

Report on the Status of Women Faculty in the Division of Social Sciences

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In February 2012, the Provost in conjunction with the Women’s Leadership Council released a report titled “Report on the Status of Academic Women at the University of Chicago.” In the forward to that report former Provost Thomas Rosenbaum affirmed the University’s commitment to diversity, noting that since its founding “the University of Chicago has aimed to attract the most talented, creative, and impactful scholars, and to foster a community where ideas are freely exchanged and challenged.” He went on to write, “if we are not leaders in attracting talented women and men to our ranks, then we cannot reach our potential.”

The members of this committee concur with former Provost Rosenbaum’s statement about the significance of diversity to the intellectual work of this institution. In this report we first outline the charge of the committee and the data we reviewed. We then present a brief outline of the status of women faculty in the Division. Next we discuss some of the findings from the faculty climate survey the committee commissioned. Finally, we present a set of recommendations that we believe will both enhance the numbers and experience of women in the Division as well as benefit the intellectual work of the division. We hope that our findings and recommendation will allow the Division to refine its strategies of recruiting and retaining women faculty.¹

I. Charge and Data

It was in response to the “Report on the Status of Academic Women at the University of Chicago” that former Dean Mario Small convened a committee in March of 2013 to examine the status of women in the Division of the Social Sciences. The committee was comprised of faculty representatives from Sociology, Political Science, Economics, Anthropology, Social Thought, History, Psychology, and the Center for the Study of Gender and Sexuality. The committee was tasked to: (a) discuss the implications of the Report on the Status of Academic Women at the University of Chicago for the Division; (b) examine what, if anything is missing from the Status report, particularly with respect to the academic climate of the Division; and (c) produce a set of recommendations for the Division. After examining existing data and mounting an original survey on faculty climate, the committee is prepared to submit our findings and recommendations.

There are three caveats we want to detail before proceeding to put this report in context. First, this report is limited to a focus on women faculty and their experience in the Division. While we initially envisioned writing a report that would also discuss issues of race *and* sex and their intersection the data proved too limited. Specifically, the number of faculty who are women of color faculty was too small to guarantee anonymity. Second, our report will not speak to the experiences of women graduate students. We expect the Dean and Deputy Provost for Graduate Education to report their findings on

¹ Throughout this report we discuss data that are presented in the form of a single self-reported binary of male/female. We recognize that such a categorization does not adequately represent the diversity of gender as actualized in society and at the University. We do hope that this initial exploration of sex and gender differences will generate more research of gender and sex differences in the Division.

this matter and map out a strategy to improve the experience of all graduate students in the Division. Our report, therefore, focuses on the experiences, beliefs, and status of women faculty in the Division. Finally, it should be noted that we use the term “sex” throughout this report to denote how people self-identify given a binary option.

Data

To explore the status of women in the Division this committee reviewed numerous sources of information and data. First, Peggy Masson from the Women’s Leadership Council met with the committee to discuss the data they had collected for the university’s report on the Status of Academic Women. She reviewed general findings and data specific to the Division. Committee members also reviewed similar reports from peer institutions such as Brown, Yale, and New York Universities.

Next, we examined secondary data from the University and other sources.

1. The committee reviewed data from the Survey of Earned Doctorates 2011 to compare the percentage of women in the pool of Social Sciences departments compared to the percentage of women on the faculty in these same departments.
2. The committee asked the Office of the Dean to review annual faculty reports to see if they could detect differences in B.A. and M.A. advising as well as committee service associated with sex.
3. The committee asked the Office of the Dean to review its data on compensation packages to see if there were differences in compensation received associated with sex.
4. The committee asked the Office of the Dean to examine departmental recruitment reports to map out how many women were in hiring pools, brought to campus for job talks and eventually hired.
5. The committee requested that the Office of the Dean examine salaries to see if there were statistically significant differences based on sex after accounting for important variables such as productivity or rank.

We discovered that much of the data on hand is either of questionable quality or is unavailable because of confidentiality issues. This is an issue we address in our recommendations.

Two analyses of compensation, a quintile and z-score analysis, were ultimately determined to be too blunt for the purposes of this report. The quintile report, however, did reveal that female junior and mid-career faculty tend to receive comparable compensation to their male counterparts. However, senior female faculty—those that are with the University for more than twenty years—seem to lag behind their male counterparts in compensation.

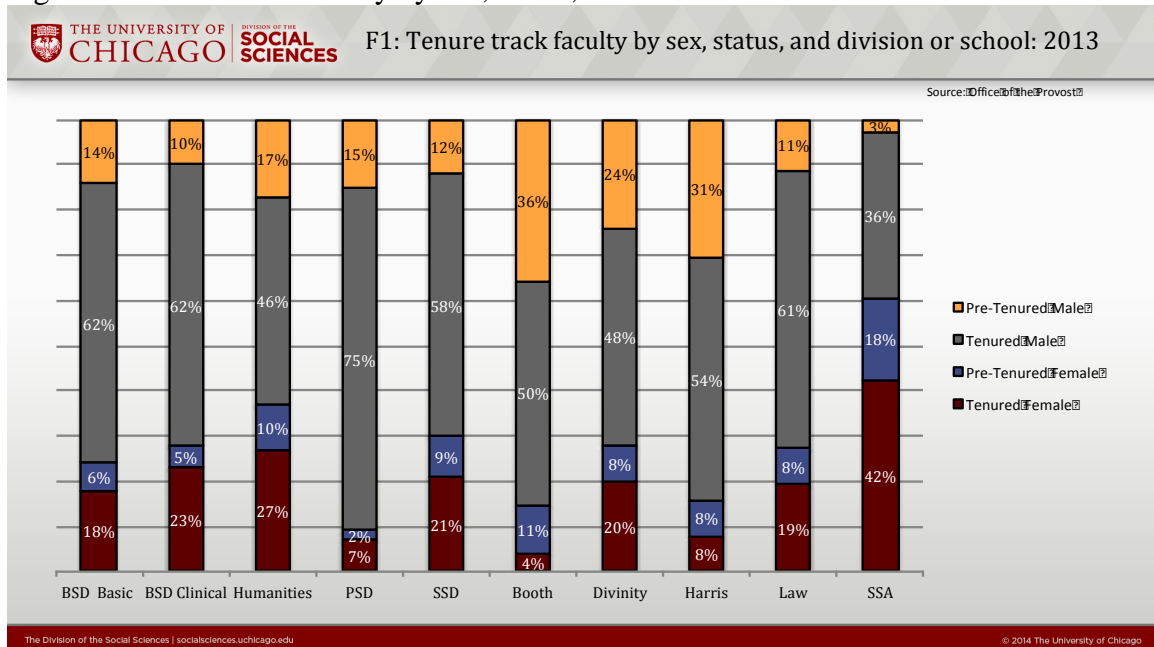
The Survey of Earned Doctorates data were interesting and indicated that in some fields there were more women in the pool than are currently represented in our departments. Despite this finding some on the committee worried that general percentages of women in the field do not reflect the appropriate pool from which departments in the social sciences typically draw. For example, some committee members argued that the pool from which their department draws for hires is narrower than the general numbers on the pool reported in the Survey of Earned Doctorates.

Where appropriate, the committee will report the findings we have from data internal to the university. However, as noted earlier, those data are sparse and do not elicit great confidence. To address the inconsistent data available for our analysis the committee commissioned a new faculty climate survey in SSD. The new data from this survey highlighted in the third section of the report detail the attitudes that faculty have about many aspects of their work, their departments and the division. Before we discuss those findings, we begin with the descriptive numbers of women in the Division.

II. Women Faculty in the Division of the Social Sciences

While most of the data presented in this section will focus on the proportion and position of women faculty in the Division of the Social Sciences, Figure 1 provides an overview of the percentage of women faculty across the university in divisions and professional schools. The School of Social Service Administration (SSA) has the largest percentage of female faculty members at 60%. They are the only unit on campus where women make up the majority of the faculty. At half that rate, women in the Division of the Social Sciences account for 30% of the faculty.

Figure 1: Tenure track faculty by sex, status, and division or school 2013



As is evident in Figures 2 and 3 the percentage of women among the tenure track faculty in the Division has grown from 6% in 1973 to 30% in 2013 (Figure 2). However, over the last five years, between 2008 and 2013, the percentage of women among the tenure track faculty has remained relatively constant, moving from 28% in 2008 to 30% in the last three years (Figure 3).

Figure 2: SSD Tenure track faculty by sex: 1973-2013

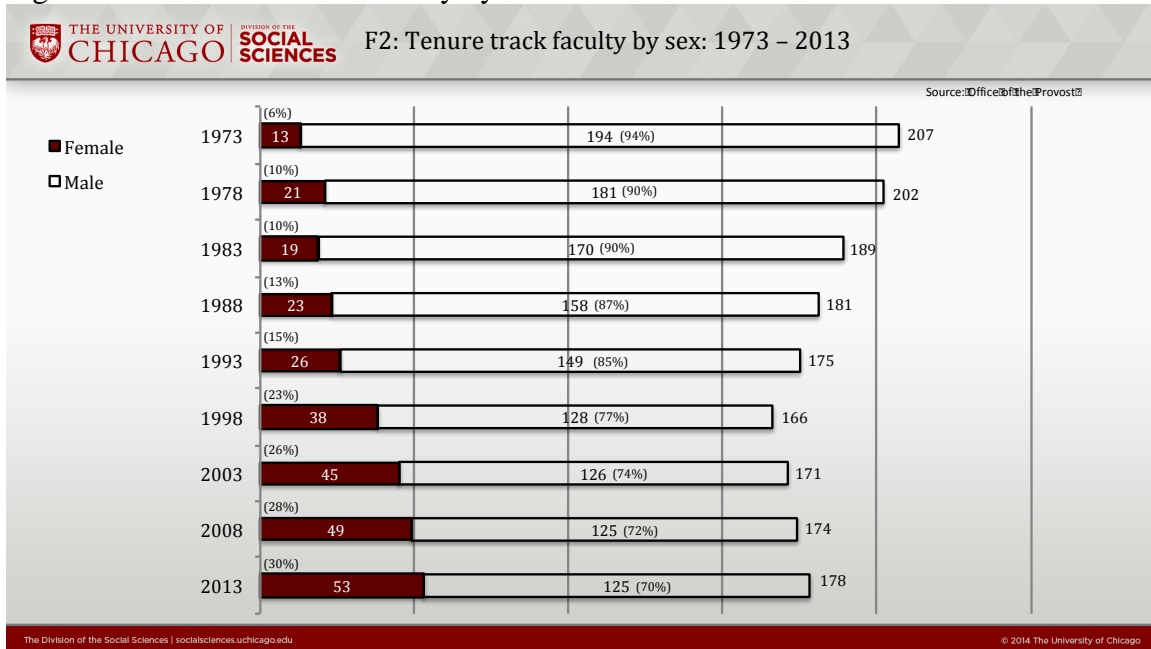
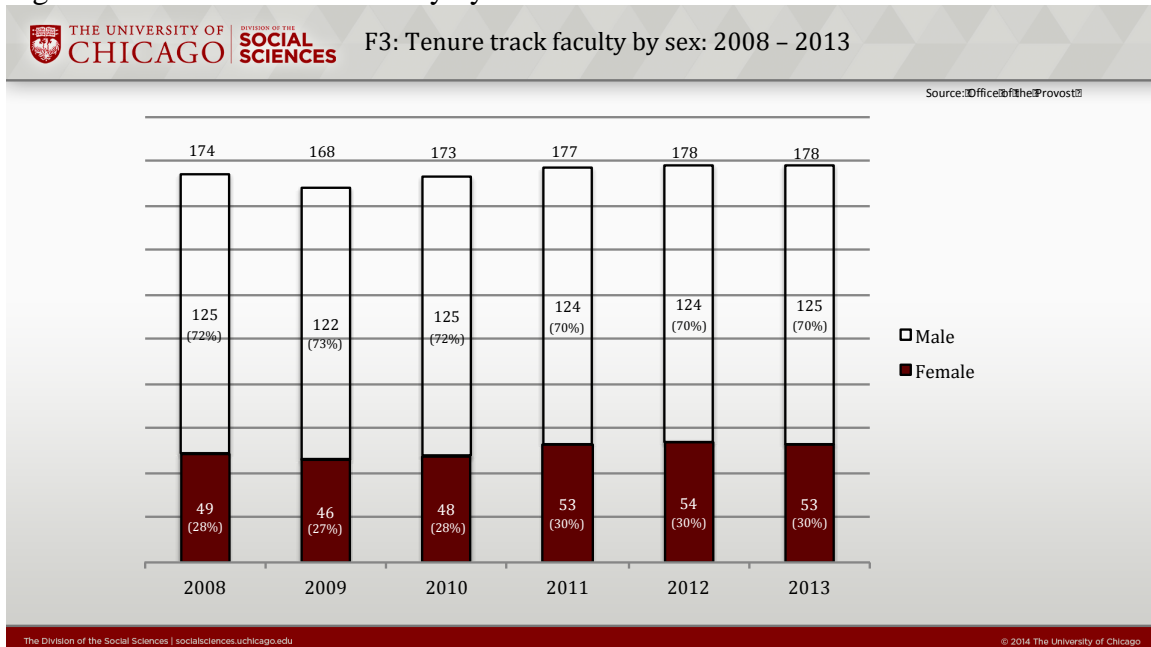


Figure 3: SSD tenure track faculty by sex: 2008-2013



Over the last decade, the size of the faculty in the Division has remained relatively stable as is evident in Figure 4. Between 2003 and 2013, as the College grew substantially, only seven additional tenure track faculty were added in the Division, bringing the total number of faculty to 178. During the same period, while there were some minor fluctuations from year to year, the percentage of non-tenured female faculty in the division remained at 9%. The percentage of non-tenured male faculty dropped marginally from 14% to 12% between 2003 and 2013. The percentage of tenured female faculty rose from 18% to 21% over the decade, while the number of tenured men dropped slightly from 60% in 2003 to 58% in 2013. Throughout the ten year span examined in Figure 4 there were always more male and female faculty members in tenured positions than non-tenured ones.

Figure 4: SSD tenure track faculty by sex and status: 2003-2013

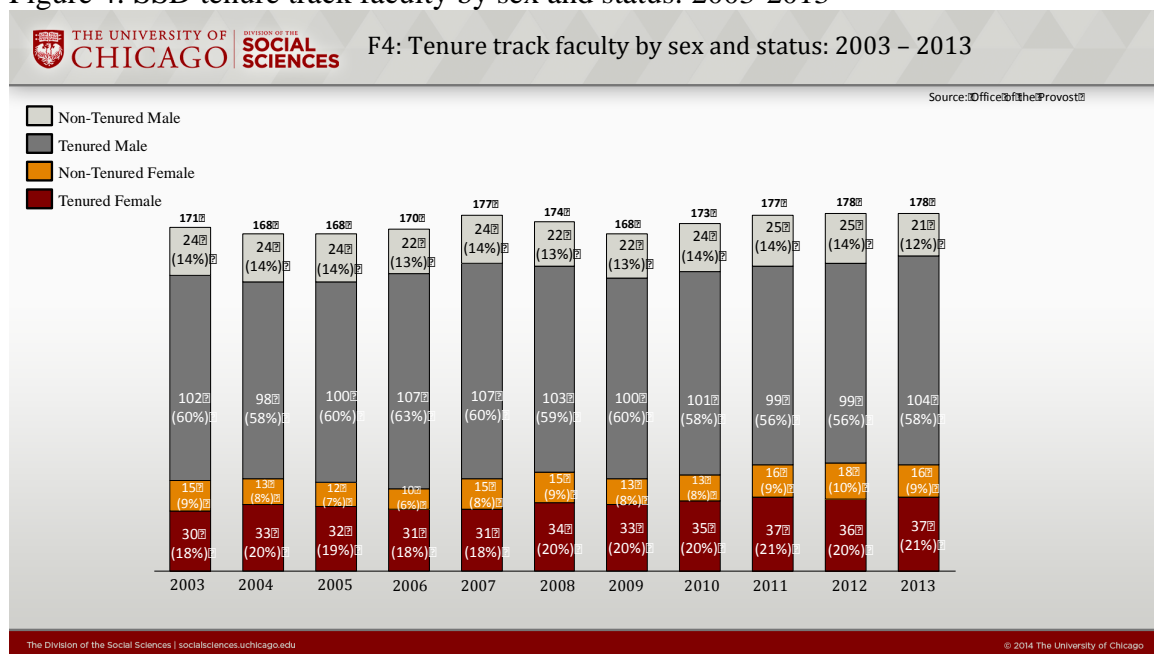


Figure 5 allows us to view the changes in the number of women faculty for each unit in the Social Sciences. Most units have increased the percentage of women faculty, ranging from an increase of 10 percentage points in Comparative Human Development to an increase of two percentage points in Sociology. Three units had a decrease in the percentage of women on their faculty over the past decade: Psychology, Anthropology, and Economics, each dropping five percentage points. Interestingly, those units in the top half of the tier in terms of percentage of women on their faculty ten years ago—Comparative Human Development, Psychology, History, and Anthropology—remained in the top half of the listing ten years later. Comparative Human Development is also the only unit in Division where a majority of its faculty are women.

Figure 5: SSD % Women faculty / Total # faculty / # Women faculty

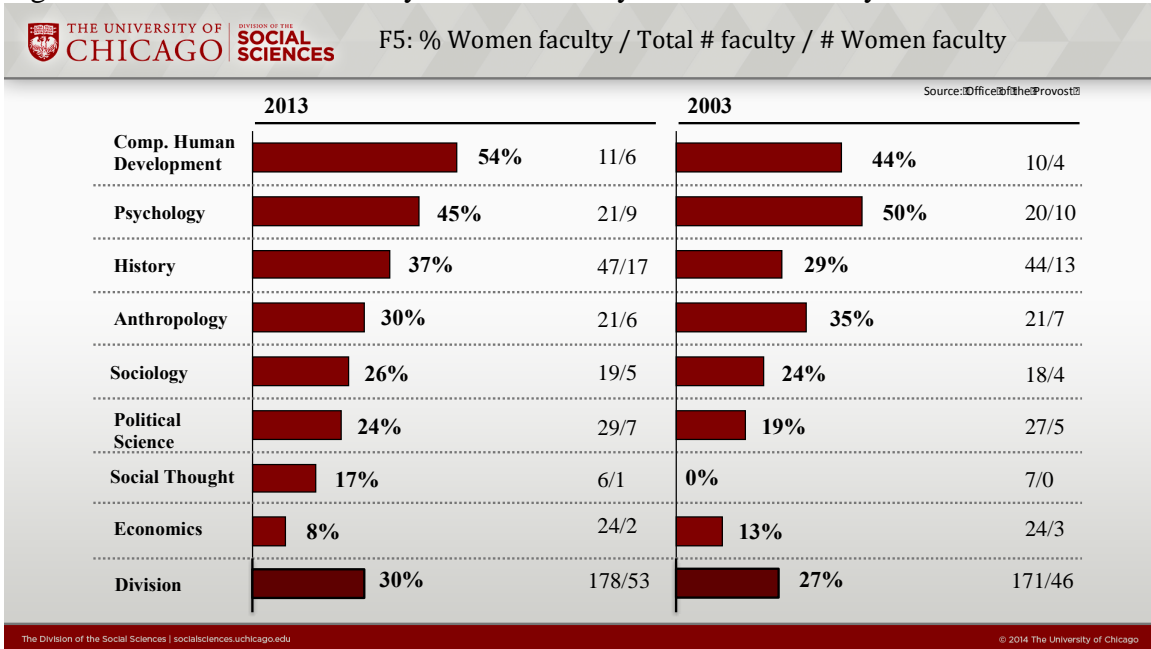
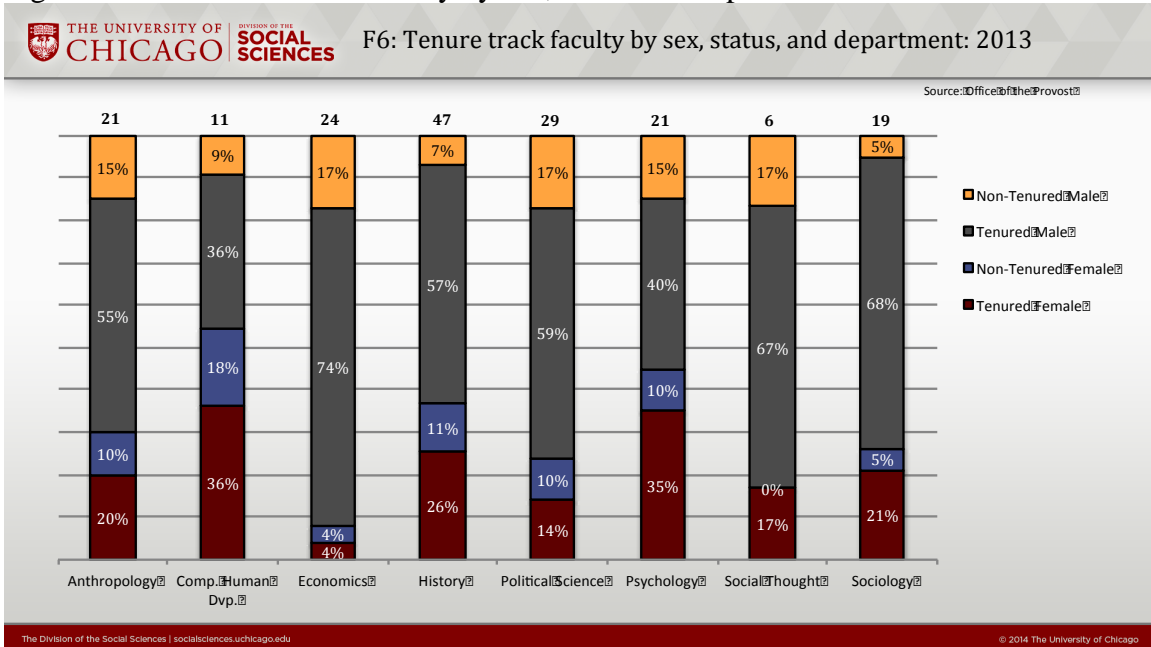


Figure 6 provides a breakdown of faculty in each department by rank and sex. Both Comparative Human Development (36%) and Psychology (35%) lead the Division in the percent of their faculty who are tenured women. Economics has the lowest percentage of the faculty who are tenured women at 4%. Comparative Human Development also has the largest percentage of their faculty who are non-tenured females at 18%.

Figure 6: SSD Tenure track faculty by sex, status and department 2013



Figures 7 and 8 indicate that in each year except 2013 and in total between 2003 and 2013 more men were hired as both new assistant and tenured professors, although the difference in hiring was more extreme for tenured professors in part because of the small numbers of such hires.

Figure 7: SSD New assistant professor hires by sex, 2004-2013

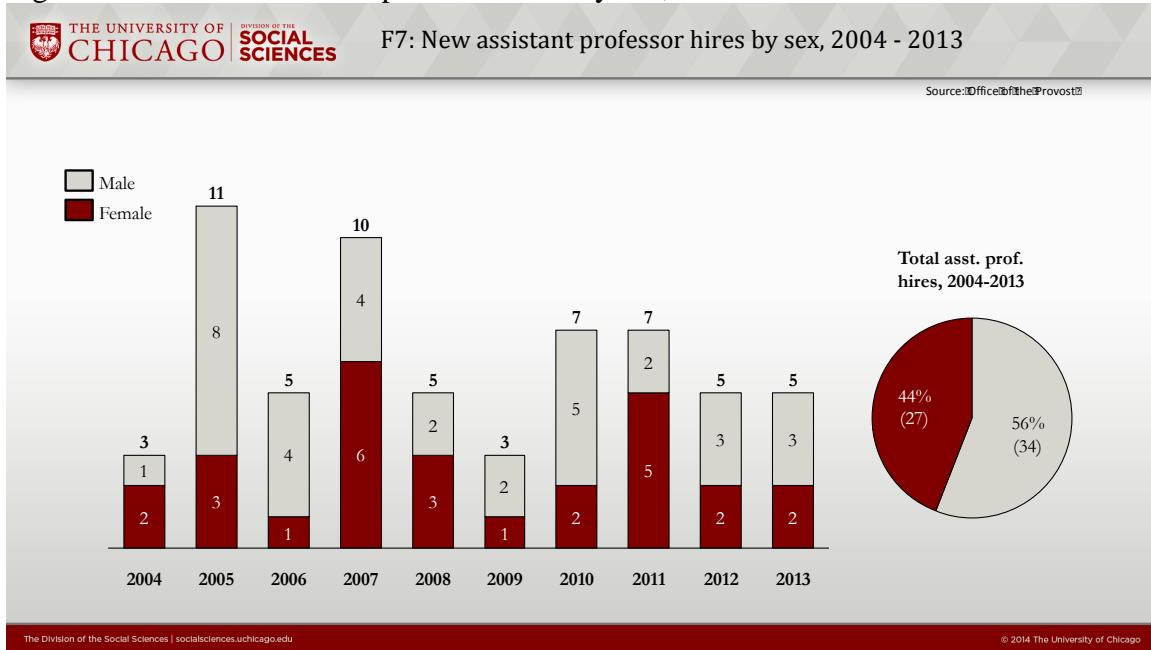
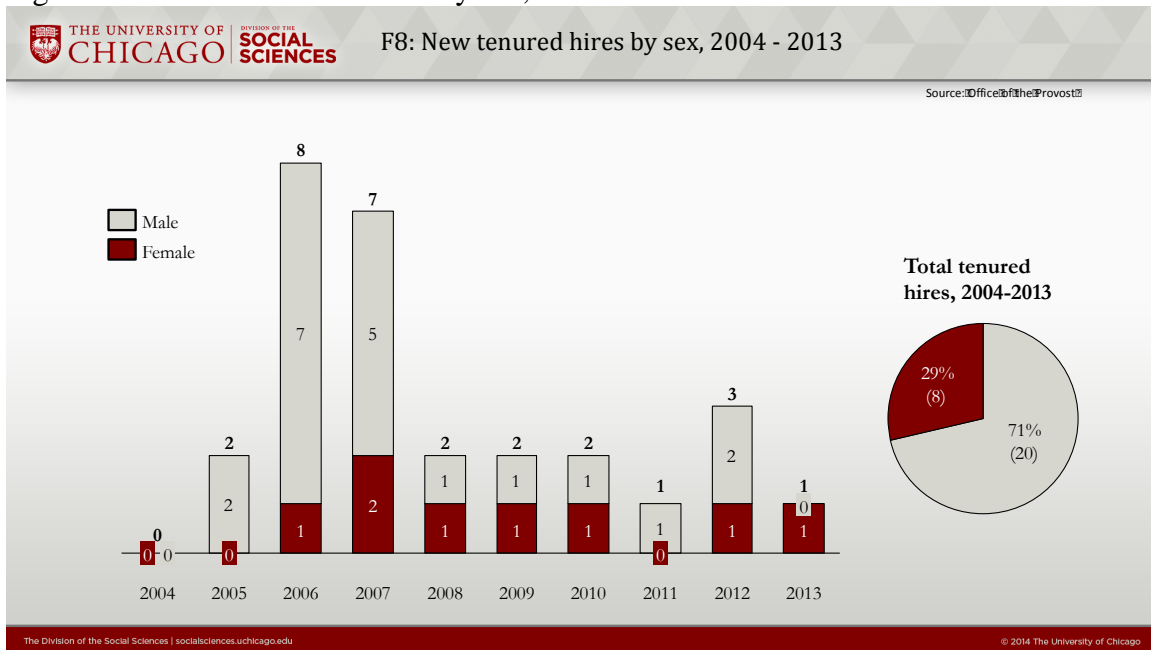


Figure 8: SSD New tenured hires by sex, 2004-2013



The issue of retention has to figure prominently in any discussion about increasing the number of women faculty in the Division. If we are not able to keep those women faculty

that we hire then we will be in a losing game of replacing those women faculty members who leave just to remain at a steady state of representation. Figures 9 and 9a presents some optimistic and troubling news about our efforts to retain women faculty members. Specifically, the Division has done relatively well at retaining tenured female faculty. Among those still remaining at the university ten years after their hire, tenured female faculty have the highest rate of retention. At the other extreme, non-tenured women faculty have the lowest retention rate. Figure 9a provides greater detail about the different retention patterns among tenure-track women faculty. The data in this figure suggest that among recently hired tenure-track faculty retention issues seem to emerge around year four in their career at the university.

Figure 9: Retention of SSD tenured faculty by sex, 1989-99

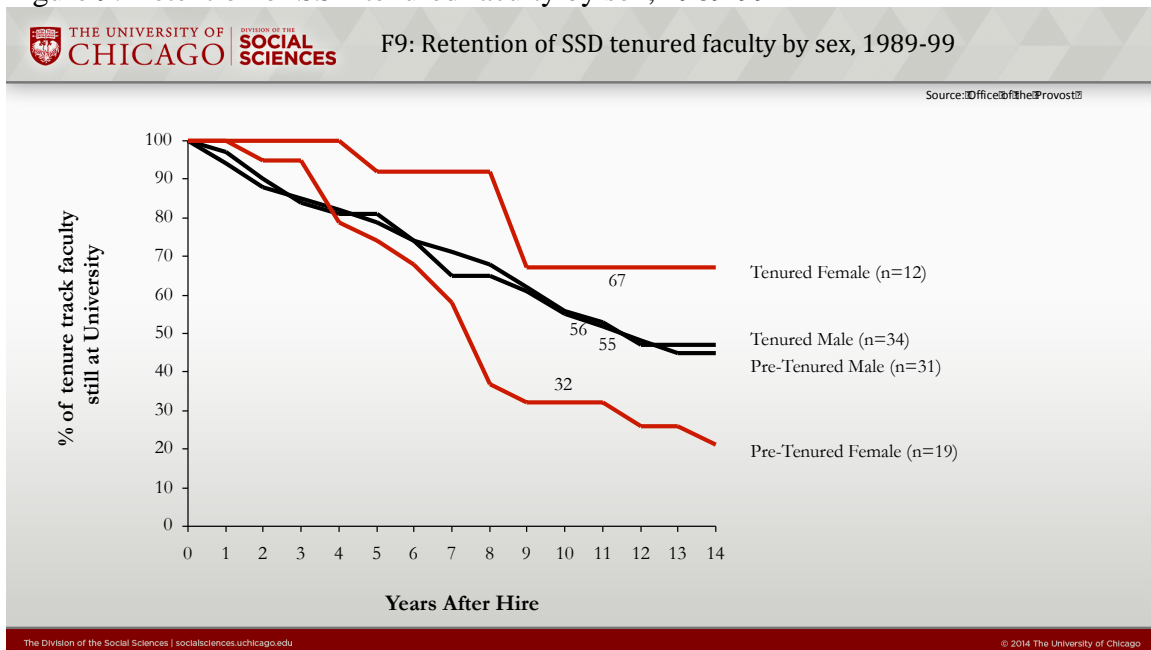
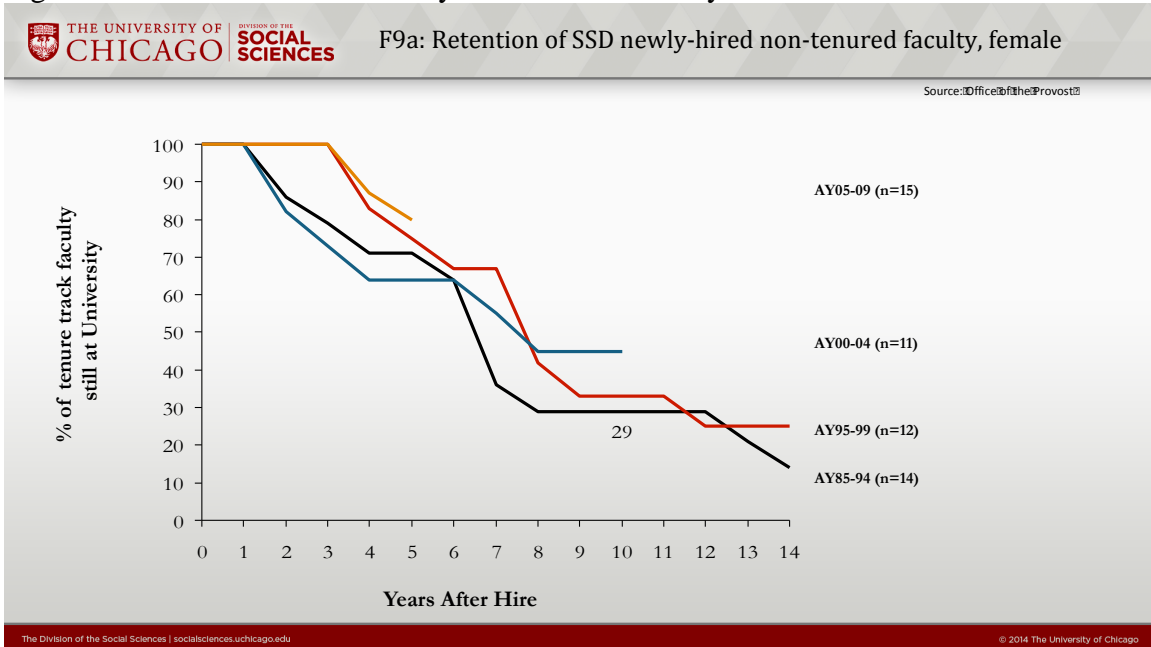
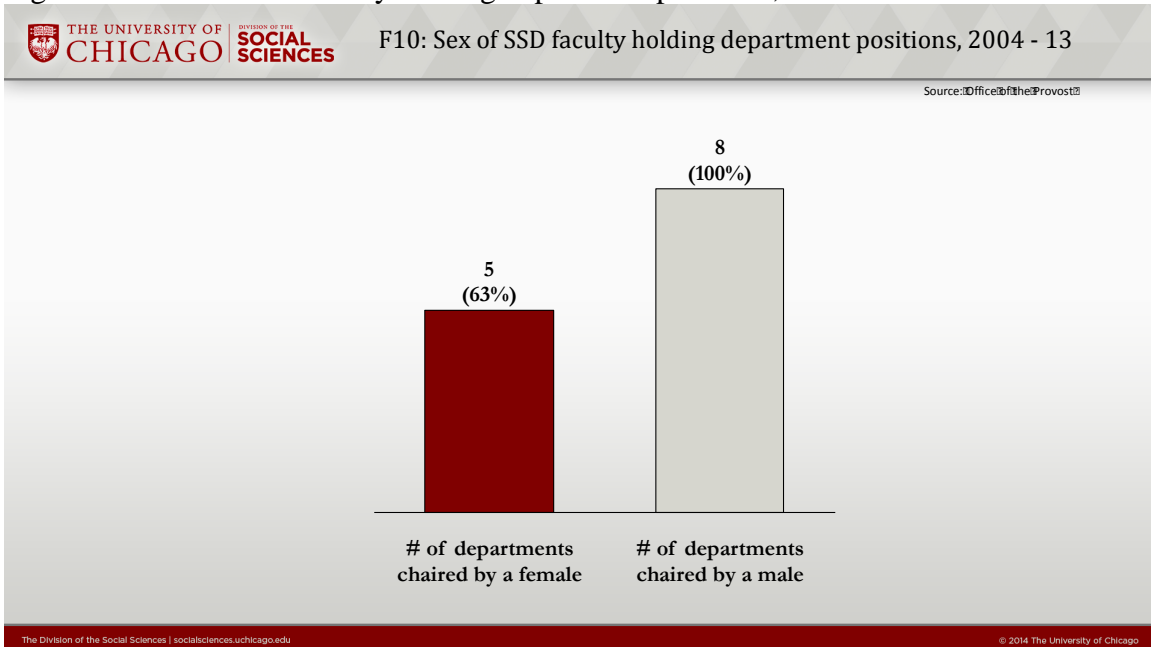


Figure 9a: Retention of SSD newly-hired female faculty



Finally, we examine to what degree women faculty members are serving in positions of leadership in the Division. For example, there has never been a woman dean of the Division. Moreover, as Figure 10 demonstrates there are three units in the Social Sciences where a woman did not serve as chair over the last 10 years. Some of these same units have never had a woman serve as chair.

Figure 10: Sex of SSD faculty holding department positions, 2004-2013



The data presented in the previous figures were meant to provide background information on how women are represented among the tenure-track faculty in the Division. We now report the findings from our SSD Faculty Climate Survey.

III. SSD Faculty Climate Survey 2014

Over Winter and Spring Quarters 2014, the faculty of the Division was surveyed for their sense of the climate for academic work at the University, as related to questions of gender, race, and sexual identity. One hundred twenty-one faculty members responded to this survey (approximately 66% of the entire faculty in the Division). Of those that responded 73 male faculty and 48 female faculty comprised this total with response rates of 61% and 80% respectively. The survey was administered by the University of Chicago's Survey Lab, Division of the Social Sciences.

Faculty who participated responded to a total of 132 questions, clustered into an array of categories, ranging from the quality of institutional support they received, to reasons for remaining at the University, to breakdowns of the time spent on various duties as a faculty member. The intention was to obtain a granular sense of how faculty assess their professional experience in departments and at the University, and how that professional experience informs a more general sense of satisfaction and belonging. In the following pages we highlight and briefly discuss some key findings from the SSD Faculty Climate Survey. We focus most closely on those results that informed our list of recommendations, but we note that results from the full survey are appended to this document.

Perhaps most concerning are responses about sexual harassment. An astonishing 42% of women faculty responded affirmatively that they had witnessed or directly experienced inappropriate behavior or statements related to sex or gender, while only 17% of men acknowledged witnessing such remarks. (Figure 11, p.46)².

² Page numbers refer to the page on which you can find the appropriate chart and data in the faculty climate report included in Appendix B.

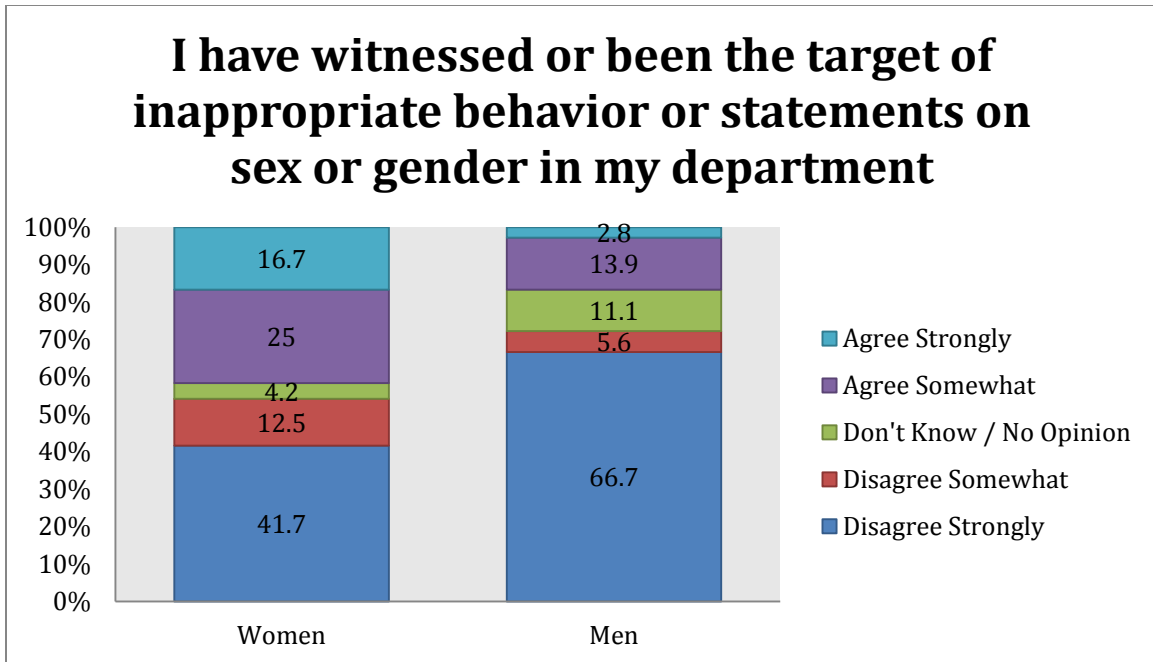


Figure 11

Moreover, when asked whether sex discrimination or harassment was a problem in their departments, 85% of men disagreed, as compared with 52% of women (Figure 12, p. 48).

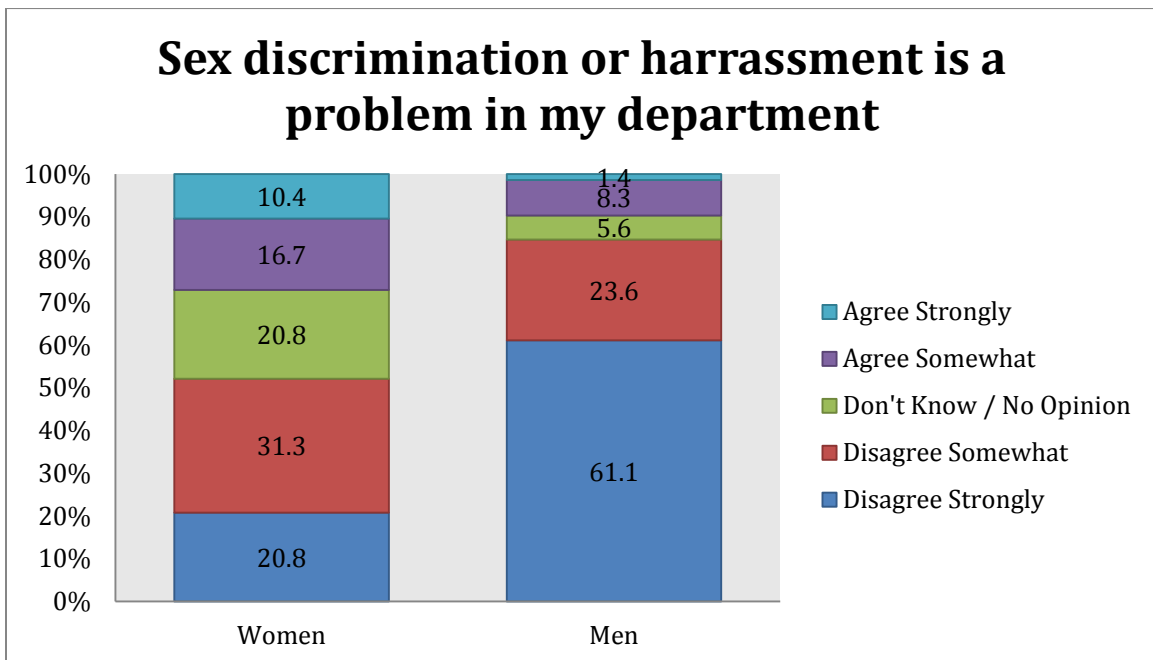


Figure 12

When asked whether they believed that faculty colleagues in their departments would speak up if they saw an instance of discrimination based on sex, 46% of women faculty disagreed, as compared with 10% of men (Figure 13, p. 49).

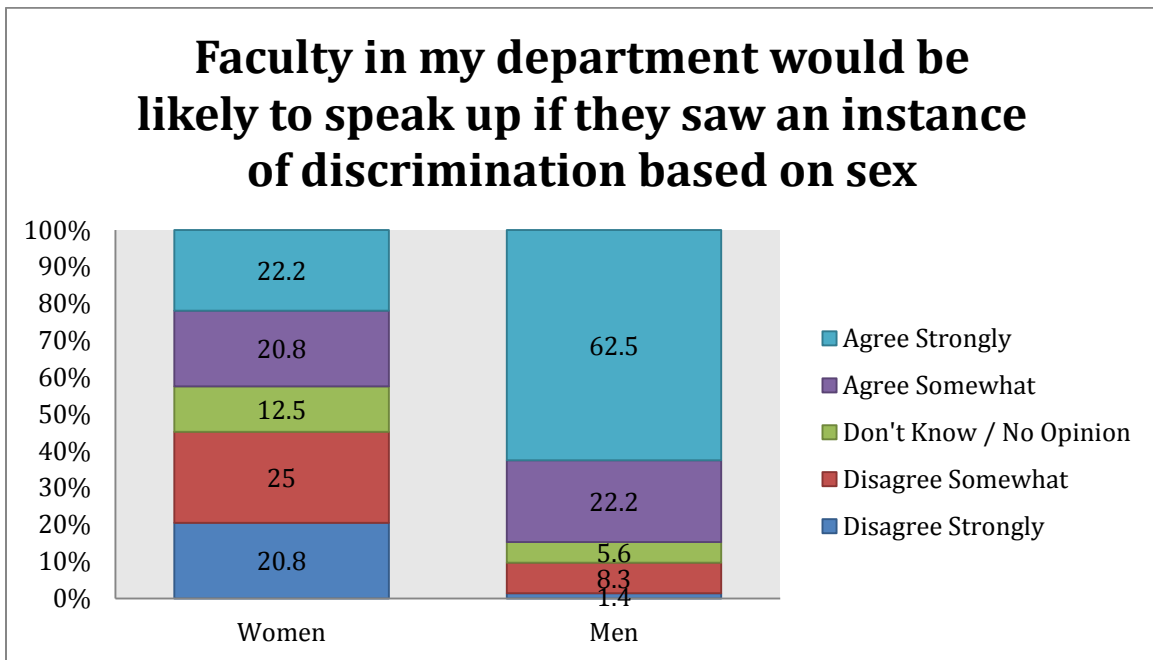


Figure 13

Thus, a sizeable fraction of women faculty lack confidence that their colleagues would affirm a core tenet of gender equity. Asked whether their departments provided a supportive environment for female faculty, 42% of women faculty expressed some level of doubt. By comparison, 11% of male faculty responding to this question expressed skepticism (Figure 14, p.45).

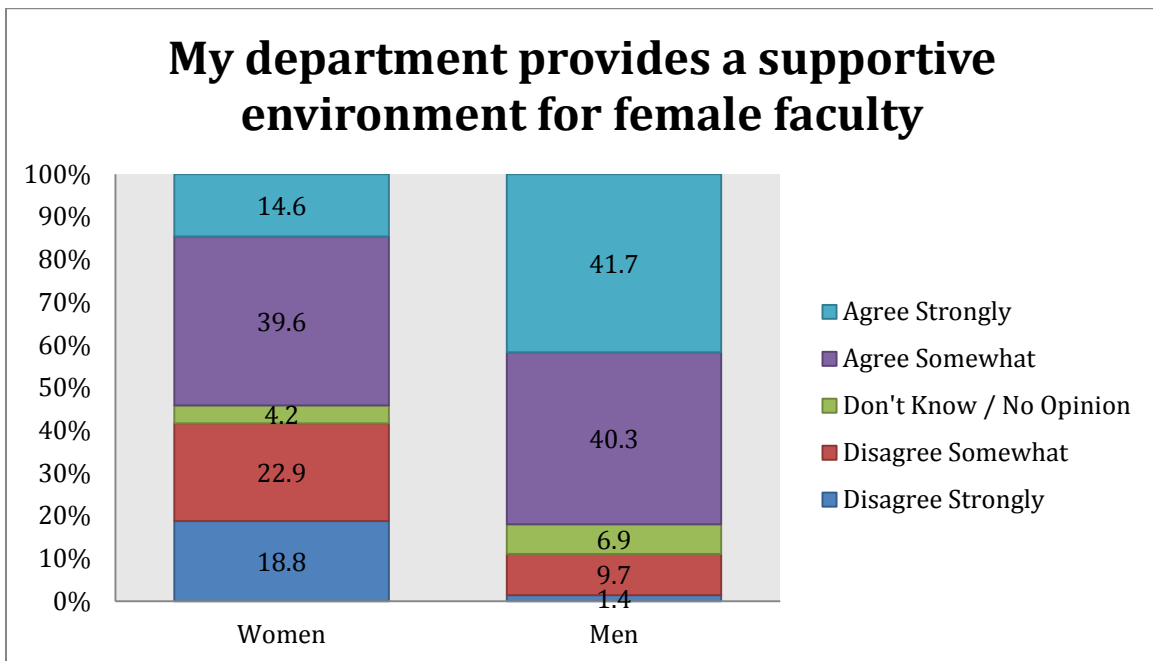


Figure 14

The collected data also provide information about satisfaction with other tangible and intangible factors. While male and female faculty members believe that *tangible* responsibilities and resources—salary, institutional recognition and teaching assignments—are equitably allocated, there are striking differences in more *intangible* dimensions of professional experience—in the sense of belonging and trust in shared values. There is an appreciable perception gap between male and female faculty. In terms of tangibles, 39% of female faculty stated that they were either very dissatisfied or somewhat dissatisfied with their current salary, as compared to 34% of male faculty (Figure 15, p.6).



Figure 15

While a larger fraction of female faculty (21%) than male faculty (14%) expressed some degree of dissatisfaction with their teaching assignments, this sentiment was counterbalanced by the higher fraction of female faculty (77%) satisfied with their teaching assignments, compared to male faculty (67%, Figure 16, p.4).

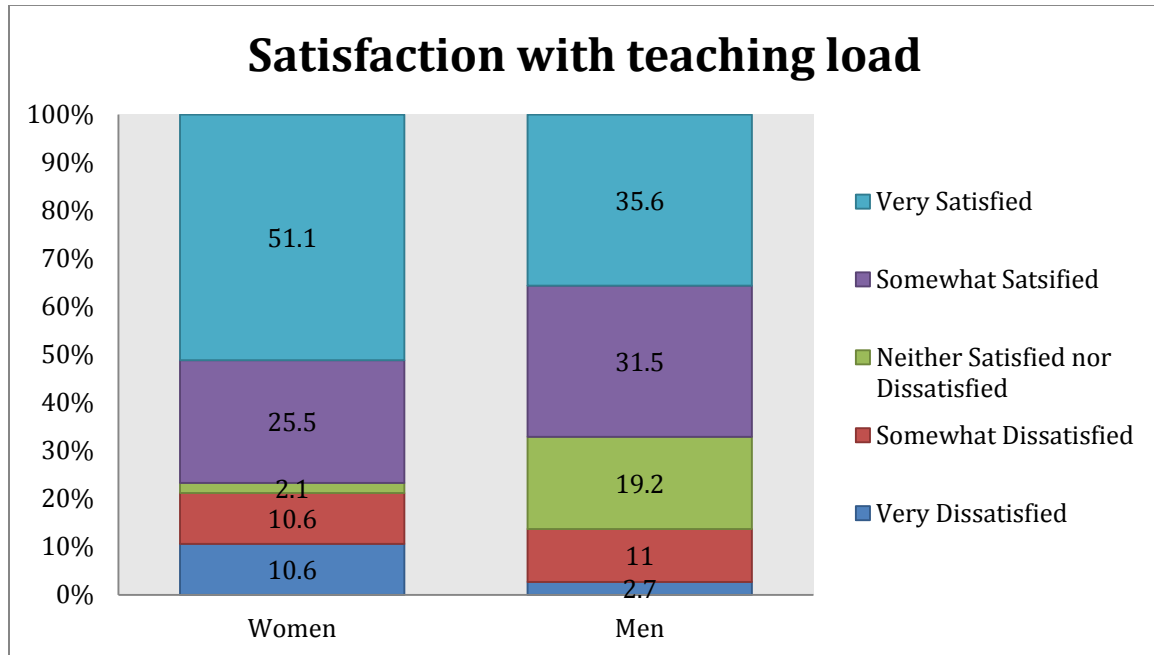


Figure 16

In response to questions about institutional recognition for research accomplishments (p.7), financial support to attend professional meetings (p. 12), provision of lab space and equipment (p. 15), or quality of support from the Divisional Dean (p. 26), there were insignificant differences in the answers coming from female and male faculty.

Only questions related to quality of attention from the University Research Administration Office (p. 24), shared computational services (p. 18), and support for supervised graduate students (p. 19) elicited significantly difference responses from female and male faculty. These data indicate that direct and tangible material conditions are not drivers of sex disparities in overall satisfaction.

However, significant disparities between the responses of women and men emerged in response to questions about the less easily measured components of their work experience. When asked whether women faculty are obliged to perform more service duties within their departments, 83% of women responding agreed with this statement, while only 21% of men did (Figure 17, p. 44).

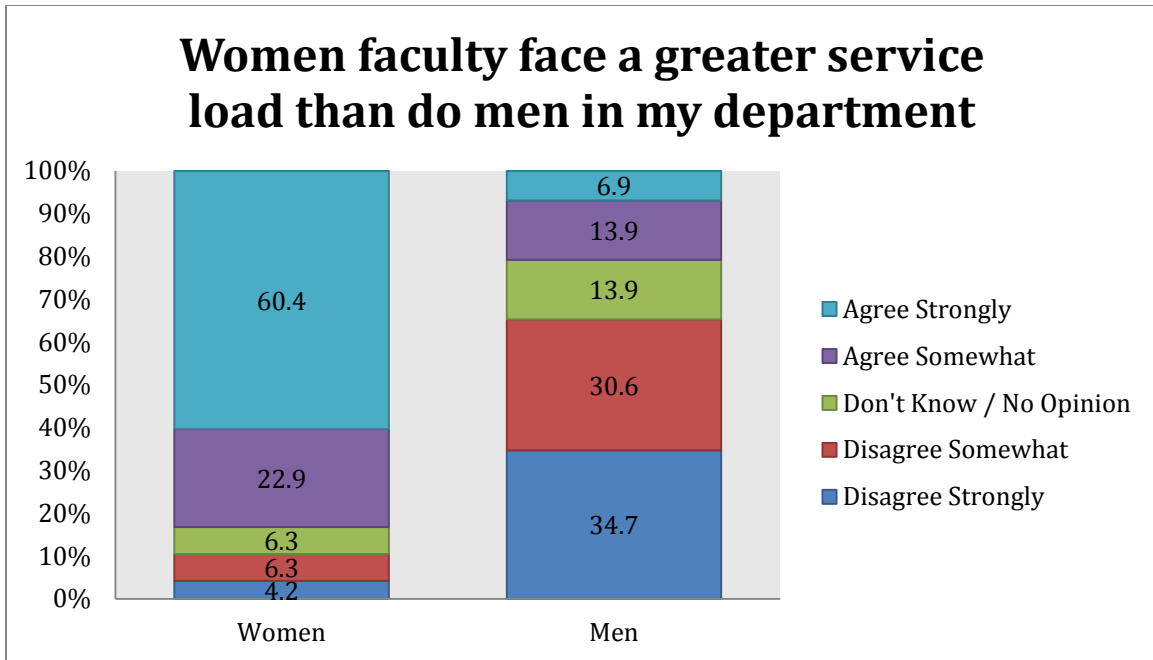


Figure 17

A larger fraction of female faculty (36%) than male faculty (21%) reported not having the support of a faculty mentor when they have needed and/or wanted one. A larger fraction of male faculty (29%) reported not needing or wanting the support of a mentor, compared to 17% of female faculty (Figure 18, p.27).

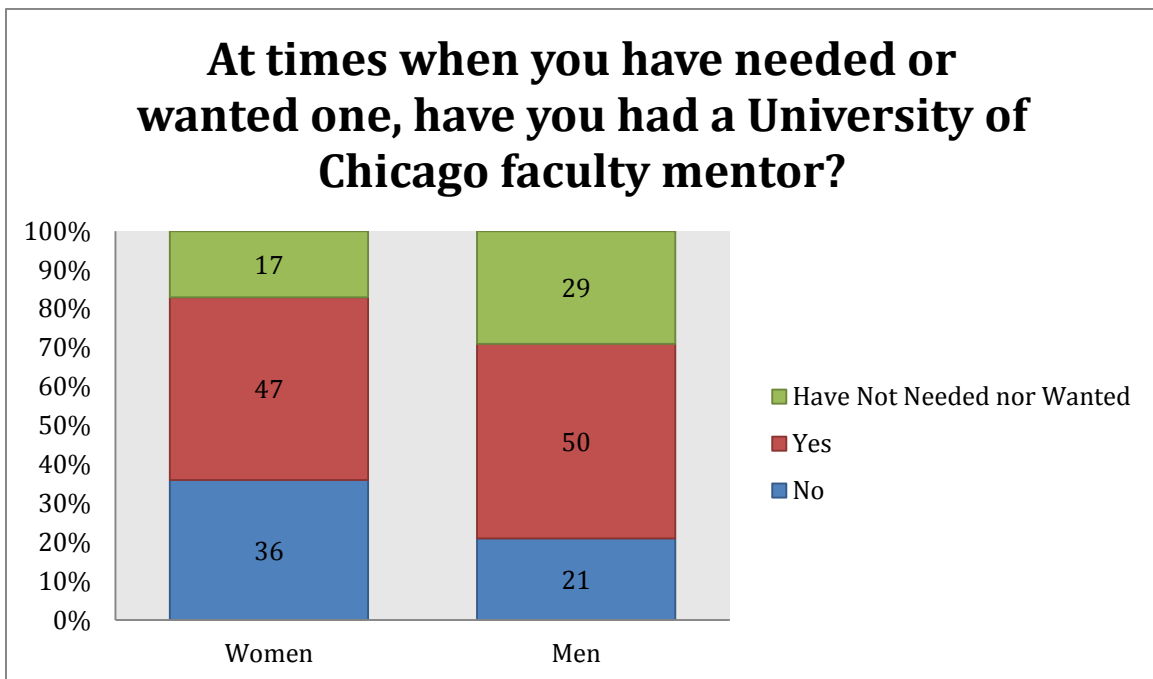


Figure 18

Among women faculty, 26% believed their colleagues did not value their research sufficiently, as compared with 13% of men (Figure 19, p. 43).

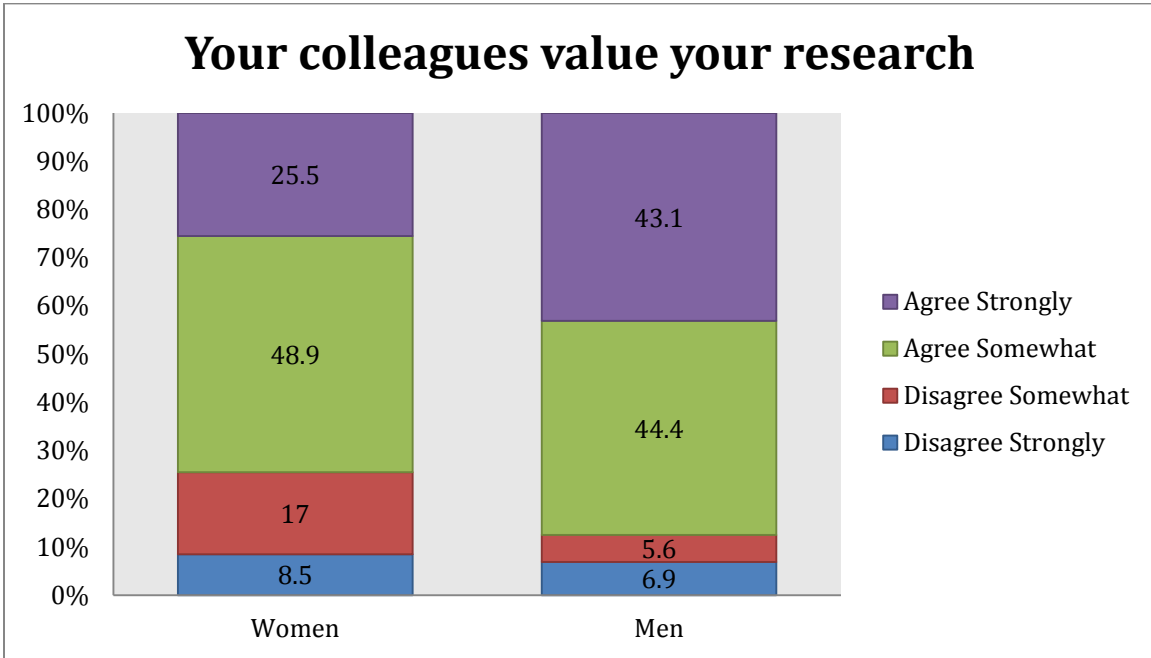


Figure 19

Similarly, 35% of women faculty expressed concerns about voicing opinions, complaints or ideas about departmental policies, as compared with 15% of men (Figure 20, p.35).

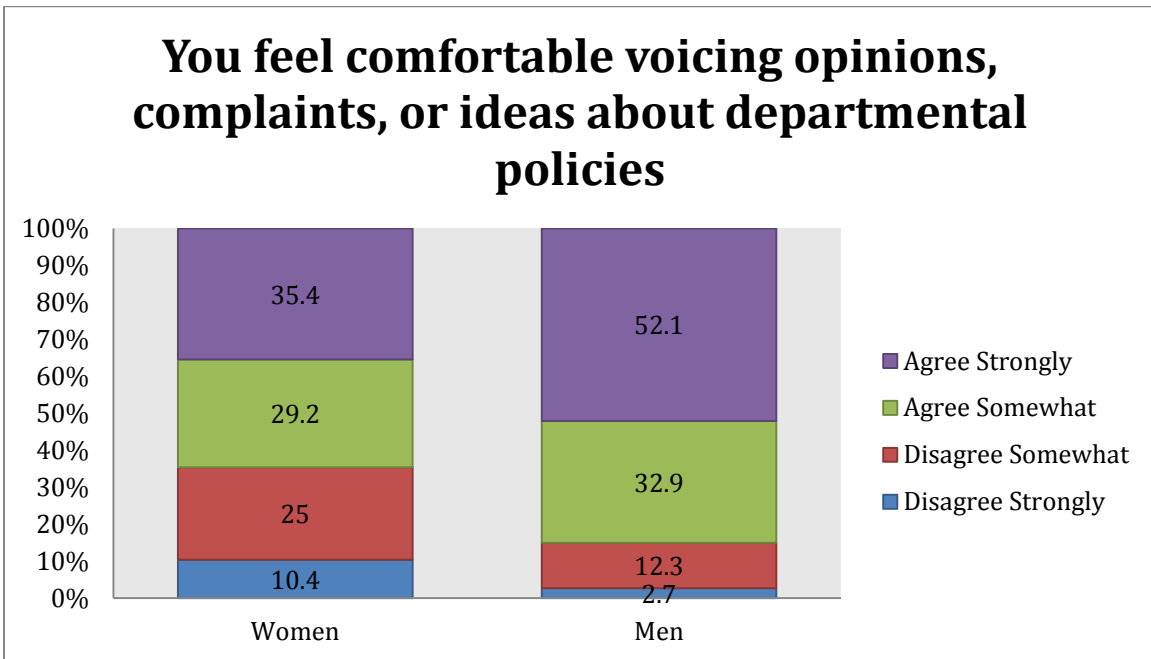


Figure 20

Significantly, women faculty who voiced dissatisfaction about a sense of belonging saw departments, rather than the campus or institution as a whole, as the locus of the problem. For example, 44% of women faculty expressed some degree of intellectual isolation in their departments, as compared to 30% of male faculty (Figure 21, p. 38).

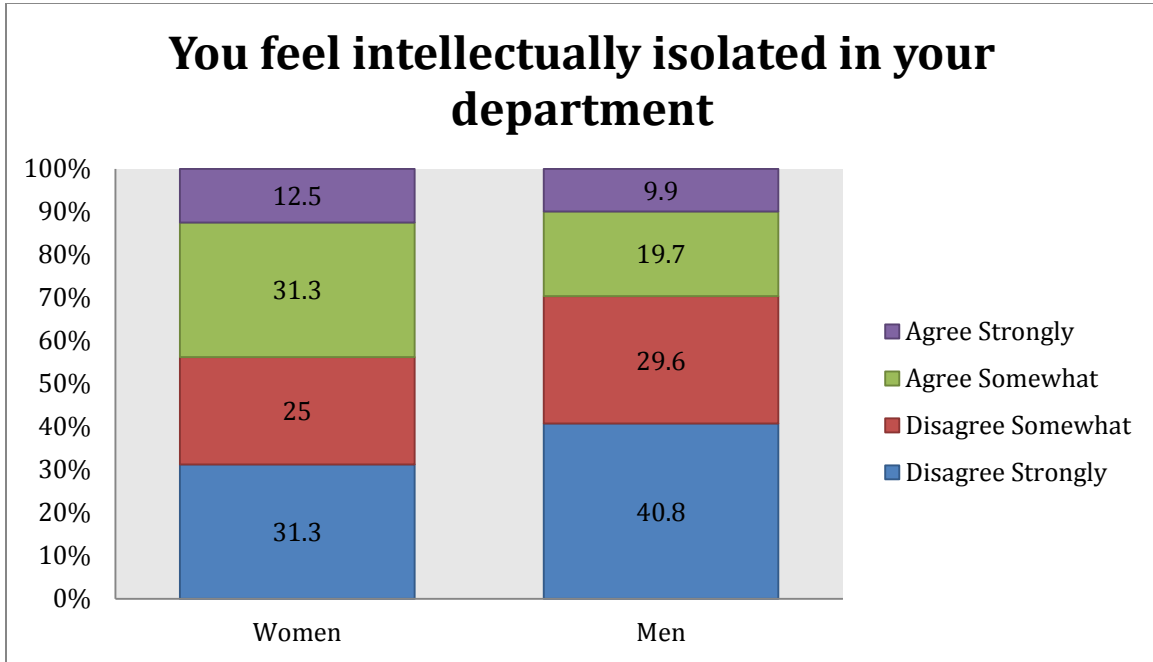


Figure 21

Similarly, 46% of women faculty stated that they felt socially isolated within their departments, versus 23% of men (Figure 22, p. 39).

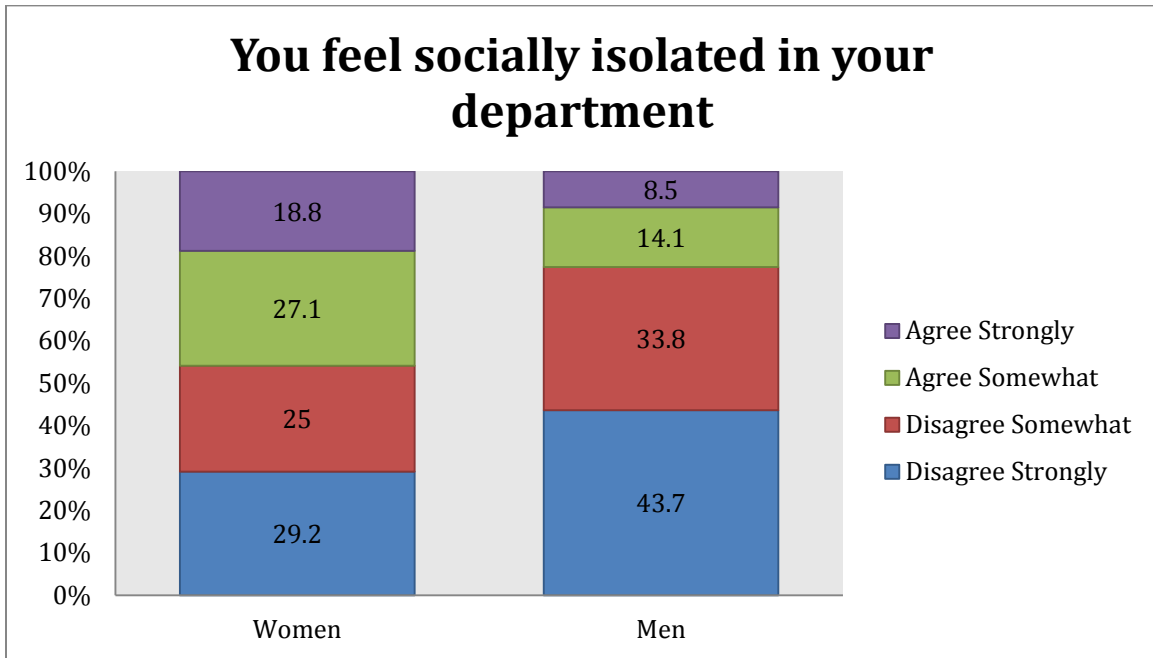


Figure 22

Fifty percent of responding women stated they questioned, to some degree, whether they “fit” within their departments, as compared to 22% of men (Figure 23, p.37).

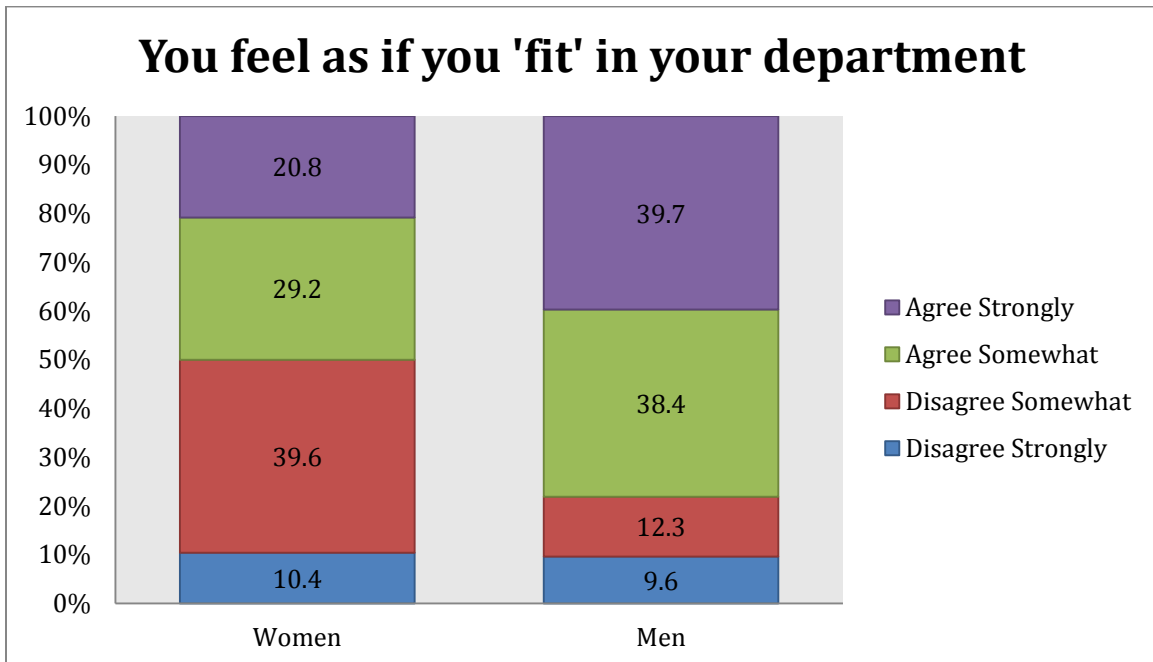


Figure 23

When the point of reference for these questions shifted from “home department” to “U of C campus overall,” both the degree of negative response, and the discrepancies between female and male responses decreased significantly (pp. 40, 41).

The contrast between faculty perceptions, by gender, of parity in resources on the one hand, and disparities in interactions, experiences, and trust, on the other hand, are striking. The fact that these inequities and concerns arise in the “soft” components of faculty experience implies that appropriate remedies probably cannot be addressed by administrative fiat. Individual departments, rather than administrative offices or the campus as a whole, seem to be the locus of climate concerns. Consequently, ameliorative measures will need to be local as much as divisional, and directed toward improving everyday relations and behaviors among colleagues. Many of the qualitative experiences reported might also result from women being a minority group within the context of each department. This might be addressed within departments through hiring with a focus on equity.

IV. Recommendations

This committee first and foremost emphasizes the importance of the Dean requiring each department to discuss the issues raised within this report and submit a plan to address each issue.

In response to the Faculty Climate Report and the other data reviewed by the committee, we offer three recommendations, unanimously endorsed by the group and an additional five that did not receive the backing of the entire committee.

1) Divisional Office for Sexual Harassment: Our most urgent recommendation is to create, at the Divisional level, a person/place where incidents of sexual harassment can be reported, and where the process of investigation, assessment, and action (if warranted) will begin. Although the University has such capacity in the Provost’s office, evidently that resource has not been effective enough, in the sense that a significant problem still remains.

2) Departmental Reports on Diversity: Each department should be required to submit an annual report on their efforts to recruit, retain and support female faculty. The committee recommends that, at the very least, this report contain the numbers of women and men who applied, the numbers invited to apply, and the numbers selected for interviews and offers. Similarly, departments should consider current and prior trends in retention, promotion and tenure rates among women and men.

3) Tracking of Recruitment and Retention Data: The Dean’s office should put in place a better system to track and analyze data on job applications from women, campus visits by them, and offers to them, as well as patterns in retentions and promotions. The current collection of data on recruitment and retention efforts is inconsistent across units and rarely analyzed. Given that this committee lacked access to potentially informative

data, in part due to inconsistencies in how records have been kept, we recommend periodic review of trends in the division once better tracking systems are in place.

In addition we offer several more recommendations, thought by some on the committee to be less urgent than the first group, but nevertheless worthy of consideration.

4) Departmental Point Systems for Service: The Division might consider allowing or even urging departments to implement a point system, whereby faculty would receive a designated number of points for each act of service in which they engage. As noted earlier, female faculty members believe that they are providing more than their fair share of service to their departments, the Division and the University. Much of that service might be considered informal, such as advising students. While we can never devise a system that will account for all service, a point system like the one used at Princeton could improve tracking of who is providing service and to what degree. Such a system could be tied to other benefits and support, such as research support or faculty leave. It should be the responsibility of each department to develop a clear statement about how time and effort should be allocated and manage commitments. We recommend that a report on administrative responsibilities across the department be included in each department's annual Chair's report.

5) Mentoring Programs: One of the issues raised by female faculty was a feeling of being left out of the inner circle of their department. They worried that they were excluded from the internal decision-making of their department. Similar concerns were raised about the lack of a mentor who could serve as a role model, provide advice about advancement, and promote their career. To address those concerns, the Division might encourage departments to institute a more formal mentoring program, for both male and female junior faculty. Each junior faculty member could be assigned an official mentor in their department. Mentors should be provided some form of compensation and would also be asked to formally account each year on the progress of the junior faculty member they are mentoring.

6) Periodic Survey of the Faculty: The Division could also conduct a faculty climate survey periodically and make the results public. It is important that the Division continue to monitor faculty attitudes about teaching, research and departmental culture.

7) Divisional Fund for Inclusion and Diversity: The Division might establish a new fund to which units can apply for financial support to develop and implement programs that highlight the research of women. This fund could also provide financial assistance to units interested in hosting female visiting professors and post-docs as a form of faculty recruitment.

8) Divisional Deputy Dean for Diversity and Inclusion: The Division might establish a new Deputy Dean position, a person who would focus on increasing the number of women in the Division, as well as expanding programming and curriculum in support of and highlighting women. This position should be held by a faculty member. The appointed faculty member would be responsible for working with the leadership in the

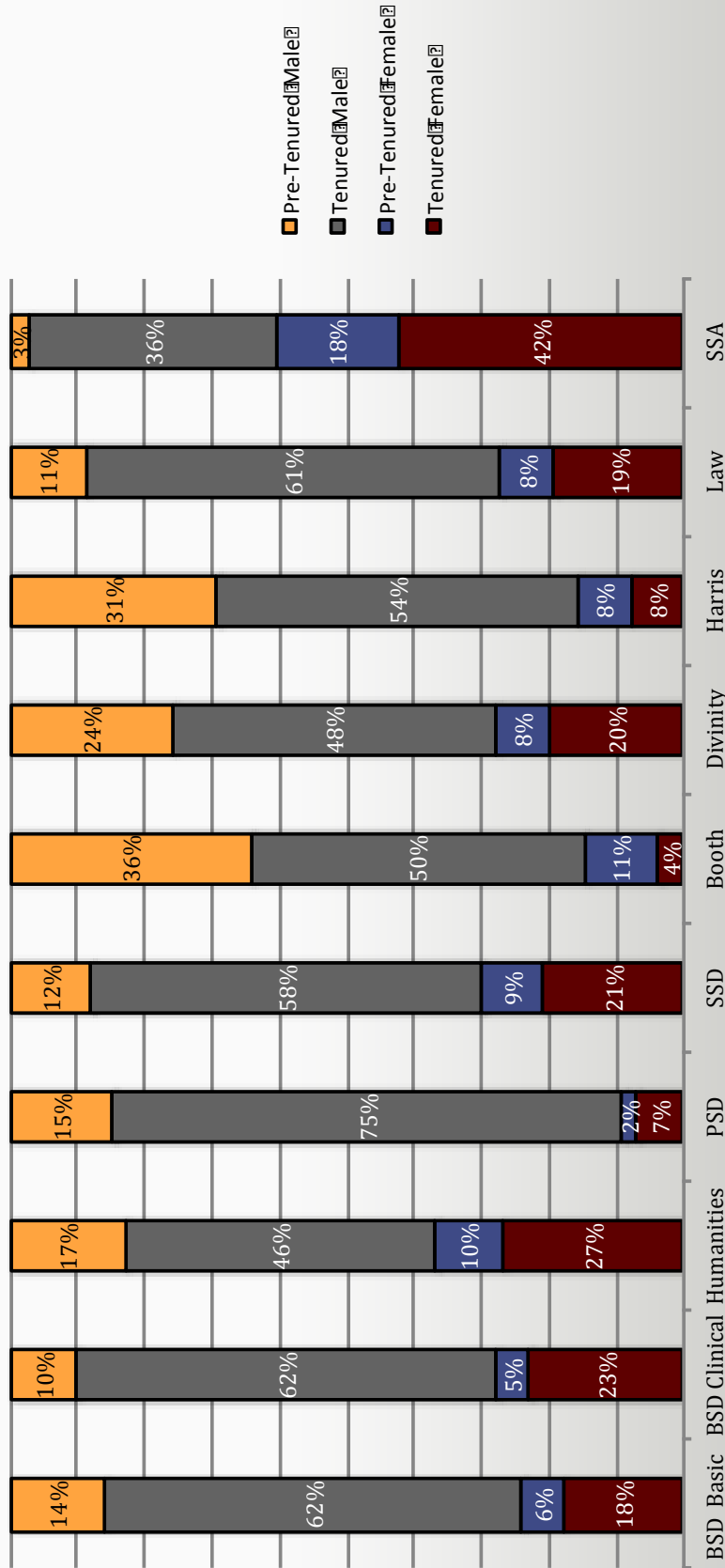
Division—office of the dean, chairs, center directors—to develop new strategies to expand our efforts around diversifying the faculty, curriculum and divisional leadership.

Note that while some of the recommendations above are stated only for female faculty, they could easily be broadened to include persons of color as well as members of other underrepresented groups.

APPENDIX A:
Report on the Status of Academic Women (FULL CHARTS)

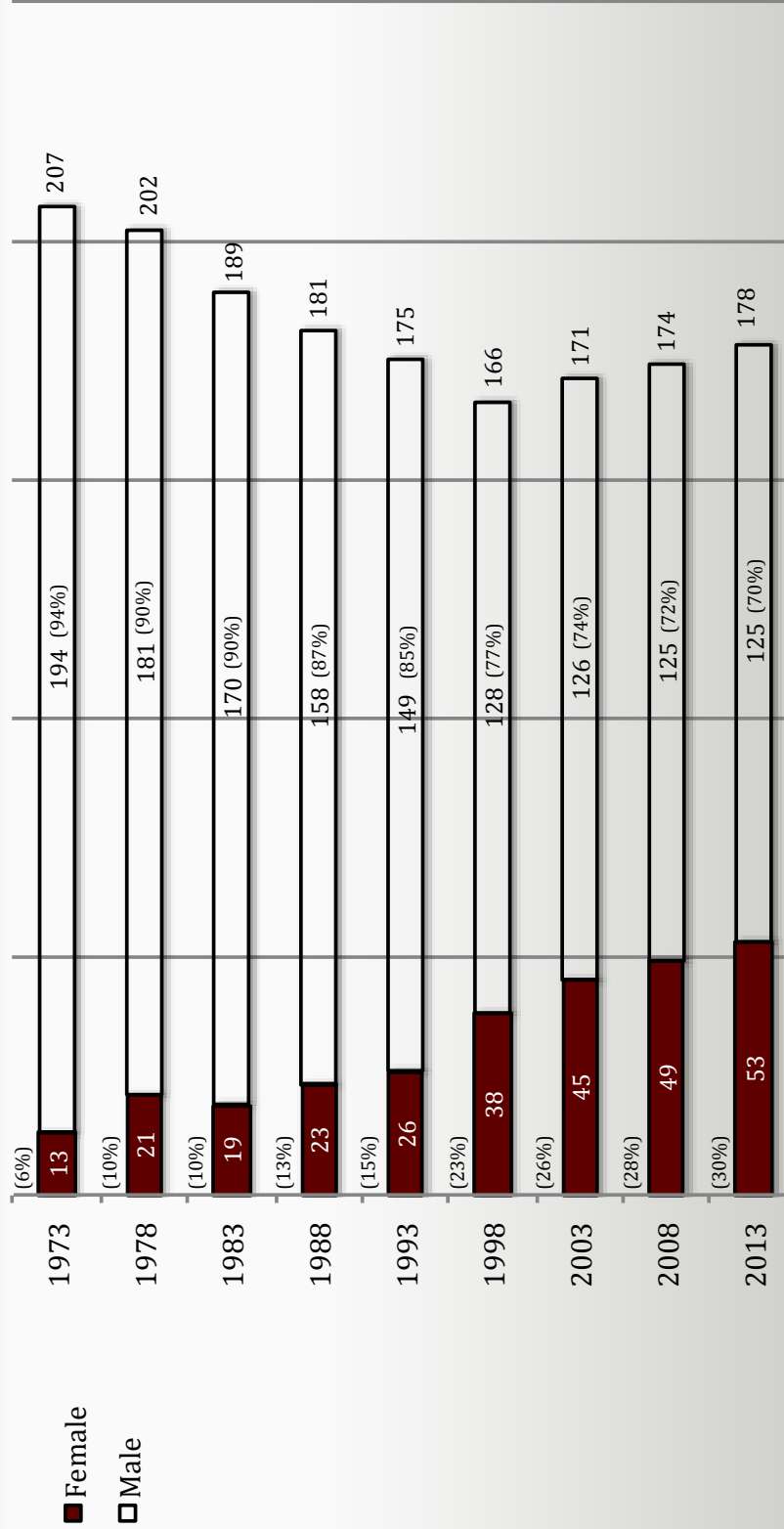
F1: Tenure track faculty by sex, status, and division or school: 2013

Source: Office of the Provost



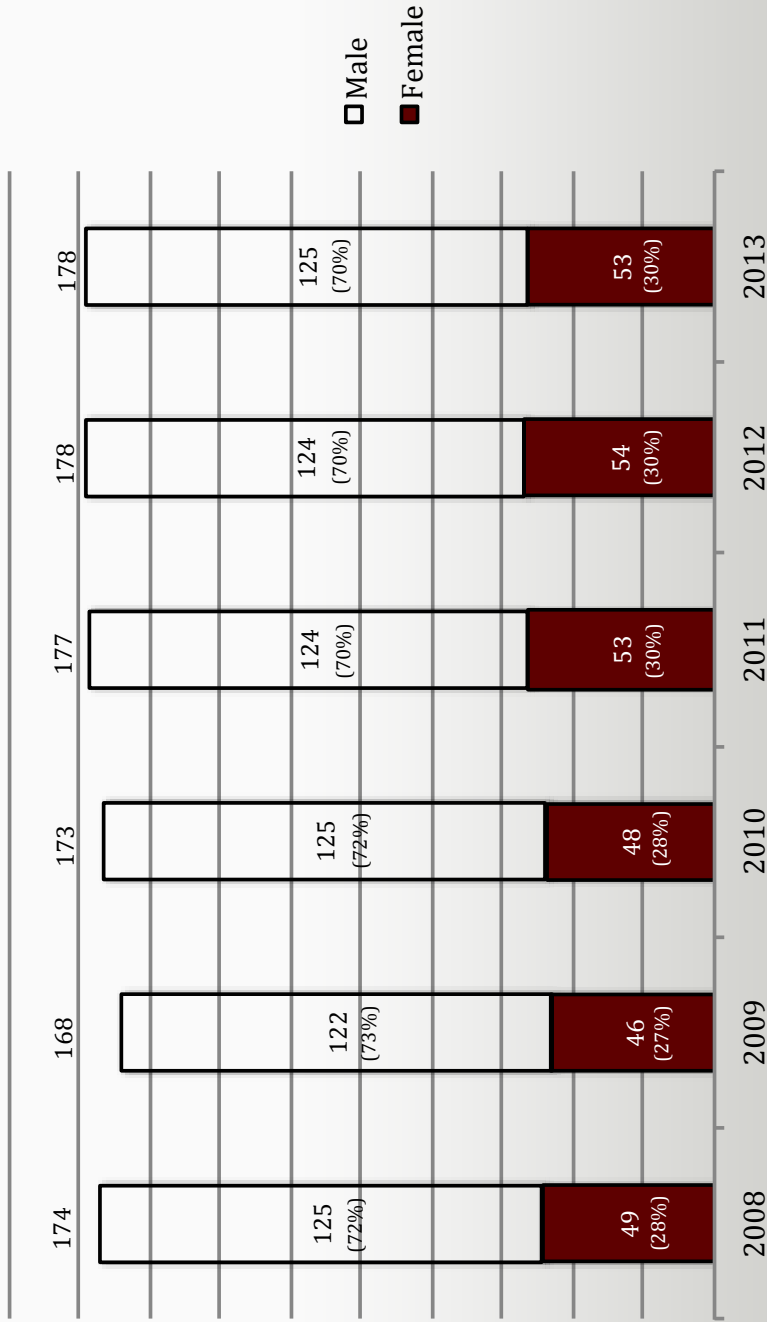
F2: Tenure track faculty by sex: 1973 – 2013

Source: Office of the Provost



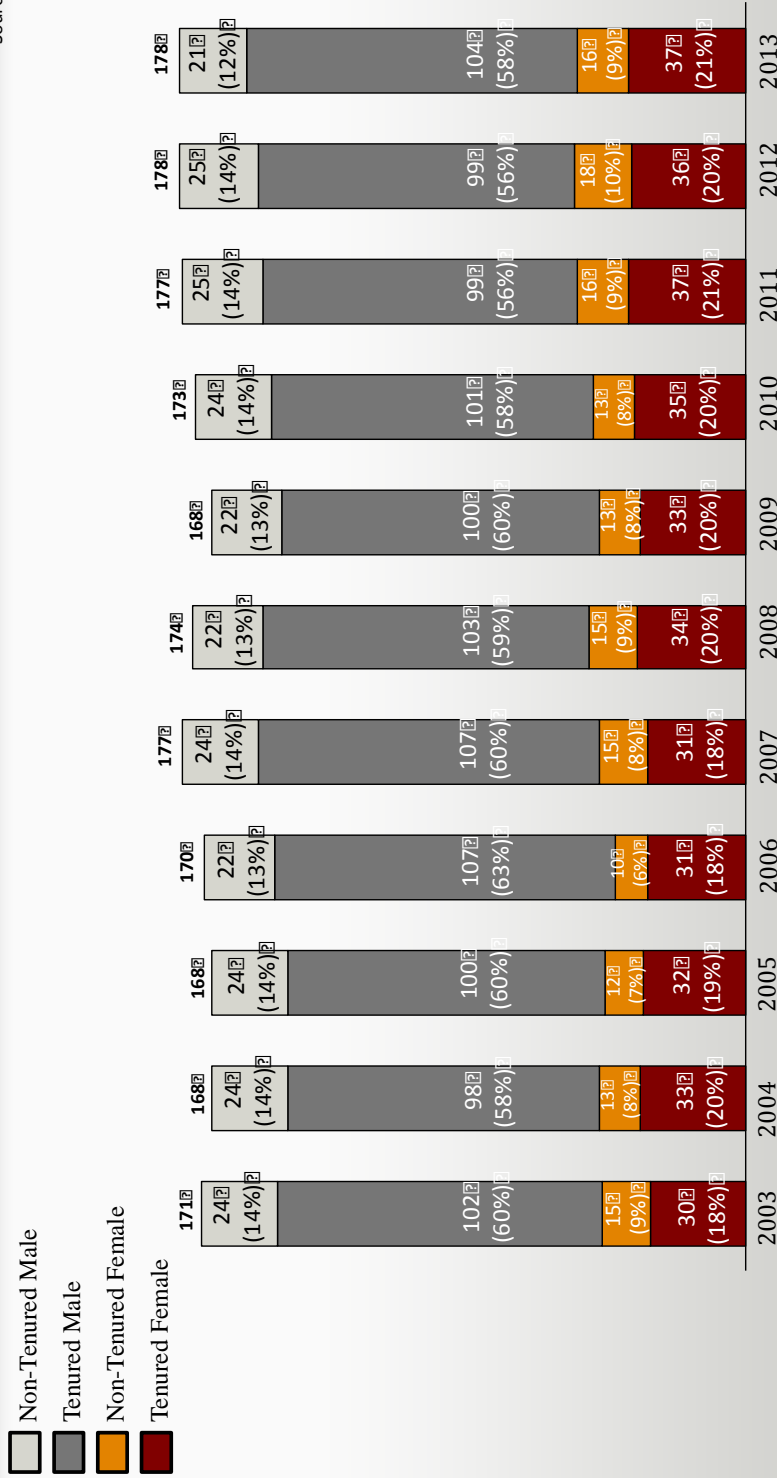
F3: Tenure track faculty by sex: 2008 – 2013

Source: Office of the Provost

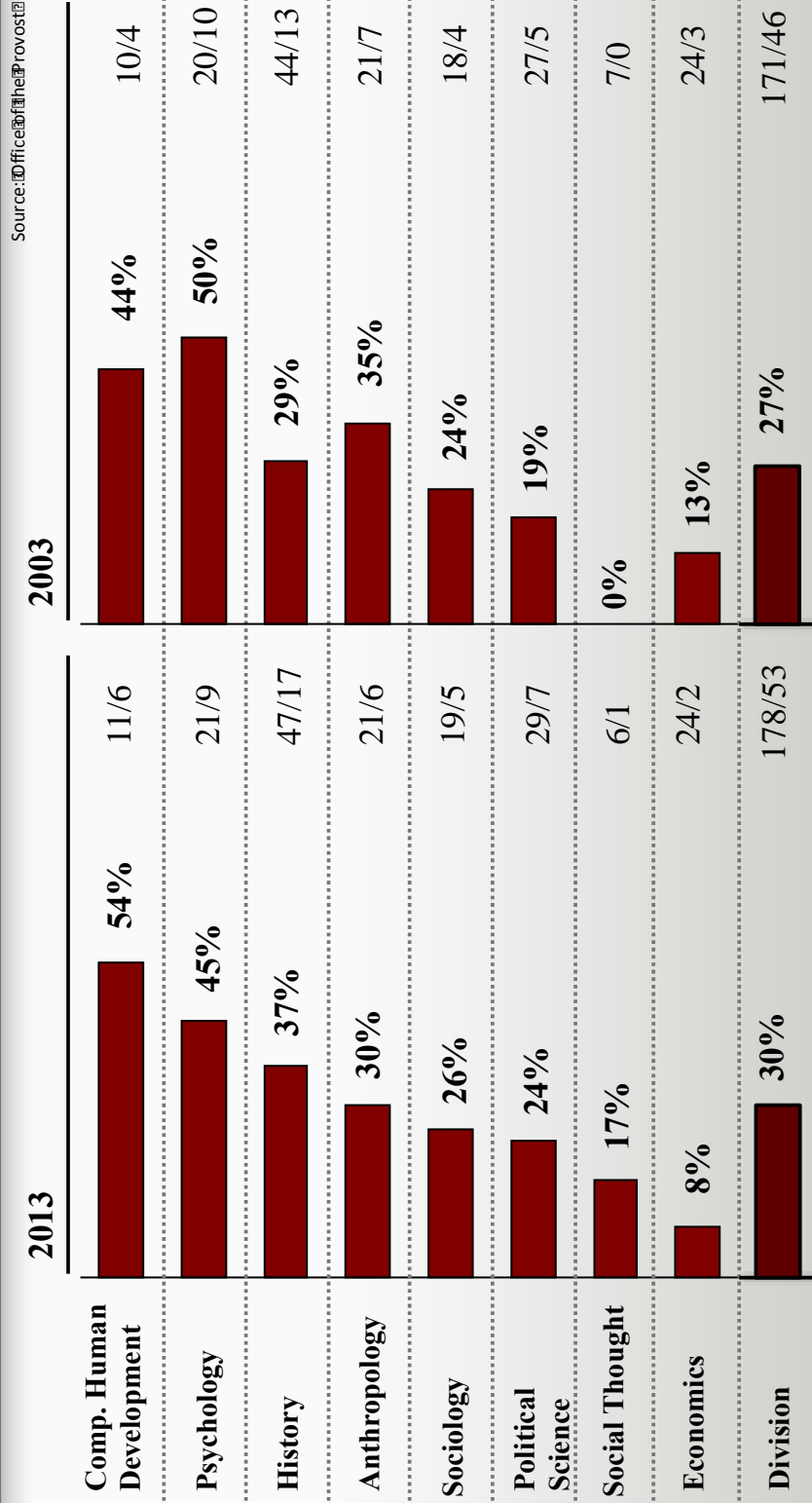


F4: Tenure track faculty by sex and status: 2003 – 2013

Source: Office of the Provost

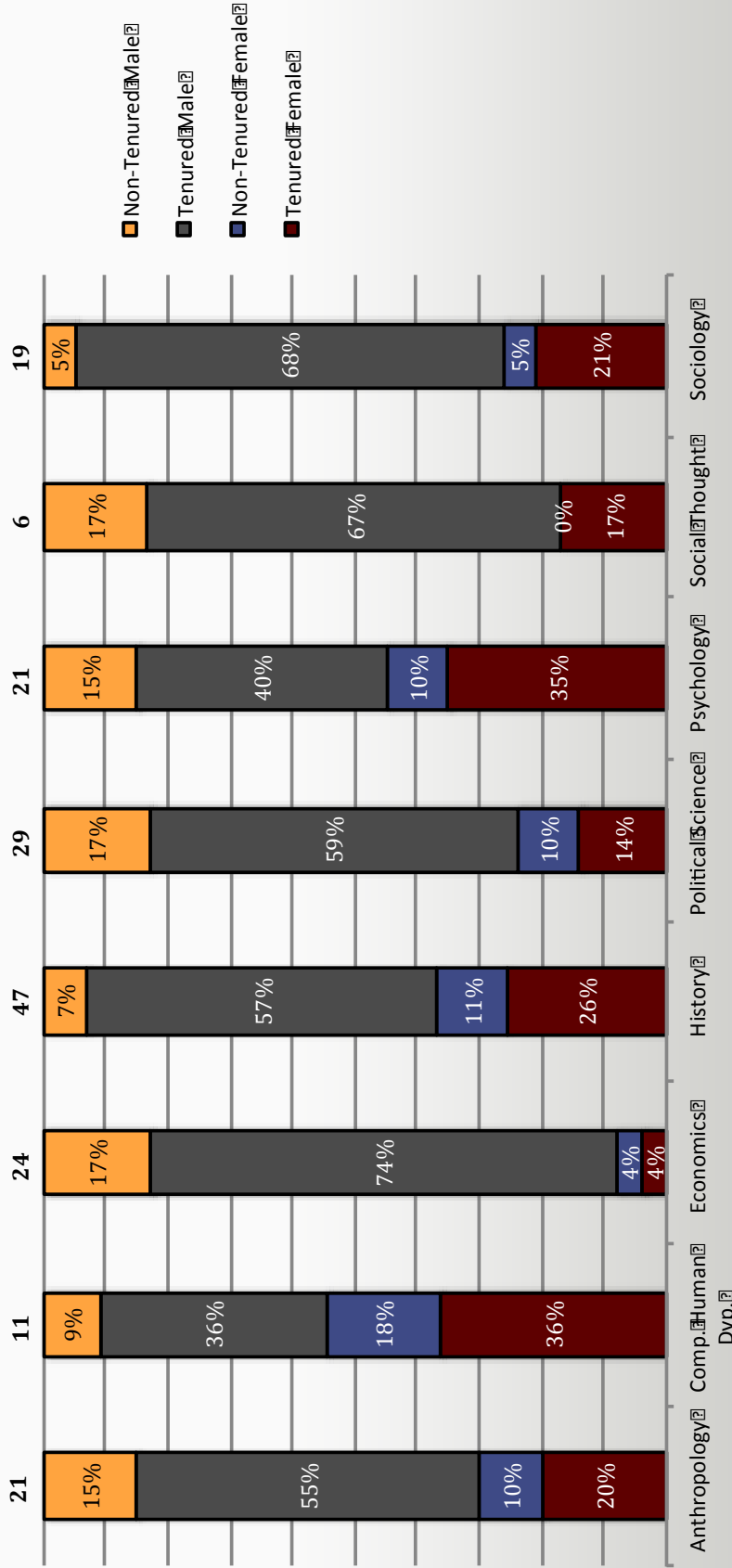


F5: % Women faculty / Total # faculty / # Women faculty



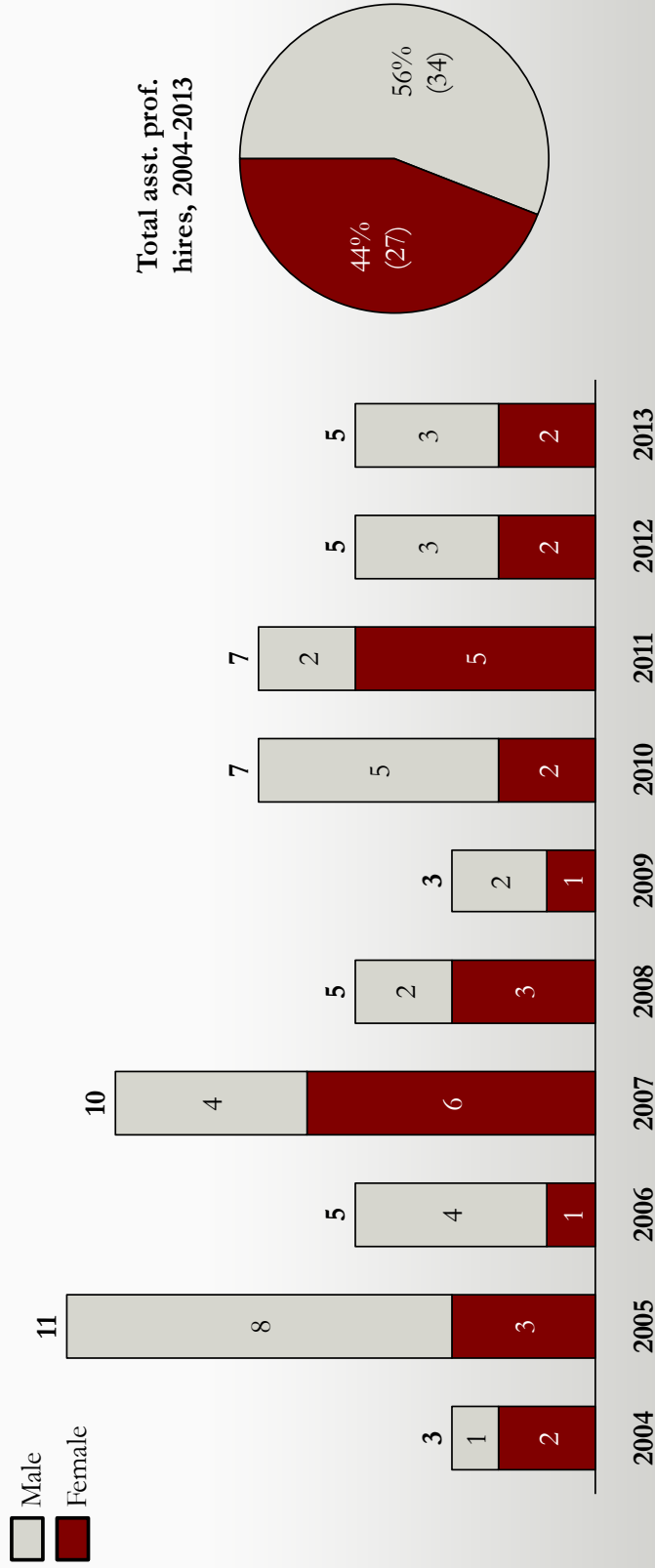
F6: Tenure track faculty by sex, status, and department: 2013

Source: Office of the Provost



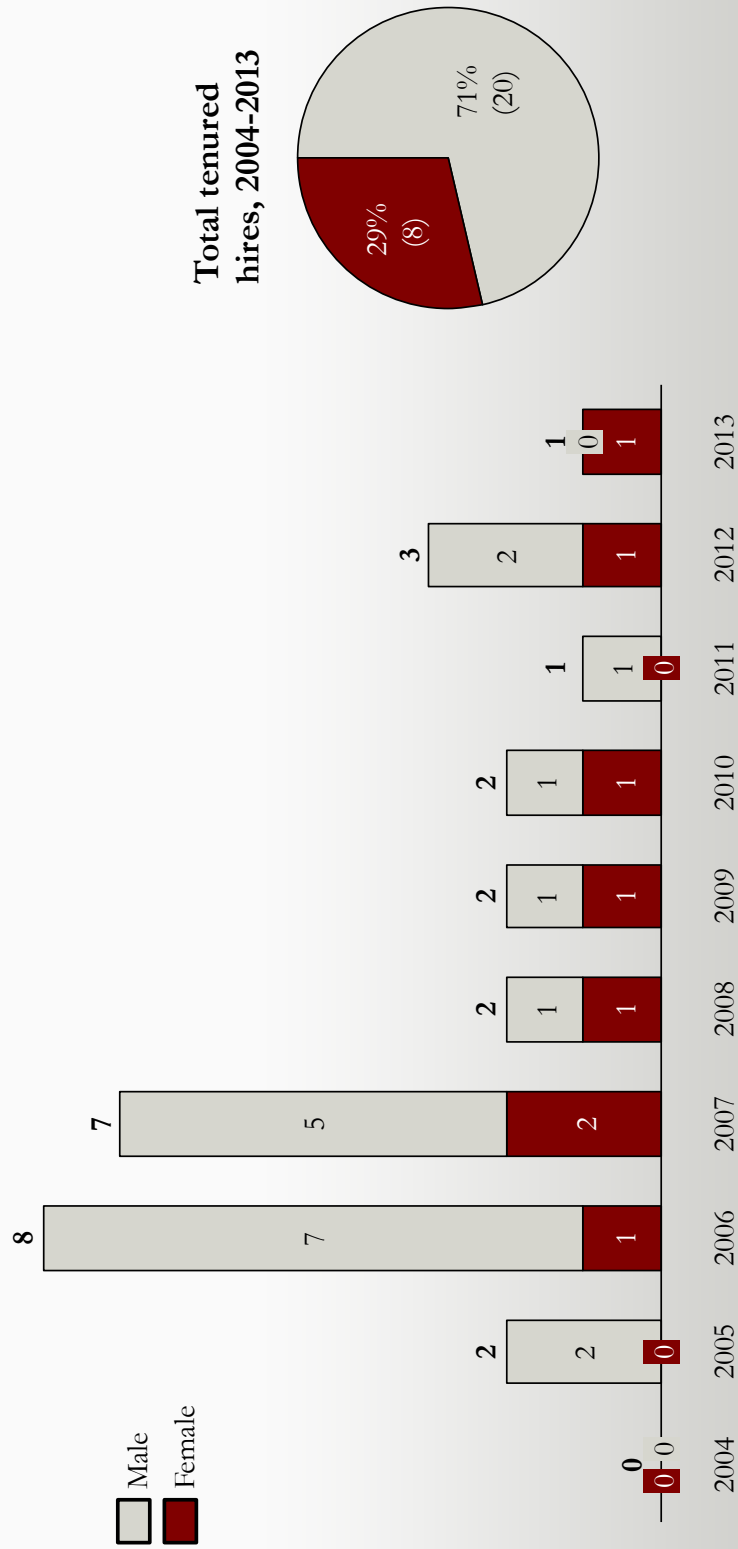
F7: New assistant professor hires by sex, 2004 - 2013

Source: [Office of the Provost](#)



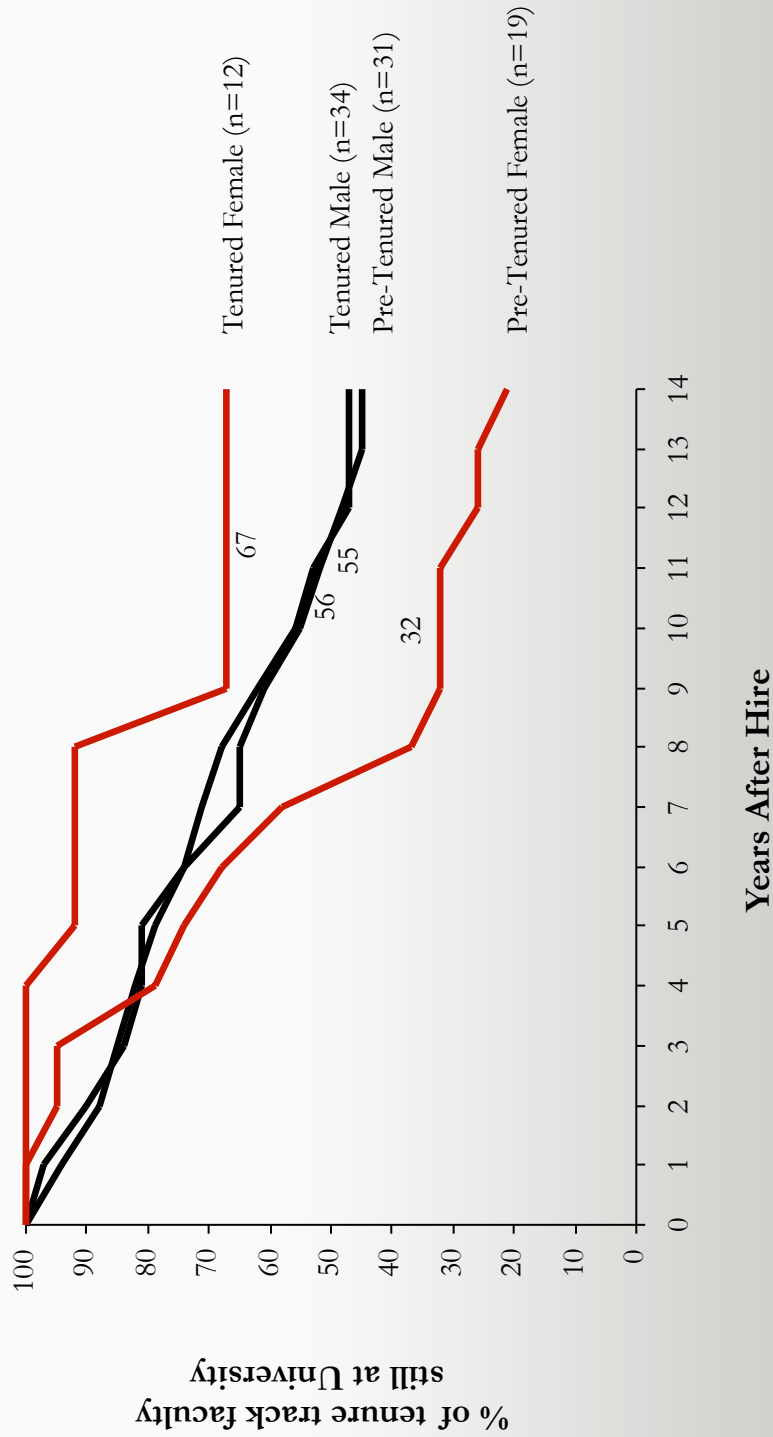
F8: New tenured hires by sex, 2004 - 2013

Source: office@theProvost



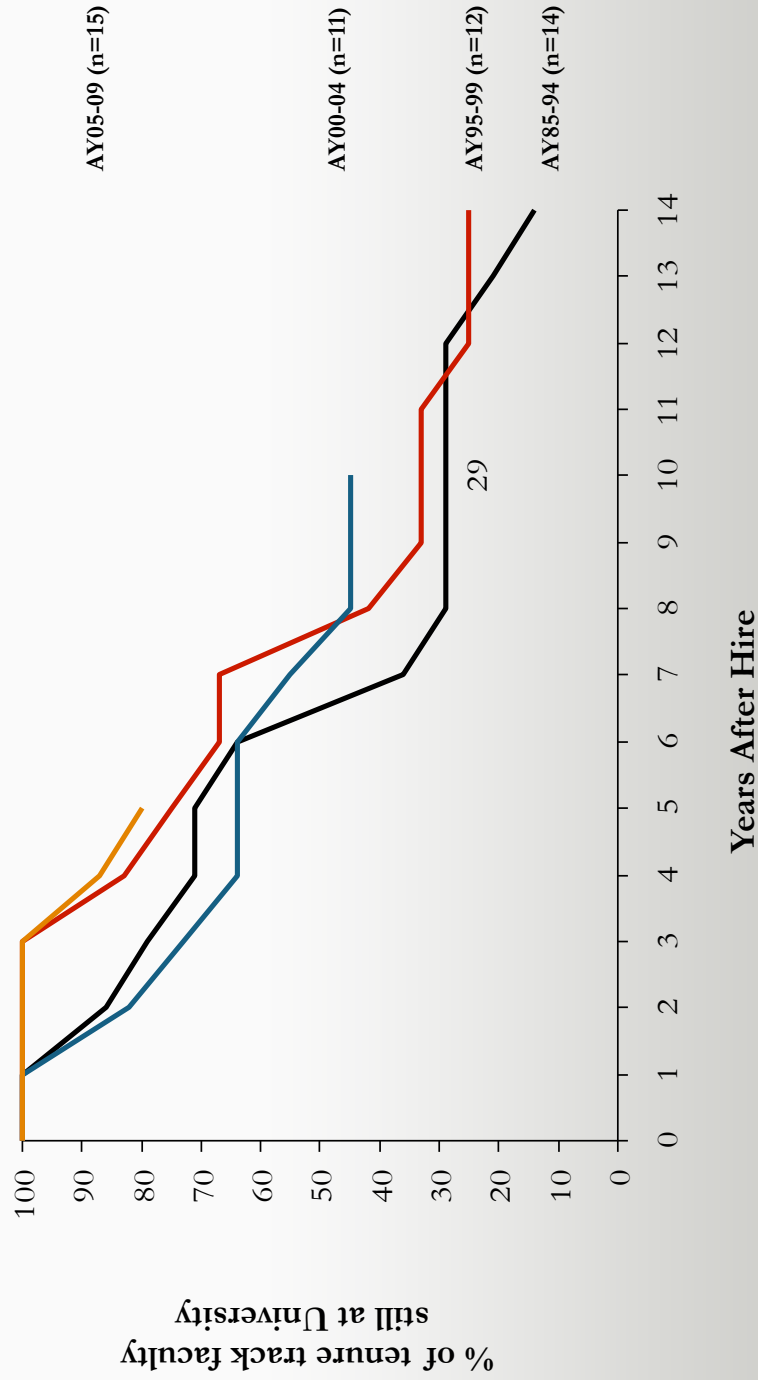
F9: Retention of SSD tenured faculty by sex, 1989-99

Source: office@theProvost



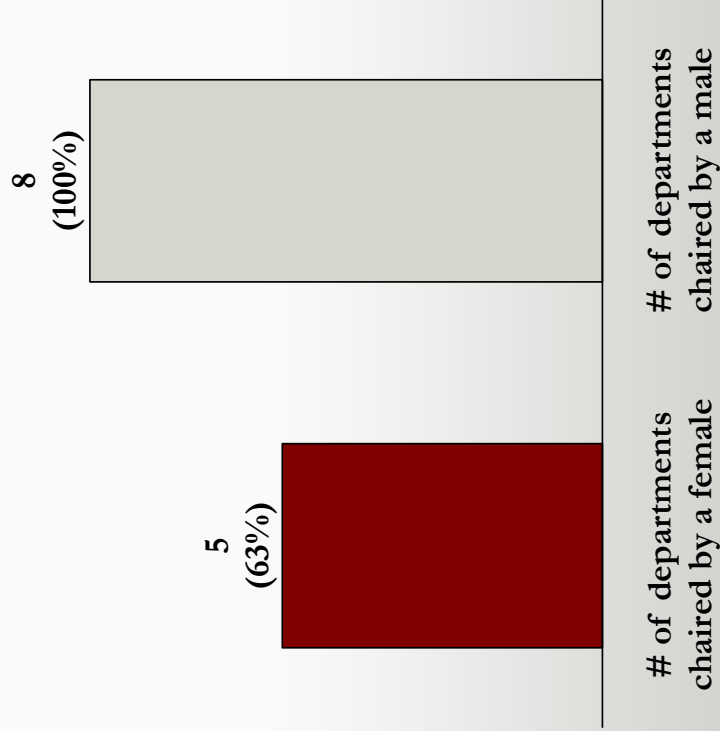
F9a: Retention of SSD newly-hired non-tenured faculty, female

Source: [office@theProvost@](#)



F10: Sex of SSD faculty holding department positions, 2004 - 13

Source: office@theProvost



APPENDIX B:
2014 Faculty Climate Survey

Division of the Social Sciences **2014 Faculty Climate Survey** Gender Charts and Cross-Tabs

May 14, 2014

Prepared by:





Please rate your satisfaction with... 4

For each of the following, please rate the quality of the resources available to you..... 13

Are graduate students adequately supported by the division or department to participate in your research work? 19

Are you able to access sufficient teaching assistants or graders for your class load? 20

Please rate the quality of administrative support you get from 21

At times when you needed or wanted one, have you had (or do you now have) a mentor or colleague at the University of Chicago who 27

Personal fit and recognition: How much do you agree or disagree that 33

Gender: How much do you agree or disagree that..... 44

Race: How much do you agree or disagree that 51

Sexual Orientation: How much do you agree or disagree that..... 58

How often do you feel that your colleagues expect you to represent the "point of view" of all people who share your... 63

Think about visiting lecturers, guest speakers and workshop presenters that your department or unit may invite from outside the University. 68

Please rate the following statements with respect to your department or unit. 70

How much do you agree with the following statements about your department? 77

For how many of each of the following types of individuals do you currently serve as their official adviser? 81

On how many administrative committees or subcommittees (like admissions, recruiting, curriculum, etc.) do you currently serve? 82

In the last three years, for how many academic quarters (excluding summers) were you NOT in academic residence? 82

On average, how many hours per month do you spend on informal mentoring of junior faculty (counseling, advising, advocating on their behalf)? 82

How satisfied are you overall... 83

Please rate how true the following statement is for you. Personal Responsibilities... 85

How much time do you spend on... 86

How important to you is having a leadership position at the University of Chicago (chair, dean, director of a center or institute)? 89

For each activity, please indicate whether you spend less, about the same, or more time, compared to your departmental colleagues. 90

Please indicate whether you agree or disagree with the following statements. Relative to others at your rank, you have had comparable or better opportunities to... 99

Please rate your level of agreement with the following statements about the hiring process. 103

Have you received any of the following resources as a result of your own negotiations, through the terms of an outside award, or as part of an offer by the University, since your initial hiring agreement at the University of Chicago? 108

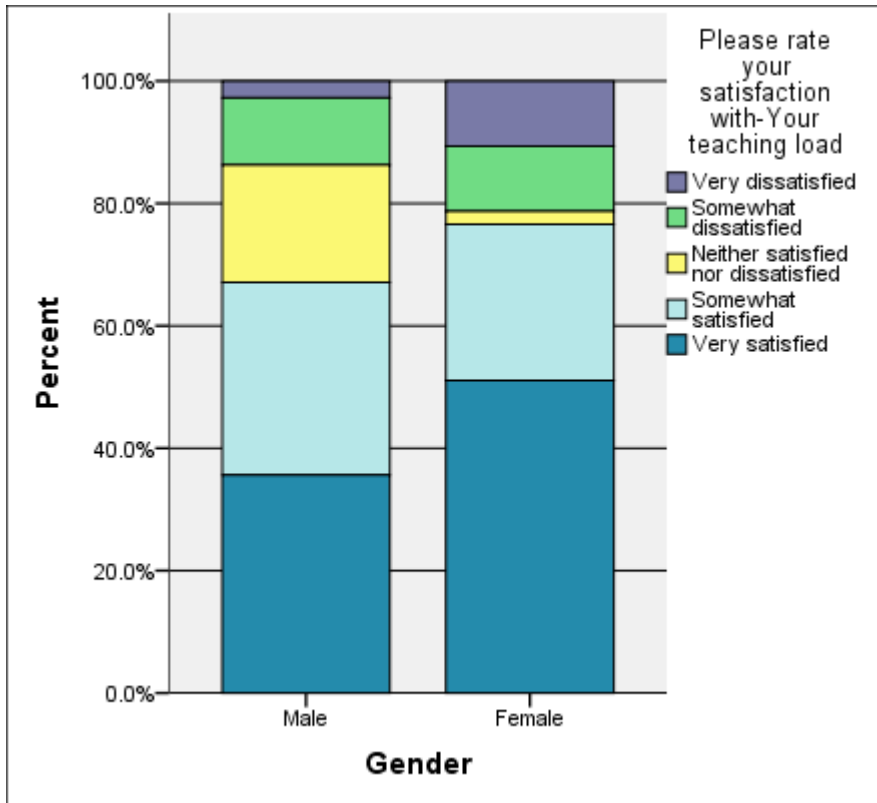
Please rate the tenure process in your department along the following dimensions:..... 109

If you chose to stop the tenure clock for any reason, how supportive was/were your unit(s)/department(s) in facilitating this choice? 114

Have you ever considered leaving the University of Chicago? 115

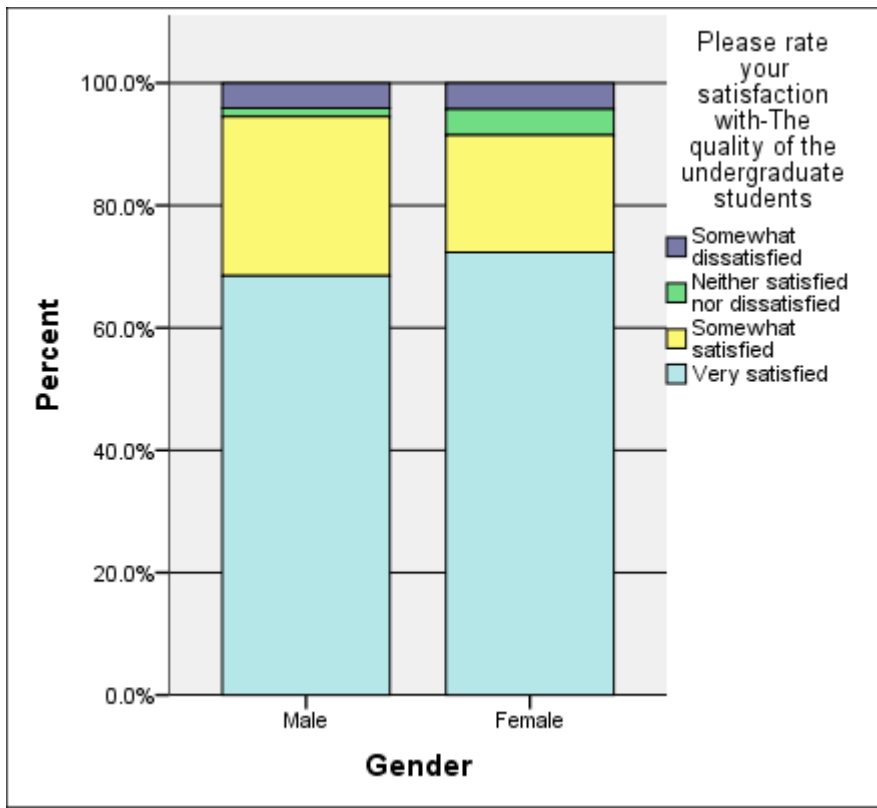
Please rate the following in terms of your decision to remain at the University of Chicago..... 116

PLEASE RATE YOUR SATISFACTION WITH...



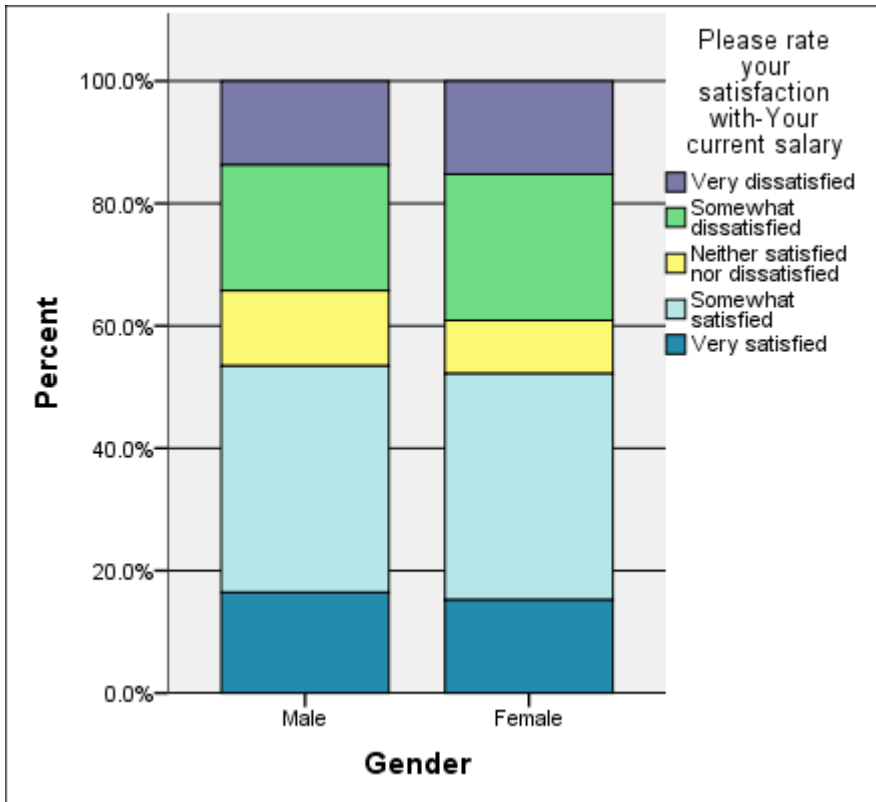
Please rate your satisfaction with-Your teaching load ^ What is your gender? Crosstabulation

		What is your gender?			
		Male	Female	Total	
Please rate your satisfaction with-Your teaching load	Very dissatisfied	Count	2	5	7
		% within What is your gender?	2.7%	10.6%	5.8%
	Somewhat dissatisfied	Count	8	5	13
		% within What is your gender?	11.0%	10.6%	10.8%
	Neither satisfied nor dissatisfied	Count	14	1	15
% within What is your gender?		19.2%	2.1%	12.5%	
Somewhat satisfied	Count	23	12	35	
	% within What is your gender?	31.5%	25.5%	29.2%	
Very satisfied	Count	26	24	50	
	% within What is your gender?	35.6%	51.1%	41.7%	
Total	Count	73	47	120	
	% within What is your gender?	100.0%	100.0%	100.0%	



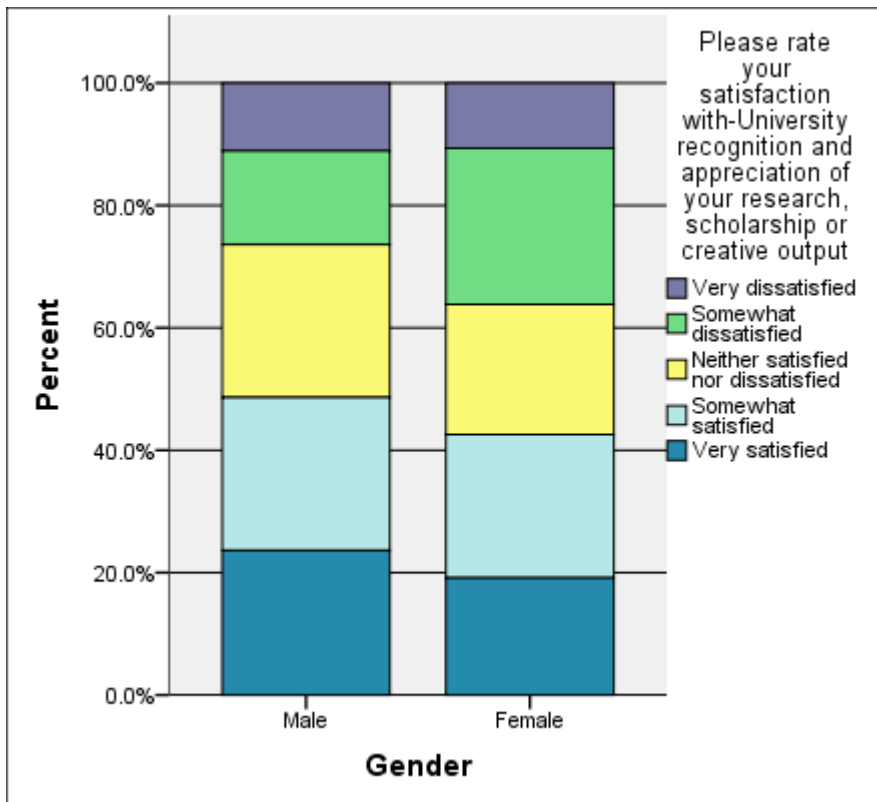
Please rate your satisfaction with-The quality of the undergraduate students ^ What is your gender? Crosstabulation

			What is your gender?		
			Male	Female	Total
Please rate your satisfaction with-The quality of the undergraduate students	Somewhat dissatisfied	Count	3	2	5
		% within What is your gender?	4.1%	4.3%	4.2%
	Neither satisfied nor dissatisfied	Count	1	2	3
		% within What is your gender?	1.4%	4.3%	2.5%
	Somewhat satisfied	Count	19	9	28
		% within What is your gender?	26.0%	19.1%	23.3%
	Very satisfied	Count	50	34	84
		% within What is your gender?	68.5%	72.3%	70.0%
Total	Count	73	47	120	
	% within What is your gender?	100.0%	100.0%	100.0%	



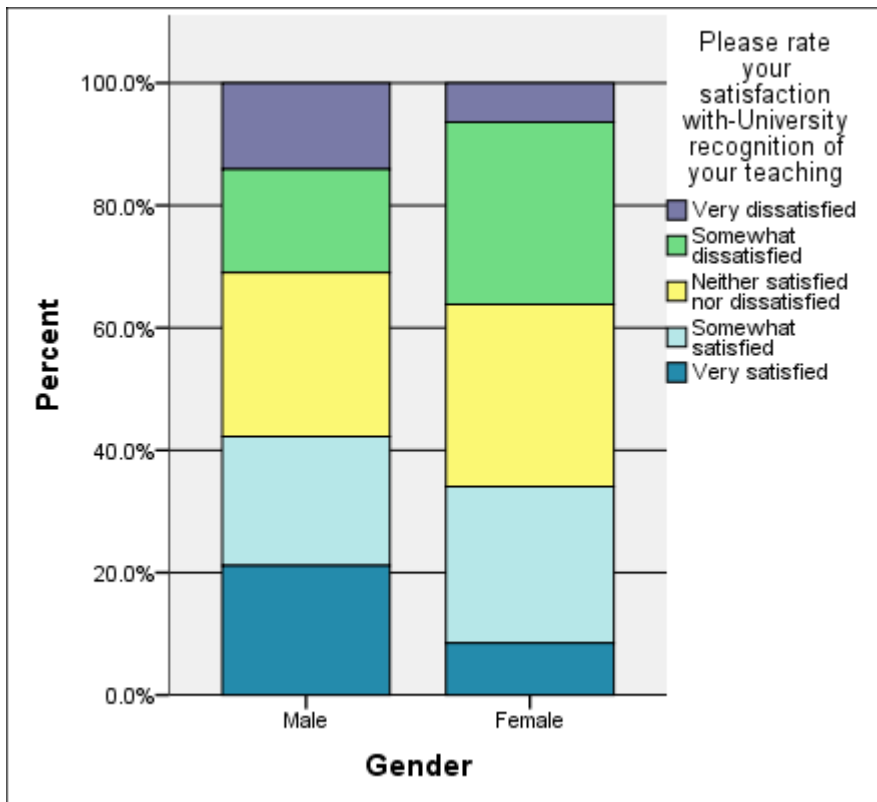
Please rate your satisfaction with-Your current salary * What is your gender? Crosstabulation

			What is your gender?		
			Male	Female	Total
Please rate your satisfaction with-Your current salary	Very dissatisfied	Count	10	7	17
		% within What is your gender?	13.7%	15.2%	14.3%
	Somewhat dissatisfied	Count	15	11	26
		% within What is your gender?	20.5%	23.9%	21.8%
	Neither satisfied nor dissatisfied	Count	9	4	13
		% within What is your gender?	12.3%	8.7%	10.9%
	Somewhat satisfied	Count	27	17	44
		% within What is your gender?	37.0%	37.0%	37.0%
	Very satisfied	Count	12	7	19
		% within What is your gender?	16.4%	15.2%	16.0%
Total	Count	73	46	119	
	% within What is your gender?	100.0%	100.0%	100.0%	



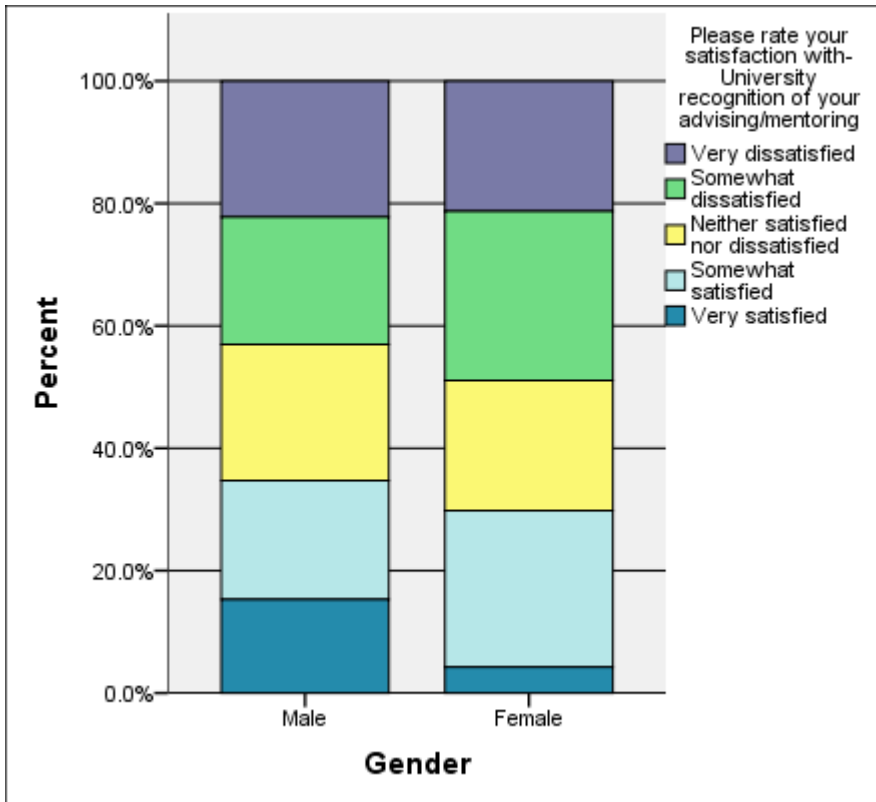
Please rate your satisfaction with-University recognition and appreciation of your research, scholarship or creative output * What is your gender? Crosstabulation

		What is your gender?			Total
		Male	Female		
Please rate your satisfaction with-University recognition and appreciation of your research, scholarship or creative output	Very dissatisfied	Count	8	5	13
		% within What is your gender?	11.1%	10.6%	10.9%
	Somewhat dissatisfied	Count	11	12	23
		% within What is your gender?	15.3%	25.5%	19.3%
	Neither satisfied nor dissatisfied	Count	18	10	28
		% within What is your gender?	25.0%	21.3%	23.5%
	Somewhat satisfied	Count	18	11	29
		% within What is your gender?	25.0%	23.4%	24.4%
	Very satisfied	Count	17	9	26
		% within What is your gender?	23.6%	19.1%	21.8%
Total	Count	72	47	119	
	% within What is your gender?	100.0%	100.0%	100.0%	



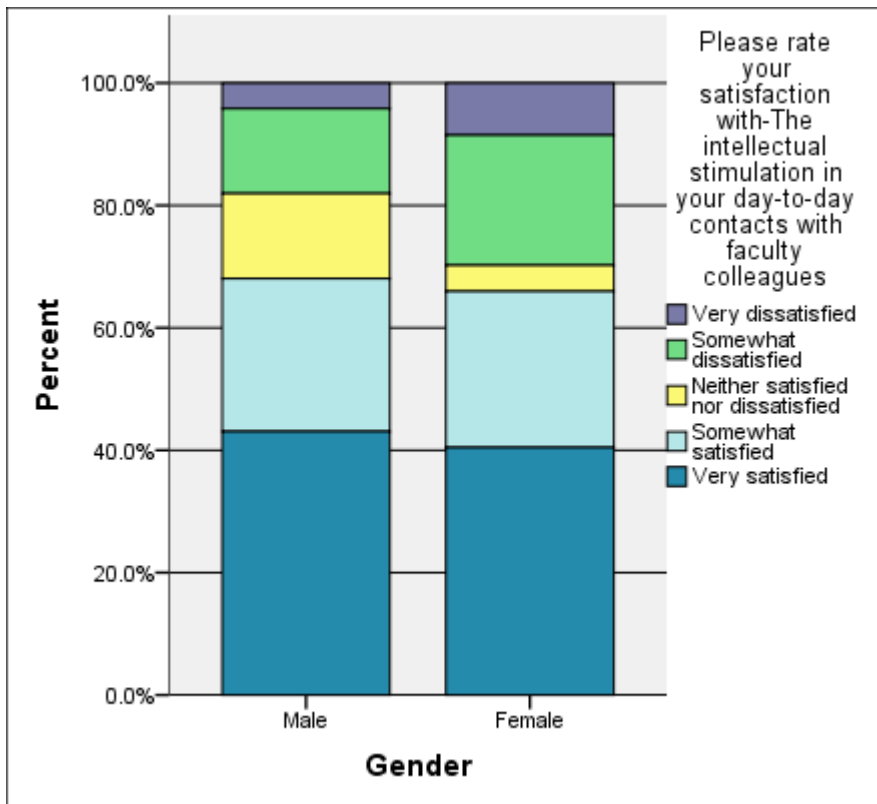
Please rate your satisfaction with-University recognition of your teaching ^ What is your gender? Crosstabulation

		What is your gender?			
		Male	Female	Total	
Please rate your satisfaction with-University recognition of your teaching	Very dissatisfied	Count	10	3	13
		% within What is your gender?	14.1%	6.4%	11.0%
	Somewhat dissatisfied	Count	12	14	26
		% within What is your gender?	16.9%	29.8%	22.0%
	Neither satisfied nor dissatisfied	Count	19	14	33
		% within What is your gender?	26.8%	29.8%	28.0%
	Somewhat satisfied	Count	15	12	27
		% within What is your gender?	21.1%	25.5%	22.9%
	Very satisfied	Count	15	4	19
		% within What is your gender?	21.1%	8.5%	16.1%
Total	Count	71	47	118	
	% within What is your gender?	100.0%	100.0%	100.0%	



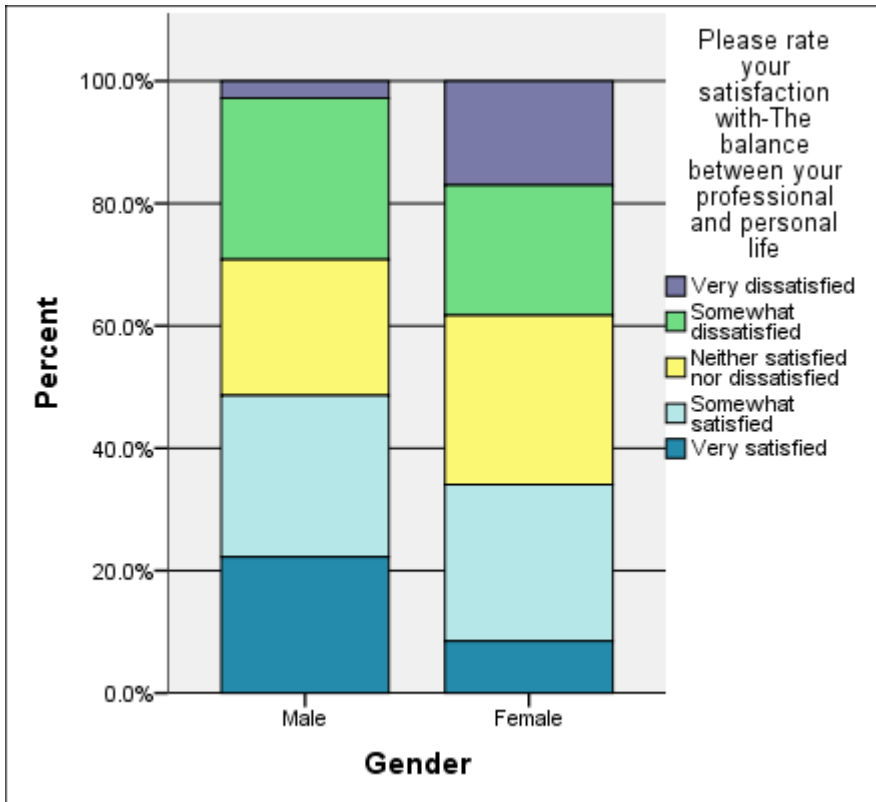
**Please rate your satisfaction with-University recognition of your advising/mentoring ^ What is your gender?
Crosstabulation**

		What is your gender?			
		Male	Female	Total	
Please rate your satisfaction with-University recognition of your advising/mentoring	Very dissatisfied	Count	16	10	26
		% within What is your gender?	22.2%	21.3%	21.8%
	Somewhat dissatisfied	Count	15	13	28
		% within What is your gender?	20.8%	27.7%	23.5%
	Neither satisfied nor dissatisfied	Count	16	10	26
		% within What is your gender?	22.2%	21.3%	21.8%
	Somewhat satisfied	Count	14	12	26
		% within What is your gender?	19.4%	25.5%	21.8%
	Very satisfied	Count	11	2	13
		% within What is your gender?	15.3%	4.3%	10.9%
Total	Count	72	47	119	
	% within What is your gender?	100.0%	100.0%	100.0%	



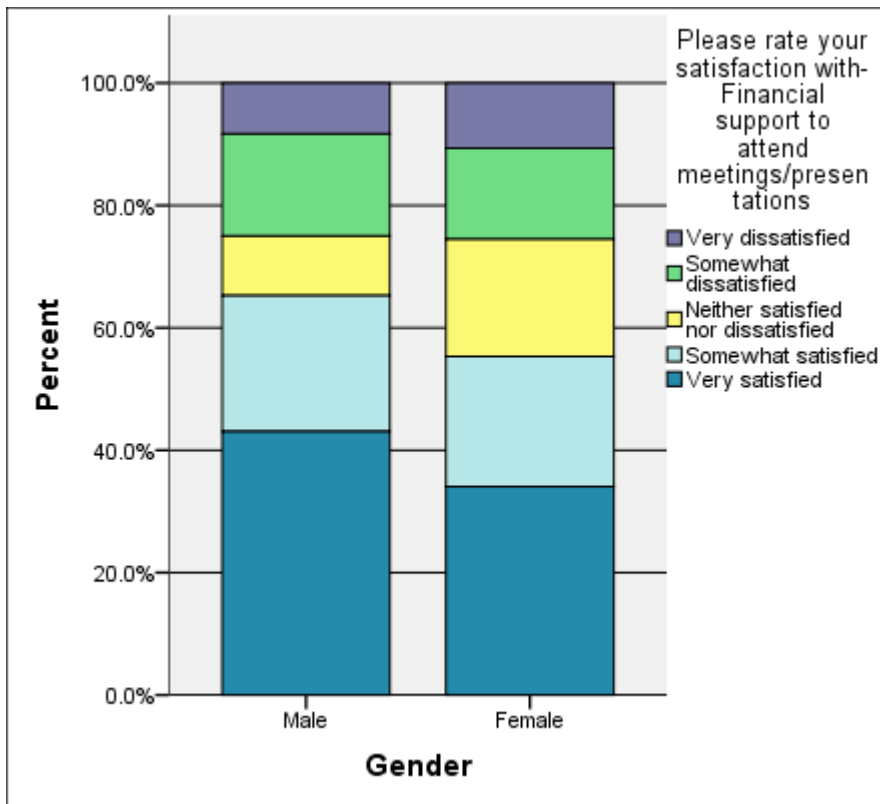
Please rate your satisfaction with-The intellectual stimulation in your day-to-day contacts with faculty colleagues ^
What is your gender? Crosstabulation

		What is your gender?			
		Male	Female	Total	
Please rate your satisfaction with-The intellectual stimulation in your day-to-day contacts with faculty colleagues	Very dissatisfied	Count	3	4	7
		% within What is your gender?	4.2%	8.5%	5.9%
	Somewhat dissatisfied	Count	10	10	20
		% within What is your gender?	13.9%	21.3%	16.8%
	Neither satisfied nor dissatisfied	Count	10	2	12
		% within What is your gender?	13.9%	4.3%	10.1%
	Somewhat satisfied	Count	18	12	30
		% within What is your gender?	25.0%	25.5%	25.2%
	Very satisfied	Count	31	19	50
		% within What is your gender?	43.1%	40.4%	42.0%
Total	Count	72	47	119	
	% within What is your gender?	100.0%	100.0%	100.0%	



Please rate your satisfaction with-The balance between your professional and personal life ^ What is your gender?
Crosstabulation

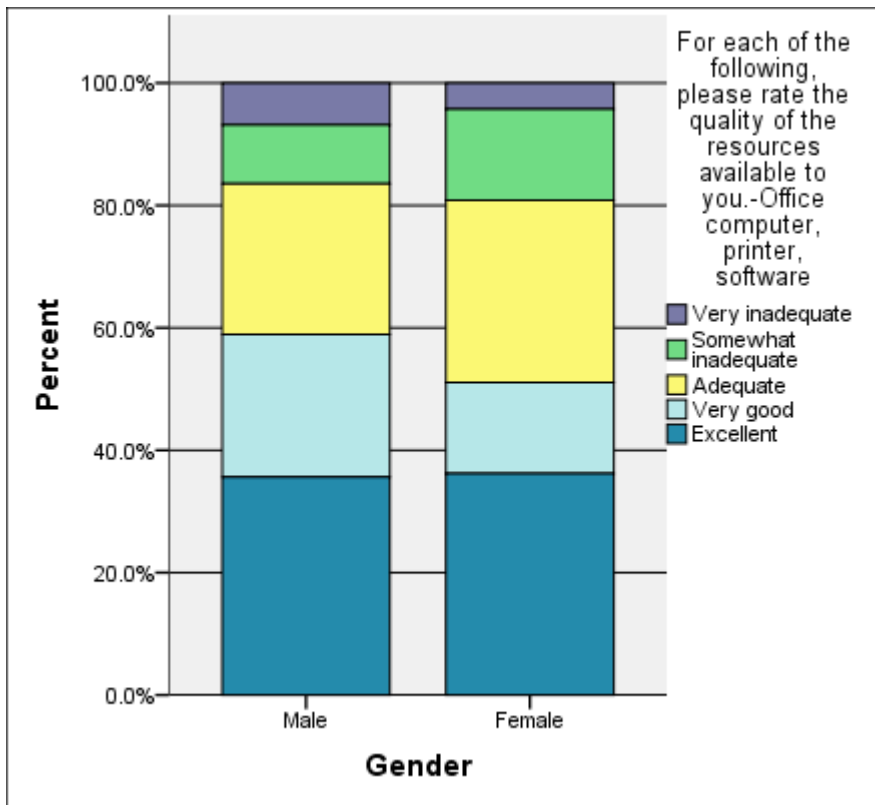
		What is your gender?			Total
		Male	Female		
Please rate your satisfaction with-The balance between your professional and personal life	Very dissatisfied	Count	2	8	10
		% within What is your gender?	2.8%	17.0%	8.4%
	Somewhat dissatisfied	Count	19	10	29
		% within What is your gender?	26.4%	21.3%	24.4%
	Neither satisfied nor dissatisfied	Count	16	13	29
		% within What is your gender?	22.2%	27.7%	24.4%
	Somewhat satisfied	Count	19	12	31
		% within What is your gender?	26.4%	25.5%	26.1%
	Very satisfied	Count	16	4	20
		% within What is your gender?	22.2%	8.5%	16.8%
Total	Count	72	47	119	
	% within What is your gender?	100.0%	100.0%	100.0%	



Please rate your satisfaction with-Financial support to attend meetings/presentations ^ What is your gender?
Crosstabulation

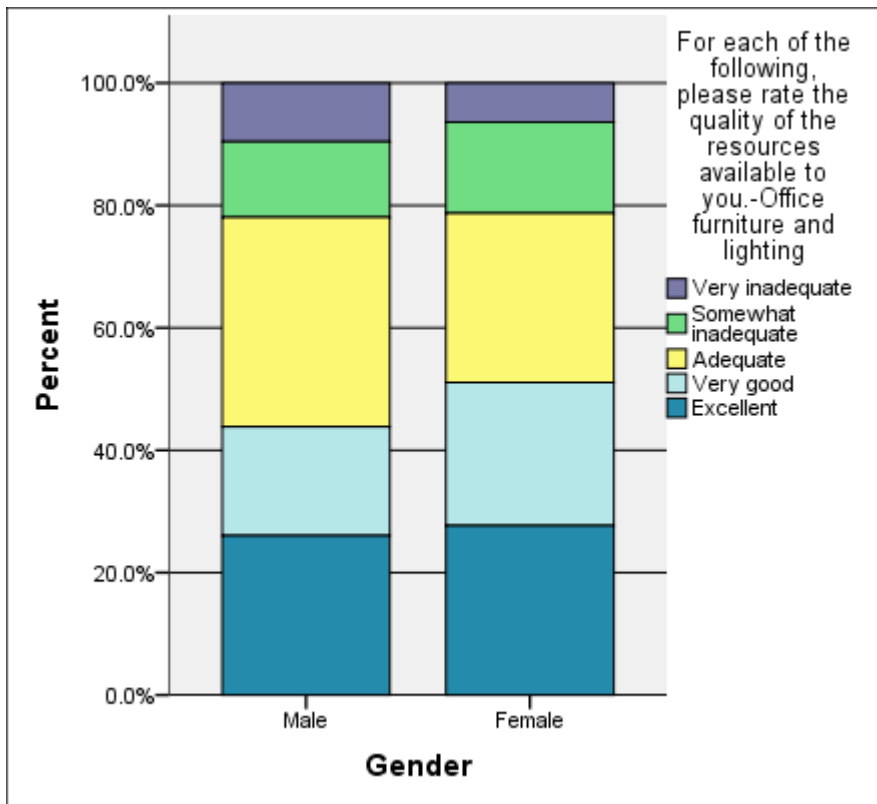
			What is your gender?		
			Male	Female	Total
Please rate your satisfaction with-Financial support to attend meetings/presentations	Very dissatisfied	Count	6	5	11
		% within What is your gender?	8.3%	10.6%	9.2%
	Somewhat dissatisfied	Count	12	7	19
		% within What is your gender?	16.7%	14.9%	16.0%
	Neither satisfied nor dissatisfied	Count	7	9	16
		% within What is your gender?	9.7%	19.1%	13.4%
	Somewhat satisfied	Count	16	10	26
		% within What is your gender?	22.2%	21.3%	21.8%
	Very satisfied	Count	31	16	47
		% within What is your gender?	43.1%	34.0%	39.5%
Total	Count	72	47	119	
	% within What is your gender?	100.0%	100.0%	100.0%	

FOR EACH OF THE FOLLOWING, PLEASE RATE THE QUALITY OF THE RESOURCES AVAILABLE TO YOU.



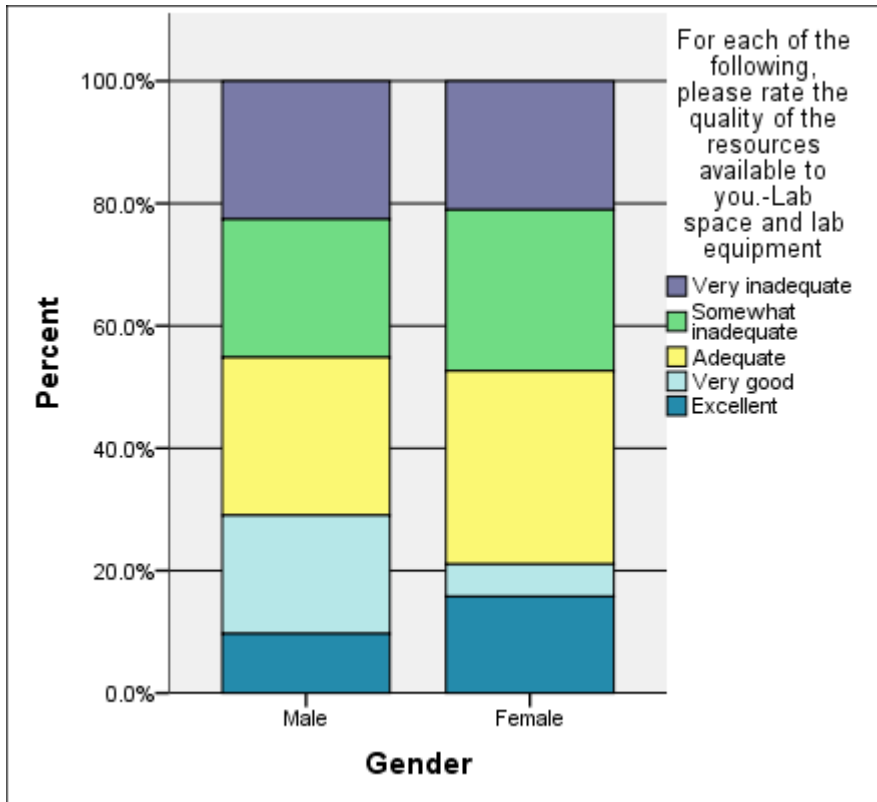
For each of the following, please rate the quality of the resources available to you.-Office computer, printer, software * What is your gender? Crosstabulation

			What is your gender?		
			Male	Female	Total
For each of the following, please rate the quality of the resources available to you.-Office computer, printer, software	Very inadequate	Count	5	2	7
		% within What is your gender?	6.8%	4.3%	5.8%
	Somewhat inadequate	Count	7	7	14
		% within What is your gender?	9.6%	14.9%	11.7%
	Adequate	Count	18	14	32
		% within What is your gender?	24.7%	29.8%	26.7%
	Very good	Count	17	7	24
		% within What is your gender?	23.3%	14.9%	20.0%
	Excellent	Count	26	17	43
		% within What is your gender?	35.6%	36.2%	35.8%
Total	Count	73	47	120	
	% within What is your gender?	100.0%	100.0%	100.0%	



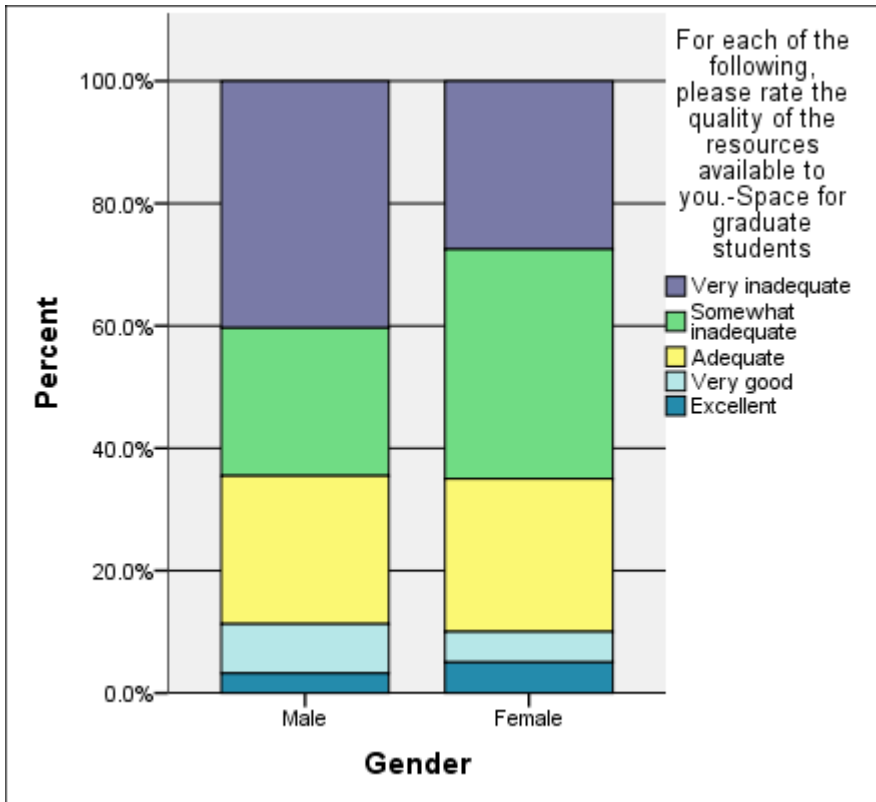
**For each of the following, please rate the quality of the resources available to you.-Office furniture and lighting ^
What is your gender? Crosstabulation**

			What is your gender?		Total
			Male	Female	
For each of the following, please rate the quality of the resources available to you.-Office furniture and lighting	Very inadequate	Count	7	3	10
		% within What is your gender?	9.6%	6.4%	8.3%
	Somewhat inadequate	Count	9	7	16
		% within What is your gender?	12.3%	14.9%	13.3%
	Adequate	Count	25	13	38
		% within What is your gender?	34.2%	27.7%	31.7%
	Very good	Count	13	11	24
		% within What is your gender?	17.8%	23.4%	20.0%
	Excellent	Count	19	13	32
		% within What is your gender?	26.0%	27.7%	26.7%
Total	Count	73	47	120	
	% within What is your gender?	100.0%	100.0%	100.0%	



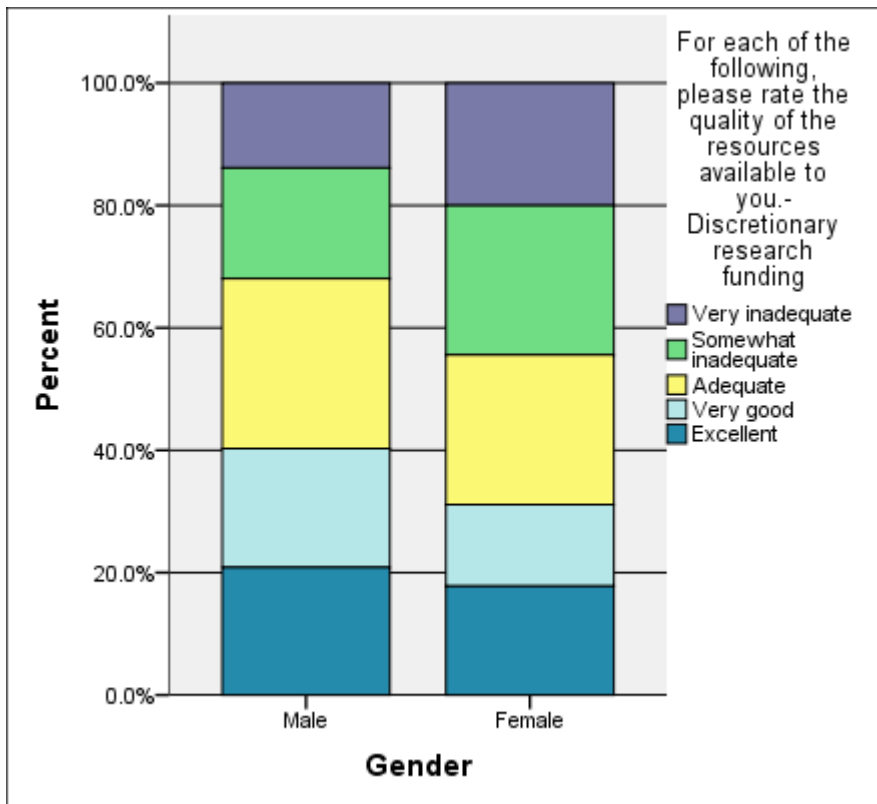
**For each of the following, please rate the quality of the resources available to you.-Lab space and lab equipment ^
What is your gender? Crosstabulation**

		What is your gender?			
		Male	Female	Total	
For each of the following, please rate the quality of the resources available to you.-Lab space and lab equipment	Very inadequate	Count	7	4	11
		% within What is your gender?	22.6%	21.1%	22.0%
	Somewhat inadequate	Count	7	5	12
		% within What is your gender?	22.6%	26.3%	24.0%
	Adequate	Count	8	6	14
		% within What is your gender?	25.8%	31.6%	28.0%
	Very good	Count	6	1	7
		% within What is your gender?	19.4%	5.3%	14.0%
	Excellent	Count	3	3	6
		% within What is your gender?	9.7%	15.8%	12.0%
Total	Count	31	19	50	
	% within What is your gender?	100.0%	100.0%	100.0%	



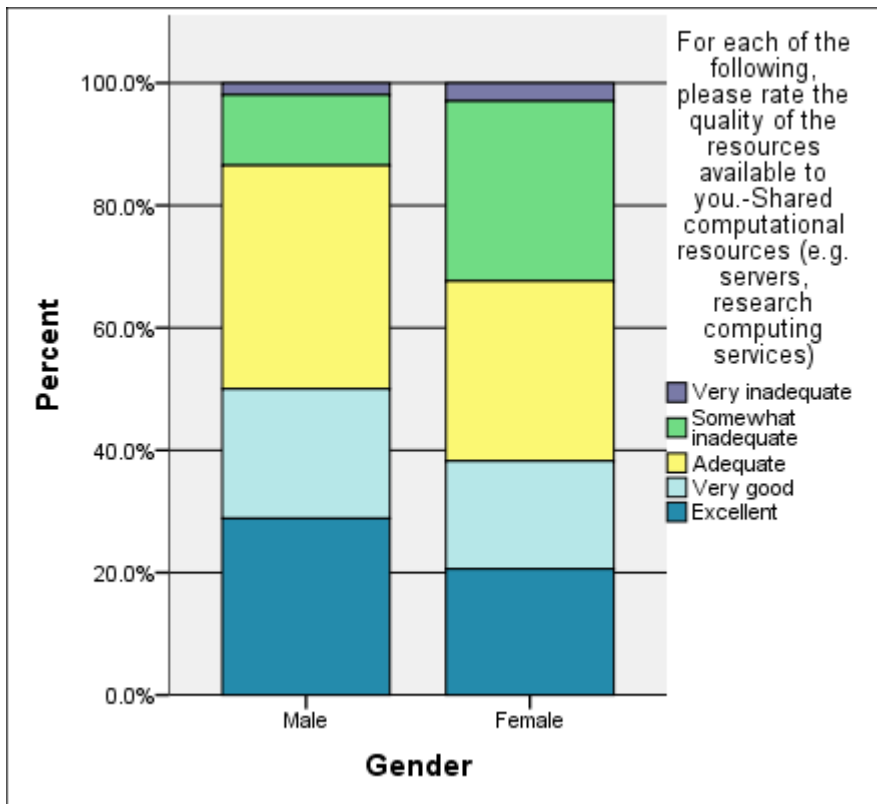
For each of the following, please rate the quality of the resources available to you.-Space for graduate students *
What is your gender? Crosstabulation

		What is your gender?			
		Male	Female	Total	
For each of the following, please rate the quality of the resources available to you.-Space for graduate students	Very inadequate	Count	25	11	36
		% within What is your gender?	40.3%	27.5%	35.3%
	Somewhat inadequate	Count	15	15	30
		% within What is your gender?	24.2%	37.5%	29.4%
	Adequate	Count	15	10	25
		% within What is your gender?	24.2%	25.0%	24.5%
	Very good	Count	5	2	7
		% within What is your gender?	8.1%	5.0%	6.9%
	Excellent	Count	2	2	4
		% within What is your gender?	3.2%	5.0%	3.9%
Total	Count	62	40	102	
	% within What is your gender?	100.0%	100.0%	100.0%	



For each of the following, please rate the quality of the resources available to you.-Discretionary research funding
^ What is your gender? Crosstabulation

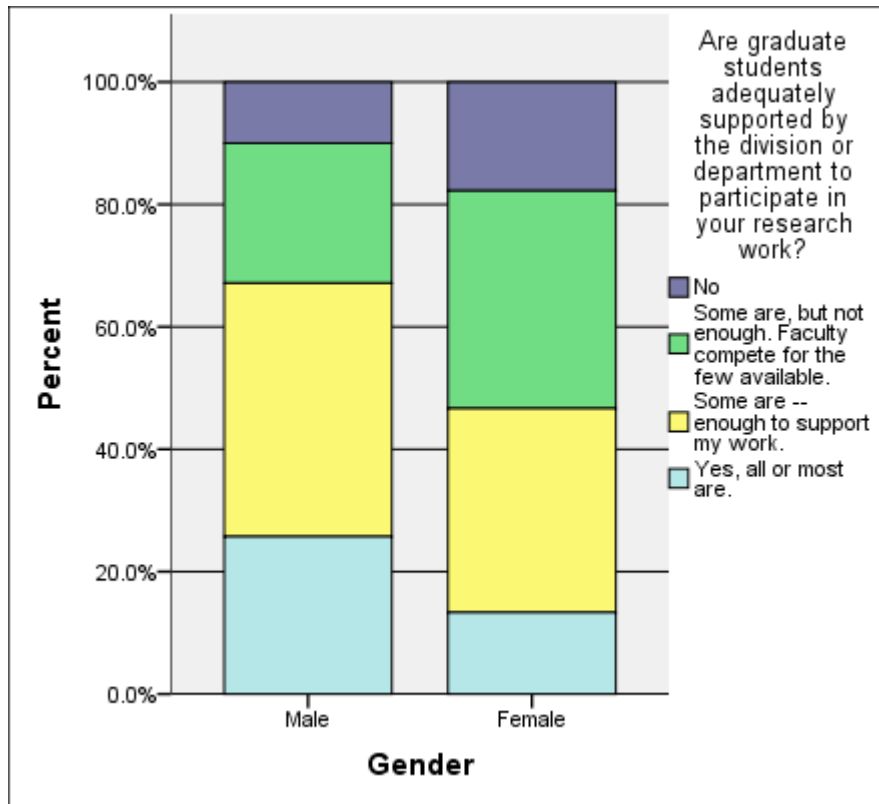
			What is your gender?		Total
			Male	Female	
For each of the following, please rate the quality of the resources available to you.-Discretionary research funding	Very inadequate	Count	10	9	19
		% within What is your gender?	13.9%	20.0%	16.2%
	Somewhat inadequate	Count	13	11	24
		% within What is your gender?	18.1%	24.4%	20.5%
	Adequate	Count	20	11	31
		% within What is your gender?	27.8%	24.4%	26.5%
	Very good	Count	14	6	20
		% within What is your gender?	19.4%	13.3%	17.1%
	Excellent	Count	15	8	23
		% within What is your gender?	20.8%	17.8%	19.7%
Total	Count	72	45	117	
	% within What is your gender?	100.0%	100.0%	100.0%	



For each of the following, please rate the quality of the resources available to you.-Shared computational resources (e.g. servers, research computing services) * What is your gender? Crosstabulation

		What is your gender?			
		Male	Female	Total	
For each of the following, please rate the quality of the resources available to you.-Shared computational resources (e.g. servers, research computing services)	Very inadequate	Count	1	1	2
		% within What is your gender?	1.9%	2.9%	2.3%
	Somewhat inadequate	Count	6	10	16
		% within What is your gender?	11.5%	29.4%	18.6%
	Adequate	Count	19	10	29
		% within What is your gender?	36.5%	29.4%	33.7%
	Very good	Count	11	6	17
		% within What is your gender?	21.2%	17.6%	19.8%
	Excellent	Count	15	7	22
		% within What is your gender?	28.8%	20.6%	25.6%
Total	Count	52	34	86	
	% within What is your gender?	100.0%	100.0%	100.0%	

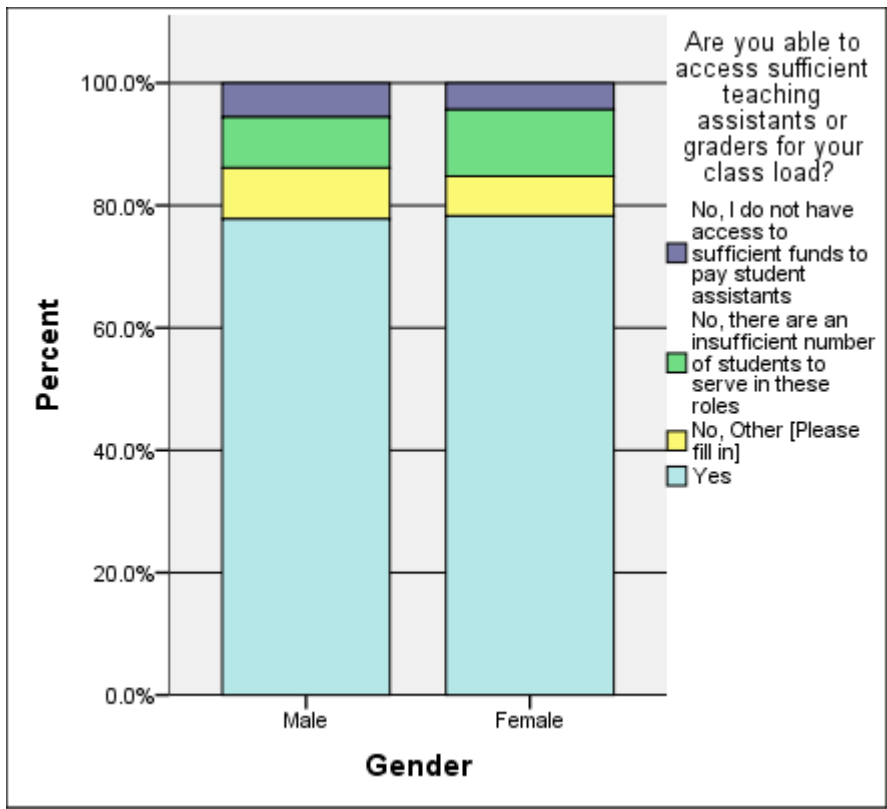
ARE GRADUATE STUDENTS ADEQUATELY SUPPORTED BY THE DIVISION OR DEPARTMENT TO PARTICIPATE IN YOUR RESEARCH WORK?



**Are graduate students adequately supported by the division or department to participate in your research work? ^
What is your gender? Crosstabulation**

		What is your gender?			Total
		Male	Female		
Are graduate students adequately supported by the division or department to participate in your research work?	No	Count	7	8	15
		% within What is your gender?	10.0%	17.8%	13.0%
	Some are, but not enough. Faculty compete for the few available.	Count	16	16	32
		% within What is your gender?	22.9%	35.6%	27.8%
Some are -- enough to support my work.	Count	29	15	44	
	% within What is your gender?	41.4%	33.3%	38.3%	
Yes, all or most are.	Count	18	6	24	
	% within What is your gender?	25.7%	13.3%	20.9%	
Total	Count	70	45	115	
	% within What is your gender?	100.0%	100.0%	100.0%	

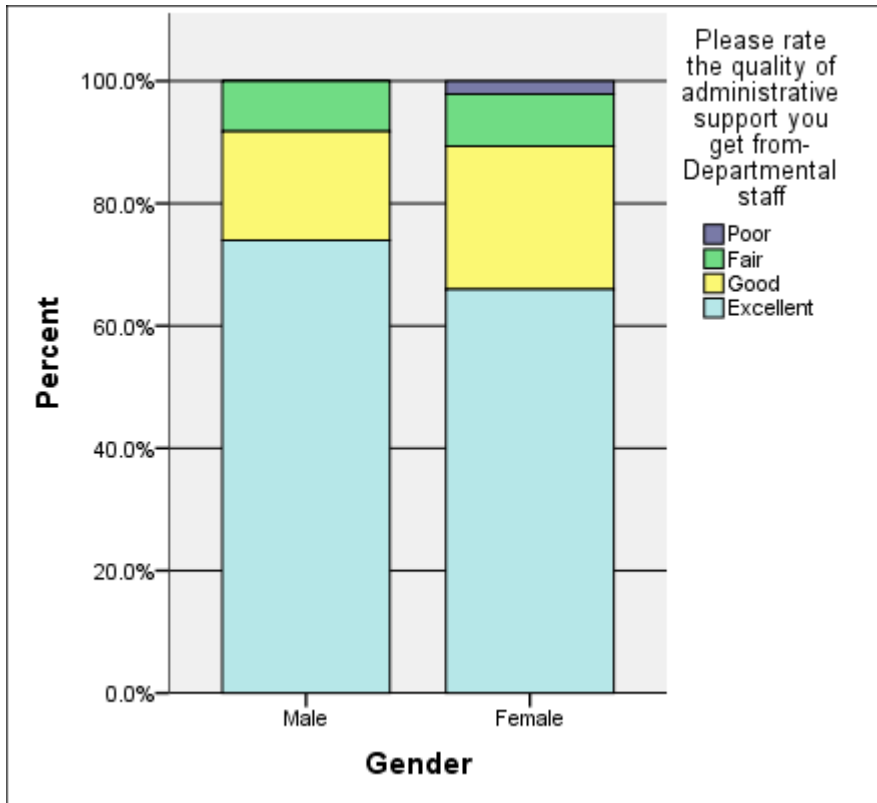
ARE YOU ABLE TO ACCESS SUFFICIENT TEACHING ASSISTANTS OR GRADERS FOR YOUR CLASS LOAD?



Are you able to access sufficient teaching assistants or graders for your class load? ^ What is your gender?
Crosstabulation

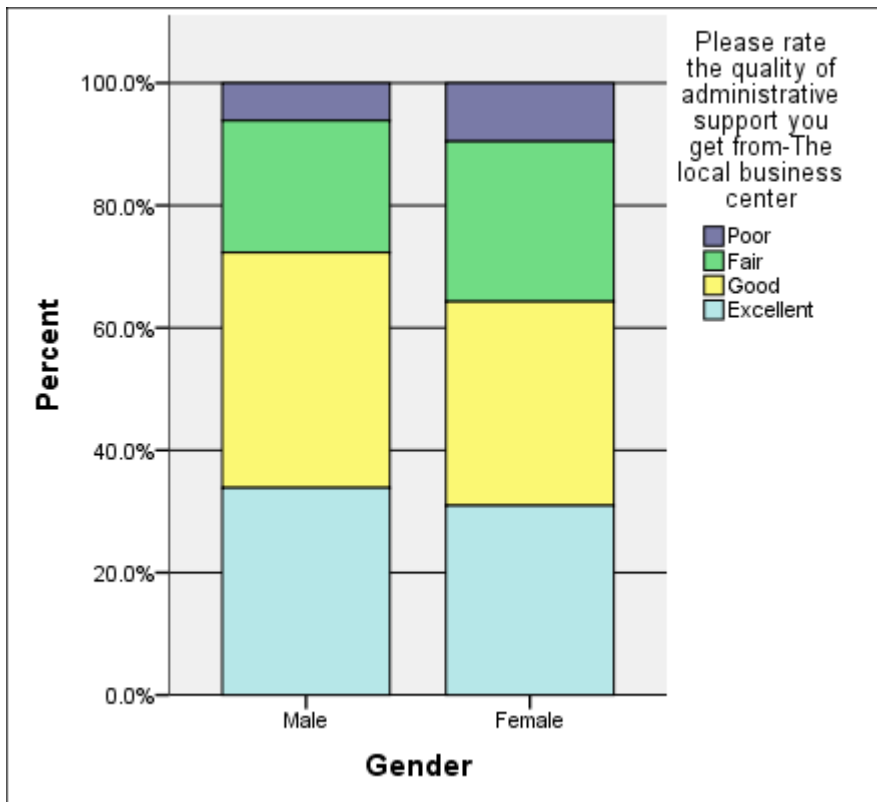
		What is your gender?			
		Male	Female	Total	
Are you able to access sufficient teaching assistants or graders for your class load?	No, I do not have access to sufficient funds to pay student assistants	Count	4	2	6
		% within What is your gender?	5.6%	4.3%	5.1%
	No, there are an insufficient number of students to serve in these roles	Count	6	5	11
		% within What is your gender?	8.3%	10.9%	9.3%
	No, Other [Please fill in]	Count	6	3	9
		% within What is your gender?	8.3%	6.5%	7.6%
	Yes	Count	56	36	92
		% within What is your gender?	77.8%	78.3%	78.0%
Total	Count	72	46	118	
	% within What is your gender?	100.0%	100.0%	100.0%	

PLEASE RATE THE QUALITY OF ADMINISTRATIVE SUPPORT YOU GET FROM



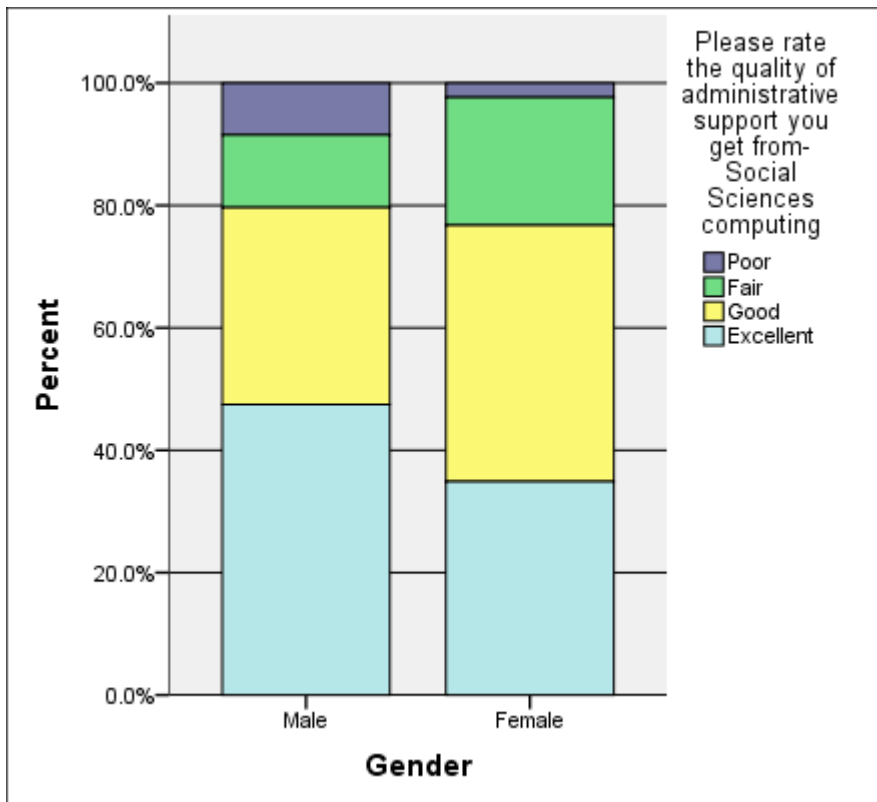
Please rate the quality of administrative support you get from-Departmental staff ^ What is your gender? Crosstabulation

			What is your gender?		
			Male	Female	Total
Please rate the quality of administrative support you get from- Departmental staff	Poor	Count	0	1	1
		% within What is your gender?	0.0%	2.1%	0.8%
	Fair	Count	6	4	10
		% within What is your gender?	8.2%	8.5%	8.3%
	Good	Count	13	11	24
		% within What is your gender?	17.8%	23.4%	20.0%
	Excellent	Count	54	31	85
		% within What is your gender?	74.0%	66.0%	70.8%
Total	Count	73	47	120	
	% within What is your gender?	100.0%	100.0%	100.0%	



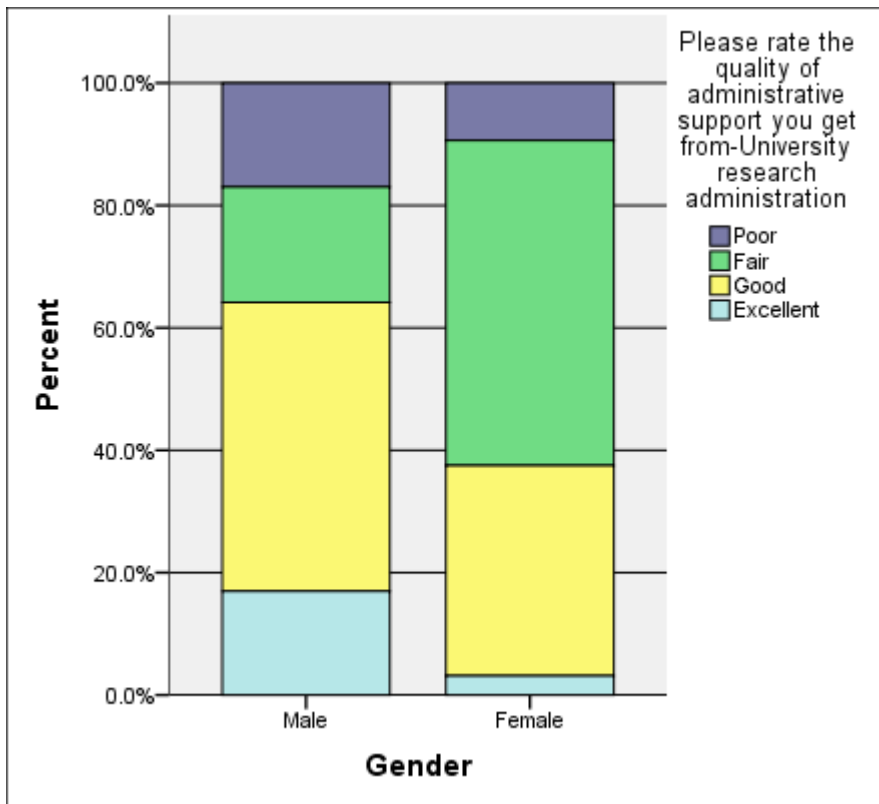
Please rate the quality of administrative support you get from-The local business center ^ What is your gender? Crosstabulation

			What is your gender?		
			Male	Female	Total
Please rate the quality of administrative support you get from-The local business center	Poor	Count	4	4	8
		% within What is your gender?	6.2%	9.5%	7.5%
	Fair	Count	14	11	25
		% within What is your gender?	21.5%	26.2%	23.4%
	Good	Count	25	14	39
		% within What is your gender?	38.5%	33.3%	36.4%
	Excellent	Count	22	13	35
		% within What is your gender?	33.8%	31.0%	32.7%
Total	Count	65	42	107	
	% within What is your gender?	100.0%	100.0%	100.0%	



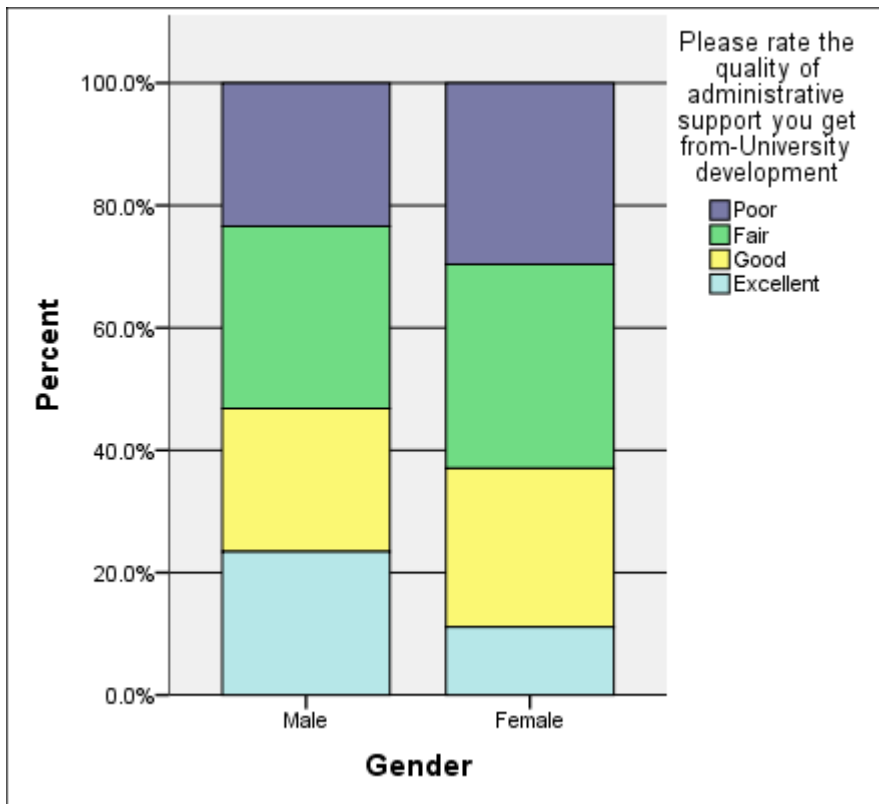
Please rate the quality of administrative support you get from-Social Sciences computing ^ What is your gender? Crosstabulation

			What is your gender?		
			Male	Female	Total
Please rate the quality of administrative support you get from-Social Sciences computing	Poor	Count	5	1	6
		% within What is your gender?	8.5%	2.3%	5.9%
	Fair	Count	7	9	16
		% within What is your gender?	11.9%	20.9%	15.7%
	Good	Count	19	18	37
		% within What is your gender?	32.2%	41.9%	36.3%
	Excellent	Count	28	15	43
		% within What is your gender?	47.5%	34.9%	42.2%
Total	Count	59	43	102	
	% within What is your gender?	100.0%	100.0%	100.0%	



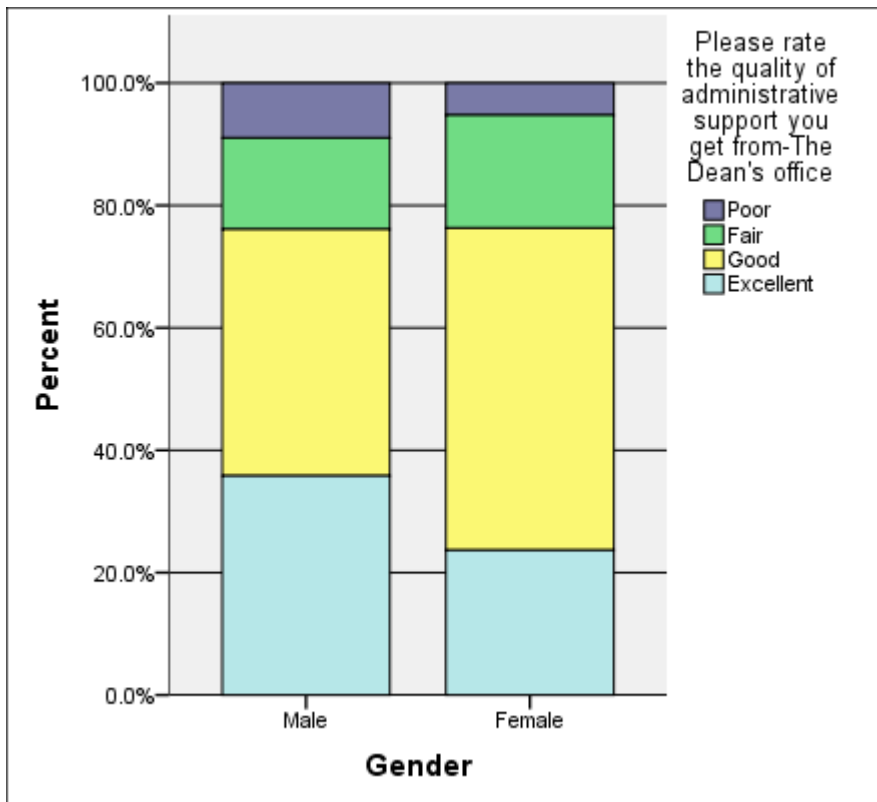
Please rate the quality of administrative support you get from-University research administration ^
What is your gender? Crosstabulation

			What is your gender?		
			Male	Female	Total
Please rate the quality of administrative support you get from-University research administration	Poor	Count	9	3	12
		% within What is your gender?	17.0%	9.4%	14.1%
	Fair	Count	10	17	27
		% within What is your gender?	18.9%	53.1%	31.8%
	Good	Count	25	11	36
		% within What is your gender?	47.2%	34.4%	42.4%
	Excellent	Count	9	1	10
		% within What is your gender?	17.0%	3.1%	11.8%
	Total	Count	53	32	85
		% within What is your gender?	100.0%	100.0%	100.0%



Please rate the quality of administrative support you get from-University development ^ What is your gender? Crosstabulation

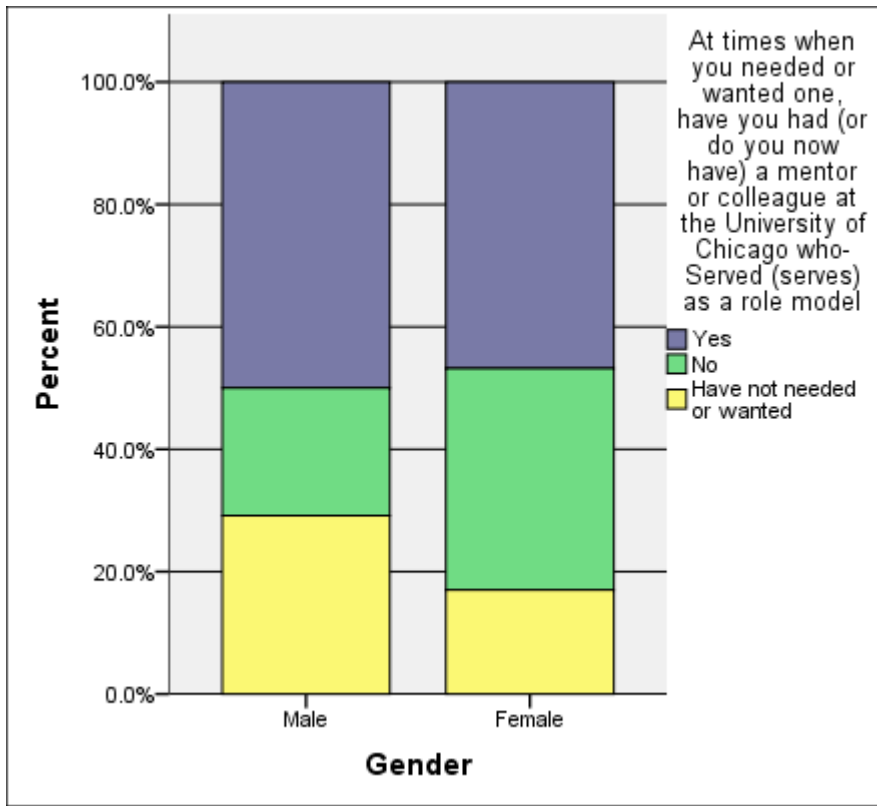
			What is your gender?		
			Male	Female	Total
Please rate the quality of administrative support you get from-University development	Poor	Count	11	8	19
		% within What is your gender?	23.4%	29.6%	25.7%
	Fair	Count	14	9	23
		% within What is your gender?	29.8%	33.3%	31.1%
	Good	Count	11	7	18
		% within What is your gender?	23.4%	25.9%	24.3%
	Excellent	Count	11	3	14
		% within What is your gender?	23.4%	11.1%	18.9%
Total	Count	47	27	74	
	% within What is your gender?	100.0%	100.0%	100.0%	



Please rate the quality of administrative support you get from-The Dean's office ^ What is your gender? Crosstabulation

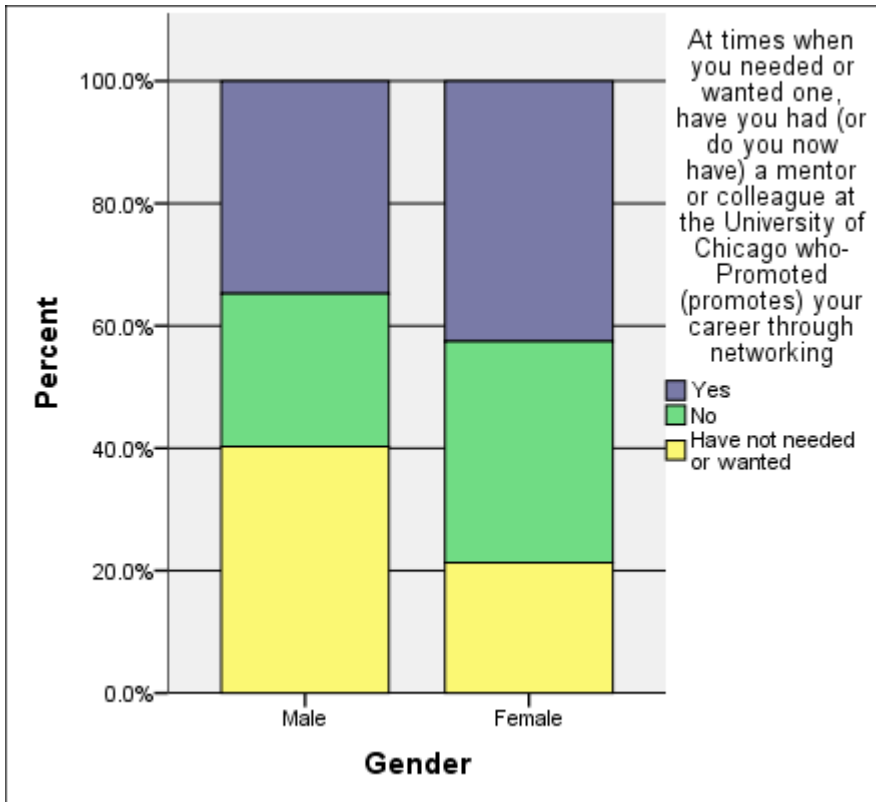
		What is your gender?			
		Male	Female	Total	
Please rate the quality of administrative support you get from-The Dean's office	Poor	Count	6	2	8
		% within What is your gender?	9.0%	5.3%	7.6%
	Fair	Count	10	7	17
		% within What is your gender?	14.9%	18.4%	16.2%
	Good	Count	27	20	47
		% within What is your gender?	40.3%	52.6%	44.8%
	Excellent	Count	24	9	33
		% within What is your gender?	35.8%	23.7%	31.4%
Total	Count	67	38	105	
	% within What is your gender?	100.0%	100.0%	100.0%	

AT TIMES WHEN YOU NEEDED OR WANTED ONE, HAVE YOU HAD (OR DO YOU NOW HAVE) A MENTOR OR COLLEAGUE AT THE UNIVERSITY OF CHICAGO WHO



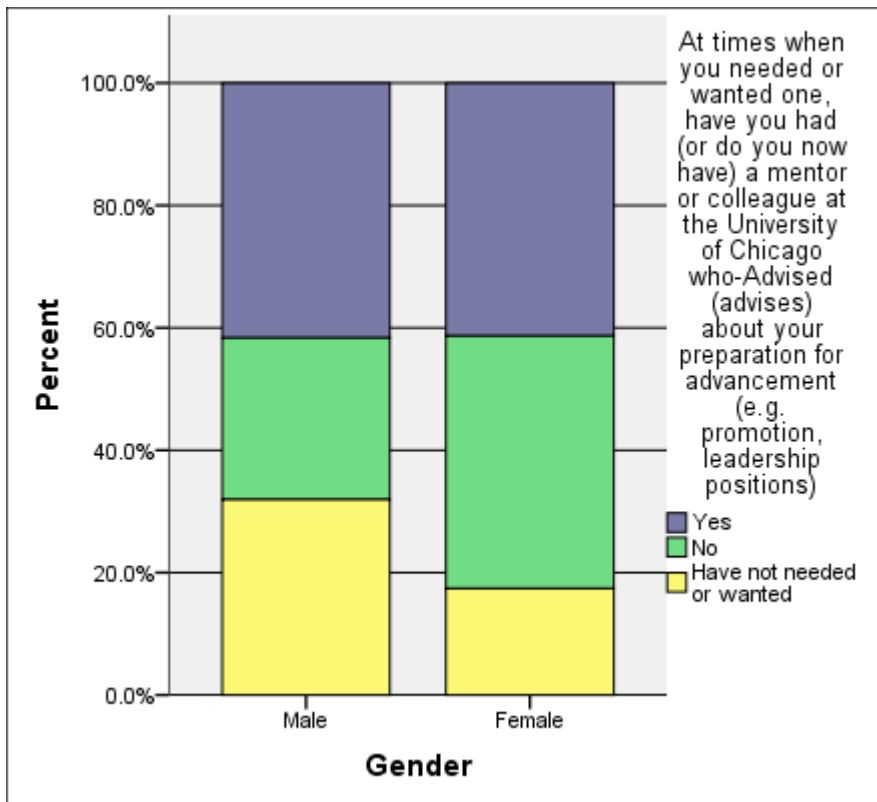
At times when you needed or wanted one, have you had (or do you now have) a mentor or colleague at the University of Chicago who-Served (serves) as a role model * What is your gender? Crosstabulation

		What is your gender?			Total
		Male	Female		
At times when you needed or wanted one, have you had (or do you now have) a mentor or colleague at the University of Chicago who-Served (serves) as a role model	Yes	Count	36	22	58
		% within What is your gender?	50.0%	46.8%	48.7%
	No	Count	15	17	32
		% within What is your gender?	20.8%	36.2%	26.9%
	Have not needed or wanted	Count	21	8	29
		% within What is your gender?	29.2%	17.0%	24.4%
Total	Count	72	47	119	
	% within What is your gender?	100.0%	100.0%	100.0%	



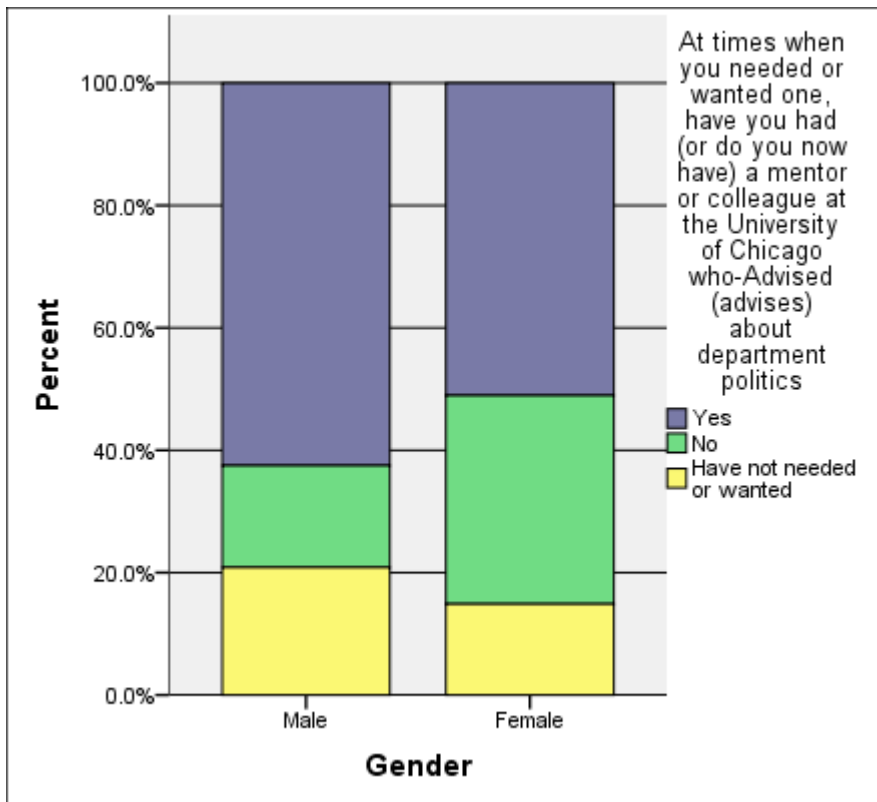
At times when you needed or wanted one, have you had (or do you now have) a mentor or colleague at the University of Chicago who-Promoted (promotes) your career through networking * What is your gender? Crosstabulation

		What is your gender?			
		Male	Female	Total	
At times when you needed or wanted one, have you had (or do you now have) a mentor or colleague at the University of Chicago who-Promoted (promotes) your career through networking	Yes	Count	25	20	45
		% within What is your gender?	34.7%	42.6%	37.8%
	No	Count	18	17	35
		% within What is your gender?	25.0%	36.2%	29.4%
	Have not needed or wanted	Count	29	10	39
		% within What is your gender?	40.3%	21.3%	32.8%
Total	Count	72	47	119	
	% within What is your gender?	100.0%	100.0%	100.0%	



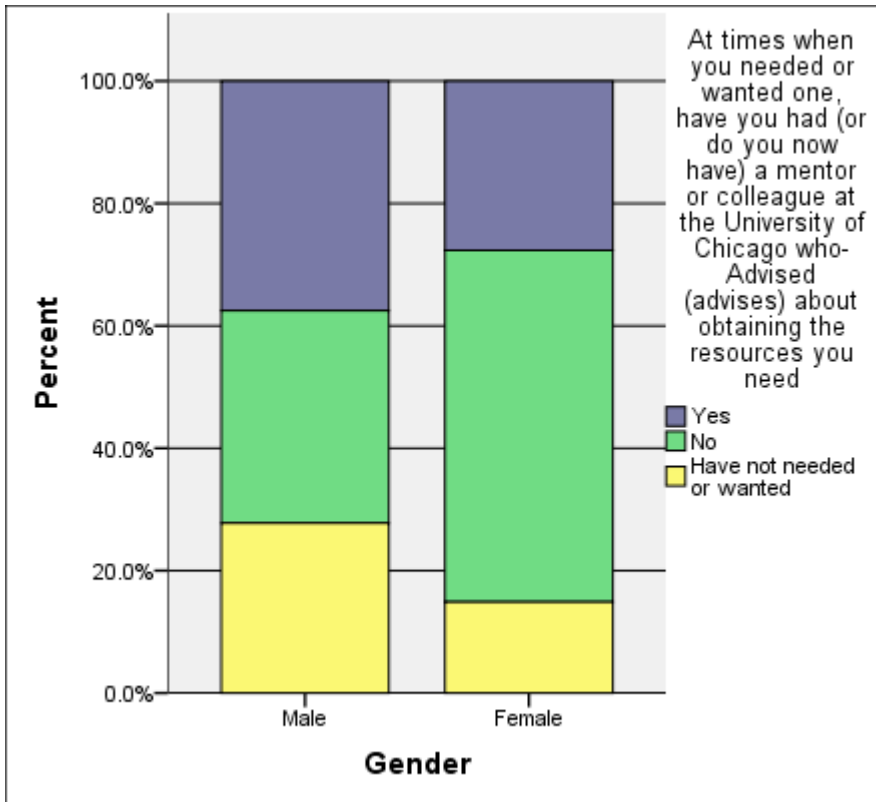
**At times when you needed or wanted one, have you had (or do you now have) a mentor or colleague at the University of Chicago who-Advised (advises) about your preparation for advancement (e.g. promotion, leadership positions) ^
 What is your gender? Crosstabulation**

			What is your gender?		
			Male	Female	Total
At times when you needed or wanted one, have you had (or do you now have) a mentor or colleague at the University of Chicago who-Advised (advises) about your preparation for advancement (e.g. promotion, leadership positions)	Yes	Count	30	19	49
		% within What is your gender?	41.7%	41.3%	41.5%
	No	Count	19	19	38
		% within What is your gender?	26.4%	41.3%	32.2%
	Have not needed or wanted	Count	23	8	31
		% within What is your gender?	31.9%	17.4%	26.3%
Total	Count	72	46	118	
	% within What is your gender?	100.0%	100.0%	100.0%	



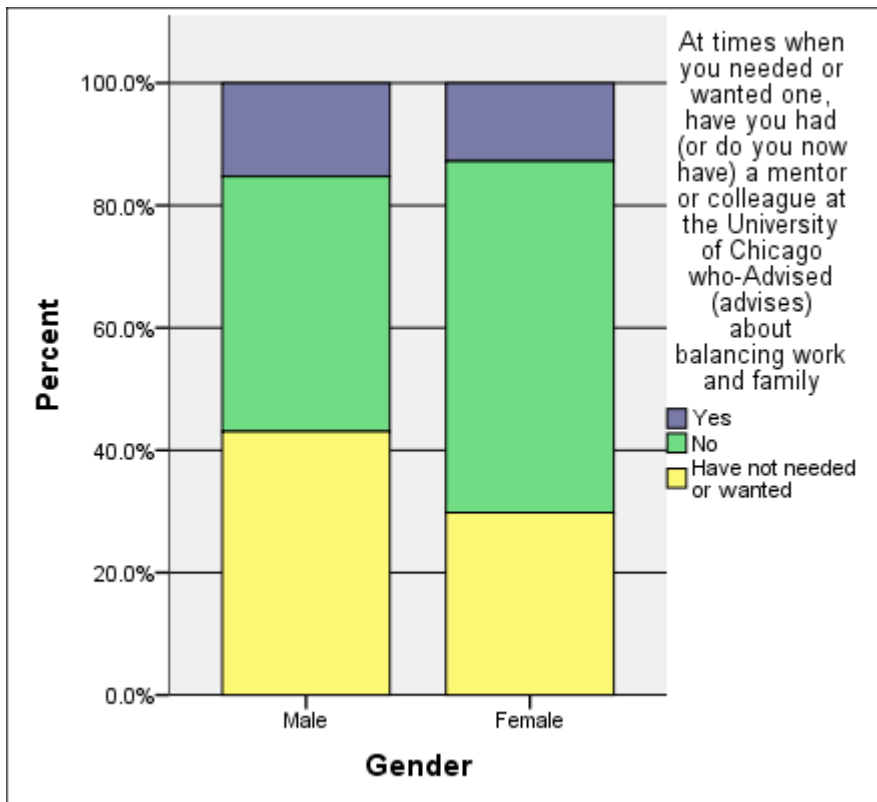
At times when you needed or wanted one, have you had (or do you now have) a mentor or colleague at the University of Chicago who-Advised (advises) about department politics ^ What is your gender? Crosstabulation

			What is your gender?		
			Male	Female	Total
At times when you needed or wanted one, have you had (or do you now have) a mentor or colleague at the University of Chicago who-Advised (advises) about department politics	Yes	Count	45	24	69
		% within What is your gender?	62.5%	51.1%	58.0%
	No	Count	12	16	28
		% within What is your gender?	16.7%	34.0%	23.5%
	Have not needed or wanted	Count	15	7	22
		% within What is your gender?	20.8%	14.9%	18.5%
Total	Count	72	47	119	
	% within What is your gender?	100.0%	100.0%	100.0%	



At times when you needed or wanted one, have you had (or do you now have) a mentor or colleague at the University of Chicago who-Advised (advises) about obtaining the resources you need ^ What is your gender? Crosstabulation

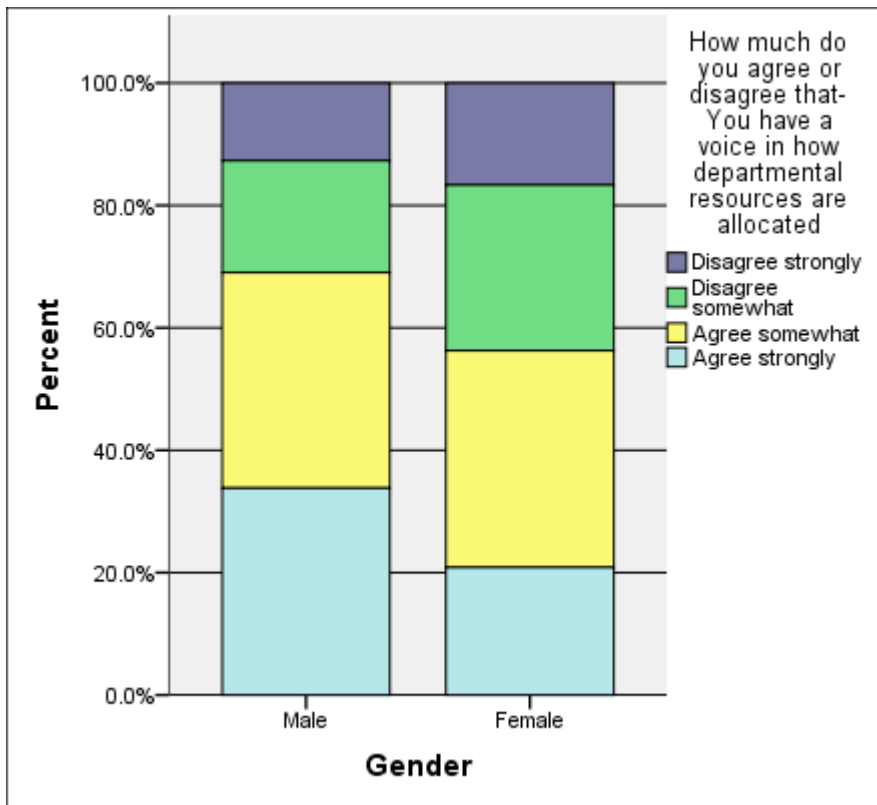
			What is your gender?		
			Male	Female	Total
At times when you needed or wanted one, have you had (or do you now have) a mentor or colleague at the University of Chicago who-Advised (advises) about obtaining the resources you need	Yes	Count	27	13	40
		% within What is your gender?	37.5%	27.7%	33.6%
	No	Count	25	27	52
		% within What is your gender?	34.7%	57.4%	43.7%
	Have not needed or wanted	Count	20	7	27
		% within What is your gender?	27.8%	14.9%	22.7%
Total	Count	72	47	119	
	% within What is your gender?	100.0%	100.0%	100.0%	



At times when you needed or wanted one, have you had (or do you now have) a mentor or colleague at the University of Chicago who-Advised (advises) about balancing work and family * What is your gender? Crosstabulation

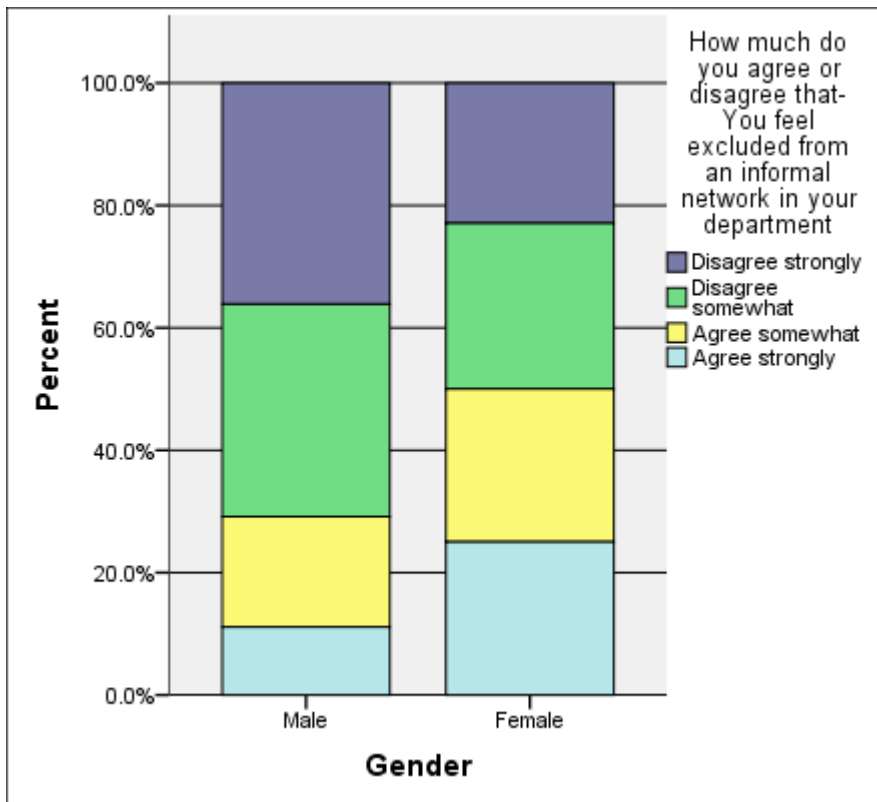
		What is your gender?			
		Male	Female	Total	
At times when you needed or wanted one, have you had (or do you now have) a mentor or colleague at the University of Chicago who-Advised (advises) about balancing work and family	Yes	Count	11	6	17
		% within What is your gender?	15.3%	12.8%	14.3%
	No	Count	30	27	57
		% within What is your gender?	41.7%	57.4%	47.9%
	Have not needed or wanted	Count	31	14	45
		% within What is your gender?	43.1%	29.8%	37.8%
Total	Count	72	47	119	
	% within What is your gender?	100.0%	100.0%	100.0%	

PERSONAL FIT AND RECOGNITION: HOW MUCH DO YOU AGREE OR DISAGREE THAT



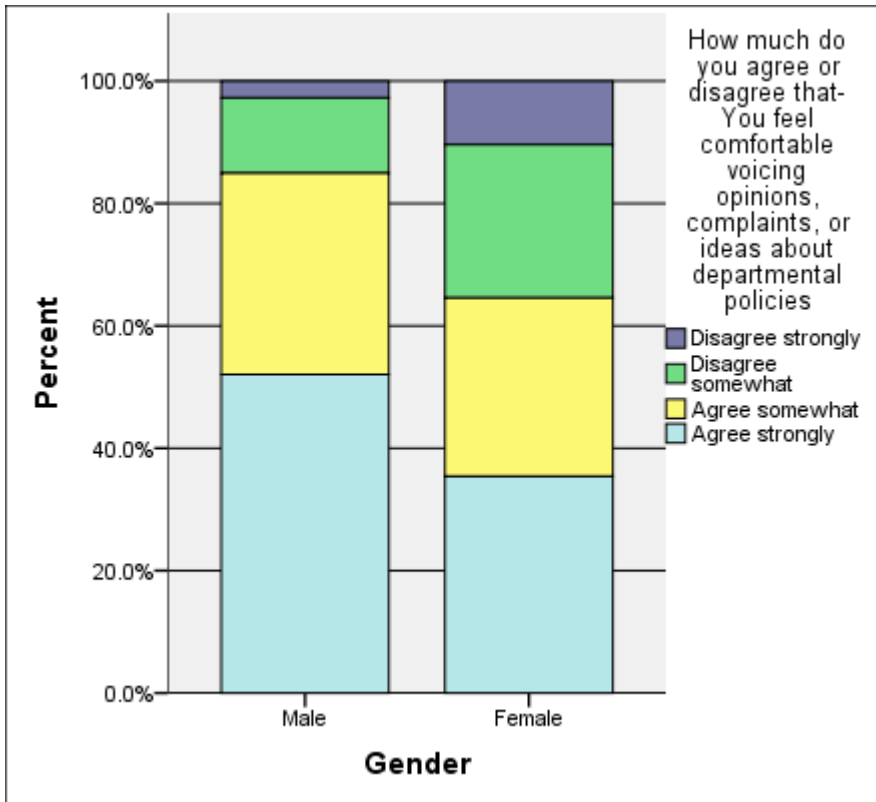
How much do you agree or disagree that-You have a voice in how departmental resources are allocated ^ What is your gender? Crosstabulation

			What is your gender?		
			Male	Female	Total
How much do you agree or disagree that-You have a voice in how departmental resources are allocated	Disagree strongly	Count	9	8	17
		% within What is your gender?	12.7%	16.7%	14.3%
	Disagree somewhat	Count	13	13	26
		% within What is your gender?	18.3%	27.1%	21.8%
	Agree somewhat	Count	25	17	42
		% within What is your gender?	35.2%	35.4%	35.3%
	Agree strongly	Count	24	10	34
		% within What is your gender?	33.8%	20.8%	28.6%
Total	Count	71	48	119	
	% within What is your gender?	100.0%	100.0%	100.0%	



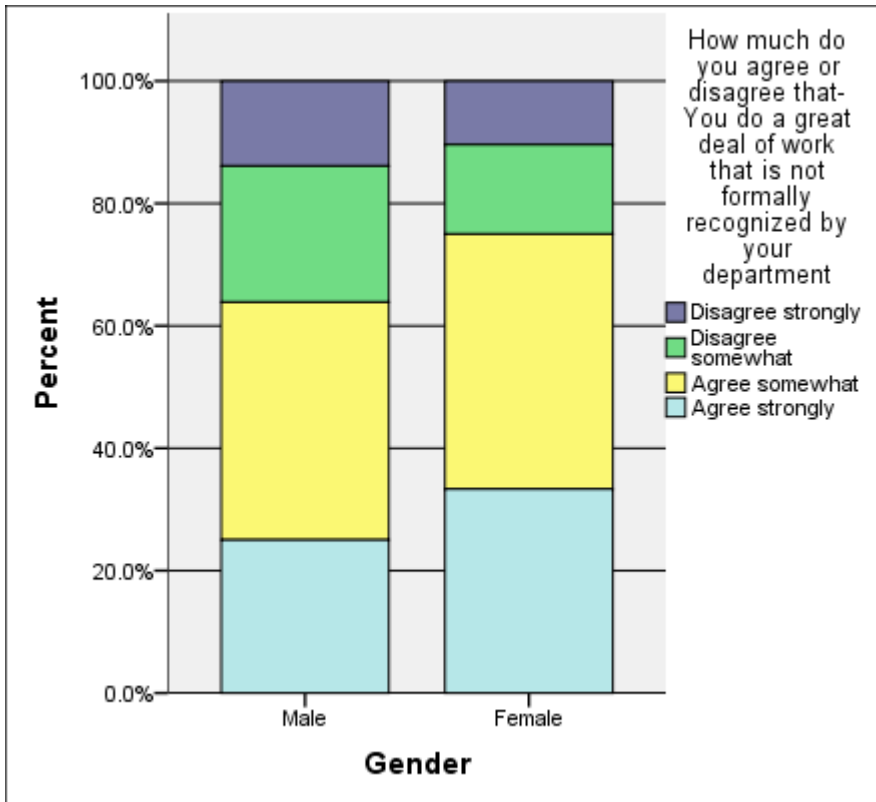
How much do you agree or disagree that-You feel excluded from an informal network in your department ^ What is your gender? Crosstabulation

			What is your gender?		Total
			Male	Female	
How much do you agree or disagree that-You feel excluded from an informal network in your department	Disagree strongly	Count	26	11	37
		% within What is your gender?	36.1%	22.9%	30.8%
	Disagree somewhat	Count	25	13	38
		% within What is your gender?	34.7%	27.1%	31.7%
	Agree somewhat	Count	13	12	25
		% within What is your gender?	18.1%	25.0%	20.8%
	Agree strongly	Count	8	12	20
		% within What is your gender?	11.1%	25.0%	16.7%
Total	Count	72	48	120	
	% within What is your gender?	100.0%	100.0%	100.0%	



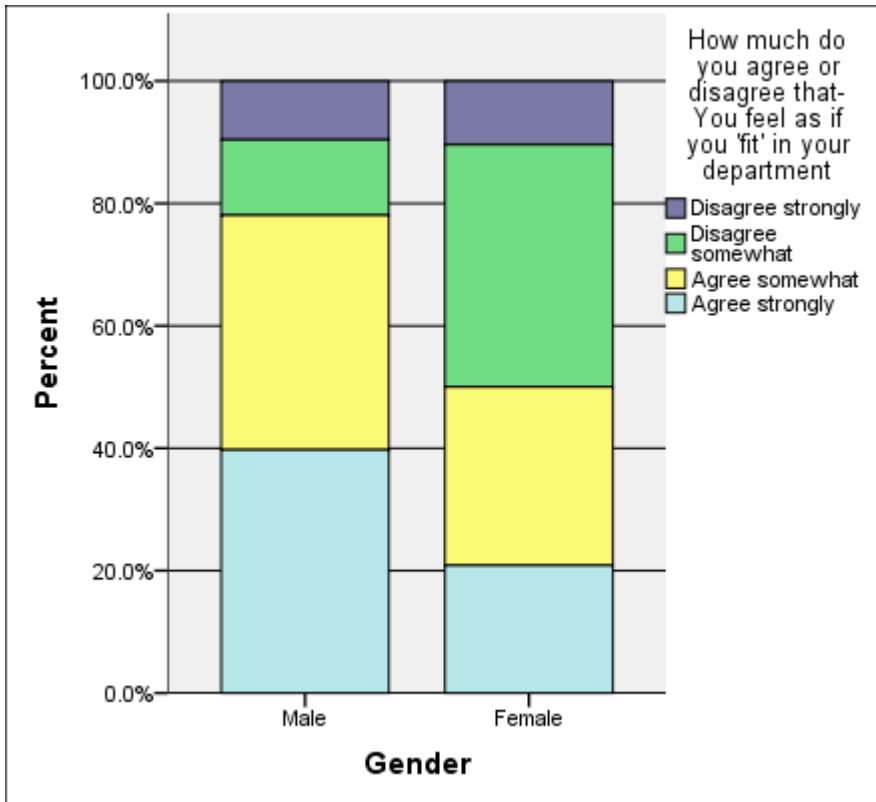
How much do you agree or disagree that-You feel comfortable voicing opinions, complaints, or ideas about departmental policies ^ What is your gender? Crosstabulation

		What is your gender?			
		Male	Female	Total	
How much do you agree or disagree that-You feel comfortable voicing opinions, complaints, or ideas about departmental policies	Disagree strongly	Count	2	5	7
		% within What is your gender?	2.7%	10.4%	5.8%
	Disagree somewhat	Count	9	12	21
		% within What is your gender?	12.3%	25.0%	17.4%
	Agree somewhat	Count	24	14	38
		% within What is your gender?	32.9%	29.2%	31.4%
	Agree strongly	Count	38	17	55
		% within What is your gender?	52.1%	35.4%	45.5%
Total	Count	73	48	121	
	% within What is your gender?	100.0%	100.0%	100.0%	



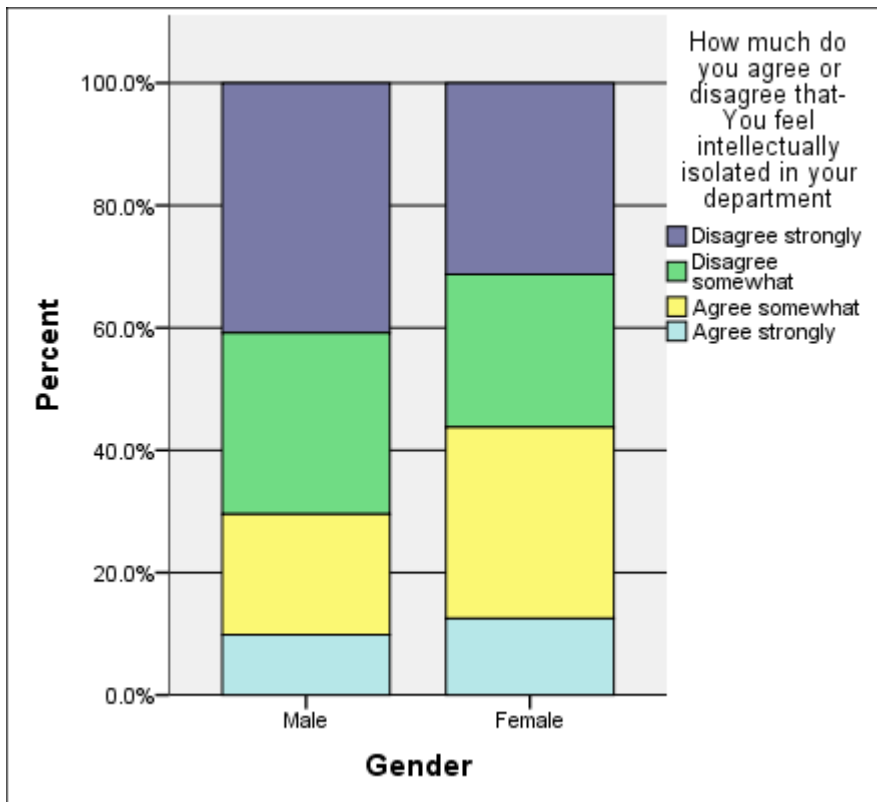
How much do you agree or disagree that-You do a great deal of work that is not formally recognized by your department ^ What is your gender? Crosstabulation

		What is your gender?			
		Male	Female	Total	
How much do you agree or disagree that-You do a great deal of work that is not formally recognized by your department	Disagree strongly	Count	10	5	15
		% within What is your gender?	13.9%	10.4%	12.5%
	Disagree somewhat	Count	16	7	23
		% within What is your gender?	22.2%	14.6%	19.2%
	Agree somewhat	Count	28	20	48
		% within What is your gender?	38.9%	41.7%	40.0%
	Agree strongly	Count	18	16	34
		% within What is your gender?	25.0%	33.3%	28.3%
Total	Count	72	48	120	
	% within What is your gender?	100.0%	100.0%	100.0%	



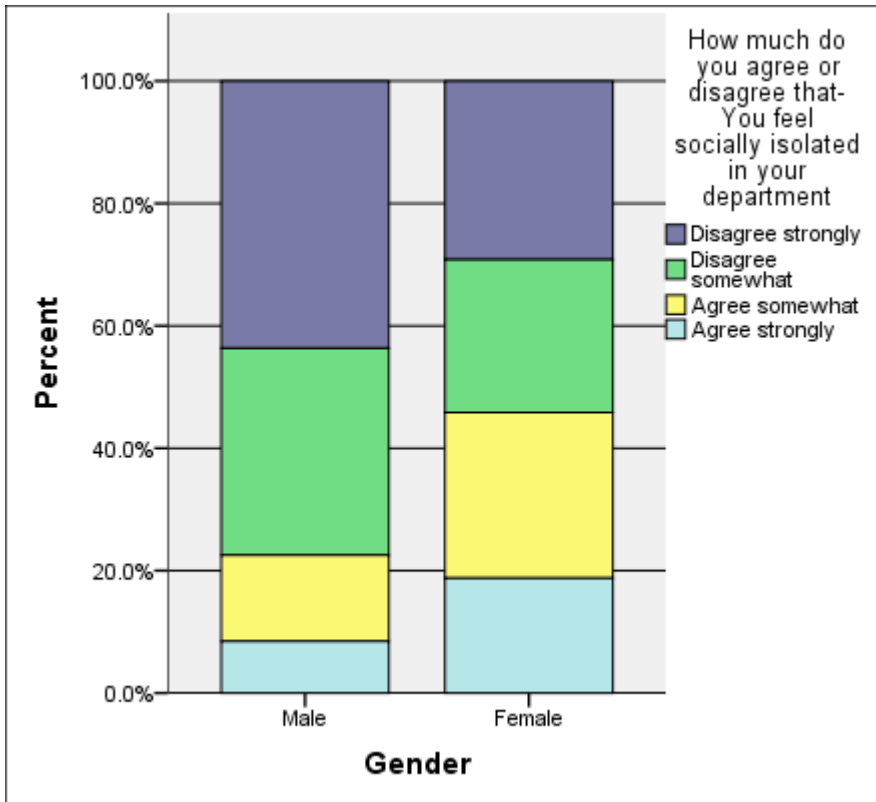
How much do you agree or disagree that-You feel as if you 'fit' in your department ^ What is your gender?
Crosstabulation

		What is your gender?			
		Male	Female	Total	
How much do you agree or disagree that-You feel as if you 'fit' in your department	Disagree strongly	Count	7	5	12
		% within What is your gender?	9.6%	10.4%	9.9%
	Disagree somewhat	Count	9	19	28
		% within What is your gender?	12.3%	39.6%	23.1%
	Agree somewhat	Count	28	14	42
		% within What is your gender?	38.4%	29.2%	34.7%
	Agree strongly	Count	29	10	39
		% within What is your gender?	39.7%	20.8%	32.2%
Total	Count	73	48	121	
	% within What is your gender?	100.0%	100.0%	100.0%	



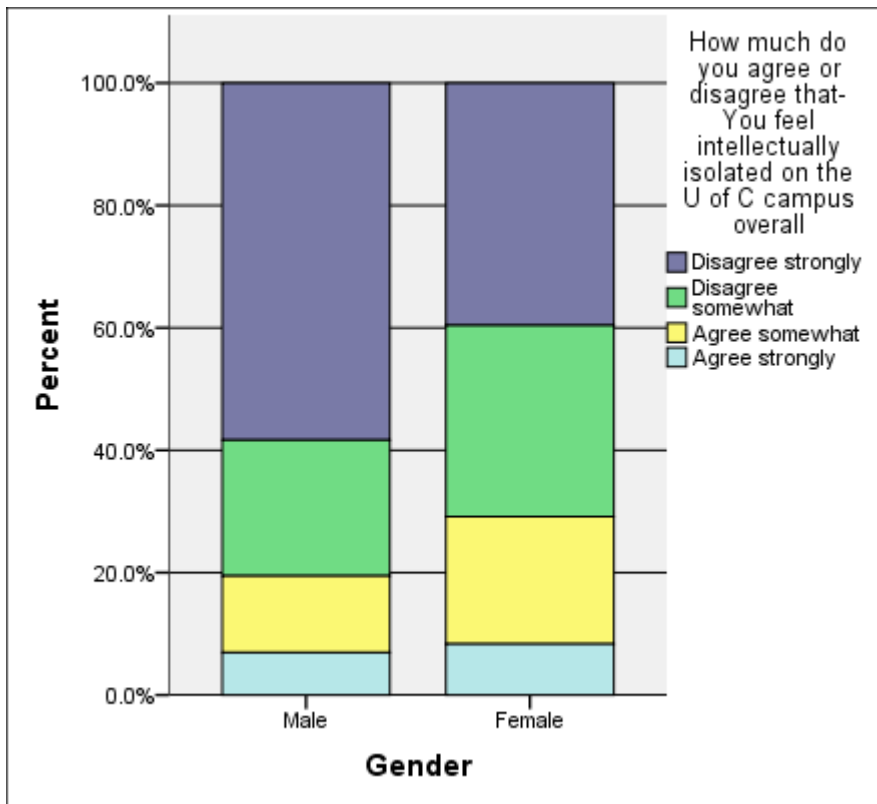
How much do you agree or disagree that-You feel intellectually isolated in your department ^ What is your gender? Crosstabulation

			What is your gender?		Total
			Male	Female	
How much do you agree or disagree that-You feel intellectually isolated in your department	Disagree strongly	Count	29	15	44
		% within What is your gender?	40.8%	31.3%	37.0%
	Disagree somewhat	Count	21	12	33
		% within What is your gender?	29.6%	25.0%	27.7%
	Agree somewhat	Count	14	15	29
		% within What is your gender?	19.7%	31.3%	24.4%
	Agree strongly	Count	7	6	13
		% within What is your gender?	9.9%	12.5%	10.9%
Total	Count	71	48	119	
	% within What is your gender?	100.0%	100.0%	100.0%	



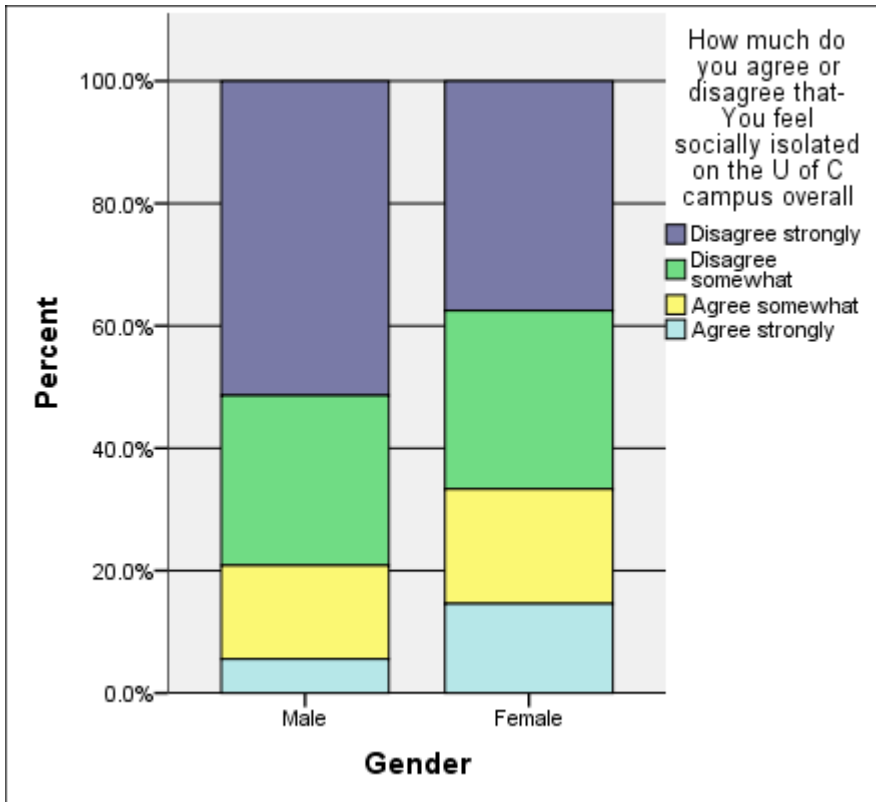
How much do you agree or disagree that-You feel socially isolated in your department * What is your gender?
Crosstabulation

		What is your gender?			
		Male	Female	Total	
How much do you agree or disagree that-You feel socially isolated in your department	Disagree strongly	Count	31	14	45
		% within What is your gender?	43.7%	29.2%	37.8%
	Disagree somewhat	Count	24	12	36
		% within What is your gender?	33.8%	25.0%	30.3%
	Agree somewhat	Count	10	13	23
		% within What is your gender?	14.1%	27.1%	19.3%
	Agree strongly	Count	6	9	15
		% within What is your gender?	8.5%	18.8%	12.6%
Total	Count	71	48	119	
	% within What is your gender?	100.0%	100.0%	100.0%	



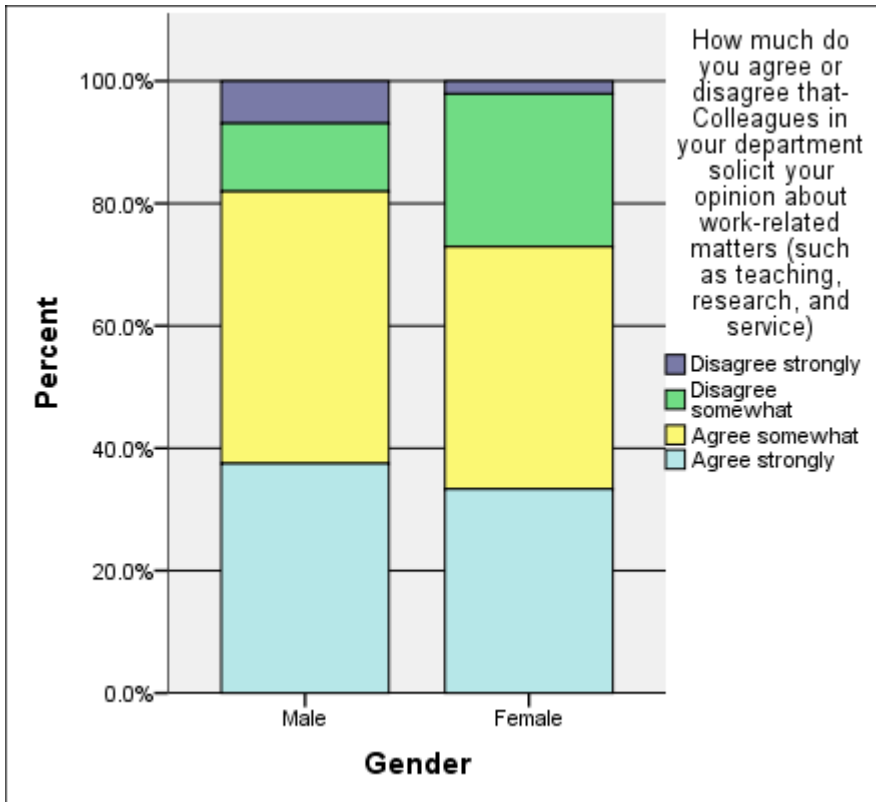
How much do you agree or disagree that-You feel intellectually isolated on the U of C campus overall ^ What is your gender? Crosstabulation

			What is your gender?		Total
			Male	Female	
How much do you agree or disagree that-You feel intellectually isolated on the U of C campus overall	Disagree strongly	Count	42	19	61
		% within What is your gender?	58.3%	39.6%	50.8%
	Disagree somewhat	Count	16	15	31
		% within What is your gender?	22.2%	31.3%	25.8%
	Agree somewhat	Count	9	10	19
		% within What is your gender?	12.5%	20.8%	15.8%
	Agree strongly	Count	5	4	9
		% within What is your gender?	6.9%	8.3%	7.5%
Total	Count	72	48	120	
	% within What is your gender?	100.0%	100.0%	100.0%	



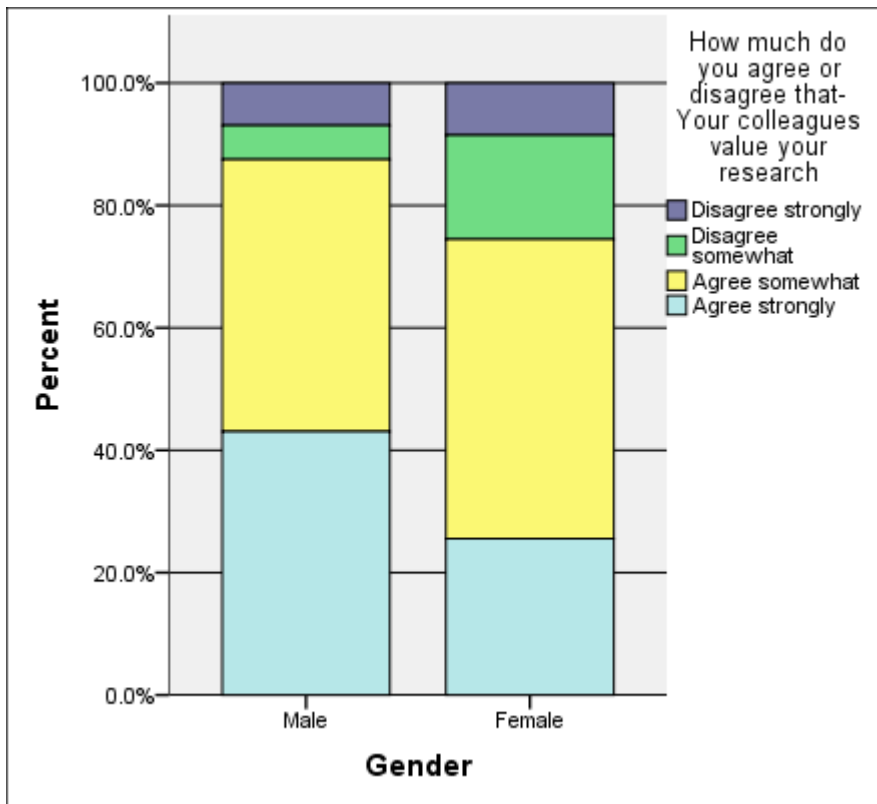
How much do you agree or disagree that-You feel socially isolated on the U of C campus overall * What is your gender? Crosstabulation

			What is your gender?		Total
			Male	Female	
How much do you agree or disagree that-You feel socially isolated on the U of C campus overall	Disagree strongly	Count	37	18	55
		% within What is your gender?	51.4%	37.5%	45.8%
	Disagree somewhat	Count	20	14	34
		% within What is your gender?	27.8%	29.2%	28.3%
	Agree somewhat	Count	11	9	20
		% within What is your gender?	15.3%	18.8%	16.7%
	Agree strongly	Count	4	7	11
		% within What is your gender?	5.6%	14.6%	9.2%
Total	Count	72	48	120	
	% within What is your gender?	100.0%	100.0%	100.0%	



How much do you agree or disagree that- Colleagues in your department solicit your opinion about work-related matters (such as teaching, research, and service) ^ What is your gender? Crosstabulation

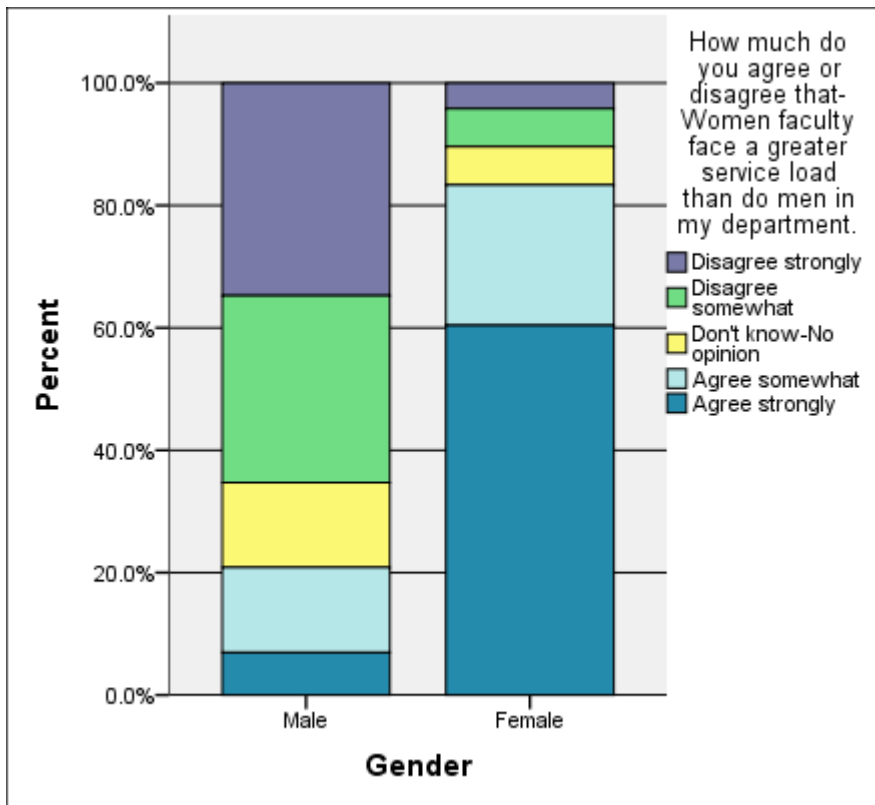
			What is your gender?		Total
			Male	Female	
How much do you agree or disagree that- Colleagues in your department solicit your opinion about work-related matters (such as teaching, research, and service)	Disagree strongly	Count	5	1	6
		% within What is your gender?	6.9%	2.1%	5.0%
	Disagree somewhat	Count	8	12	20
		% within What is your gender?	11.1%	25.0%	16.7%
	Agree somewhat	Count	32	19	51
		% within What is your gender?	44.4%	39.6%	42.5%
	Agree strongly	Count	27	16	43
		% within What is your gender?	37.5%	33.3%	35.8%
Total	Count	72	48	120	
	% within What is your gender?	100.0%	100.0%	100.0%	



How much do you agree or disagree that-Your colleagues value your research ^ What is your gender?
Crosstabulation

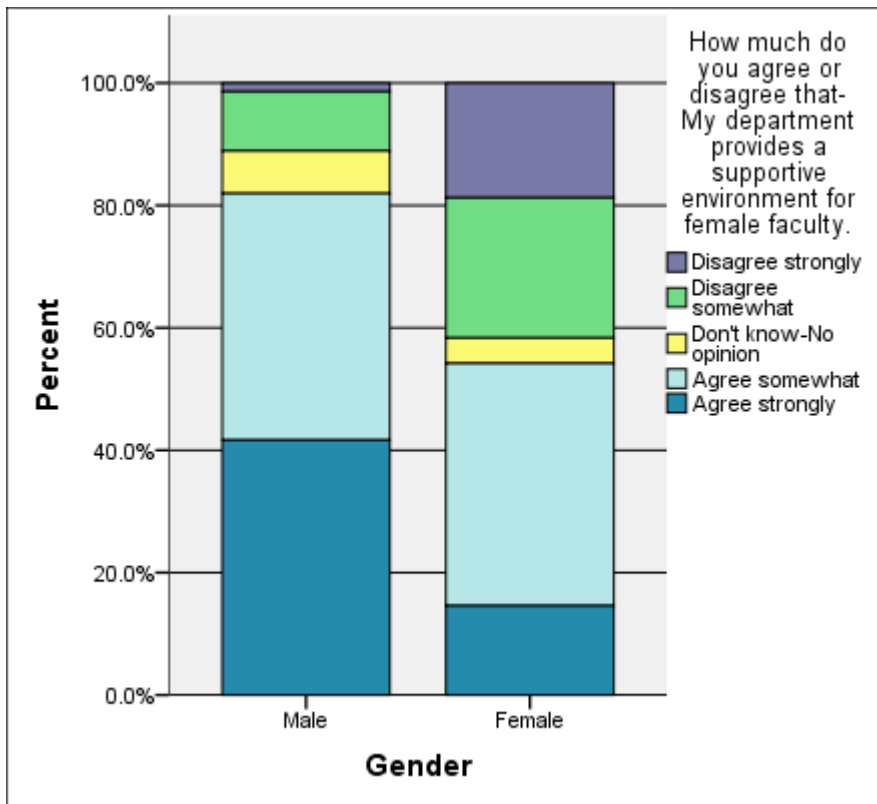
			What is your gender?		Total
			Male	Female	
How much do you agree or disagree that-Your colleagues value your research	Disagree strongly	Count	5	4	9
		% within What is your gender?	6.9%	8.5%	7.6%
	Disagree somewhat	Count	4	8	12
		% within What is your gender?	5.6%	17.0%	10.1%
	Agree somewhat	Count	32	23	55
		% within What is your gender?	44.4%	48.9%	46.2%
	Agree strongly	Count	31	12	43
		% within What is your gender?	43.1%	25.5%	36.1%
Total	Count	72	47	119	
	% within What is your gender?	100.0%	100.0%	100.0%	

GENDER: HOW MUCH DO YOU AGREE OR DISAGREE THAT



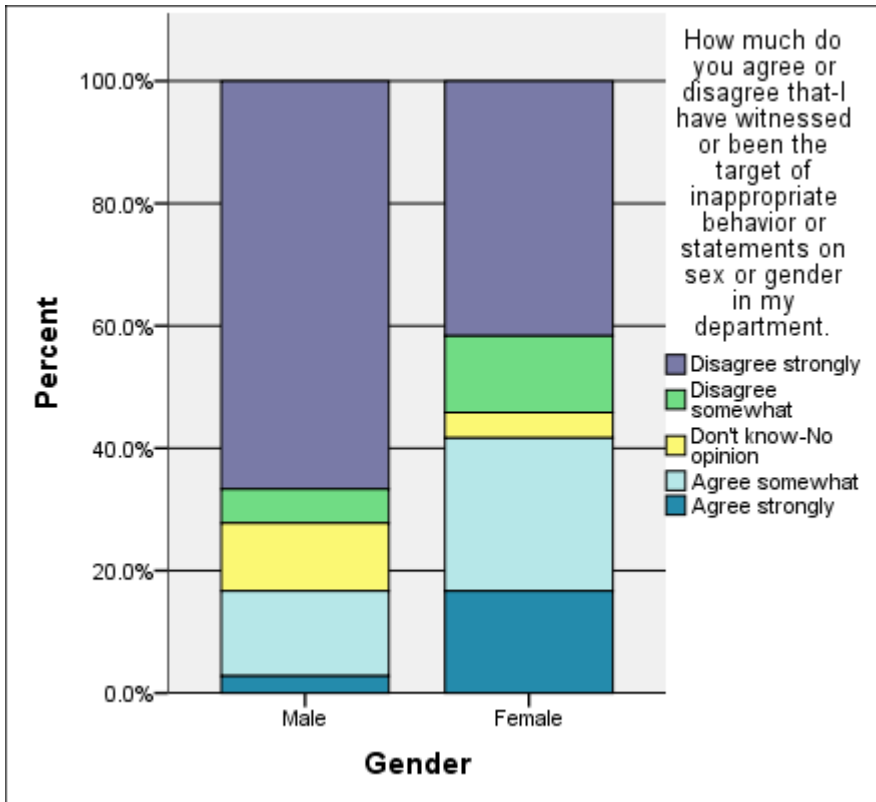
How much do you agree or disagree that Women faculty face a greater service load than do men in my department. ^ What is your gender? Crosstabulation

		What is your gender?			
			Male	Female	Total
How much do you agree or disagree that Women faculty face a greater service load than do men in my department.	Disagree strongly	Count	25	2	27
		% within What is your gender?	34.7%	4.2%	22.5%
	Disagree somewhat	Count	22	3	25
		% within What is your gender?	30.6%	6.3%	20.8%
	Don't know-No opinion	Count	10	3	13
		% within What is your gender?	13.9%	6.3%	10.8%
	Agree somewhat	Count	10	11	21
		% within What is your gender?	13.9%	22.9%	17.5%
	Agree strongly	Count	5	29	34
		% within What is your gender?	6.9%	60.4%	28.3%
Total	Count	72	48	120	
	% within What is your gender?	100.0%	100.0%	100.0%	



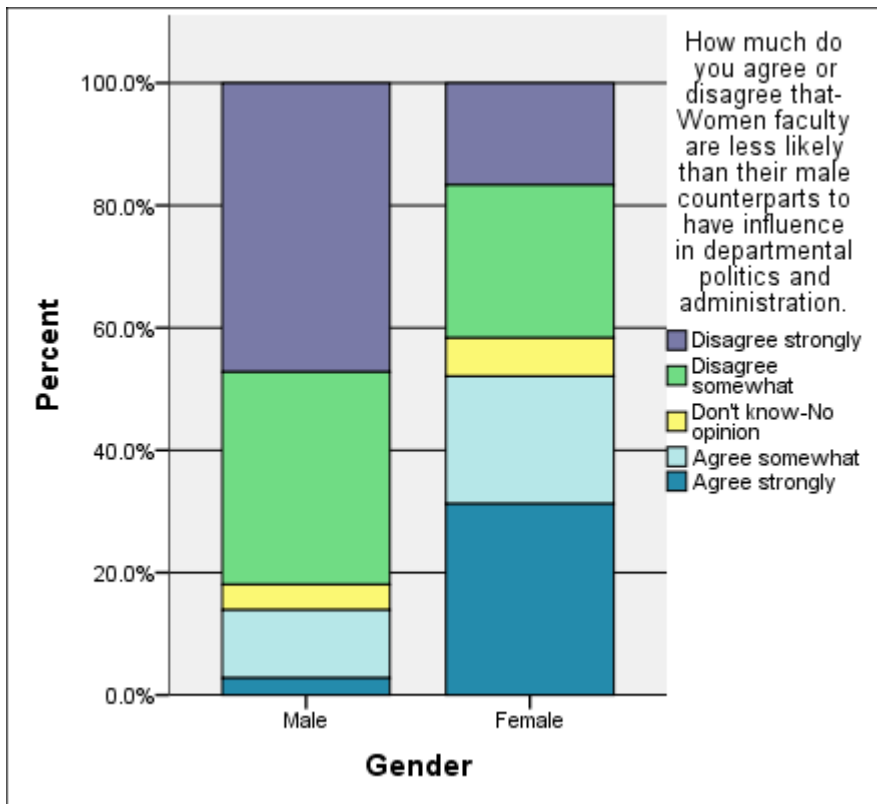
**How much do you agree or disagree that-My department provides a supportive environment for female faculty. ^
What is your gender? Crosstabulation**

		What is your gender?			
		Male	Female	Total	
How much do you agree or disagree that-My department provides a supportive environment for female faculty.	Disagree strongly	Count	1	9	10
		% within What is your gender?	1.4%	18.8%	8.3%
	Disagree somewhat	Count	7	11	18
		% within What is your gender?	9.7%	22.9%	15.0%
	Don't know-No opinion	Count	5	2	7
		% within What is your gender?	6.9%	4.2%	5.8%
	Agree somewhat	Count	29	19	48
		% within What is your gender?	40.3%	39.6%	40.0%
	Agree strongly	Count	30	7	37
		% within What is your gender?	41.7%	14.6%	30.8%
Total	Count	72	48	120	
	% within What is your gender?	100.0%	100.0%	100.0%	



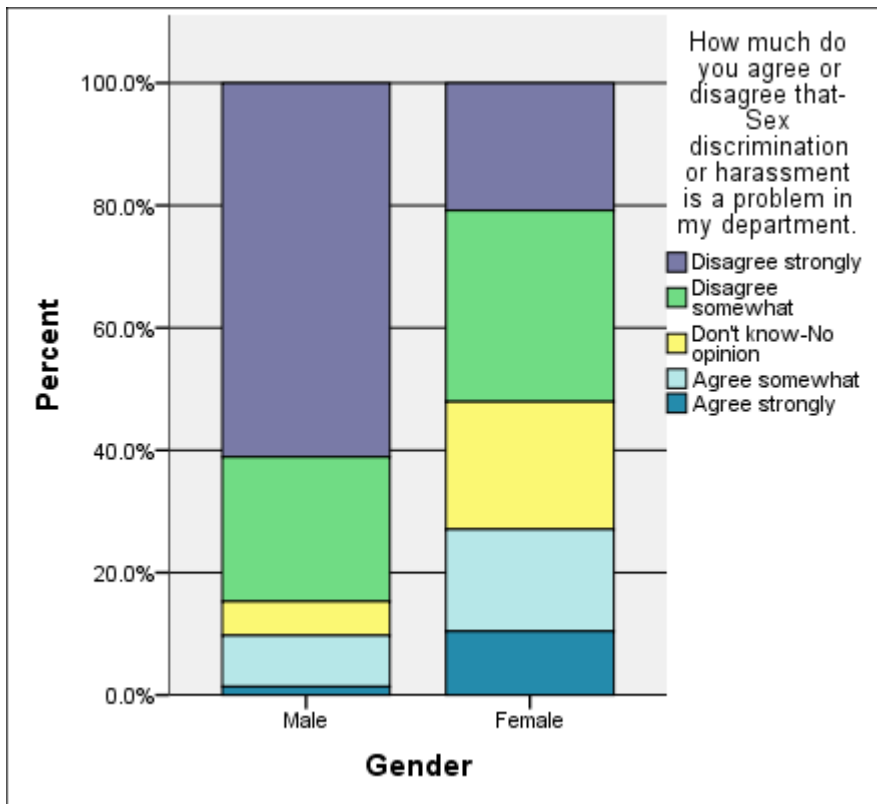
How much do you agree or disagree that-I have witnessed or been the target of inappropriate behavior or statements on sex or gender in my department. ^ What is your gender? Crosstabulation

		What is your gender?			
		Male	Female	Total	
How much do you agree or disagree that-I have witnessed or been the target of inappropriate behavior or statements on sex or gender in my department.	Disagree strongly	Count	48	20	68
		% within What is your gender?	66.7%	41.7%	56.7%
	Disagree somewhat	Count	4	6	10
		% within What is your gender?	5.6%	12.5%	8.3%
	Don't know-No opinion	Count	8	2	10
		% within What is your gender?	11.1%	4.2%	8.3%
	Agree somewhat	Count	10	12	22
		% within What is your gender?	13.9%	25.0%	18.3%
	Agree strongly	Count	2	8	10
		% within What is your gender?	2.8%	16.7%	8.3%
Total	Count	72	48	120	
	% within What is your gender?	100.0%	100.0%	100.0%	



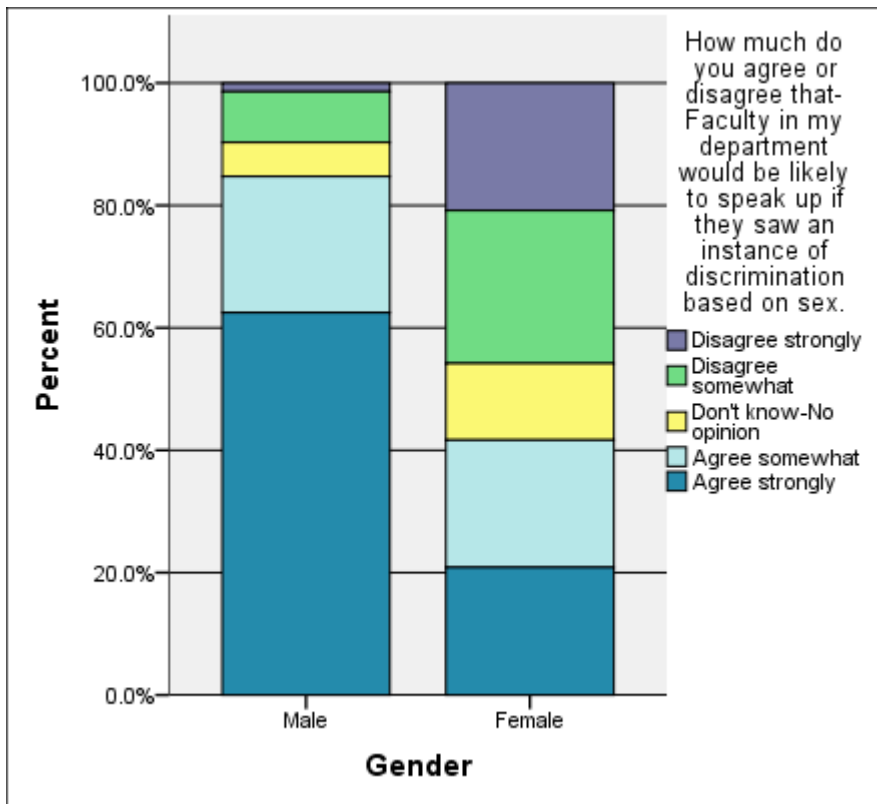
How much do you agree or disagree that Women faculty are less likely than their male counterparts to have influence in departmental politics and administration. * What is your gender? Crosstabulation

		What is your gender?			Total
		Male	Female		
How much do you agree or disagree that Women faculty are less likely than their male counterparts to have influence in departmental politics and administration.	Disagree strongly	Count	34	8	42
		% within What is your gender?	47.2%	16.7%	35.0%
	Disagree somewhat	Count	25	12	37
		% within What is your gender?	34.7%	25.0%	30.8%
	Don't know-No opinion	Count	3	3	6
		% within What is your gender?	4.2%	6.3%	5.0%
	Agree somewhat	Count	8	10	18
		% within What is your gender?	11.1%	20.8%	15.0%
	Agree strongly	Count	2	15	17
		% within What is your gender?	2.8%	31.3%	14.2%
Total	Count	72	48	120	
	% within What is your gender?	100.0%	100.0%	100.0%	



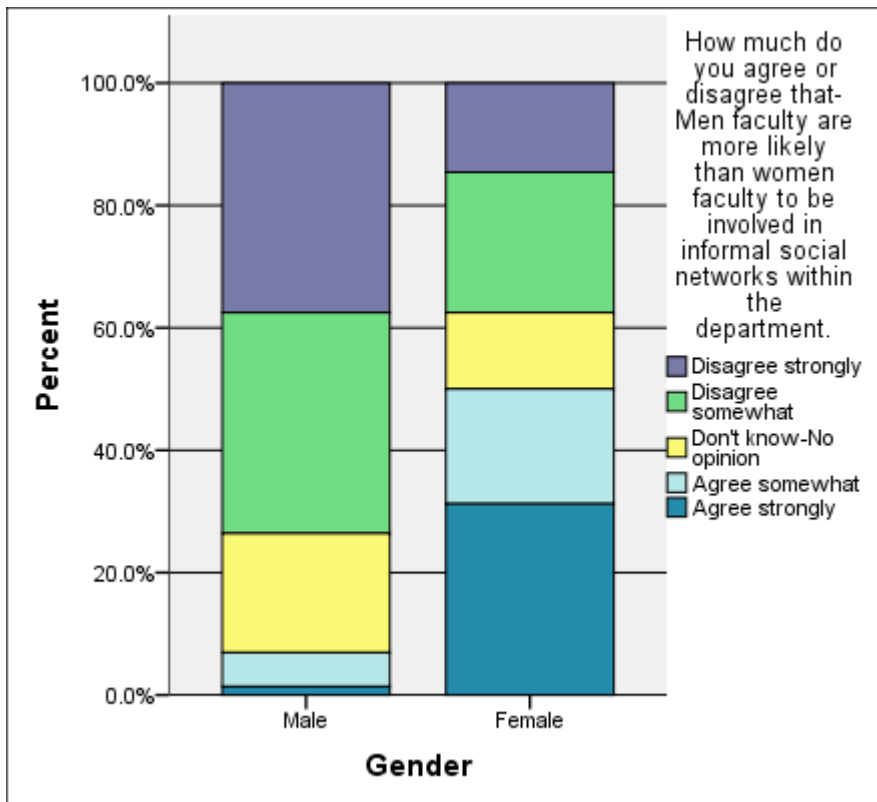
How much do you agree or disagree that Sex discrimination or harassment is a problem in my department. ^ What is your gender? Crosstabulation

		What is your gender?			
		Male	Female	Total	
How much do you agree or disagree that Sex discrimination or harassment is a problem in my department.	Disagree strongly	Count	44	10	54
		% within What is your gender?	61.1%	20.8%	45.0%
	Disagree somewhat	Count	17	15	32
		% within What is your gender?	23.6%	31.3%	26.7%
	Don't know-No opinion	Count	4	10	14
		% within What is your gender?	5.6%	20.8%	11.7%
	Agree somewhat	Count	6	8	14
		% within What is your gender?	8.3%	16.7%	11.7%
	Agree strongly	Count	1	5	6
		% within What is your gender?	1.4%	10.4%	5.0%
Total	Count	72	48	120	
	% within What is your gender?	100.0%	100.0%	100.0%	



How much do you agree or disagree that-Faculty in my department would be likely to speak up if they saw an instance of discrimination based on sex. * What is your gender? Crosstabulation

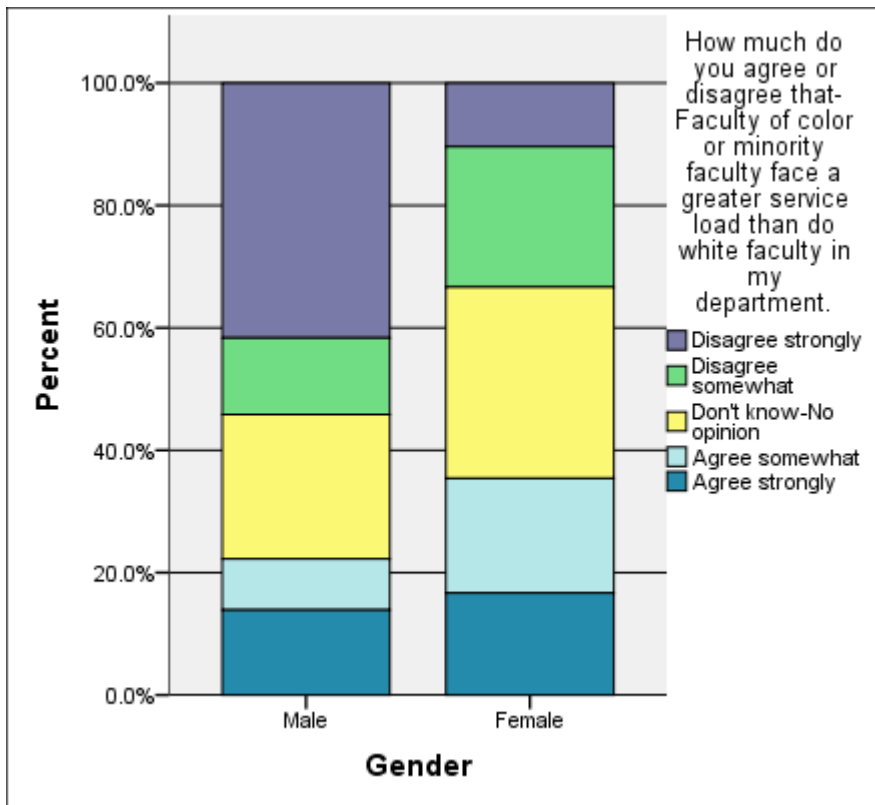
		What is your gender?			Total
		Male	Female		
How much do you agree or disagree that-Faculty in my department would be likely to speak up if they saw an instance of discrimination based on sex.	Disagree strongly	Count	1	10	11
		% within What is your gender?	1.4%	20.8%	9.2%
	Disagree somewhat	Count	6	12	18
		% within What is your gender?	8.3%	25.0%	15.0%
	Don't know-No opinion	Count	4	6	10
	% within What is your gender?	5.6%	12.5%	8.3%	
	Agree somewhat	Count	16	10	26
	% within What is your gender?	22.2%	20.8%	21.7%	
	Agree strongly	Count	45	10	55
	% within What is your gender?	62.5%	20.8%	45.8%	
Total	Count	72	48	120	
	% within What is your gender?	100.0%	100.0%	100.0%	



How much do you agree or disagree that Men faculty are more likely than women faculty to be involved in informal social networks within the department. ^ What is your gender? Crosstabulation

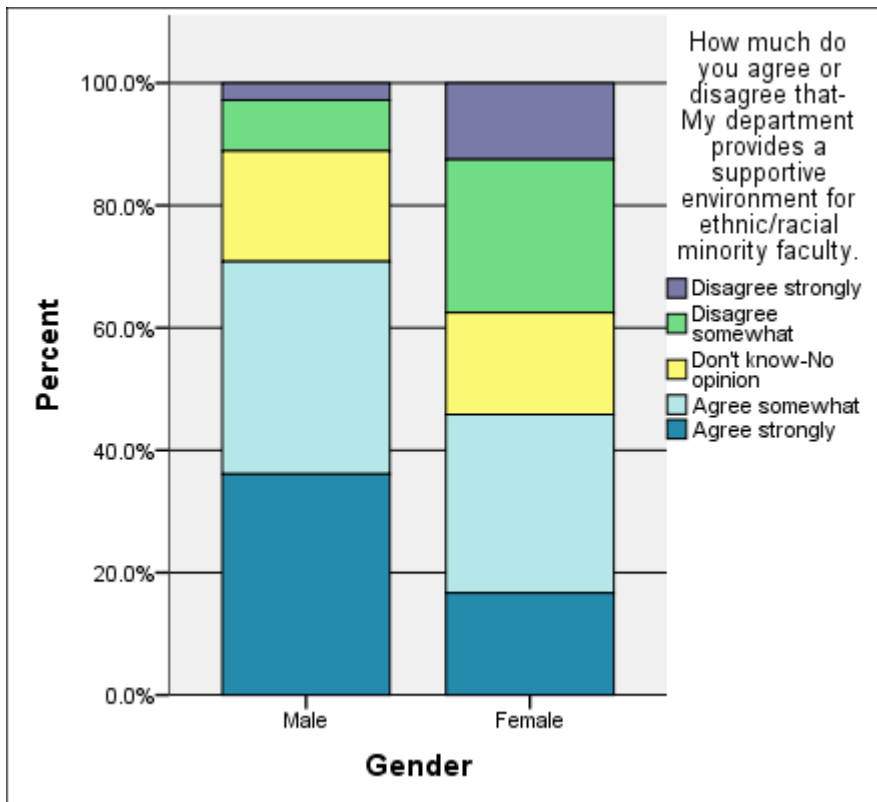
			What is your gender?		
			Male	Female	Total
How much do you agree or disagree that Men faculty are more likely than women faculty to be involved in informal social networks within the department.	Disagree strongly	Count	27	7	34
		% within What is your gender?	37.5%	14.6%	28.3%
	Disagree somewhat	Count	26	11	37
		% within What is your gender?	36.1%	22.9%	30.8%
	Don't know-No opinion	Count	14	6	20
		% within What is your gender?	19.4%	12.5%	16.7%
	Agree somewhat	Count	4	9	13
		% within What is your gender?	5.6%	18.8%	10.8%
	Agree strongly	Count	1	15	16
		% within What is your gender?	1.4%	31.3%	13.3%
Total	Count	72	48	120	
	% within What is your gender?	100.0%	100.0%	100.0%	

RACE: HOW MUCH DO YOU AGREE OR DISAGREE THAT



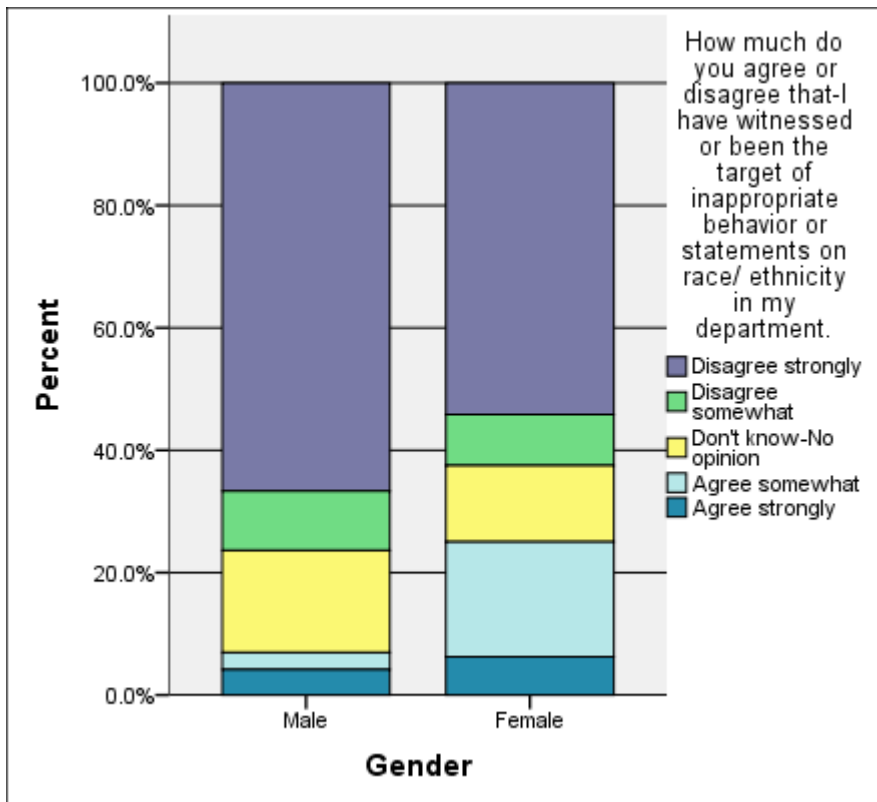
How much do you agree or disagree that-Faculty of color or minority faculty face a greater service load than do white faculty in my department. * What is your gender? Crosstabulation

			What is your gender?		
			Male	Female	Total
How much do you agree or disagree that-Faculty of color or minority faculty face a greater service load than do white faculty in my department.	Disagree strongly	Count	30	5	35
		% within What is your gender?	41.7%	10.4%	29.2%
	Disagree somewhat	Count	9	11	20
		% within What is your gender?	12.5%	22.9%	16.7%
	Don't know-No opinion	Count	17	15	32
		% within What is your gender?	23.6%	31.3%	26.7%
	Agree somewhat	Count	6	9	15
		% within What is your gender?	8.3%	18.8%	12.5%
	Agree strongly	Count	10	8	18
		% within What is your gender?	13.9%	16.7%	15.0%
Total	Count	72	48	120	
	% within What is your gender?	100.0%	100.0%	100.0%	



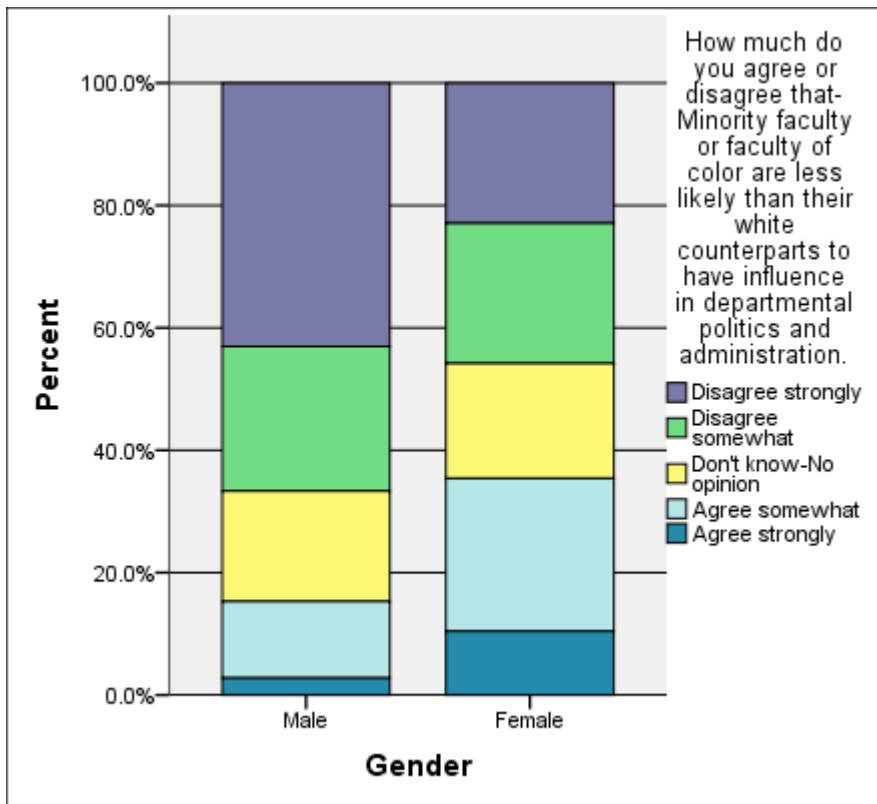
How much do you agree or disagree that-My department provides a supportive environment for ethnic/racial minority faculty. * What is your gender? Crosstabulation

		What is your gender?			
		Male	Female	Total	
How much do you agree or disagree that-My department provides a supportive environment for ethnic/racial minority faculty.	Disagree strongly	Count	2	6	8
		% within What is your gender?	2.8%	12.5%	6.7%
	Disagree somewhat	Count	6	12	18
		% within What is your gender?	8.3%	25.0%	15.0%
	Don't know-No opinion	Count	13	8	21
		% within What is your gender?	18.1%	16.7%	17.5%
	Agree somewhat	Count	25	14	39
		% within What is your gender?	34.7%	29.2%	32.5%
	Agree strongly	Count	26	8	34
		% within What is your gender?	36.1%	16.7%	28.3%
Total	Count	72	48	120	
	% within What is your gender?	100.0%	100.0%	100.0%	



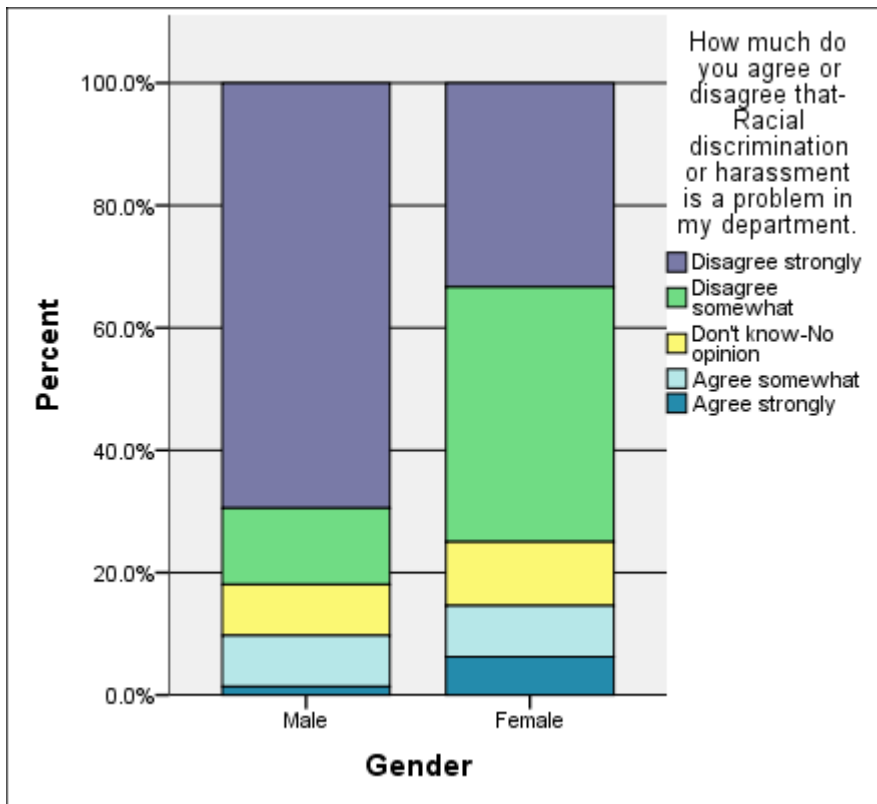
How much do you agree or disagree that-I have witnessed or been the target of inappropriate behavior or statements on race/ ethnicity in my department. * What is your gender? Crosstabulation

		What is your gender?			
		Male	Female	Total	
How much do you agree or disagree that-I have witnessed or been the target of inappropriate behavior or statements on race/ ethnicity in my department.	Disagree strongly	Count	48	26	74
		% within What is your gender?	66.7%	54.2%	61.7%
	Disagree somewhat	Count	7	4	11
		% within What is your gender?	9.7%	8.3%	9.2%
	Don't know-No opinion	Count	12	6	18
		% within What is your gender?	16.7%	12.5%	15.0%
	Agree somewhat	Count	2	9	11
		% within What is your gender?	2.8%	18.8%	9.2%
	Agree strongly	Count	3	3	6
		% within What is your gender?	4.2%	6.3%	5.0%
Total	Count	72	48	120	
	% within What is your gender?	100.0%	100.0%	100.0%	



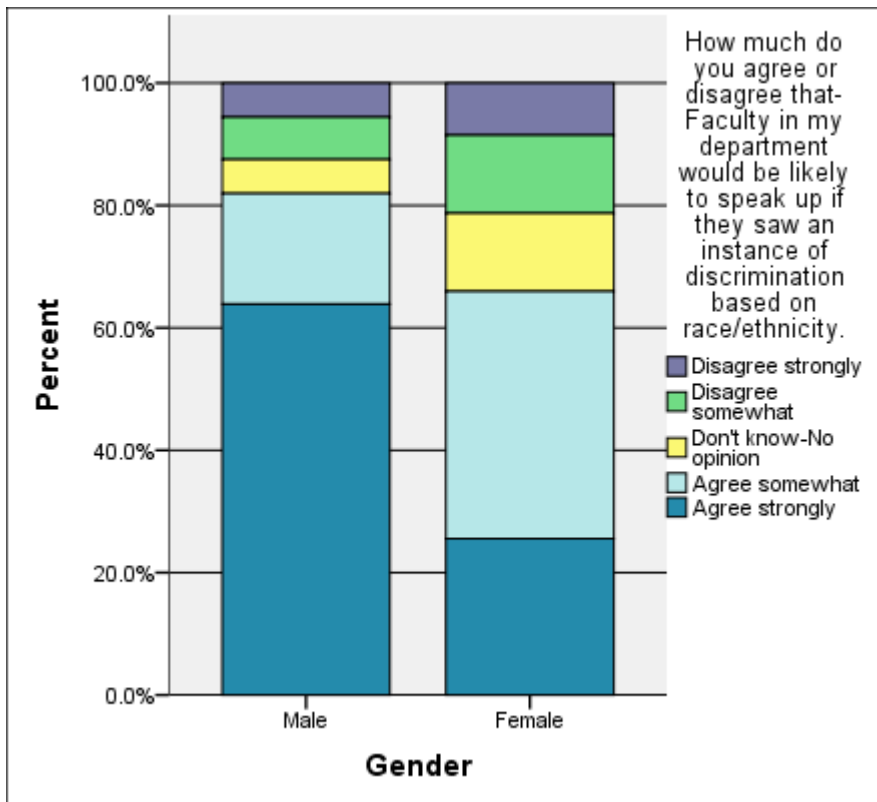
How much do you agree or disagree that-Minority faculty or faculty of color are less likely than their white counterparts to have influence in departmental politics and administration. * What is your gender? Crosstabulation

		What is your gender?			
		Male	Female	Total	
How much do you agree or disagree that-Minority faculty or faculty of color are less likely than their white counterparts to have influence in departmental politics and administration.	Disagree strongly	Count	31	11	42
		% within What is your gender?	43.1%	22.9%	35.0%
	Disagree somewhat	Count	17	11	28
		% within What is your gender?	23.6%	22.9%	23.3%
	Don't know-No opinion	Count	13	9	22
		% within What is your gender?	18.1%	18.8%	18.3%
	Agree somewhat	Count	9	12	21
		% within What is your gender?	12.5%	25.0%	17.5%
	Agree strongly	Count	2	5	7
		% within What is your gender?	2.8%	10.4%	5.8%
Total	Count	72	48	120	
	% within What is your gender?	100.0%	100.0%	100.0%	



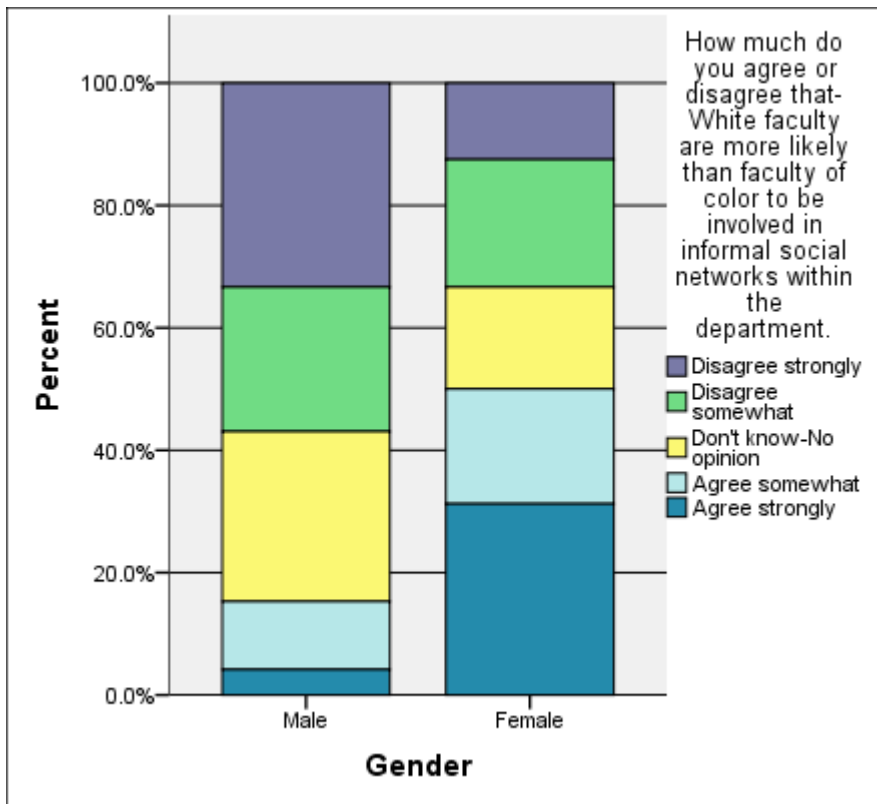
How much do you agree or disagree that-Racial discrimination or harassment is a problem in my department. *
What is your gender? Crosstabulation

		What is your gender?			
		Male	Female	Total	
How much do you agree or disagree that-Racial discrimination or harassment is a problem in my department.	Disagree strongly	Count	50	16	66
		% within What is your gender?	69.4%	33.3%	55.0%
	Disagree somewhat	Count	9	20	29
		% within What is your gender?	12.5%	41.7%	24.2%
	Don't know-No opinion	Count	6	5	11
		% within What is your gender?	8.3%	10.4%	9.2%
	Agree somewhat	Count	6	4	10
		% within What is your gender?	8.3%	8.3%	8.3%
	Agree strongly	Count	1	3	4
		% within What is your gender?	1.4%	6.3%	3.3%
Total	Count	72	48	120	
	% within What is your gender?	100.0%	100.0%	100.0%	



How much do you agree or disagree that Faculty in my department would be likely to speak up if they saw an instance of discrimination based on race/ethnicity. ^ What is your gender? Crosstabulation

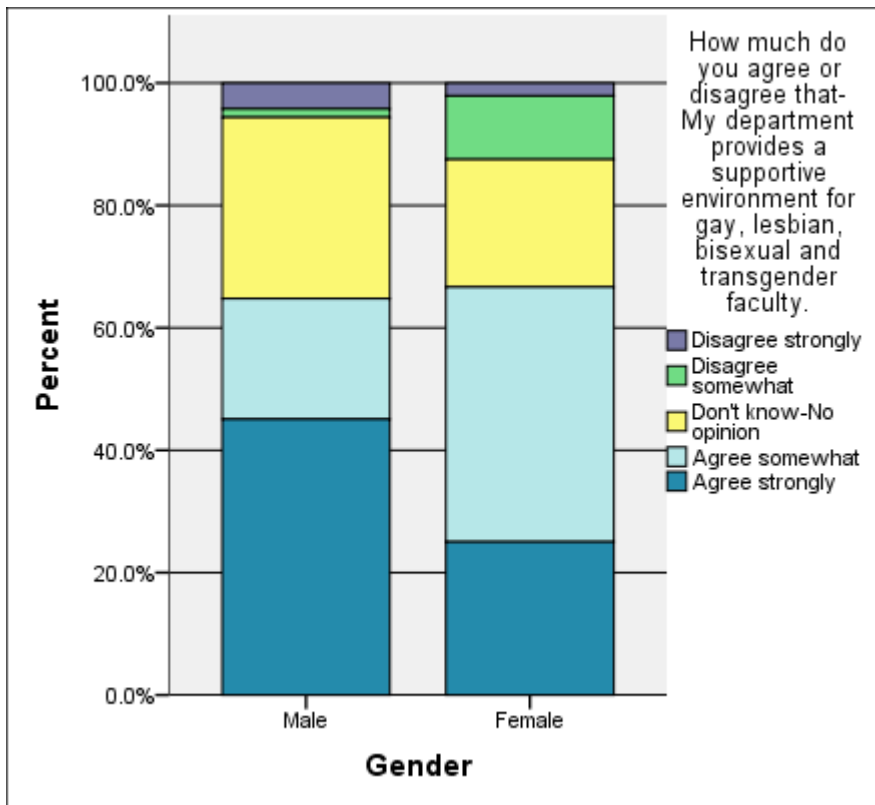
		What is your gender?			
		Male	Female	Total	
How much do you agree or disagree that Faculty in my department would be likely to speak up if they saw an instance of discrimination based on race/ethnicity.	Disagree strongly	Count	4	4	8
		% within What is your gender?	5.6%	8.5%	6.7%
	Disagree somewhat	Count	5	6	11
		% within What is your gender?	6.9%	12.8%	9.2%
	Don't know-No opinion	Count	4	6	10
		% within What is your gender?	5.6%	12.8%	8.4%
	Agree somewhat	Count	13	19	32
		% within What is your gender?	18.1%	40.4%	26.9%
	Agree strongly	Count	46	12	58
		% within What is your gender?	63.9%	25.5%	48.7%
Total	Count	72	47	119	
	% within What is your gender?	100.0%	100.0%	100.0%	



How much do you agree or disagree that-White faculty are more likely than faculty of color to be involved in informal social networks within the department. ^ What is your gender? Crosstabulation

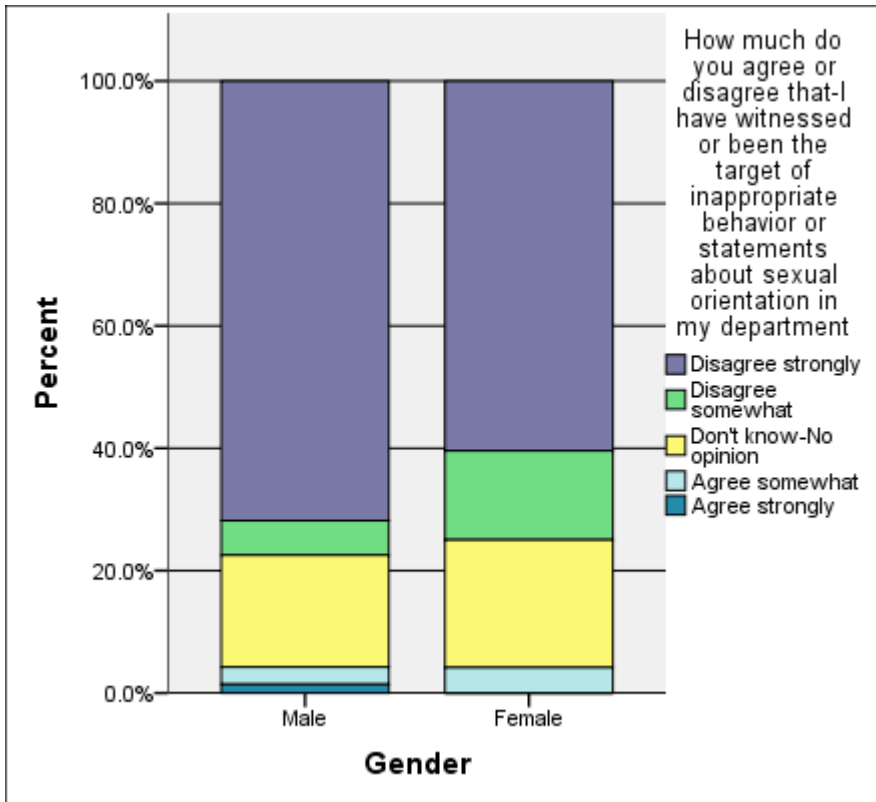
			What is your gender?		
			Male	Female	Total
How much do you agree or disagree that-White faculty are more likely than faculty of color to be involved in informal social networks within the department.	Disagree strongly	Count	24	6	30
		% within What is your gender?	33.3%	12.5%	25.0%
	Disagree somewhat	Count	17	10	27
		% within What is your gender?	23.6%	20.8%	22.5%
	Don't know-No opinion	Count	20	8	28
		% within What is your gender?	27.8%	16.7%	23.3%
	Agree somewhat	Count	8	9	17
		% within What is your gender?	11.1%	18.8%	14.2%
	Agree strongly	Count	3	15	18
		% within What is your gender?	4.2%	31.3%	15.0%
Total	Count	72	48	120	
	% within What is your gender?	100.0%	100.0%	100.0%	

SEXUAL ORIENTATION: HOW MUCH DO YOU AGREE OR DISAGREE THAT



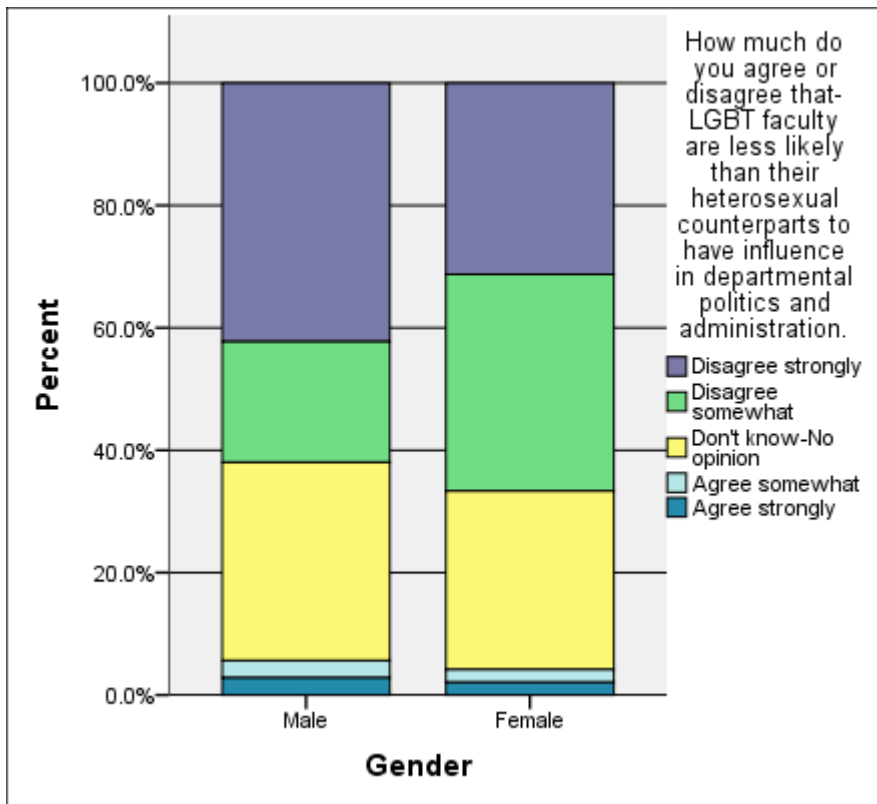
How much do you agree or disagree that-My department provides a supportive environment for gay, lesbian, bisexual and transgender faculty. * What is your gender? Crosstabulation

		What is your gender?			
		Male	Female	Total	
How much do you agree or disagree that-My department provides a supportive environment for gay, lesbian, bisexual and transgender faculty.	Disagree strongly	Count	3	1	4
		% within What is your gender?	4.2%	2.1%	3.4%
	Disagree somewhat	Count	1	5	6
		% within What is your gender?	1.4%	10.4%	5.0%
	Don't know-No opinion	Count	21	10	31
		% within What is your gender?	29.6%	20.8%	26.1%
	Agree somewhat	Count	14	20	34
		% within What is your gender?	19.7%	41.7%	28.6%
	Agree strongly	Count	32	12	44
		% within What is your gender?	45.1%	25.0%	37.0%
Total	Count	71	48	119	
	% within What is your gender?	100.0%	100.0%	100.0%	



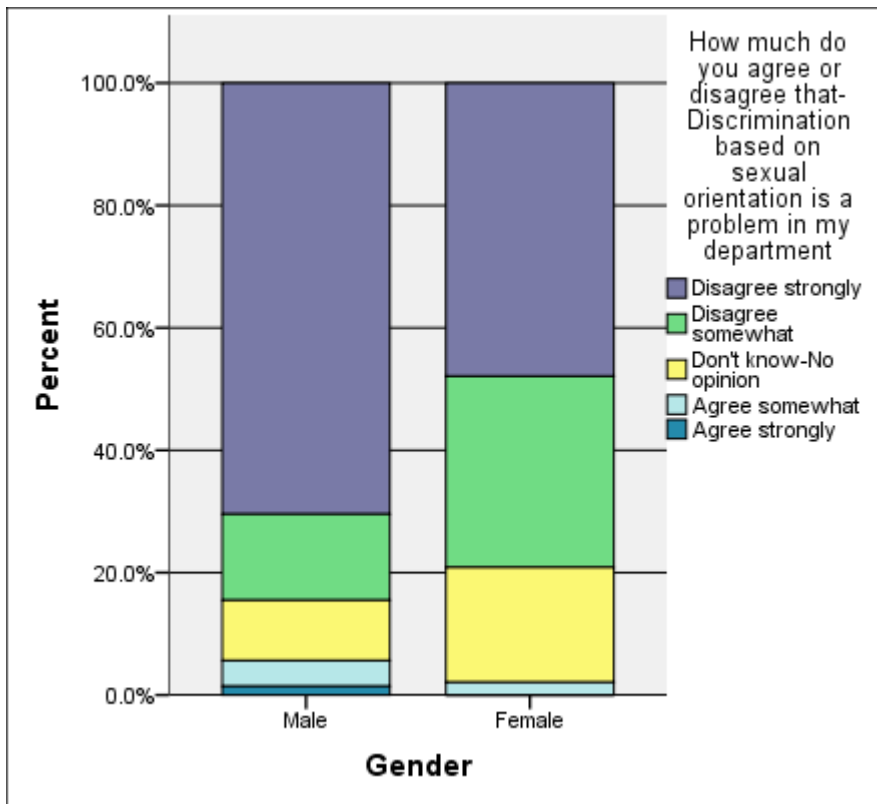
How much do you agree or disagree that-I have witnessed or been the target of inappropriate behavior or statements about sexual orientation in my department ^ What is your gender? Crosstabulation

		What is your gender?			
		Male	Female	Total	
How much do you agree or disagree that-I have witnessed or been the target of inappropriate behavior or statements about sexual orientation in my department	Disagree strongly	Count	51	29	80
		% within What is your gender?	71.8%	60.4%	67.2%
	Disagree somewhat	Count	4	7	11
		% within What is your gender?	5.6%	14.6%	9.2%
	Don't know-No opinion	Count	13	10	23
		% within What is your gender?	18.3%	20.8%	19.3%
	Agree somewhat	Count	2	2	4
		% within What is your gender?	2.8%	4.2%	3.4%
	Agree strongly	Count	1	0	1
		% within What is your gender?	1.4%	0.0%	0.8%
Total	Count	71	48	119	
	% within What is your gender?	100.0%	100.0%	100.0%	



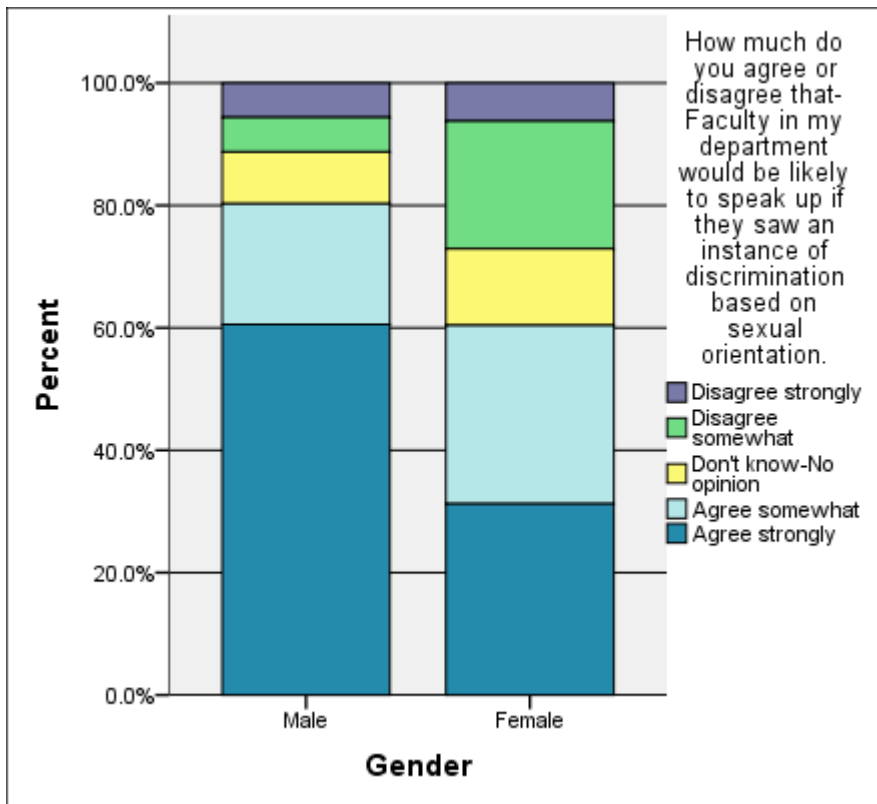
How much do you agree or disagree that LGBT faculty are less likely than their heterosexual counterparts to have influence in departmental politics and administration. * What is your gender? Crosstabulation

		What is your gender?			
		Male	Female	Total	
How much do you agree or disagree that LGBT faculty are less likely than their heterosexual counterparts to have influence in departmental politics and administration.	Disagree strongly	Count	30	15	45
		% within What is your gender?	42.3%	31.3%	37.8%
	Disagree somewhat	Count	14	17	31
		% within What is your gender?	19.7%	35.4%	26.1%
	Don't know-No opinion	Count	23	14	37
		% within What is your gender?	32.4%	29.2%	31.1%
	Agree somewhat	Count	2	1	3
		% within What is your gender?	2.8%	2.1%	2.5%
	Agree strongly	Count	2	1	3
		% within What is your gender?	2.8%	2.1%	2.5%
Total	Count	71	48	119	
	% within What is your gender?	100.0%	100.0%	100.0%	



How much do you agree or disagree that-Discrimination based on sexual orientation is a problem in my department ^ What is your gender? Crosstabulation

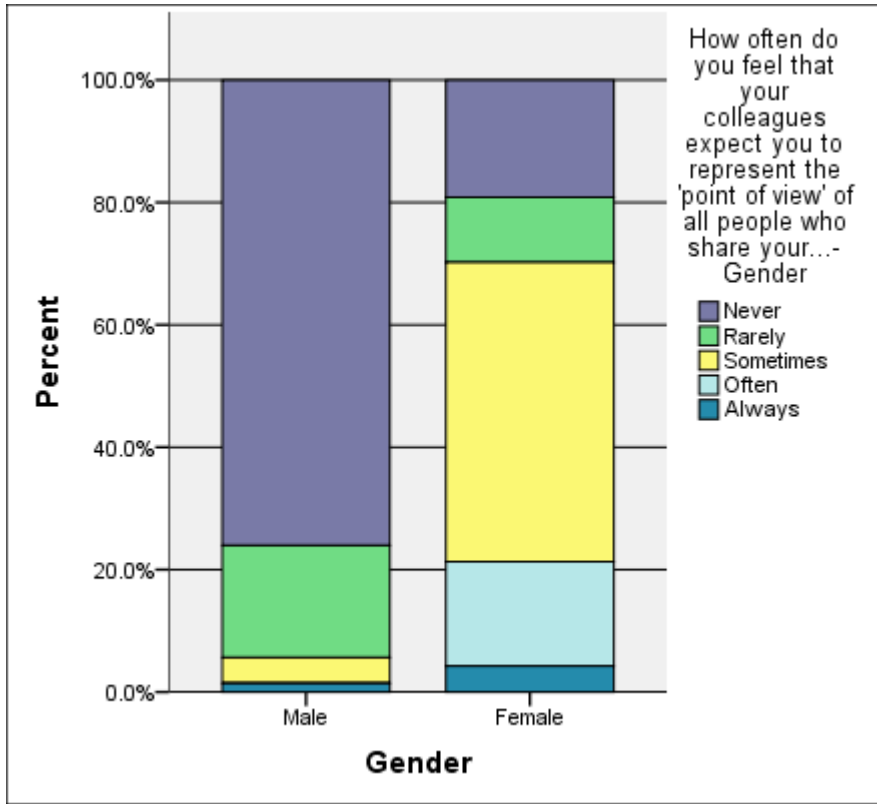
		What is your gender?			
		Male	Female	Total	
How much do you agree or disagree that-Discrimination based on sexual orientation is a problem in my department	Disagree strongly	Count	50	23	73
		% within What is your gender?	70.4%	47.9%	61.3%
	Disagree somewhat	Count	10	15	25
		% within What is your gender?	14.1%	31.3%	21.0%
	Don't know-No opinion	Count	7	9	16
		% within What is your gender?	9.9%	18.8%	13.4%
	Agree somewhat	Count	3	1	4
		% within What is your gender?	4.2%	2.1%	3.4%
	Agree strongly	Count	1	0	1
		% within What is your gender?	1.4%	0.0%	0.8%
Total	Count	71	48	119	
	% within What is your gender?	100.0%	100.0%	100.0%	



How much do you agree or disagree that-Faculty in my department would be likely to speak up if they saw an instance of discrimination based on sexual orientation. ^ What is your gender? Crosstabulation

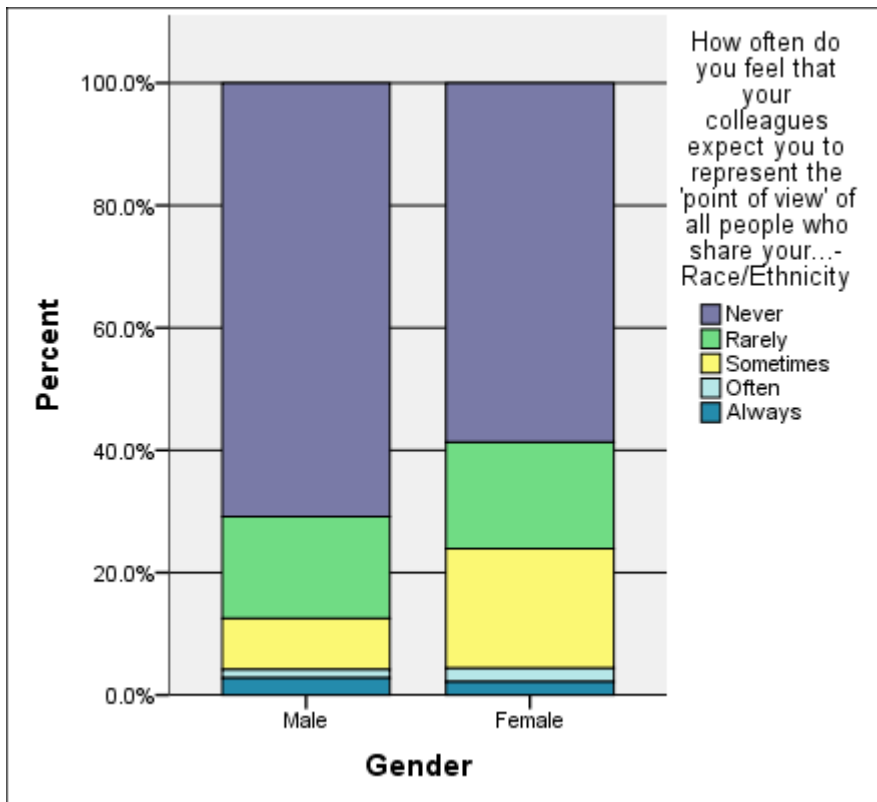
			What is your gender?		
			Male	Female	Total
How much do you agree or disagree that-Faculty in my department would be likely to speak up if they saw an instance of discrimination based on sexual orientation.	Disagree strongly	Count	4	3	7
		% within What is your gender?	5.6%	6.3%	5.9%
	Disagree somewhat	Count	4	10	14
		% within What is your gender?	5.6%	20.8%	11.8%
	Don't know-No opinion	Count	6	6	12
		% within What is your gender?	8.5%	12.5%	10.1%
	Agree somewhat	Count	14	14	28
		% within What is your gender?	19.7%	29.2%	23.5%
	Agree strongly	Count	43	15	58
		% within What is your gender?	60.6%	31.3%	48.7%
Total	Count	71	48	119	
	% within What is your gender?	100.0%	100.0%	100.0%	

HOW OFTEN DO YOU FEEL THAT YOUR COLLEAGUES EXPECT YOU TO REPRESENT THE "POINT OF VIEW" OF ALL PEOPLE WHO SHARE YOUR...



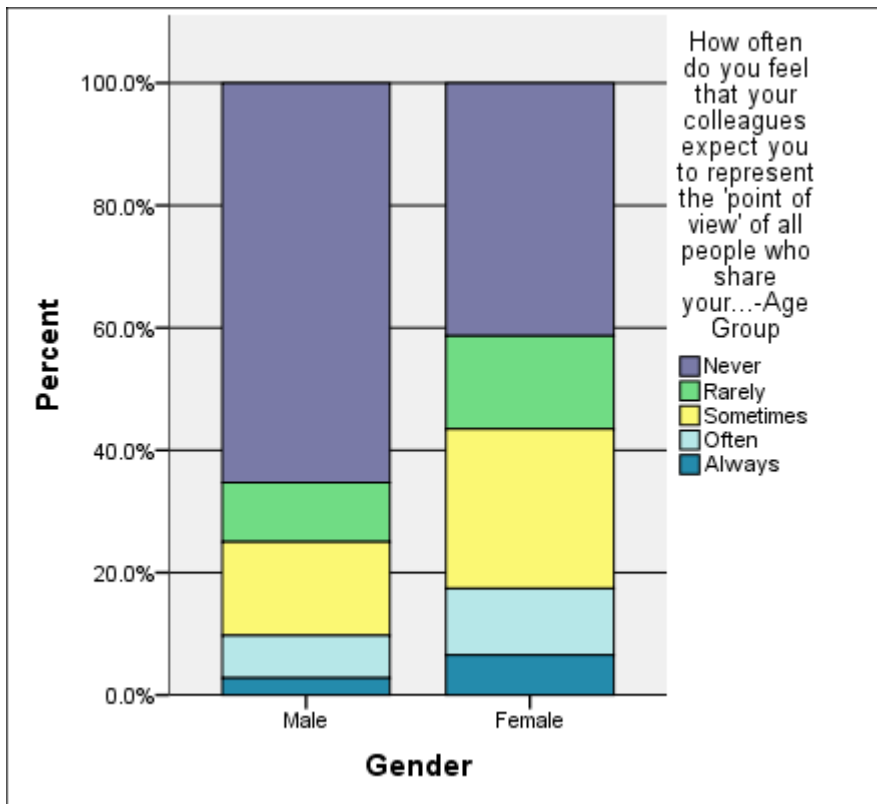
How often do you feel that your colleagues expect you to represent the 'point of view' of all people who share your...-Gender ^ What is your gender? Crosstabulation

			What is your gender?		
			Male	Female	Total
How often do you feel that your colleagues expect you to represent the 'point of view' of all people who share your...-Gender	Never	Count	54	9	63
		% within What is your gender?	76.1%	19.1%	53.4%
	Rarely	Count	13	5	18
		% within What is your gender?	18.3%	10.6%	15.3%
	Sometimes	Count	3	23	26
		% within What is your gender?	4.2%	48.9%	22.0%
	Often	Count	0	8	8
		% within What is your gender?	0.0%	17.0%	6.8%
	Always	Count	1	2	3
		% within What is your gender?	1.4%	4.3%	2.5%
Total	Count	71	47	118	
	% within What is your gender?	100.0%	100.0%	100.0%	



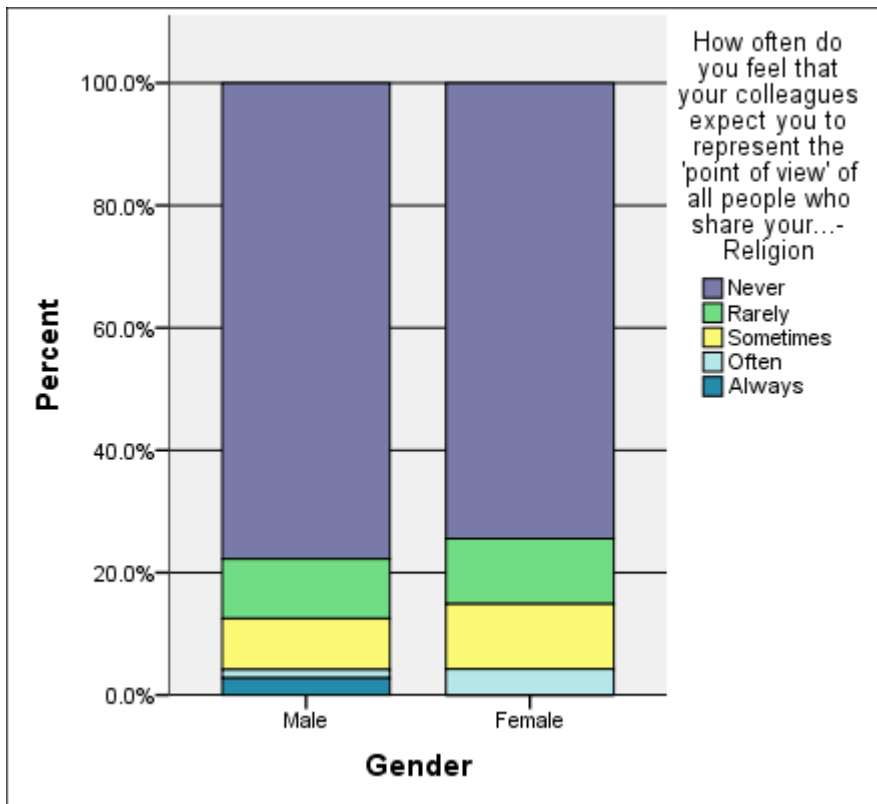
How often do you feel that your colleagues expect you to represent the 'point of view' of all people who share your...-Race/Ethnicity ^ What is your gender? Crosstabulation

			What is your gender?		
			Male	Female	Total
How often do you feel that your colleagues expect you to represent the 'point of view' of all people who share your...-Race/Ethnicity	Never	Count	51	27	78
		% within What is your gender?	70.8%	58.7%	66.1%
	Rarely	Count	12	8	20
		% within What is your gender?	16.7%	17.4%	16.9%
	Sometimes	Count	6	9	15
		% within What is your gender?	8.3%	19.6%	12.7%
	Often	Count	1	1	2
		% within What is your gender?	1.4%	2.2%	1.7%
	Always	Count	2	1	3
		% within What is your gender?	2.8%	2.2%	2.5%
Total	Count	72	46	118	
	% within What is your gender?	100.0%	100.0%	100.0%	



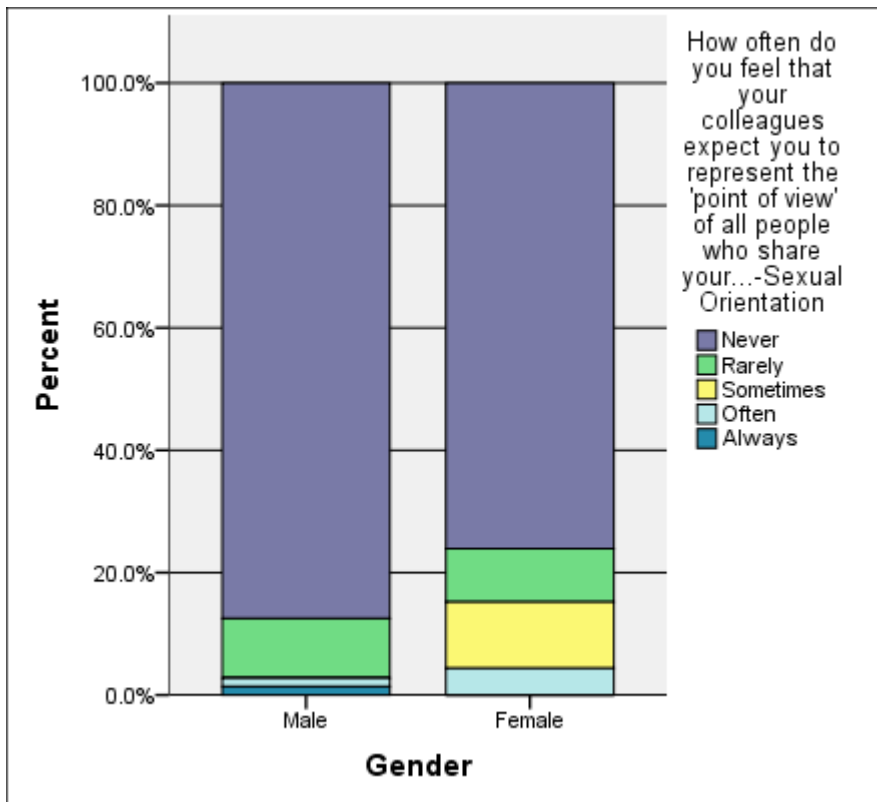
How often do you feel that your colleagues expect you to represent the 'point of view' of all people who share your...-Age Group ^ What is your gender? Crosstabulation

			What is your gender?		
			Male	Female	Total
How often do you feel that your colleagues expect you to represent the 'point of view' of all people who share your...-Age Group	Never	Count	47	19	66
		% within What is your gender?	65.3%	41.3%	55.9%
	Rarely	Count	7	7	14
		% within What is your gender?	9.7%	15.2%	11.9%
	Sometimes	Count	11	12	23
		% within What is your gender?	15.3%	26.1%	19.5%
	Often	Count	5	5	10
		% within What is your gender?	6.9%	10.9%	8.5%
	Always	Count	2	3	5
		% within What is your gender?	2.8%	6.5%	4.2%
Total	Count	72	46	118	
	% within What is your gender?	100.0%	100.0%	100.0%	



How often do you feel that your colleagues expect you to represent the 'point of view' of all people who share your...-Religion ^ What is your gender? Crosstabulation

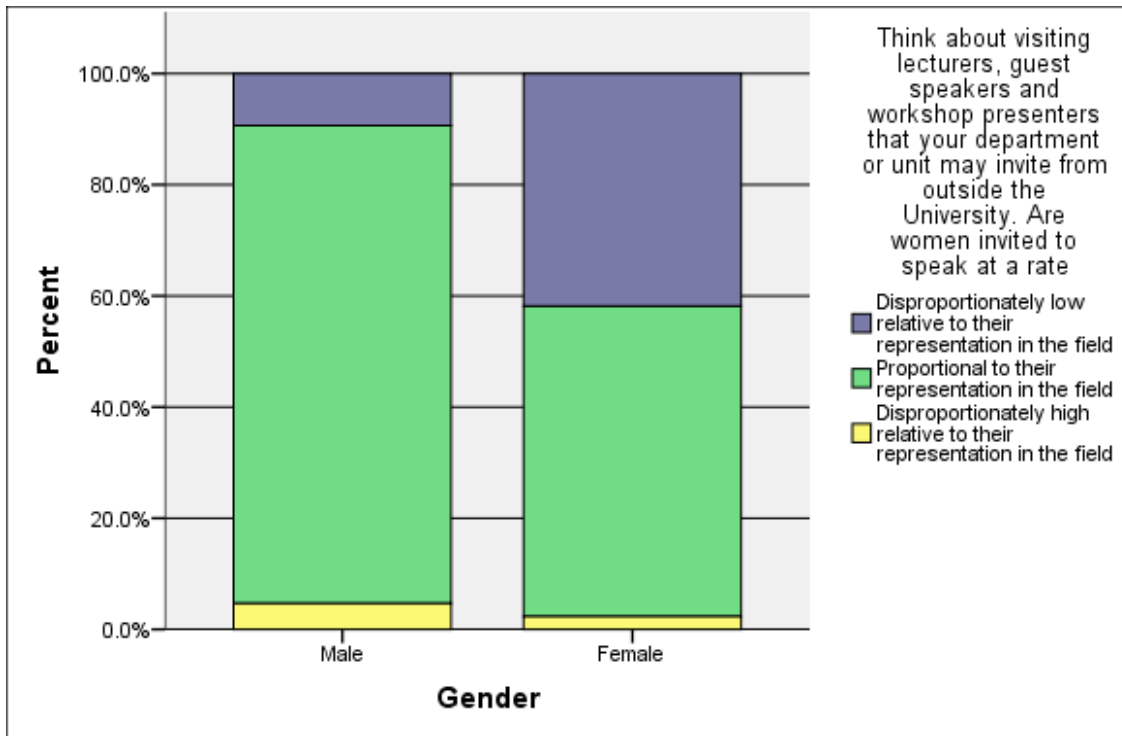
			What is your gender?		
			Male	Female	Total
How often do you feel that your colleagues expect you to represent the 'point of view' of all people who share your...-Religion	Never	Count	56	35	91
		% within What is your gender?	77.8%	74.5%	76.5%
	Rarely	Count	7	5	12
		% within What is your gender?	9.7%	10.6%	10.1%
	Sometimes	Count	6	5	11
		% within What is your gender?	8.3%	10.6%	9.2%
	Often	Count	1	2	3
		% within What is your gender?	1.4%	4.3%	2.5%
	Always	Count	2	0	2
		% within What is your gender?	2.8%	0.0%	1.7%
Total	Count	72	47	119	
	% within What is your gender?	100.0%	100.0%	100.0%	



How often do you feel that your colleagues expect you to represent the 'point of view' of all people who share your...-Sexual Orientation ^ What is your gender? Crosstabulation

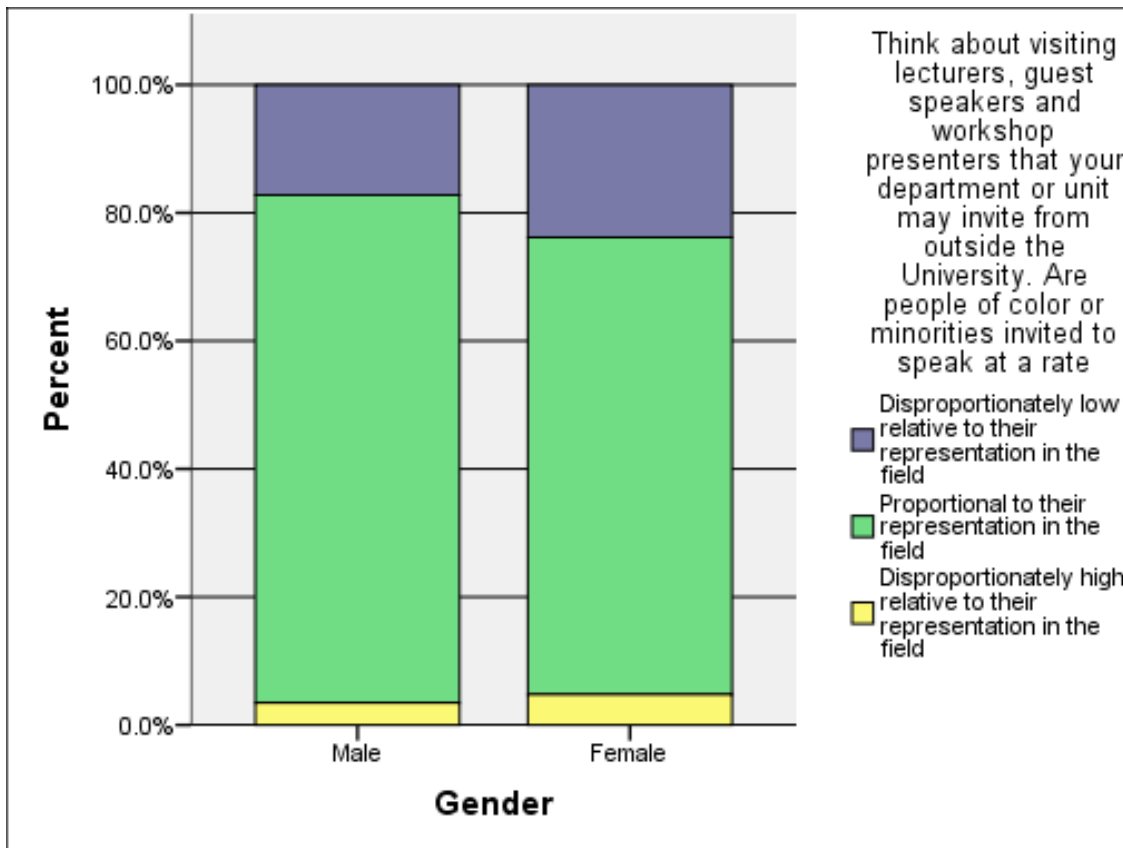
			What is your gender?		
			Male	Female	Total
How often do you feel that your colleagues expect you to represent the 'point of view' of all people who share your...-Sexual Orientation	Never	Count	63	35	98
		% within What is your gender?	87.5%	76.1%	83.1%
	Rarely	Count	7	4	11
		% within What is your gender?	9.7%	8.7%	9.3%
	Sometimes	Count	0	5	5
		% within What is your gender?	0.0%	10.9%	4.2%
	Often	Count	1	2	3
		% within What is your gender?	1.4%	4.3%	2.5%
	Always	Count	1	0	1
		% within What is your gender?	1.4%	0.0%	0.8%
Total	Count	72	46	118	
	% within What is your gender?	100.0%	100.0%	100.0%	

THINK ABOUT VISITING LECTURERS, GUEST SPEAKERS AND WORKSHOP PRESENTERS THAT YOUR DEPARTMENT OR UNIT MAY INVITE FROM OUTSIDE THE UNIVERSITY.



Think about visiting lecturers, guest speakers and workshop presenters that your department or unit may invite from outside the University. Are women invited to speak at a rate ^ What is your gender? Crosstabulation

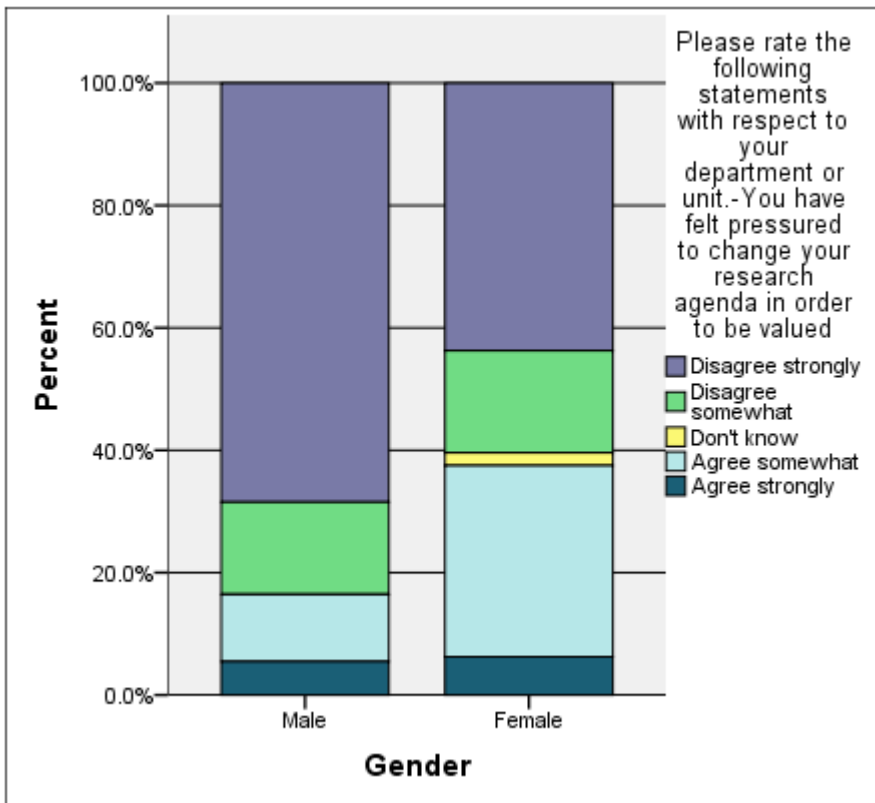
		What is your gender?			
		Male	Female	Total	
Think about visiting lecturers, guest speakers and workshop presenters that your department or unit may invite from outside the University. Are women invited to speak at a rate	Disproportionately low relative to their representation in the field	Count	6	18	24
		% within What is your gender?	9.4%	41.9%	22.4%
	Proportional to their representation in the field	Count	55	24	79
		% within What is your gender?	85.9%	55.8%	73.8%
	Disproportionately high relative to their representation in the field	Count	3	1	4
		% within What is your gender?	4.7%	2.3%	3.7%
Total	Count	64	43	107	
	% within What is your gender?	100.0%	100.0%	100.0%	



Think about visiting lecturers, guest speakers and workshop presenters that your department or unit may invite from outside the University. Are people of color or minorities invited to speak at a rate * What is your gender?
Crosstabulation

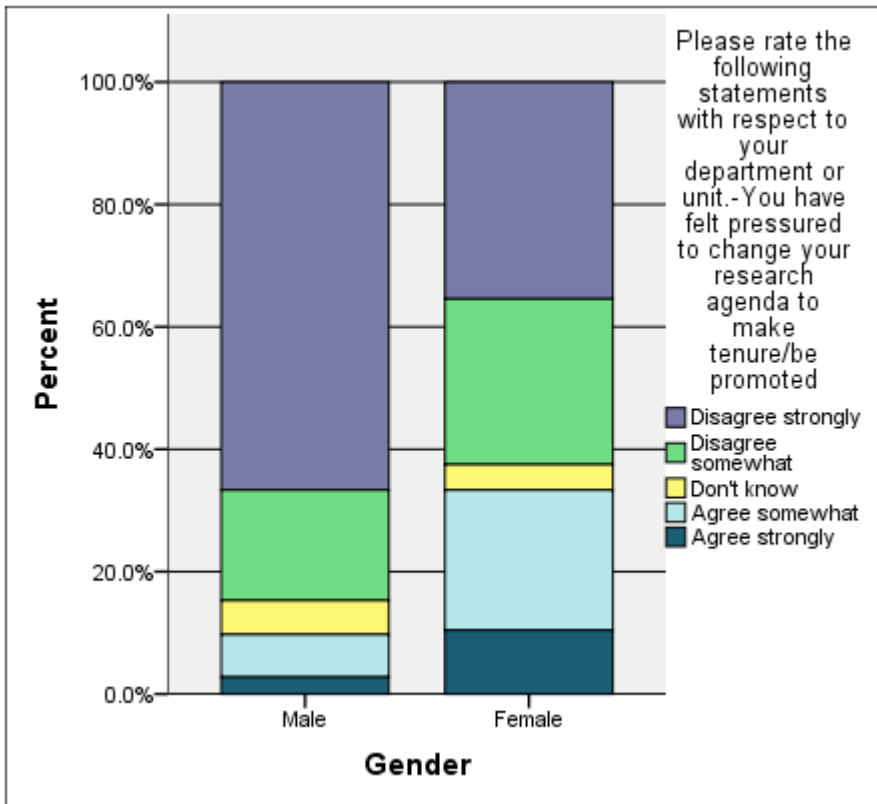
		What is your gender?			
		Male	Female	Total	
Think about visiting lecturers, guest speakers and workshop presenters that your department or unit may invite from outside the University. Are people of color or minorities invited to speak at a rate	Disproportionately low relative to their representation in the field	Count	10	10	20
		% within What is your gender?	17.2%	23.8%	20.0%
	Proportional to their representation in the field	Count	46	30	76
		% within What is your gender?	79.3%	71.4%	76.0%
	Disproportionately high relative to their representation in the field	Count	2	2	4
		% within What is your gender?	3.4%	4.8%	4.0%
Total	Count	58	42	100	
	% within What is your gender?	100.0%	100.0%	100.0%	

PLEASE RATE THE FOLLOWING STATEMENTS WITH RESPECT TO YOUR DEPARTMENT OR UNIT.



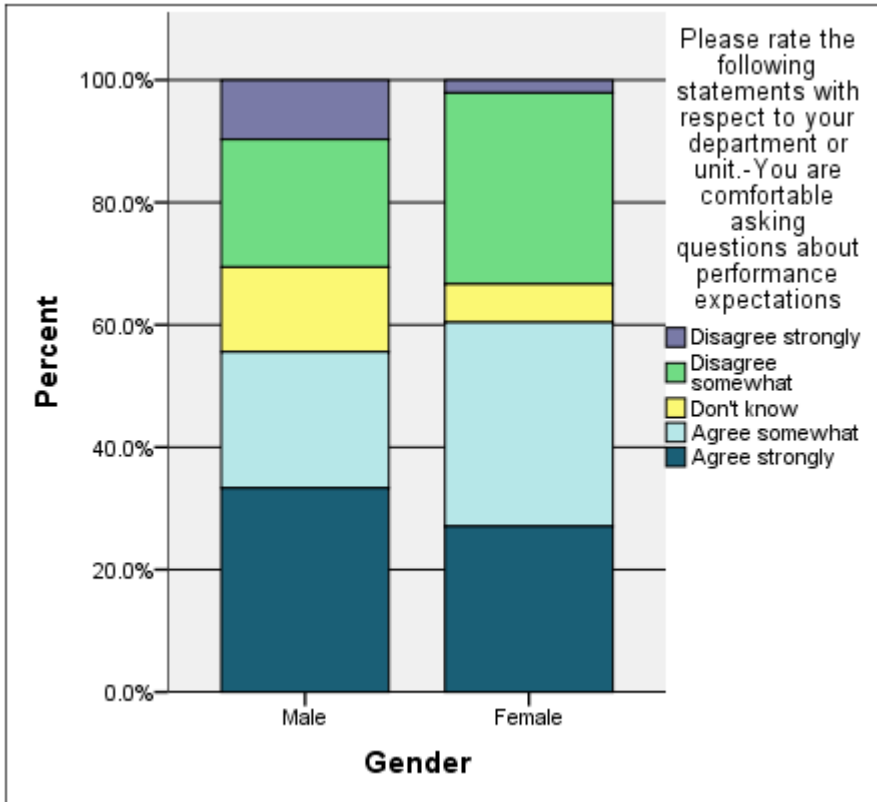
Please rate the following statements with respect to your department or unit.-You have felt pressured to change your research agenda in order to be valued * What is your gender? Crosstabulation

		What is your gender?			
		Male	Female	Total	
Please rate the following statements with respect to your department or unit.-You have felt pressured to change your research agenda in order to be valued	Disagree strongly	Count	50	21	71
		% within What is your gender?	68.5%	43.8%	58.7%
	Disagree somewhat	Count	11	8	19
		% within What is your gender?	15.1%	16.7%	15.7%
	Don't know	Count	0	1	1
		% within What is your gender?	0.0%	2.1%	0.8%
	Agree somewhat	Count	8	15	23
		% within What is your gender?	11.0%	31.3%	19.0%
	Agree strongly	Count	4	3	7
		% within What is your gender?	5.5%	6.3%	5.8%
Total	Count	73	48	121	
	% within What is your gender?	100.0%	100.0%	100.0%	



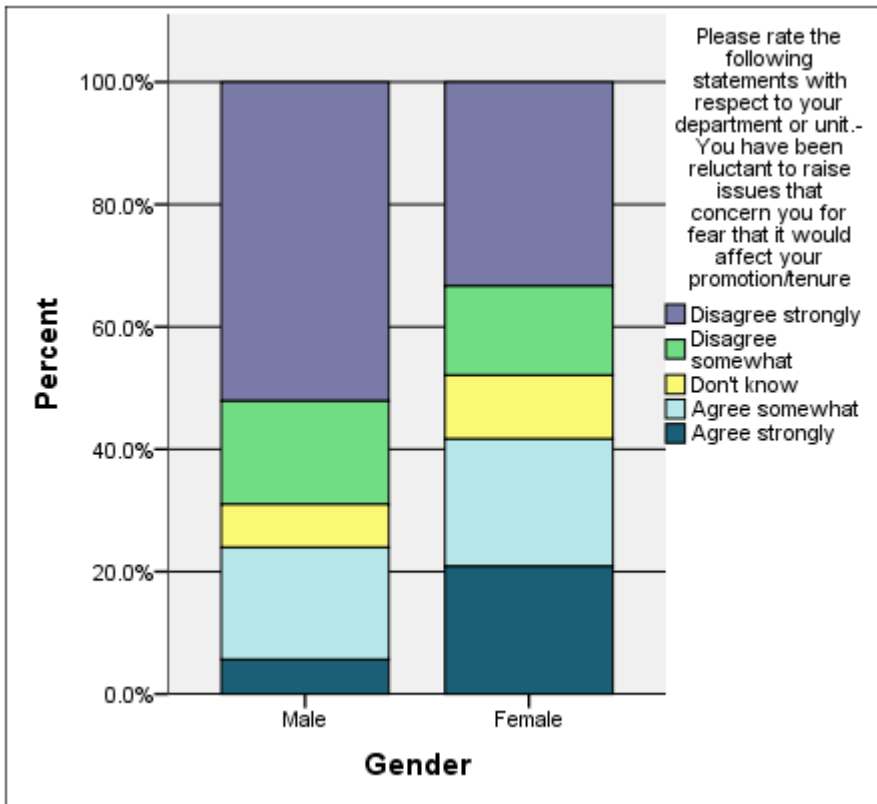
Please rate the following statements with respect to your department or unit.-You have felt pressured to change your research agenda to make tenure/be promoted ^ What is your gender? Crosstabulation

		What is your gender?			Total
		Male	Female		
Please rate the following statements with respect to your department or unit.-You have felt pressured to change your research agenda to make tenure/be promoted	Disagree strongly	Count	48	17	65
		% within What is your gender?	66.7%	35.4%	54.2%
	Disagree somewhat	Count	13	13	26
		% within What is your gender?	18.1%	27.1%	21.7%
	Don't know	Count	4	2	6
		% within What is your gender?	5.6%	4.2%	5.0%
	Agree somewhat	Count	5	11	16
		% within What is your gender?	6.9%	22.9%	13.3%
	Agree strongly	Count	2	5	7
		% within What is your gender?	2.8%	10.4%	5.8%
Total	Count	72	48	120	
	% within What is your gender?	100.0%	100.0%	100.0%	



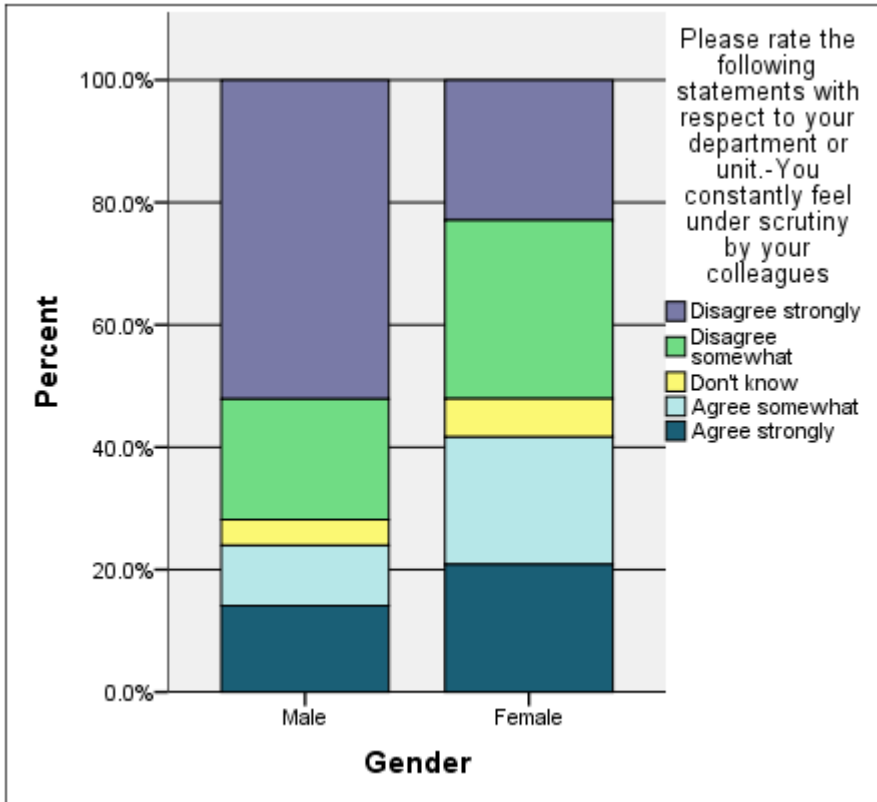
Please rate the following statements with respect to your department or unit.-You are comfortable asking questions about performance expectations ^ What is your gender? Crosstabulation

		What is your gender?			
		Male	Female	Total	
Please rate the following statements with respect to your department or unit.-You are comfortable asking questions about performance expectations	Disagree strongly	Count	7	1	8
		% within What is your gender?	9.7%	2.1%	6.7%
	Disagree somewhat	Count	15	15	30
		% within What is your gender?	20.8%	31.3%	25.0%
	Don't know	Count	10	3	13
		% within What is your gender?	13.9%	6.3%	10.8%
	Agree somewhat	Count	16	16	32
		% within What is your gender?	22.2%	33.3%	26.7%
	Agree strongly	Count	24	13	37
		% within What is your gender?	33.3%	27.1%	30.8%
Total	Count	72	48	120	
	% within What is your gender?	100.0%	100.0%	100.0%	



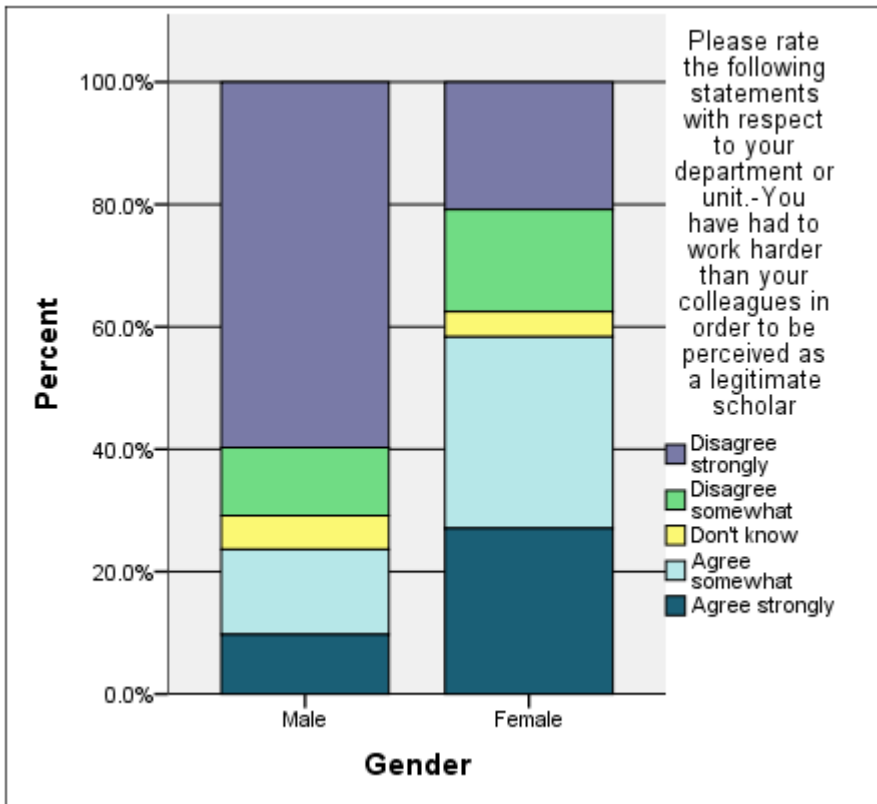
Please rate the following statements with respect to your department or unit.-You have been reluctant to raise issues that concern you for fear that it would affect your promotion/tenure ^ What is your gender?
Crosstabulation

		What is your gender?			
		Male	Female	Total	
Please rate the following statements with respect to your department or unit.-You have been reluctant to raise issues that concern you for fear that it would affect your promotion/tenure	Disagree strongly	Count	37	16	53
		% within What is your gender?	52.1%	33.3%	44.5%
	Disagree somewhat	Count	12	7	19
		% within What is your gender?	16.9%	14.6%	16.0%
	Don't know	Count	5	5	10
		% within What is your gender?	7.0%	10.4%	8.4%
	Agree somewhat	Count	13	10	23
		% within What is your gender?	18.3%	20.8%	19.3%
	Agree strongly	Count	4	10	14
		% within What is your gender?	5.6%	20.8%	11.8%
Total	Count	71	48	119	
	% within What is your gender?	100.0%	100.0%	100.0%	



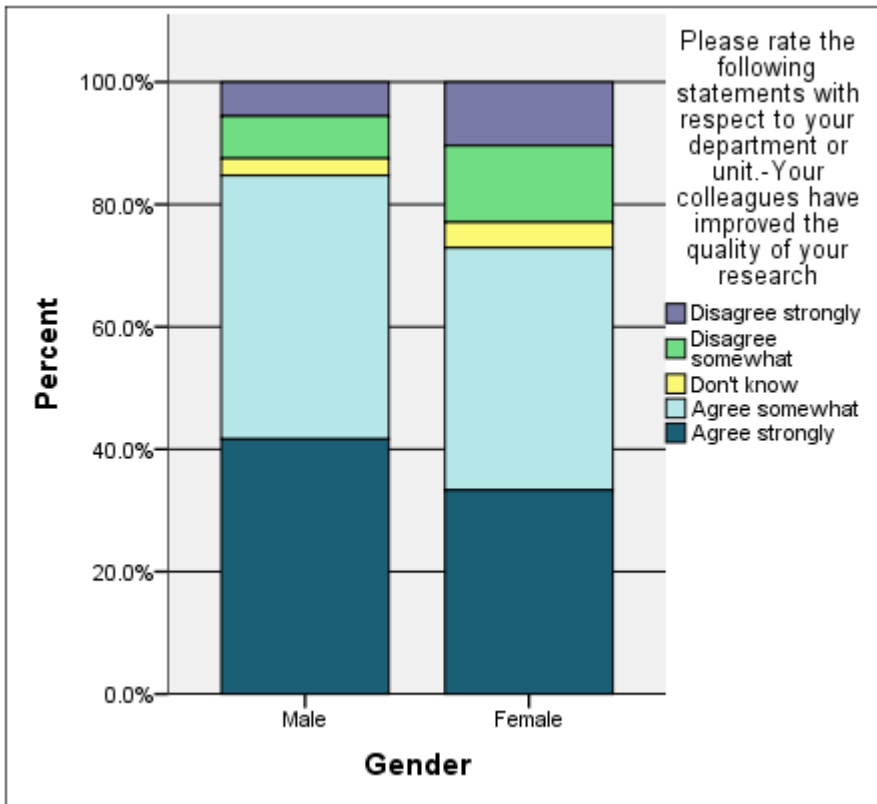
Please rate the following statements with respect to your department or unit.-You constantly feel under scrutiny by your colleagues ^ What is your gender? Crosstabulation

			What is your gender?		
			Male	Female	Total
Please rate the following statements with respect to your department or unit.-You constantly feel under scrutiny by your colleagues	Disagree strongly	Count	37	11	48
		% within What is your gender?	52.1%	22.9%	40.3%
	Disagree somewhat	Count	14	14	28
		% within What is your gender?	19.7%	29.2%	23.5%
	Don't know	Count	3	3	6
		% within What is your gender?	4.2%	6.3%	5.0%
	Agree somewhat	Count	7	10	17
		% within What is your gender?	9.9%	20.8%	14.3%
	Agree strongly	Count	10	10	20
		% within What is your gender?	14.1%	20.8%	16.8%
Total	Count	71	48	119	
	% within What is your gender?	100.0%	100.0%	100.0%	



Please rate the following statements with respect to your department or unit.-You have had to work harder than your colleagues in order to be perceived as a legitimate scholar ^ What is your gender? Crosstabulation

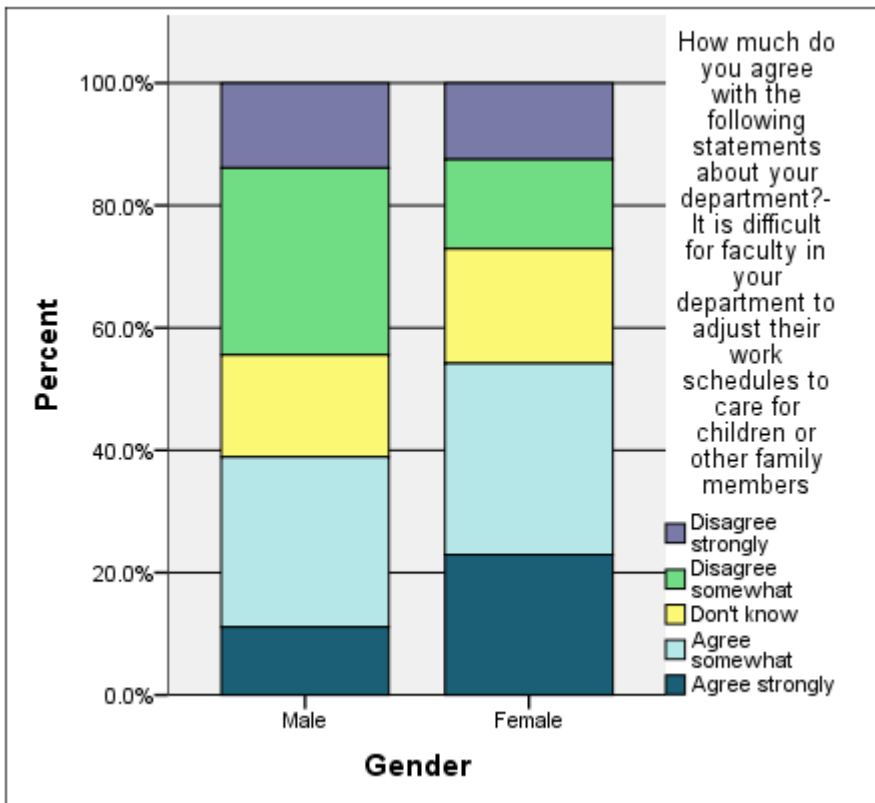
		What is your gender?			
		Male	Female	Total	
Please rate the following statements with respect to your department or unit.-You have had to work harder than your colleagues in order to be perceived as a legitimate scholar	Disagree strongly	Count	43	10	53
		% within What is your gender?	59.7%	20.8%	44.2%
	Disagree somewhat	Count	8	8	16
		% within What is your gender?	11.1%	16.7%	13.3%
	Don't know	Count	4	2	6
		% within What is your gender?	5.6%	4.2%	5.0%
	Agree somewhat	Count	10	15	25
		% within What is your gender?	13.9%	31.3%	20.8%
	Agree strongly	Count	7	13	20
		% within What is your gender?	9.7%	27.1%	16.7%
Total	Count	72	48	120	
	% within What is your gender?	100.0%	100.0%	100.0%	



Please rate the following statements with respect to your department or unit.-Your colleagues have improved the quality of your research ^ What is your gender? Crosstabulation

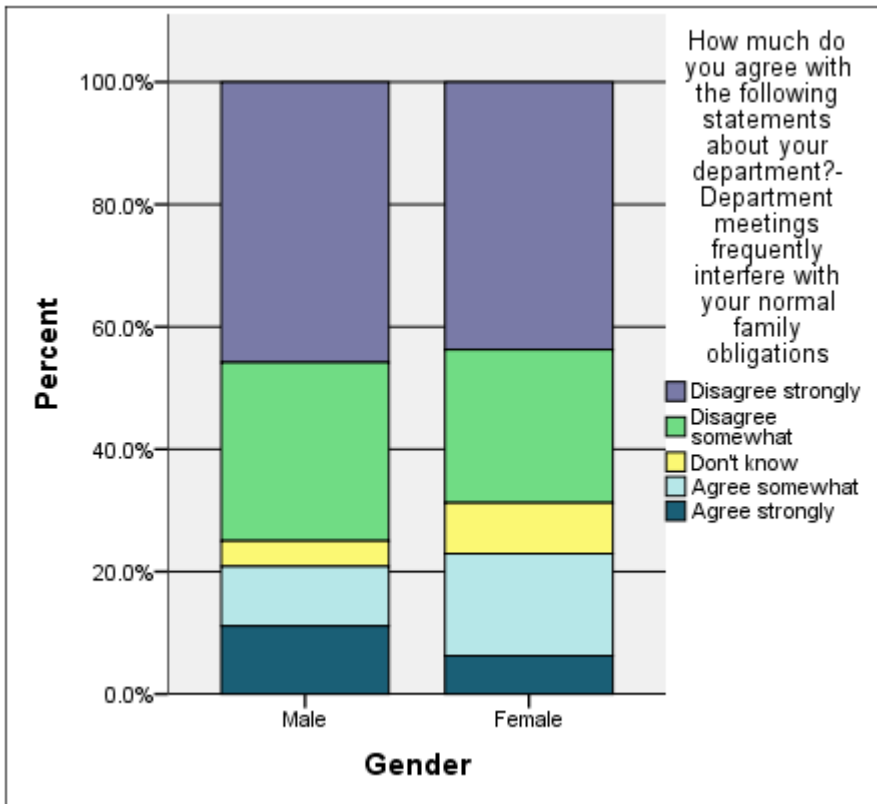
		What is your gender?			
		Male	Female	Total	
Please rate the following statements with respect to your department or unit.-Your colleagues have improved the quality of your research	Disagree strongly	Count	4	5	9
		% within What is your gender?	5.6%	10.4%	7.5%
	Disagree somewhat	Count	5	6	11
		% within What is your gender?	6.9%	12.5%	9.2%
	Don't know	Count	2	2	4
		% within What is your gender?	2.8%	4.2%	3.3%
	Agree somewhat	Count	31	19	50
		% within What is your gender?	43.1%	39.6%	41.7%
	Agree strongly	Count	30	16	46
		% within What is your gender?	41.7%	33.3%	38.3%
Total	Count	72	48	120	
	% within What is your gender?	100.0%	100.0%	100.0%	

HOW MUCH DO YOU AGREE WITH THE FOLLOWING STATEMENTS ABOUT YOUR DEPARTMENT?



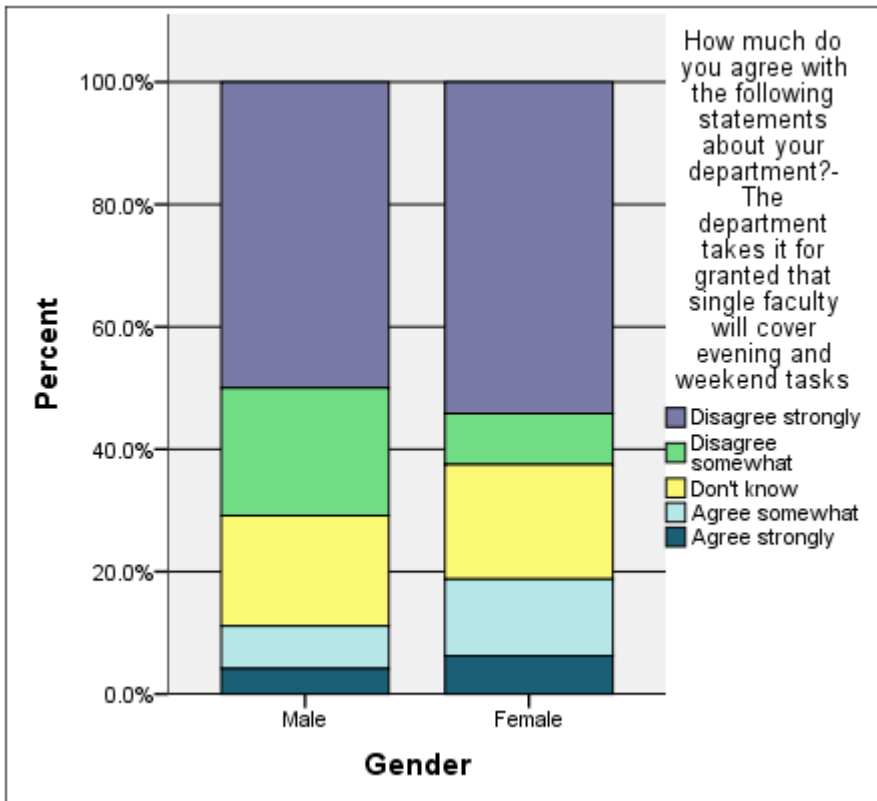
How much do you agree with the following statements about your department?-It is difficult for faculty in your department to adjust their work schedules to care for children or other family members * What is your gender? Crosstabulation

			What is your gender?		
			Male	Female	Total
How much do you agree with the following statements about your department?-It is difficult for faculty in your department to adjust their work schedules to care for children or other family members	Disagree strongly	Count	10	6	16
		% within What is your gender?	13.9%	12.5%	13.3%
	Disagree somewhat	Count	22	7	29
		% within What is your gender?	30.6%	14.6%	24.2%
	Don't know	Count	12	9	21
		% within What is your gender?	16.7%	18.8%	17.5%
	Agree somewhat	Count	20	15	35
		% within What is your gender?	27.8%	31.3%	29.2%
	Agree strongly	Count	8	11	19
		% within What is your gender?	11.1%	22.9%	15.8%
Total	Count	72	48	120	
	% within What is your gender?	100.0%	100.0%	100.0%	



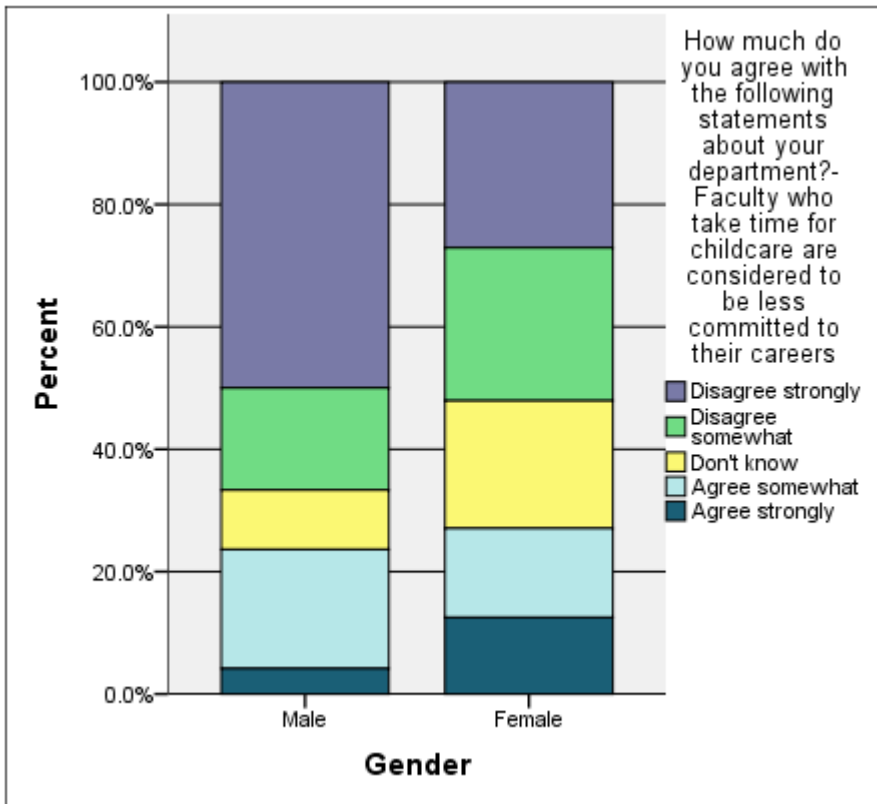
How much do you agree with the following statements about your department?-Department meetings frequently interfere with your normal family obligations ^ What is your gender? Crosstabulation

			What is your gender?		Total
			Male	Female	
How much do you agree with the following statements about your department?-Department meetings frequently interfere with your normal family obligations	Disagree strongly	Count	33	21	54
		% within What is your gender?	45.8%	43.8%	45.0%
	Disagree somewhat	Count	21	12	33
		% within What is your gender?	29.2%	25.0%	27.5%
	Don't know	Count	3	4	7
		% within What is your gender?	4.2%	8.3%	5.8%
	Agree somewhat	Count	7	8	15
		% within What is your gender?	9.7%	16.7%	12.5%
	Agree strongly	Count	8	3	11
		% within What is your gender?	11.1%	6.3%	9.2%
Total	Count	72	48	120	
	% within What is your gender?	100.0%	100.0%	100.0%	



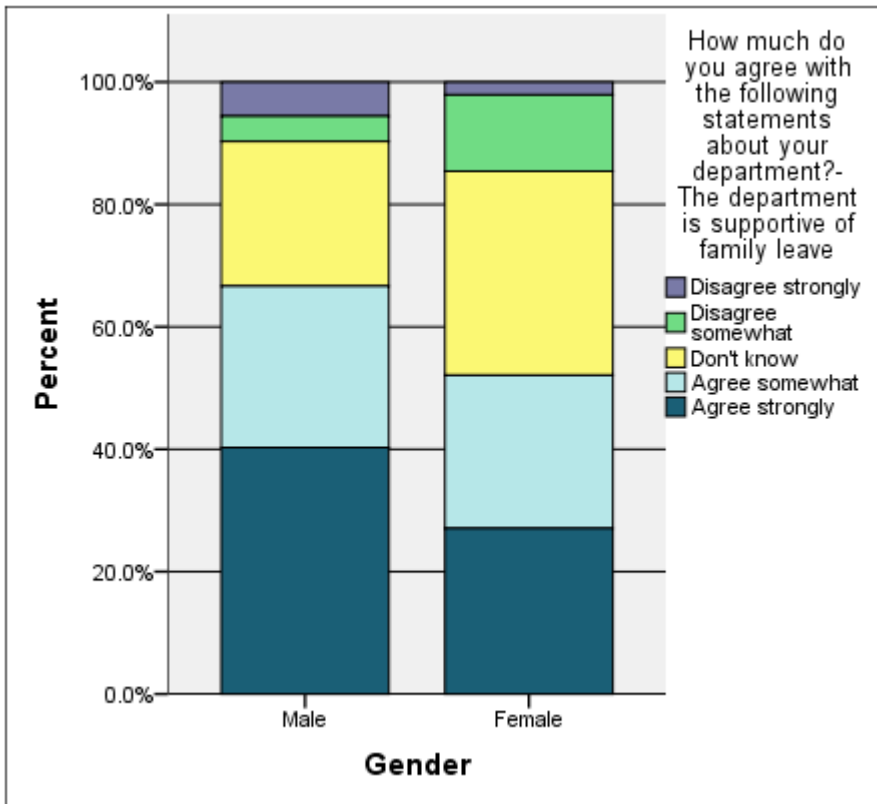
How much do you agree with the following statements about your department?-The department takes it for granted that single faculty will cover evening and weekend tasks * What is your gender? Crosstabulation

		What is your gender?			
		Male	Female	Total	
How much do you agree with the following statements about your department?-The department takes it for granted that single faculty will cover evening and weekend tasks	Disagree strongly	Count	36	26	62
		% within What is your gender?	50.0%	54.2%	51.7%
	Disagree somewhat	Count	15	4	19
		% within What is your gender?	20.8%	8.3%	15.8%
	Don't know	Count	13	9	22
		% within What is your gender?	18.1%	18.8%	18.3%
	Agree somewhat	Count	5	6	11
		% within What is your gender?	6.9%	12.5%	9.2%
	Agree strongly	Count	3	3	6
		% within What is your gender?	4.2%	6.3%	5.0%
Total	Count	72	48	120	
	% within What is your gender?	100.0%	100.0%	100.0%	



How much do you agree with the following statements about your department?-Faculty who take time for childcare are considered to be less committed to their careers ^ What is your gender? Crosstabulation

			What is your gender?		
			Male	Female	Total
How much do you agree with the following statements about your department?-Faculty who take time for childcare are considered to be less committed to their careers	Disagree strongly	Count	36	13	49
		% within What is your gender?	50.0%	27.1%	40.8%
	Disagree somewhat	Count	12	12	24
		% within What is your gender?	16.7%	25.0%	20.0%
	Don't know	Count	7	10	17
		% within What is your gender?	9.7%	20.8%	14.2%
	Agree somewhat	Count	14	7	21
		% within What is your gender?	19.4%	14.6%	17.5%
	Agree strongly	Count	3	6	9
		% within What is your gender?	4.2%	12.5%	7.5%
Total	Count	72	48	120	
	% within What is your gender?	100.0%	100.0%	100.0%	



How much do you agree with the following statements about your department?-The department is supportive of family leave ^ What is your gender? Crosstabulation

			What is your gender?		Total
			Male	Female	
How much do you agree with the following statements about your department?-The department is supportive of family leave	Disagree strongly	Count	4	1	5
		% within What is your gender?	5.6%	2.1%	4.2%
	Disagree somewhat	Count	3	6	9
		% within What is your gender?	4.2%	12.5%	7.5%
	Don't know	Count	17	16	33
		% within What is your gender?	23.6%	33.3%	27.5%
	Agree somewhat	Count	19	12	31
		% within What is your gender?	26.4%	25.0%	25.8%
	Agree strongly	Count	29	13	42
		% within What is your gender?	40.3%	27.1%	35.0%
Total	Count	72	48	120	
	% within What is your gender?	100.0%	100.0%	100.0%	

FOR HOW MANY OF EACH OF THE FOLLOWING TYPES OF INDIVIDUALS DO YOU CURRENTLY SERVE AS THEIR OFFICIAL ADVISER?

Average values	Overall	Male	Female	Anthropology	History	Political Science	Psychology	Sociology
Undergraduates	4.5	5.4	3.1	7.6	4.8	4.6	3.4	3.2
MA students	2.2	2.3	2.1	2.8	2.3	3.3	1.4	2.3
PhD pre-dissertation	4.3	4.7	3.7	6.0	3.9	5.3	2.6	5.5
PhD dissertation committee chair or co-chair	4.0	4.0	4.1	8.8	3.3	4.9	1.2	3.8
PhD dissertation committee	5.7	6.3	4.9	10.7	5.7	6.6	2.8	5.1
Postdocs	0.9	0.9	1.0	0.4	0.5	1.3	1.5	0.9
Junior Faculty	0.6	0.6	0.6	1.1	0.4	0.9	0.8	0.1

ON HOW MANY ADMINISTRATIVE COMMITTEES OR SUBCOMMITTEES (LIKE ADMISSIONS, RECRUITING, CURRICULUM, ETC.) DO YOU CURRENTLY SERVE?

Average values	Overall	Male	Female	Anthropology	History	Political Science	Psychology	Sociology
Committees served on	2.9	2.9	3.0	2.8	2.8	3.2	3.4	2.4
Committees chaired	0.8	0.7	0.9	0.5	0.7	1.1	0.6	0.8

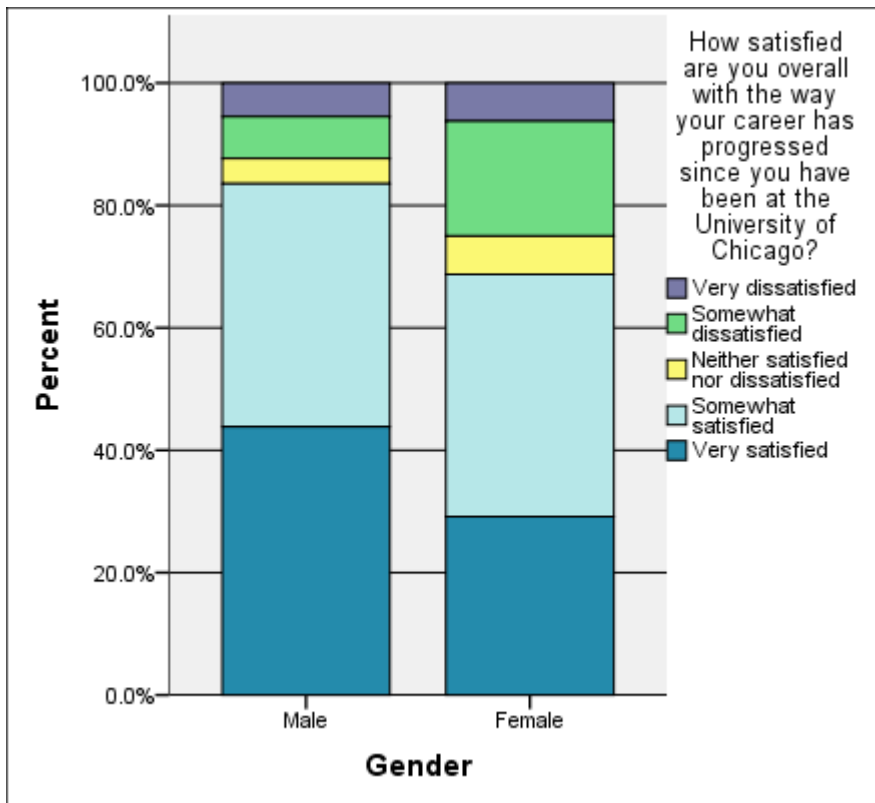
IN THE LAST THREE YEARS, FOR HOW MANY ACADEMIC QUARTERS (EXCLUDING SUMMERS) WERE YOU NOT IN ACADEMIC RESIDENCE?

Average values	Overall	Male	Female	Anthropology	History	Political Science	Psychology	Sociology
Hours per month mentoring	3.8	3.3	4.6	4.0	4.0	5.4	3.6	2.9

ON AVERAGE, HOW MANY HOURS PER MONTH DO YOU SPEND ON INFORMAL MENTORING OF JUNIOR FACULTY (COUNSELING, ADVISING, ADVOCATING ON THEIR BEHALF)?

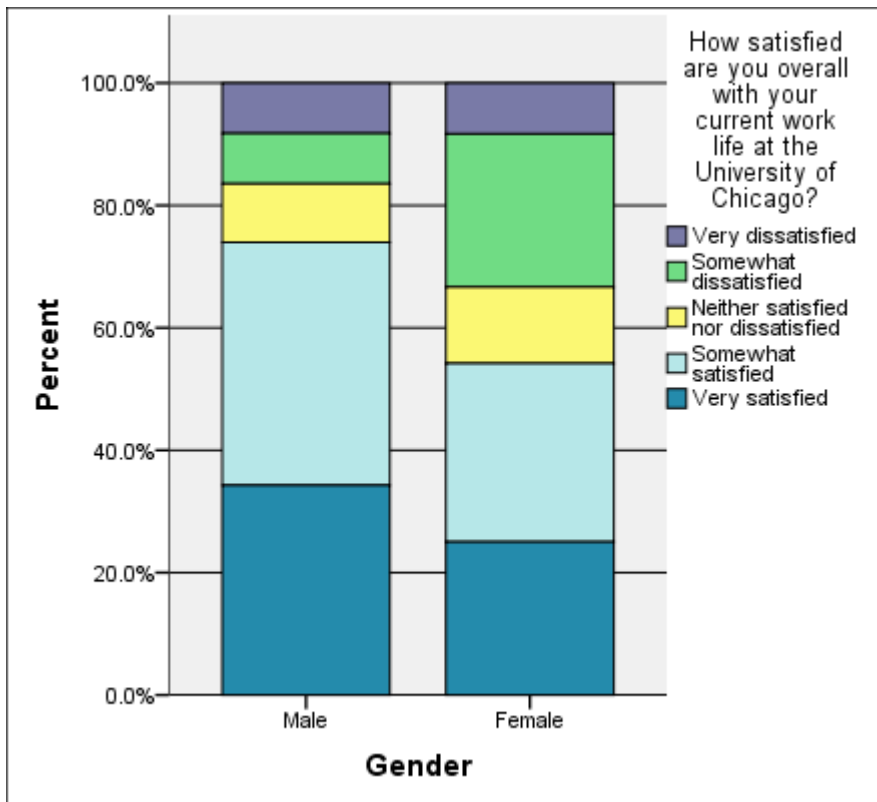
Average values	Overall	Male	Female	Anthropology	History	Political Science	Psychology	Sociology
Quarters not in academic residence in last 3 years	1.3	1.2	1.6	1.3	1.6	1.6	1.0	1.1

HOW SATISFIED ARE YOU OVERALL...



How satisfied are you overall with the way your career has progressed since you have been at the University of Chicago? ^ What is your gender? Crosstabulation

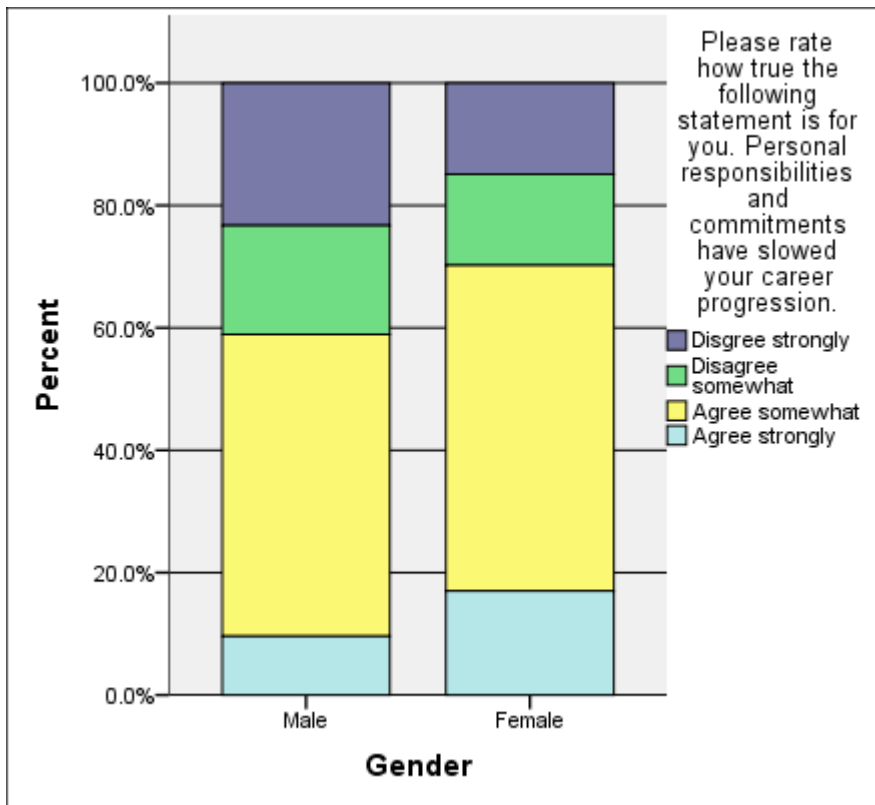
			What is your gender?		
			Male	Female	Total
How satisfied are you overall with the way your career has progressed since you have been at the University of Chicago?	Very dissatisfied	Count	4	3	7
		% within What is your gender?	5.5%	6.3%	5.8%
	Somewhat dissatisfied	Count	5	9	14
		% within What is your gender?	6.8%	18.8%	11.6%
	Neither satisfied nor dissatisfied	Count	3	3	6
		% within What is your gender?	4.1%	6.3%	5.0%
	Somewhat satisfied	Count	29	19	48
		% within What is your gender?	39.7%	39.6%	39.7%
	Very satisfied	Count	32	14	46
		% within What is your gender?	43.8%	29.2%	38.0%
Total	Count	73	48	121	
	% within What is your gender?	100.0%	100.0%	100.0%	



How satisfied are you overall with your current work life at the University of Chicago? ^ What is your gender?
Crosstabulation

		What is your gender?			
		Male	Female	Total	
How satisfied are you overall with your current work life at the University of Chicago?	Very dissatisfied	Count	6	4	10
		% within What is your gender?	8.2%	8.3%	8.3%
	Somewhat dissatisfied	Count	6	12	18
		% within What is your gender?	8.2%	25.0%	14.9%
	Neither satisfied nor dissatisfied	Count	7	6	13
		% within What is your gender?	9.6%	12.5%	10.7%
	Somewhat satisfied	Count	29	14	43
		% within What is your gender?	39.7%	29.2%	35.5%
	Very satisfied	Count	25	12	37
		% within What is your gender?	34.2%	25.0%	30.6%
Total	Count	73	48	121	
	% within What is your gender?	100.0%	100.0%	100.0%	

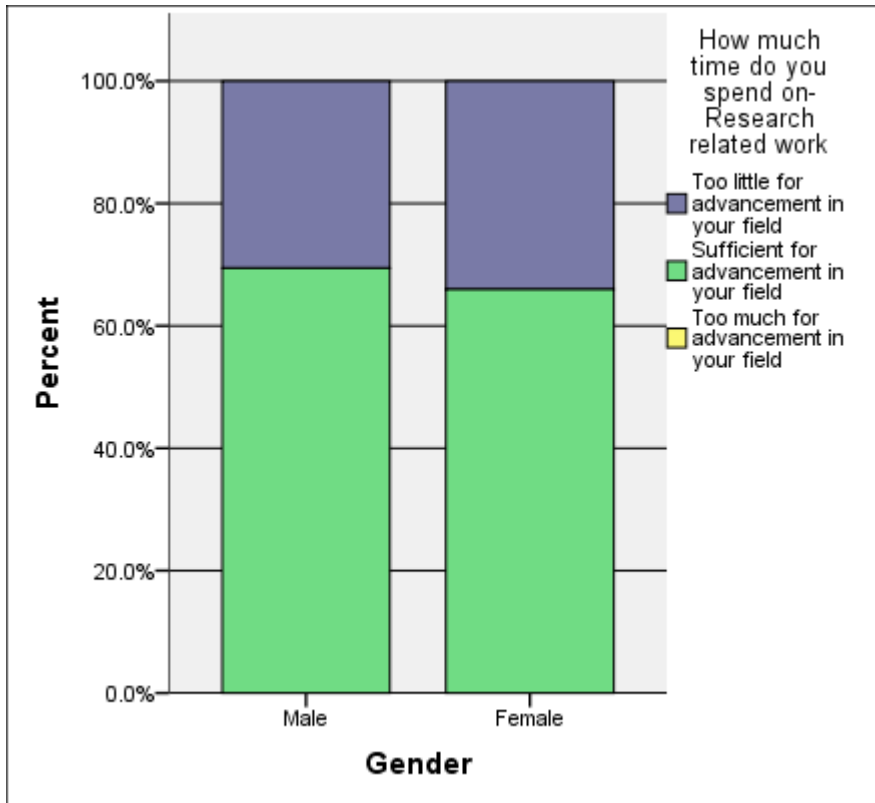
PLEASE RATE HOW TRUE THE FOLLOWING STATEMENT IS FOR YOU. PERSONAL RESPONSIBILITIES...



Please rate how true the following statement is for you. Personal responsibilities and commitments have slowed your career progression. * What is your gender? Crosstabulation

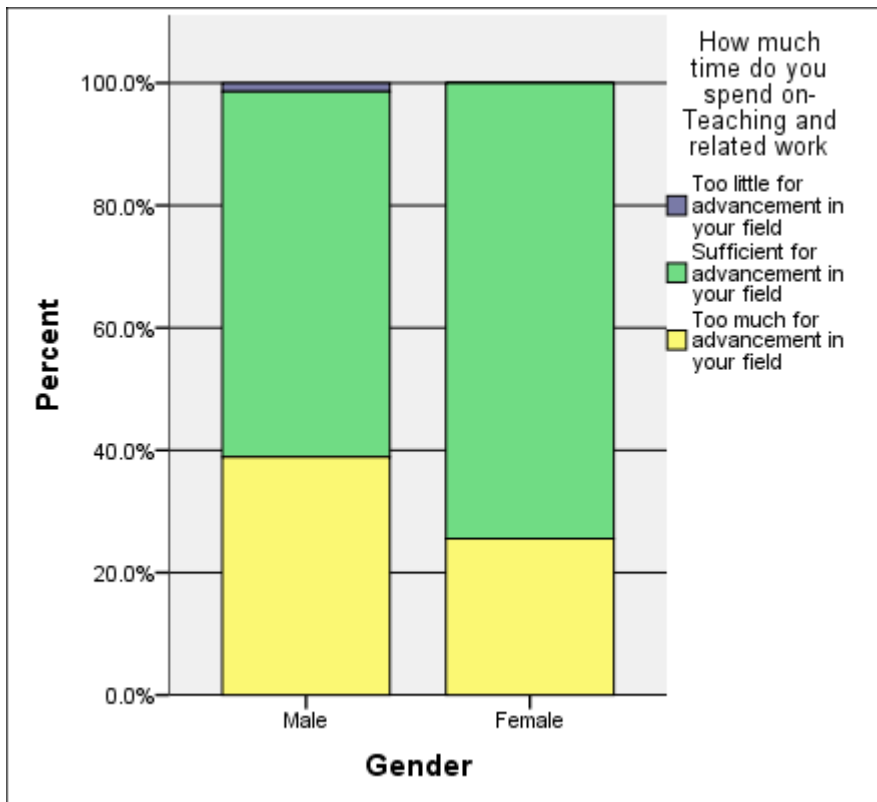
		What is your gender?			
		Male	Female	Total	
Please rate how true the following statement is for you. Personal responsibilities and commitments have slowed your career progression.	Disagree strongly	Count	17	7	24
		% within What is your gender?	23.3%	14.9%	20.0%
	Disagree somewhat	Count	13	7	20
		% within What is your gender?	17.8%	14.9%	16.7%
	Agree somewhat	Count	36	25	61
		% within What is your gender?	49.3%	53.2%	50.8%
	Agree strongly	Count	7	8	15
		% within What is your gender?	9.6%	17.0%	12.5%
Total	Count	73	47	120	
	% within What is your gender?	100.0%	100.0%	100.0%	

HOW MUCH TIME DO YOU SPEND ON...



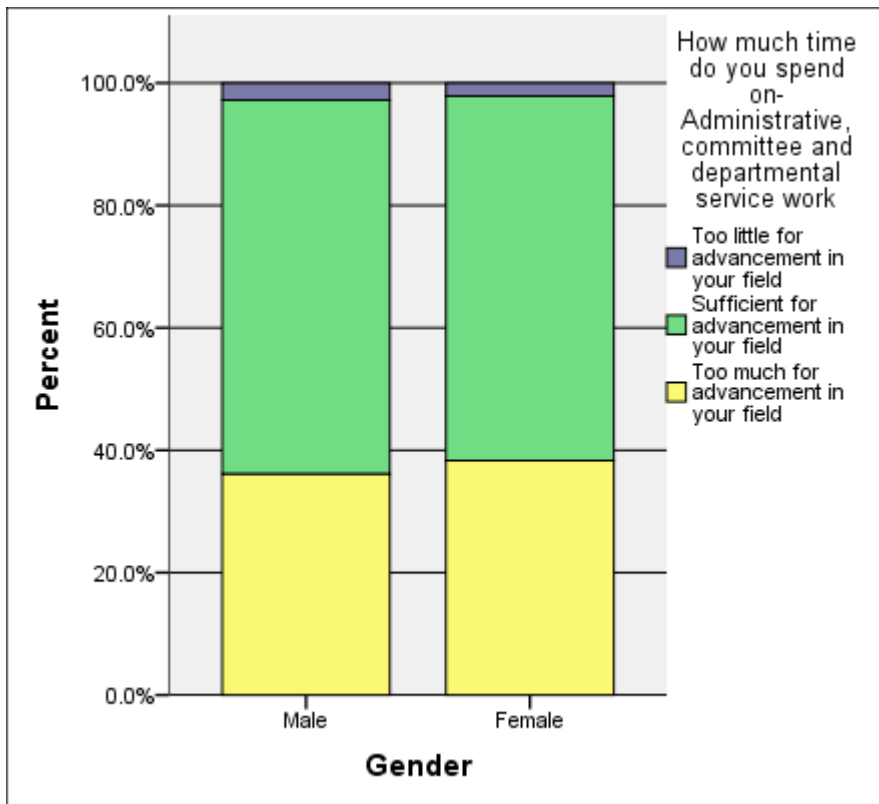
How much time do you spend on-Research related work ^ What is your gender? Crosstabulation

		What is your gender?			
			Male	Female	Total
How much time do you spend on-Research related work	Too little for advancement in your field	Count	22	16	38
		% within What is your gender?	30.6%	34.0%	31.9%
	Sufficient for advancement in your field	Count	50	31	81
		% within What is your gender?	69.4%	66.0%	68.1%
Total	Count	72	47	119	
	% within What is your gender?	100.0%	100.0%	100.0%	



How much time do you spend on-Teaching and related work ^ What is your gender? Crosstabulation

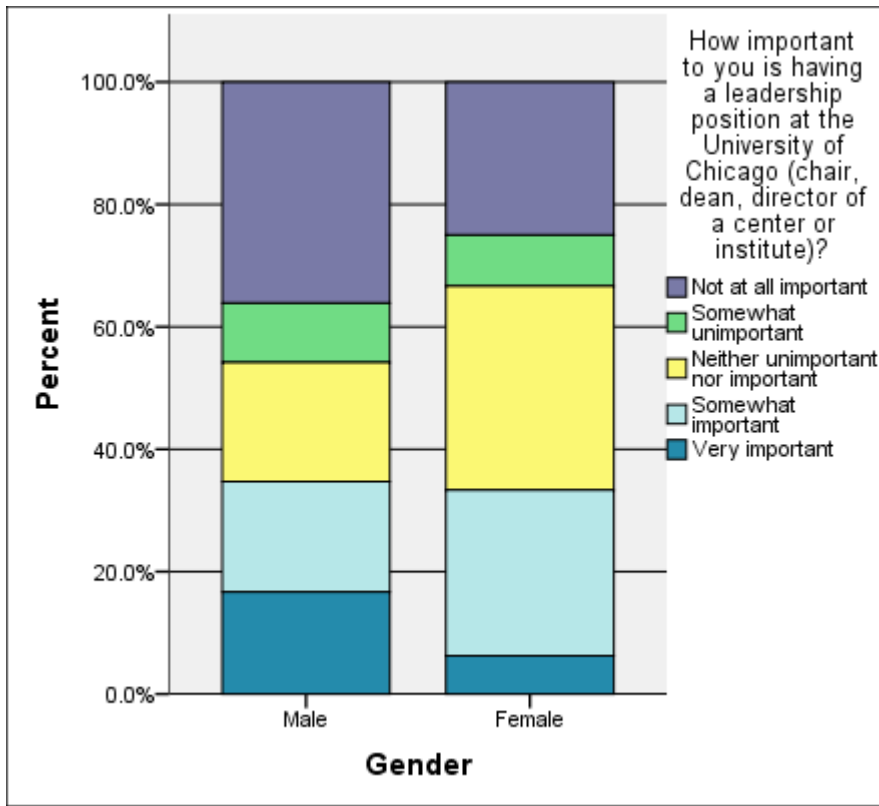
			What is your gender?		
			Male	Female	Total
How much time do you spend on-Teaching and related work	Too little for advancement in your field	Count	1	0	1
		% within What is your gender?	1.4%	0.0%	0.8%
	Sufficient for advancement in your field	Count	43	35	78
		% within What is your gender?	59.7%	74.5%	65.5%
	Too much for advancement in your field	Count	28	12	40
		% within What is your gender?	38.9%	25.5%	33.6%
Total	Count	72	47	119	
	% within What is your gender?	100.0%	100.0%	100.0%	



**How much time do you spend on-Administrative, committee and departmental service work ^ What is your gender?
Crosstabulation**

		What is your gender?			
		Male	Female	Total	
How much time do you spend on-Administrative, committee and departmental service work	Too little for advancement in your field	Count	2	1	3
		% within What is your gender?	2.8%	2.1%	2.5%
	Sufficient for advancement in your field	Count	44	28	72
		% within What is your gender?	61.1%	59.6%	60.5%
	Too much for advancement in your field	Count	26	18	44
		% within What is your gender?	36.1%	38.3%	37.0%
Total	Count	72	47	119	
	% within What is your gender?	100.0%	100.0%	100.0%	

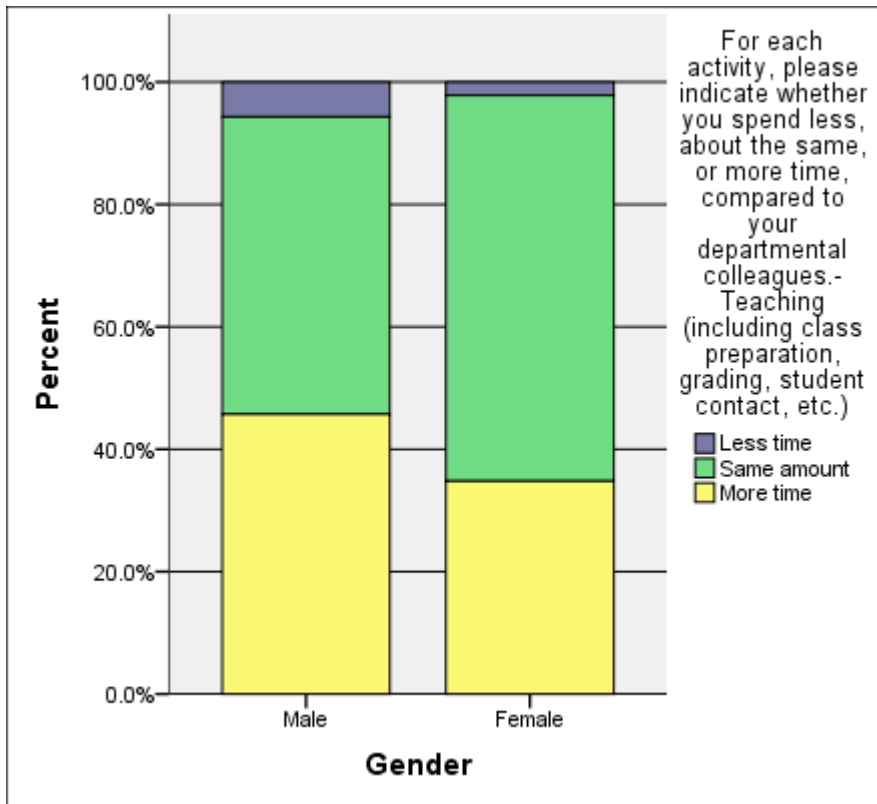
HOW IMPORTANT TO YOU IS HAVING A LEADERSHIP POSITION AT THE UNIVERSITY OF CHICAGO (CHAIR, DEAN, DIRECTOR OF A CENTER OR INSTITUTE)?



How important to you is having a leadership position at the University of Chicago (chair, dean, director of a center or institute)? * What is your gender? Crosstabulation

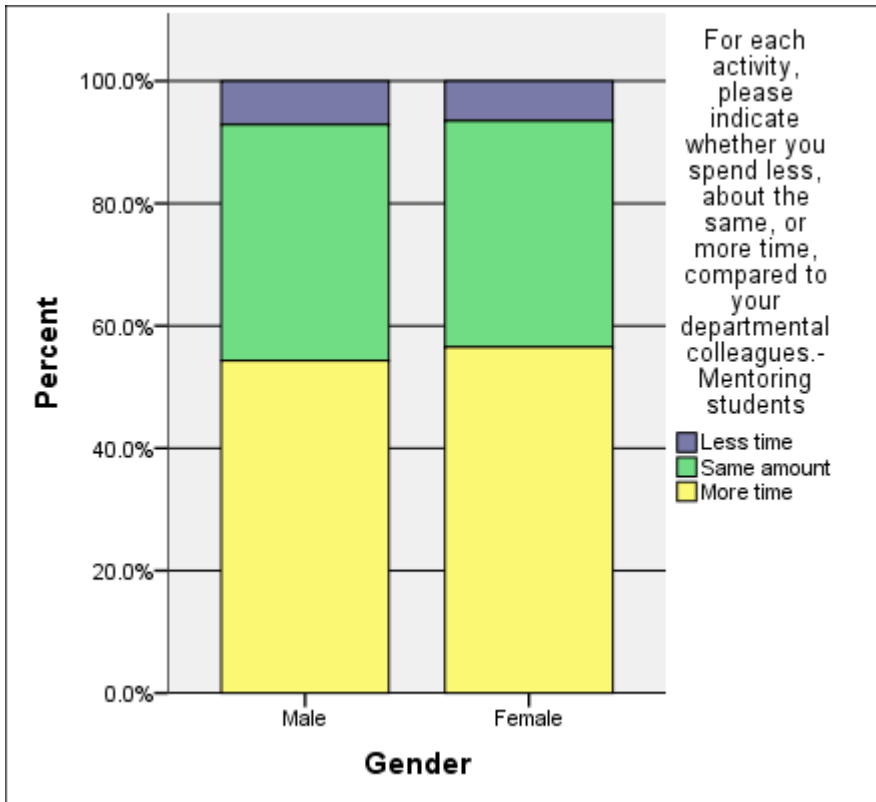
		What is your gender?			
			Male	Female	Total
How important to you is having a leadership position at the University of Chicago (chair, dean, director of a center or institute)?	Not at all important	Count	26	12	38
		% within What is your gender?	36.1%	25.0%	31.7%
	Somewhat unimportant	Count	7	4	11
		% within What is your gender?	9.7%	8.3%	9.2%
	Neither unimportant nor important	Count	14	16	30
		% within What is your gender?	19.4%	33.3%	25.0%
	Somewhat important	Count	13	13	26
		% within What is your gender?	18.1%	27.1%	21.7%
	Very important	Count	12	3	15
		% within What is your gender?	16.7%	6.3%	12.5%
Total	Count	72	48	120	
	% within What is your gender?	100.0%	100.0%	100.0%	

FOR EACH ACTIVITY, PLEASE INDICATE WHETHER YOU SPEND LESS, ABOUT THE SAME, OR MORE TIME, COMPARED TO YOUR DEPARTMENTAL COLLEAGUES.



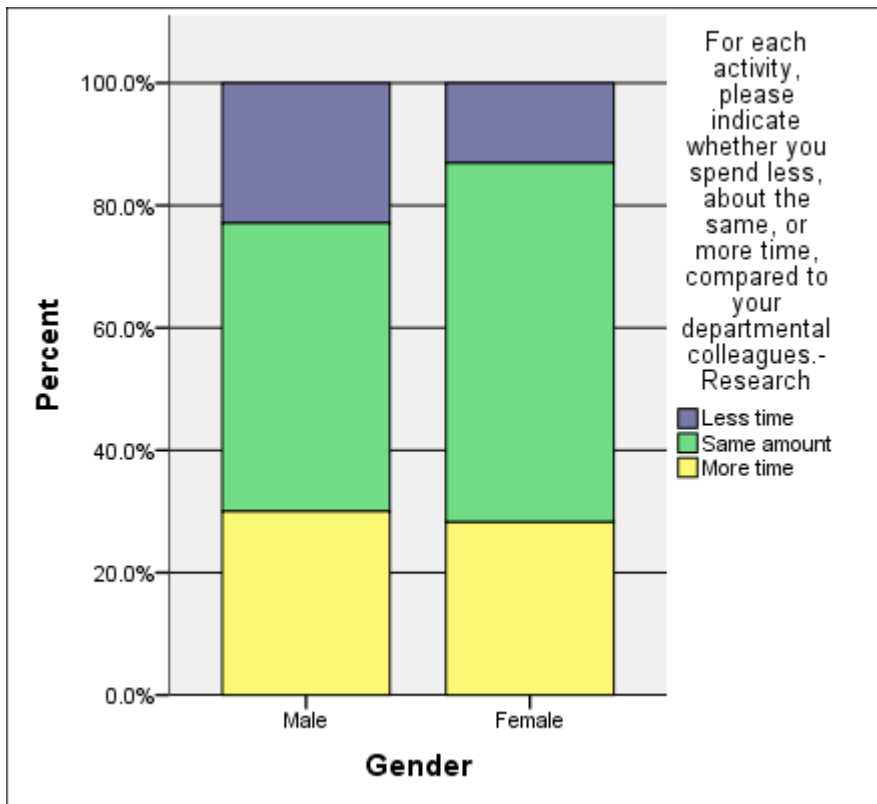
For each activity, please indicate whether you spend less, about the same, or more time, compared to your departmental colleagues.-Teaching (including class preparation, grading, student contact, etc.) ^
What is your gender? Crosstabulation

		What is your gender?			
		Male	Female	Total	
For each activity, please indicate whether you spend less, about the same, or more time, compared to your departmental colleagues.-Teaching (including class preparation, grading, student contact, etc.)	Less time	Count	4	1	5
		% within What is your gender?	5.7%	2.2%	4.3%
	Same amount	Count	34	29	63
		% within What is your gender?	48.6%	63.0%	54.3%
	More time	Count	32	16	48
		% within What is your gender?	45.7%	34.8%	41.4%
Total	Count	70	46	116	
	% within What is your gender?	100.0%	100.0%	100.0%	



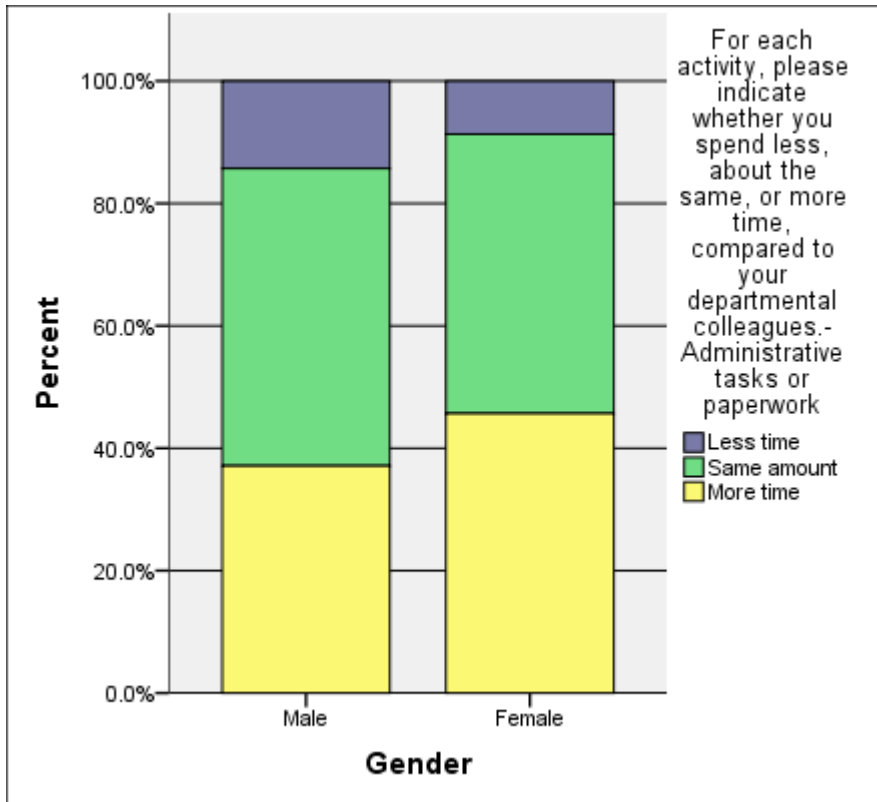
For each activity, please indicate whether you spend less, about the same, or more time, compared to your departmental colleagues.-Mentoring students ^ What is your gender? Crosstabulation

		What is your gender?			
		Male	Female	Total	
For each activity, please indicate whether you spend less, about the same, or more time, compared to your departmental colleagues.-Mentoring students	Less time	Count	5	3	8
		% within What is your gender?	7.1%	6.5%	6.9%
	Same amount	Count	27	17	44
		% within What is your gender?	38.6%	37.0%	37.9%
	More time	Count	38	26	64
		% within What is your gender?	54.3%	56.5%	55.2%
Total	Count	70	46	116	
	% within What is your gender?	100.0%	100.0%	100.0%	



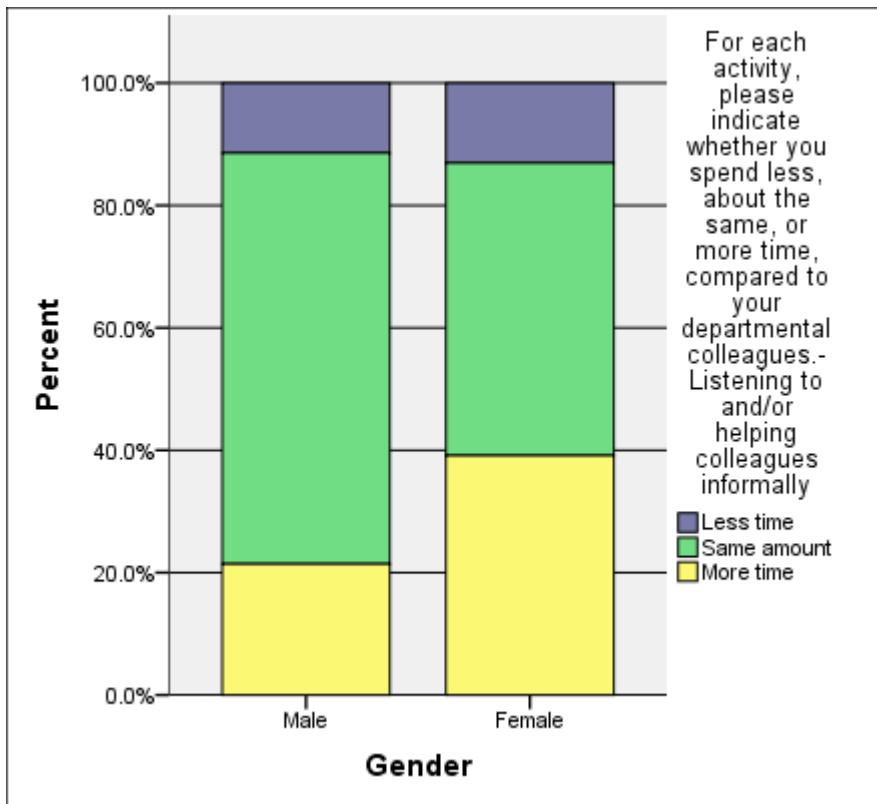
For each activity, please indicate whether you spend less, about the same, or more time, compared to your departmental colleagues.-Research ^ What is your gender? Crosstabulation

			What is your gender?		
			Male	Female	Total
For each activity, please indicate whether you spend less, about the same, or more time, compared to your departmental colleagues.-Research	Less time	Count	16	6	22
		% within What is your gender?	22.9%	13.0%	19.0%
	Same amount	Count	33	27	60
		% within What is your gender?	47.1%	58.7%	51.7%
	More time	Count	21	13	34
		% within What is your gender?	30.0%	28.3%	29.3%
Total	Count	70	46	116	
	% within What is your gender?	100.0%	100.0%	100.0%	



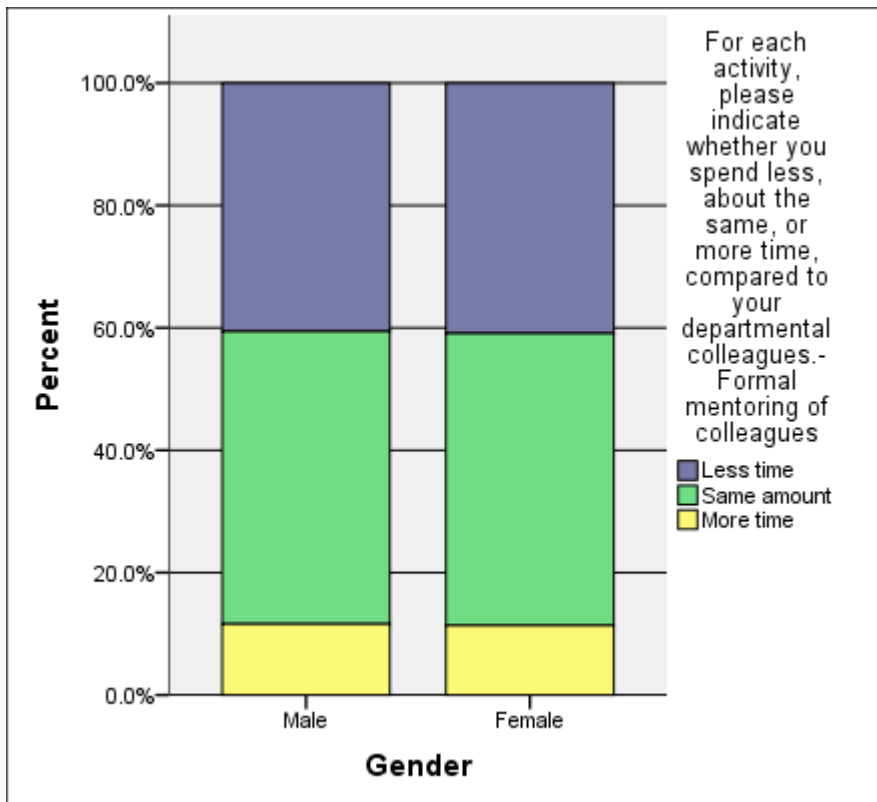
For each activity, please indicate whether you spend less, about the same, or more time, compared to your departmental colleagues.-Administrative tasks or paperwork ^ What is your gender? Crosstabulation

			What is your gender?		
			Male	Female	Total
For each activity, please indicate whether you spend less, about the same, or more time, compared to your departmental colleagues.-Administrative tasks or paperwork	Less time	Count	10	4	14
		% within What is your gender?	14.3%	8.7%	12.1%
	Same amount	Count	34	21	55
		% within What is your gender?	48.6%	45.7%	47.4%
	More time	Count	26	21	47
		% within What is your gender?	37.1%	45.7%	40.5%
Total	Count	70	46	116	
	% within What is your gender?	100.0%	100.0%	100.0%	



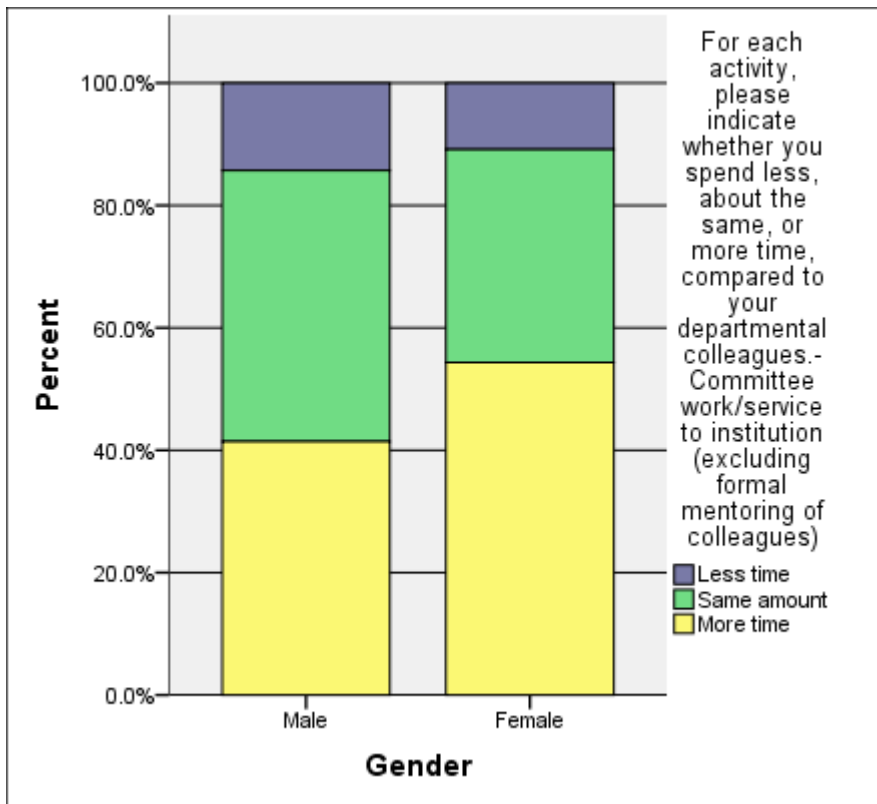
For each activity, please indicate whether you spend less, about the same, or more time, compared to your departmental colleagues.-Listening to and/or helping colleagues informally * What is your gender? Crosstabulation

			What is your gender?		
			Male	Female	Total
For each activity, please indicate whether you spend less, about the same, or more time, compared to your departmental colleagues.-Listening to and/or helping colleagues informally	Less time	Count	8	6	14
		% within What is your gender?	11.4%	13.0%	12.1%
	Same amount	Count	47	22	69
		% within What is your gender?	67.1%	47.8%	59.5%
	More time	Count	15	18	33
		% within What is your gender?	21.4%	39.1%	28.4%
Total	Count	70	46	116	
	% within What is your gender?	100.0%	100.0%	100.0%	



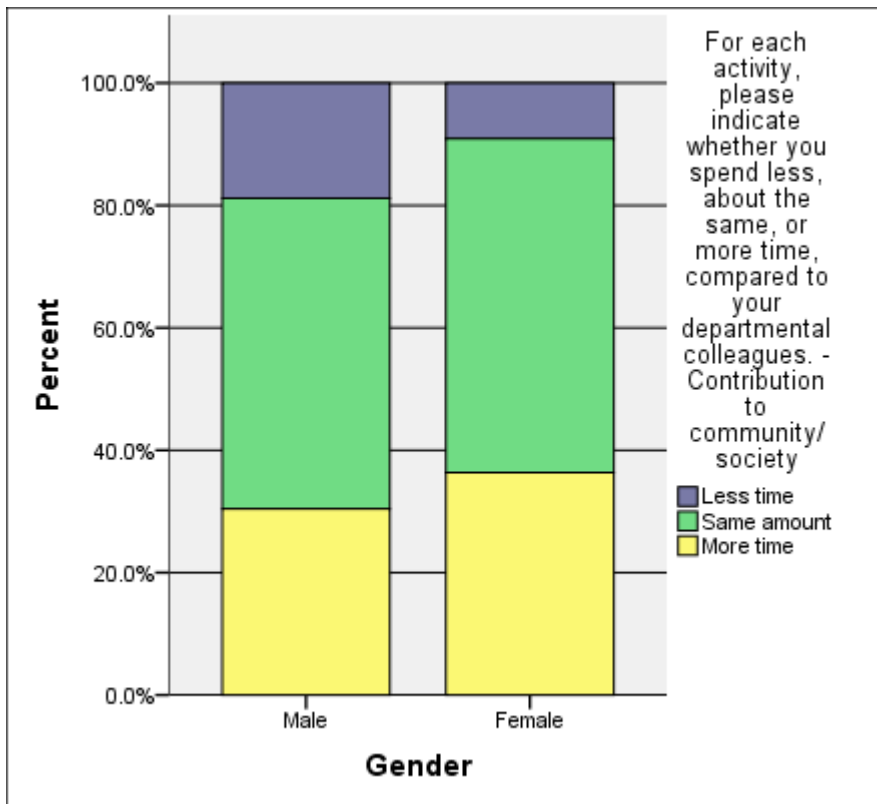
For each activity, please indicate whether you spend less, about the same, or more time, compared to your departmental colleagues.-Formal mentoring of colleagues ^ What is your gender? Crosstabulation

			What is your gender?		
			Male	Female	Total
For each activity, please indicate whether you spend less, about the same, or more time, compared to your departmental colleagues.-Formal mentoring of colleagues	Less time	Count	28	18	46
		% within What is your gender?	40.6%	40.9%	40.7%
	Same amount	Count	33	21	54
		% within What is your gender?	47.8%	47.7%	47.8%
	More time	Count	8	5	13
		% within What is your gender?	11.6%	11.4%	11.5%
Total	Count	69	44	113	
	% within What is your gender?	100.0%	100.0%	100.0%	



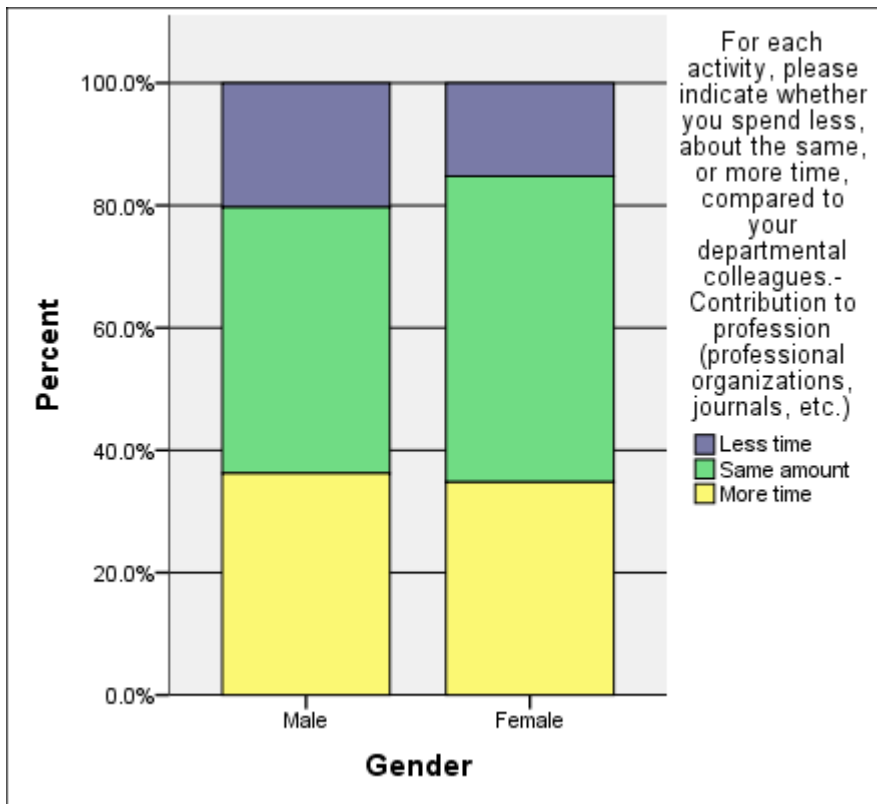
For each activity, please indicate whether you spend less, about the same, or more time, compared to your departmental colleagues.-Committee work/service to institution (excluding formal mentoring of colleagues) * What is your gender? Crosstabulation

			What is your gender?		
			Male	Female	Total
For each activity, please indicate whether you spend less, about the same, or more time, compared to your departmental colleagues.-Committee work/service to institution (excluding formal mentoring of colleagues)	Less time	Count	10	5	15
		% within What is your gender?	14.3%	10.9%	12.9%
	Same amount	Count	31	16	47
		% within What is your gender?	44.3%	34.8%	40.5%
	More time	Count	29	25	54
		% within What is your gender?	41.4%	54.3%	46.6%
Total	Count	70	46	116	
	% within What is your gender?	100.0%	100.0%	100.0%	



For each activity, please indicate whether you spend less, about the same, or more time, compared to your departmental colleagues.-Contribution to community/society ^ What is your gender? Crosstabulation

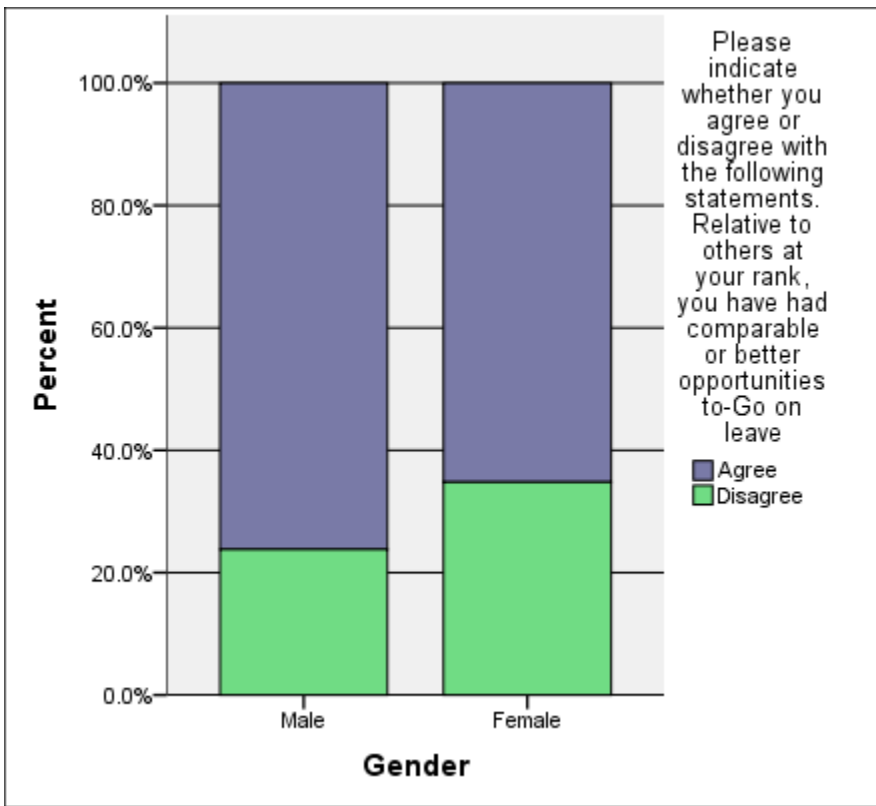
			What is your gender?		
			Male	Female	Total
For each activity, please indicate whether you spend less, about the same, or more time, compared to your departmental colleagues. -Contribution to community/society	Less time	Count	13	4	17
		% within What is your gender?	18.8%	9.1%	15.0%
	Same amount	Count	35	24	59
		% within What is your gender?	50.7%	54.5%	52.2%
	More time	Count	21	16	37
		% within What is your gender?	30.4%	36.4%	32.7%
Total	Count	69	44	113	
	% within What is your gender?	100.0%	100.0%	100.0%	

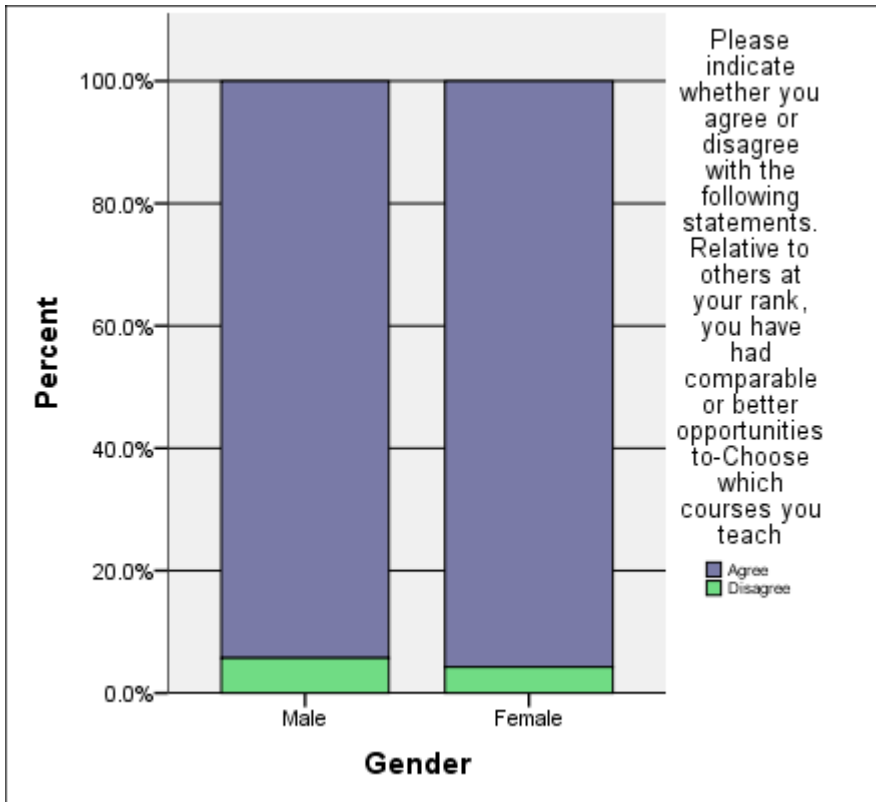


For each activity, please indicate whether you spend less, about the same, or more time, compared to your departmental colleagues.-Contribution to profession (professional organizations, journals, etc.) *
What is your gender? Crosstabulation

			What is your gender?		
			Male	Female	Total
For each activity, please indicate whether you spend less, about the same, or more time, compared to your departmental colleagues.-Contribution to profession (professional organizations, journals, etc.)	Less time	Count	14	7	21
		% within What is your gender?	20.3%	15.2%	18.3%
	Same amount	Count	30	23	53
		% within What is your gender?	43.5%	50.0%	46.1%
	More time	Count	25	16	41
		% within What is your gender?	36.2%	34.8%	35.7%
Total	Count	69	46	115	
	% within What is your gender?	100.0%	100.0%	100.0%	

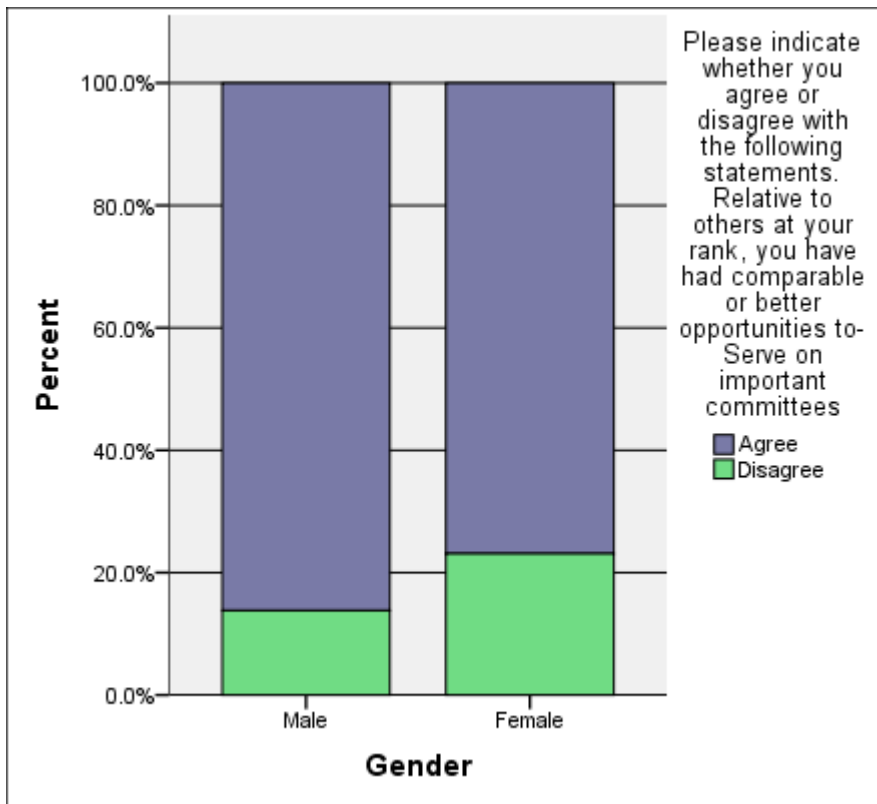
PLEASE INDICATE WHETHER YOU AGREE OR DISAGREE WITH THE FOLLOWING STATEMENTS. RELATIVE TO OTHERS AT YOUR RANK, YOU HAVE HAD COMPARABLE OR BETTER OPPORTUNITIES TO...





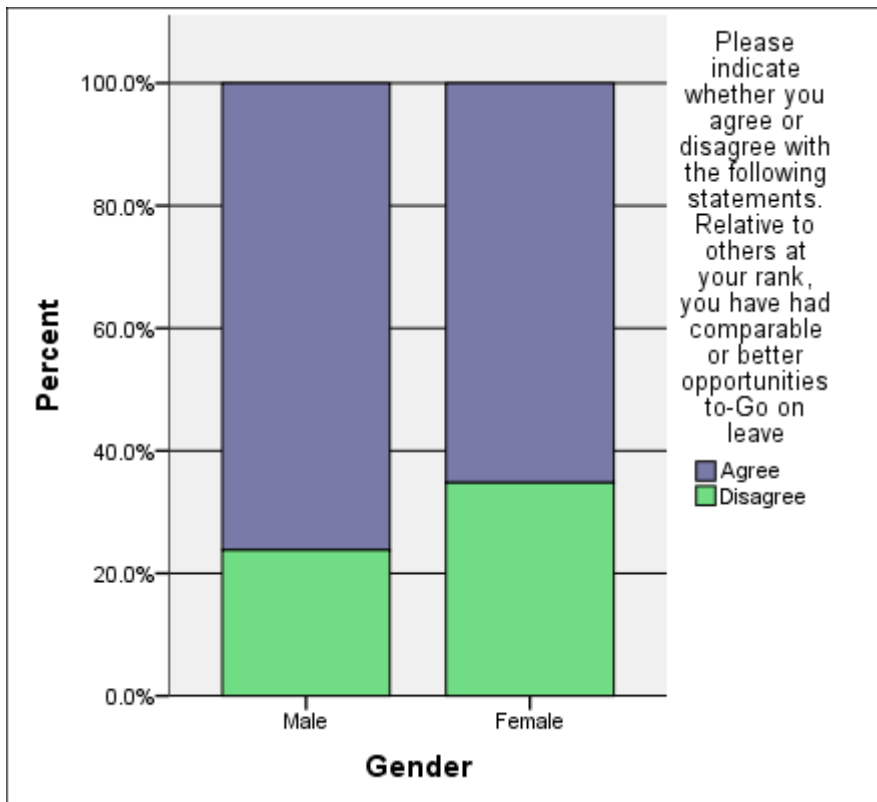
Please indicate whether you agree or disagree with the following statements. Relative to others at your rank, you have had comparable or better opportunities to-Choose which courses you teach ^
What is your gender? Crosstabulation

			What is your gender?		
			Male	Female	Total
Please indicate whether you agree or disagree with the following statements. Relative to others at your rank, you have had comparable or better opportunities to-Choose which courses you teach	Agree	Count	66	45	111
		% within What is your gender?	94.3%	95.7%	94.9%
	Disagree	Count	4	2	6
		% within What is your gender?	5.7%	4.3%	5.1%
Total	Count	70	47	117	
	% within What is your gender?	100.0%	100.0%	100.0%	



Please indicate whether you agree or disagree with the following statements. Relative to others at your rank, you have had comparable or better opportunities to serve on important committees ^ What is your gender? Crosstabulation

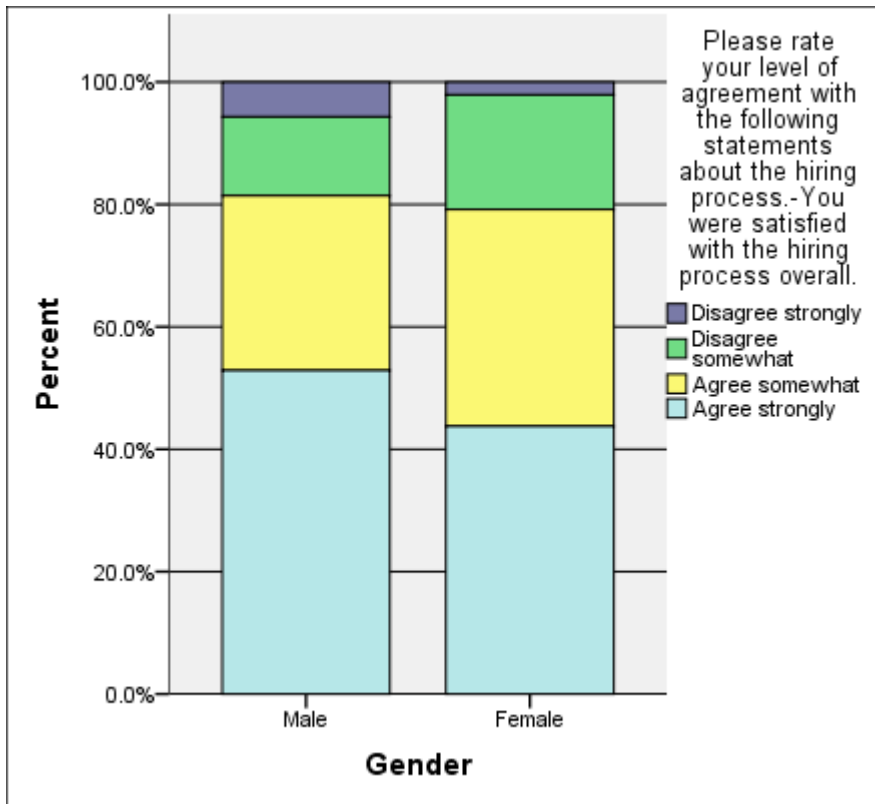
			What is your gender?		
			Male	Female	Total
Please indicate whether you agree or disagree with the following statements. Relative to others at your rank, you have had comparable or better opportunities to serve on important committees	Agree	Count	50	30	80
		% within What is your gender?	86.2%	76.9%	82.5%
	Disagree	Count	8	9	17
		% within What is your gender?	13.8%	23.1%	17.5%
Total	Count	58	39	97	
	% within What is your gender?	100.0%	100.0%	100.0%	



**Please indicate whether you agree or disagree with the following statements. Relative to others at your rank, you have had comparable or better opportunities to-Go on leave ^ What is your gender?
Crosstabulation**

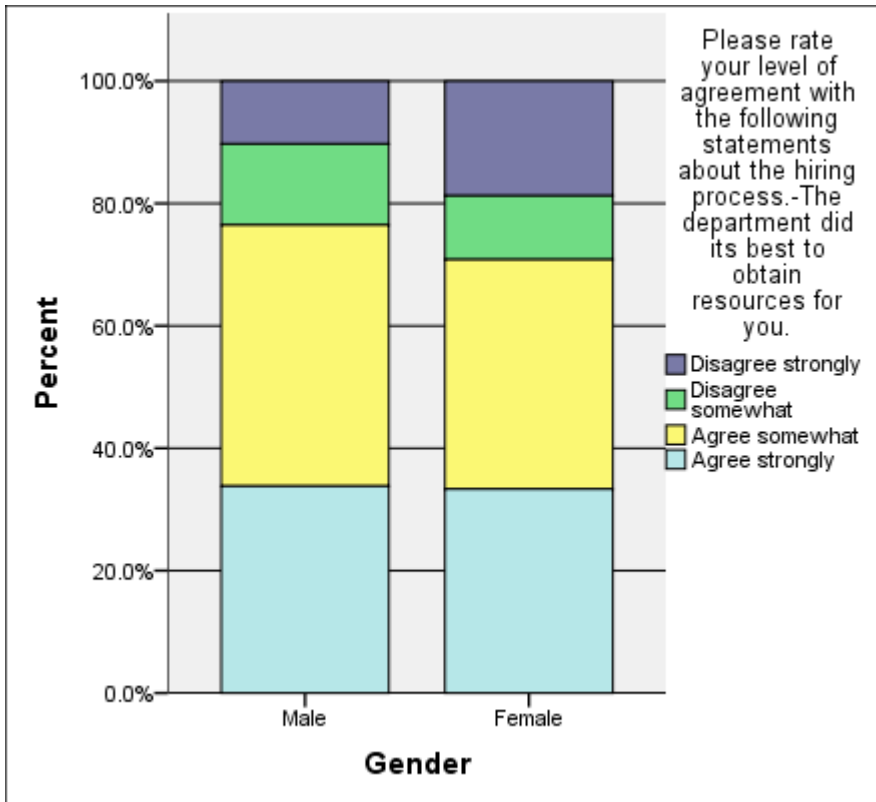
			What is your gender?		
			Male	Female	Total
Please indicate whether you agree or disagree with the following statements. Relative to others at your rank, you have had comparable or better opportunities to-Go on leave	Agree	Count	48	30	78
		% within What is your gender?	76.2%	65.2%	71.6%
	Disagree	Count	15	16	31
		% within What is your gender?	23.8%	34.8%	28.4%
Total	Count	63	46	109	
	% within What is your gender?	100.0%	100.0%	100.0%	

PLEASE RATE YOUR LEVEL OF AGREEMENT WITH THE FOLLOWING STATEMENTS ABOUT THE HIRING PROCESS.



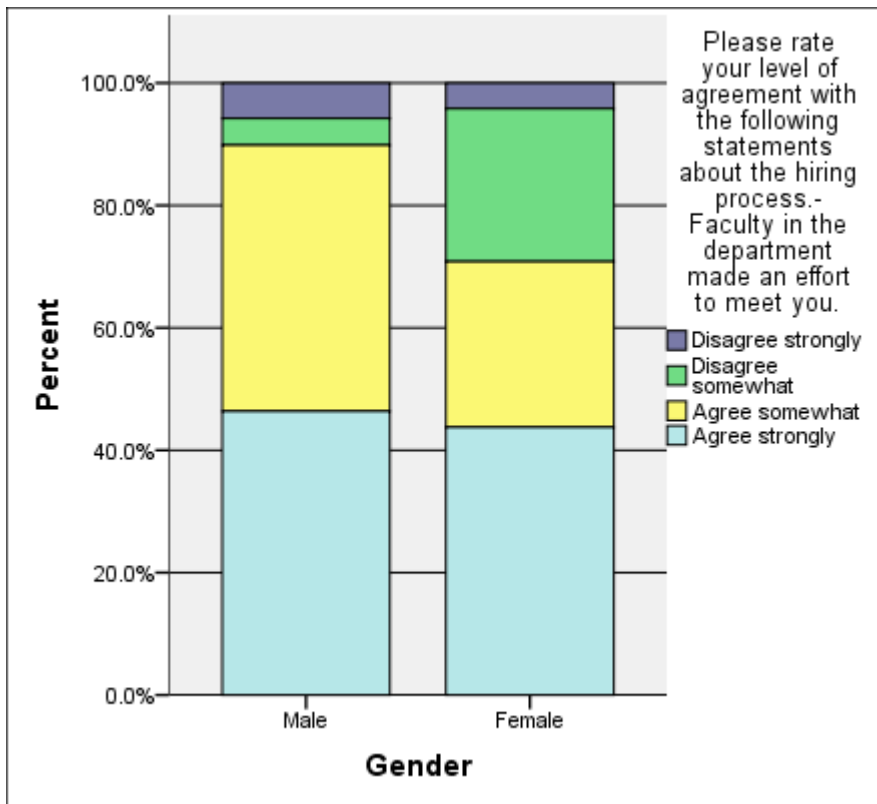
Please rate your level of agreement with the following statements about the hiring process.-You were satisfied with the hiring process overall. ^ What is your gender? Crosstabulation

			What is your gender?		
			Male	Female	Total
Please rate your level of agreement with the following statements about the hiring process.-You were satisfied with the hiring process overall.	Disagree strongly	Count	4	1	5
		% within What is your gender?	5.7%	2.1%	4.2%
	Disagree somewhat	Count	9	9	18
		% within What is your gender?	12.9%	18.8%	15.3%
	Agree somewhat	Count	20	17	37
		% within What is your gender?	28.6%	35.4%	31.4%
	Agree strongly	Count	37	21	58
		% within What is your gender?	52.9%	43.8%	49.2%
Total	Count	70	48	118	
	% within What is your gender?	100.0%	100.0%	100.0%	



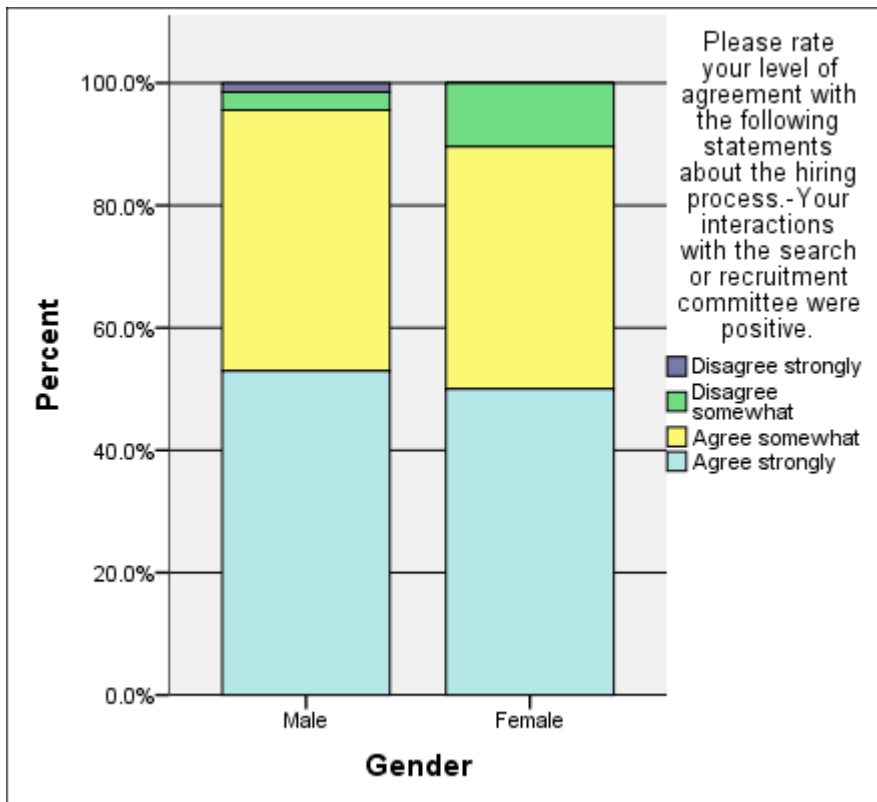
Please rate your level of agreement with the following statements about the hiring process.-The department did its best to obtain resources for you. * What is your gender? Crosstabulation

		What is your gender?			
		Male	Female	Total	
Please rate your level of agreement with the following statements about the hiring process.-The department did its best to obtain resources for you.	Disagree strongly	Count	7	9	16
		% within What is your gender?	10.3%	18.8%	13.8%
	Disagree somewhat	Count	9	5	14
		% within What is your gender?	13.2%	10.4%	12.1%
	Agree somewhat	Count	29	18	47
		% within What is your gender?	42.6%	37.5%	40.5%
	Agree strongly	Count	23	16	39
		% within What is your gender?	33.8%	33.3%	33.6%
Total	Count	68	48	116	
	% within What is your gender?	100.0%	100.0%	100.0%	



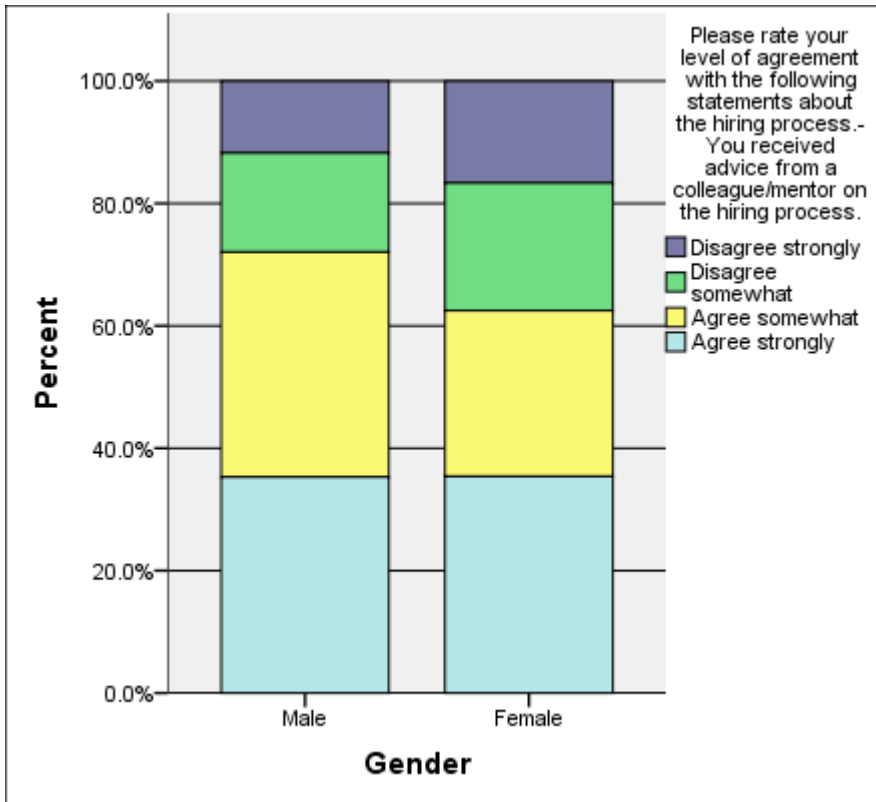
Please rate your level of agreement with the following statements about the hiring process.-Faculty in the department made an effort to meet you. * What is your gender? Crosstabulation

			What is your gender?		Total
			Male	Female	
Please rate your level of agreement with the following statements about the hiring process.- Faculty in the department made an effort to meet you.	Disagree strongly	Count	4	2	6
		% within What is your gender?	5.8%	4.2%	5.1%
	Disagree somewhat	Count	3	12	15
		% within What is your gender?	4.3%	25.0%	12.8%
	Agree somewhat	Count	30	13	43
		% within What is your gender?	43.5%	27.1%	36.8%
	Agree strongly	Count	32	21	53
		% within What is your gender?	46.4%	43.8%	45.3%
Total	Count	69	48	117	
	% within What is your gender?	100.0%	100.0%	100.0%	



Please rate your level of agreement with the following statements about the hiring process.-Your interactions with the search or recruitment committee were positive. * What is your gender? Crosstabulation

			What is your gender?		Total
			Male	Female	
Please rate your level of agreement with the following statements about the hiring process.-Your interactions with the search or recruitment committee were positive.	Disagree strongly	Count	1	0	1
		% within What is your gender?	1.5%	0.0%	0.9%
	Disagree somewhat	Count	2	5	7
		% within What is your gender?	2.9%	10.4%	6.0%
	Agree somewhat	Count	29	19	48
		% within What is your gender?	42.6%	39.6%	41.4%
	Agree strongly	Count	36	24	60
		% within What is your gender?	52.9%	50.0%	51.7%
Total	Count	68	48	116	
	% within What is your gender?	100.0%	100.0%	100.0%	



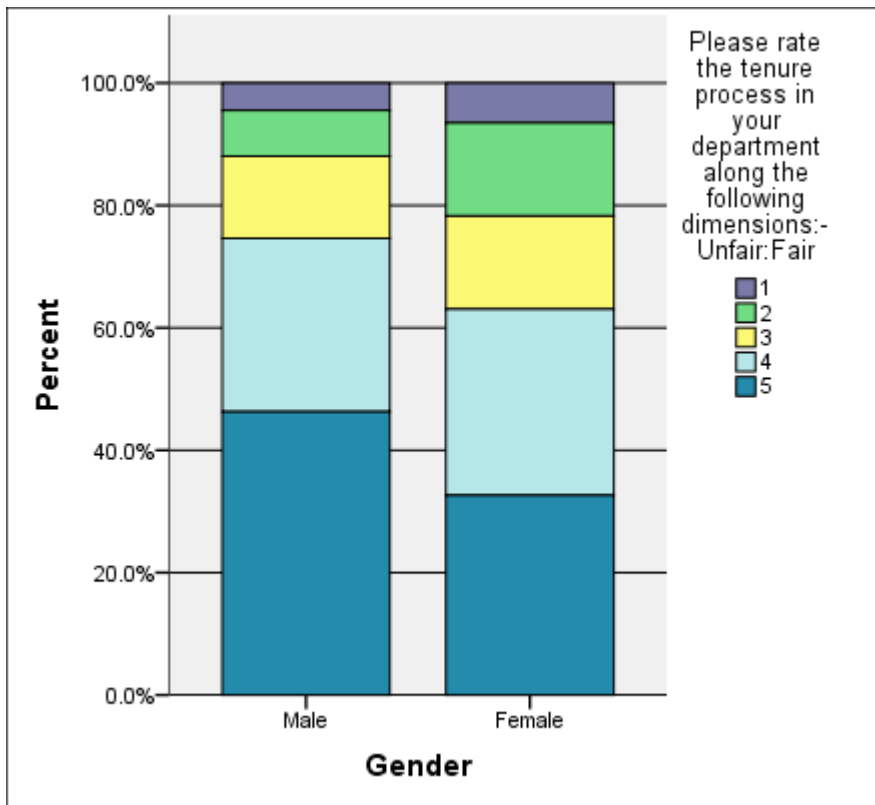
Please rate your level of agreement with the following statements about the hiring process.-You received advice from a colleague/mentor on the hiring process. ^ What is your gender? Crosstabulation

			What is your gender?		Total
			Male	Female	
Please rate your level of agreement with the following statements about the hiring process.- You received advice from a colleague/mentor on the hiring process.	Disagree strongly	Count	8	8	16
		% within What is your gender?	11.8%	16.7%	13.8%
	Disagree somewhat	Count	11	10	21
		% within What is your gender?	16.2%	20.8%	18.1%
	Agree somewhat	Count	25	13	38
		% within What is your gender?	36.8%	27.1%	32.8%
	Agree strongly	Count	24	17	41
		% within What is your gender?	35.3%	35.4%	35.3%
Total	Count	68	48	116	
	% within What is your gender?	100.0%	100.0%	100.0%	

HAVE YOU RECEIVED ANY OF THE FOLLOWING RESOURCES AS A RESULT OF YOUR OWN NEGOTIATIONS, THROUGH THE TERMS OF AN OUTSIDE AWARD, OR AS PART OF AN OFFER BY THE UNIVERSITY, SINCE YOUR INITIAL HIRING AGREEMENT AT THE UNIVERSITY OF CHICAGO?

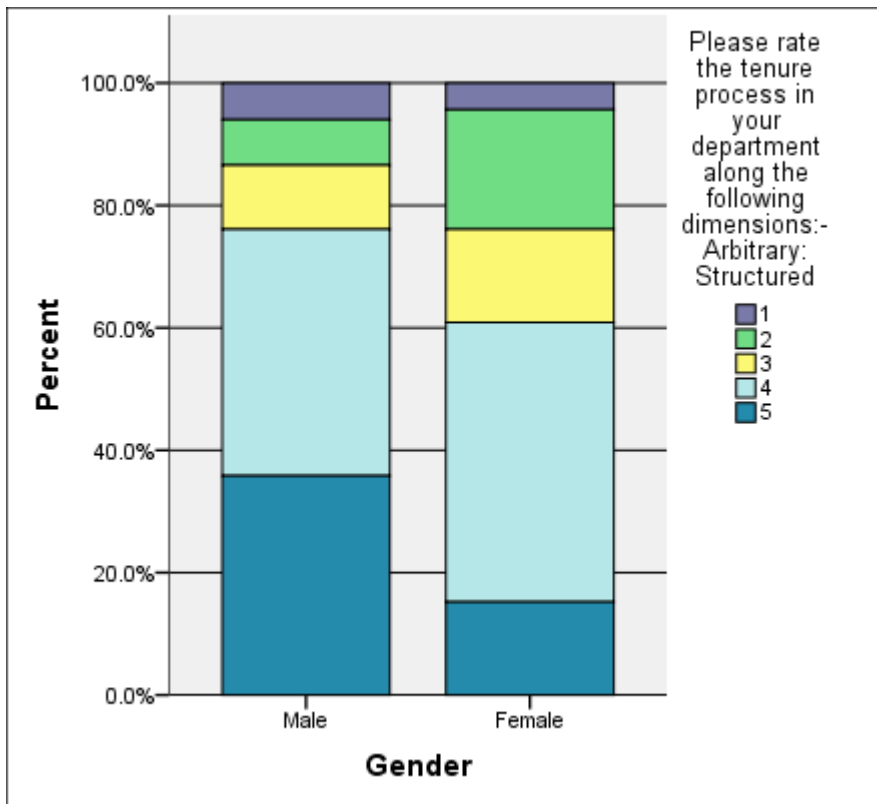
NOTE: This was a large check-all-that-apply grid, which produced many binary variables that are difficult to visualize for comparison purposes. Please advise with any suggestions for summary variables that can be pulled from these data.

PLEASE RATE THE TENURE PROCESS IN YOUR DEPARTMENT ALONG THE FOLLOWING DIMENSIONS:



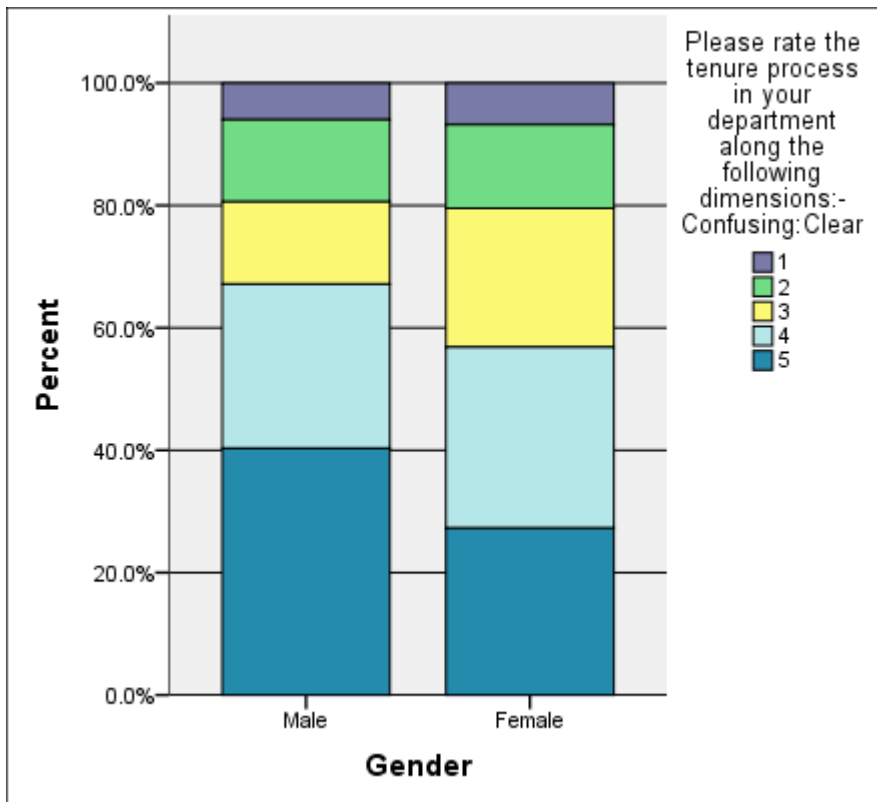
Please rate the tenure process in your department along the following dimensions:-Unfair:Fair ^
What is your gender? Crosstabulation

		What is your gender?			
		Male	Female	Total	
Please rate the tenure process in your department along the following dimensions:- Unfair:Fair	1	Count	3	3	6
		% within What is your gender?	4.5%	6.5%	5.3%
	2	Count	5	7	12
		% within What is your gender?	7.5%	15.2%	10.6%
	3	Count	9	7	16
		% within What is your gender?	13.4%	15.2%	14.2%
	4	Count	19	14	33
		% within What is your gender?	28.4%	30.4%	29.2%
	5	Count	31	15	46
		% within What is your gender?	46.3%	32.6%	40.7%
Total	Count	67	46	113	
	% within What is your gender?	100.0%	100.0%	100.0%	



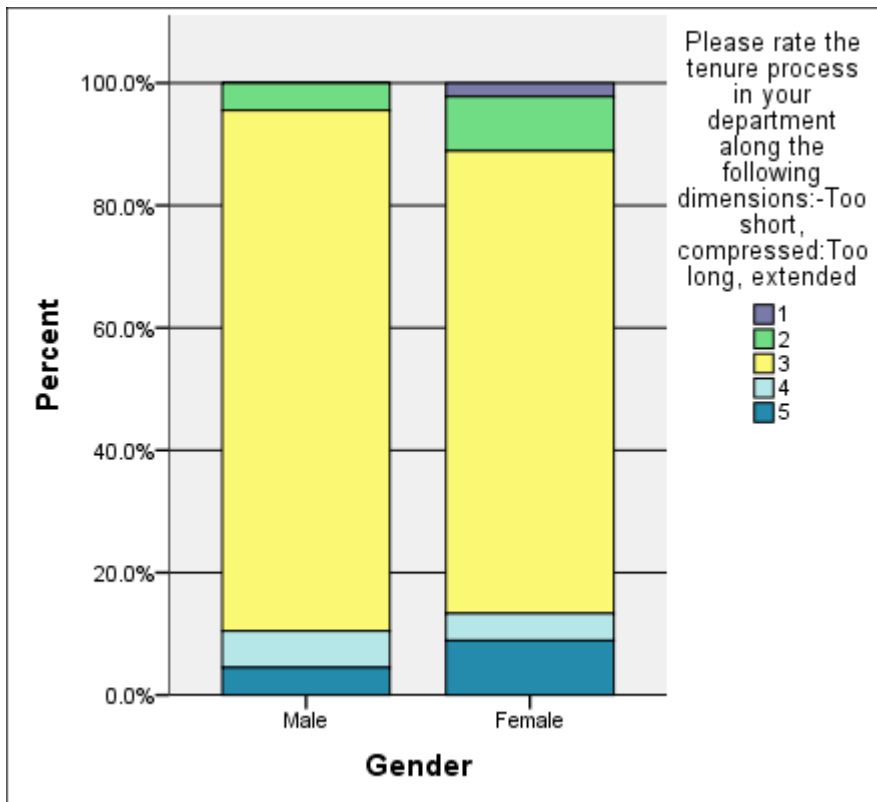
**Please rate the tenure process in your department along the following dimensions:-Arbitrary:
Structured ^ What is your gender? Crosstabulation**

			What is your gender?		
			Male	Female	Total
Please rate the tenure process in your department along the following dimensions:- Arbitrary:Structured	1	Count	4	2	6
		% within What is your gender?	6.0%	4.3%	5.3%
	2	Count	5	9	14
		% within What is your gender?	7.5%	19.6%	12.4%
	3	Count	7	7	14
		% within What is your gender?	10.4%	15.2%	12.4%
	4	Count	27	21	48
		% within What is your gender?	40.3%	45.7%	42.5%
	5	Count	24	7	31
		% within What is your gender?	35.8%	15.2%	27.4%
Total	Count	67	46	113	
	% within What is your gender?	100.0%	100.0%	100.0%	



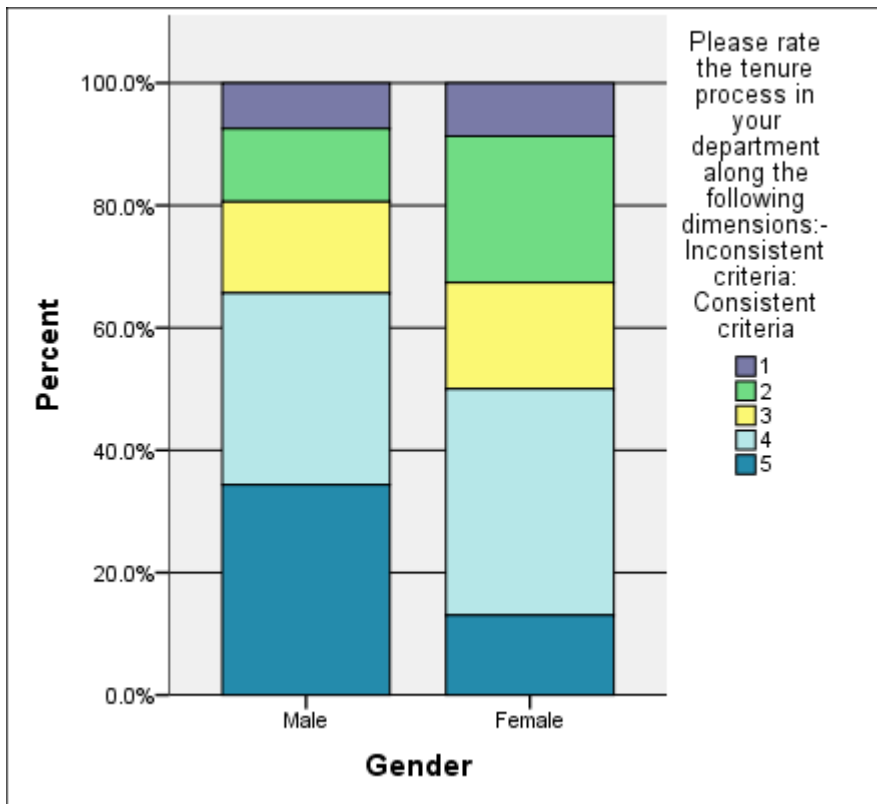
Please rate the tenure process in your department along the following dimensions:-Confusing: Clear ^ What is your gender? Crosstabulation

			What is your gender?		
			Male	Female	Total
Please rate the tenure process in your department along the following dimensions:- Confusing:Clear	1	Count	4	3	7
		% within What is your gender?	6.0%	6.8%	6.3%
	2	Count	9	6	15
		% within What is your gender?	13.4%	13.6%	13.5%
	3	Count	9	10	19
		% within What is your gender?	13.4%	22.7%	17.1%
	4	Count	18	13	31
		% within What is your gender?	26.9%	29.5%	27.9%
	5	Count	27	12	39
		% within What is your gender?	40.3%	27.3%	35.1%
Total	Count	67	44	111	
	% within What is your gender?	100.0%	100.0%	100.0%	



Please rate the tenure process in your department along the following dimensions:-Too short, compressed:Too long, extended ^ What is your gender? Crosstabulation

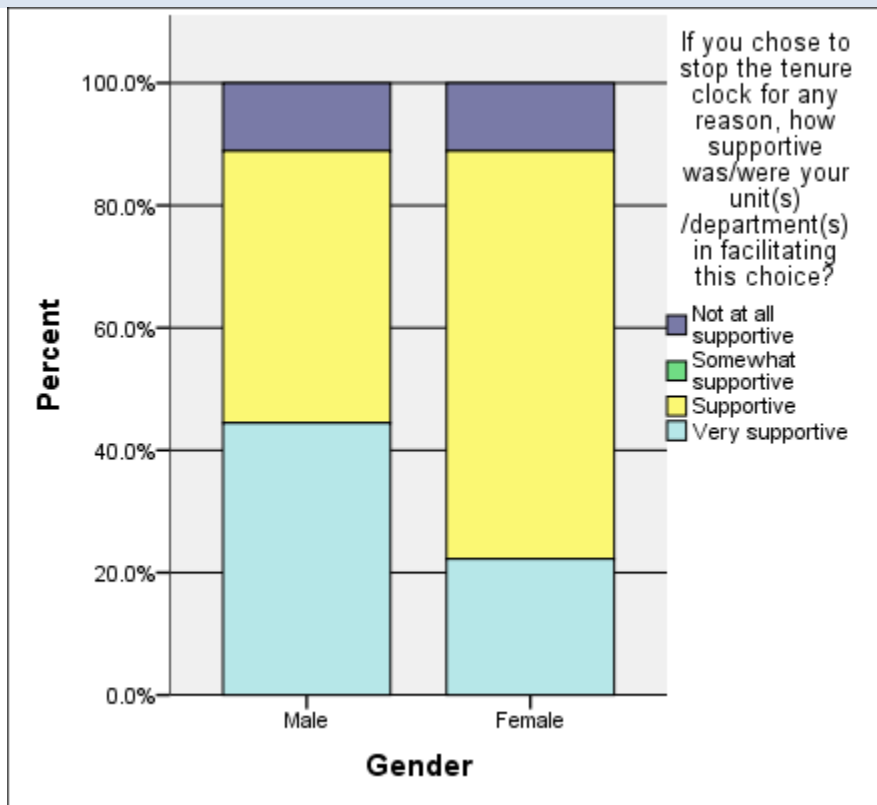
			What is your gender?		
			Male	Female	Total
Please rate the tenure process in your department along the following dimensions:-Too short, compressed:Too long, extended	1	Count	0	1	1
		% within What is your gender?	0.0%	2.2%	0.9%
	2	Count	3	4	7
		% within What is your gender?	4.5%	8.9%	6.3%
	3	Count	57	34	91
		% within What is your gender?	85.1%	75.6%	81.3%
	4	Count	4	2	6
		% within What is your gender?	6.0%	4.4%	5.4%
	5	Count	3	4	7
		% within What is your gender?	4.5%	8.9%	6.3%
Total	Count	67	45	112	
	% within What is your gender?	100.0%	100.0%	100.0%	



Please rate the tenure process in your department along the following dimensions:-Inconsistent criteria:Consistent criteria ^ What is your gender? Crosstabulation

		What is your gender?			
		Male	Female	Total	
Please rate the tenure process in your department along the following dimensions:- Inconsistent criteria: Consistent criteria	1	Count	5	4	9
		% within What is your gender?	7.5%	8.7%	8.0%
	2	Count	8	11	19
		% within What is your gender?	11.9%	23.9%	16.8%
	3	Count	10	8	18
		% within What is your gender?	14.9%	17.4%	15.9%
	4	Count	21	17	38
		% within What is your gender?	31.3%	37.0%	33.6%
	5	Count	23	6	29
		% within What is your gender?	34.3%	13.0%	25.7%
Total	Count	67	46	113	
	% within What is your gender?	100.0%	100.0%	100.0%	

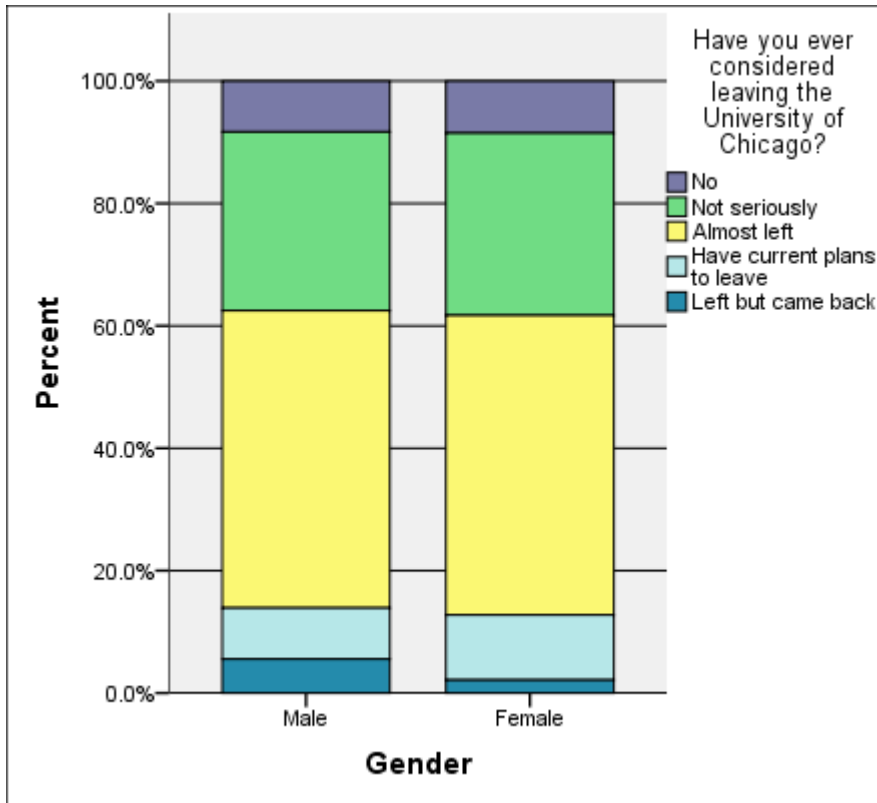
IF YOU CHOSE TO STOP THE TENURE CLOCK FOR ANY REASON, HOW SUPPORTIVE WAS/WERE YOUR UNIT(S)/DEPARTMENT(S) IN FACILITATING THIS CHOICE?



If you chose to stop the tenure clock for any reason, how supportive was/were your unit(s)/department(s) in facilitating this choice? * What is your gender? Crosstabulation

		What is your gender?			
		Male	Female	Total	
If you chose to stop the tenure clock for any reason, how supportive was/were your unit(s)/department(s) in facilitating this choice?	Not at all supportive	Count	1	1	2
		% within What is your gender?	11.1%	11.1%	11.1%
	Supportive	Count	4	6	10
		% within What is your gender?	44.4%	66.7%	55.6%
	Very supportive	Count	4	2	6
		% within What is your gender?	44.4%	22.2%	33.3%
Total	Count	9	9	18	
	% within What is your gender?	100.0%	100.0%	100.0%	

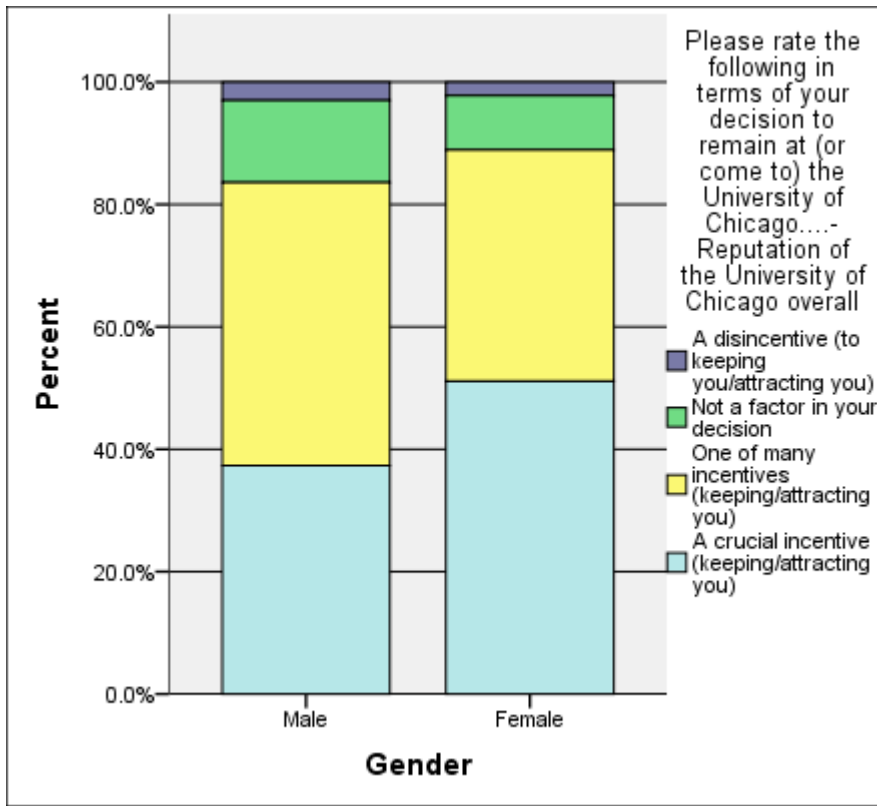
HAVE YOU EVER CONSIDERED LEAVING THE UNIVERSITY OF CHICAGO?



Have you ever considered leaving the University of Chicago? * What is your gender? Crosstabulation

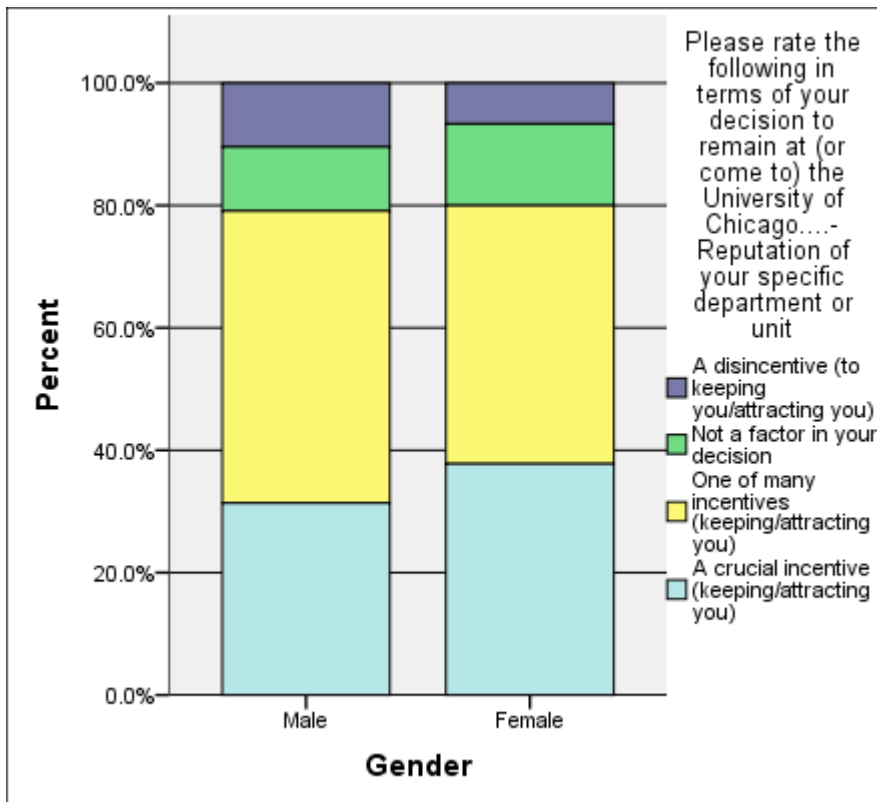
			What is your gender?		Total
			Male	Female	
Have you ever considered leaving the University of Chicago?	No	Count	6	4	10
		% within What is your gender?	8.3%	8.5%	8.4%
	Not seriously	Count	21	14	35
		% within What is your gender?	29.2%	29.8%	29.4%
	Almost left	Count	35	23	58
	% within What is your gender?	48.6%	48.9%	48.7%	
	Have current plans to leave	Count	6	5	11
	% within What is your gender?	8.3%	10.6%	9.2%	
	Left but came back	Count	4	1	5
	% within What is your gender?	5.6%	2.1%	4.2%	
Total	Count	72	47	119	
	% within What is your gender?	100.0%	100.0%	100.0%	

PLEASE RATE THE FOLLOWING IN TERMS OF YOUR DECISION TO REMAIN AT THE UNIVERSITY OF CHICAGO.



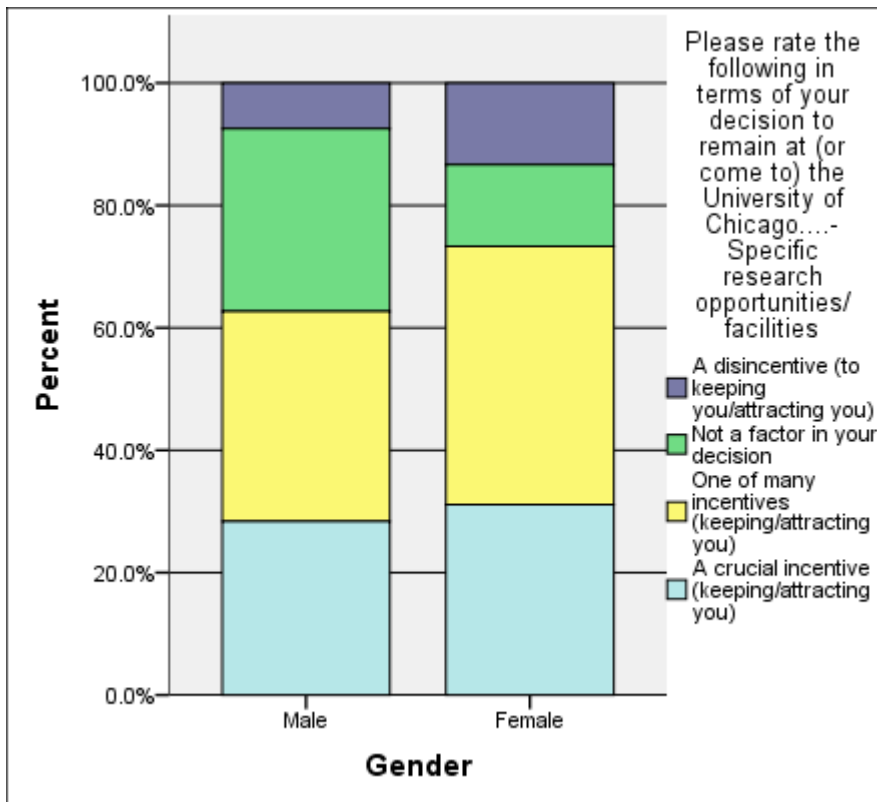
Please rate the following in terms of your decision to remain at (or come to) the University of Chicago....-Reputation of the University of Chicago overall * What is your gender? Crosstabulation

		What is your gender?			
		Male	Female	Total	
Please rate the following in terms of your decision to remain at (or come to) the University of Chicago....-Reputation of the University of Chicago overall	A disincentive (to keeping you/attracting you)	Count	2	1	3
		% within What is your gender?	3.0%	2.2%	2.7%
	Not a factor in your decision	Count	9	4	13
		% within What is your gender?	13.4%	8.9%	11.6%
	One of many incentives (keeping/attracting you)	Count	31	17	48
		% within What is your gender?	46.3%	37.8%	42.9%
	A crucial incentive (keeping/attracting you)	Count	25	23	48
		% within What is your gender?	37.3%	51.1%	42.9%
Total	Count	67	45	112	
	% within What is your gender?	100.0%	100.0%	100.0%	



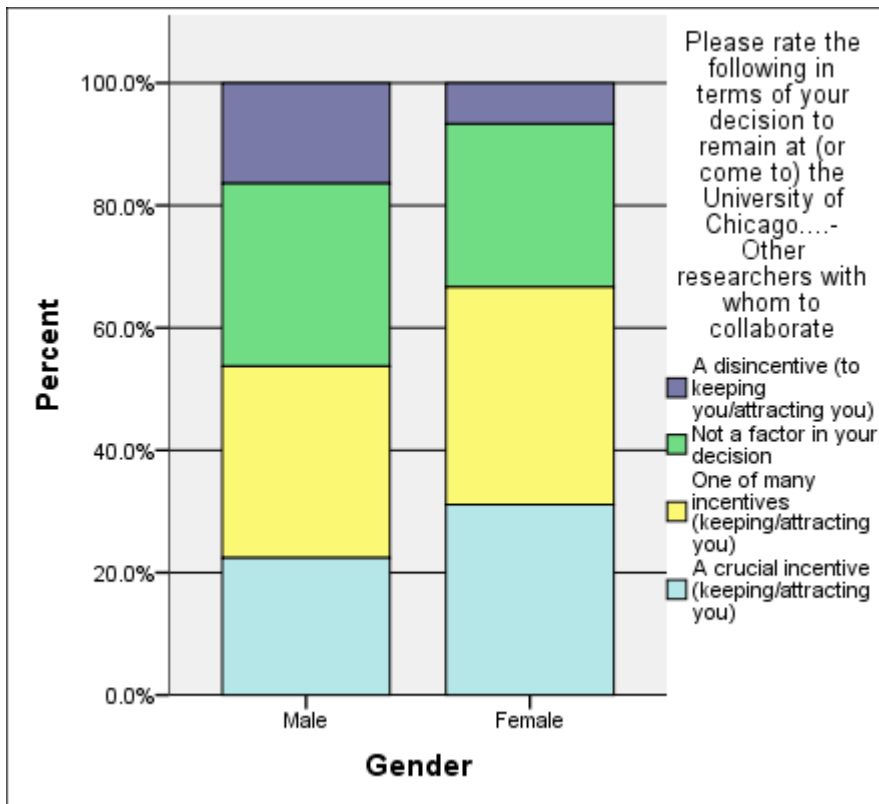
Please rate the following in terms of your decision to remain at (or come to) the University of Chicago....-Reputation of your specific department or unit * What is your gender? Crosstabulation

			What is your gender?		
			Male	Female	Total
Please rate the following in terms of your decision to remain at (or come to) the University of Chicago....-Reputation of your specific department or unit	A disincentive (to keeping you/attracting you)	Count	7	3	10
		% within What is your gender?	10.4%	6.7%	8.9%
	Not a factor in your decision	Count	7	6	13
		% within What is your gender?	10.4%	13.3%	11.6%
	One of many incentives (keeping/attracting you)	Count	32	19	51
		% within What is your gender?	47.8%	42.2%	45.5%
	A crucial incentive (keeping/attracting you)	Count	21	17	38
		% within What is your gender?	31.3%	37.8%	33.9%
Total	Count	67	45	112	
	% within What is your gender?	100.0%	100.0%	100.0%	



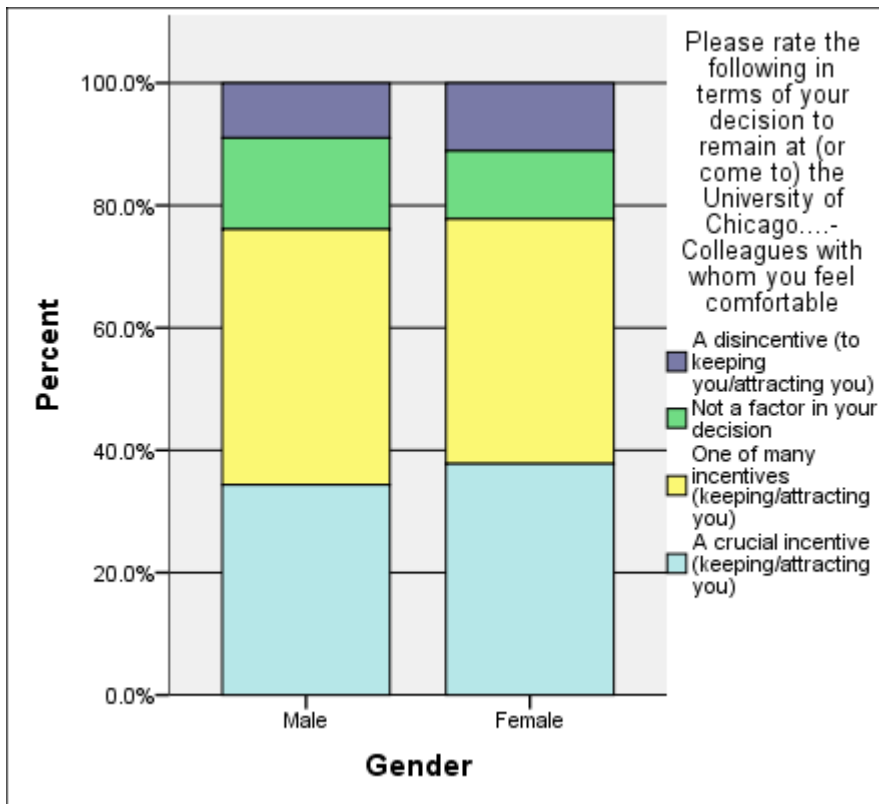
Please rate the following in terms of your decision to remain at (or come to) the University of Chicago....-Specific research opportunities/facilities * What is your gender? Crosstabulation

		What is your gender?			
		Male	Female	Total	
Please rate the following in terms of your decision to remain at (or come to) the University of Chicago....-Specific research opportunities/facilities	A disincentive (to keeping you/attracting you)	Count	5	6	11
		% within What is your gender?	7.5%	13.3%	9.8%
	Not a factor in your decision	Count	20	6	26
		% within What is your gender?	29.9%	13.3%	23.2%
	One of many incentives (keeping/attracting you)	Count	23	19	42
		% within What is your gender?	34.3%	42.2%	37.5%
	A crucial incentive (keeping/attracting you)	Count	19	14	33
		% within What is your gender?	28.4%	31.1%	29.5%
Total	Count	67	45	112	
	% within What is your gender?	100.0%	100.0%	100.0%	



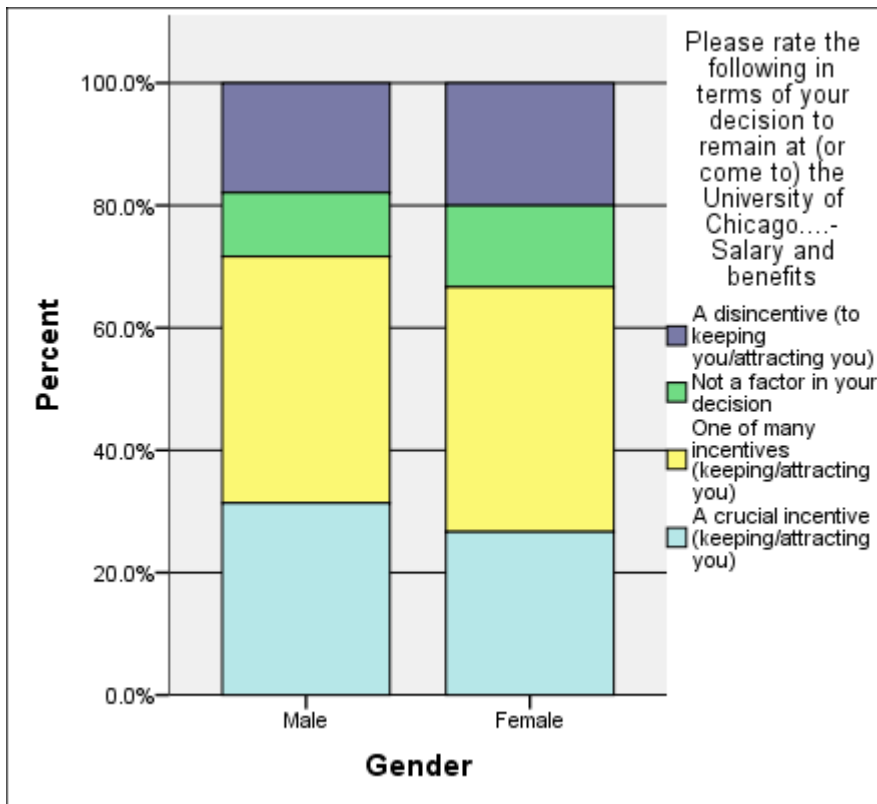
Please rate the following in terms of your decision to remain at (or come to) the University of Chicago....-Other researchers with whom to collaborate * What is your gender? Crosstabulation

		What is your gender?			
		Male	Female	Total	
Please rate the following in terms of your decision to remain at (or come to) the University of Chicago....-Other researchers with whom to collaborate	A disincentive (to keeping you/attracting you)	Count	11	3	14
		% within What is your gender?	16.4%	6.7%	12.5%
	Not a factor in your decision	Count	20	12	32
		% within What is your gender?	29.9%	26.7%	28.6%
	One of many incentives (keeping/attracting you)	Count	21	16	37
		% within What is your gender?	31.3%	35.6%	33.0%
	A crucial incentive (keeping/attracting you)	Count	15	14	29
		% within What is your gender?	22.4%	31.1%	25.9%
Total	Count	67	45	112	
	% within What is your gender?	100.0%	100.0%	100.0%	



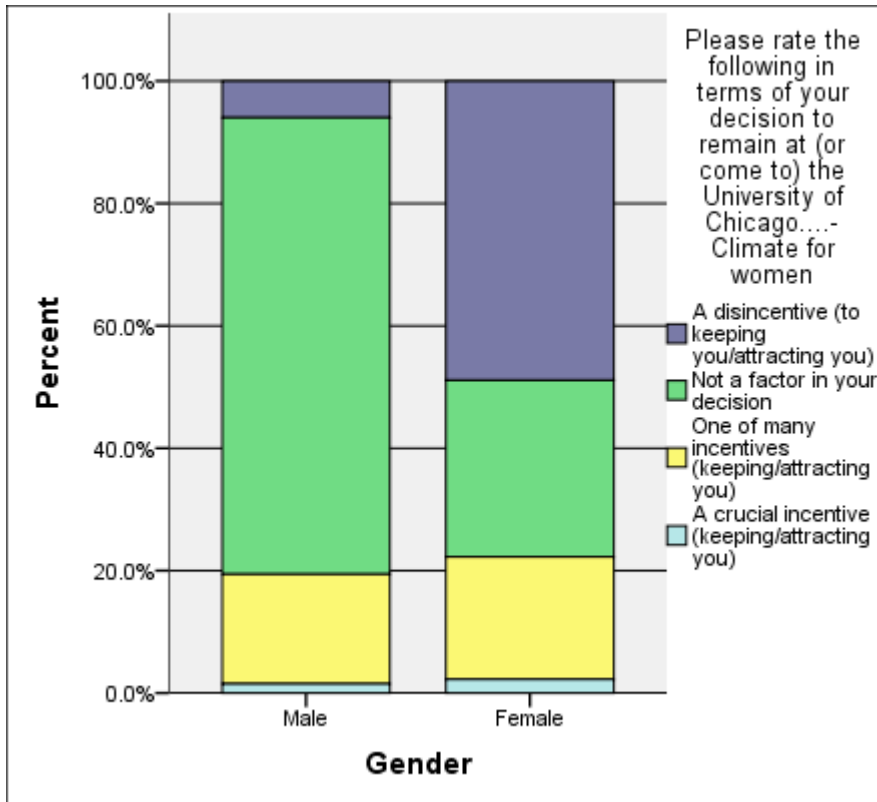
Please rate the following in terms of your decision to remain at (or come to) the University of Chicago....-Colleagues with whom you feel comfortable * What is your gender? Crosstabulation

		What is your gender?			
		Male	Female	Total	
Please rate the following in terms of your decision to remain at (or come to) the University of Chicago....-Colleagues with whom you feel comfortable	A disincentive (to keeping you/attracting you)	Count	6	5	11
		% within What is your gender?	9.0%	11.1%	9.8%
	Not a factor in your decision	Count	10	5	15
		% within What is your gender?	14.9%	11.1%	13.4%
	One of many incentives (keeping/attracting you)	Count	28	18	46
		% within What is your gender?	41.8%	40.0%	41.1%
	A crucial incentive (keeping/attracting you)	Count	23	17	40
		% within What is your gender?	34.3%	37.8%	35.7%
Total	Count	67	45	112	
	% within What is your gender?	100.0%	100.0%	100.0%	



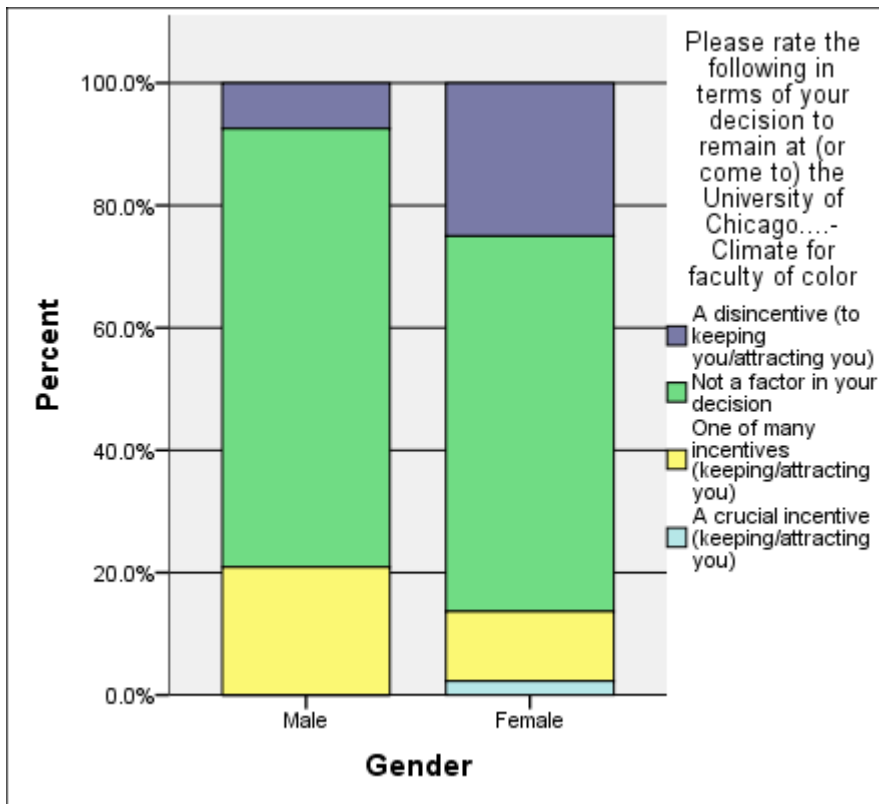
Please rate the following in terms of your decision to remain at (or come to) the University of Chicago....- Salary and benefits ^ What is your gender? Crosstabulation

		What is your gender?			
		Male	Female	Total	
Please rate the following in terms of your decision to remain at (or come to) the University of Chicago....-Salary and benefits	A disincentive (to keeping you/attracting you)	Count	12	9	21
		% within What is your gender?	17.9%	20.0%	18.8%
	Not a factor in your decision	Count	7	6	13
		% within What is your gender?	10.4%	13.3%	11.6%
	One of many incentives (keeping/attracting you)	Count	27	18	45
		% within What is your gender?	40.3%	40.0%	40.2%
	A crucial incentive (keeping/attracting you)	Count	21	12	33
		% within What is your gender?	31.3%	26.7%	29.5%
Total	Count	67	45	112	
	% within What is your gender?	100.0%	100.0%	100.0%	



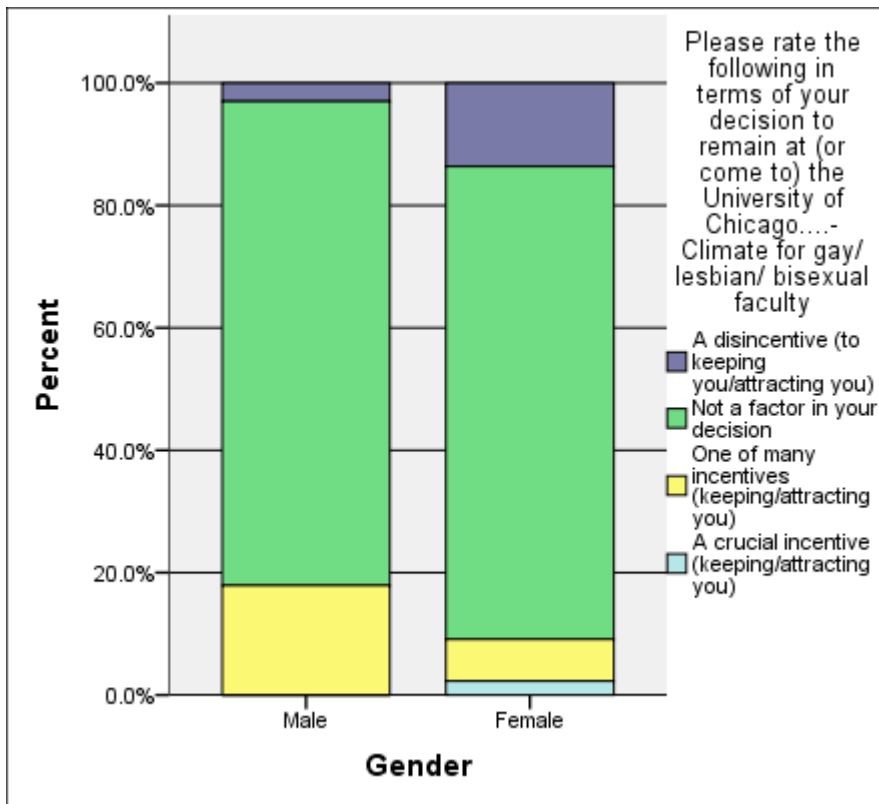
Please rate the following in terms of your decision to remain at (or come to) the University of Chicago....- Climate for women * What is your gender? Crosstabulation

		What is your gender?			
		Male	Female	Total	
Please rate the following in terms of your decision to remain at (or come to) the University of Chicago....-Climate for women	A disincentive (to keeping you/attracting you)	Count	4	22	26
		% within What is your gender?	6.0%	48.9%	23.2%
	Not a factor in your decision	Count	50	13	63
		% within What is your gender?	74.6%	28.9%	56.3%
	One of many incentives (keeping/attracting you)	Count	12	9	21
		% within What is your gender?	17.9%	20.0%	18.8%
	A crucial incentive (keeping/attracting you)	Count	1	1	2
		% within What is your gender?	1.5%	2.2%	1.8%
Total	Count	67	45	112	
	% within What is your gender?	100.0%	100.0%	100.0%	



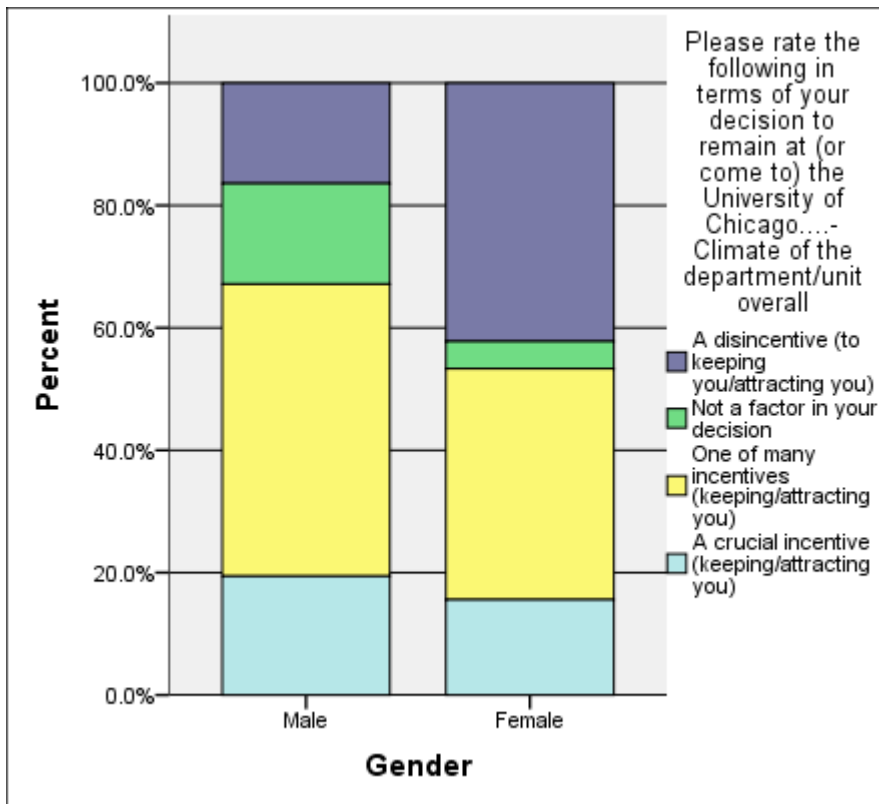
Please rate the following in terms of your decision to remain at (or come to) the University of Chicago....-Climate for faculty of color ^ What is your gender? Crosstabulation

			What is your gender?		
			Male	Female	Total
Please rate the following in terms of your decision to remain at (or come to) the University of Chicago....-Climate for faculty of color	A disincentive (to keeping you/attracting you)	Count	5	11	16
		% within What is your gender?	7.5%	25.0%	14.4%
	Not a factor in your decision	Count	48	27	75
		% within What is your gender?	71.6%	61.4%	67.6%
	One of many incentives (keeping/attracting you)	Count	14	5	19
		% within What is your gender?	20.9%	11.4%	17.1%
	A crucial incentive (keeping/attracting you)	Count	0	1	1
		% within What is your gender?	0.0%	2.3%	0.9%
Total	Count	67	44	111	
	% within What is your gender?	100.0%	100.0%	100.0%	



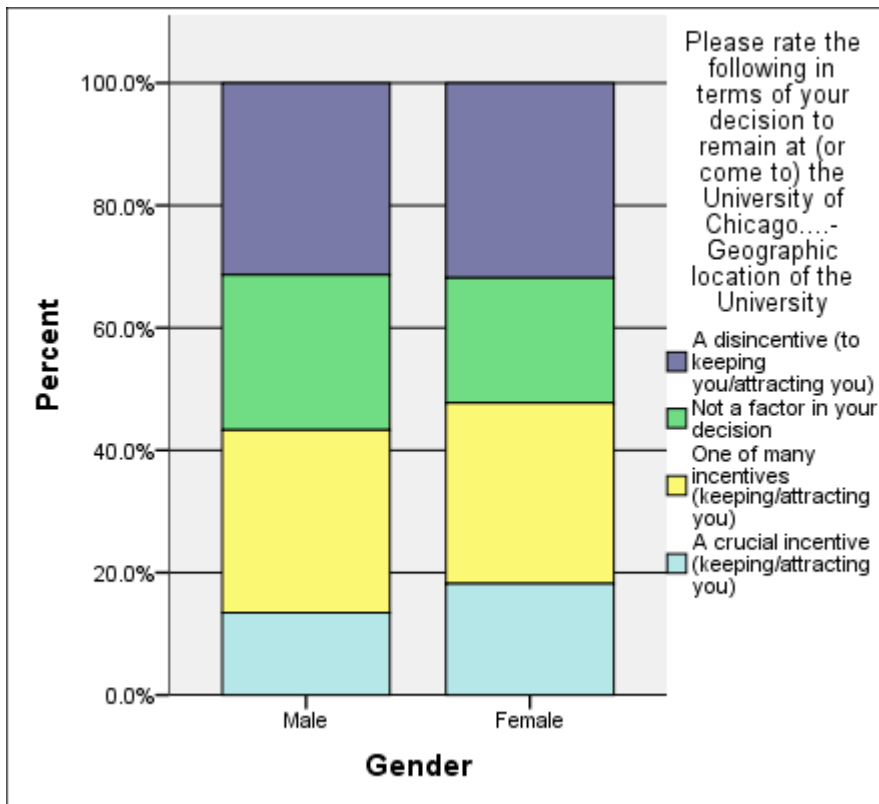
Please rate the following in terms of your decision to remain at (or come to) the University of Chicago....-Climate for gay/lesbian/bisexual faculty ^ What is your gender? Crosstabulation

		What is your gender?			
		Male	Female	Total	
Please rate the following in terms of your decision to remain at (or come to) the University of Chicago....-Climate for gay/lesbian/bisexual faculty	A disincentive (to keeping you/attracting you)	Count	2	6	8
		% within What is your gender?	3.0%	13.6%	7.2%
	Not a factor in your decision	Count	53	34	87
		% within What is your gender?	79.1%	77.3%	78.4%
	One of many incentives (keeping/attracting you)	Count	12	3	15
		% within What is your gender?	17.9%	6.8%	13.5%
	A crucial incentive (keeping/attracting you)	Count	0	1	1
		% within What is your gender?	0.0%	2.3%	0.9%
Total	Count	67	44	111	
	% within What is your gender?	100.0%	100.0%	100.0%	



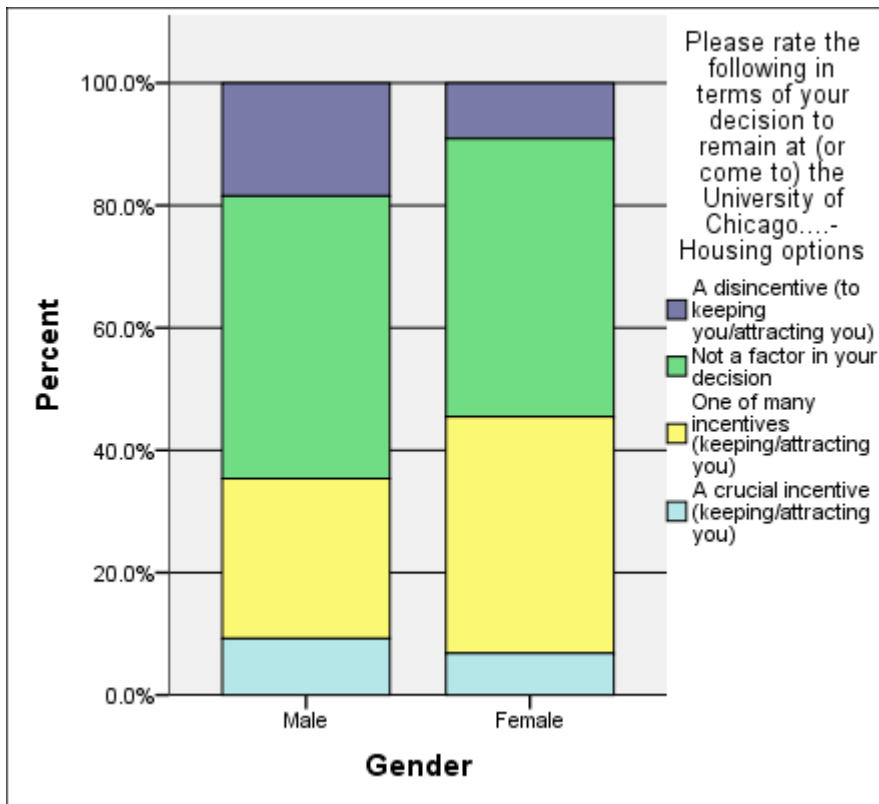
Please rate the following in terms of your decision to remain at (or come to) the University of Chicago....- Climate of the department/unit overall * What is your gender? Crosstabulation

		What is your gender?			Total
		Male	Female		
Please rate the following in terms of your decision to remain at (or come to) the University of Chicago....-Climate of the department/unit overall	A disincentive (to keeping you/attracting you)	Count	11	19	30
		% within What is your gender?	16.4%	42.2%	26.8%
	Not a factor in your decision	Count	11	2	13
		% within What is your gender?	16.4%	4.4%	11.6%
	One of many incentives (keeping/attracting you)	Count	32	17	49
		% within What is your gender?	47.8%	37.8%	43.8%
	A crucial incentive (keeping/attracting you)	Count	13	7	20
		% within What is your gender?	19.4%	15.6%	17.9%
Total	Count	67	45	112	
	% within What is your gender?	100.0%	100.0%	100.0%	



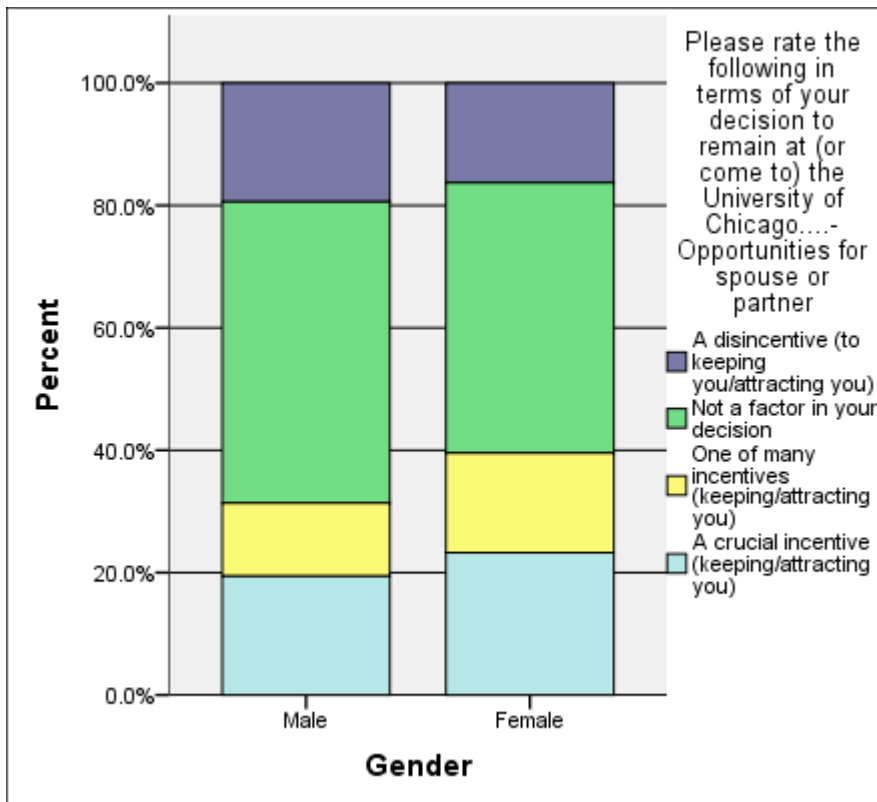
Please rate the following in terms of your decision to remain at (or come to) the University of Chicago....-Geographic location of the University * What is your gender? Crosstabulation

		What is your gender?			Total
		Male	Female		
Please rate the following in terms of your decision to remain at (or come to) the University of Chicago....-Geographic location of the University	A disincentive (to keeping you/attracting you)	Count	21	14	35
		% within What is your gender?	31.3%	31.8%	31.5%
	Not a factor in your decision	Count	17	9	26
		% within What is your gender?	25.4%	20.5%	23.4%
	One of many incentives (keeping/attracting you)	Count	20	13	33
		% within What is your gender?	29.9%	29.5%	29.7%
	A crucial incentive (keeping/attracting you)	Count	9	8	17
		% within What is your gender?	13.4%	18.2%	15.3%
Total	Count	67	44	111	
	% within What is your gender?	100.0%	100.0%	100.0%	



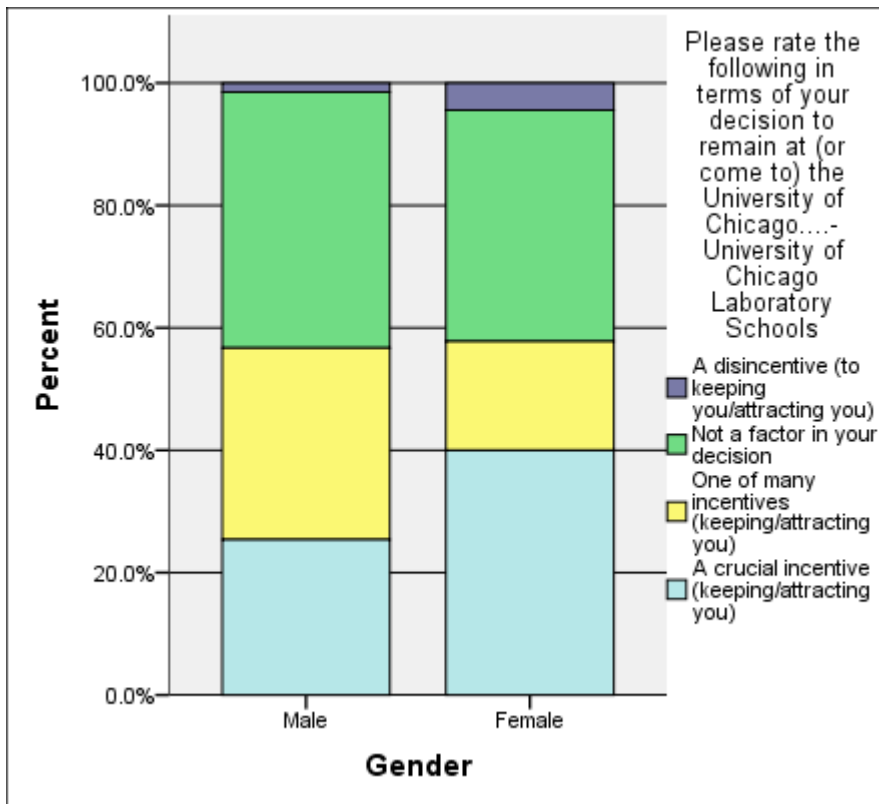
Please rate the following in terms of your decision to remain at (or come to) the University of Chicago....-Housing options ^ What is your gender? Crosstabulation

			What is your gender?		
			Male	Female	Total
Please rate the following in terms of your decision to remain at (or come to) the University of Chicago....-Housing options	A disincentive (to keeping you/attracting you)	Count	12	4	16
		% within What is your gender?	18.5%	9.1%	14.7%
	Not a factor in your decision	Count	30	20	50
		% within What is your gender?	46.2%	45.5%	45.9%
	One of many incentives (keeping/attracting you)	Count	17	17	34
		% within What is your gender?	26.2%	38.6%	31.2%
	A crucial incentive (keeping/attracting you)	Count	6	3	9
		% within What is your gender?	9.2%	6.8%	8.3%
Total	Count	65	44	109	
	% within What is your gender?	100.0%	100.0%	100.0%	



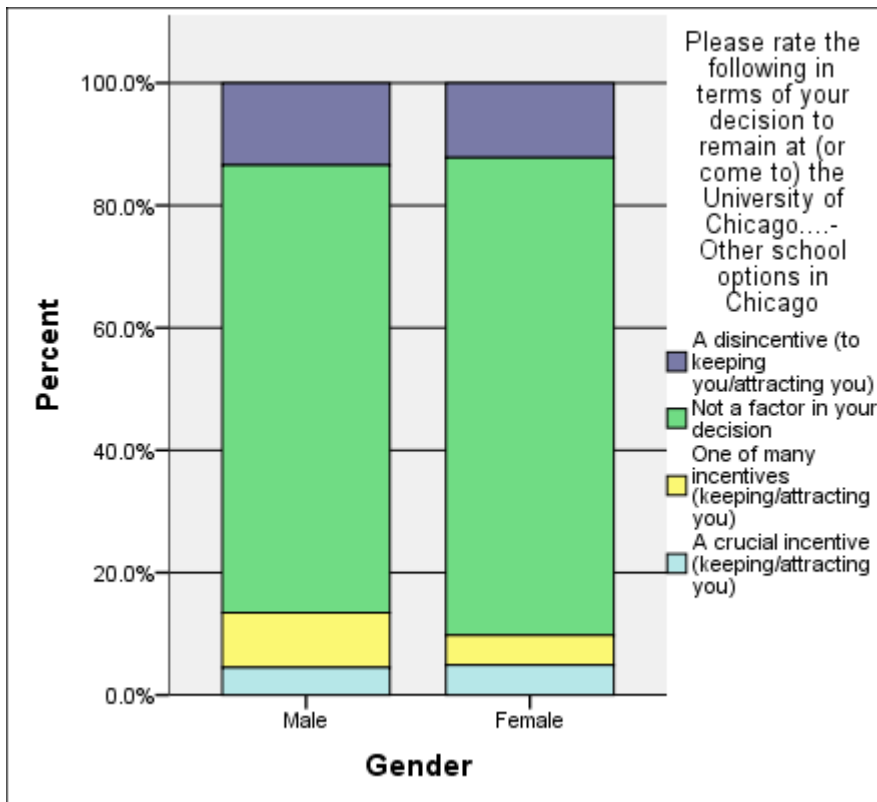
Please rate the following in terms of your decision to remain at (or come to) the University of Chicago....-Opportunities for spouse or partner * What is your gender? Crosstabulation

		What is your gender?			
		Male	Female	Total	
Please rate the following in terms of your decision to remain at (or come to) the University of Chicago....-Opportunities for spouse or partner	A disincentive (to keeping you/attracting you)	Count	13	7	20
		% within What is your gender?	19.4%	16.3%	18.2%
	Not a factor in your decision	Count	33	19	52
		% within What is your gender?	49.3%	44.2%	47.3%
	One of many incentives (keeping/attracting you)	Count	8	7	15
		% within What is your gender?	11.9%	16.3%	13.6%
	A crucial incentive (keeping/attracting you)	Count	13	10	23
		% within What is your gender?	19.4%	23.3%	20.9%
Total	Count	67	43	110	
	% within What is your gender?	100.0%	100.0%	100.0%	



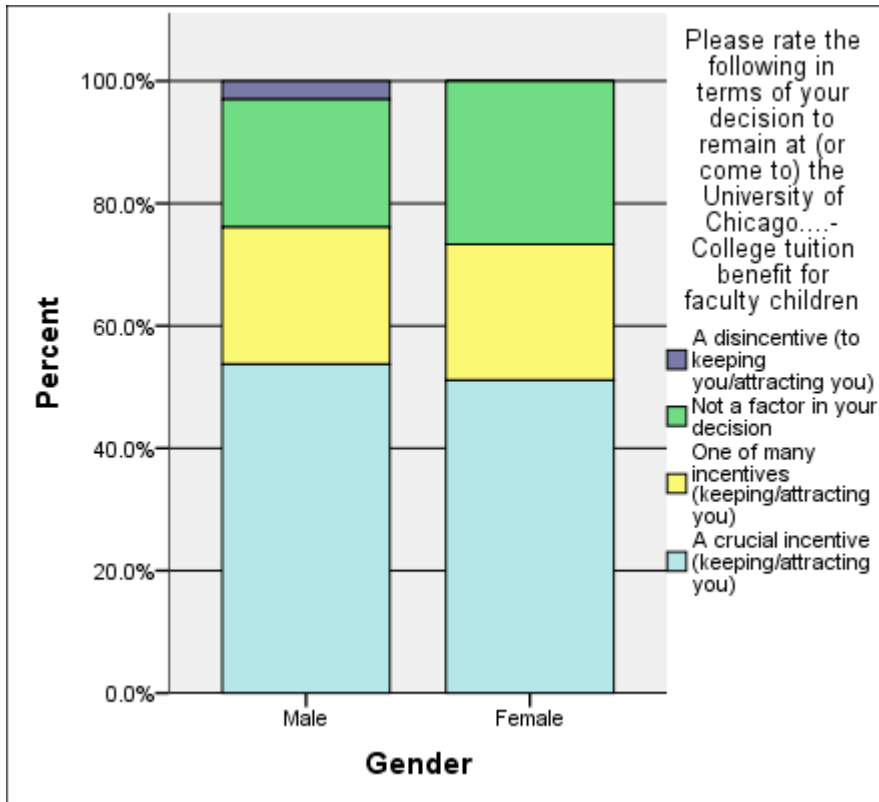
Please rate the following in terms of your decision to remain at (or come to) the University of Chicago....-University of Chicago Laboratory Schools * What is your gender? Crosstabulation

		What is your gender?			
		Male	Female	Total	
Please rate the following in terms of your decision to remain at (or come to) the University of Chicago....-University of Chicago Laboratory Schools	A disincentive (to keeping you/attracting you)	Count	1	2	3
		% within What is your gender?	1.5%	4.4%	2.7%
	Not a factor in your decision	Count	28	17	45
		% within What is your gender?	41.8%	37.8%	40.2%
	One of many incentives (keeping/attracting you)	Count	21	8	29
		% within What is your gender?	31.3%	17.8%	25.9%
	A crucial incentive (keeping/attracting you)	Count	17	18	35
		% within What is your gender?	25.4%	40.0%	31.3%
Total	Count	67	45	112	
	% within What is your gender?	100.0%	100.0%	100.0%	



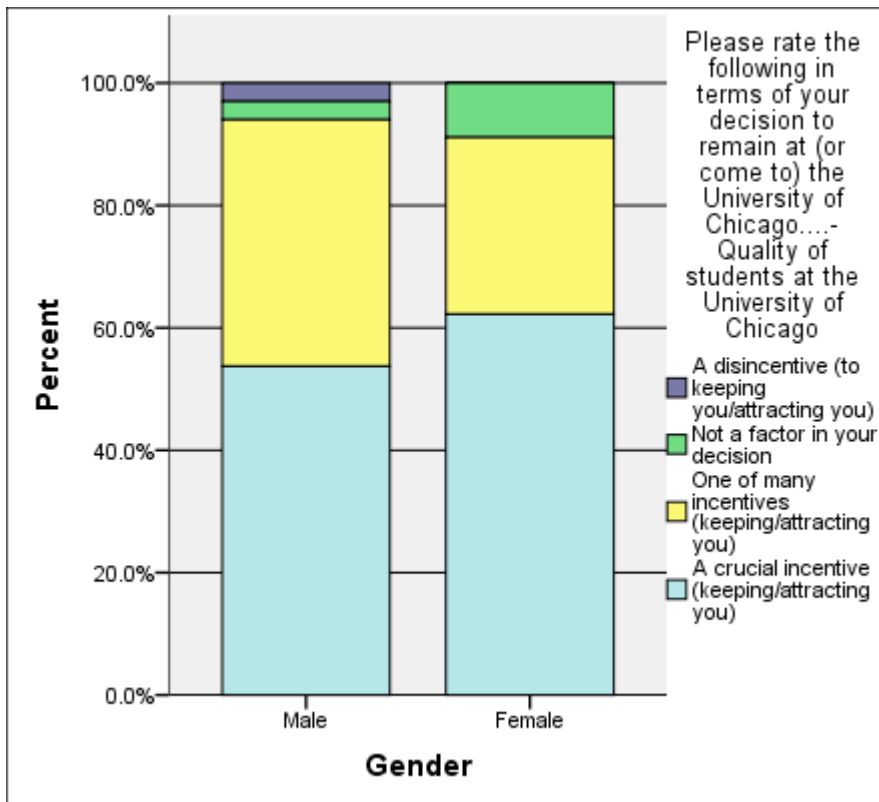
Please rate the following in terms of your decision to remain at (or come to) the University of Chicago....-Other school options in Chicago * What is your gender? Crosstabulation

		What is your gender?			
		Male	Female	Total	
Please rate the following in terms of your decision to remain at (or come to) the University of Chicago....-Other school options in Chicago	A disincentive (to keeping you/attracting you)	Count	9	5	14
		% within What is your gender?	13.4%	12.2%	13.0%
	Not a factor in your decision	Count	49	32	81
		% within What is your gender?	73.1%	78.0%	75.0%
	One of many incentives (keeping/attracting you)	Count	6	2	8
		% within What is your gender?	9.0%	4.9%	7.4%
	A crucial incentive (keeping/attracting you)	Count	3	2	5
		% within What is your gender?	4.5%	4.9%	4.6%
Total	Count	67	41	108	
	% within What is your gender?	100.0%	100.0%	100.0%	



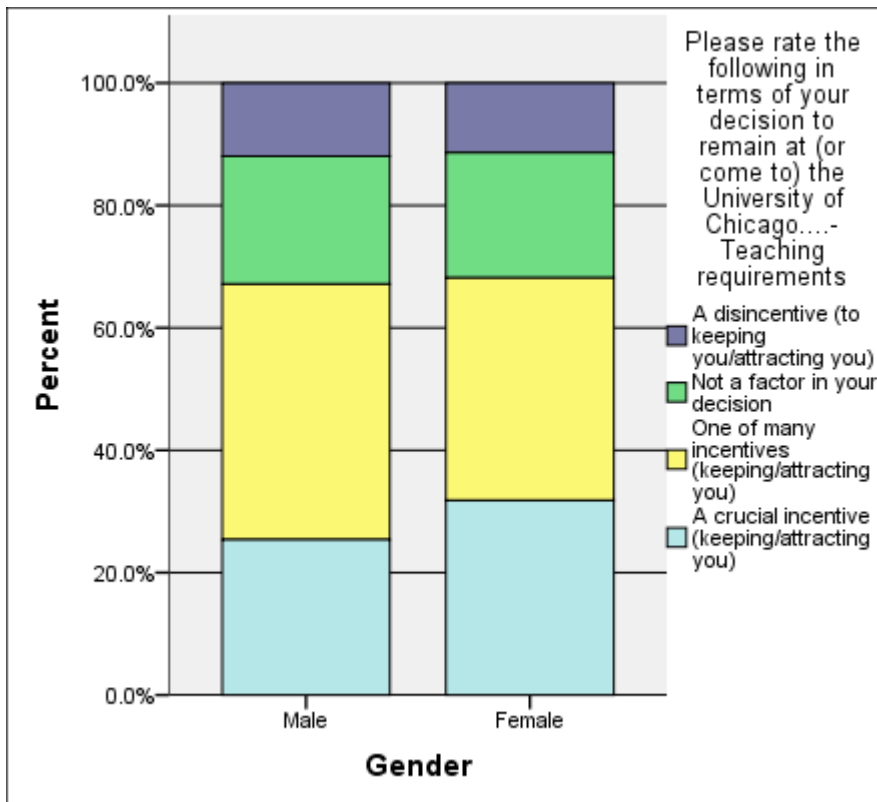
Please rate the following in terms of your decision to remain at (or come to) the University of Chicago....- College tuition benefit for faculty children ^ What is your gender? Crosstabulation

		What is your gender?			Total
		Male	Female		
Please rate the following in terms of your decision to remain at (or come to) the University of Chicago....-College tuition benefit for faculty children	A disincentive (to keeping you/attracting you)	Count	2	0	2
		% within What is your gender?	3.0%	0.0%	1.8%
	Not a factor in your decision	Count	14	12	26
		% within What is your gender?	20.9%	26.7%	23.2%
	One of many incentives (keeping/attracting you)	Count	15	10	25
		% within What is your gender?	22.4%	22.2%	22.3%
	A crucial incentive (keeping/attracting you)	Count	36	23	59
		% within What is your gender?	53.7%	51.1%	52.7%
Total	Count	67	45	112	
	% within What is your gender?	100.0%	100.0%	100.0%	



Please rate the following in terms of your decision to remain at (or come to) the University of Chicago....Quality of students at the University of Chicago ^ What is your gender? Crosstabulation

			What is your gender?		
			Male	Female	Total
Please rate the following in terms of your decision to remain at (or come to) the University of Chicago....-Quality of students at the University of Chicago	A disincentive (to keeping you/attracting you)	Count	2	0	2
		% within What is your gender?	3.0%	0.0%	1.8%
	Not a factor in your decision	Count	2	4	6
		% within What is your gender?	3.0%	8.9%	5.4%
	One of many incentives (keeping/attracting you)	Count	27	13	40
		% within What is your gender?	40.3%	28.9%	35.7%
	A crucial incentive (keeping/attracting you)	Count	36	28	64
		% within What is your gender?	53.7%	62.2%	57.1%
Total	Count	67	45	112	
	% within What is your gender?	100.0%	100.0%	100.0%	



Please rate the following in terms of your decision to remain at (or come to) the University of Chicago....-Teaching requirements ^ What is your gender? Crosstabulation

		What is your gender?			
		Male	Female	Total	
Please rate the following in terms of your decision to remain at (or come to) the University of Chicago....-Teaching requirements	A disincentive (to keeping you/attracting you)	Count	8	5	13
		% within What is your gender?	11.9%	11.4%	11.7%
	Not a factor in your decision	Count	14	9	23
		% within What is your gender?	20.9%	20.5%	20.7%
	One of many incentives (keeping/attracting you)	Count	28	16	44
		% within What is your gender?	41.8%	36.4%	39.6%
	A crucial incentive (keeping/attracting you)	Count	17	14	31
		% within What is your gender?	25.4%	31.8%	27.9%
Total	Count	67	44	111	
	% within What is your gender?	100.0%	100.0%	100.0%	