

**2005 Virginia Tech Advance Work-Life Questionnaire**

**Table of Significant Differences by Factor and Item for Tenured and Tenure-Track Faculty Only (N=816)\***

<b>Post Measures</b>		
<i>Behavioral indices that will be used in abbreviated questionnaire in 2007-2008</i>		
Section	No.	Question Content
1	FF	I have participated in activities that promote diversity at Virginia Tech.
1	GG	There is accountability at Virginia Tech for racist behavior.
1	HH	There is accountability at Virginia Tech for sexist behavior.
2	W	Performance expectations are communicated clearly in my department.
2	Y	My job performance is reviewed in person with me at least once a year.
2	CC	My department is supportive of the success of women faculty.
2	II	Meetings in my department are often scheduled at times that conflict with my family responsibilities.
2	MM	My department head/supervisor would be unlikely to intervene if racist or sexist behavior occurred.
2	NN	My department periodically reviews salaries to ensure equity.
2	QQ	Faculty in my department receive accurate and timely information about their progress toward tenure or promotion.
2	VV	Women and minorities are well-represented among those in my department who are nominated for awards and honors.
2	WW	Faculty in my department are asked to document their participation in diversity initiatives as part of regular merit reviews.
3	23	Have you ever heard of the Advance Grant at Virginia Tech?

<b>Overall Satisfaction</b>						
Section	No.	Question Content	Gender		Ethnicity	
<i>Percentages represent those who answered strongly or somewhat agree, unless otherwise noted . Highlighted items are statistically significant (*p&lt;.05, **p&lt;.01). Reported numbers represent those that responded to the question. For most questions, the "don't know" selection was removed for the analysis.</i>			<i>Male n=599</i>	<i>Female n=217</i>	<i>Caucasian n=718</i>	<i>Non-Caucasian n=98</i>
3	21a	Please indicate your satisfaction with each aspect of your job at Virginia Tech. Work load. (Percentage answering: very and somewhat satisfied)	<b>69.1%*</b> <b>n=408</b>	<b>58.3%*</b> <b>n=124</b>	66.8% n=473	62.1% n=59
3	21b	Please indicate your satisfaction with each aspect of your job at Virginia Tech. Job security. (Percentage answering: very and somewhat satisfied)	<b>88.8%**</b> <b>n=515</b>	<b>79.3%**</b> <b>n=165</b>	86.9% n=605	81.5% n=75
3	21c	Please indicate your satisfaction with each aspect of your job at Virginia Tech. Opportunity for advancement. (Percentage answering: very and somewhat satisfied)	<b>75.6%**</b> <b>n=419</b>	<b>62.4%**</b> <b>n=121</b>	73.3% n=489	63.0% n=51
3	21d	Please indicate your satisfaction with each aspect of your job at Virginia Tech. Salary. (Percentage answering: very and somewhat satisfied)	50.9% n=299	44.2% n=94	<b>50.7%*</b> <b>n=359</b>	<b>36.6%*</b> <b>n=34</b>
3	21f	How satisfied are you with your job at Virginia Tech overall. (Percentage answering: very or somewhat satisfied).	80.7% n=477	72.7% n=155	<b>78.9%*</b> <b>n=562</b>	<b>76.1%*</b> <b>n=70</b>

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

Recruitment						
Section	No.	Question Content	Gender		Ethnicity	
Percentages represent those who answered strongly or somewhat agree, unless otherwise noted. Highlighted items are statistically significant (*p<.05, **p<.01). Reported numbers represent those that responded to the question. For most questions, the "don't know" selection was removed for the analysis.			Male n=599	Female n=217	Caucasian n=718	Non-Caucasian n=98
1	H	In general, the process for hiring faculty at Virginia Tech is conducted fairly.	<b>82.9%**</b> n=476	<b>75.6%**</b> n=152	81.6% n=560	77.3% n=68
1	N	Policies that facilitate the hiring of faculty spouses/partners strengthen the success of the university's efforts to recruit the most highly qualified faculty.	<b>75.6%**</b> n=390	<b>78.4%**</b> n=145	<b>77.7%*</b> n=281	<b>65.9%*</b> n=54
1	II	The recruitment of women and minority faculty members should be a top priority at Virginia Tech.	<b>59.5%**</b> n=339	<b>87.5%**</b> n=174	<b>63.3%**</b> n=452	<b>69.4%**</b> n=61
1	JJ	The recruitment of women and minority faculty members is a top priority at Virginia Tech.	<b>59.0%**</b> n=301	<b>39.9%**</b> n=75	<b>56.7%**</b> n=350	<b>32.1%**</b> n=26
2	D	I have a voice in hiring new faculty members in my department.	82.6% n=483	84.8% n=178	84.1% n=591	76.1% n=70
2	E	The process for hiring new faculty is managed effectively in my department.	76.8% n=440	73.3% n=151	76.4% n=528	71.6% n=63
2	KK	The administration in my department has been proactive about recruiting women and minorities to the faculty.	<b>86.2%**</b> n=454	<b>73.0%**</b> n=140	83.5% n=535	75.7% n=59
3	15	Have you served as a member of a search committee for any faculty or administrative position at Virginia Tech at any point during the past two years? (Percentage answering: yes)	66.7% n=392	71.6% n=154	<b>69.3%*</b> n=491	<b>58.5%*</b> n=55
3	17	Please indicate what effect you feel the cluster hiring process will have on the national status of Virginia Tech as a research university. (Percentage answering: will strengthen somewhat and a great deal).	<b>34.3%**</b> n=132	<b>27.0%**</b> n=41	30.5% n=147	47.2% n=26
3	18	Please indicate what effect you feel the cluster hiring process will have on promoting diversity at Virginia Tech. (Percentage answering: will strengthen somewhat and a great deal).	<b>11.4%**</b> n=41	<b>15.8%**</b> n=20	12.0% n=52	17.3% n=9

Work Life						
Section	No.	Question Content	Gender		Ethnicity	
Percentages represent those who answered strongly or somewhat agree, unless otherwise noted. Highlighted items are statistically significant (*p<.05, **p<.01). Reported numbers represent those that responded to the question. For most questions, the "don't know" selection was removed for the analysis.			Male n=599	Female n=217	Caucasian n=718	Non-Caucasian n=98
1	J	There is a good quality of life in geographic area where I am employed.	<b>94.7%*</b> n=563	<b>88.7%*</b> n=189	<b>94.3%**</b> n=671	<b>84.4%**</b> n=81
1	S	Virginia Tech cares about the family/home life of its faculty.	50.1% n=250	39.6% n=74	47.2% n=287	47.5% n=37
1	T	It is difficult to have a personal life and be promoted or earn tenure at Virginia Tech.	<b>55.2%**</b> n=314	<b>75.5%**</b> n=151	59.8% n=407	65.9% n=58
1	U	My personal or family responsibilities have slowed my advancement at Virginia Tech.	<b>42.7%**</b> n=238	<b>59.5%**</b> n=116	<b>47.6%*</b> n=319	<b>43.0%*</b> n=37
1	V	I have seriously considered leaving my current job in order to achieve a better balance between my personal and professional life.	<b>41.4%*</b> n=240	<b>51.2%*</b> n=105	43.7% n=305	46.5% n=40
1	X	I would be interested in working in a part-time faculty position if benefits like health care were available.	34.5% n=185	41.2% n=79	37.0% n=242	29.3% n=22
1	TT	There should be an office at Virginia Tech to assist with spousal/partner hiring for faculty members.	<b>56.7%**</b> n=295	<b>71.2%**</b> n=131	<b>57.4%**</b> n=356	<b>83.3%**</b> n=70
2	P	Professional/job demands force me to make unreasonable compromises about personal or family responsibilities and interests.	<b>43.8%**</b> n=255	<b>55.1%**</b> n=115	45.2% n=315	58.5% n=55
2	GG	In my department, faculty who have children are considered less committed to their careers. (Of those with children)	<b>11.5%*</b> n=59	<b>19.3%*</b> n=34	13.1% n=80	17.1% n=13
2	HH	Faculty in my department respect the roles and responsibilities I have outside of work.	<b>76.9%**</b> n=340	<b>59.0%**</b> n=102	72.4% n=394	67.6% n=48
2	II	Meetings in my department are often scheduled at times that conflict with my family responsibilities. (Of those with children)	<b>11.5%*</b> n=66	<b>19.0%*</b> n=39	13.4% n=92	19.8% n=13
3	2	Have you ever stopped or extended the tenure clock during your employment at Virginia Tech? (Percentage answering: yes)	<b>2.6%**</b> n=15	<b>16.5%**</b> n=35	6.1% n=43	7.6% n=7
3	3	How supportive are the faculty in your department of faculty members who extend the tenure clock. (Of those that have stopped the clock, percent strongly or somewhat agree)	<b>100.0%*</b> n=10	<b>80.6%*</b> n=25	86.8% n=33	66.6% n=2
3	7	What is your marital/partner status currently? (Percentage answering: live with spouse/partner in same location and have spouse/partner but live in different locations.)	<b>91.1%**</b> n=539	<b>79.5%**</b> n=171	<b>88.7%**</b> n=631	<b>82.3%**</b> n=79
3	8_1	Employment of spouse/partner: spouse/partner currently seeking full-time academic job. (Of those with a spouse/partner, percentage answering: yes)	4.3% n=23	3.0% n=5	<b>32.0%**</b> n=20	<b>10.3%**</b> n=8
3	8_2	Employment of spouse/partner: spouse/partner seeking part-time academic job. (Of those with a spouse/partner, percentage answering: yes)	3.0% n=16	.6% n=1	<b>1.8%**</b> n=11	<b>7.7%**</b> n=6

Work Life, continued						
Section	No.	Question Content	Gender		Ethnicity	
Percentages represent those who answered strongly or somewhat agree, unless otherwise noted. Highlighted items are statistically significant (*p<.05, **p<.01). Reported numbers represent those that responded to the question. For most questions, the "don't know" selection was removed for the analysis.			Male n=599	Female n=217	Caucasian n=718	Non-Caucasian n=98
3	8_3	Employment of spouse/partner: spouse/partner currently employed full-time at Virginia Tech. (Of those with a spouse/partner, percentage answering: yes)	<b>16.2%**</b> n=86	<b>36.7%**</b> n=61	21.2% n=131	20.5% n=16
3	8_4	Employment of spouse/partner: spouse/partner currently employed part-time at Virginia Tech. (Of those with a spouse/partner, percentage answering: yes)	8.7% n=46	5.4% n=9	7.8% n=48	9.0% n=7
3	8_5	Employment of spouse/partner: spouse/partner currently employed at another college/university. (Of those with a spouse/partner, percentage answering: yes)	4.0% n=21	6.6% n=11	<b>3.6%**</b> n=22	<b>12.8%**</b> n=10
3	8_6	Employment of spouse/partner: spouse/partner employed but not at a college or university. (Of those with a spouse/partner, percentage answering: yes)	33.9% n=180	34.9% n=58	34.6% n=214	30.8% n=24
3	8_7	Employment of spouse/partner: spouse/partner not employed. (Of those with a spouse/partner, percentage answering: yes)	<b>33.0%**</b> n=175	<b>14.5%**</b> n=24	29.6% n=183	20.5% n=16
3	9a	My spouse/partner is satisfied with the quality of life in the geographic area where I am employed. (Of those with a spouse/partner)	87.1% n=460	83.9% n=141	<b>87.8%**</b> n=542	<b>74.6%**</b> n=59
3	9b	I am satisfied with the assistance offered by Virginia Tech in finding employment for the partners/spouses of its faculty members. (Of those with a spouse/partner)	42.4% n=137	33.3% n=37	<b>41.9%**</b> n=157	<b>28.3%**</b> n=17
3	9c	My spouse's/partner's career aspirations are as important as mine. (Of those with a spouse/partner)	<b>82.2%*</b> n=420	<b>90.6%*</b> n=154	83.4% n=504	90.9% n=70
3	9d	I have modified my career aspirations in order to accommodate the interests and needs of my spouse/partner or family. (Of those with a spouse/partner)	59.6% n=308	57.1% n=97	58.6% n=359	62.2% n=46
3	9e	I have seriously considered leaving Virginia Tech in order to improve the employment opportunities of my spouse/partner. (Of those with a spouse/partner)	<b>31.6%**</b> n=162	<b>46.0%**</b> n=75	<b>32.9%**</b> n=198	<b>52.7%**</b> n=39
3	10	During your employment with Virginia Tech, have you ever had children under the age of 18 living with you. (Percentage answering: Yes)	<b>76.8%**</b> n=456	<b>57.2%**</b> n=123	72.7% n=519	63.2% n=60
3	11	Do you currently have children under the age of 18 living with you? (Percentage answering: Yes. Of those answering question 3-10.)	<b>54.3%**</b> n=246	<b>75.6%**</b> n=93	<b>57.2%*</b> n=295	<b>73.3%*</b> n=44
3	13	How satisfied have you been with the childcare available in the Blacksburg area? (Of those with children)	<b>43%**</b> n=194	<b>49.2%**</b> n=60	43.7% n=224	50.0% n=30
3	14	Please indicate your level of agreement regarding the coordination of the Virginia Tech calendar with calendars of the local K-12 schools. (Of those with children)	<b>66.6%**</b> n=209	<b>54.7%**</b> n=47	63.7% n=230	66.7% n=26
3	21e	How satisfied were you with your spouse's or partner's employment opportunities in the geographic area where you are employed. (Of those with a spouse/partner, percentage answering: very and somewhat satisfied)	<b>61.1%*</b> n=284	<b>56.6%*</b> n=94	<b>62.8%**</b> n=349	<b>38.7%**</b> n=29

Leadership						
Section	No.	Question Content	Gender		Ethnicity	
<i>Percentages represent those who answered strongly or somewhat agree, unless otherwise noted . Highlighted items are statistically significant (*p&lt;.05, **p&lt;.01). Reported numbers represent those that responded to the question. For most questions, the "don't know" selection was removed for the analysis.</i>			<i>Male n=599</i>	<i>Female n=217</i>	<i>Caucasian n=718</i>	<i>Non-Caucasian n=98</i>
1	AA	There are too few women and minorities in leadership positions at Virginia Tech.	<b>59.8%** n=318</b>	<b>89.7%** n=183</b>	<b>67.7%* n=440</b>	<b>70.9%* n=61</b>
1	MM	I aspire to a leadership position at Virginia Tech beyond my current position (e.g. department chair, center director, dean, etc.).	<b>30.5%** n=169</b>	<b>46.6%** n=88</b>	33.8% n=224	41.8% n=33
1	NN	If I chose to pursue them, I believe that significant leadership opportunities would be available to me at Virginia Tech.	60.3% n=319	56.1% n=101	59.2% n=377	59.8% n=43
1	OO	It is possible to hold a leadership position at Virginia Tech while maintaining an active research agenda.	24.0% n=132	17.5% n=32	21.3% n=139	31.6% n=25
1	PP	It is possible to hold a leadership position at Virginia Tech while balancing work and personal responsibilities.	<b>47.9%** n=247</b>	<b>29.1%** n=52</b>	42.1% n=261	50.7% n=38
1	QQ	I am interested in opportunities to develop my leadership skills.	<b>55.4%** n=312</b>	<b>77.3%** n=150</b>	<b>59.1%** n=396</b>	<b>75.9%** n=66</b>
1	RR	There are administrators at Virginia Tech who model effective leadership.	<b>71.6%** n=379</b>	<b>82.6%** n=152</b>	73.8% n=472	80.8% n=59
2	VV	Women and minorities are well-represented among those in my department who are nominated for awards and honors.	<b>70.8%** n=116</b>	<b>64.8%** n=402</b>	79.3% n=472	66.6% n=46

Resources						
Section	No.	Question Content	Gender		Ethnicity	
<i>Percentages represent those who answered strongly or somewhat agree, unless otherwise noted . Highlighted items are statistically significant (*p&lt;.05, **p&lt;.01). Reported numbers represent those that responded to the question. For most questions, the "don't know" selection was removed for the analysis.</i>			<i>Male n=599</i>	<i>Female n=217</i>	<i>Caucasian n=718</i>	<i>Non-Caucasian n=98</i>
1	L	I have the equipment and supplies I need to do my job at Virginia Tech.	63.4% n=379	61.0% n=131	63.2% n=453	59.3% n=57
1	M	I have the lab, classroom, or office space I need to do my job at Virginia Tech.	63.5% n=376	67.0% n=140	64.1% n=453	67.0% n=63
1	O	Virginia Tech provides the support that faculty members need to garner funded research projects.	53.2% n=309	52.5% n=105	53.2% n=368	51.6% n=46
2	Q	Salary decisions are made fairly in my department.	70.9% n=362	62.7% n=104	70.3% n=422	57.9% n=44
2	S	Staff support and resources are allocated fairly in my department.	<b>76.8%** n=430</b>	<b>64.3%** n=126</b>	74.2% n=496	68.2% n=60
2	FF	My salary is comparable to colleagues in my department who have similar years of service and productivity.	64.0% n=295	53.7% n=80	62.0% n=334	57.7% n=41

Recognition/Rewards						
Section	No.	Question Content	Gender		Ethnicity	
Percentages represent those who answered strongly or somewhat agree, unless otherwise noted . Highlighted items are statistically significant (*p<.05, **p<.01). Reported numbers represent those that responded to the question. For most questions, the "don't know" selection was removed for the analysis.			Male n=599	Female n=217	Caucasian n=718	Non-Caucasian n=98
1	KK	Virginia Tech rewards the efforts of faculty members who do outstanding work.	67.4% n=386	65.5% n=131	67.8% n=465	59.7% n=52
1	LL	Faculty members at Virginia Tech are usually promoted or given opportunities based on good performance.	<b>76.5%*</b> n=436	<b>65.5%*</b> n=125	74.1% n=499	70.5% n=62
2	B	I am satisfied with the amount of input I have about major policy decisions in my department.	74.9% n=444	70.6% n=151	73.4% n=523	75.7% n=72
2	T	The requirements for tenure or promotion are clearly articulated in my department.	74.2% n=435	68.3% n=142	<b>73.6%*</b> n=515	<b>66.0%*</b> n=62
2	V	I am recognized for the contributions I make to the department.	79.3% n=463	72.8% n=153	78.4% n=552	71.1% n=64
2	QQ	Faculty in my department receive accurate and timely information about their progress toward tenure or promotion.	81.0% n=448	73.4% n=138	79.3% n=524	77.5% n=62
2	LL	My department's administration values my contributions to the department.	84.7% n=484	79.5% n=167	83.5% n=576	82.5% n=75

Mentoring/Career Development						
Section	No.	Question Content	Gender		Ethnicity	
Percentages represent those who answered strongly or somewhat agree, unless otherwise noted . Highlighted items are statistically significant (*p<.05, **p<.01). Reported numbers represent those that responded to the question. For most questions, the "don't know" selection was removed for the analysis.			Male n=599	Female n=217	Caucasian n=718	Non-Caucasian n=98
1	I	Policies at Virginia Tech are generally applied in a uniform and equitable manner.	<b>68.3%**</b> n=385	<b>52.9%**</b> n=99	65.1% n=432	60.5% n=52
1	Y	Virginia Tech is a good place to develop the skills and knowledge needed to be a top researcher in my field.	65.9% n=391	60.6% n=128	64.4% n=455	66.0% n=64
1	SS	I have sufficient opportunities to interact with leaders in the Virginia Tech community.	57.6% n=329	58.3% n=116	58.3% n=397	53.9% n=48
2	F	I have received effective mentoring in my dept.	53.2% n=298	48.1% n=99	51.4% n=346	54.9% n=51
2	U	The administration in my department is approachable when faculty members have job-related issues/concerns.	90.5% n=525	86.0% n=178	89.4% n=624	88.7% n=79
2	W	Performance expectations are communicated clearly in my department.	73.3% n=431	68.1% n=145	72.3% n=510	69.5% n=66

Mentoring/Career Development, continued						
Section	No.	Question Content	Gender		Ethnicity	
<i>Percentages represent those who answered strongly or somewhat agree, unless otherwise noted . Highlighted items are statistically significant (*p&lt;.05, **p&lt;.01). Reported numbers represent those that responded to the question. For most questions, the "don't know" selection was removed for the analysis.</i>			<i>Male n=599</i>	<i>Female n=217</i>	<i>Caucasian n=718</i>	<i>Non-Caucasian n=98</i>
2	Y	My job performance is reviewed in person with me at least once a year.	72.6% n=421	63.6% n=126	70.7% n=490	67.9% n=57
2	Z	My performance reviews are based on how well I perform my job.	83.0% n=466	79.0% n=150	82.9% n=555	74.3% n=61
2	AA	I receive useful recommendations on how I can improve my job performance from my department.	62.6% n=360	56.3% n=112	61.0% n=419	60.9% n=53
2	QQ	Faculty in my department receive accurate and timely information about their progress toward tenure or promotion.	81.0% n=448	73.4% n=138	79.3% n=524	77.5% n=62
3	20B	Faculty members in my department help prepare graduate students to assume a faculty role in the future.	85.1% n=468	80.2% n=154	<b>85.5%**</b> <b>n=562</b>	<b>71.5%**</b> <b>n=60</b>

VT Environment/Diversity						
Section	No.	Question Content	Gender		Ethnicity	
<i>Percentages represent those who answered strongly or somewhat agree, unless otherwise noted . Highlighted items are statistically significant (*p&lt;.05, **p&lt;.01). Reported numbers represent those that responded to the question. For most questions, the "don't know" selection was removed for the analysis.</i>			<i>Male n=599</i>	<i>Female n=217</i>	<i>Caucasian n=718</i>	<i>Non-Caucasian n=98</i>
1	A	Virginia Tech is a good place to work.	87.3% n=520	83.0% n=176	86.0% n=613	87.4% n=83
1	B	I am treated with respect at Virginia Tech.	83.5% n=494	77.4% n=164	81.8% n=579	83.2% n=79
1	C	I receive fair treatment at Virginia Tech.	<b>81.0%*</b> <b>n=478</b>	<b>71.9%*</b> <b>n=151</b>	78.2% n=553	81.7% n=76
1	D	Overall, it seems the morale among faculty members at Virginia Tech is good.	44.1% n=260	40.8% n=86	42.8% n=561	45.7% n=42
1	F	In general, the Virginia Tech campus is free of intimidation, harassment, and discrimination.	<b>77.9%**</b> <b>n=447</b>	<b>48.0%**</b> <b>n=98</b>	<b>71.4%**</b> <b>n=489</b>	<b>60.2%**</b> <b>n=56</b>
1	G	I feel I "fit in" at Virginia Tech.	<b>79.5%**</b> <b>n=469</b>	<b>65.9%**</b> <b>n=139</b>	<b>76.8%*</b> <b>n=543</b>	<b>69.2%*</b> <b>n=65</b>
1	P	Faculty members at Virginia Tech are provided adequate opportunities to participate in university governance.	75.8% n=423	76.6% n=141	75.7% n=501	78.8% n=63

VT Environment/Diversity						
Section	No.	Question Content	Gender		Ethnicity	
Percentages represent those who answered strongly or somewhat agree, unless otherwise noted. Highlighted items are statistically significant (*p<.05, **p<.01). Reported numbers represent those that responded to the question. For most questions, the "don't know" selection was removed for the analysis.			Male n=599	Female n=217	Caucasian n=718	Non-Caucasian n=98
1	R	Virginia Tech welcomes free and open input from faculty members.	55.8% n=310	53.6% n=105	54.3% n=361	62.8% n=54
1	W	I have read, heard and/or seen insensitive or disparaging comments or materials in the workplace that were offensive to me.	<b>26.9%**</b> n=155	<b>52.9%**</b> n=110	32.8% n=227	41.8% n=38
1	Z	I have confidence in the university's leadership.	40.2% n=233	47.1% n=97	41.2% n=287	47.8% n=43
1	BB	Faculty members are treated fairly at Virginia Tech regardless of their race or ethnicity.	<b>80.8%**</b> n=426	<b>50.2%**</b> n=91	<b>74.9%**</b> n=461	<b>60.2%**</b> n=56
1	CC	Faculty members are treated fairly at Virginia Tech regardless of their gender.	<b>77.7%**</b> n=407	<b>41.4%**</b> n=82	68.7% n=440	60.5% n=49
1	DD	Faculty members of all sexual orientations are treated fairly at Virginia Tech.	<b>62.2%**</b> n=258	<b>26.3%**</b> n=40	53.5% n=273	43.8% n=25
1	EE	Faculty members with disabilities are treated fairly at Virginia Tech.	<b>87.5%**</b> n=309	<b>61.7%**</b> n=63	81.9% n=335	80.5% n=37
1	FF	I have participated in activities that promote diversity at Virginia Tech.	<b>70.1%**</b> n=389	<b>84.9%**</b> n=169	<b>72.8%**</b> n=488	<b>83.3%**</b> n=70
1	GG	There is accountability at Virginia Tech for racist behavior.	<b>75.7%**</b> n=317	<b>38.2%**</b> n=55	<b>68.9%**</b> n=346	<b>42.6%**</b> n=26
1	HH	There is accountability at Virginia Tech for sexist behavior.	<b>70.6%**</b> n=301	<b>24.6%**</b> n=39	<b>58.9%*</b> n=310	<b>50.9%*</b> n=30
2	H	I am treated with respect by the classified staff in my department.	<b>94.6%*</b> n=563	<b>91.1%*</b> n=194	<b>94.8%**</b> n=674	<b>87.4%**</b> n=83
2	WW	Faculty in my department are asked to document their participation in diversity initiatives as part of regular merit reviews.	<b>37.5%*</b> n=181	<b>35.7%*</b> n=57	37.2% n=215	35.4% n=23
3	20C	Graduate students are treated fairly in my department regardless of their gender.	<b>97.3%**</b> n=527	<b>86.8%**</b> n=164	<b>95.2%*</b> n=616	<b>89.3%*</b> n=75

Departmental Climate						
Section	No.	Question Content	Gender		Ethnicity	
Percentages represent those who answered strongly or somewhat agree, unless otherwise noted. Highlighted items are statistically significant (*p<.05, **p<.01). Reported numbers represent those that responded to the question. For most questions, the "don't know" selection was removed for the analysis.			Male n=599	Female n=217	Caucasian n=718	Non-Caucasian n=98
2	A	My department at Virginia Tech is a good place to work.	83.9% n=499	79.6% n=171	81.9% n=585	89.5% n=85
2	C	Overall, I am expected to do more work than other members of my department.	46.2% n=253	50.7% n=104	46.7% n=312	52.9% n=45
2	G	I am treated with respect by other faculty members of my department.	<b>88.0%**</b> <b>n=524</b>	<b>74.7%**</b> <b>n=159</b>	84.9% n=605	82.1% n=78
2	I	My field or area of study is valued by colleagues in my department.	<b>81.7%**</b> <b>n=482</b>	<b>68.8%**</b> <b>n=145</b>	78.0% n=552	80.6% n=75
2	J	Part-time and non-tenure track faculty are treated as second class citizens in my department.	<b>39.0%*</b> <b>n=201</b>	<b>49.2%*</b> <b>n=91</b>	42.1% n=264	38.4% n=28
2	L	I am expected to serve on more committees and/or provide more assistance to students than others in my department.	39.7% n=218	49.0% n=100	42.3% n=284	41.0% n=34
2	M	Other faculty in my department seem to know about policies or opportunities of which I am unaware.	<b>27.6%**</b> <b>n=148</b>	<b>41.0%**</b> <b>n=82</b>	<b>29.0%**</b> <b>n=189</b>	<b>48.8%**</b> <b>n=41</b>
2	N	I am treated fairly by the administration in my department.	84.9% n=495	82.8% n=174	85.0% n=598	79.8% n=71
2	R	The leadership of my department can be trusted.	82.2% N=479	74.7% N=153	79.5% n=554	85.8% n=78
2	X	I have a good relationship with my co-workers.	95.9% n=573	92.1% n=197	94.7% n=678	95.9% n=92
2	BB	Overall, my department is well managed.	80.8% n=693	75.8% n=160	79.1% n=557	82.6% n=76
2	CC	My department is supportive of the success of women faculty.	<b>93.8%**</b> <b>n=498</b>	<b>74.9%**</b> <b>n=155</b>	88.6% n=585	87.2% n=68
2	DD	My department is supportive of the success of faculty members of all races and ethnicities.	<b>91.5%**</b> <b>n=484</b>	<b>81.9%**</b> <b>n=154</b>	<b>90.9%**</b> <b>n=570</b>	<b>75.6%**</b> <b>n=68</b>
2	EE	I feel free to express my opinions in my job without worrying about negative results.	<b>73.8%**</b> <b>n=432</b>	<b>57.3%**</b> <b>n=121</b>	69.9% n=492	65.6% n=61
2	JJ	My department head/supervisor keeps the faculty informed about key issues.	78.3% n=460	78.1% n=164	77.7% n=546	82.1% n=78
2	MM	My department head/supervisor would be unlikely to intervene if racist or sexist behavior occurred.	<b>17.8%**</b> <b>n=91</b>	<b>31.1%**</b> <b>n=60</b>	21.6% n=137	19.7% n=14
2	NN	My department periodically reviews salaries to ensure equity.	61.9% n=224	58.2% n=57	63.1% n=256	46.3% n=25

Departmental Climate, continued						
Section	No.	Question Content	Gender		Ethnicity	
<i>Percentages represent those who answered strongly or somewhat agree, unless otherwise noted . Highlighted items are statistically significant (*p&lt;.05, **p&lt;.01). Reported numbers represent those that responded to the question. For most questions, the "don't know" selection was removed for the analysis.</i>			<i>Male n=599</i>	<i>Female n=217</i>	<i>Caucasian n=718</i>	<i>Non-Caucasian n=98</i>
2	OO	There are policies in place in my department about course loads and course releases.	71.7% n=352	60.9% n=98	67.9% n=388	76.6% n=62
2	PP	The administration in my department is knowledgeable about university policies.	<b>90.7%*</b> n=509	<b>83.6%*</b> n=164	88.6% n=598	91.5% n=75
2	RR	There is a lot of conflict in my department.	<b>26.1%**</b> n=152	<b>36.9%**</b> n=78	28.6% n=200	31.9% n=30
2	SS	Departmental politics interfere with my ability to get my work done.	22.5% n=132	30.7% n=65	24.5% n=172	26.0% n=25
2	TT	Sexual harassment is a problem in my department.	<b>2.4%**</b> n=13	<b>8.3%**</b> n=17	4.0% n=26	5.0% n=4
2	UU	There is a lot of racial tension in my department.	<b>2.8%**</b> n=15	<b>8.9%**</b> n=18	<b>3.2%**</b> n=21	<b>13.3%**</b> n=12
3	20a	Graduate students are treated with respect in my department.	<b>94.5%**</b> n=530	<b>87.4%**</b> n=174	93.3% n=627	87.5% n=77

Collaboration/Networking						
Section	No.	Question Content	Gender		Ethnicity	
<i>Percentages represent those who answered strongly or somewhat agree, unless otherwise noted . Highlighted items are statistically significant (*p&lt;.05, **p&lt;.01). Reported numbers represent those that responded to the question. For most questions, the "don't know" selection was removed for the analysis.</i>			<i>Male n=599</i>	<i>Female n=217</i>	<i>Caucasian n=718</i>	<i>Non-Caucasian n=98</i>
1	E	I receive positive feedback about my work from colleagues outside of Virginia Tech.	93.5% n=532	93.6% n=191	93.3% n=640	95.4% n=83
1	K	I have the opportunity to collaborate with colleagues in my department who share my interests.	<b>88.2%**</b> n=525	<b>78.1%**</b> n=168	86.3% n=616	80.2% n=77
1	Q	My field of study is not valued at Virginia Tech.	<b>45.4%**</b> n=267	<b>59.9%**</b> n=127	49.9% n=353	44.5% n=41
2	O	Collaboration is rewarded in my department.	<b>73.6%*</b> n=402	<b>68.9%*</b> n=135	73.0% n=483	67.5% n=54

All Others						
Section	No.	Question Content	Gender		Ethnicity	
Percentages represent those who answered strongly or somewhat agree, unless otherwise noted . Highlighted items are statistically significant (*p<.05, **p<.01). Reported numbers represent those that responded to the question. For most questions, the "don't know" selection was removed for the analysis.			Male n=599	Female n=217	Caucasian n=718	Non-Caucasian n=98
2	K	I am able to balance the teaching, research and outreach activities expected of me.	<b>66.6%**</b> n=392	<b>53.0%**</b> n=113	63.3% n=447	61.1% n=58
3	4	Compared to faculty members nationally at similar stages in their careers, how would you rate your research productivity?	<b>54%**</b> n=322	<b>46.6%**</b> n=100	51.0% n=364	59.8% n=58
For the question above, the percentage is of those answering in the top 20%. Additional responses are as follows: <ul style="list-style-type: none"> <li>Females- "Top 10%"-n=27 (13%), "Top 11-20%"-n=73 (34%), "Top 21-40%"-n=48 (22%), "Top 41-59%"-n=16 (7%), "Top 60% or lower"-n=11 (5%), and "Don't Know"-n=40 (19%).</li> <li>Males- "Top 10%"-n=160 (27%), "Top 11-20%"-n=162 (27%), "Top 21-40%"-n=129 (22%), "Top 41-59%"-n=56 (9%), "Top 60% or lower"-n=27 (5%), and "Don't Know"-n=62 (10%).</li> <li>Caucasian- "Top 10%"-n=157 (22%), "Top 11-20%"-n=207 (29%), "Top 21-40%"-n=165 (23%), "Top 41-59%"-n=63 (9%), "Top 60% or lower"-n=36 (5%), and "Don't Know"-n=86 (12%).</li> <li>Non-Caucasian- "Top 10%"-n=30 (31%), "Top 11-20%"-n=28 (29%), "Top 21-40%"-n=12 (12%), "Top 41-59%"-n=9 (9%), "Top 60% or lower"-n=2 (2%), and "Don't Know"-n=16 (17%).</li> </ul>						
3	22	How likely are you to leave your position at VT at some point in the next two years? (Percentage answering: very or somewhat likely)	31.2% n=184	36.3% n=77	<b>32.4%**</b> n=230	<b>33.3%**</b> n=31
3	23	Have you ever heard of the Advance Grant at Virginia Tech? (Percentage answering: yes)	<b>50.3%**</b> n=298	<b>78.2%**</b> n=169	<b>57%*</b> n=406	<b>63.5%*</b> n=61
3	5a	Hours spent: Teaching and advising undergraduate students. (T-test for significance for mean differences in hours)	12.58 hours n=499	15.24 hours n=173	13.4 hours n=595	12.19 hours n=77
3	5b	Hours spent: Teaching and advising graduate or professional students. (T-test for significance for mean differences in hours)	10.85 hours n=542	11.38 hours n=182	<b>10.72*</b> hours n=634	<b>12.87*</b> hours n=90
3	5c	Hours spent: Research and scholarship. (T-test for significance for mean differences in hours)	<b>20.08*</b> hours n=565	<b>18.26*</b> hours n=197	<b>18.88**</b> hours n=669	<b>24.87**</b> hours n=93
3	5d	Hours spent: University service (such as committee work at the department, college, and university levels). (T-test for significance for mean differences in hours)	5.08 hours n=538	5.39 hours n=190	5.11 hours n=643	5.53 hours n=85
3	5e	Hours spent: Administration (T-test for significance for mean differences in hours)	7.27 hours n=380	7.56 hours n=116	7.28 hours n=437	7.73 hours n=59
3	5f	Hours spent: non-teaching professional activities (such as editorial reviews of professional organization activities). (T-test for significance for mean differences in hours)	4.45 hours n=526	4.19 hours n=180	4.44 hours n=623	3.94 hours n=83
3	5g	Hours spent: Outside consulting.(T-test for significance for mean differences in hours)	1.72 hours n=320	1.33 hours n=86	1.66 hours n=360	1.48 hours n=46
3	5h	Hours spent: Personal and family responsibilities.(T-test for significance for mean differences in hours)	<b>22.59**</b> hours n=465	<b>28.71**</b> hours n=171	24.60 hours n=558	21.63 hours n=78