

Appendix C

COWAC Faculty Survey Data, 2003 - 2004

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COWAC Faculty Survey Data

Note: some respondents did not answer every question

Demographics - Faculty

Gender

	Survey Sample		Northwestern	
	Frequency	Percentage	Frequency	Percentage
Male	251	45.1%	1227	67.3%
Female	306	54.9%	595	32.7%
Total	557	100%	1822	100%

NU data provided by Human Resources
COWAC faculty survey question #32, 4/04

Marital Status

	Frequency	Percentage
Single	116	20.9%
Married/Have a life partner	438	79.1%
Total	554	100%

Note: Northwestern data not available
COWAC faculty survey question #35, 4/04

Age

	Survey Sample		Northwestern	
	Frequency	Percentage	Frequency	Percentage
18-24	0	0	0	0
25-34	91	16.5%	208	11.4%
35-44	173	31.3%	567	31.1%
45-54	171	30.9%	549	30.1%
55-61	79	14.3%	279	15.3%
Over 61	39	7.1%	219	12 %
Total	553	100%	1822	100%

Note: Percentages may not add up to 100% due to rounding.

NU data provided by Human Resources
COWAC faculty survey question #34, 4/04

Demographics - Faculty

Race

	Survey Sample		Northwestern	
	Frequency	Percentage	Frequency	Percentage
Native American/Alaskan native	0	0	2	0.1%
Asian/Pacific Islander	42	7.7%	170	9.3%
Hispanic/Latino	14	2.6%	50	2.7%
Other	18	3.3%	37	2%
African American	17	3.1%	52	2.9%
Caucasian	457	83.4%	1511	82.9%
Total	548	100%	1822	100%

Note: Percentages may not add up to 100% due to rounding.

NU data provided by Human Resources

COWAC faculty survey question #33, 4/04

Tenure Status

	Survey Sample		Northwestern	
	Frequency	Percentage	Frequency	Percentage
Tenured	181	32.5%	738	42%
Tenure Eligible, untenured	111	19.9%	288	16.4%
Not Tenure Eligible	265	47.6%	731	41.6%
Total	557	100.0%	1757	100%

NU data provided by Human Resources

COWAC faculty survey question #24, 4/04

Campus Location

	Survey Sample		Northwestern	
	Frequency	Percentage	Frequency	Percentage
Evanston Campus	363	65.9%	967	53.2%
Chicago Campus	188	34.1%	849	46.8%
Total	551	100.0%	1816	100%

Drawn from COWAC faculty survey question #25, 4/04

Demographics - Faculty

Years of Service

	Survey Sample		Northwestern	
	Frequency	Percentage	Frequency	Percentage
0-3 years	182	33.5%	405	22.2%
4-6 years	96	17.6%	290	15.9%
7-10 years	82	15.1%	347	19%
11-15 years	53	9.7%	259	14.2%
Over 15 years	131	24.1%	521	28.6%
Total	544	100.0%	1822	100%

Note: The percentages may not add up to 100% due to rounding.
COWAC faculty survey question #30, 4/04

Current Rank of Primary Appointment

	Survey Sample		Northwestern	
	Frequency	Percentage	Frequency	Percentage
Assistant Professor	141	27.5%	473	27.0%
Associate Professor	73	14.3%	335	19.0%
Professor	128	25.0%	569	35.0%
Clinical Associate	5	1.0%	2	.01%
Clinical Assistant Professor	13	2.5%	47	2.6%
Clinical Associate Professor	5	1.0%	28	1.6%
Clinical Professor	7	1.4%	24	1.4%
Research Assistant Professor	28	5.5%	24	1.4%
Research Associate Professor	8	1.6%	20	1.1%
Research Professor	3	.6%	8	.05%
Instructor/Instructor Clinical	23	4.5%	123	6.8%
Lecturer	44	8.6%	57	3.3%
Senior Lecturer/College Lecturer (WCAS)	34	6.6%	88	4.8%
Not included in other classifications	-	-	24	1.3%
Respondents not identifying themselves by rank	51	9.0%	-	-
Total	563	100%	1822	100%

Note: Percentages may not add up to 100% due to rounding.
COWAC faculty survey question #29, 4/04

Response Rate

Survey Responses	563
Northwestern Population	1822
Response Rate	30.9%

Job Satisfaction - Faculty

Table 1.1. I am satisfied with:

	Strongly Disagree		Somewhat Disagree		Neutral		Somewhat Agree		Strongly Agree	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
My ability to speak frankly in department meetings	8 3.4%	21 7.6%*	22 9.4%	51 18.4%*	19 8.1%	23 8.3%	62 26.5%	82 29.6%	123 52.6%	100 36.1%*
My ability to discuss matters of departmental concern in informal settings	3 1.2%	14 4.8%*	13 5.3%	31 10.7%*	19 7.8%	29 10.0%	61 25.0%	93 32.0%	148 60.7%	124 42.6%*
My role in defining the teaching mission of my department	10 4.4%	15 5.8%	27 11.9%	36 14.0%	42 18.6%	64 24.9%	71 31.4%	73 28.4%	76 33.6%	69 26.8%
My level of control over my own teaching assignments	6 2.6%	16 6.0%	15 6.5%	28 10.5%	22 9.5%	25 9.4%	69 29.7%	72 27.0%	120 51.7%	126 47.2%
My role in selecting and supervising graduate students	6 3.3%	14 7.9%	14 7.8%	19 10.7%	28 15.6%	34 19.2%	58 32.2%	41 23.2%	74 41.1%	69 39.0%
My role in the hiring of new members of my department	13 6.3%	35 15.2%*	17 8.3%	38 16.5%*	36 17.5%	33 14.3%	61 29.6%	64 27.8%	79 38.3%	60 26.1%*
My role in promotion and tenure decisions in my department	16 9.5%	36 20.0%*	13 7.7%	30 16.7%*	34 20.2%	47 26.1%	33 19.6%	22 12.2%	72 42.9%	45 25.0%*
My understanding of the criteria for promotion and tenure in my department	16 7.4%	25 9.9%	27 12.4%	45 17.9%	26 12.0%	41 16.3%	56 25.8%	70 27.8%	92 42.4%	71 28.2%*
My level of participation in the governance of my department	20 8.9%	32 12.4%	30 13.3%	43 16.7%	46 20.4%	59 22.9%	50 22.2%	67 26.0%	79 35.1%	57 22.1%*
My role in allocating positions of academic leadership in my department	25 12.3%	36 17.1%	26 12.7%	42 19.9%*	58 28.4%	66 31.3%	49 24.0%	33 15.6%*	46 22.5%	34 16.1%
The amount of collaboration I have with other faculty within my department	11 4.5%	18 6.1%	29 11.9%	50 17.1%	30 12.3%	45 15.4%	84 34.4%	87 29.7%	90 36.9%	93 31.7%
The amount of collaboration I have with other faculty outside my department	10 4.2%	23 8.4%	25 10.5%	40 14.5%	44 18.6%	47 17.1%	65 27.4%	83 30.2%	93 39.2%	82 29.8%*
The amount of informal intellectual interaction I experience in my department	13 5.2%	17 5.6%	35 14.1%	58 19.3%	37 14.9%	46 15.3%	103 41.4%	97 32.2%*	61 24.5%	83 27.6%
My interactions with my colleagues generally	7 2.8%	8 2.7%	14 5.6%	22 7.4%	30 12.0%	43 14.5%	101 40.6%	106 35.7%	97 39.0%	118 39.7%

Job Satisfaction - Faculty

Table 1.1, con't.

	Strongly Disagree		Somewhat Disagree		Neutral		Somewhat Agree		Strongly Agree	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
The staff support available to me	21 8.4%	35 11.6%	46 18.4%	50 16.6%	38 15.2%	42 14.0%	70 28.0%	79 26.2%	75 30.0%	95 31.6%
The office space provided me	20 8.4%	25 8.5%	20 8.4%	23 7.8%	25 10.5%	33 11.2%	63 26.4%	72 24.5%	111 46.4%	141 48.0%
The research or rehearsal space provided me	14 7.6%	25 12.0%	26 14.1%	28 13.4%	29 15.7%	45 21.5%	51 27.6%	51 24.4%	65 35.1%	60 28.7%
The research support I receive from university funds	38 18.2%	41 17.4%	28 13.4%	46 19.6%	47 22.5%	51 21.7%	53 25.4%	51 21.7%	43 20.6%	46 19.6%
My salary	30 12.4%	57 18.9%*	34 14.0%	63 20.9%*	40 16.5%	48 15.9%	83 34.3%	79 26.2%*	55 22.7%	55 18.2%
My current position overall at Northwestern	11 4.4%	19 6.3%	27 10.8%	50 16.7%	33 13.3%	53 17.7%	91 36.5%	95 31.7%	87 34.9%	83 27.7%

Note: * Difference of proportion is significant at .05 level. Significance test is conducted for all response categories except "neutral."
COWAC faculty survey question #1, 4/04.

Job Satisfaction - Faculty

Table 1.2. I am satisfied with my current position overall at Northwestern

	Tenured/Tenure Eligible		Not Tenure Eligible	
	Male	Female	Male	Female
Strongly Disagree	5 3.2%	5 3.9%	6 6.7%	14 8.2%
Somewhat Disagree	11 7.1%	19 15.0%*	16 17.8%	31 18.1%
Neutral	22 14.1%	17 13.4%	11 12.2%	36 21.1%
Somewhat Agree	60 38.5%	44 34.6%	29 32.2%	51 29.8%
Strongly Agree	58 37.2%	42 33.1%	28 31.1%	39 22.8%

Note: * Difference of proportion is significant at .05 level. Significance test is conducted for all response categories except “neutral.”

COWAC faculty survey question #1, 4/04.

Job Satisfaction - Faculty

Table 1.3. I am satisfied with:

	My ability to speak frankly in department meetings				My ability to discuss matters of departmental concern in informal meetings				My role in the hiring of new members of my department				My role in promotion and tenure decisions in my department				My salary			
	Evanston		Chicago		Evanston		Chicago		Evanston		Chicago		Evanston		Chicago		Evanston		Chicago	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Strongly disagree	4 2.5%	13 8.0%*	4 6.0%	8 7.2%	2 1.2%	9 5.2%*	1 1.5%	5 4.4%	9 6.3%	19 14.1%*	4 6.8%	16 17.0%	4 3.4%	18 18.4%*	12 25.5%	18 22.2%	24 13.8%	35 19.4%	5 8.1%	20 16.9%
Somewhat disagree	15 9.3%	26 16.0%	7 10.4%	25 22.5%*	8 4.7%	16 9.2%	4 6.0%	15 13.2%	8 5.6%	24 17.8%*	8 13.6%	14 14.9%	8 6.8%	11 11.2%	5 10.6%	18 22.2%	27 15.5%	32 17.8%	7 11.3%	30 25.4%*
Neutral	14 8.7%	14 8.6%	5 7.5%	9 8.1%	13 7.6%	16 9.2%	6 9.0%	13 11.4%	24 16.8%	12 8.9%	12 20.3%	21 22.3%	20 16.9%	19 19.4%	14 29.8%	28 34.6%	30 17.2%	32 17.8%	9 14.5%	16 13.6%
Somewhat agree	40 24.8%	40 24.5%	20 29.9%	41 36.9%	38 22.2%	49 28.2%	21 31.3%	43 37.7%	43 30.1%	38 28.1%	17 28.8%	25 26.6%	24 20.3%	13 13.3%	8 17.0%	9 11.1%	58 33.3%	50 27.8%	22 35.5%	28 23.7%
Strongly agree	88 54.7%	70 42.9%*	31 46.3%	28 25.2%*	110 64.3%	84 48.3%*	35 52.2%	38 33.3%*	59 41.3%	42 31.1%	18 30.5%	18 19.1%	62 52.5%	37 37.8%*	8 17.0%	8 9.9%	35 20.1%	31 17.2%	19 30.6%	24 20.3%

Note: M: Male; F: Female.

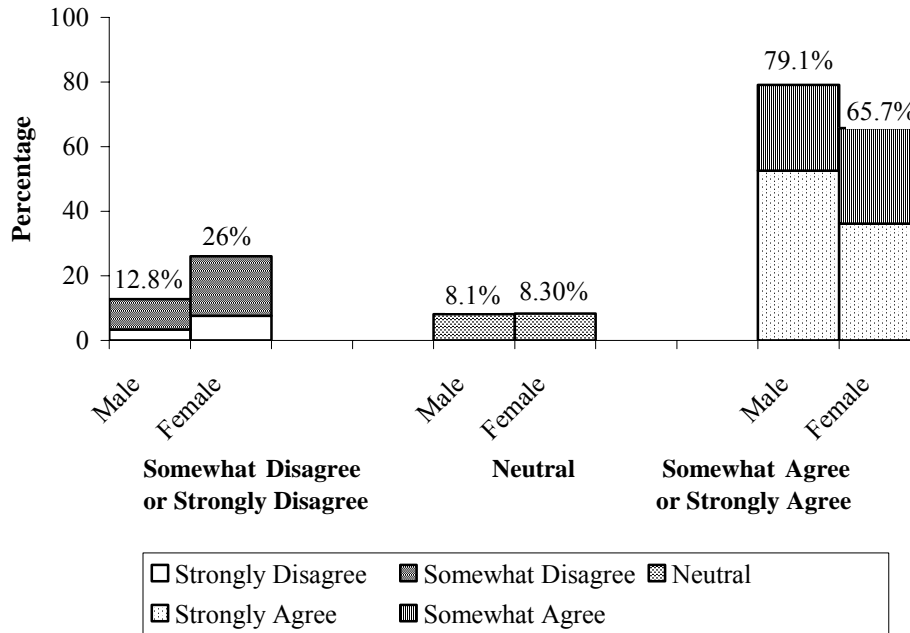
Chicago campus includes the Law School and the Medical School. All other schools are located in Evanston.

* Difference of proportion is significant at .05 level. Significance test is conducted for all response categories except “neutral.”

COWAC faculty survey question #1, 4/04.

Job Satisfaction - Faculty

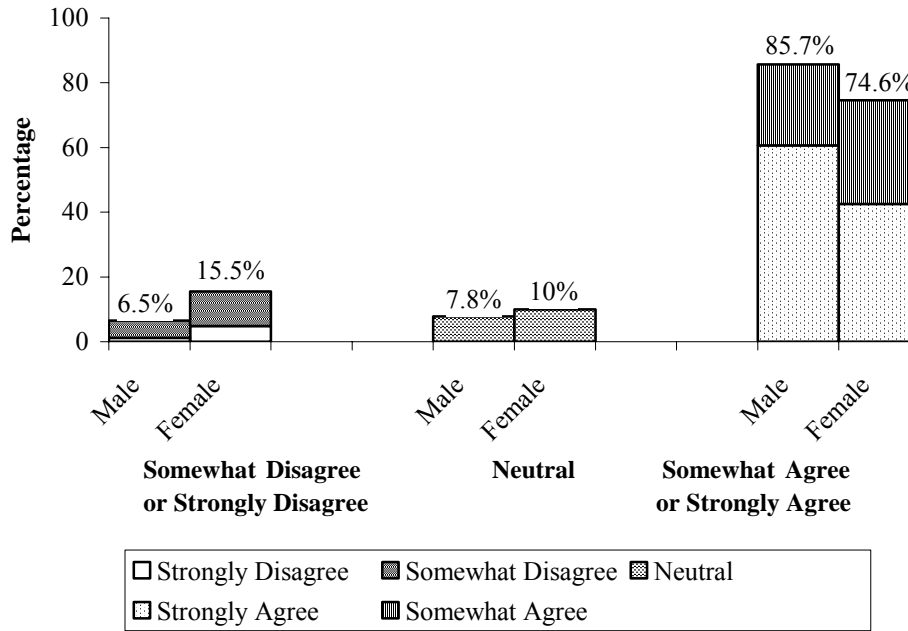
Figure 1.1. Satisfaction with My Ability to Speak Frankly in Department Meetings



Source: Table 1 – COWAC faculty survey question #1, 4/04

Job Satisfaction - Faculty

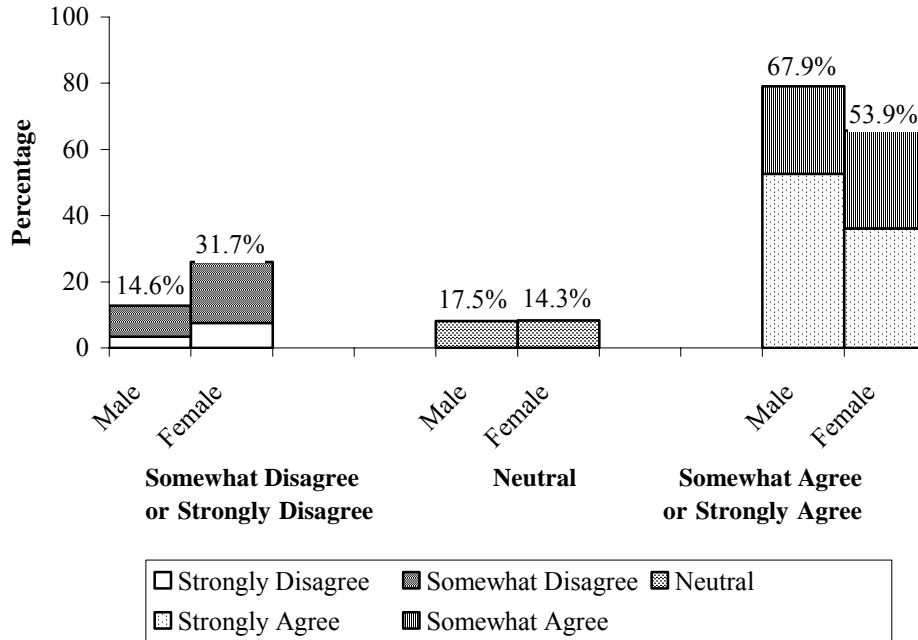
Figure 1.2. Satisfaction with My Ability to Discuss Departmental Concerns in Informal Meetings



Source: Table 1 – COWAC faculty survey question #1, 4/04

Job Satisfaction - Faculty

Figure 1.3. Satisfaction with My Role in the Hiring of New Members of My Department



Source: Appendix Table 1.

Job Satisfaction - Faculty

Table 2.1. In a typical week, how many hours do you work in tasks related to your current position with the University?

	Tenured/Tenure Eligible		Not Tenure Eligible	
	Male	Female	Male	Female
≤ 20 hours	2 1.3%	3 2.3%	15 16.9%	20 11.6%
20-25 hours	0 0	4 3.1%*	7 7.9%	14 8.1%
26-35 hours	4 2.6%	8 6.2%	1 1.1%	19 11.0%*
36-45 hours	15 9.7%	15 11.6%	8 9.0%	38 22.1%*
46-55 hours	47 30.3%	39 30.2%	26 29.2%	42 24.4%
56-65 hours	59 38.1%	34 26.4%*	16 18.0%	22 12.8%
≥ 65 hours	28 18.1%	26 20.2%	16 18.0%	17 9.9%

Note: * Difference of proportion is significant at .05 level.
COWAC faculty survey question #3, 4/04.

Job satisfaction - Faculty

Table 3.1. The criteria for evaluation of faculty in my position in my department include:

	Strongly Disagree		Somewhat Disagree		Neutral		Somewhat Agree		Strongly Agree	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Academic prestige measured by publication or creative work	3 1.3%	15 5.3%*	4 1.7%	8 2.8%	7 3.0%	9 3.2%	58 25.0%	59 20.8%	160 69.0%	192 67.8%
Success in grant or other revenue raising	9 3.9%	26 9.6%*	17 7.3%	18 6.6%	33 14.2%	32 11.8%	70 30.2%	72 26.6%	103 44.4%	123 45.4%
Other indicators of academic prestige	5 2.2%	7 2.5%	8 3.5%	12 4.3%	34 14.8%	44 15.8%	86 37.4%	117 41.9%	97 42.2%	99 35.5%
Teaching excellence	14 5.9%	20 7.1%	44 18.5%	40 14.3%	52 21.8%	57 20.4%	82 34.5%	97 34.6%	46 19.3%	66 23.6%
Participation in the affairs of the department	11 4.6%	13 4.5%	37 15.5%	43 14.9%	65 27.3%	70 24.2%	92 38.7%	122 42.2%	33 13.9%	41 14.2%
Participation in the affairs of the University	25 10.6%	26 9.3%	48 20.4%	51 18.1%	78 33.2%	99 35.2%	61 26.0%	83 29.5%	23 9.8%	22 7.8%
Other	0 0.0%	3 7.5%	1 2.7%	1 2.5%	17 45.9%	17 42.5%	3 8.1%	5 12.5%	16 43.2%	14 35.0%

Note: * Difference of proportion is significant at .05 level. Significance test is conducted for all response categories except "neutral."

COWAC faculty survey question #6, 4/04.

Job satisfaction - Faculty

Table 3.2. The criteria for evaluation of faculty in my position in my department include:

	Academic prestige measured by publication or creative work				Success in grant or other revenue raising				Other indicators of academic prestige				Teaching Excellence				Other			
	Ten/Ten.-eligible		Not tenure-eligible		Ten/Ten.-eligible		Not tenure-eligible		Ten/Ten.-eligible		Not tenure-eligible		Ten/Ten.-eligible		Not tenure-eligible		Ten/Ten.-eligible		Not tenure-eligible	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Strongly disagree	1 .6%	2 1.5%	2 2.7%	13 8.6%	4 2.6%	9 7.1%	5 6.8%	17 11.8%	2 1.3%	2 1.6%	3 4.1%	5 3.4%	12 7.7%	11 8.6%	2 2.5%	9 6.0%	0 0	1 9.1%	0 0	2 6.9%
Somewhat disagree	0 0	1 .8%	4 5.5%	7 4.6%	11 7.1%	9 7.1%	6 8.1%	9 6.3%	4 2.6%	7 5.4%	4 5.5%	5 3.4%	32 20.6%	25 19.5%	12 15.2%	15 9.9%	0 0	1 9.1%	1 6.7%	0 0
Neutral	1 .6%	1 .8%	6 8.2%	8 5.3%	21 13.5%	16 12.7%	11 14.9%	16 11.1%	21 13.6%	13 10.1%	12 16.4%	31 20.8%	40 25.8%	28 21.9%	12 15.2%	29 19.2%	11 52.4%	6 54.5%	6 40.0%	11 37.9%
Somewhat agree	30 19.2%	18 13.8%	28 38.4%	41 27.0%	47 30.3%	38 30.2%	23 31.1%	34 23.6%	55 35.7%	54 41.9%	30 41.1%	63 42.3%	51 32.9%	48 37.5%	28 35.4%	48 31.8%	2 9.5%	1 9.1%	1 6.7%	4 13.8%
Strongly agree	124 79.5%	108 83.1%	33 45.2%	83 54.6%	72 46.5%	54 42.9%	29 39.2%	68 47.2%	72 46.8%	53 41.1%	24 32.9%	45 30.2%	20 12.9%	16 12.5%	25 31.6%	50 33.1%	8 38.1%	2 18.2%	7 46.7%	12 41.4%

Note: M: Male; F: Female.

COWAC faculty survey question #6, 4/04.

Job Satisfaction - Faculty

Table 3.3. The criteria for evaluation of faculty in my position in my department include:

	Participation in the affairs of the department				Participation in the affairs of the University			
	Tenured/tenure eligible		Not tenure eligible		Tenured/tenure eligible		Not tenure eligible	
	Male	Female	Male	Female	Male	Female	Male	Female
Strongly disagree	8 5.1%	8 6.2%	3 3.8%	5 3.2%	17 11.0%	18 14.1%	8 10.4%	8 5.3%
Somewhat disagree	27 17.3%	22 17.1%	10 12.8%	19 12.0%	39 25.2%	26 20.3%	9 11.7%	24 15.8%
Neutral	44 28.2%	29 22.5%	20 25.6%	41 25.9%	49 31.6%	39 30.5%	27 35.1%	60 39.5%
Somewhat agree	60 38.5%	56 43.4%	30 38.5%	66 41.8%	38 24.5%	35 27.3%	23 29.9%	48 31.6%
Strongly agree	17 10.9%	14 10.9%	15 19.2%	27 17.1%	12 7.7%	10 7.8%	10 13.0%	12 7.9%

COWAC faculty survey question #6, 4/04.

Job Satisfaction - Faculty

Table 4.1. Listed below are types of assistance that people sometimes receive from new employers. For each type, please indicate your level of satisfaction with the assistance that you received when you came to Northwestern.

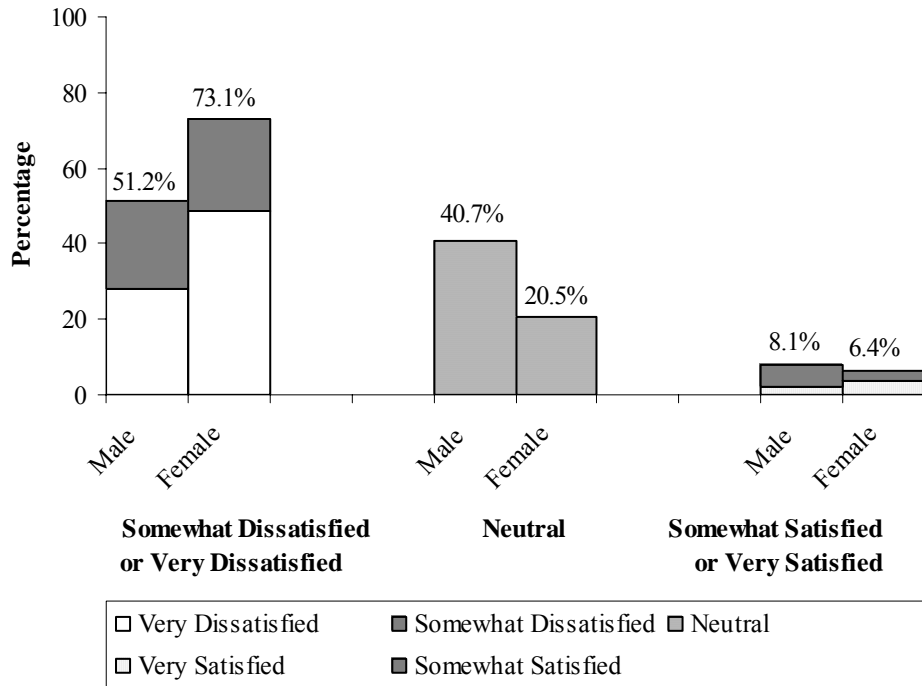
	Very Dissatisfied		Somewhat Dissatisfied		Neutral		Somewhat Satisfied		Very Satisfied	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Job placement for spouse or partner in an academic position	10 11.8%	20 25.3%*	11 12.9%	12 15.2%	40 47.1%	23 29.1%	12 14.1%	6 7.6%	12 14.1%	18 22.8%
Job placement for spouse or partner in a non-academic position	14 17.1%	13 27.1%	20 24.4%	8 16.7%	41 50.0%	23 47.9%	3 3.7%	1 2.1%	4 4.9%	3 6.3%
Finding childcare for preschool children	24 27.9%	38 48.7%*	20 23.3%	19 24.4%	35 40.7%	16 20.5%	5 5.8%	2 2.6%	2 2.3%	3 3.8%
Finding school placement for older children	13 23.2%	17 41.5%	7 12.5%	5 12.2%	32 57.1%	16 39.0%	3 5.4%	1 2.4%	1 1.8%	2 4.9%
Finding housing	18 12.3%	28 19.7%	34 23.3%	29 20.4%	50 34.2%	48 33.8%	20 13.7%	18 12.7%	24 16.4%	19 13.4%
Meeting other special personal needs	8 7.8%	21 20.2%*	11 10.7%	21 20.2%	54 52.4%	35 33.7%	16 15.5%	17 16.3%	14 13.6%	10 9.6%

Note: * Difference of proportion is significant at .05 level. Significance test is conducted for all response categories except “neutral.”

COWAC faculty survey question #8, 4/04

Job Satisfaction - Faculty

Figure 4.1. Satisfaction with Assistance with Finding Childcare for Preschool Children



Source: Table 4.1 – COWAC faculty survey question #8, 4/04

Job Satisfaction - Faculty

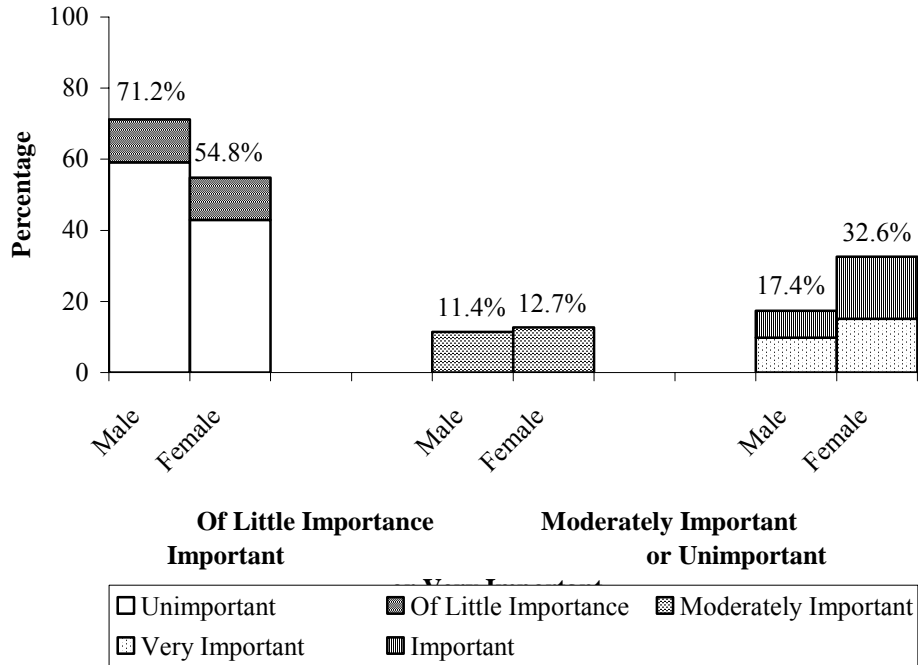
Table 5.1. How important to you were the following factors in your decision to come to NU?

	Unimportant		Of little importance		Moderately important		Important		Very important	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Availability of childcare	78 59.1%	54 42.9%*	16 12.1%	15 11.9%	15 11.4%	16 12.7%	10 7.6%	22 17.5%*	13 9.8%	19 15.1%
Affordability of childcare	77 58.3%	53 42.7%*	16 12.1%	14 11.3%	17 12.9%	18 14.5%	10 7.6%	24 19.4%*	12 9.1%	15 12.1%
Quality of K-12 schools	48 32.2%	46 37.4%	8 5.4%	6 4.9%	19 12.8%	12 9.8%	28 18.8%	28 22.8%	46 30.9%	31 25.2%

Note: * Difference of proportion is significant at .05 level.
COWAC faculty survey question #9, 4/04

Job Satisfaction - Faculty

Figure 5. 1. Importance of Availability of Childcare in Decision to Join Northwestern



Source: Table 5 – COWAC faculty survey question #9, 4/04

Job Satisfaction - Faculty

Table 6.1. During the last five years, has any candidate turned down a faculty position in your department due, at least in substantial part, to issues related to a spouse, a partner, or children?

	Male	Female
Yes	92 70.8%	110 80.3%
No	38 29.2%	27 19.7%

COWAC faculty survey question #10, 4/04

Table 6.2. Please check each issue that you believe may have influenced the decision(s) for each candidate you have in mind.

	1st candidate		2nd candidate		3rd candidate	
	Male respondent	Female respondent	Male respondent	Female respondent	Male respondent	Female respondent
Job prospects for spouse or partner	56 71.8%	62 71.3%	11 14.1%	13 14.9%	11 14.1%	12 13.8%
Spouse or partner's evaluation of the desirability of living in this area	34 75.6%	49 76.6%	1 2.2%	10 15.6%*	10 22.2%	5 7.8%*
Availability of childcare	13 65.0%	20 80.0%	3 15.0%	4 16.0%	4 20.0%	1 4.0%
Quality of K-12 schools	12 75.0%	12 92.3%	1 6.3%	1 7.7%	3 18.8%	0 0.0%
Other	9 69.2%	12 75.0%	1 7.7%	4 25.0%	3 23.1%	0 0.0%*

Note: * Difference of proportion is significant at .05 level.

COWAC faculty survey question #10, 4/04

Job Satisfaction - Faculty

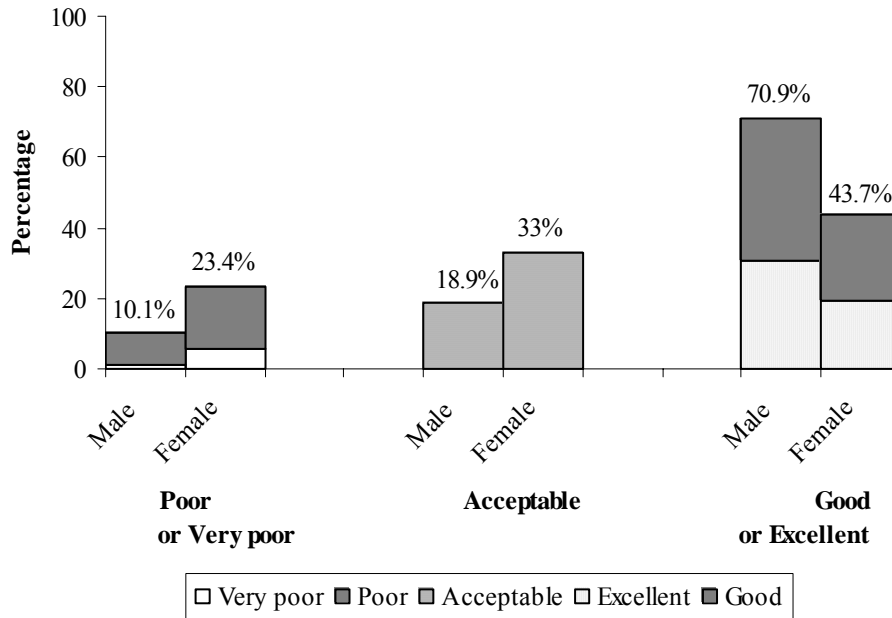
Table 7. In your opinion, how does your department compare to peer institutions with which you have had substantial contact on the following dimensions:

	Very Poor		Poor		Acceptable		Good		Excellent	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Identifying, attracting, and hiring qualified women candidates	3 1.3%	15 5.6%*	20 8.8%	48 17.8%*	43 18.9%	89 33.0%*	91 40.1%	66 24.4%*	70 30.8%	52 19.3%*
Retaining women in the <i>pre-tenure</i> years	5 2.4%	20 8.3%*	20 9.4%	54 22.5%*	54 25.5%	70 29.2%	74 34.9%	58 24.2%*	59 27.8%	38 15.8%*
Tenuring women	10 5.1%	21 9.2%	17 8.6%	66 28.8%*	45 22.8%	66 28.8%	69 35.0%	43 18.8%*	56 28.4%	33 14.4%*
Retaining women in the <i>post-tenure</i> years	6 3.1%	12 5.7%	16 8.4%	39 18.7%*	47 24.6%	81 38.8%*	69 36.1%	46 22.0%*	53 27.7%	31 14.8%*
Contributing to career advancement of women in the <i>post-tenure</i> years	5 2.8%	23 11.2%*	17 9.6%	56 27.3%*	48 27.0%	62 30.2%	65 36.5%	42 20.5%*	43 24.2%	22 10.7%*

Note: * Difference of proportion is significant at .05 level.
COWAC faculty survey question #11, 4/04

Job Satisfaction - Faculty

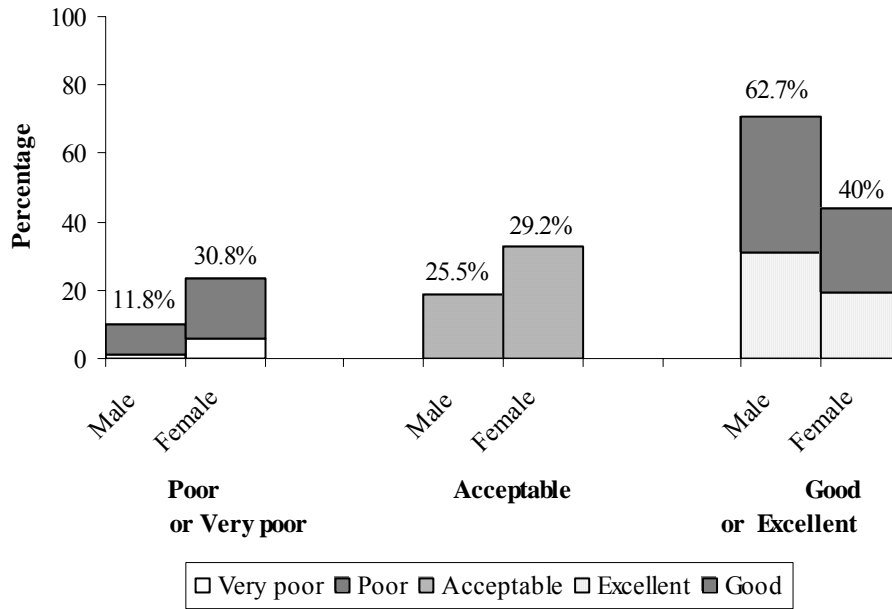
Figure 7. 1. Respondents' Perception of Department Performance in Identifying, Attracting, and Hiring Women Candidates



Source: Table 7 - COWAC faculty survey question #11, 4/04

Job Satisfaction - Faculty

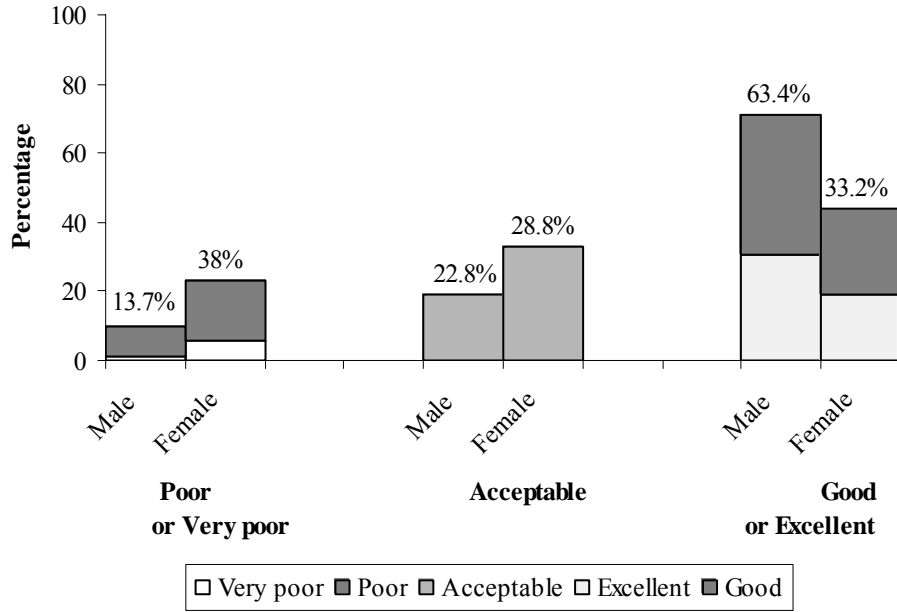
Figure 7. 2. Respondents' Perception of Department Performance in Retaining Women in Pre-Tenure Years



Source: Table 7 - COWAC faculty survey question #11, 4/04

Job Satisfaction - Faculty

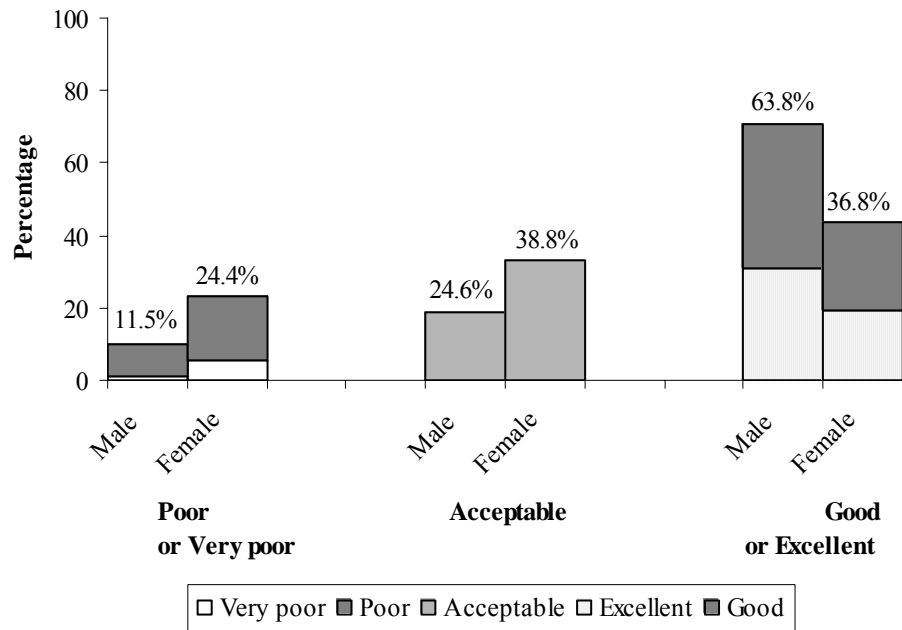
Figure 7. 3. Respondents' Perception of Department Performance in Tenuring Women



Source: Table 7 - COWAC faculty survey question #11, 4/04

Job Satisfaction - Faculty

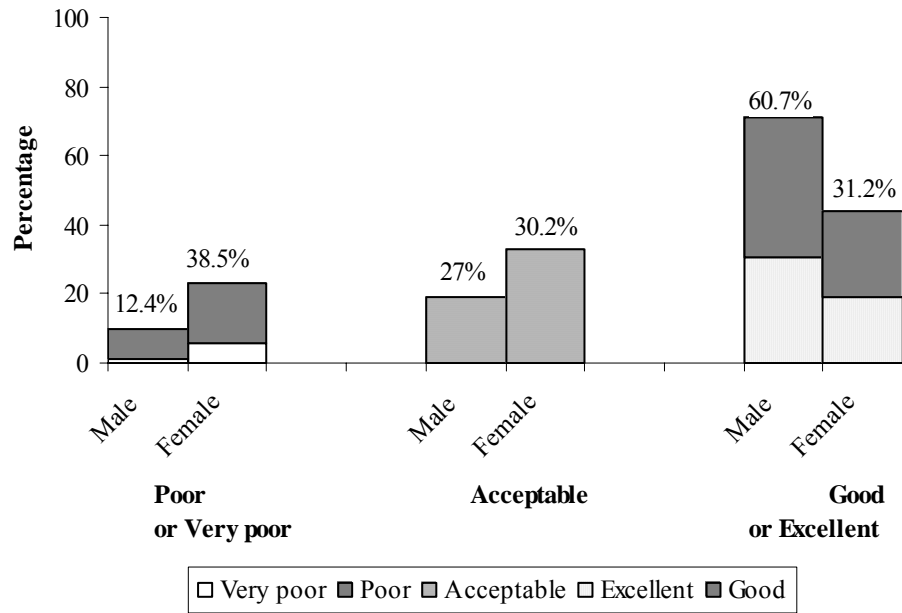
Figure 7. 4. Respondents' Perception of Department Performance in Retaining Women in Post-Tenure Years



Source: Table 7 - COWAC faculty survey question #11, 4/04

Job Satisfaction - Faculty

Figure 7. 5. Respondents' Perception of Department Performance in Promoting Career Advancement for Tenured Women



Source: Table 7 - COWAC faculty survey question #11, 4/04

Job Satisfaction - Faculty

Table 8.1. I have relied heavily on the following people for advice about my research and academic progress.

	Strongly Disagree		Somewhat Disagree		Neutral		Somewhat Agree		Strongly Agree	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Colleagues in my department	17 7.1%	30 10.5%	23 9.6%	33 11.5%	37 15.5%	37 12.9%	70 29.3%	100 34.8%	92 38.5%	87 30.3%*
Colleagues outside my department but within NU	43 18.4%	55 20.3%	39 16.7%	56 20.7%	49 20.9%	41 15.1%	72 30.8%	71 26.2%	31 13.2%	48 17.7%
Colleagues in my field outside the University	3 1.3%	12 4.2%*	9 3.8%	14 4.9%	29 12.4%	26 9.2%	85 36.3%	86 30.4%	108 46.2%	145 51.2%

Note: * Difference of proportion is significant at .05 level. Significance test is conducted for all response categories except "neutral."

COWAC faculty survey question #12, 4/04

Work Life and Family - Faculty

Family Care

Table 9.1. Are you the primary caregiver for an elder or disabled relative?

	Male	Female
Yes	16 6.4%	23 7.6%
No	233 93.6%	281 92.4%
Total	249 100%	304 100%

COWAC faculty survey question #15, 4/04

Childcare

Table 10.1. Do you currently have child(ren) in childcare?

	Male	Female
Yes	39 15.5%	70 23.0%*
No	212 84.5%	235 77.0%*
Total	251 100%	305 100%

Note: * Difference of proportion is significant at .05 level.

COWAC faculty survey question #16, 4/04

Table 10.2. What type of childcare?

	Male	Female
A childcare center near home	19 41.3%	27 32.5%
A childcare center near work	9 19.6%	12 14.5%
A childcare center at work	0 0.0%	1 1.0%
My child in the home of someone who provides childcare near my home	1 2.2%	5 6.0%
My child in the home of someone who provides childcare near my place of work	1 2.2%	1 1.0%
Childcare provided by someone in my home	16 34.8%	37 45.0%*

Note 1: Percentages are calculated excluding “no” responses.

Note 2: Respondents were asked to check all situations that apply, so total number of responses exceeds number of respondents.

Note 3:* Difference of proportion is significant at .05 level.

COWAC faculty survey question #16, 4/04

Work Life and Family – Faculty

Table 10.3. Do you currently have child(ren) in childcare? (by tenure status)

	Tenured/Tenure Eligible		Not Tenure Eligible	
	Male	Female	Male	Female
Yes	24 15.3%	34 26.0%*	14 15.6%	36 20.9%
No	133 84.7%	97 74.0%*	76 84.4%	136 79.1%

Note: * Difference of proportion is significant at .05 level.

COWAC faculty survey question #16, 4/04

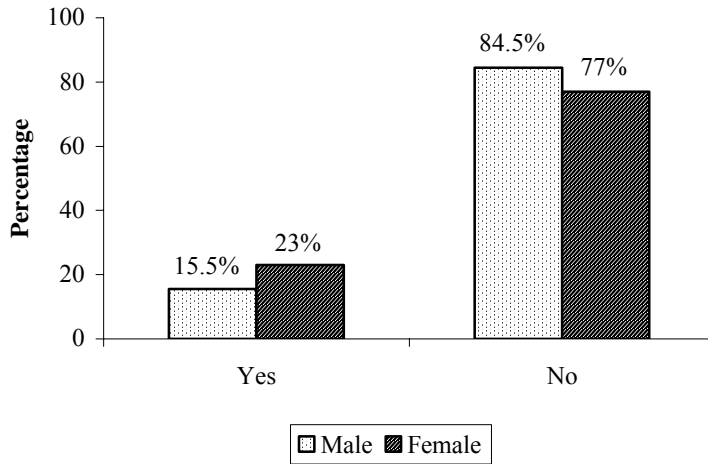
Table 10.4: Do you currently have a child(ren) in childcare? (by campus location)

	Evanston Campus		Chicago Campus	
	Male	Female	Male	Female
Yes	30 16.9%	41 22.7%	8 11.9%	28 23.3%
No	147 83.1%	140 77.3%	59 88.1%	92 76.7%

COWAC faculty survey question #16, 4/04

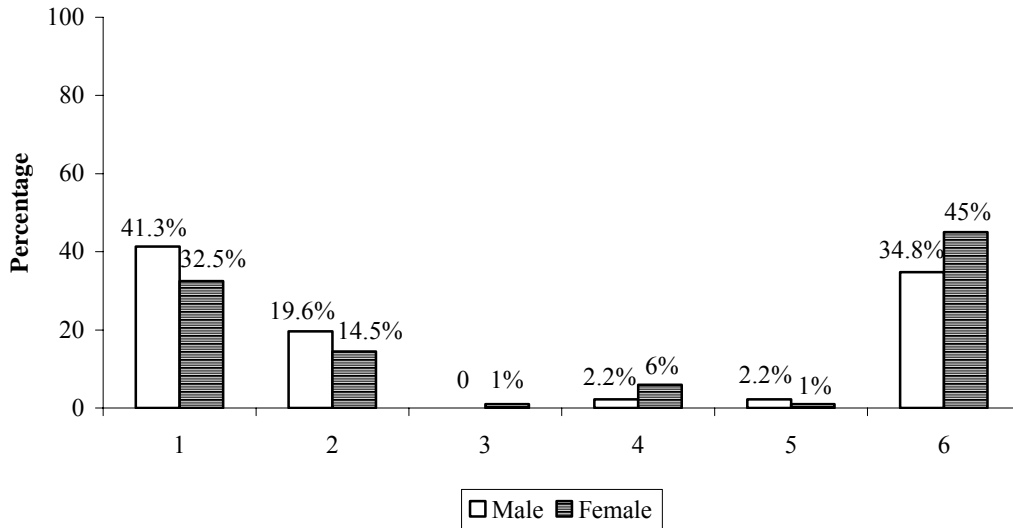
Work Life and Family – Faculty

Figure 10.1. Whether Respondent has Child(dren) in Childcare



Source: Table 10.1 - COWAC faculty survey question #16, 4/04

Figure 10.2. Types of Childcare Used by Respondents



1. A Childcare center near home
2. A childcare center near work
3. A childcare center at work
4. My child in the home of someone who provides childcare near my home
5. My child in the home of someone who provides childcare near my place of work
6. Childcare provided by someone in my home

Source: Table 10.2 - COWAC faculty survey question #16, 4/04

Work Life and Family – Faculty

Table 11.1. Please rank your preference of the following childcare options; 1 being the *most* preferred and 6 being the *least* preferred. (Asked of respondents who already have children)

	Male	Female
A childcare center near home	35 2.51	61 3.08
A childcare center near work	35 2.94	60 3.60*
A childcare center at work	34 2.51	63 2.16
My child in the home of someone who provides childcare near my home	33 4.03	57 4.26
My child in the home of someone who provides childcare near my place of work	33 4.52	55 4.67
Childcare provided by someone in my home	34 3.12	63 2.28*

Note 1: The upper row in the cells represents raw number and the lower row represents mean score.

Note 2: * Difference of means is significant at .05 level.
COWAC faculty survey question #17, 4/04

Workplace Environment - Faculty

Table 12.1. During the past year, were you ever made to feel uncomfortable in your workplace environment for any of the following reasons?

	Never		Sometimes		Frequently	
	Male	Female	Male	Female	Male	Female
Because of my race	220 95.7%	258 93.5%	8 3.5%	15 5.4%	9 0.9%	3 1.1%
Because of my ethnicity	220 94.8%	255 91.7%	10 4.3%	20 7.2%	2 0.9%	3 1.1%
Because of my gender	216 92.3%	175 59.7%*	14 6.0%	103 35.2%*	4 1.7%	15 5.1%*
Because of my sexual orientation (gay/lesbian/bisexual/transgendered /heterosexual)	198 94.7%	215 96.8%	10 4.8%	7 3.2%	1 0.5%	0 0.0%
Because of my disability	141 95.9%	159 97.0%	5 3.4%	3 1.8%	1 0.7%	2 1.2%
Because of remarks that I considered sexist	198 89.6%	177 64.1%*	22 10.0%	93 33.7%*	1 0.5%	6 2.2%
Because of any unwelcome seductive behavior	213 97.3%	253 94.1%	5 2.3%	16 5.9%*	1 0.5%	0 0.0%
Because someone I knew sexually harassed me through e-mail or internet use	214 100.0%	262 98.1%*	0 0.0%	5 1.9%*	0 0.0%	0 0.0%
Because I was pregnant	114 100.0%	178 89.9%*	0 0.0%	18 9.1%*	0 0.0%	2 1.0%

Note: * Difference of proportion is significant at .05 level.

COWAC faculty survey question #22, 4/04

Workplace Environment - Faculty

Table 12.2. During the past year, were you ever made to feel uncomfortable in your workplace environment because of your race or ethnicity?

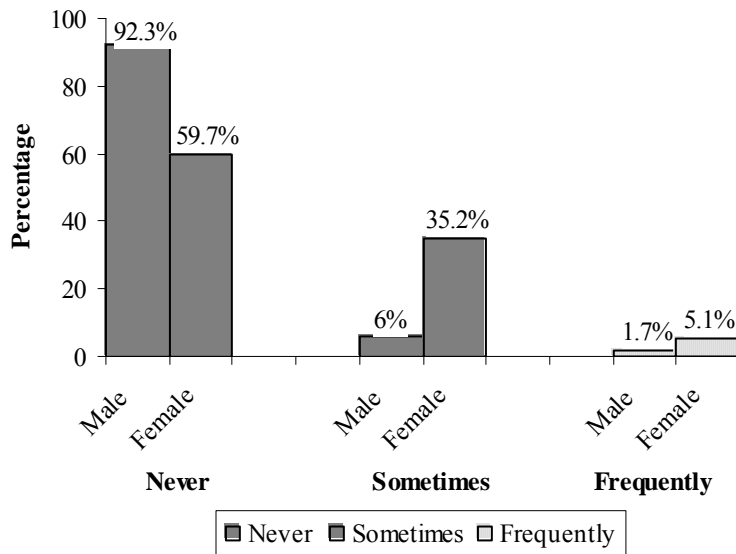
	Male	Female
Never	216 92.7%	253 89.7%
Sometimes and/or frequently	17 7.3%	29 10.3%

COWAC faculty survey question #22, 4/04

Workplace Environment - Faculty

During the past year, were you ever made to feel uncomfortable in your workplace environment for any of the following reasons?

Figure 12.1. Were you ever made to feel uncomfortable because of your gender?

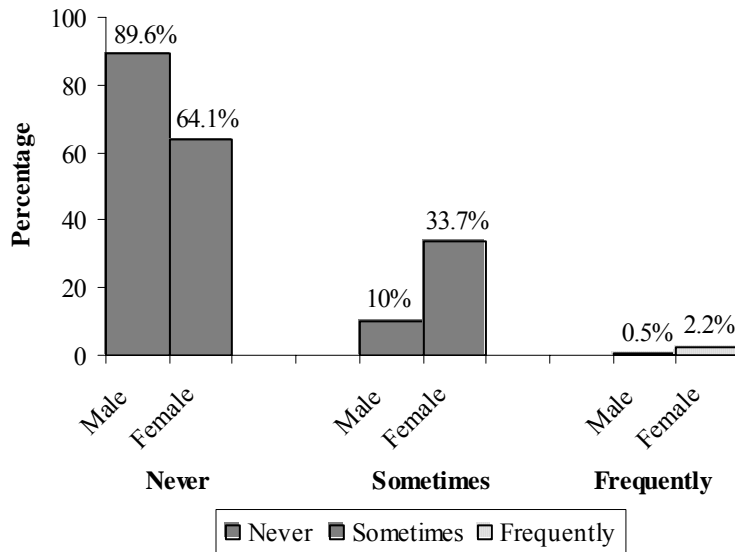


Source: Table 12 – COWAC faculty survey question #22, 4/04

Workplace Environment - Faculty

During the past year, were you ever made to feel uncomfortable in your workplace environment for any of the following reasons?

Figure 12.2. Were you ever made uncomfortable because of sexist remarks?

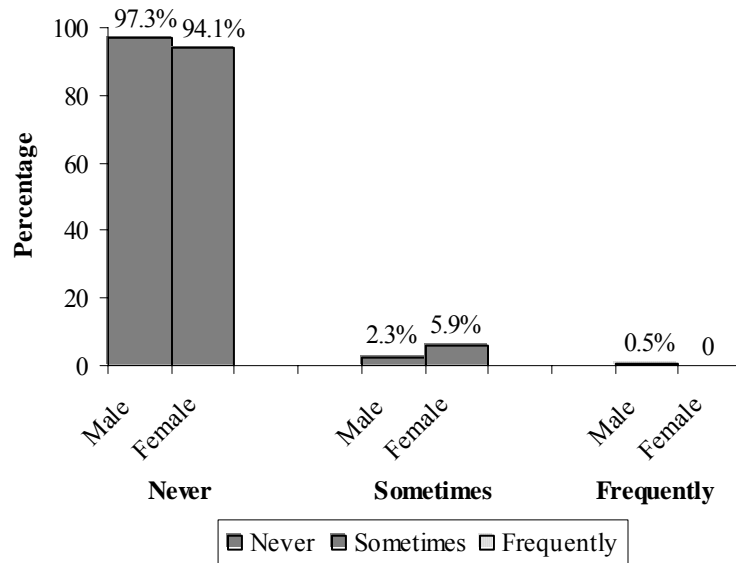


Source: Table 12 – COWAC faculty survey question #22, 4/04

Workplace Environment - Faculty

During the past year, were you ever made to feel uncomfortable in your workplace environment for any of the following reasons?

Figure 12.3. Were you ever made uncomfortable because of unwelcome seductive behavior?



behavior?

Source: Table 12 – COWAC faculty survey question #22, 4/04

Workplace Environment - Faculty

Table 13.1. If you were made to feel uncomfortable in your workplace environment because of remarks that you considered sexist but did not report it, please indicate the reasons why you didn't report it.

	Male	Female
I was able to resolve the situation on my own	6 26.1%	35 35.4%
I was afraid the person I reported would get back at me	2 8.7%	18 18.2%
I was afraid that other people would make fun of me	1 4.3%	5 5.1%
I did not wish to be involved in a harassment investigation	0 0	13 13.1%
I did not wish to get anyone in trouble	0 0	7 7.1%
I didn't think it would make a difference	4 17.4%	38 38.4%
I was not sure if it would formally count as "real" harassment	0 0	14 14.1%
I did not consider it to really be harassment	4 17.4%	20 20.2%
I did not think it was that bad	4 17.4%	17 17.2%
I knew someone else addressed it	0 0	2 2.0%

COWAC faculty survey question #23, 4/04

Workplace Environment - Faculty

Table 13.2. If you were made to feel uncomfortable in your workplace environment because of any unwelcome seductive behavior but did not report it, please indicate the reasons why you didn't report it.

	Male	Female
I was able to resolve the situation on my own	3 50.0%	9 56.3%
I was afraid the person I reported would get back at me	2 33.3%	5 31.3%
I was afraid that other people would make fun of me	1 16.7%	3 18.8%
I did not wish to be involved in a harassment investigation	2 33.3%	4 25.0%
I did not wish to get anyone in trouble	2 33.3%	3 18.8%
I didn't think it would make a difference	2 33.3%	5 31.3%
I was not sure if it would formally count as "real" harassment	1 16.7%	4 25.0%
I did not consider it to really be harassment	3 50.0%	4 25.0%
I did not think it was that bad	4 66.7%	1 6.3%*
I knew someone else addressed it	0 0	0 0

Note: * Difference of proportion is significant at .05 level.
COWAC faculty survey question #23, 4/04.

Workplace Environment - Faculty

Table 13.3. If you were made to feel uncomfortable in your workplace environment because someone you knew sexually harassed you through email or internet use, but did not report it, please indicate the reasons why you didn't report it.

	Male	Female
I was able to resolve the situation on my own	0 0	3 60.0%
I was afraid the person I reported would get back at me	0 0	0 0
I was afraid that other people would make fun of me	0 0	0 0
I did not wish to be involved in a harassment investigation	0 0	1 20.0%
I did not wish to get anyone in trouble	0 0	1 20.0%
I didn't think it would make a difference	0 0	1 20.0%
I was not sure if it would formally count as "real" harassment	0 0	1 20.0%
I did not consider it to really be harassment	0 0	3 60.0%
I did not think it was that bad	0 0	4 80.0%
I knew someone else addressed it	0 0	0 0

COWAC faculty survey question #23, 4/04.

Workplace Environment - Faculty

Table 13.4. If you were made to feel uncomfortable in your workplace environment because of your gender but did not report it, please indicate the reasons why you didn't report it.

	Male	Female
I was able to resolve the situation on my own	7 38.9%	36 30.5%
I was afraid the person I reported would get back at me	0 0	20 16.9%
I was afraid that other people would make fun of me	1 5.6%	5 4.2%
I did not wish to be involved in a harassment investigation	0 0	12 10.2%
I did not wish to get anyone in trouble	1 5.6%	5 4.2%
I didn't think it would make a difference	4 22.2%	44 37.3%
I was not sure if it would formally count as "real" harassment	1 5.6%	13 11.0%
I did not consider it to really be harassment	7 38.9%	26 22.0%
I did not think it was that bad	8 44.4%	22 18.6% *
I knew someone else addressed it	0 0	1 .8%

Note: * Difference of proportion is significant at .05 level.

COWAC faculty survey question #23, 4/04.

Workplace Environment - Faculty

Table 13.5. If you were made to feel uncomfortable in your workplace environment because of your race/ethnicity but did not report it, please indicate the reasons why you didn't report it.

	Male	Female
I was able to resolve the situation on my own	8 47.1%	13 44.8%
I was afraid the person I reported would get back at me	3 17.6%	7 24.1%
I was afraid that other people would make fun of me	2 11.8%	2 6.9%
I did not wish to be involved in a harassment investigation	2 11.8%	6 20.7%
I did not wish to get anyone in trouble	2 11.8%	3 10.3%
I didn't think it would make a difference	5 29.4%	11 37.9%
I was not sure if it would formally count as "real" harassment	1 5.9%	4 13.8%
I did not consider it to really be harassment	2 11.8%	7 24.1%
I did not think it was that bad	5 29.4%	5 17.2%
I knew someone else addressed it	1 5.9%	1 3.4%

COWAC faculty survey question #23, 4/04.