Significant differences:

- Cost of living was not at all stressful for 70% of full professors, 54% of associate professors, 65% of assistant professors, and 48% of non-tenure-eligible faculty. Some of these differences by rank were significant. Associate professors and non-tenure-eligible faculty were both significantly more stressed about cost of living than full professors.
- Non-tenure-eligible faculty reported significantly higher levels of stress about cost of living than tenured or tenure-eligible faculty.
- Statistically significant differences in levels of stress were found by college.

Are You Currently Caring for or Managing Care for an Aging and/or Ill Parent, Spouse, or Other Relative?

17.1% Yes 82.9% No

Significant differences:

- Female faculty were significantly more likely to be involved with such care (21%) than male faculty (14%).
- A greater percentage of associate professors (22%) than other ranks indicated that they were involved with such care.

Do You Have a Spouse or Domestic Partner:

80.5% Spouse 4.9% Domestic Partner
14.5% Neither

Significant differences:

- Full professors (92%) were significantly more likely than assistant professors or non-tenure-eligible faculty (79% for both) to have a spouse or

partner. Eighty-four percent of both associate professors and non-tenure-eligible faculty have a spouse or partner.

- Female faculty were significantly less likely to have a spouse or partner than male faculty (74.5% vs. 92.1%, respectively).
- Female faculty were significantly less likely to have a spouse or partner than male faculty except for non-tenure-eligible faculty.

What is Your Spouse's/Domestic Partner's Employment Status?

35.9% Employed, not at ISU

21.0% ISU faculty member

12.6% ISU employee, non-faculty

Findings:

- Thirty-four percent of female faculty respondents versus 15% of male faculty respondents report that their spouse/domestic partner is a faculty member at Iowa State.

How Satisfied is Your Spouse/Domestic Partner with His/Her Employment Situation?

54.5% Satisfied 37.2% Dissatisfied

Significant differences:

- Female assistant professors were significantly more likely than male assistant professors to report their spouse/partner was satisfied.
- Non-tenure-eligible faculty were significantly more likely to report their spouse/domestic partner was satisfied than all other ranks.
- Asian faculty were significantly less likely than non-Asian faculty to report their spouse/domestic partner was satisfied.

How Many Children Do You Have?

Average for all faculty: 1.5 children

Average for those with children: 2.14 children

Significant differences:

- Among all faculty, regardless of whether or not they have children, female faculty have significantly fewer children on average (Mean = 1.1) than male faculty (Mean = 1.8). This is not surprising considering that female faculty were also significantly more likely to have no children than male faculty (41.3% vs. 21.5%).
- When comparing only those faculty with children, female faculty have significantly fewer children on average (Mean = 1.9) than male faculty (Mean = 2.2).
- Female full and associate professors have significantly fewer children than male full and associate professors.
- Asian faculty have significantly fewer children (Mean = 1.0) than non-Asian faculty (Mean = 1.6).