

**2005 Virginia Tech Advance Work-Life Questionnaire**  
**Table of Significant Differences by Factor and Item for Research Faculty Only (249)\***

Post Measures								
<i>Behavioral indices that will be used in abbreviated questionnaire in 2007-2008</i>								
Section	No.	Question Content						
1	FF	I have participated in activities that promote diversity at Virginia Tech.						
1	GG	There is accountability at Virginia Tech for racist behavior.						
1	HH	There is accountability at Virginia Tech for sexist behavior.						
2	W	Performance expectations are communicated clearly in my department.						
2	Y	My job performance is reviewed in person with me at least once a year.						
2	CC	My department is supportive of the success of women faculty.						
2	II	Meetings in my department are often scheduled at times that conflict with my family responsibilities.						
2	MM	My department head/supervisor would be unlikely to intervene if racist or sexist behavior occurred.						
2	NN	My department periodically reviews salaries to ensure equity.						
2	QQ	Faculty in my department receive accurate and timely information about their progress toward tenure or promotion.						
2	VV	Women and minorities are well-represented among those in my department who are nominated for awards and honors.						
2	WW	Faculty in my department are asked to document their participation in diversity initiatives as part of regular merit reviews.						
3	23	Have you ever heard of the Advance Grant at Virginia Tech?						
Overall Satisfaction								
Section	No.	Question Content	Gender		Ethnicity		Rank	
<i>Percentages represent those who answered strongly or somewhat agree, unless otherwise noted. Highlighted items are statistically significant (*p&lt;.05, **p&lt;.01). Reported numbers represent those that responded to the question. For most questions, the "don't know" selection was removed for the analysis.</i>			<b>Male</b> <i>n=152</i>	<b>Female</b> <i>n=97</i>	<b>Caucasian</b> <i>n=191</i>	<b>Non-Caucasian</b> <i>n=58</i>	<b>Research Faculty</b> <i>n=249</i>	<b>Tenured and Tenure Track Faculty</b> <i>n=836</i>
3	21a	Please indicate your satisfaction with each aspect of your job at Virginia Tech. Work load. (Percentage answering: very and somewhat satisfied)	81.2% <i>n=121</i>	80.0% <i>n=76</i>	77.1% <i>n=145</i>	92.9% <i>n=52</i>	<b>80.7%**</b> <i>n=197</i>	<b>66.4%**</b> <i>n=547</i>
3	21b	Please indicate your satisfaction with each aspect of your job at Virginia Tech. Job security. (Percentage answering: very and somewhat satisfied)	52.0% <i>n=75</i>	51.0% <i>n=48</i>	47.5% <i>n=88</i>	66.0% <i>n=35</i>	<b>51.7%**</b> <i>n=123</i>	<b>85.7%**</b> <i>n=692</i>
3	21c	Please indicate your satisfaction with each aspect of your job at Virginia Tech. Opportunity for advancement. (Percentage answering: very and somewhat satisfied)	45.7% <i>n=58</i>	48.1% <i>n=38</i>	46.0% <i>n=74</i>	48.9% <i>n=22</i>	<b>46.6%**</b> <i>n=96</i>	<b>71.6%**</b> <i>n=548</i>
3	21d	Please indicate your satisfaction with each aspect of your job at Virginia Tech. Salary. (Percentage answering: very and somewhat satisfied)	56.2% <i>n=82</i>	59.6% <i>n=56</i>	59.2% <i>n=110</i>	51.9% <i>n=28</i>	<b>57.5%*</b> <i>n=138</i>	<b>48.6%*</b> <i>n=399</i>
3	21f	How satisfied are you with your job at Virginia Tech overall. (Percentage answering: very or somewhat satisfied).	86.6% <i>n=129</i>	84.4% <i>n=81</i>	85.1% <i>n=160</i>	87.7% <i>n=50</i>	85.7% <i>n=210</i>	78.8% <i>n=649</i>

\*Percentages are for research faculty who agree somewhat or agree strongly with the questionnaire items. Percentages were calculated after deleting respondents indicating "don't know."

Recruitment								
Section	No.	Question Content	Gender		Ethnicity		Rank	
<p><i>Percentages represent those who answered strongly or somewhat agree, unless otherwise noted . Highlighted items are statistically significant (*p&lt;.05, **p&lt;.01). Reported numbers represent those that responded to the question. For most questions, the "don't know" selection was removed for the analysis.</i></p>			Male n=152	Female n=97	Caucasian n=191	Non-Caucasian n=58	Research Faculty n=249	Tenured and Tenure Track Faculty n=836
1	H	In general, the process for hiring faculty at Virginia Tech is conducted fairly.	81.3% n=100	82.0% n=64	79.5% n=124	88.9% n=40	81.6%* n=164	80.7%* n=638
1	N	Policies that facilitate the hiring of faculty spouses/partners strengthen the success of the university's efforts to recruit the most highly qualified faculty.	86.1% n=87	82.7% n=67	84.8% n=117	84.1% n=37	84.6% n=154	76.4% n=546
1	II	The recruitment of women and minority faculty members should be a top priority at Virginia Tech.	<b>48.2%** n=65</b>	<b>72.1%** n=62</b>	53.5% n=93	72.3% n=34	<b>57.4%** n=127</b>	<b>66.6%** n=525</b>
1	JJ	The recruitment of women and minority faculty members is a top priority at Virginia Tech.	62.5% n=55	50.8% n=33	59.2% n=67	52.5% n=21	57.5% n=88	53.6% n=382
2	D	I have a voice in hiring new faculty members in my department.	47.6% n=59	49.3% n=39	49.0% n=78	45.5% n=20	<b>48.3%** n=95</b>	<b>82.9%** n=675</b>
2	E	The process for hiring new faculty is managed effectively in my department.	71.5% n=75	69.2% n=45	70.1% n=96	72.7% n=24	<b>70.5%** n=120</b>	<b>75.6%** n=603</b>
2	KK	The administration in my department has been proactive about recruiting women and minorities to the faculty.	86.9% n=73	78.1% n=50	84.8% n=101	75.9% n=22	83.1% n=123	82.8% n=605
3	15	Have you served as a member of a search committee for any faculty or administrative position at Virginia Tech at any point during the past two years? (Percentage answering: yes)	12.8% n=19	20.4% n=19	18.3% n=34	7.3% n=4	<b>15.8%** n=38</b>	<b>67.0%** n=551</b>
3	17	Please indicate what effect you feel the cluster hiring process will have on the national status of Virginia Tech as a research university. (Percentage answering: will strengthen somewhat and a great deal).	a	a	a	a	a	a
3	18	Please indicate what effect you feel the cluster hiring process will have on promoting diversity at Virginia Tech. (Percentage answering: will strengthen somewhat and a great deal).	a	a	a	a	a	a

a= numbers too small to report

Work Life								
Section	No.	Question Content	Gender		Ethnicity		Rank	
<p><i>Percentages represent those who answered strongly or somewhat agree, unless otherwise noted. Highlighted items are statistically significant (*p&lt;.05, **p&lt;.01). Reported numbers represent those that responded to the question. For most questions, the "don't know" selection was removed for the analysis.</i></p>			Male n=152	Female n=97	Caucasian n=191	Non-Caucasian n=58	Research Faculty n=249	Tenured and Tenure Track Faculty n=836
1	J	There is a good quality of life in geographic area where I am employed.	89.3% n=134	92.7% n=89	<b>92.1%*</b> n=174	<b>86.0%*</b> n=49	90.7% n=223	92.9% n=769
1	S	Virginia Tech cares about the family/home life of its faculty.	68.7% n=79	64.6% n=51	67.1% n=98	66.7% n=32	<b>67.0%**</b> n=130	<b>47.2%**</b> n=332
1	T	It is difficult to have a personal life and be promoted or earn tenure at Virginia Tech.	78.9% n=67	67.2% n=43	74.1% n=83	73.0% n=27	<b>73.8%*</b> n=110	<b>60.5%*</b> n=476
1	U	My personal or family responsibilities have slowed my advancement at Virginia Tech.	40.5% n=51	39.3% n=31	42.1% n=66	33.3% n=16	40.0% n=82	47.3% n=364
1	V	I have seriously considered leaving my current job in order to achieve a better balance between my personal and professional life.	47.1% n=66	48.4% n=44	47.5% n=84	48.1% n=26	47.6% n=110	44.3% n=356
1	X	I would be interested in working in a part-time faculty position if benefits like health care were available.	<b>53.5%*</b> n=70	<b>68.6%*</b> n=61	58.5% n=100	63.3% n=31	<b>59.5%**</b> n=131	<b>36.6%**</b> n=273
1	TT	There should be an office at Virginia Tech to assist with spousal/partner hiring for faculty members.	72.6% n=90	71.3% n=57	<b>68.5%**</b> n=107	<b>83.3%**</b> n=40	<b>72.0%*</b> n=147	<b>60.8%*</b> n=436
2	P	Professional/job demands force me to make unreasonable compromises about personal or family responsibilities and interests.	45.5% n=61	31.5% n=28	37.7% n=66	48.0% n=23	39.9% n=89	46.7% n=278
2	GG	In my department, faculty who have children are considered less committed to their careers. (Of those with children)	14.3% n=14	24.6% n=17	<b>16.5%**</b> n=22	<b>26.5%**</b> n=9	18.6% n=31	13.7% n=97
2	HH	Faculty in my department respect the roles and responsibilities I have outside of work.	82.7% n=51	78.9% n=60	79.8% n=119	86.5% n=32	81.2% n=151	71.9% n=454
2	II	Meetings in my department are often scheduled at times that conflict with my family responsibilities. (Of those with children)	13.2% n=15	13.0% n=10	10.7% n=16	22.0% n=9	13.1% n=25	13.9% n=111
3	2	Have you ever stopped or extended the tenure clock during your employment at Virginia Tech? (Percentage answering: yes)	a	a	a	a	a	a
3	3	How supportive are the faculty in your department of faculty members who extend the tenure clock. (Of those that have stopped the clock, percent strongly or somewhat agree)	a	a	a	a	a	a
3	7	What is your marital/partner status currently? (Percentage answering: live with spouse/partner in same location and have spouse/partner but live in different locations.)	a	a	a	a	a	a

a= numbers too small to report

Work Life, continued								
Section	No.	Question Content	Gender		Ethnicity		Rank	
Percentages represent those who answered strongly or somewhat agree, unless otherwise noted. Highlighted items are statistically significant (*p<.05, **p<.01). Reported numbers represent those that responded to the question. For most questions, the "don't know" selection was removed for the analysis.			Male n=152	Female n=97	Caucasian n=191	Non-Caucasian n=58	Research Faculty n=249	Tenured and Tenure Track Faculty n=836
3	8_1	Employment of spouse/partner: spouse/partner currently seeking full-time academic job. (Of those with a spouse/partner, percentage answering: yes)	6.4% n=8	1.4% n=1	1.9%** n=3	14.0%** n=6	4.5% n=9	4.2% n=30
3	8_2	Employment of spouse/partner: spouse/partner seeking part-time academic job. (Of those with a spouse/partner, percentage answering: yes)	7.2%* n=9	0%* n=0	2.6%* n=4	11.6%* n=5	4.5% n=9	2.4% n=17
3	8_3	Employment of spouse/partner: spouse/partner currently employed full-time at Virginia Tech. (Of those with a spouse/partner, percentage answering: yes)	15.2%** n=19	37.0%** n=27	23.2% n=36	23.3% n=10	23.2% n=46	21.3% n=152
3	8_4	Employment of spouse/partner: spouse/partner currently employed part-time at Virginia Tech. (Of those with a spouse/partner, percentage answering: yes)	7.2%* n=9	0.0%* n=0	3.9% n=6	7.0% n=3	4.5% n=9	8.1% n=58
3	8_5	Employment of spouse/partner: spouse/partner currently employed at another college/university. (Of those with a spouse/partner, percentage answering: yes)	3.2% n=4	4.1% n=3	3.9% n=6	2.3% n=1	3.5% n=7	4.6% n=33
3	8_6	Employment of spouse/partner: spouse/partner employed but not at a college or university. (Of those with a spouse/partner, percentage answering: yes)	36.8% n=46	49.3% n=36	46.5%** n=72	23.3%** n=10	41.4% n=82	33.8% n=241
3	8_7	Employment of spouse/partner: spouse/partner not employed. (Of those with a spouse/partner, percentage answering: yes)	30.4%** n=38	8.2%** n=6	18.7%* n=29	34.9%* n=15	22.2% n=44	28.5% n=203
3	9a	My spouse/partner is satisfied with the quality of life in the geographic area where I am employed. (Of those with a spouse/partner)	82.9%** n=102	87.1%** n=61	86.6%* n=129	77.3%* n=34	84.4%* n=163	86.2%* n=614
3	9b	I am satisfied with the assistance offered by Virginia Tech in finding employment for the partners/spouses of its faculty members. (Of those with a spouse/partner)	29.3% n=17	36.3% n=12	28.4% n=17	38.7% n=12	31.9% n=29	39.8% n=176
3	9c	My spouse's/partner's career aspirations are as important as mine. (Of those with a spouse/partner)	88.3%** n=105	95.6%** n=65	90.4% n=31	92.9% n=39	90.9% n=170	84.3% n=586
3	9d	I have modified my career aspirations in order to accommodate the interests and needs of my spouse/partner or family. (Of those with a spouse/partner)	63.7% n=77	68.1% n=47	64.4% n=96	68.3% n=28	65.2% n=124	59.1% n=414
3	9e	I have seriously considered leaving Virginia Tech in order to improve the employment opportunities of my spouse/partner. (Of those with a spouse/partner)	41.4% n=48	44.6% n=29	42.7% n=61	42.1% n=16	42.5% n=77	35.1% n=242

Work Life, continued								
Section	No.	Question Content	Gender		Ethnicity		Rank	
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3	10	During your employment with Virginia Tech, have you ever had children under the age of 18 living with you. (Percentage answering: Yes)	55.3% n=83	46.4% n=45	54.7% n=104	42.1% n=24	<b>51.8%**</b> n=128	<b>71.6%**</b> n=593
3	11	Do you currently have children under the age of 18 living with you? (Percentage answering: Yes. Of those answering question 3-10.)	83.1% n=69	80.0% n=36	80.8% n=84	87.5% n=21	<b>82.0%**</b> n=105	<b>59.7%**</b> n=352
3	13	How satisfied have you been with the childcare available in the Blacksburg area? (Of those with children)	<b>23.4%**</b> n=19	<b>53.7%**</b> n=22	35.3% n=35	26.0% n=6	<b>33.6%**</b> n=41	<b>44.3%**</b> n=260
3	14	Please indicate your level of agreement regarding the coordination of the Virginia Tech calendar with calendars of the local K-12 schools. (Of those with children, Percentage answering: very or somewhat satisfied)	41.8% n=32	39.0% n=16	41.3% n=60	39.1% n=9	<b>40.9%**</b> n=49	<b>44.2%**</b> n=260
3	21e	How satisfied were you with your spouse's or partner's employment opportunities in the geographic area where you are employed. (Of those with a spouse/partner, percentage answering: very and somewhat satisfied)	<b>50.0%**</b> n=54	<b>74.2%**</b> n=49	61.8% n=86	48.5% n=17	59.2% n=103	59.8% n=387

Leadership								
Section	No.	Question Content	Gender		Ethnicity		Rank	
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1	AA	There are too few women and minorities in leadership positions at Virginia Tech.	<b>44.5%**</b> n=48	<b>76.7%**</b> n=59	<b>51.1%**</b> n=73	<b>81.0%**</b> n=34	<b>57.9%*</b> n=107	<b>68.3%*</b> n=515
1	MM	I aspire to a leadership position at Virginia Tech beyond my current position (e.g. department chair, center director, dean, etc.).	47.5% n=57	33.4% n=27	40.9% n=65	45.3% n=19	41.8% n=84	34.8% n=264
1	NN	If I chose to pursue them, I believe that significant leadership opportunities would be available to me at Virginia Tech.	48.6% n=52	55.1% n=42	<b>47.0%**</b> n=70	<b>69.4%**</b> n=25	51.4% n=95	59.0% n=430
1	OO	It is possible to hold a leadership position at Virginia Tech while maintaining an active research agenda.	42.4% n=45	41.5% n=27	<b>33.1%**</b> n=43	<b>70.7%**</b> n=29	<b>42.1%**</b> n=72	<b>22.6%**</b> n=169
1	PP	It is possible to hold a leadership position at Virginia Tech while balancing work and personal responsibilities.	53.3% n=56	40.3% n=29	<b>40.7%**</b> n=57	<b>75.6%**</b> n=28	<b>48.0%**</b> n=85	<b>43.1%**</b> n=306

Leadership, continued								
Section	No.	Question Content	Gender		Ethnicity		Rank	
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1	QQ	I am interested in opportunities to develop my leadership skills.	81.6% n=111	79.8% n=67	79.4% n=135	86.0% n=43	<b>80.9%**</b> n=178	<b>61.1%**</b> n=473
1	RR	There are administrators at Virginia Tech who model effective leadership.	88.8% n=103	86.7% n=65	88.0% n=132	87.8% n=36	<b>88.0%**</b> n=168	<b>74.9%**</b> n=546
2	VV	Women and minorities are well-represented among those in my department who are nominated for awards and honors.	80.8% n=63	77.4% n=48	80.0% n=88	76.6% n=23	79.2% n=111	78.1% n=531

Resources								
Section	No.	Question Content	Gender		Ethnicity		Rank	
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1	L	I have the equipment and supplies I need to do my job at Virginia Tech.	75.2% n=112	75.0% n=72	74.0% n=139	79.0% n=45	<b>75.1%**</b> n=184	<b>62.6%**</b> n=522
1	M	I have the lab, classroom, or office space I need to do my job at Virginia Tech.	68.2% n=101	67.4% n=64	66.1% n=123	74.7% n=42	67.9% n=165	64.6% n=530
1	O	Virginia Tech provides the support that faculty members need to garner funded research projects.	68.3% n=86	62.5% n=55	<b>58.5%**</b> n=96	<b>90.0%**</b> n=45	<b>65.9%**</b> n=141	<b>53.4%**</b> n=426
2	Q	Salary decisions are made fairly in my department.	66.7% n=76	63.9% n=46	65.4% n=93	65.9% n=29	65.5% n=129	68.3% n=472
2	S	Staff support and resources are allocated fairly in my department.	73.4% n=91	75.6% n=62	73.2% n=117	78.2% n=36	74.3% n=153	73.3% n=567
2	FF	My salary is comparable to colleagues in my department who have similar years of service and productivity.	61.7% n=66	66.2% n=47	64.5% n=87	60.5% n=26	53.5% n=113	60.8% n=380

Recognition/Rewards								
Section	No.	Question Content	Gender		Ethnicity		Rank	
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1	KK	Virginia Tech rewards the efforts of faculty members who do outstanding work.	74.3% n=74	69.2% n=54	65.3% n=96	69.6% n=32	66.3% n=128	66.7% n=28
1	LL	Faculty members at Virginia Tech are usually promoted or given opportunities based on good performance.	70.3% n=78	61.3% n=46	62.9% n=90	79.1% n=34	<b>66.7%*</b> n=124	<b>73.3%*</b> n=571
2	B	I am satisfied with the amount of input I have about major policy decisions in my department.	61.0% n=78	63.4% n=52	59.7% n=98	69.6% n=32	<b>61.9%**</b> n=130	<b>73.8%**</b> n=611
2	T	The requirements for tenure or promotion are clearly articulated in my department.	54.9% n=39	63.1% n=36	59.8% n=58	54.8% n=17	<b>58.6%**</b> n=75	<b>72.2%**</b> n=586
2	V	I am recognized for the contributions I make to the department.	77.6% n=104	75.9% n=66	76.8% n=132	77.6% n=38	76.9% n=170	77.3% n=629
2	QQ	Faculty in my department receive accurate and timely information about their progress toward tenure or promotion.	70.2% n=40	70.2% n=26	67.2% n=45	77.7% n=21	<b>79.2%*</b> n=66	<b>79.0%*</b> n=593
2	LL	My department's administration values my contributions to the department.	79.2% n=95	78.0% n=64	77.1% n=125	85.0% n=34	<b>78.7%**</b> n=159	<b>83.5%**</b> n=667
Mentoring/Career Development								
Section	No.	Question Content	Gender		Ethnicity		Rank	
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1	I	Policies at Virginia Tech are generally applied in a uniform and equitable manner.	77.2% n=98	71.6% n=58	<b>69.8%**</b> n=111	<b>91.8%**</b> n=45	<b>75.0%*</b> n=156	<b>64.4%*</b> n=492
1	Y	Virginia Tech is a good place to develop the skills and knowledge needed to be a top researcher in my field.	82.6% n=114	77.9% n=67	80.3% n=134	82.4% n=47	<b>80.8%**</b> n=181	<b>64.4%**</b> n=528
1	SS	I have sufficient opportunities to interact with leaders in the Virginia Tech community.	45.7% n=58	52.3% n=45	48.4% n=80	52.2% n=23	43.4% n=103	57.5% n=453
2	F	I have received effective mentoring in my dept.	<b>63.8%*</b> n=90	<b>62.1%*</b> n=54	61.4% n=108	69.2% n=36	<b>63.2%*</b> n=144	<b>51.5%*</b> n=404
2	U	The administration in my department is approachable when faculty members have job-related issues/concerns.	86.0% n=110	82.1% n=69	86.2% n=143	78.3% n=36	<b>84.4%*</b> n=179	<b>89.2%*</b> n=719
2	W	Performance expectations are communicated clearly in my department.	71.3% n=92	73.4% n=58	68.3% n=112	86.3% n=38	72.1% n=150	71.5% n=587

Mentoring/Career Development, continued								
Section	No.	Question Content	Gender		Ethnicity		Rank	
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2	Y	My job performance is reviewed in person with me at least once a year.	<b>82.0%*</b> n=105	<b>78.6%*</b> n=66	<b>76.6%*</b> n=124	<b>94.0%*</b> n=47	<b>80.6%*</b> n=171	<b>70.0%*</b> n=558
2	Z	My performance reviews are based on how well I perform my job.	85.8% n=109	90.2% n=74	85.3% n=134	94.2% n=49	87.6% n=183	82.0% n=629
2	AA	I receive useful recommendations on how I can improve my job performance from my department.	<b>70.2%*</b> n=92	<b>71.7%*</b> n=58	67.9% n=110	78.5% n=40	<b>70.4%*</b> n=150	<b>60.8%*</b> n=481
2	QQ	Faculty in my department receive accurate and timely information about their progress toward tenure or promotion.	70.2% n=40	70.2% n=26	67.2% n=45	77.7% n=21	<b>70.2%*</b> n=66	<b>79.0%*</b> n=593
3	20B	Faculty members in my department help prepare graduate students to assume a faculty role in the future.	73.6% n=78	89.7% n=61	<b>80.0%**</b> n=108	<b>79.5%**</b> n=31	79.9% n=139	83.9% n=635

VT Environment/Diversity								
Section	No.	Question Content	Gender		Ethnicity		Rank	
<i>Percentages represent those who answered strongly or somewhat agree, unless otherwise noted. Highlighted items are statistically significant (*p&lt;.05, **p&lt;.01). Reported numbers represent those that responded to the question. For most questions, the "don't know" selection was removed for the analysis.</i>			<b>Male n=152</b>	<b>Female n=97</b>	<b>Caucasian n=191</b>	<b>Non-Caucasian n=58</b>	<b>Research Faculty n=249</b>	<b>Tenured and Tenure Track Faculty n=836</b>
1	A	Virginia Tech is a good place to work.	93.2% n=139	92.6% n=88	93.0% n=175	92.8% n=52	<b>93.0%**</b> n=227	<b>86.3%**</b> n=715
1	B	I am treated with respect at Virginia Tech.	87.2% n=129	87.4% n=83	86.3% n=163	90.8% n=49	<b>87.2%*</b> n=212	<b>82.1%*</b> n=676
1	C	I receive fair treatment at Virginia Tech.	88.2% n=128	88.4% n=84	88.2% n=164	88.9% n=48	<b>88.3%**</b> n=212	<b>78.7%**</b> n=645
1	D	Overall, it seems the morale among faculty members at Virginia Tech is good.	67.8% n=97	56.2% n=50	<b>57.4%**</b> n=104	<b>84.3%**</b> n=43	<b>63.4%**</b> n=147	<b>43.7%**</b> n=359
1	F	In general, the Virginia Tech campus is free of intimidation, harassment, and discrimination.	<b>87.7%**</b> n=114	<b>75.3%**</b> n=61	80.8% n=131	89.8% n=44	<b>82.9%**</b> n=175	<b>70.2%**</b> n=560
1	G	I feel I "fit in" at Virginia Tech.	80.0% n=116	77.2% n=71	77.7% n=143	83.0% n=44	78.9% n=187	76.2% n=625
1	P	Faculty members at Virginia Tech are provided adequate opportunities to participate in university governance.	77.4% n=65	76.0% n=49	75.9% n=84	85.7% n=30	78.0% n=114	76.2% n=578

VT Environment/Diversity, continued								
Section	No.	Question Content	Gender		Ethnicity		Rank	
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1	R	Virginia Tech welcomes free and open input from faculty members.	75.9% n=82	68.4% n=52	<b>69.3%*</b> n=95	<b>83.0%*</b> n=39	<b>72.8%**</b> n=134	<b>55.6%**</b> n=426
1	W	I have read, heard and/or seen insensitive or disparaging comments or materials in the workplace that were offensive to me.	<b>14.7%*</b> n=21	<b>32.6%*</b> n=30	21.3% n=39	23.1% n=12	<b>21.7%**</b> n=51	<b>33.7%**</b> n=270
1	Z	I have confidence in the university's leadership.	63.2% n=79	62.2% n=51	<b>56.2%**</b> n=90	<b>85.1%**</b> n=40	<b>62.8%**</b> n=130	<b>42.2%**</b> n=340
1	BB	Faculty members are treated fairly at Virginia Tech regardless of their race or ethnicity.	87.3% n=97	82.1% n=55	85.1% n=114	86.4% n=38	<b>85.4%**</b> n=152	<b>73.1%**</b> n=530
1	CC	Faculty members are treated fairly at Virginia Tech regardless of their gender.	<b>80.0%**</b> n=88	<b>62.7%**</b> n=47	68.6% n=98	88.1% n=37	72.9% n=135	67.9% n=502
1	DD	Faculty members of all sexual orientations are treated fairly at Virginia Tech.	71.1% n=54	58.9% n=33	61.0% n=64	85.2% n=23	<b>65.9%*</b> n=87	<b>52.9%*</b> n=306
1	EE	Faculty members with disabilities are treated fairly at Virginia Tech.	88.6% n=62	87.2% n=34	85.1% n=68	96.6% n=28	<b>88.0%*</b> n=96	<b>81.9%*</b> n=381
1	FF	I have participated in activities that promote diversity at Virginia Tech.	<b>51.6%**</b> n=63	<b>64.5%**</b> n=51	53.2% n=83	68.4% n=31	<b>56.7%**</b> n=114	<b>74.2%**</b> n=573
1	GG	There is accountability at Virginia Tech for racist behavior.	84.5% n=71	80.0% n=44	<b>84.2%*</b> n=96	<b>76.0%*</b> n=19	<b>82.8%**</b> n=113	<b>66.3%**</b> n=381
1	HH	There is accountability at Virginia Tech for sexist behavior.	<b>84.7%*</b> n=72	<b>66.0%*</b> n=37	76.8% n=89	80.0% n=20	<b>77.3%**</b> n=109	<b>58.5%**</b> n=349
2	H	I am treated with respect by the classified staff in my department.	93.4% n=124	90.1% n=82	92.3% n=167	89.1% n=49	<b>91.5%**</b> n=216	<b>93.5%**</b> n=773
2	WW	Faculty in my department are asked to document their participation in diversity initiatives as part of regular merit reviews.	41.8% n=28	50.0% n=22	40.8% n=33	56.7% n=17	44.0% n=50	37.1% n=243
3	20C	Graduate students are treated fairly in my department regardless of their gender.	95.5% n=106	92.3% n=60	94.9% n=130	92.3% n=36	94.3% n=166	94.6% n=706

Departmental Climate								
Section	No.	Question Content	Gender		Ethnicity		Rank	
Percentages represent those who answered strongly or somewhat agree, unless otherwise noted. Highlighted items are statistically significant (*p<.05, **p<.01). Reported numbers represent those that responded to the question. For most questions, the "don't know" selection was removed for the analysis.			Male n=152	Female n=97	Caucasian n=191	Non-Caucasian n=58	Research Faculty n=249	Tenured and Tenure Track Faculty n=836
2	A	My department at Virginia Tech is a good place to work.	<b>61.9%*</b> n=136	<b>79.4%*</b> n=73	84.8% n=156	94.6% n=53	87.1% n=209	82.7% n=687
2	C	Overall, I am expected to do more work than other members of my department.	37.6% n=47	27.1% n=22	<b>26.9%**</b> n=43	<b>56.6%**</b> n=26	<b>33.5%**</b> n=69	<b>47.4%**</b> n=365
2	G	I am treated with respect by other faculty members of my department.	81.4% n=114	84.3% n=75	80.4% n=143	90.2% n=46	82.5% n=189	84.5% n=700
2	I	My field or area of study is valued by colleagues in my department.	80.9% n=110	77.5% n=69	77.6% n=132	85.5% n=47	79.5% n=179	77.8% n=639
2	J	Part-time and non-tenure track faculty are treated as second class citizens in my department.	53.8% n=71	54.9% n=45	53.6% n=89	56.2% n=27	<b>54.2%**</b> n=116	<b>42.4%**</b> n=304
2	L	I am expected to serve on more committees and/or provide more assistance to students than others in my department.	22.9% n=21	14.1% n=9	<b>10.9%**</b> n=13	<b>45.9%**</b> n=17	<b>19.2%**</b> n=30	<b>41.9%**</b> n=323
2	M	Other faculty in my department seem to know about policies or opportunities of which I am unaware.	61.1% n=69	50.0% n=38	<b>51.0%**</b> n=76	<b>77.5%**</b> n=31	<b>56.7%**</b> n=107	<b>31.3%**</b> n=235
2	N	I am treated fairly by the administration in my department.	88.5% n=123	88.5% n=77	88.5% n=154	88.4% n=46	88.4% n=200	84.4% n=686
2	R	The leadership of my department can be trusted.	88.1% n=119	77.7% n=65	83.0% n=141	88.0% n=44	84.1% n=185	80.2% n=648
2	X	I have a good relationship with my co-workers.	97.3% n=146	98.9% n=93	98.3% n=184	96.6% n=55	<b>97.9%**</b> n=239	<b>94.9%**</b> n=789
2	BB	Overall, my department is well managed.	86.3% n=120	77.1% n=64	<b>80.0%*</b> n=136	<b>92.3%*</b> n=48	82.9% n=184	79.5% n=649
2	CC	My department is supportive of the success of women faculty.	<b>96.0%**</b> n=97	<b>78.6%**</b> n=66	88.7% n=134	85.3% n=29	88.1% n=163	88.6% n=670
2	DD	My department is supportive of the success of faculty members of all races and ethnicities.	97.0% n=103	93.6% n=73	<b>97.9%*</b> n=142	<b>91.8%*</b> n=34	<b>96.7%**</b> n=176	<b>89.1%**</b> n=655
2	EE	I feel free to express my opinions in my job without worrying about negative results.	75.9% n=101	71.6% n=63	74.5% n=129	73.0% n=35	74.2% n=164	69.0% n=564
2	JJ	My department head/supervisor keeps the faculty informed about key issues.	80.1% n=105	77.4% n=65	<b>74.7%**</b> n=124	<b>93.9%**</b> n=46	79.1% n=170	78.2% n=638
2	MM	My department head/supervisor would be unlikely to intervene if racist or sexist behavior occurred.	15.6% n=16	28.2% n=20	19.0% n=27	28.2% n=9	20.7% n=36	21.2% n=153

Departmental Climate, continued								
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2	NN	My department periodically reviews salaries to ensure equity.	61.6% n=40	55.0% n=22	57.9% n=44	62.0% n=18	59.1% n=62	60.7% n=284
2	OO	There are policies in place in my department about course loads and course releases.	80.0% n=32	84.7% n=22	79.1% n=34	86.9% n=20	81.8% n=54	69.2% n=458
2	PP	The administration in my department is knowledgeable about university policies.	93.6% n=118	88.1% n=74	90.9% n=150	93.3% n=42	91.4% n=192	89.2% n=691
2	RR	There is a lot of conflict in my department.	24.6% n=30	33.8% n=26	28.4% n=46	27.0% n=10	28.1% n=56	28.9% n=234
2	SS	Departmental politics interfere with my ability to get my work done.	19.8% n=27	23.9% n=21	21.9% n=38	19.6% n=10	21.5% n=48	24.6% n=201
2	TT	Sexual harassment is a problem in my department.	<b>4.8%*</b> <b>n=6</b>	<b>3.6%*</b> <b>n=3</b>	2.4% n=4	10.6% n=5	4.4% n=9	4.0% n=30
2	UU	There is a lot of racial tension in my department.	3.1% n=4	4.9% n=4	<b>1.8%**</b> <b>n=3</b>	<b>10.9%**</b> <b>n=5</b>	3.8% n=8	4.3% n=23
3	20a	Graduate students are treated with respect in my department.	92.3% n=107	97.2% n=69	93.6% n=139	92.5% n=37	94.1% n=176	92.8% n=720

Collaboration/Networking								
Section	No.	Question Content	Gender		Ethnicity		Rank	
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1	E	I receive positive feedback about my work from colleagues outside of Virginia Tech.	96.0% n=121	96.5% n=84	95.7% n=153	98.1% n=52	96.2% n=205	93.2% n=738
1	K	I have the opportunity to collaborate with colleagues in my department who share my interests.	83.8% n=119	80.6% n=75	81.2% n=147	87.0% n=47	82.5% n=194	85.7% n=711
1	Q	My field of study is not valued at Virginia Tech.	38.1% n=54	41.1% n=37	93.0% n=175	92.8% n=41	<b>39.2%**</b> <b>n=91</b>	<b>49.2%**</b> <b>n=404</b>
2	O	Collaboration is rewarded in my department.	79.7% n=94	81.3% n=65	76.7% n=118	93.2% n=41	80.3% n=159	72.0% n=546

All Others								
Section	No.	Question Content	Gender		Ethnicity		Rank	
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2	K	I am able to balance the teaching, research and outreach activities expected of me.	78.6% n=88	83.0% n=54	69.6% n=109	82.5% n=33	<b>80.2%**</b> n=142	<b>63.1%**</b> n=518
3	4	Compared to faculty members nationally at similar stages in their careers, how would you rate your research productivity?	40.4% n=59	23.7% n=31	34.2% n=61	49.2% n=28	<b>37.8%**</b> n=90	<b>51.3%**</b> n=426
3	22	How likely are you to leave your position at VT at some point in the next two years? (Percentage answering: very or somewhat likely)	68.3% n=87	55.2% n=53	<b>55.0%**</b> n=104	<b>64.3%**</b> n=38	<b>57.1%**</b> n=140	<b>33.0%**</b> n=271
3	23	Have you ever heard of the Advance Grant at Virginia Tech? (Percentage answering: yes)	<b>21.5%**</b> n=32	<b>46.9%**</b> n=45	<b>31.7%*</b> n=60	<b>30.4%*</b> n=17	<b>31.4%**</b> n=77	<b>57.4%**</b> n=475
3	5a	Hours spent: Teaching and advising undergraduate students. (T-test for significance for mean differences in hours)	3.54 hours n=74	4.51 hours n=39	4.39 hours n=87	2.15 hours n=26	<b>3.88 hours**</b> n=113	<b>13.28 hours**</b> n=684
3	5b	Hours spent: Teaching and advising graduate or professional students. (T-test for significance for mean differences in hours)	5.16 hours n=95	4.29 hours n=42	5.37 hours n=105	3.31 hours n=32	<b>4.89 hours**</b> n=137	<b>11.02 hours**</b> n=738
3	5c	Hours spent: Research and scholarship. (T-test for significance for mean differences in hours)	34.74 hours n=135	33.75 hours n=75	<b>32.57 hours**</b> n=159	<b>40.04 hours**</b> n=51	<b>34.39 hours**</b> n=210	<b>19.54 hours**</b> n=774
3	5d	Hours spent: University service (such as committee work at the department, college, and university levels). (T-test for significance for mean differences in hours)	2.86 hours n=72	3.21 hours n=43	2.71 hours n=95	4.35 hours n=20	<b>2.99 hours**</b> n=115	<b>5.18 hours**</b> n=742
3	5e	Hours spent: Administration (T-test for significance for mean differences in hours)	<b>8.38 hours*</b> n=82	<b>13.37 hours*</b> n=51	11.29 hours n=111	5.27 hours n=22	<b>10.29 hours**</b> n=133	<b>7.41 hours**</b> n=510
3	5f	Hours spent: non-teaching professional activities (such as editorial reviews of professional organization activities). (T-test for significance for mean differences in hours)	<b>3.66 hours**</b> n=85	<b>7.91 hours**</b> n=53	5.48 hours n=107	4.65 hours n=31	5.29 hours n=138	4.36 hours n=717
3	5g	Hours spent: Outside consulting.(T-test for significance for mean differences in hours)	3.20 hours n=64	8.92 hours n=39	5.49 hours n=80	4.96 hours n=23	<b>5.37 hours**</b> n=103	<b>1.63 hours**</b> n=410
3	5h	Hours spent: Personal and family responsibilities.(T-test for significance for mean differences in hours)	25.15 hours n=110	29.83 hours n=70	<b>29.18 hours*</b> n=140	<b>19.25 hours*</b> n=40	<b>26.97 hours*</b> n=180	<b>24.50 hours*</b> n=648