
2013 NDSU FORWARD Worklife Survey
Results of Tenured and Tenure-track Faculty
Comparisons Based on Gender

Introduction

The Faculty Worklife Survey is part of the Advance FORWARD project at NDSU. This survey collected data on a variety of topics important to faculty at NDSU including the hiring process, the tenure process, professional activities, satisfaction with NDSU, programs and resources, and work life balance. Survey data were collected October to December 2013 via an on-line survey with NDSU IRB approval. A total of 253 tenured and tenure-track faculty completed the survey, which represents a response rate of 47.6%. Of the 253 faculty who responded to the survey, 109 (43.1%) identified as men and 99 (39.1%) identified as women. Forty-five (17.8%) individuals did not respond to the question about gender and are therefore only included in the reported overall percentages and overall means. When differences in responses based on gender were found to be statistically significant at the $p = .05$ level, they are marked with an asterisk (*) and at the $p < .05$ level, they are marked with a double asterisk (**).

Executive Summary

- Women were more likely to feel that their department has not identified ways to actively recruit women, has not identified ways to enhance the climate for women, and has not taken steps to enhance the climate for women. Women were less likely to agree that their department actively supports women faculty members.
- Women were less likely than men to agree that they are treated with respect by colleagues and their department head/chair. However, women and men had similar positive opinions about being treated with respect by staff and students.
- Women were less likely to feel like full and equal participants in problem-solving and decision-making in their primary department/unit. Women were also more likely to report feeling excluded from the informal networks in their departments and to report feelings of isolation in their departments.
- Women were less likely to feel that committee assignments are rotated fairly to allow for the participation of all faculty members. They were also less likely to be currently chairing PTE and faculty search committees.
- Women were more likely to feel that their colleagues do not value their research and were less likely to feel that they “fit” in their department.
- Women reported feeling less satisfied than men with the overall tenure and promotion process. However, women and men reported similar levels of support during the tenure and promotion process. Additionally, Women faculty agreed significantly more than men faculty that they received reduced responsibilities so they could build their research program and that they were informed about assistance available to pre-tenure/promotion faculty (e.g., workshops, mentoring).
- Women and men had fairly similar opinions about their satisfaction with their job at NDSU, with their work environment, with the way their careers have progressed, and with being an academic. Women and men also reported that they had considered leaving NDSU based on their work environment at similar levels.
- Women were less satisfied than men with the way in which they balance their professional and personal lives and agreed more often that they have seriously considered leaving NDSU in order to achieve better balance between work and personal life. Women agreed more than men that they often have to forgo professional activities such as sabbaticals or conferences because of personal responsibilities and that personal responsibilities and commitments have slowed down their career progression.

Characteristics of Tenure/Tenure-Track Faculty in the Worklife Sample (See Appendix A)

- 82.8% of women and 81.7% of men were of a majority racial/ethnic status (i.e., self-identified as “White, not of Hispanic origin;” 68.0% overall).
- 54.5% of women and 49.5% of men faculty said they currently have children 18 years of age and under (43.1% overall); however, 5.1% of women compared to 13.8% of men said they have cared for children in the past who are now over 18 years of age (7.9% overall).
- 32.2% of women and 28.47% of men said they have provided care for an aging parent or relative (21.3% overall).
- 40.4% of women and 53.2% of men said they currently have tenure (48.6% overall).
- 13.1% of women and 42.2% of men identified as full professors (24.1% overall), 33.3% of women and 27.5% of men as associate professors (24.9% overall), and 52.5% of women and 28.4% of men as assistant professors (32.8% overall).
- 5.1% of women and 11.9% of men reported that they currently hold a full time administrative position (7.1% overall), while 12.1% of women and 13.8% of men reported that they currently hold a part time administrative position (10.7% overall), and 78.8% of women and 70.6% of men reported that they do not hold an administrative position (62.1% overall).

Climate for Women Faculty

- Regarding statements about recruitment of, climate for, and leadership opportunities for women faculty in their primary department/unit, on a 4-point scale (1=disagree strongly, 4=agree strongly):
 - Women faculty agreed significantly less than men faculty that their department has actively recruited women faculty (mean= for women 2.81, for men 3.18, overall 3.03**).
 - Women faculty agreed significantly less than men faculty that their department has taken steps to enhance the climate for women faculty (mean= for women 2.51, for men 2.98, overall 2.75**).
 - Women and men had similar opinions regarding whether there are too few women faculty in leadership positions in their department (mean= for women 2.36, for men 2.42, overall 2.39).
 - Women faculty agreed significantly less than men faculty that their department actively supports women faculty members (mean= for women 2.92, for men 3.30, overall 3.13**).
- Regarding statements about interactions with colleagues and others in their primary department/unit on a 4-point scale (1=disagree strongly, 4=agree strongly):
 - Women faculty agreed significantly less than men faculty that they were treated with respect by colleagues (mean= for women 3.22, for men 3.48, overall 3.36**) and by their department chair/head (mean= for women 3.43, for men 3.67, overall 3.53**).
 - Women and men had similar opinions regarding whether they were treated with respect by staff (mean= for women 3.64, for men 3.72, overall 3.68) and by students (mean= for women 3.46, for men 3.58, overall 3.51).
 - Women faculty agreed significantly more than men faculty that they felt excluded from the informal networks in their departments (mean= for women 2.37, for men 2.02, overall 2.19**).
 - Women faculty agreed significantly less than men faculty that their colleagues valued their research (mean= for women 2.84, for men 3.12, overall 2.98**).
 - Women faculty agreed significantly less than men faculty that they felt like they “fit” in their department (mean= for women 2.95, for men 3.20, overall 3.08).
 - Women and men had similar opinions regarding whether they “fit” in their college (mean= for women 3.10, for men 3.15, overall 3.12).
 - Women faculty agreed significantly more than men faculty that they feel isolated in their department (mean= for women 2.14, for men 1.85, overall 1.98**).

*Differences in responses based on gender statistically significant at $p = .05$; ** $p < .05$.
The overall percentages include people who did not respond to the questions about gender.

- Women faculty and men faculty had similar opinions regarding whether they feel isolated on the NDSU campus overall (mean= for women 2.03, for men 1.94, overall 1.99).
- Regarding statements about their participation in the decision-making process in their primary department/unit on a 4-point scale (1=disagree strongly, 4=agree strongly):
 - Women faculty agreed significantly less than men faculty that they are full and equal participants in problem-solving and decision-making in their primary department/unit (mean= for women 2.87, for men 3.21, overall 3.04**).
 - Women faculty agreed significantly less than men faculty that committee assignments are rotated fairly to allow for the participation of all faculty (mean= for women 2.68, for men 3.01, overall 2.83**).

Hiring Process

- 24.2% of women and 28.4% of men said they were recruited to apply for a position at NDSU (28.5% overall).
- Faculty members were asked about factors that contributed to their consideration for accepting or declining a position at NDSU.
 - The three most common factors that contributed to women faculty members' decision to accept a position at NDSU were:
 - Colleagues in department, unit, lab (29.3% of women)
 - Opportunities for spouse/partner (26.3% of women)
 - Workload allocation (24.2% of women)
 - The three most common factors that contributed to men faculty members' decision to accept a position at NDSU were:
 - Climate of department, unit, lab (28.4% of men)
 - Research opportunities (28.4% of men)
 - Geographic location (25.7% of men)
 - The three most common factors that caused women faculty members to hesitate about accepting a position at NDSU were:
 - Geographic location (44.4% of women)
 - Climate for women (26.3% of women)
 - Opportunities for spouse/partner (24.2%)
 - The three most common factors that caused men faculty members to hesitate about accepting a position at NDSU were:
 - Geographic location (40.4% of men)
 - Salary and benefits (31.2% of men)
 - Prestige of university (28.4% of men)

Tenure Process

- Faculty were asked about their experience of the tenure process at NDSU and rated aspects of that process on a 4-point scale (1=disagree strongly, 4=agree strongly):
 - Women faculty agreed significantly less than men faculty that they were satisfied with the tenure/promotion process overall (mean= for women 2.96, for men 3.20, overall 3.08**).
 - Women and men had similar opinions regarding whether they received feedback on their progress toward tenure/promotion (mean= for women 3.20, for men 3.13, overall 3.19).
 - Women and men had similar opinions regarding whether they feel/felt supported in their advancement to tenure/promotion (mean= for women 3.16, for men 3.18, overall 3.19).
 - Women faculty agreed significantly more than men faculty that they received reduced responsibilities so they could build their research program (mean= for women 2.35, for men 1.97, overall 2.14**).

*Differences in responses based on gender statistically significant at $p = .05$; ** $p < .05$.
The overall percentages include people who did not respond to the questions about gender.

- Women faculty agreed significantly more than men faculty that they were informed about assistance available to pre-tenure/promotion faculty (e.g., workshops, mentoring; mean= for women 2.93, for men 2.54, overall 2.71**).

Leadership

- 37.4% of women and 43.1% of men faculty indicated that they are interested in taking on a formal leadership position at NDSU (37.2% overall) and an additional 61.6% of women and 53.2% of men said they were not interested (51.8% overall).
 - Among the interested respondents, 25.3% of women and 17.4% of men indicated that there are barriers preventing them from taking on such a position (19.0% overall**).

NDSU Programs and Resources

- Tenured or tenure-track faculty rated the value of programs on the NDSU campus on a 4-point scale (1=not at all valuable, 4=very valuable):
 - Women faculty agreed significantly more than men faculty that the Search Committee Workshops (mean= for women 2.92, for men 2.63, overall 2.75*), Advance FORWARD Program (mean= for women 3.19, for men 2.81, overall 2.99**), and FORWARD Lecture Series (mean= for women 3.08, for men 2.75, overall 2.92**), were valuable.
 - Women faculty agreed significantly less than men faculty that the FORWARD Allies/Advocates Program (mean= for women 2.37, for men 2.72, overall 2.57**) was valuable.
- Tenured or tenure-track faculty reported how much the following programs have impacted their experience of the climate at NDSU (1=very negatively, 4=very positively):
 - Women faculty agreed significantly more than men faculty that the Advance FORWARD Program (mean= for women 3.47, for men 3.08, overall 3.26**), and FORWARD Lecture Series (mean= for women 3.29, for men 3.05, overall 3.16**) positively impacted their experience of the climate at NDSU.
 - Women faculty agreed significantly less than men faculty that the New Faculty Orientation (mean= for women 3.00, for men 3.20, overall 3.10**) positively impacted their experience of the climate at NDSU.
- Regarding statements about the resources available to them (1=disagree strongly, 4=agree strongly):
 - Women faculty agreed significantly more than men faculty that they would like to receive more travel funds (mean= for women 3.55, for men 3.30, overall 3.41**).
 - Women faculty agreed significantly more than men faculty that they receive enough internal funding to conduct research (mean= for women 2.05, for men 1.71, overall 1.88**); however, neither women or men reported receiving adequate internal funding to conduct research.

Committee Service

- Regarding statements about serving on or chairing committees:
 - PTE
 - 32.3% of women and 55.0% of men have served (41.1% overall)**
 - 8.1% of women and 29.4% of men have chaired (19.4% overall)**
 - Faculty Search Committee
 - 80.8% of women and 84.4% of men have served (73.9% overall)
 - 29.3% of women and 53.2% of men have chaired (37.9% overall)**
 - Curriculum (graduate or undergraduate)
 - 67.7% of women and 67.9% of men have served (61.7% overall)
 - 26.3% of women and 31.2% of men have chaired (27.3% overall)

*Differences in responses based on gender statistically significant at $p = .05$; ** $p < .05$.
The overall percentages include people who did not respond to the questions about gender.

- Graduate Admissions
 - 51.5% of women and 49.5% of men currently serve (45.8% overall)
 - 14.1% of women and 24.8% of men currently chair (18.2% overall)**
- Department Level Committees
 - On average, women serve on 2.55 committees and men serve on 2.29 committees (overall mean = 2.45).
 - On average, women chair 0.46 committees and men chair 0.59 committees (overall mean = 0.58).
- College Level Committees
 - On average, women serve on 0.89 committees and men serve on 0.99 committees (overall mean = 0.99).
 - On average, women chair 0.17 committees and men chair 0.14 committees (overall mean = 0.15).
- University Level Committees
 - On average, women serve on 1.39 committees and men serve on 1.52 committees (overall mean = 1.43).
 - On average, women chair 1.65 committees and men chair 0.20 committees (overall mean = 0.83). One woman in the sample reported having chaired 120 committees.
- Regarding hours spent attending committee meetings and doing work associated with committee assignments over the past 30 days, women reported spending slightly more time compared to men (mean= for women 17.51, for men 17.09, overall 16.82).

Satisfaction with NDSU

- Regarding statements about job satisfaction among tenured or tenure-track faculty on a 5-point scale (1=very dissatisfied, 5=very satisfied):
 - Women agreed slightly less than men faculty that they were satisfied with their job in general at NDSU (mean= for women 3.88, for men 4.06, overall 3.95).
 - Women agreed slightly less than men faculty that they were satisfied with the work environment at NDSU (mean= for women 3.65, for men 3.75, overall 3.69).
 - Women and men had similar positive opinions regarding satisfaction with the way their careers have progressed at NDSU (mean= for women 3.97, for men 3.99, overall 3.95).
 - Women agreed slightly less than men faculty that they were satisfied with their job in academia (mean= for women 4.22, for men 4.42, overall 4.31).

Consider Leaving NDSU

- Faculty members were asked if they had ever considered leaving NDSU based on their work environment.
 - 143 (56.5%) faculty members said that they had considered leaving and 78 (30.8%) said that they had not. Of the 143, 66 (50.8%) were women and 66 (60.6%) were men.
- Faculty members were asked about steps they had taken to leave NDSU:
 - Thinking about leaving (women 45.5%; men 44.0%; overall 39.5%)
 - Searching for open positions (women 44.4%; men 47.7%; overall 41.5%)
 - Made inquiries about available positions (women 32.3%; men 29.4%; overall 26.9%)
 - Applying for a position (women 36.4%; men 31.2%; overall 30.0%)
 - Interviewed for a position (women 19.2%; men 23.9%; overall 19.8%)
 - Received an offer for a new position (women 16.2%; men 13.8%; overall 13.4%)

*Differences in responses based on gender statistically significant at $p = .05$; ** $p < .05$.
The overall percentages include people who did not respond to the questions about gender.

- Faculty members were asked about factors that contributed to their consideration for leaving or staying at NDSU.
 - The three most common factors that contributed to women faculty members' decision to leave NDSU were:
 - Climate of department, unit, lab (28.3% of women)
 - Lack of support for research (24.2% of women)
 - Climate for women (18.2% of women)
 - The four most common factors that contributed to men faculty members' decision to leave NDSU were:
 - Salary and benefits (22.0% of men)
 - Lack of support for research (17.4% of men)
 - Workload allocation (14.7% of men)
 - Geographic location (14.7% of men)
 - The three most common factors that contributed to women faculty members' decision to stay at NDSU were:
 - Quality of the community (29.3% of women)
 - Colleagues in department/unit/lab (17.2% of women)
 - Salary and benefits (14.1% of women)
 - The three most common factors that contributed to men faculty members' decision to stay at NDSU were:
 - Colleagues in department, unit, lab (22.0% of men)
 - Quality of the community (20.2% of men)
 - Climate of department, unit, lab (15.6% of men)
 - Worklife satisfaction (15.6% of men)

Balancing Personal and Professional Life

- Regarding statements about balancing personal and professional lives (1=disagree strongly, 4=agree strongly):
 - Women faculty agreed significantly less than men faculty that they are usually satisfied with the ways in which they balance their professional and personal lives (mean= for women 2.55, for men 2.92, overall 2.74**).
 - Women faculty agreed significantly more than men faculty that they often have to forgo family or personal activities because of professional responsibilities (mean= for women 2.86, for men 2.46, overall 2.66**) and that personal responsibilities and commitments have slowed down their career progression (mean= for women 2.45, for men 2.12, overall 2.29**).
- Regarding statements about their primary department/unit's support of worklife balance (1=disagree strongly, 4=agree strongly):
 - Women and men had similar opinions regarding whether most faculty in their department are supportive of colleagues who want to balance their family and career lives (mean= for women 3.24, for men 3.17, overall 3.21), that it is difficult for faculty in their department to adjust work schedules to care for children or other family members (mean= for women 2.01, for men 2.12, overall 2.05), and that their department is supportive of family leave (mean= for women 3.27, for men 3.21, overall 3.24).
 - Women faculty agreed slightly more than men faculty that their department has supportive practices for faculty who have a new baby/child in the family (mean= for women 3.20, for men 2.98, overall 3.09).

*Differences in responses based on gender statistically significant at $p = .05$; ** $p < .05$.
The overall percentages include people who did not respond to the questions about gender.

Appendix A: Demographic Table

Characteristics	Men		Women		Overall	
	<u>n</u>	<u>%</u>	<u>n</u>	<u>%</u>	<u>n</u>	<u>%</u>
Race						
Asian	10	9.2	9	9.1	19	7.5
Black/African American	2	1.8	1	1.0	3	1.2
Hispanic or Latino(a)	2	1.8	1	1.0	3	1.2
White	89	81.7	82	82.8	172	68.0
Rank						
Assistant	31	28.4	52	52.5	83	32.8
Associate	30	27.5	33	33.3	63	24.9
Full	46	42.2	13	13.1	61	24.1
Have tenure						
Yes	58	53.2	40	40.4	123	48.6
No	31	28.4	52	52.5	99	39.1
Administrative Position						
Full-time	13	11.9	5	5.1	18	7.1
Part-time	15	13.8	12	12.1	27	10.7
None	77	70.6	78	78.8	157	62.1
Parenting status						
Children under age 18	54	49.5	54	54.5	109	43.1
Children over age 18	15	13.8	5	5.1	20	7.9
No children	22	20.2	32	32.3	55	21.7
Provided eldercare						
Yes	31	28.4	23	23.2	54	21.3
No	75	68.8	76	76.8	154	60.9

*Differences in responses based on gender statistically significant at $p = .05$; ** $p < .05$.
The overall percentages include people who did not respond to the questions about gender.

Appendix B:

Climate for Women Faculty

Regarding statements about recruitment of, climate for, and leadership opportunities for women faculty in their primary department/unit, on a 4-point scale (1=disagree strongly, 4=agree strongly):

Question	Women	Men	Overall
My department has actively recruited women faculty.	M = 2.81 SD = 1.04	M = 3.18 SD = 0.95	M = 3.03** SD = 1.00 Range = 1 to 4
My department has taken steps to enhance the climate for women.	M = 2.51 SD = 1.08	M = 2.98 SD = 0.93	M = 2.75** SD = 1.03 Range = 1 to 4
My department has too few women.	M = 2.05 SD = 1.16	M = 2.46 SD = 1.11	M = 2.24** SD = 1.16 Range = 1 to 4
My department has too few women faculty in leadership positions.	M = 2.36 SD = 1.14	M = 2.42 SD = 1.10	M = 2.39 SD = 1.12 Range = 1 to 4
My department actively supports women faculty members.	M = 2.92 SD = 1.05	M = 3.30 SD = 0.82	M = 3.13** SD = 0.96 Range = 1 to 4

Regarding statements about interactions with colleagues and others in their primary department/unit on a 4-point scale (1=disagree strongly, 4=agree strongly):

Question	Women	Men	Overall
I am treated with respect by colleagues.	M = 3.22 SD = 0.90	M = 3.48 SD = 0.69	M = 3.36** SD = 0.82 Range = 1 to 4
I am treated with respect by my department chair/head.	M = 3.43 SD = 0.89	M = 3.67 SD = 0.65	M = 3.53** SD = 0.81 Range = 1 to 4
I am treated with respect by staff.	M = 3.64 SD = 0.72	M = 3.72 SD = 0.63	M = 3.68 SD = 0.67 Range = 1 to 4
I am treated with respect by students.	M = 3.46 SD = 0.68	M = 3.58 SD = 0.65	M = 3.51 SD = 0.67 Range = 1 to 4
I feel excluded from the informal networks in my department.	M = 2.37 SD = 1.05	M = 2.02 SD = 1.01	M = 2.19** SD = 1.04 Range = 1 to 4
I feel that my colleagues value my research.	M = 2.84 SD = 0.88	M = 3.12 SD = 0.89	M = 2.98** SD = 0.87 Range = 1 to 4
I feel like I "fit" in my department.	M = 2.95 SD = 1.01	M = 3.20 SD = 0.91	M = 3.08 SD = 0.96 Range = 1 to 4
I feel like I "fit" in my college.	M = 3.10 SD = 0.82	M = 3.15 SD = 0.86	M = 3.12 SD = 0.83 Range = 1 to 4
I feel isolated in my department.	M = 2.14 SD = 1.10	M = 1.85 SD = 1.02	M = 1.98** SD = 1.05 Range = 1 to 4
I feel isolated on the NDSU campus overall.	M = 2.03 SD = 0.95	M = 1.94 SD = 0.97	M = 1.99 SD = 0.96 Range = 1 to 4

Regarding statements about their participation in the decision-making process in their primary department/unit on a 4-point scale (1=disagree strongly, 4=agree strongly):

Question	Women	Men	Overall
I feel like a full and equal participant in problem-solving and decision-making.	M = 2.87 SD = 0.99	M = 3.21 SD = 0.88	M = 3.04** SD = 0.95 Range = 1 to 4
Committee assignments are rotated fairly to allow for the participation of all faculty.	M = 2.68 SD = 0.97	M = 3.01 SD = 0.90	M = 2.83** SD = 0.94 Range = 1 to 4

*Differences in responses based on gender statistically significant at $p = .05$; ** $p < .05$.
The overall percentages include people who did not respond to the questions about gender.

Tenure Process

Faculty were asked about their experience of the tenure process at NDSU and rated aspects of that process on a 4-point scale (1=disagree strongly, 4=agree strongly):

Question	Women	Men	Overall
I am/was satisfied with the tenure/promotion process overall.	M = 2.96 SD = 0.80	M = 3.20 SD = 0.79	M = 3.08** SD = 0.80 Range = 1 to 4
I receive/d feedback on my progress toward tenure/promotion.	M = 3.20 SD = 0.82	M = 3.13 SD = 0.91	M = 3.19 SD = 0.86 Range = 1 to 4
I feel/felt supported in my advancement to tenure/promotion.	M = 3.16 SD = 0.94	M = 3.18 SD = 0.91	M = 3.19 SD = 0.90 Range = 1 to 4
I receive/d reduced responsibilities so that I could build my research program.	M = 2.35 SD = 1.17	M = 1.97 SD = 1.06	M = 2.14** SD = 1.09 Range = 1 to 4
I was told about assistance available to pre-tenure/promotion faculty (e.g., workshops, mentoring).	M = 2.93 SD = 0.96	M = 2.54 SD = 0.96	M = 2.71** SD = 1.01 Range = 1 to 4

NDSU Programs and Resources

Tenured or tenure-track faculty rated the value of programs on the NDSU campus on a 4-point scale (1=not at all valuable, 4=very valuable):

Program	Women	Men	Overall
Workshops for Search Committee	M = 2.92 SD = 0.98	M = 2.63 SD = 0.92	M = 2.75** SD = 0.97 Range = 1 to 4
Advance FORWARD	M = 3.19 SD = 0.90	M = 2.81 SD = 0.97	M = 2.99** SD = 0.95 Range = 1 to 4
FORWARD Lecture Series	M = 3.08 SD = 0.82	M = 2.75 SD = 0.86	M = 2.92** SD = 0.87 Range = 1 to 4
FORWARD Allies/Advocates Program	M = 2.37 SD = 1.06	M = 2.72 SD = 1.02	M = 2.57** SD = 1.05 Range = 1 to 4

Tenured or tenure-track faculty reported how much the following programs have impacted their experience of the climate at NDSU on a 4-point scale (1=very negatively, 4=very positively):

Question	Women	Men	Overall
Advance FORWARD	M = 3.47 SD = 0.64	M = 3.08 SD = 0.88	M = 3.26** SD = 0.81 Range = 1 to 4
FORWARD Lecture Series	M = 3.29 SD = 0.60	M = 3.05 SD = 0.80	M = 3.16** SD = 0.73 Range = 1 to 4
New Faculty Orientation	M = 3.00 SD = 0.70	M = 3.20 SD = 0.56	M = 3.10** SD = 0.63 Range = 1 to 4

Regarding statements about the resources available to them on a 4-point scale (1=disagree strongly, 4=agree strongly):

Question	Women	Men	Overall
I would like to receive more travel funds than I do.	M = 3.55 SD = 0.71	M = 3.30 SD = 0.81	M = 3.41** SD = 0.77 Range = 1 to 4
I receive enough internal funding to conduct my research.	M = 2.05 SD = 0.88	M = 1.71 SD = 0.94	M = 1.88** SD = 0.91 Range = 1 to 4

Satisfaction with NDSU

*Differences in responses based on gender statistically significant at $p = .05$; ** $p < .05$.
The overall percentages include people who did not respond to the questions about gender.

Regarding statements about job satisfaction among tenured or tenure-track faculty on a 5-point scale (1=very dissatisfied, 5=very satisfied):

Question	Women	Men	Overall
How satisfied are you, in general, with your job at NDSU?	M = 3.88 SD = 1.06	M = 4.06 SD = 0.96	M = 3.95 SD = 1.02 Range = 1 to 5
How satisfied are you with your work environment at NDSU?	M = 3.65 SD = 1.16	M = 3.75 SD = 1.04	M = 3.69 SD = 1.10 Range = 1 to 5
How satisfied are you, in general, with the way your career has progressed at NDSU?	M = 3.97 SD = 1.07	M = 3.99 SD = 1.00	M = 3.95 SD = 1.04 Range = 1 to 5
How satisfied are you with working in academia?	M = 4.22 SD = 0.89	M = 4.42 SD = 0.79	M = 4.31 SD = 0.84 Range = 1 to 5

Balancing Personal and Professional Life

Regarding statements about their primary department/unit's support of worklife balance on a 4-point scale (1=disagree strongly, 4=agree strongly):

Question	Women	Men	Overall
I am usually satisfied with the way in which I balance my professional and personal life.	M = 2.55 SD = 1.00	M = 2.92 SD = 0.91	M = 2.74** SD = 0.97 Range = 1 to 4
I often have to forgo family or personal activities because of professional responsibilities.	M = 2.86 SD = 0.95	M = 2.46 SD = 0.93	M = 2.66** SD = 0.96 Range = 1 to 4
Personal responsibilities and commitments have slowed down my career progression.	M = 2.45 SD = 1.03	M = 2.12 SD = 1.02	M = 2.29** SD = 1.03 Range = 1 to 4
Most faculty in my department are supportive of colleagues who want to balance their family and career lives.	M = 3.24 SD = 0.87	M = 3.17 SD = 0.90	M = 3.21 SD = 0.88 Range = 1 to 4
It is difficult for faculty in my department to adjust their work schedules to care for children or other family members.	M = 2.01 SD = 0.91	M = 2.12 SD = 0.95	M = 2.05 SD = 0.93 Range = 1 to 4
The department is supportive of family leave.	M = 3.27 SD = 0.90	M = 3.21 SD = 0.86	M = 3.24 SD = 0.87 Range = 1 to 4
My department has supportive practices for faculty who have a new baby/child in the family.	M = 3.20 SD = 0.93	M = 2.98 SD = 0.92	M = 3.09 SD = 0.92 Range = 1 to 4

*Differences in responses based on gender statistically significant at $p = .05$; ** $p < .05$.
The overall percentages include people who did not respond to the questions about gender.