

Wake Forest University
Colonial Group Faculty Survey
Results 2019

Table of Contents

All Item Responses.....3

Construct Comparison

Construct Formation Technical Report25

Construct Description & Survey Items28

Comparison Charts

WFU '19 Men vs Women31

WFU '19 White vs Under-Represented Minority (URM).....32

WFU '19 By Tenure Status33

WFU '19 By Primary Teaching34

Significant Differences Across Specific Responses

WFU '19 vs Peer Institutions '19.....35

WFU '19 Men vs Women39

WFU '19 White vs URM42

WFU '19 By Tenure Status45

WFU '19 By Primary Teaching48

Administering Institutions51

All Item Responses

The FREQ Procedure

Overall how satisfied are you being a faculty member at Wake Forest University?				
SATISFAC	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Very dissatisfied	14	4.02	14	4.02
Somewhat dissatisfied	39	11.21	53	15.23
Neither satisfied nor dissatisfied	18	5.17	71	20.40
Somewhat satisfied	126	36.21	197	56.61
Very satisfied	151	43.39	348	100.00
Frequency Missing = 15				

Overall, how satisfied are you with the following at Wake Forest University? - Intellectual life of the University				
OVERSATIS_1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Very dissatisfied	12	3.46	12	3.46
Somewhat dissatisfied	24	6.92	36	10.37
Neither satisfied nor dissatisfied	34	9.80	70	20.17
Somewhat satisfied	133	38.33	203	58.50
Very satisfied	144	41.50	347	100.00
Frequency Missing = 16				

Overall, how satisfied are you with the following at Wake Forest University? - Climate of mutual respect among colleagues				
OVERSATIS_2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Very dissatisfied	20	5.75	20	5.75
Somewhat dissatisfied	48	13.79	68	19.54
Neither satisfied nor dissatisfied	33	9.48	101	29.02
Somewhat satisfied	117	33.62	218	62.64
Very satisfied	130	37.36	348	100.00
Frequency Missing = 15				

The FREQ Procedure

Overall, how satisfied are you with the following at Wake Forest University? - Faculty involvement in university decision making				
OVERSATIS_3	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Very dissatisfied	49	14.50	49	14.50
Somewhat dissatisfied	65	19.23	114	33.73
Neither satisfied nor dissatisfied	69	20.41	183	54.14
Somewhat satisfied	120	35.50	303	89.64
Very satisfied	35	10.36	338	100.00
Frequency Missing = 25				

Overall, how satisfied are you with the following at Wake Forest University? - University's leadership and strategic direction				
OVERSATIS_4	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Very dissatisfied	54	15.88	54	15.88
Somewhat dissatisfied	70	20.59	124	36.47
Neither satisfied nor dissatisfied	56	16.47	180	52.94
Somewhat satisfied	122	35.88	302	88.82
Very satisfied	38	11.18	340	100.00
Frequency Missing = 23				

Overall, how satisfied are you with the following at Wake Forest University? - College/school leadership				
OVERSATIS_5	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Very dissatisfied	39	11.50	39	11.50
Somewhat dissatisfied	52	15.34	91	26.84
Neither satisfied nor dissatisfied	51	15.04	142	41.89
Somewhat satisfied	118	34.81	260	76.70
Very satisfied	79	23.30	339	100.00
Frequency Missing = 24				

The FREQ Procedure

Overall, how satisfied are you with the resources Wake Forest University provides to support your... ? - Research and scholarship				
SUPPORT_1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Very dissatisfied	15	4.62	15	4.62
Somewhat dissatisfied	32	9.85	47	14.46
Neither satisfied nor dissatisfied	32	9.85	79	24.31
Somewhat satisfied	118	36.31	197	60.62
Very satisfied	128	39.38	325	100.00
Frequency Missing = 38				

Overall, how satisfied are you with the resources Wake Forest University provides to support your... ? - Teaching				
SUPPORT_2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Very dissatisfied	11	3.24	11	3.24
Somewhat dissatisfied	24	7.06	35	10.29
Neither satisfied nor dissatisfied	26	7.65	61	17.94
Somewhat satisfied	99	29.12	160	47.06
Very satisfied	180	52.94	340	100.00
Frequency Missing = 23				

More specifically, please indicate the degree to which you are satisfied with each of the following: Compensation: - Salary				
COMPENS_1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Very dissatisfied	48	13.91	48	13.91
Somewhat dissatisfied	78	22.61	126	36.52
Neither satisfied nor dissatisfied	27	7.83	153	44.35
Somewhat satisfied	134	38.84	287	83.19
Very satisfied	58	16.81	345	100.00
Frequency Missing = 18				

The FREQ Procedure

More specifically, please indicate the degree to which you are satisfied with each of the following: Compensation: - Health benefits				
COMPENS_2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Very dissatisfied	24	7.38	24	7.38
Somewhat dissatisfied	69	21.23	93	28.62
Neither satisfied nor dissatisfied	43	13.23	136	41.85
Somewhat satisfied	123	37.85	259	79.69
Very satisfied	66	20.31	325	100.00
Frequency Missing = 38				

More specifically, please indicate the degree to which you are satisfied with each of the following: Compensation: - Retirement benefits				
COMPENS_3	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Very dissatisfied	20	6.04	20	6.04
Somewhat dissatisfied	38	11.48	58	17.52
Neither satisfied nor dissatisfied	58	17.52	116	35.05
Somewhat satisfied	126	38.07	242	73.11
Very satisfied	89	26.89	331	100.00
Frequency Missing = 32				

Resources: - Your office space				
RESOURCE_1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Very dissatisfied	22	6.57	22	6.57
Somewhat dissatisfied	33	9.85	55	16.42
Neither satisfied nor dissatisfied	19	5.67	74	22.09
Somewhat satisfied	74	22.09	148	44.18
Very satisfied	187	55.82	335	100.00
Frequency Missing = 28				

The FREQ Procedure

Resources: - Classroom space				
RESOURCE_2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Very dissatisfied	17	5.15	17	5.15
Somewhat dissatisfied	53	16.06	70	21.21
Neither satisfied nor dissatisfied	20	6.06	90	27.27
Somewhat satisfied	119	36.06	209	63.33
Very satisfied	121	36.67	330	100.00
Frequency Missing = 33				

Resources: - Lab or research space				
RESOURCE_3	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Very dissatisfied	13	9.42	13	9.42
Somewhat dissatisfied	20	14.49	33	23.91
Neither satisfied nor dissatisfied	26	18.84	59	42.75
Somewhat satisfied	40	28.99	99	71.74
Very satisfied	39	28.26	138	100.00
Frequency Missing = 225				

Resources: - Space for meetings, colloquiums, and other collaborative activities				
RESOURCE_4	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Very dissatisfied	18	5.45	18	5.45
Somewhat dissatisfied	49	14.85	67	20.30
Neither satisfied nor dissatisfied	34	10.30	101	30.61
Somewhat satisfied	132	40.00	233	70.61
Very satisfied	97	29.39	330	100.00
Frequency Missing = 33				

Resources: - Computing support and training				
RESOURCE_5	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Very dissatisfied	14	4.28	14	4.28
Somewhat dissatisfied	33	10.09	47	14.37
Neither satisfied nor dissatisfied	32	9.79	79	24.16
Somewhat satisfied	112	34.25	191	58.41
Very satisfied	136	41.59	327	100.00
Frequency Missing = 36				

The FREQ Procedure

Resources: - Administrative support				
RESOURCE_6	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Very dissatisfied	6	1.76	6	1.76
Somewhat dissatisfied	37	10.85	43	12.61
Neither satisfied nor dissatisfied	36	10.56	79	23.17
Somewhat satisfied	102	29.91	181	53.08
Very satisfied	160	46.92	341	100.00
Frequency Missing = 22				

Library: - Library resources - print				
LIBRARY_1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Very dissatisfied	3	0.96	3	0.96
Somewhat dissatisfied	16	5.13	19	6.09
Neither satisfied nor dissatisfied	22	7.05	41	13.14
Somewhat satisfied	83	26.60	124	39.74
Very satisfied	188	60.26	312	100.00
Frequency Missing = 51				

Library: - Library resources - digital/online				
LIBRARY_2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Very dissatisfied	2	0.61	2	0.61
Somewhat dissatisfied	9	2.74	11	3.34
Neither satisfied nor dissatisfied	13	3.95	24	7.29
Somewhat satisfied	91	27.66	115	34.95
Very satisfied	214	65.05	329	100.00
Frequency Missing = 34				

Please indicate the degree to which you are satisfied with each of the following: - Time available for scholarly work				
RESEARCH_1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Very dissatisfied	30	9.65	30	9.65
Somewhat dissatisfied	94	30.23	124	39.87
Neither satisfied nor dissatisfied	36	11.58	160	51.45
Somewhat satisfied	100	32.15	260	83.60
Very satisfied	51	16.40	311	100.00
Frequency Missing = 52				

The FREQ Procedure

Please indicate the degree to which you are satisfied with each of the following: - Technical and research staff				
RESEARCH_2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Very dissatisfied	9	3.61	9	3.61
Somewhat dissatisfied	41	16.47	50	20.08
Neither satisfied nor dissatisfied	55	22.09	105	42.17
Somewhat satisfied	71	28.51	176	70.68
Very satisfied	73	29.32	249	100.00
Frequency Missing = 114				

Please indicate the degree to which you are satisfied with institutional SUPPORT in the following areas: - Securing grants				
RSUPPORT_1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Very dissatisfied	14	6.51	14	6.51
Somewhat dissatisfied	28	13.02	42	19.53
Neither satisfied nor dissatisfied	61	28.37	103	47.91
Somewhat satisfied	74	34.42	177	82.33
Very satisfied	38	17.67	215	100.00
Frequency Missing = 148				

Please indicate the degree to which you are satisfied with institutional SUPPORT in the following areas: - Managing grants				
RSUPPORT_2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Very dissatisfied	16	8.47	16	8.47
Somewhat dissatisfied	32	16.93	48	25.40
Neither satisfied nor dissatisfied	57	30.16	105	55.56
Somewhat satisfied	51	26.98	156	82.54
Very satisfied	33	17.46	189	100.00
Frequency Missing = 174				

The FREQ Procedure

Please indicate the degree to which you are satisfied with each of the following: - Teaching load				
TEACH_1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Very dissatisfied	18	5.50	18	5.50
Somewhat dissatisfied	43	13.15	61	18.65
Neither satisfied nor dissatisfied	33	10.09	94	28.75
Somewhat satisfied	116	35.47	210	64.22
Very satisfied	117	35.78	327	100.00
Frequency Missing = 36				

Please indicate the degree to which you are satisfied with each of the following: - Access to teaching assistants				
TEACH_2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Very dissatisfied	37	19.47	37	19.47
Somewhat dissatisfied	23	12.11	60	31.58
Neither satisfied nor dissatisfied	34	17.89	94	49.47
Somewhat satisfied	45	23.68	139	73.16
Very satisfied	51	26.84	190	100.00
Frequency Missing = 173				

Please indicate the degree to which you are satisfied with each of the following: - Advising responsibilities				
TEACH_3	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Very dissatisfied	21	7.75	21	7.75
Somewhat dissatisfied	42	15.50	63	23.25
Neither satisfied nor dissatisfied	58	21.40	121	44.65
Somewhat satisfied	97	35.79	218	80.44
Very satisfied	53	19.56	271	100.00
Frequency Missing = 92				

The FREQ Procedure

Please indicate the degree to which you are satisfied with institutional SUPPORT in the following area: - Improving teaching and student learning				
TSUPPORT_1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Very dissatisfied	11	3.35	11	3.35
Somewhat dissatisfied	28	8.54	39	11.89
Neither satisfied nor dissatisfied	47	14.33	86	26.22
Somewhat satisfied	122	37.20	208	63.41
Very satisfied	120	36.59	328	100.00
Frequency Missing = 35				

During an academic year, how many hours is your typical work week?				
WORKWEEK	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Less than 30	21	6.18	21	6.18
30-39	33	9.71	54	15.88
40-49	101	29.71	155	45.59
50-59	104	30.59	259	76.18
60-69	52	15.29	311	91.47
70-79	17	5.00	328	96.47
80-89	10	2.94	338	99.41
90-99	1	0.29	339	99.71
100 or more	1	0.29	340	100.00
Frequency Missing = 23				

Overall, how would you rate the reasonableness of your workload?				
WORKLOAD	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Too light	9	2.65	9	2.65
About right	197	57.94	206	60.59
Too heavy	116	34.12	322	94.71
Much too heavy	18	5.29	340	100.00
Frequency Missing = 23				

The FREQ Procedure

Please indicate your agreement or disagreement with the following statements. - My colleagues value my research/ scholarship.				
CLIMATE_1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly disagree	27	8.74	27	8.74
Somewhat disagree	37	11.97	64	20.71
Neither agree nor disagree	49	15.86	113	36.57
Somewhat agree	101	32.69	214	69.26
Strongly agree	95	30.74	309	100.00
Frequency Missing = 54				

Please indicate your agreement or disagreement with the following statements. - My colleagues value my teaching.				
CLIMATE_2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly disagree	14	4.24	14	4.24
Somewhat disagree	29	8.79	43	13.03
Neither agree nor disagree	35	10.61	78	23.64
Somewhat agree	112	33.94	190	57.58
Strongly agree	140	42.42	330	100.00
Frequency Missing = 33				

Please indicate your agreement or disagreement with the following statements. - My colleagues value my service/ administrative contributions.				
CLIMATE_3	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly disagree	13	4.06	13	4.06
Somewhat disagree	25	7.81	38	11.88
Neither agree nor disagree	49	15.31	87	27.19
Somewhat agree	113	35.31	200	62.50
Strongly agree	120	37.50	320	100.00
Frequency Missing = 43				

The FREQ Procedure

Please indicate your agreement or disagreement with the following statements. - My chair/ director helps me obtain the resources I need.				
CLIMATE_4	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly disagree	28	8.67	28	8.67
Somewhat disagree	16	4.95	44	13.62
Neither agree nor disagree	41	12.69	85	26.32
Somewhat agree	74	22.91	159	49.23
Strongly agree	164	50.77	323	100.00
Frequency Missing = 40				

Please indicate your agreement or disagreement with the following statements. - I have an appropriate voice in the decision-making that affects the direction of my department/ unit.				
CLIMATE_5	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly disagree	45	13.64	45	13.64
Somewhat disagree	39	11.82	84	25.45
Neither agree nor disagree	38	11.52	122	36.97
Somewhat agree	80	24.24	202	61.21
Strongly agree	128	38.79	330	100.00
Frequency Missing = 33				

How appropriately are these items valued in the tenure process in your department? - Research, scholarly, or creative work in your discipline				
TENURE_1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Very undervalued	3	1.45	3	1.45
Somewhat undervalued	34	16.43	37	17.87
Valued appropriately	143	69.08	180	86.96
Somewhat overvalued	19	9.18	199	96.14
Very overvalued	8	3.86	207	100.00
Frequency Missing = 156				

The FREQ Procedure

How appropriately are these items valued in the tenure process in your department? - Interdisciplinary research				
TENURE_2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Very undervalued	12	6.74	12	6.74
Somewhat undervalued	50	28.09	62	34.83
Valued appropriately	103	57.87	165	92.70
Somewhat overvalued	10	5.62	175	98.31
Very overvalued	3	1.69	178	100.00
Frequency Missing = 185				

How appropriately are these items valued in the tenure process in your department? - Research funding/ Grants				
TENURE_3	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Very undervalued	7	4.02	7	4.02
Somewhat undervalued	33	18.97	40	22.99
Valued appropriately	119	68.39	159	91.38
Somewhat overvalued	11	6.32	170	97.70
Very overvalued	4	2.30	174	100.00
Frequency Missing = 189				

How appropriately are these items valued in the tenure process in your department? - Teaching contributions				
TENURE_4	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Very undervalued	11	5.31	11	5.31
Somewhat undervalued	29	14.01	40	19.32
Valued appropriately	145	70.05	185	89.37
Somewhat overvalued	16	7.73	201	97.10
Very overvalued	6	2.90	207	100.00
Frequency Missing = 156				

The FREQ Procedure

How appropriately are these items valued in the tenure process in your department? - Working with/ mentoring students out-of-class				
TENURE_5	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Very undervalued	18	8.87	18	8.87
Somewhat undervalued	59	29.06	77	37.93
Valued appropriately	111	54.68	188	92.61
Somewhat overvalued	11	5.42	199	98.03
Very overvalued	4	1.97	203	100.00
Frequency Missing = 160				

How appropriately are these items valued in the tenure process in your department? - Internal service to the University (e.g., committee work, admissions)				
TENURE_6	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Very undervalued	15	7.35	15	7.35
Somewhat undervalued	55	26.96	70	34.31
Valued appropriately	111	54.41	181	88.73
Somewhat overvalued	15	7.35	196	96.08
Very overvalued	8	3.92	204	100.00
Frequency Missing = 159				

How appropriately are these items valued in the tenure process in your department? - Clinical work				
TENURE_7	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Very undervalued	7	18.42	7	18.42
Somewhat undervalued	9	23.68	16	42.11
Valued appropriately	20	52.63	36	94.74
Very overvalued	2	5.26	38	100.00
Frequency Missing = 325				

How appropriately are these items valued in the tenure process in your department? - Personal relationships within department/ unit				
TENURE_8	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Very undervalued	9	4.89	9	4.89
Somewhat undervalued	20	10.87	29	15.76
Valued appropriately	119	64.67	148	80.43
Frequency Missing = 179				

The FREQ Procedure

How appropriately are these items valued in the tenure process in your department? - Personal relationships within department/ unit				
TENURE_8	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Somewhat overvalued	23	12.50	171	92.93
Very overvalued	13	7.07	184	100.00
Frequency Missing = 179				

Please indicate your agreement or disagreement with the following statements: - I feel that criteria for promotion are fair and equitable for all.				
CAMPENV_1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly disagree	38	11.28	38	11.28
Somewhat disagree	53	15.73	91	27.00
Neither agree nor disagree	56	16.62	147	43.62
Somewhat agree	101	29.97	248	73.59
Strongly agree	89	26.41	337	100.00
Frequency Missing = 26				

Please indicate your agreement or disagreement with the following statements: - Overall, in daily life on campus, I feel comfortable at Wake Forest University.				
CAMPENV_2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly disagree	19	5.59	19	5.59
Somewhat disagree	36	10.59	55	16.18
Neither agree nor disagree	26	7.65	81	23.82
Somewhat agree	89	26.18	170	50.00
Strongly agree	170	50.00	340	100.00
Frequency Missing = 23				

Please indicate your agreement or disagreement with the following statements: - The climate for female faculty at Wake Forest University is at least as good as that for male faculty.				
EQUAL_1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly disagree	38	11.24	38	11.24
Somewhat disagree	76	22.49	114	33.73
Neither agree nor disagree	60	17.75	174	51.48
Somewhat agree	80	23.67	254	75.15
Strongly agree	84	24.85	338	100.00
Frequency Missing = 25				

The FREQ Procedure

Please indicate your agreement or disagreement with the following statements: - The climate for racial and ethnic minority faculty at Wake Forest University is at least as good as that for non-minority faculty.				
EQUAL_2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly disagree	65	19.23	65	19.23
Somewhat disagree	92	27.22	157	46.45
Neither agree nor disagree	73	21.60	230	68.05
Somewhat agree	51	15.09	281	83.14
Strongly agree	57	16.86	338	100.00
Frequency Missing = 25				

Please indicate your agreement or disagreement with the following statements: At Wake Forest University, improving the climate for female faculty is supported by leadership at the... - University level				
GENDERLEAD_1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly disagree	20	7.07	20	7.07
Somewhat disagree	43	15.19	63	22.26
Neither agree nor disagree	63	22.26	126	44.52
Somewhat agree	79	27.92	205	72.44
Strongly agree	78	27.56	283	100.00
Frequency Missing = 80				

Please indicate your agreement or disagreement with the following statements: At Wake Forest University, improving the climate for female faculty is supported by leadership at the... - College/ school level				
GENDERLEAD_2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly disagree	19	6.64	19	6.64
Somewhat disagree	25	8.74	44	15.38
Neither agree nor disagree	47	16.43	91	31.82
Somewhat agree	83	29.02	174	60.84
Strongly agree	112	39.16	286	100.00
Frequency Missing = 77				

The FREQ Procedure

At Wake Forest University, improving the climate for racial and ethnic minority faculty is supported by leadership at the... - University level				
RACELEAD_1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly disagree	52	17.75	52	17.75
Somewhat disagree	43	14.68	95	32.42
Neither agree nor disagree	37	12.63	132	45.05
Somewhat agree	82	27.99	214	73.04
Strongly agree	79	26.96	293	100.00
Frequency Missing = 70				

At Wake Forest University, improving the climate for racial and ethnic minority faculty is supported by leadership at the... - College/ school level				
RACELEAD_2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly disagree	30	10.10	30	10.10
Somewhat disagree	41	13.80	71	23.91
Neither agree nor disagree	43	14.48	114	38.38
Somewhat agree	84	28.28	198	66.67
Strongly agree	99	33.33	297	100.00
Frequency Missing = 66				

While at Wake Forest University, have you had one or more formal mentors through programs administered by the university or department, whether or not programs are mandatory?				
MENTFORM	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Yes, by assignment	61	17.89	61	17.89
Yes, by my choice	32	9.38	93	27.27
Yes, by both assignment and my choice	31	9.09	124	36.36
No	217	63.64	341	100.00
Frequency Missing = 22				

The FREQ Procedure

While at Wake Forest University, have you had one or more informal mentors (someone not officially assigned to you who gives you advice on career issues and/or advocates for you in your discipline; this could include someone within or outside Wake Forest U				
MENTINF	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Yes, from within Wake Forest University only	77	22.58	77	22.58
Yes, from outside Wake Forest University only	29	8.50	106	31.09
Yes, from both within and outside Wake Forest University	145	42.52	251	73.61
No	90	26.39	341	100.00
Frequency Missing = 22				

Please indicate the degree to which you are satisfied with the following aspect of service and administrative responsibilities (consider only the last 5 years at Wake Forest University, or since you joined the faculty if less than 5 years ago): - Your over				
COMMITTEESATIS_1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Very dissatisfied	21	6.86	21	6.86
Somewhat dissatisfied	46	15.03	67	21.90
Neither satisfied nor dissatisfied	58	18.95	125	40.85
Somewhat satisfied	103	33.66	228	74.51
Very satisfied	78	25.49	306	100.00
Frequency Missing = 57				

Please indicate the degree to which you are satisfied with the following aspect of service and administrative responsibilities (consider only the last 5 years at Wake Forest University, or since you joined the faculty if less than 5 years ago): - The discr				
COMMITTEESATIS_2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Very dissatisfied	15	5.00	15	5.00
Somewhat dissatisfied	36	12.00	51	17.00
Neither satisfied nor dissatisfied	58	19.33	109	36.33
Somewhat satisfied	102	34.00	211	70.33
Very satisfied	89	29.67	300	100.00
Frequency Missing = 63				

The FREQ Procedure

Please indicate the degree to which you are satisfied with the following aspect of service and administrative responsibilities (consider only the last 5 years at Wake Forest University, or since you joined the faculty if less than 5 years ago): - How equit				
COMMITTEESATIS_3	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Very dissatisfied	44	14.81	44	14.81
Somewhat dissatisfied	52	17.51	96	32.32
Neither satisfied nor dissatisfied	63	21.21	159	53.54
Somewhat satisfied	87	29.29	246	82.83
Very satisfied	51	17.17	297	100.00
Frequency Missing = 66				

Has your spouse/ domestic partner had problems finding an appropriate job in this area?				
JOBSPOUSE	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Yes	77	22.65	77	22.65
No	132	38.82	209	61.47
Not applicable	131	38.53	340	100.00
Frequency Missing = 23				

Please indicate how much you agree or disagree with the following statements. - Wake Forest University creates support structures (e.g., child care, benefits) to make personal/ family obligations and academic career obligations compatible.				
WLSUPPORT_1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly disagree	66	22.22	66	22.22
Somewhat disagree	86	28.96	152	51.18
Neither agree nor disagree	41	13.80	193	64.98
Somewhat agree	68	22.90	261	87.88
Strongly agree	36	12.12	297	100.00
Frequency Missing = 66				

The FREQ Procedure

Please indicate how much you agree or disagree with the following statements. - My department/ unit is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling department/ unit obligations.				
WLSUPPORT_2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly disagree	19	5.96	19	5.96
Somewhat disagree	23	7.21	42	13.17
Neither agree nor disagree	46	14.42	88	27.59
Somewhat agree	97	30.41	185	57.99
Strongly agree	134	42.01	319	100.00
Frequency Missing = 44				

Please indicate how much you agree or disagree with the following statements. - Timing of work-related meetings and functions (e.g., department, committee) takes into account personal/ family needs.				
WLSUPPORT_3	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Strongly disagree	28	8.92	28	8.92
Somewhat disagree	44	14.01	72	22.93
Neither agree nor disagree	47	14.97	119	37.90
Somewhat agree	115	36.62	234	74.52
Strongly agree	80	25.48	314	100.00
Frequency Missing = 49				

What is your primary college or school?				
COLLEGE	Frequency	Percent	Cumulative Frequency	Cumulative Percent
College of Arts and Sciences	232	72.05	232	72.05
Graduate School of Arts and Sciences	13	4.04	245	76.09
School of Business	34	10.56	279	86.65
School of Divinity	3	0.93	282	87.58
School of Law	18	5.59	300	93.17
University Library	22	6.83	322	100.00
Frequency Missing = 41				

The FREQ Procedure

Time at Wake Forest University as a faculty member:				
TIMEINST	Frequency	Percent	Cumulative Frequency	Cumulative Percent
5 years or less	88	27.41	88	27.41
6-10 years	75	23.36	163	50.78
11-20 years	77	23.99	240	74.77
21 years or more	81	25.23	321	100.00
Frequency Missing = 42				

Construct Comparison

WFU '19 CGFS By Gender

By Race

By Tenure Status

By Primary Teaching

Colonial Group Faculty Survey Construct Formation Technical Report
Samantha Shang, May 18, 2020

The purpose of the report is to introduce the general process of developing constructs (i.e., latent traits) using the CGFS 2019 data. For details, please see SAS code “Generating constructs.sas” and “Generating constructs_ordinal.sas”.

Step 1: Item Selection

The initial item pool comes from the raw CGFS dataset, including 56 items. Most of the items were ordinal, on the scale of 1 to 5 (e.g., Very dissatisfied to Very satisfied, or Strongly disagree to Strongly agree). The remaining items were recoded from categorical to ordinal. For example, variable “Workload” was recoded from “1=Much too light, 2=Too light, 3=About right, 4=Too heavy, 5=Much too heavy” to “1=Much too light or much too heavy, 2=Too light or too heavy, 3=About right.” After recoding, all items became ordinal and on the same direction, that higher scores indicate more positive attitude. (See “Generating constructs.sas” code.)

Eight of the 56 items were systematically missing for some of the respondents. Questions regarding tenure process were only shown to respondents who reported to be a tenured faculty or on tenure track. These eight items were excluded from the original dataset, and a separate EFA including these eight items was conducted on only tenured or on track respondents.

Step 2: Dealing with missing data

The constructs were generated using the raw CFGS dataset, $N = 363$. It was decided to conduct mean/median imputation to replace the missing values. Therefore, respondents or items that have too many missing values were excluded from the following analysis. The excluding criteria were 2/3 (~66%) of the items or respondents.

Respondents who had answered less than 32 of the 48 items were excluded. (This was conducted using the “Generating constructs.sas” code. The rest of the analysis were conducted using the “Generating constructs_ordinal.sas” code.)

According to the frequency tables, items that had less than 66% response rates were excluded. The missing values of the remaining 43 items were replaced by medians of each of the items, respectively.

Step 3: Exploratory Factor Analysis

The cleaned 43 items were evaluated via Exploratory Factor Analysis (EFA) to roughly determine the structure of the factors. Due to the ordinal nature of item responses, polychoric correlations across all items were computed, and the EFA was conducted on the correlation matrix.

The exploratory analysis employed principal axis factoring with promax rotation (i.e., an oblique rotation that allows the factors to be correlated with each other, if so). Note that the EFA could be (and most likely is) a back-and-forth process. The eigenvalues suggested a four-factor structure, but the psychological meanings of the items should also be considered when determining the structure, especially when several items loaded on more than one factors.

The initial EFA using all 43 items reported an error message stating, “The correlation matrix is singular.” This was because some of the items were too similar and were redundant (almost repeated) in the item pool. The redundant items were excluded in the following steps. To make the factors clearer, each item was made to be only loading on one factor in the following analysis. Again, the psychological meanings of the items were considered when making such adjustments.

After determining the four-factor structure and the items loading on each of the structures, four 1-factor EFAs were conducted separately for each of the factors, to make sure grouping these items together into one factor was appropriate (i.e., the eigenvalues suggested a one-factor structure, all items loaded well, and all items had unique predictive power). During the process, three items that were either redundant or had low predictive power were excluded, the criterion being having a scoring coefficient that was around .6 or lower. As a result, four factors were extracted, including “Overall Atmosphere” (11 items), “Benefit and Resource” (13 items), “Climate” (6 items), and “Workload and Flexibility” (10 items). See Constructs Descriptions for the details.

An additional 1-factor EFA was also conducted on the tenure-only dataset, including the items regarding the tenure process. One factor, “Tenure” (8 items) was extracted from these items.

Step 4: Scoring

The constructs scores were computed by multiplying the raw dataset and the scoring coefficient matrices of each of the five factors, respectively. Each factor scores would have a standard normal distribution with a mean of 0, and a standard deviation of the communality estimate (DiStefano, Zhu, & Mindrila, 2009), which takes into account not only the correlations between the factor and the items (i.e., the factor loadings), but also the correlations among the observed items. In this case, the standard deviations of each factor scores were around .9.

Step 5: Rescaled Scores

To make the factor scores easier to interpret, the original factor scores were rescaled to be on a mean of approximately 50 with a standard deviation of approximately 9. This was done by multiplying each score by 10 and adding 50. These are the final scores that were used in the construct comparisons.

See also:

- 1) HERI CIRP Constructs Technical Report:
<https://heri.ucla.edu/cirp-constructs/>
<https://www.heri.ucla.edu/PDFs/constructs/technicalreport.pdf>
- 2) DiStefano, C., Zhu, M., & Mindrila, D. (2009). Understanding and using factor scores: Considerations for the applied researcher. *Practical Assessment, Research, and Evaluation*, 14(1), 20.

Construct Descriptions & Survey Items

Professional Support and Faculty Input measures the extent to which faculty are satisfied with how the university supports their professional endeavors, including salary, benefits, and faculty input.

Survey items (13) and estimation "weights":

Please indicate the degree to which you are satisfied with each of the following:

- * Library resources - digital/online (1.34)*
- * Classroom space (1.16)*
- * Health benefits (1.13)*
- * Library resources – print (1.10)*
- * Space for meetings, colloquiums, and other collaborative activities (1.09)*
- * Retirement benefits (1.09)*
- * Salary (0.94)*
- * Computing support & training (0.92)*
- * Administrative support (0.88)*
- * Your office space (0.64)*

Overall, how satisfied are you with the following at WFU?

- * University's leadership and strategic direction (1.33)*
- * Faculty involvement in university decision making (1.08)*

Overall, how satisfied are you with the resources WFU provides to support your:

- * Teaching (1.06)*

Equity and Belonging measures faculty's perspectives about the climate for female faculty and those faculty members from racial and ethnic minority backgrounds.

Survey items (6) and estimation "weights":

Please indicate your agreement or disagreement with the following statements:

At WFU, improving the climate for ... is supported by leadership at ... level:

- * racial and ethnic minority faculty - the University level (2.51)*
- * racial and ethnic minority faculty - the College/school level (1.84)*
- * female faculty - the University level (1.66)*
- * female faculty - the College/school level (2.10)*

Please indicate your agreement or disagreement with the following statements:

- * The climate for racial and ethnic minority faculty at WFU is at least as good as that for non-minority faculty (1.60)*

** The climate for female faculty at WFU is at least as good as that for male faculty (1.42)*

Overall Atmosphere measures the extent to which faculty feel their contributions or opinions are valued.

Survey items (11) and estimation "weights":

** Overall, how satisfied are you being a faculty member at WFU? (1.53)*

Please indicate your agreement or disagreement with the following statements:

** My colleagues value my teaching (1.43)*

** I have an appropriate voice in the decision-making that affects the direction of my department/ unit (1.42)*

** Overall, in daily life on campus, I feel comfortable at WFU (1.36)*

** My colleagues value my research/ scholarship (1.29)*

** My chair/ director helps me obtain the resources I need (1.00)*

** My colleagues value my service/ administrative contributions (0.98)*

** I feel that criteria for promotion are fair and equitable for all (0.58)*

Overall, how satisfied are you with the following at WFU?

** Climate of mutual respect among colleagues (1.04)*

Overall, how satisfied are you with the following at WFU?

** College/school leadership (0.78)*

** Intellectual life of the University (0.68)*

Tenure measures the extent to which tenured or on tenure track faculty feel the tenure process in their department is appropriate.

Survey items (8) and estimation "weights":

How appropriately are these items valued in the tenure process in your department?

** Research, scholarly, or creative work in your discipline (2.92)*

** Working with/ mentoring students out-of-class (1.93)*

** Teaching contributions (1.88)*

** Research funding/ Grants (1.63)*

** Personal relationships within department/ unit (1.07)*

** Internal service to the University (e.g., committee work, admissions) (1.05)*

** Interdisciplinary research (0.96)*

Please indicate your agreement or disagreement with the following statements:

** I feel that criteria for promotion are fair and equitable for all. (1.00)*

Workload and Flexibility measures the extent to which faculty are satisfied with their workload and flexibility.

Survey items (10) and estimation "weights":

Please indicate the degree to which you are satisfied with the following aspect of service and administrative responsibilities:



- * Your overall committee and administrative responsibilities (2.51)*
- * The discretion you have to choose the committees on which you serve (1.35)*
- * How equitably committee assignments are distributed (1.33)*

Please indicate the degree to which you are satisfied with each of the following:

- * Time available for scholarly work (1.39)*
- * Teaching load (1.33)*
- * Advising responsibilities (1.06)*


Please indicate your agreement or disagreement with the following statements:

- * My department/ unit is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling department/ unit obligations (1.30)*
- * Timing of work-related meetings and functions (e.g., department, committees) takes into account personal/ family personal/ family needs (1.29)*
- * WFU creates support structures (e.g., child care, benefits) to make personal/ family obligations and academic career obligations compatible. (0.78)*
- * Overall, how would you rate the reasonableness of your workload? (0.80)*


		Men	Women	Men vs Women
Equity and Belonging	Total (n)	151.9	137.6	
	Mean	52.2	47.4	Small effect (greater) 
	Std Dev	8.4	10.8	
Workload and Flexibility	Total (n)	151.9	137.6	
	Mean	51.9	49.3	Medium effect (greater) 
	Std Dev	8.4	9.7	
Overall Atmosphere	Total (n)	151.9	137.6	
	Mean	51.6	49.1	
	Std Dev	8.8	9.6	
Professional Support and Faculty Input	Total (n)	151.9	137.6	
	Mean	51.5	49.3	
	Std Dev	9.4	9.2	
Tenure	Total (n)	84.2	62.8	
	Mean	51.1	50.0	
	Std Dev	7.4	7.1	
Conservative Margin of Error (Smallest N and largest Std. Dev.)		+/- 2	+/- 2.66	

* Post-stratified weights were used to account for underrepresented groups in the population.

* If a subgroup did not respond at all, its proportion in the population was not used for post-stratification.

		White	URM	White vs URM
Workload and Flexibility	Total (n)	234.4	55.0	Small effect (greater) 
	Mean	51.2	48.6	
	Std Dev	8.6	10.8	
Overall Atmosphere	Total (n)	234.4	55.0	
	Mean	50.9	48.1	
	Std Dev	8.4	11.6	
Professional Support and Faculty Input	Total (n)	234.4	55.0	
	Mean	50.6	49.9	
	Std Dev	8.7	11.6	
Equity and Belonging	Total (n)	234.4	55.0	
	Mean	50.3	48.3	
	Std Dev	9.9	9.4	
Tenure	Total (n)	118.5	28.5	
	Mean	50.3	52.0	
	Std Dev	7.3	6.8	
Conservative Margin of Error (Smallest N and largest Std. Dev.)		+/- 1.79	+/- 4.27	

* Post-stratified weights were used to account for underrepresented groups in the population.
 * If a subgroup did not respond at all, its proportion in the population was not used for post-stratification.


		Tenured		Tenured
		Tenured/On Tenure Track	Not on Tenure Track	Tenured/On Tenure Track vs Not on Tenure Track
Overall Atmosphere	Total (n)	147.0	142.4	Small effect (greater) 
	Mean	51.0	49.8	
	Std Dev	8.3	10.1	
Professional Support and Faculty Input	Total (n)	147.0	142.4	
	Mean	50.4	50.5	
	Std Dev	7.7	10.8	
Equity and Belonging	Total (n)	147.0	142.4	
	Mean	50.4	49.5	
	Std Dev	8.3	11.3	
Workload and Flexibility	Total (n)	147.0	142.4	
	Mean	49.2	52.2	
	Std Dev	8.1	10.0	
Conservative Margin of Error (Smallest N and largest Std. Dev.)		+/- 1.35	+/- 1.85	

* Post-stratified weights were used to account for underrepresented groups in the population.

* If a subgroup did not respond at all, its proportion in the population was not used for post-stratification.

Primarily Teach

		Ugrad	Grad
Tenure	Total (n)	109.6	22.7
	Mean	50.7	50.6
	Std Dev	7.5	7.1
Equity and Belonging	Total (n)	200.0	51.2
	Mean	49.8	50.2
	Std Dev	9.9	10.7
Overall Atmosphere	Total (n)	200.0	51.2
	Mean	49.6	51.6
	Std Dev	9.6	8.5
Workload and Flexibility	Total (n)	200.0	51.2
	Mean	49.5	53.3
	Std Dev	9.3	8.5
Professional Support and Faculty Input	Total (n)	200.0	51.2
	Mean	49.3	53.6
	Std Dev	9.9	6.8
Conservative Margin of Error (Smallest N and largest Std. Dev.)		+/- 1.85	+/- 4.39

Ugrad vs Grad
Small effect (greater) 

- * Post-stratified weights were used to account for underrepresented groups in the population.
- * If a subgroup did not respond at all, its proportion in the population was not used for post-stratification.

Significant Differences Across Specific Responses WFU '19 vs Peer '19

According to the range of the number of WFU 2019 respondents to any one particular survey item (n=38-299) along with the portion which will yield the largest margin of error (i.e. 50%), the margin of error range for 2019 WFU respondents is 15.9%-5.7%.

Similarly, according to the range of the number of Other Private Institutions 2019 respondents to any one particular survey item (n=431-3285), along with the portion which will yield the largest margin of error (i.e. 50%), the margin of error range for 2019 Other Private Institutions respondents is 4.7%-1.7%.

However, items identified here relied upon each item's actual number of responses and proportions when testing whether the differences in proportions between the groups, at the 95% confidence interval, included 0.0, (i.e. there was likely no difference).

Due to aggregate data sharing agreement among participating Colonial Group institutions, only tenured/tenure track and full-time instructional faculty were included in this analysis.

2019 WFU Colonial Group Faculty Survey (CGFS) Responses Differing Significantly from Peer Institutions

Question	PCT_WFU	N	PCT_Peer	N
Satisfaction: Overall how satisfied are you being a faculty member at WFU?		298		3285
Somewhat satisfied	36.6%		45.4%	
Satisfaction: Overall, how satisfied are you with the following at WFU?				
Faculty involvement in university decision making		297		2801
Somewhat satisfied	37.0%		30.1%	
Very satisfied	9.4%		13.2%	
University's leadership and strategic direction		296		3241
Very dissatisfied	17.2%		12.0%	
Very satisfied	9.5%		16.6%	
College/school leadership		295		3233
Very satisfied	21.4%		27.1%	
Support: Overall, how satisfied are you with the resources WFU provides to support your... ?				
Research and scholarship		285		3109
Very dissatisfied	4.9%		8.9%	
Somewhat dissatisfied	10.9%		15.0%	
Very satisfied	38.2%		31.5%	
Teaching		299		3259
Neither satisfied nor dissatisfied	6.7%		10.9%	
Somewhat satisfied	27.1%		35.0%	
Very satisfied	54.8%		41.0%	
Compensation: More specifically, please indicate the degree to which you are satisfied with each of the following...				
Salary		297		3251
Somewhat dissatisfied	22.2%		15.9%	
Very satisfied	15.5%		25.5%	
Health benefits		292		3111
Somewhat dissatisfied	21.6%		10.6%	
Very satisfied	20.5%		40.5%	
Retirement benefits		294		3188
Very dissatisfied	5.1%		2.4%	
Somewhat dissatisfied	11.2%		6.1%	
Neither satisfied nor dissatisfied	17.7%		12.4%	
Somewhat satisfied	39.8%		33.9%	
Very satisfied	26.2%		45.2%	
Resources: More specifically, please indicate the degree to which you are satisfied with each of the following...				
Your office space		297		3231
Somewhat satisfied	23.2%		29.0%	
Very satisfied	57.9%		48.3%	
Classroom space		296		3203
Neither satisfied nor dissatisfied	5.7%		10.9%	
Very satisfied	35.5%		29.5%	
Space for meetings, colloquiums, and other collaborative activities		293		3183
Very dissatisfied	5.8%		9.1%	
Neither satisfied nor dissatisfied	9.6%		13.9%	
Somewhat satisfied	40.3%		34.3%	
Computing support & training		284		3123
Neither satisfied nor dissatisfied	9.5%		17.0%	
Very satisfied	41.2%		32.3%	
Administrative support		295		3212
Very dissatisfied	1.4%		10.9%	
Somewhat dissatisfied	10.5%		15.6%	
Very satisfied	45.1%		27.8%	

Question	PCT_WFU	N	PCT_Peer	N
Library - print		275		2663
Very dissatisfied	1.1%		3.2%	
Neither satisfied nor dissatisfied	7.3%		15.8%	
Very satisfied	60.4%		43.4%	
Library - digital/online		292		3085
Very dissatisfied	0.7%		1.8%	
Somewhat dissatisfied	2.1%		5.8%	
Neither satisfied nor dissatisfied	3.8%		9.4%	
Very satisfied	64.4%		50.0%	
Research: Please indicate the degree to which you are satisfied with each of the following:				
Time available for scholarly work		280		3081
Somewhat dissatisfied	31.1%		25.3%	
Technical and research staff		226		2348
Very dissatisfied	4.0%		7.4%	
Research: Please indicate the degree to which you are satisfied with institutional SUPPORT in the following areas:				
Securing grants		200		2446
Very dissatisfied	6.5%		11.6%	
Managing grants		176		2115
Very dissatisfied	8.5%		13.0%	
Teaching: Please indicate the degree to which you are satisfied with each of the following:				
Teaching load		293		3159
Very satisfied	34.8%		41.3%	
Access to teaching assistants		185		2518
Somewhat dissatisfied	12.4%		18.3%	
Advising responsibilities		256		2741
Very dissatisfied	7.8%		3.9%	
Somewhat dissatisfied	16.0%		9.4%	
Very satisfied	18.8%		30.3%	
Teaching: Please indicate the degree to which you are satisfied with institutional SUPPORT in the following areas:				
Improving teaching and student learning		291		3067
Neither satisfied nor dissatisfied	13.1%		19.4%	
Workload: During an academic year, how many hours is your typical work week?				
40-49	30.8%	292	24.8%	3182
100 or more	0.3%		1.4%	
Atmosphere: Please indicate your agreement or disagreement with the following statements.				
My chair/ director helps me obtain the resources I need.		281		2943
Somewhat disagree	5.3%		8.8%	
Somewhat agree	22.4%		28.8%	
Strongly agree	49.5%		39.8%	
I have an appropriate voice in the decision-making that affects the direction of my department/ unit.		289		2708
Somewhat agree	24.6%		30.0%	
Promotion: How appropriately are these items valued in the tenure process in your department?				
Research, scholarly, or creative work in your discipline		207		2022
Somewhat undervalued	16.4%		6.6%	
Valued appropriately	69.1%		76.4%	
Research funding/ Grants		174		1761
Somewhat undervalued	19.0%		11.1%	
Somewhat overvalued	6.3%		16.2%	
Very overvalued	2.3%		8.3%	

Question	PCT_WFU	N	PCT_Peer	N
Teaching contributions		207		2000
Somewhat undervalued	14.0%		23.4%	
Valued appropriately	70.0%		58.9%	
Working with/ mentoring students out-of-class		203		1861
Very undervalued	8.9%		16.1%	
Valued appropriately	54.7%		44.7%	
Internal service to the University (e.g., committee work, admissions)		204		1927
Very undervalued	7.4%		11.4%	
Somewhat overvalued	7.4%		3.1%	
Clinical work		38		431
Somewhat overvalued	0.0%		3.0%	
Climate: Please indicate your agreement or disagreement with the following statements.				
I feel that criteria for promotion are fair and equitable for all.		291		3047
Neither agree nor disagree	14.4%		19.8%	
Strongly agree	27.8%		20.6%	
Overall, in daily life on campus, I feel comfortable at WFU.		293		3067
Somewhat agree	25.9%		31.8%	
The climate for female faculty at WFU is at least as good as that for male faculty.		292		3054
Strongly agree	25.0%		18.0%	
The climate for racial and ethnic minority faculty at WFU is at least as good as that for non-minority faculty.		292		3039
Neither agree nor disagree	19.2%		25.2%	
At WFU, improving the climate for racial and ethnic minority faculty is supported by leadership at the University level		259		2342
Strongly disagree	18.5%		13.2%	
Neither agree nor disagree	10.4%		18.6%	
At WFU, improving the climate for racial and ethnic minority faculty is supported by leadership at the College/ school level		263		2476
Neither agree nor disagree	13.3%		18.3%	
Personal: Has your spouse/ domestic partner had problems finding an appropriate job in this area?		185		2199
Yes	36.8%		24.0%	
Personal: Please indicate your agreement or disagreement with the following statements.				
WFU creates support structures (e.g., child care, benefits) to make personal/ family obligations and academic career obligations compatible.		266		2428
Strongly disagree	22.9%		13.7%	
Somewhat disagree	28.2%		19.9%	
Neither agree nor disagree	14.3%		23.1%	
Somewhat agree	23.3%		30.5%	

Significant Differences Across Specific Responses by Gender

According to the range of the number of WFU 2019 male respondents to any one particular survey item (n=12-153) along with the portion which will yield the largest margin of error (i.e. 50%), the estimation of margin of error for WFU 2019 male respondents is 28.3%-7.9%.

Similarly, according to the range of the number of WFU 2019 female respondents to any one particular survey item (n=12-139), along with the portion which will yield the largest margin of error (i.e. 50%), the conservative margin of error for WFU 2019 female respondents is 28.3%-8.3%.

However, items identified here relied upon each item's actual number of responses and proportions when testing whether the differences in proportions between the groups, at the 95% confidence interval, included 0.0, (i.e. there was likely no difference).

In the analysis, post-stratified weights were used to correct for bias due to nonresponse and underrepresented groups in the population.

2019 WFU Colonial Group Faculty Survey (CGFS) Responses Differing Significantly by Gender

Question	PCT_M	N*	PCT_F	N*
Atmosphere: Please indicate your agreement or disagreement with the following statements.				
I have an appropriate voice in the decision-making that affects the direction of my department/ unit.				
Strongly agree	46.4%	145	29.1%	132
My colleagues value my research/ scholarship.				
Somewhat disagree	6.9%	133	14.9%	122
Strongly agree	36.9%		24.0%	
My colleagues value my teaching.				
Strongly agree	49.8%	147	37.2%	131
Background: What is your primary college or school?				
School of Business	15.8%	151	2.1%	133
University Library	3.4%		16.1%	
Climate: Please indicate your agreement or disagreement with the following statements.				
At WFU, improving the climate for racial and ethnic minority faculty is supported by leadership at the College/ school level				
Strongly agree	39.5%	128	26.0%	118
Strongly disagree	5.6%		17.7%	
At WFU, improving the climate for racial and ethnic minority faculty is supported by leadership at the University level				
Somewhat agree	34.0%	127	22.7%	119
Somewhat disagree	8.6%		17.8%	
Strongly agree	32.9%		19.8%	
Strongly disagree	13.0%		26.2%	
At WFU, improving the climate for female faculty is supported by leadership at the College/ school level				
Somewhat disagree	1.3%	124	12.4%	117
Strongly agree	47.9%		29.3%	
Strongly disagree	2.0%		13.8%	
At WFU, improving the climate for female faculty is supported by leadership at the University level				
Somewhat disagree	7.7%	120	19.3%	120
Strongly agree	34.0%		20.2%	
Strongly disagree	2.1%		14.2%	
Overall, in daily life on campus, I feel comfortable at WFU.				
Strongly agree	59.1%	152	45.4%	139
The climate for female faculty at WFU is at least as good as that for male faculty.				
Neither agree nor disagree	24.8%	150	13.2%	139
Strongly disagree	6.1%		17.2%	
The climate for racial and ethnic minority faculty at WFU is at least as good as that for non-minority faculty.				
Somewhat agree	20.9%	150	11.9%	139
Strongly disagree	12.1%		24.6%	
Compensation: More specifically, please indicate the degree to which you are satisfied with each of the following:				
Salary				
Very satisfied	21.4%	152	11.6%	139
Mentor: While at WFU, have you had one or more formal mentors through programs administered by the university or department, whether or not programs are mandatory?				
No	73.2%	153	57.1%	139
Yes, by my choice	5.5%		14.2%	

*N is the post-stratified sample size.

Question	PCT_M	N*	PCT_F	N*
Personal: Please indicate your agreement or disagreement with the following statements.				
My department/ unit is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling department/ unit obligations.				
Somewhat disagree	3.6%	139	10.2%	130
Timing of work-related meetings and functions (e.g., department, committees) takes into account personal/ family personal/ family needs.				
Somewhat disagree	8.1%	134	17.9%	128
Strongly agree	34.5%		21.6%	
Promotion: How appropriately are these items valued in the tenure process in your department?				
Clinical work				
Somewhat undervalued	7.0%	12	40.0%	12
Internal service to the University (e.g., committee work, admissions)				
Very undervalued	3.1%	79	13.1%	59
Research, scholarly, or creative work in your discipline				
Somewhat undervalued	19.6%	81	7.9%	59
Research: Please indicate the degree to which you are satisfied with each of the following:				
Technical and research staff				
Somewhat dissatisfied	10.6%	115	21.3%	85
Time available for scholarly work				
Somewhat dissatisfied	22.7%	136	37.3%	117
Research: Please indicate the degree to which you are satisfied with institutional SUPPORT in the following areas:				
Managing grants				
Very satisfied	21.3%	79	9.1%	69
Resources: More specifically, please indicate the degree to which you are satisfied with each of the following:				
Library - digital/online				
Somewhat dissatisfied	0.9%	143	5.2%	129
Administrative support				
Very satisfied	54.3%	151	40.9%	136
Classroom space				
Very satisfied	45.4%	149	30.0%	124
Computing support & training				
Very satisfied	50.2%	143	36.8%	130
Lab or research space				
Somewhat dissatisfied	6.7%	63	21.6%	44
Somewhat satisfied	39.2%		16.8%	
Satisfaction: Overall, how satisfied are you with the following at WFU?				
Faculty involvement in university decision making				
Somewhat satisfied	42.4%	145	28.7%	136
Service: Please indicate the degree to which you are satisfied with the following aspect of service and administrative responsibilities				
The discretion you have to choose the committees on which you serve				
Neither satisfied nor dissatisfied	11.7%	125	24.0%	119
How equitably committee assignments are distributed				
Somewhat satisfied	36.8%	122	24.0%	121
Very dissatisfied	8.9%		19.3%	

*N is the post-stratified sample size.

Significant Differences Across Specific Responses by Race

According to the range of the number of WFU 2019 white respondents to any one particular survey item (n=85-237) along with the portion which will yield the largest margin of error (i.e. 50%), the conservative margin of error for WFU 2019 white respondents is 10.6%-6.4%.

Similarly, according to the range of the number of WFU 2019 Under-Represented Minority (URM) respondents to any one particular survey item (n=22-55), along with the portion which will yield the largest margin of error (i.e. 50%), the conservative margin of error for WFU 2019 URM respondents is 20.9%-13.2%.

However, items identified here relied upon each item's actual number of responses and proportions when testing whether the differences in proportions between the groups, at the 95% confidence interval, included 0.0, (i.e. there was likely no difference).

In the analysis, post-stratified weights were used to correct for bias due to nonresponse and underrepresented groups in the population.

2019 WFU Colonial Group Faculty Survey (CGFS) Responses Differing Significantly by Race

Question	PCT_Wt	N*	PCT_URM	N*
Atmosphere: Please indicate your agreement or disagreement with the following statements.				
I have an appropriate voice in the decision-making that affects the direction of my department/ unit.		227		50
Strongly agree	40.9%		26.2%	
My colleagues value my research/ scholarship.				
Neither agree nor disagree	11.5%	205	30.1%	50
Somewhat disagree	12.5%		3.3%	
Background: Time at WFU as a faculty member:				
5 years or less		232	41.8%	55
Climate: Please indicate your agreement or disagreement with the following statements.				
At WFU, improving the climate for racial and ethnic minority faculty is supported by leadership at the College/ school level				
Strongly agree	36.0%	201	20.0%	46
At WFU, improving the climate for racial and ethnic minority faculty is supported by leadership at the University level				
Strongly agree	30.0%	202	10.7%	44
At WFU, improving the climate for female faculty is supported by leadership at the College/ school level				
Strongly agree	41.9%	196	25.6%	45
At WFU, improving the climate for female faculty is supported by leadership at the University level				
Strongly agree	29.6%	195	16.2%	45
I feel that criteria for promotion are fair and equitable for all.				
Somewhat disagree	18.3%	232	7.4%	55
Overall, in daily life on campus, I feel comfortable at WFU.				
Strongly agree	55.4%	236	40.2%	55
Strongly disagree	3.8%		15.9%	
Compensation: More specifically, please indicate the degree to which you are satisfied with each of the following:				
Retirement benefits				
Somewhat dissatisfied	10.5%	221	1.5%	52
Personal: Please indicate your agreement or disagreement with the following statements.				
My department/ unit is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling department/ unit obligations.				
Strongly agree	47.9%	217	26.8%	52
Resources: More specifically, please indicate the degree to which you are satisfied with each of the following:				
Computing support & training				
Neither satisfied nor dissatisfied	11.4%	221	1.5%	53
Lab or research space				
Neither satisfied nor dissatisfied	12.1%	85	50.3%	22
Somewhat dissatisfied	15.2%		3.7%	
Somewhat satisfied	35.9%		6.8%	
Satisfaction: Overall, how satisfied are you being a faculty member at WFU?				
Very satisfied	46.9%	237	32.7%	55

*N is the post-stratified sample size.

Question	PCT_Wt	N*	PCT_URM	N*
Satisfaction: Overall, how satisfied are you with the following at WFU?				
Climate of mutual respect among colleagues		237		55
Very satisfied	41.0%		24.9%	
College/school leadership		229		54
Very satisfied	26.9%		14.4%	
Faculty involvement in university decision making		226		55
Somewhat dissatisfied	21.9%		10.1%	
Intellectual life of the University		234		55
Very satisfied	48.4%		31.5%	
Workload: Overall, how would you rate the reasonableness of your workload?				
Much too heavy	3.3%	236	13.2%	54

*N is the post-stratified sample size.

Significant Differences Across Specific Responses by Tenure Status

According to the range of the number of WFU 2019 tenure-track respondents to any one particular survey item (n=99-147) along with the portion which will yield the largest margin of error (i.e. 50%), the conservative margin of error for WFU 2019 respondents without concern is 9.8%-8.1%.

Similarly, according to the range of the number of WFU 2019 non-tenure-track respondents to any one particular survey item (n=49-145), along with the portion which will yield the largest margin of error (i.e. 50%), the conservative margin of error for WFU 2019 respondents with concern is 14.0%-8.1%.

However, items identified here relied upon each item's actual number of responses and proportions when testing whether the differences in proportions between the groups, at the 95% confidence interval, included 0.0, (i.e. there was likely no difference).

In the analysis, post-stratified weights were used to correct for bias due to nonresponse and underrepresented groups in the population.

2019 WFU Colonial Group Faculty Survey (CGFS) Responses Differing Significantly by Tenure Status

Question	PCT_YesT	N*	PCT_NotT	N*
Atmosphere: Please indicate your agreement or disagreement with the following statements.				
I have an appropriate voice in the decision-making that affects the direction of my department/ unit.				
Somewhat disagree	7.0%	147	19.7%	130
Strongly agree	50.2%		24.7%	
My chair/ director helps me obtain the resources I need.				
Somewhat agree	18.3%	141	30.3%	135
Background: Time at WFU as a faculty member:				
21 years or more	34.6%	143	9.9%	144
5 years or less	17.4%		43.1%	
Background: What is your primary college or school?				
College of Arts and Sciences	81.1%	143	57.6%	141
University Library	0.5%		18.3%	
Climate: Please indicate your agreement or disagreement with the following statements.				
At WFU, improving the climate for female faculty is supported by leadership at the College/ school level				
Strongly disagree	4.2%	131	11.9%	110
I feel that criteria for promotion are fair and equitable for all.				
Neither agree nor disagree	13.7%	146	24.3%	141
Somewhat agree	35.7%		23.7%	
Strongly agree	30.4%		18.2%	
Strongly disagree	6.0%		15.7%	
Compensation: More specifically, please indicate the degree to which you are satisfied with each of the following:				
Health benefits				
Somewhat dissatisfied	24.4%	145	14.9%	126
Mentor: While at WFU, have you had one or more formal mentors through programs administered by the university or department, whether or not programs are mandatory?				
Yes, by assignment	20.3%	147	11.8%	145
Mentor: While at WFU, have you had one or more informal mentors*? (*someone not officially assigned to you who gives you advice on career issues and/or advocates for you in your discipline, this could				
Yes, from both within and outside Wake Forest University	46.7%	147	34.5%	145
Yes, from within Wake Forest University only	18.7%		33.0%	
Personal: Please indicate your agreement or disagreement with the following statements.				
My department/ unit is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling department/ unit obligations.				
Strongly agree	37.7%	142	50.6%	127
Timing of work-related meetings and functions (e.g., department, committees) takes into account personal/ family personal/ family needs.				
Somewhat agree	42.4%	142	24.7%	120
Strongly agree	18.9%		39.1%	

*N is the post-stratified sample size.

Question	PCT_YesT	N*	PCT_NotT	N*
Research: Please indicate the degree to which you are satisfied with each of the following:				
Technical and research staff		115		85
Very satisfied	26.4%		40.3%	
Research: Please indicate the degree to which you are satisfied with institutional SUPPORT in the following areas:				
Managing grants		99		49
Neither satisfied nor dissatisfied	23.7%		47.6%	
Very satisfied	20.8%		5.2%	
Securing grants		112		57
Neither satisfied nor dissatisfied	20.0%		52.4%	
Very satisfied	23.3%		4.5%	
Resources: More specifically, please indicate the degree to which you are satisfied with each of the following:				
Administrative support		145		142
Neither satisfied nor dissatisfied	12.2%		4.5%	
Classroom space		145		128
Somewhat satisfied	41.1%		29.3%	
Your office space		146		132
Somewhat dissatisfied	7.1%		16.4%	
Very dissatisfied	4.4%		12.4%	
Very satisfied	61.0%		46.2%	
Satisfaction: Overall, how satisfied are you with the following at WFU?				
Climate of mutual respect among colleagues		147		145
Somewhat dissatisfied	15.3%		7.9%	
Faculty involvement in university decision making		146		135
Somewhat dissatisfied	14.8%		24.7%	
Very dissatisfied	16.9%		7.3%	
Intellectual life of the University		147		142
Very satisfied	38.5%		52.1%	
University's leadership and strategic direction		146		140
Somewhat satisfied	42.8%		30.3%	
Service: Please indicate the degree to which you are satisfied with the following aspect of service and administrative responsibilities				
Your overall committee and administrative responsibilities		145		105
Somewhat dissatisfied	17.5%		9.2%	
Very satisfied	22.3%		36.9%	
Support: Overall, how satisfied are you with the resources WFU provides to support you:				
Research and scholarship		145		120
Neither satisfied nor dissatisfied	3.9%		15.4%	
Very dissatisfied	5.6%		1.2%	
Teaching: Please indicate the degree to which you are satisfied with each of the following:				
Advising responsibilities		134		78
Very satisfied	15.2%		36.7%	
Teaching load		145		128
Very satisfied	32.8%		45.7%	
Workload: During an academic year, how many hours is your typical work week?		146		145
30-39	3.9%		19.9%	
60-69	19.2%		7.9%	
Less than 30	1.7%		16.1%	
Workload: Overall, how would you rate the reasonableness of your workload?		146		144
About right	48.2%		70.8%	
Too heavy	42.6%		21.5%	

*N is the post-stratified sample size.

Significant Differences Across Specific Responses by Primary Teaching

According to the range of the number of WFU 2019 primary undergraduate faculty to any one particular survey item (n=158-203) along with the portion which will yield the largest margin of error (i.e. 50%), the conservative margin of error for WFU 2019 respondents without concern is 7.8%-6.9%.

Similarly, according to the range of the number of WFU 2019 primary graduate faculty to any one particular survey item (n=32-51), along with the portion which will yield the largest margin of error (i.e. 50%), the conservative margin of error for WFU 2019 respondents with concern is 17.3%-13.7%.

However, items identified here relied upon each item's actual number of responses and proportions when testing whether the differences in proportions between the groups, at the 95% confidence interval, included 0.0, (i.e. there was likely no difference).

In the analysis, post-stratified weights were used to correct for bias due to nonresponse and underrepresented groups in the population.

2019 WFU Colonial Group Faculty Survey (CGFS) Responses Differing Significantly by Primary Teaching

Question	PCT_UGRD	N*	PCT_GRD	N*
Atmosphere: Please indicate your agreement or disagreement with the following statements.				
My colleagues value my research/ scholarship.		183		38
Strongly agree	26.9%		45.5%	
Strongly disagree	11.9%		2.1%	
My colleagues value my teaching.		203		50
Strongly agree	40.7%		57.5%	
Background: Time at WFU as a faculty member:				
21 years or more		199	8.1%	50
	24.8%			
Background: What is your primary college or school?				
College of Arts and Sciences	87.6%	198	11.2%	49
Graduate School of Arts and Sciences	0.4%		23.5%	
School of Business	5.7%		23.4%	
Climate: Please indicate your agreement or disagreement with the following statements.				
The climate for female faculty at WFU is at least as good as that for male faculty.				
Somewhat agree		199	13.4%	51
	27.0%			
Compensation: More specifically, please indicate the degree to which you are satisfied with each of the following:				
Health benefits				
Very dissatisfied		191	1.9%	41
	8.3%			
Retirement benefits				
Very dissatisfied		194	1.9%	41
	8.1%			
Personal: Please indicate your agreement or disagreement with the following statements.				
My department/ unit is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling department/ unit obligations.				
Somewhat disagree		190	1.8%	42
Strongly agree	36.8%		64.2%	
Timing of work-related meetings and functions (e.g., department, committees) takes into account personal/ family personal/ family needs.				
Strongly agree		182	40.9%	44
	23.5%			
WFU creates support structures (e.g., child care, benefits) to make personal/ family obligations and academic career obligations compatible.				
Strongly agree		173	28.1%	38
Strongly disagree	11.1%		10.7%	
	26.0%			
Research: Please indicate the degree to which you are satisfied with each of the following:				
Time available for scholarly work				
Neither satisfied nor dissatisfied		181	2.2%	34
	10.8%			

*N is the post-stratified sample size.

Question	PCT_UGRD	N*	PCT_GRD	N*
Resources: More specifically, please indicate the degree to which you are satisfied with each of the following:				
Administrative support		199		50
Somewhat dissatisfied	14.4%		5.7%	
Classroom space		201		45
Very satisfied	34.0%		57.8%	
Your office space		199		41
Somewhat dissatisfied	14.4%		1.9%	
Very satisfied	50.4%		72.1%	
Satisfaction: Overall, how satisfied are you being a faculty member at WFU?				
Very satisfied	40.3%	203	56.2%	51
Satisfaction: Overall, how satisfied are you with the following at WFU?				
Climate of mutual respect among colleagues		203		51
Somewhat satisfied	37.1%		17.3%	
Very dissatisfied	7.2%		1.5%	
Very satisfied	33.4%		56.4%	
University's leadership and strategic direction		197		51
Somewhat dissatisfied	23.9%		10.6%	
Very satisfied	7.7%		25.8%	
Teaching: Please indicate the degree to which you are satisfied with each of the following:				
Advising responsibilities		158		32
Somewhat dissatisfied	17.0%		6.5%	
Teaching load		201		50
Somewhat dissatisfied	13.6%		3.2%	
Very satisfied	34.6%		60.5%	
Teaching: Please indicate the degree to which you are satisfied with institutional SUPPORT in the following areas:				
Improving teaching and student learning		198		51
Very satisfied	35.3%		54.5%	
Workload: During an academic year, how many hours is your typical work week?				
Less than 30	5.5%	202	23.5%	51
Workload: Overall, how would you rate the reasonableness of your workload?				
About right	55.4%	202	70.0%	50

*N is the post-stratified sample size.

Administering Institutions 2019

2019 Colonial Group Faculty Survey

List of Participating Institutions

1	Boston College	Private	MA
2	Brandeis University	Private	MA
3	George Washington University	Private	DC
4	Northeastern University	Private	MA
5	University of Notre Dame	Private	IN
6	Southern Methodist University	Private	TX
7	Wake Forest University	Private	NC