University of New Mexico
Bureau of Business and Economic Research

Analysis of UNM's Faculty Worklife Survey

Appendix

Appendix 1

Survey and Survey Implementation

Copy of UNM Faculty Work-life Survey (2013-2014)

Q1: **Please choose one:**

◯ I have read this letter of consent, understand it and agree to participate in this study.

◯ I have read this letter and do not want to participate at this time.

HIRING PROCESS

We are interested in identifying what makes UNM attractive to job applicants, and the aspects of the hiring process that may be experienced positively or negatively. If you were hired into more than one department or unit, please answer for the department or unit that you consider to be primary.

Note: if you have answered/chosen item [2] in question 1, skip the following question

Q1a: In what year were you hired?

Note: if you have answered/chosen item [2] in question 1, skip the following question

Q1b: What was your first position at University of New Mexico?

◯ d. Lecturer ◯ a. Assistant Professor ◯ b. Associate Professor ◯ c. Professor

◯ e. Other

If you have chosen "other", please specify:

Note: if you have answered/chosen item [2] in question 1, skip the following question

Q2a: What is your current title/rank at UNM?

◯ Lecturer ◯ Assistant ◯ Associate ◯ Professor ◯ Distinguished

Note: if you have answered/chosen item [2] in question 1, skip the following question

Q2b: How many years have you held this position?

Q2c: If you are a full professor, how many years did you spend at the associate rank? [ ]

Q3: Were you recruited to apply for a position at UNM? [ ] Yes [ ] No. **(Please check applicable)**

Q4: Please rate your level of agreement with these statements about the hiring process. If you were hired into more than one department or unit, please answer for the department or unit that you consider to be your primary department or unit.

Check one number on a scale of 1 to 4. Check NA if the statement does not apply to you,	Agree Strongly: 1	Agree Somewhat: 2	Disagree Somewhat: 3	Disagree Strongly: 4	NA
a. I was satisfied with the hiring process overall.					
b. The department did its best to obtain resources for me.					
c. Faculty in the department made an effort to meet me.					
d. My interactions with the search committee were positive.					
e. I received advice from a colleague/mentor on the hiring process.					
f. I negotiated successfully for what I needed.					
g. I was pleased with my start up package.					

THE TENURE PROCESS AT UNM

We are interested in learning about your experience moving through the tenure process at UNM, and the aspects of the tenure process that maybe experienced positively or negatively.

Note: if you have answered/chosen item [2] in question 1, skip the following question

Q5a: Are you tenured?

◯ Yes   ◯ No

Note: if you have answered/chosen item [2] in question 5a, skip the following question
Note: if you have answered/chosen item [2] in question 1, skip the following question

Q5b: Did you first receive tenure at a University other than UNM?

◯ Yes   ◯ No

Note: if you have answered/chosen item [1] in question 5b, skip the following question
Note: if you have answered/chosen item [2] in question 1, skip the following question

Q6: Thinking about the tenure process in your department, how well do/did you understand...

	Extremely 1	Somewhat 2	A little 3	Not at all 4	N/A
...the criteria for achieving tenure?					
...the research expectations for achieving tenure?					
...the teaching expectations for achieving tenure?					
...the service expectations for achieving tenure?					
...the outreach and extension expectations for achieving tenure?					

Note: if you have answered/chosen item [1] in question 5b, skip the following question
Note: if you have answered/chosen item [2] in question 1, skip the following question

Q7: Thinking about the tenure process in your department...

	Extremely 1	Somewhat 2	A little 3	Not at all 4	N/A
...how satisfied are/were you with the tenure process overall?					
...how clearly are/were the criteria for tenure communicated?					
...how much are/were your other responsibilities reduced so you could build your research program?					
...how supported do/did you feel in your advancement to tenure?					
...how consistent are the messages you received from senior colleagues about the requirements for tenure?					
...how well does/did the way you do research, teaching and service fit with the way they are/were evaluated for tenure?					
...how consistent are/were the criteria for tenure with the stated responsibilities of your position at the time of your hire?					

Note: if you have answered/chosen item [1] in question 5b, skip the following question
Note: if you have answered/chosen item [2] in question 1, skip the following question

Q8: In setting a standard of excellence for tenure evaluation in your field, how lax or severe is/was...

	Too lax 1	Somewhat lax 2	Standard is just right 3	Somewhat severe 4	Too severe 5	N/A
...your departmental executive committee?						
...your divisional committee?						

Note: if you have answered/chosen item [1] in question 5b, skip the following question
Note: if you have answered/chosen item [2] in question 1, skip the following question

Q9: In applying the standards for tenure in your field, how consistent was ...

	Very consistent 1	Mostly consistent 2	Sometimes consistent/inconsistent 3	Mostly inconsistent 4	Always inconsistent 5
...your departmental committee?					
...your college committee?					

Note: if you have answered/chosen item [1] in question 5b, skip the following question
Note: if you have answered/chosen item [2] in question 1, skip the following question

Q10: Regarding the tenure process at UNM, how useful are/were the following sources of information:

Check one number on a scale of 1 to 4. Check NA if the statement does not apply to you	Extremely 1	Somewhat 2	A little 3	Not at all 4	N/A
a. Your department chair?					
b. Official mentors at UNM?					
c. Other mentors at UNM within your department?					

d. Mentors at UNM within your department?					
e. Mentors outside of UNM?					
f. Annual reviews on your progress?					
g. Peers at UNM?					
h. Peers outside of UNM?					
i. Workshops?					
j. Websites?					
k. Sample dossiers?					
l. Other?					

Note: if you have answered/chosen item [1] in question 5b, skip the following question
Note: if you have answered/chosen item [2] in question 1, skip the following question

Q11a: At any time since you started working at UNM, have you had your tenure clock extended. i.e. stopped and restarted when you returned?

◯ Yes   ◯ No

Q11b: If Yes, for each time you have had your tenure clock extended please list the reasons. What was the main reason for extending or resetting your tenure clock?

Q12: How supportive was your department/unit?

◯ 1 Extremely supportive   ◯ 2 Somewhat supportive   ◯ 3 Somewhat unsupportive
◯ 4 Extremely unsupportive   ◯ 4. N/A

Q13: What could be done to improve the tenure process for junior faculty at UNM?

THE PROMOTIONAL PROCESS AT UNM

We are interested in how Associate Professors and Full Professors view the promotion process and the aspects of the process that may be experienced positively or negatively

Note: if you have answered/chosen item [2] in question 1, skip the following question

Q14a: You are an/a...

◯ Assistant Professor   ◯ Associate Professor   ◯ Full Professor
◯ Distinguished Professor

Note: if you have answered/chosen item [1] in question 14a, skip the following question
Note: if you have answered/chosen item [2] in question 1, skip the following question

Q14b: Were you promoted to Full Professor at a University other than UNM?

◯ Yes   ◯ No

Note: if you have answered/chosen item [1] in question 14a, skip the following question
Note: if you have answered/chosen item [1] in question 14b, skip the following question
Note: if you have answered/chosen item [2] in question 1, skip the following question

Q15: Thinking about the promotion process in your department....

	Extremely 1	Somewhat 2	A little 3	Not at all 4	NA
...how satisfied are/were you with the promotion process overall?					
...how clearly are/were the criteria for promotion communicated by your department chair?					
...how clearly are/were the criteria for promotion communicated by your department colleagues?					
...how clearly are/were the criteria for promotion communicated by the dean's office?					
...how much are/were service obligations reducing time for your research program?					

...how supported do/did you feel in your advancement to promotion by your department chair?		2	3	4	5
...how supported do/did you feel in your advancement to promotion by your department colleagues?					
...how supported do/did you feel in your advancement to promotion by the dean's office?					
...how consistent are the messages you received from colleagues, your chair, and the dean's office about the requirements for promotion?					
...how well does/did the way you do research, teaching and service fit with the way they are/were evaluated for promotion?					

Note: if you have answered/chosen item [1] in question 14a, skip the following question
Note: if you have answered/chosen item [1] in question 14b, skip the following question
Note: if you have answered/chosen item [2] in question 1, skip the following question

Q16: In setting a standard of excellence for promotion evaluation in your field, how lax or severe is/was...

	Too Severe 1	Severe 2	Just right 3	Lax 4	Too Lax 5	NA
...your departmental committee?						
...your college committee?						

Note: if you have answered/chosen item [1] in question 14a, skip the following question
Note: if you have answered/chosen item [1] in question 14b, skip the following question
Note: if you have answered/chosen item [2] in question 1, skip the following question

Q17: In applying the standards for promotion in your field, how consistent was ...

	Very Consistent 1	Mostly Consistent 2	Sometimes consistent/inconsistent 3	Mostly inconsistent 4	Always inconsistent 5
...your departmental committee?					

...your college committee?	○	○	○	○	○

Note: if you have answered/chosen item [1] in question 14a, skip the following question
Note: if you have answered/chosen item [1] in question 14b, skip the following question
Note: if you have answered/chosen item [2] in question 1, skip the following question

Q18: What could be done to improve the promotion process for Associate Professors at UNM?

RESEARCH COLLABORATION AT UNM

We are interested in various dimensions of the work environment for faculty at UNM, including teaching load, productivity, work allocation, resources for research and teaching, service responsibilities, and patterns of collaboration among UNM faculty.

If you have an appointment in more than one department or unit, please answer questions 19 and 20 using the department or unit that you consider to be your primary department unit.

Note: if you have answered/chosen item [1] in question 14a, skip the following question
Note: if you have answered/chosen item [2] in question 1, skip the following question

Q19: Thinking about your research collaboration with UNM faculty, currently...

a. ...how many colleagues in your department do you collaborate with on research?

b. ...how many additional colleagues in your department are potential research collaborators?

c. ...how many colleagues outside your department do you collaborate with on research?

d. ...how many additional colleagues outside your department are potential research collaborators?

Q20: Thinking about your research collaborations with UNM faculty...

	Extremely 1	Somewhat 2	A little 3	Not at all 4	NA
...how satisfied are you with opportunities to collaborate with faculty in your department?					
...how satisfied are you with opportunities to collaborate with faculty in other departments at UNM?					
...how satisfied are you with how interdisciplinary research is recognized and rewarded by your department?					
...how interdisciplinary is your research?					

Q21: What could UNM do to better support faculty engagement in interdisciplinary research?

PROFESSIONAL ACTIVITIES

We are interested in a number of dimensions of the work environment for faculty at UNM including your feeling about your work allocation, resources you have for research, service responsibilities, and your interaction with colleagues.

Note: if you have answered/chosen item [2] in question 1, skip the following question

Q22: What proportions of your work time do you currently spend on the following activities, and what proportion of your work time would you prefer to spend on these activities? The total should equal 100% even your appointment is not 100% of the time.

Activity	Percent of time currently spend	%	Percent of time would prefer to spend	%
a. Research		%		%
b. Teaching		%		%
c. Advising students		%		%
d. Service		%		%
e. Administrative		%		%
f. Clinical		%		%
g. Mentoring		%		%
h. Extension		%		%
i. Outreach		%		%
j. Other		%		%
TOTAL		%		%

Note: if you have answered/chosen item [2] in question 1, skip the following question

Q23: How much do you agree or disagree with the following statements about the resources available to you?

Check one number on a scale of 1 to 4. Check NA if the statement does not apply to you.	Agree Strongly 1	Agree Somewhat 2	Disagree Somewhat 3	Disagree Strongly 4	NA
a. I have the equipment and supplies I need to adequately conduct my research.					
b. I receive regular maintenance/upgrade of my equipment.					
c. I would like to receive more department travel funds than I do.					

d. I have sufficient office space.					
e. I have sufficient laboratory space.					
f. I have sufficient space for housing research animals.					
g. I receive enough internal funding to conduct my research.					
h. I receive the amount of technical/computer support I need.					
i. I have enough office support.					
j. I have colleagues on campus who do similar research.					
k. I have colleagues or peers who give me career advice or guidance when I need it.					
l. I have sufficient teaching support (including T.A.s)					
m. I have sufficient clinical support.					

If you have an appointment in more than one department or unit, please answer questions 24 - 26 using the department or unit that you consider to be your primary department or unit.

Note: if you have answered/chosen item [2] in question 1, skip the following question

Q24: Please indicate whether you have ever served on any of the following committees in your Department. [If the committee is not listed, add it to the list]

Check NA if there is no such committee in your department.	Yes	No	NA
a. Space			
b. Salaries			
c. Promotion			
d. Faculty Search			
e. Curriculum (graduate and/or undergraduate)			
f. Graduate admission			
g. Diversity committee			

List Other:

Note: if you have answered/chosen item [2] in question 1, skip the following question

Q25: Please indicate whether you have ever chaired any of the following committees in your department.

Check NA if there is no such committee in your department.	Yes	No	NA
a. Space			
b. Salaries			
c. Promotion			
d. Faculty Search			
e. Curriculum (graduate and/or undergraduate)			
f. Graduate admission			
g. Diversity committee			

List Other:

Q26: Please indicate whether you currently hold/held any of the following positions on UNM campus.

	Yes	No
a. Assistant or Associate Chair		
b. Department Chair		
c. Assistant or Associate Dean		
d. Dean		
e. Director of center/institute		
f. Principal Investigator on a research grant		
g. Principal Investigator on an educational grant		
h. Department Graduate Director		

List Other:

Q27: Please indicate whether you currently hold, or have held the following leadership positions outside UNM?

	Yes	No
a. President or high level leadership position in a professional association or organization?	◯	◯

b. President or high-level leadership position in a service organization (including community service)?	
c. Chair of a major committee in a professional organization or association?	
d. Editor of a journal?	
e. Member of a national commission panel?	

Note: if you have answered/chosen item [2] in question 1, skip the following question

Q28: Do you have an interest in taking on any formal leadership positions at UNM (e.g provost-level, dean, chair, director of center/insitute, section/area head)?

◯ Yes   ◯ No

Note: if you have answered/chosen item [2] in question 28, skip the following question
Note: if you have answered/chosen item [2] in question 1, skip the following question

Q29: Are there barriers that will prevent you from taking on such a position?

◯ Yes   ◯ No

Note: if you have answered/chosen item [2] in question 29, skip the following question
Note: if you have answered/chosen item [2] in question 28, skip the following question
Note: if you have answered/chosen item [2] in question 1, skip the following question

Q30: What are the barriers?

If you have an appointment in more than one department or unit, please answer questions 31-32 using department or unit that you consider to be your primary department/unit

Note: if you have answered/chosen item [2] in question 1, skip the following question

Q31: How do you agree or disagree with the following statements about your interactions with colleagues and others in your primary department/unit?

Check one number on a scale of 1 to 4	Agree Strongly 1	Agree Somewhat 2	Disagree Somewhat 3	Disagree Strongly 4
a. I am treated with respect by my colleagues.				
b. I am treated with respect by my students.				
c. I am treated with respect by staff.				
d. I am treated with respect by my department chair.				
e. I feel excluded from an informal network in my department.				
f. I encounter informal hierarchies in my department along the lines of gender.				
f. I encounter informal hierarchies in my department along the lines of race/ethnicity.				
f. I encounter informal hierarchies in my department along the lines of sexual orientation.				
g. I encounter unwritten rules concerning how one is expected to interact with colleagues.				

h. Colleagues in my department solicit my opinion about work-related matters (such as teaching, research, and services).				
i. In my department, I feel that my research is considered mainstream.				
j. I feel that my colleagues value my research.				
k. I do a great deal of work that is not formally recognized by my department.				
l. I feel like I "fit" in my department.				
m. I feel isolated in my department.				
n. I feel isolated on the UNM campus overall.				

Note: if you have answered/chosen item [2] in question 1, skip the following question

Q32: How much do you agree or disagree with the following statements about your participation in the decision-making process in your department?

Check one number on a scale of 1 to 4 for each statement.	Agree Strongly 1	Agree Somewhat 2	Disagree Somewhat 3	Disagree Strongly 4
a. I feel like a full and equal participant in the problem-solving and decision-making.				
b. I have a voice in how resources are allocated.				
c. Meetings allow for all participants to share their views.				
d. Committee assignments are rotated fairly to allow for participation of all faculty.				
e. My department chair involves me in decision-making.				

f. The same group always makes decisions in my department.	◯	◯	◯	◯

SATISFACTION WITH UNM

We would like to know how you feel about the University of New Mexico in general.

Note: if you have answered/chosen item [2] in question 1, skip the following question

Q33: How satisfied are you, in general, with you job at UNM? Please check one response on a scale of 1 to 4.

◯ 1 (Very Satisfied)   ◯ 2 (Somewhat satisfied)   ◯ 3 (Somewhat dissatisfied)

◯ 4 (Very dissatisfied)

Note: if you have answered/chosen item [2] in question 1, skip the following question

Q34: How satisfied are you, in general, with the way your career has progressed at UNM?

◯ 1 (Very Satisfied)   ◯ 2 (Somewhat satisfied)   ◯ 3 (Somewhat dissatisfied)

◯ 4 (Very dissatisfied)

Note: if you have answered/chosen item [2] in question 1, skip the following question

Q35: What factors contribute most to your satisfaction at UNM?

Note: if you have answered/chosen item [2] in question 1, skip the following question

Q36: What factors detract most from your satisfaction at UNM?

Note: if you have answered/chosen item [2] in question 1, skip the following question

Q37: In the last five years, while at UNM, have you received a formal or informal outside job offer that you took to your department chair or dean?

◯ Yes ◯ No

Note: if you have answered/chosen item [2] in question 37, skip the following question
Note: if you have answered/chosen item [2] in question 1, skip the following question

Q38: Has that formal or informal outside job offer(s) resulted in adjustment to...

	Yes	No
a. ...salary?		
b. ...summer salary?		
c. ...administrative responsibilities.		
d. ...course load?		
e. ...clinical load?		
f. ...leave time?		
g. ...special timing of tenure clock?		
h. ...equipment, laboratory, or research startup?		
i. ...employment for spouse or partner?		

Other: (Explain)

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Note: if you have answered/chosen item [2] in question 1, skip the following question

Q39: In the next three years, how likely are you to leave UNM?

◯ 1 (Very likely) ◯ 2. (Somewhat likely) ◯ 3. (Neither likely nor likely)
◯ 4. (Somewhat unlikely) ◯ 5. (Very unlikely)

Note: if you have answered/chosen item [2] in question 1, skip the following question

Q40: To what extent, if at all, have you considered the following as reasons to leave UNM?

	Not at all	To some extent	To a great extent	NA
a. To increase your salary?				
b. To improve your prospect for tenure?				
c. To enhance your career in other ways?				
d. To find a more supportive work environment?				
e. To increase your time to do research?				
f. To pursue a nonacademic job?				
g. To reduce stress?				
h. To address child-related issues?				
i. To improve the employment situation of your spouse or partner?				
j. To lower your cost of living?				
k. Retirement?				
l. To adjust your clinical load?				

Other: (Explain)

Q41a: What factors contributed to your consideration to leave UNM?

Q41b: What factors contributed to your consideration to stay at UNM?

UNM PROGRAMS AND RESOURCES

UNM has implemented a number of programs designed to improve the working environment of faculty on the UNM campus. In the questions below, please help us to evaluate some of these campus-wide activities.

Questions 42-43. For each program available on the UNM campus, please rate your perception of the value of the program and indicate whether you have used the program.

Q42: How valuable is each program? Please rate on a scale of 1 to 4. 0 if you have not heard of the Program.

	Never Heard of Program: 0	Very Valuable 1	Quite Valuable 2	Somewhat Valuable 3	Not at all Valuable 4
a. Suspension of tenure clock					
b. Spousal Accommodation					
c. Parental Leave					
d. New Faculty Orientation					

e. New Faculty Workshops				
f. Ombuds for Faculty				
g. Faculty Mentoring Program				
h. Equity Review for Faculty Salaries				
i. Faculty Women's Caucus				
j. Women of Color Faculty Group				
k. Campus Child Care				

Note: if you have answered/chosen item [2] in question 1, skip the following question

Q43a: Have you ever used this program?

	Yes	No
a. Suspension of tenure clock		
b. Spousal Accommodation		
c. Parental Leave		
d. New Faculty Orientation		
e. New Faculty Workshops		
f. Ombuds for Faculty		
g. Faculty Mentoring Program		
h. Equity Review for Faculty Salaries		
i. Faculty Women's Caucus		
j. Women of Color Faculty Group		
k. Campus Child Care		

Q43b: What was your reaction to the equity adjustment review in 2012-2013? Check one response on a scale of 1 to 5.

◯ 1 (Very Positive)   ◯ 2   ◯ 3

◯ 4   ◯ 5 (Don't Know of Program)

BALANCING PERSONAL AND PROFESSIONAL LIFE We would like to know what extent faculty at UNM are able to balance their professional and personal lives.

Q44: Please indicate how much you agree or disagree with the following statements about balancing your personal and professional lives.

Check one number on a scale of 1 to 4. Check NA if the statement does not apply to you.	Agree Strongly 1	Agree Somewhat 2	Disagree Somewhat 3	Disagree Strongly 4	Don't Know
a. I am usually satisfied with the way in which I balance my professional and personal life.					
b. I have seriously considered leaving UNM in order to achieve better balance between work and personal life.					
c. I often have to forgo professional activities (e.g. sabbaticals, conferences) because of personal responsibilities.					
d. Personal responsibilities and commitments have slowed down my career progression.					

Q45: Have you cared for, or do you currently care for, dependent children?

◯ Yes   ◯ No

Note: if you have answered/chosen item [2] in question 45, skip the following question
Note: if you have answered/chosen item [2] in question 1, skip the following question

Q46: How many children do you have?

|_____| children.

Note: if you have answered/chosen item [2] in question 45, skip the following question
Note: if you have answered/chosen item [2] in question 1, skip the following question

Q48: Do you currently use, or need, any day care services or programs to care for a dependent child?

◯ Yes ◯ No

Note: if you have answered/chosen item [2] in question 45, skip the following question
Note: if you have answered/chosen item [2] in question 1, skip the following question

Q47: Do you feel your job prevented you from having the # of children you wanted?

◯ Yes ◯ No

Note: if you have answered/chosen item [2] in question 45, skip the following question
Note: if you have answered/chosen item [2] in question 1, skip the following question

Q49: Which of the following childcare arrangements do you have? Check all that apply.

☐ a. University of New Mexico child care
☐ b. Non-University child care center
☐ c. Childcare in the provider's home
☐ d. In-home provider (nanny/babysitter in your house)
☐ e. Family members (spouse/partner, grandparent, yourself, etc)
☐ f. After-school care
☐ g. Child takes care of self h.
☐ Other (please specify)

If you have chosen "other", please specify:

|_____|

Note: if you have answered/chosen item [2] in question 45, skip the following question
Note: if you have answered/chosen item [2] in question 1, skip the following question

Q50: How satisfied are you with your current childcare arrangements? Check one number on a scale of 1 to 4.

◯ 1. Very Satisfied   ◯ 2. Satisfied   ◯ 3. Somewhat Dissatisfied
◯ 4. Very Dissatisfied

Note: if you have answered/chosen item [2] in question 45, skip the following question
Note: if you have answered/chosen item [2] in question 1, skip the following question

Q51: To what extent are the following childcare issues a priority for you?

Check one number on a scale of 1 to 4. Check NA if the statement does not apply to you.	High Priority 1	Quite a Priority 2	Somewhat a Priority 3	Not at all a Priority 4
a. Availability of campus childcare.				
b. Availability of infant/toddler care.				
c. Care for school aged children after school or during the summer.				
d. Childcare when your child is sick.				
e. Back-up or drop-in care when your usual childcare arrangement does not work.				
f. Childcare specifically designed for children with developmental delays or disabilities.				
g. Childcare when you are away at conferences and special events held elsewhere				
h. Extended hour childcare when you much work evenings, nights or weekends.				
i. Assistance in covering childcare costs.				
j. Assistance with referrals to non-university childcare situations.				

Other: (Explain)

Note: if you have answered/chosen item [2] in question 1, skip the following question

Q52: Have you provided care for an aging parent or relative in the past 3 years?
[Filter to 55]

◯ a. Yes   ◯ b. No

Note: if you have answered/chosen item [2] in question 52, skip the following question
Note: if you have answered/chosen item [2] in question 1, skip the following question

Q53: How much time on an average do you, or did you, spend caring for an aging parent or relative per week? Check one.

◯ 5 hours or less a week   ◯ 6-10 hours a week   ◯ 11-20 hours a week
◯ 21-30 hours a week   ◯ More than 30 hours a week.

Note: if you have answered/chosen item [2] in question 52, skip the following question
Note: if you have answered/chosen item [2] in question 1, skip the following question

Q54: With regard to past or current care of dependent children, aging parents/relatives, or a disabled spouse/partner, what would you recommend the University do to support faculty and staff?

SPOUSE/PARTNER'S CAREER

Note: if you have answered/chosen item [2] in question 1, skip the following question

Q55: Which of the following statements best describes you?

◯ a. I am married and live with my spouse
◯ b. I am not married, but live with a domestic partner (opposite or same sex)
◯ c. I am married or partnered, but we reside in different locations.
◯ d. I am single (am not married/not partnered) [Filter to 59]

Note: if you have answered/chosen item [4] in question 55, skip the following question
Note: if you have answered/chosen item [2] in question 1, skip the following question

Q56: What is your spouse or partner's current employment status? What is your spouse or partner's preferred employment status?

Check one for each	Full-time	Part-time	Not Employed	Retired
a. Spouse/partner's current employment status				
b. Spouse/partner's preferred employment status				

Note: if you have answered/chosen item [4] in question 55, skip the following question
Note: if you have answered/chosen item [2] in question 1, skip the following question

Q57: Does your partner or spouse work at UNM?

◯ a. Yes   ◯ b. No

Note: if you have answered/chosen item [4] in question 55, skip the following question
Note: if you have answered/chosen item [2] in question 1, skip the following question

Q58: Please indicate how much you agree or disagree with the following statements about your spouse or partner's career.

Check one number on a scale of 1 to 4. Check NA if the statement.	Agree Strongly 1	Agree Somewhat 2	Disagree Somewhat 3	Disagree Strongly 4	NA
a. My spouse/partner is satisfied with his/her current employment opportunities.					
b. I have seriously considered leaving UNM in order to enhance my spouse/partner's career opportunities.					
c. My partner/spouse and I are staying in New Mexico because of my job.					
d. My spouse/partner and I have seriously considered leaving New Mexico to enhance both our career opportunities.					

Note: if you have answered/chosen item [2] in question 1, skip the following question

Q59: Please indicate how much you agree or disagree with the following statements regarding your department/unit's support of family obligations. If you have an appointment in more than one department or unit, please answer the following questions using the department or unit you consider to be your primary department.

Check one number on a scale of 1 to 4. Check NA if the statement does not apply to you.	Agree Strongly 1	Agree Somewhat 2	Disagree Somewhat 3	Disagree Strongly 4	Don't Know	NA
a. Most Faculty in my department are supportive of colleagues who want to balance their family and career lives.						
b. It is difficult for faculty in my department to adjust their work schedules to care for children or other family members.						
c. Department meetings frequently occur early in the morning or late in the day.						
d. The department chair knows about the UNM Faculty parental leave policy.						
e. The department is supportive of the UNM Faculty parental leave policy.						

f. Male Faculty who have children are considered by departments members to be less committed to their careers than those who do not have children.					
g. Female faculty who have children are considered by department members to be less committed to their careers than those who do not have children.					
h. In resolving work/life conflicts, I prioritize work.					
i. I resolving work/life conflicts, I prioritize family/self.					

Note: if you have answered/chosen item [2] in question 1, skip the following question

Q60: How would you rate your overall health at the present time? Check one number on a scale of 1 to 5.

◯ 1. Excellent   ◯ 2. Very Good   ◯ 4. Good   ◯ 5. Fair   ◯ 3. Poor

DIVERSITY AT UNM

Note: if you have answered/chosen item [2] in question 1, skip the following question

Q61: With respect to the recruitment of, climate for, and leadership of women faculty, how much would you agree or disagree with the following statements about your primary department/unit?

Check one number on a scale of 1 to 4	Agree Strongly 1	Agree Somewhat 2	Disagree Somewhat 3	Disagree Strongly 4
a. There are too few women faculty in my department.				
b. My department had identified ways to recruit women faculty.				
c. My department has actively recruited women faculty.				
d. The climate for women in my department is good.				
e. My department has taken steps to enhance the climate for women.				
f. My department has too few women faculty in leadership positions.				
g. My department has identified ways to move women into leadership positions.				
h. My department has made an effort to promote women into leadership positions.				

Note: if you have answered/chosen item [2] in question 1, skip the following question

Q62: With respect to the recruitment of, climate for, and leadership of faculty of color, how much would you agree or disagree with the following statements about your primary department/unit?

Check one number on a scale of 1 to 4	Agree Strongly 1	Agree Somewhat 2	Disagree Somewhat 3	Disagree Strongly 4	Don't Know
a. There are too few faculty of color in my department.					
b. My department had identified ways to recruit faculty of color.					
c. My department has actively recruited faculty of color.					
d. The climate for faculty of color in my department is good.					

e. My department has taken steps to enhance the climate for faculty of color.				
f. My department has too few faculty of color in leadership positions.				
g. My department has identified ways to move faculty of color into leadership positions.				
h. My department has made an effort to promote faculty of color into leadership positions.				

PERSONAL DEMOGRAPHICS

As alway, responses to the following questions will be kept confidential. Information from this survey will be presented in aggregate form so that individual respondents cannot be identified.

Note: if you have answered/chosen item [2] in question 1, skip the following question

Q63: What is your sex?

◯ Male   ◯ Female

Note: if you have answered/chosen item [2] in question 1, skip the following question

Q64: Are you a Hispanic or Latino(a)?

◯ Yes   ◯ No

Note: if you have answered/chosen item [2] in question 1, skip the following question

Q65: Please Check all the categories that describe your race/ethnicity.

☐ African American or Black   ☐ Asian
☐ Native American or Alaskan Native   ☐ Caucasian or White
☐ Native Hawaiian or Other Pacific Islander   ☐ Other; Please explain:

If you have chosen "other", please specify:

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Note: if you have answered/chosen item [2] in question 1, skip the following question

Q66: What is your sexual orientation?

◯ Heterosexual   ◯ Gay-Lesbian   ◯ Bi-sexual

Note: if you have answered/chosen item [2] in question 1, skip the following question

Q67: Are you a U.S citizen?

◯ Yes   ◯ No

Note: if you have answered/chosen item [2] in question 1, skip the following question

Q69: To which college/division does your primary department/unit belong?

◯ Anderson School of Management / Public Administration

◯ College of Arts and Sciences: Natural Sciences(Biology; Chemistry and Chemical Biology; Earth & Planetary Sciences; Mathematics and Statistics; Physics and Astronomy)

◯ Humanities (American Studies, English, Foreign Language and Literature, History; Linguistics, Philosophy; Spanish and Portuguese)

◯ Social Sciences (Anthropology; Communication and Journalism, Economics, Geography, Linguistics, Political Science, Psychology; Sociology, Speech and Hearing Sciences)

◯ College of Education

◯ School of Engineering

◯ College of Fine Arts / School of Architecture and Planning

◯ College of University Libraries & Learning Sciences / University College/Honors College

◯ School of Law

APPENDIX 1

UNM Main Campus Faculty Participation in the Worklife Survey

In the fall of 2013, UNM implemented a Faculty Worklife Survey based on a similar survey designed by the University of Michigan and implemented there and at a number of other universities across the country. As is explained in Appendix 1.a on implementation, 976 faculty members were invited to participate in the Worklife Survey. These faculty included lecturers as well as tenure and tenure-tract faculty and all deans and department directors. Excluded were the President, the President's Assistant and the Provost. Four hundred and sixty four UNM faculty at least opened the survey and 447, or 45.9%, actually answered at least through the first section in which they were asked to provide their current position. However, only 332, or 34%, had a completion date for their survey and 319 (32.74%) completed the survey and answered questions in the final section on their demographics. These response rates compare with the 60.2% of the faculty at University of Wisconsin who returned their paper survey and 44% at Stanford. Figure A1.1 graphically represents the responses to each question separated by the sections put into the survey, free response answers were omitted from this graph.

Figure A1.1 UNM Faculty Worklife Responses
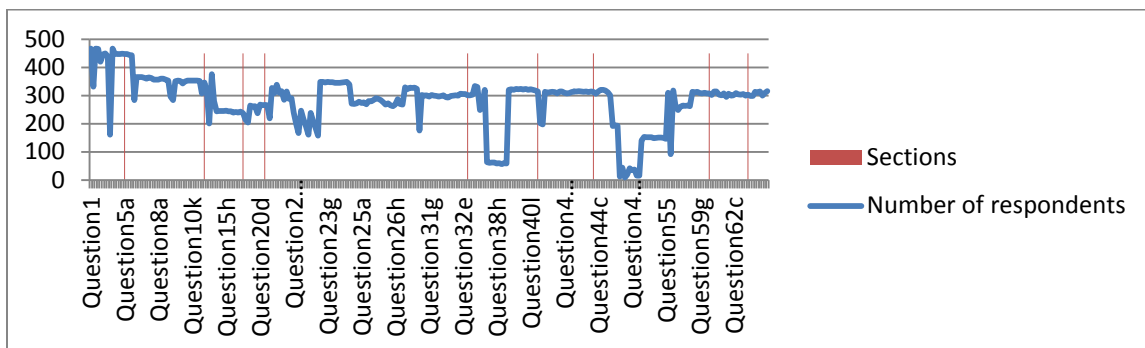
The mailing list used was provided by the Office of the Secretary, and BBER was able to obtain from that office data on the position and college of each of those faculty invited to participate. Table A1.1 looks at the response rates across faculty in different positions at the university. Unless otherwise recognized as Distinguished Professors, responses of Deans were counted among those for professors. Note that Distinguished Professors have the highest response rate , 63%, followed by Professors, with 52%, Associate Professor, 49%, and Assistant Professor 43%, and Lecturers, 28%. .

Table A1.1 UNM Faculty Worklife Survey Respondents by Position

	Survey Respondents	Main Campus Totals	Response Rates
Total	447	976	46%
Distinguished	12	19	63%
Professor	147	282	52%
Associate	132	267	49%
Assistant	118	272	43%
Lecturer	38	134	28%
Instructor	0	2	0%

Table A1.2 examines response rates across colleges and includes a breakdown for Arts and Sciences into those departments within the natural sciences, within the humanities and within the social sciences.[1] The highest rate of response was among the Natural Sciences within the College of Arts and Sciences where the response rate was 59%. This was followed by the College of Education, with 39%, Engineering, with 33%, and the college of Fine Arts/School of Architecture and Planning, where 31% responded. The high response rates among scientists and engineers may reflect the some of the impetus for this survey was a National Science Foundation grant proposal and that there was particular interest in looking a faculty in the STEM (Science, Technology, Engineering and Mathematics fields.

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[1] African American Studies, Women Studies, Religious Studies, and Linguistics were all classified as Humanities in reporting the data. Individual faculty may have self-classified elsewhere.

Table A1.2 UNM Faculty Worklife Survey Respondents by College

	Survey Respondents on Whom Have Data	Main Campus Totals	Response Rates
Totals	319	976	33%
Arts and Sciences	163	455	36%
Natural Sciences	89	152	59%
Humanities	33	151	22%
Social Sciences	41	152	27%
College of Fine Arts / School of Architecture and Planning	40	131	31%
Anderson School of Management and Public Administration	14	69	20%
College of Education	45	115	39%
School of Engineering	34	103	33%
School of Law	4	40	10%
College of University Libraries & Learning Sciences / University College/Honors College	15	53	28%
Provost, OVPR, UNM West		10	
Unknown	4		

Table A1.3 examines the results by college and position. To avoid disclosure, data on positions have in some cases been combined. Distinguished Professors and professors typically have the highest response rates and the response rates in many cases go down as move to more junior positions, but there are exceptions, for example the College of Education, the Law School and University Colleges/Libraries.

Table A1.3. UNM Faculty Worklife Survey Respondents by College and by Position

	Total Number	Response	Response rate
All Colleges	976	318	33%
Arts & Sciences	458	163	36%
Distinguished	10	7	70%
Professor	136	63	46%
Associate	123	46	37%
Assistant	117	35	30%
Lecturers / Instructors	70	12	17%
Anderson School of Mgt	69	14	20%
Professor/Distinguished	18	4	22%
Associate	17	3	18%
Assistant	23	7	30%
Lecturer	11	0	0%
College of Education	115	44	38%
Professor/Distinguished	16	6	40%
Associate	43	17	40%
Assistant	38	19	50%
Lecturer	18	2	11%
College of Fine Arts	159	50	31%
Professor	34	13	38%
Associate	38	13	34%
Assistant	43	12	28%
Lecturer	44	12	27%
University College/Libraries	80	22	28%
Professor	15	6	40%
Associate	13	1	8%
Assistant	43	12	28%
Lecturer	9	3	33%
Engineering	103	34	33%
Distinguished	5	3	60%
Professor	35	18	51%
Associate	28	6	21%
Assistant	28	4	14%
Lecturer	7	3	43%
Law	40	4	10%
Professor	25	3	12%
Associate	4	0	0%
Assistant	6	1	17%
Lecturer	5	0	0%
Other/Unknown/Incomplete	8	4	50%

The files provided from the Secretary's Office do not include demographic data. This information was provided by the Office of Institutional Analytics, where a special run was done for School Year 2012-13. Table A1.4 looks at the differences in the totals between the two files by college.

Table A1.4 Comparison of UNM Faculty Counts by College

	Office of Institutional Analytics NSP Count	Faculty Invited Voting Faculty Fall 2013	Difference
Arts and Sciences a	460	455	-5
Natural Sciences		152	
Humanities		151	
Social Sciences		152	
College of Fine Arts /School of Architecture/Planning	123	131	8
School of Architecture/Planning	27	30	3
Anderson School of Management	68	69	1
Public Administration	9	10	1
College of Education	117	115	-2
School of Engineering	97	103	6
School of Law	31	40	9
College of University Libraries & Learning Sciences / University College/Honors College	21	53	32
UC	5	16	11
Honors	3		-3
Libraries	13	37	24
Provost, OVPR, UNM West, Student Affairs, President	4	10	6
Provost	2	6	4
Econ/Development	1	3	2
UNM West initiative	1		-1
President Admin			0
Student Affairs		1	1
Unknown			
	921	976	55

a. Data available but not compiled.

The differences in the third column reflect changes from one academic year to another, including promotions, hiring, resignations and retirements, and more significantly

reorganizations, such as that for the Libraries which brought in research scholars, some of whom were previously under the College of Education. The OIA list does not include deans.

Table A1.5 presents the data on demographics of survey respondents as compared with the underlying population in academic year 2013 as captured in the OIA data. Note the variation in response rates in the third column, with higher rates of response among women than men, and among Caucasian and Asians. It should be noted that there are some significant differences in the treatment of race and ethnicity in the survey questions versus the OIA data. The survey asks first whether the respondent is Hispanic or Latino and in a separate question explores their racial identity. People are given a series of choices as to race and are allowed to check as many as apply, including "other". Following IPEDS, OIA treats Hispanic as a racial/ethnic group and assumes that this identity trumps over all other racial/ethnic identities if listed. However, a Hispanic Black could check "two or more". One cannot determine with certainty the response rate for Hispanics nor that for Non Hispanics. Determining these rates for people in different racial groups is even more difficult. Thus the survey response of 14 identifying with two or more races can be 200% of the OIA population total for this group because the two are not strictly comparable.

T able A1.5. Demographics of Survey Respondents Compared with OAI Faculty 2012-13

	Survey Respondents	Main Campus Totals	Response Rate % (921)	Survey Response % of 319 Total	Group % of 921 Total	Difference Survey % - Pop %
Total	319	921	34.6%	100.0%	100.0%	0.0%
Female	145	393	36.9%	45.5%	42.7%	2.8%
Male	167	528	31.6%	52.4%	57.3%	-5.0%
No response	7			2.2%	0.0%	2.2%
Hispanic	34	105	32.4%	10.7%	11.4%	-0.7%
Non-Hispanic	275	816	33.7%	86.2%	88.6%	-2.4%
No response	10			3.1%	0.0%	3.1%
African-American/Black	2	19	10.5%	0.6%	2.1%	-1.4%
Asian	22	62	35.5%	6.9%	6.7%	0.2%
American Indian	4	30	13.3%	1.3%	3.3%	-2.0%
Caucasian	248	600	41.3%	77.7%	65.1%	12.6%
Native Hawaiian/Pacific Islander	0	0		0.0%	0.0%	0.0%
Two or More	14	7	200.0%	4.4%	0.8%	3.6%
Race Unknown/Other	20	61	32.8%	6.3%	6.6%	-0.4%
Non Resident-Alien		37	0.0%	0.0%	4.0%	-4.0%
No response	8			2.5%	0.0%	2.5%

The second set of columns look at the percentage of survey respondents and of the OIA faculty total who identify as male versus female, as Hispanic versus Non-Hispanic and with different racial groups, including non-resident Aliens as termed in the OIA database. The final column

compares the two percentages. So 45.5% of survey respondents were female but women account for only 42.7% of faculty. Women respondents are proportionately more by 2.8%; men are under-represented in the survey respondents by 5.0%. Due to non response, both Hispanics and Non-Hispanics appear to be underrepresented in the survey. In terms of race, Caucasians are over represented by almost 13%, while African-Americans and Native Americans are under-estimated. Those with two or more races appear to be over-represented but again this may be more reflective in the differences between the survey and OIA in classifying individuals racial/ethnic identity.

Appendix 2

Hiring Process

Table A2.1b. Initial and Current Position

	No response	Initial Hire				Current Position			
		N	% Assistant	%Tenured***		N	% Assistant	% Tenured***	
Total		442	64.9%	14.5%		446	26.2%	63.0%	
Female		145	66.2%	11.0%		145	32.6%	59.7%	
Male	2	167	61.1%	20.4%	*	167	21.0%	72.5%	**
Nonhispanic	2	275	61.5%	17.1%		274	25.2%	67.2%	
Hispanic		34	76.5%	8.8%		34	35.3%	61.8%	
Nonwhite		51	72.5%	11.8%		51	33.3%	62.7%	
White	2	243	61.3%	17.3%		242	24.8%	67.4%	
Non citizen		25	80.0%	12.0%		25	56.0%	44.0%	
Citizen	2	284	62.0%	16.5%		283	22.6%	69.6%	**
Untenured		117	85.5%	0.0%		117	100.0%	0.0%	
Tenured		291	63.9%	22.0%		291	0.0%	100.0%	
Natural Science		89	69.7%	19.1%		89	15.7%	75.3%	
Humanities		33	66.7%	12.1%		33	33.3%	63.6%	
Social Science		41	53.7%	19.5%		41	24.4%	68.3%	
Engineering	1	34	52.9%	23.5%		34	11.8%	79.4%	*
Education		45	75.6%	4.4%		44	43.2%	52.3%	*
Other	1	73	61.6%	13.7%		73	34.2%	58.9%	

* significant at 0.05
**significant at 0.01
*** tenured comprised of Distinguished, Full and Associate professors

Table A2.3. Were You Recruited to Apply for a Position at UNM?

	N	% Recruited	
Total	433	30.0%	
Female	143	28.0%	
Male	162	35.8%	
Nonhispanic	268	31.0%	
Hispanic	34	41.2%	
Nonwhite	50	46.0%	*
White	238	29.0%	
Non citizen	23	26.1%	
Citizen	279	32.6%	
Untenured	115	18.3%	
Tenured	279	33.7%	
Natural Science	89	32.6%	
Humanities	31	22.6%	
Social Science	41	36.6%	
Engineering	29	37.9%	
Education	45	22.2%	
Other	73	35.6%	

* statistically significant at 0.05

Table A2.4a. I was satisfied with the hiring process overall

	1 - Extremely	2- Somewhat	3- A little	4- Not at all	5 - Not Applicable	Total
Total	43%	45%	7%	3%	1%	445
Demographics						
Female	42%	46%	8%	4%	0%	145
Male	46%	45%	7%	2%	0%	167
Non White	55%	31%	10%	4%	0%	51
White	42%	47%	7%	3%	0%	243
Non Hispanic	44%	46%	8%	4%	0%	275
Hispanic	46%	45%	7%	2%	0%	34
Non citizen	68%	32%	0%	0%	0%	25
Citizen	41%	47%	8%	4%	0%	284
Position						
Distinguished	67%	33%	0%	0%	0%	12
Professor	43%	43%	9%	3%	1%	145
Associate	42%	47%	8%	2%	2%	132
Assistant	44%	44%	7%	5%	0%	118
Lecturer	37%	55%	5%	0%	3%	38
College/School						
A&S Humanities	58%	33%	9%	0%	0%	33
A&S Natural Sciences	39%	51%	7%	3%	0%	89
A&S Social Sciences	46%	44%	5%	5%	0%	41
Anderson School of Management	43%	57%	0%	0%	0%	14
College of Education	33%	51%	11%	4%	0%	45
Fine Arts, Architecture and Planning	33%	48%	13%	8%	0%	40
School of Engineering	65%	35%	0%	0%	0%	34
School of Law	50%	50%	0%	0%	0%	4
University Libraries & Learning Sciences, , University and Honors Colleges	47%	33%	13%	7%	0%	15

Table A2.4b. The department did its best to obtain resources for me

	1 - Extremely	2- Somewhat	3- A little	4- Not at all	5 - Not Applicable	Total
Total	30%	38%	21%	9%	2%	444
Demographics						
Female	26%	36%	27%	9%	2%	145
Male	30%	43%	16%	9%	2%	167
Non White	22%	41%	27%	10%	0%	51
White	31%	40%	20%	8%	2%	243
Non Hispanic	29%	36%	27%	9%	2%	275
Hispanic	30%	43%	16%	9%	2%	34
Non citizen	48%	36%	16%	0%	0%	25
Citizen	26%	40%	21%	10%	2%	284
Position						
Distinguished	33%	42%	8%	8%	8%	12
Professor	21%	40%	25%	12%	3%	145
Associate	27%	39%	21%	11%	2%	131
Assistant	43%	30%	20%	5%	2%	118
Lecturer	32%	47%	8%	8%	5%	38
College/School						
Anderson School of Management	29%	50%	21%	0%	0%	14
A&S Natural Sciences	31%	26%	31%	11%	0%	89
College of Education	20%	42%	24%	11%	2%	45
Fine Arts, Architecture and Planning	28%	35%	25%	13%	0%	40
University Libraries & Learning Sciences, , University and Honors Colleges	7%	80%	0%	0%	13%	15
A&S Humanities	33%	42%	18%	6%	0%	33
School of Engineering	29%	56%	12%	3%	0%	34
School of Law	0%	75%	0%	0%	25%	4
A&S Social Sciences	37%	32%	15%	12%	5%	41

Table A2.4c. The faculty in the department made an effort to meet me

	1 - Extremely	2- Somewhat	3- A little	4- Not at all	5 - Not Applicable	Total
Total	51%	32%	9%	4%	3%	444
Demographics						
Female	49%	30%	14%	4%	3%	145
Male	50%	38%	6%	4%	2%	167
Non White	43%	31%	16%	8%	2%	51
White	51%	35%	8%	4%	2%	243
Non Hispanic	51%	30%	14%	4%	3%	275
Hispanic	50%	38%	6%	4%	2%	34
Non citizen	56%	36%	4%	0%	4%	25
Citizen	48%	35%	11%	5%	2%	284
Position						
Distinguished	58%	33%	0%	0%	8%	12
Professor	44%	44%	6%	4%	1%	144
Associate	52%	29%	11%	5%	3%	132
Assistant	59%	25%	12%	2%	3%	118
Lecturer	47%	24%	8%	11%	11%	38
College/School						
A&S Humanities	58%	27%	12%	0%	3%	33
A&S Natural Sciences	57%	33%	7%	1%	2%	89
A&S Social Sciences	51%	37%	5%	2%	5%	41
Anderson School of Management	50%	43%	7%	0%	0%	14
College of Education	44%	27%	18%	9%	2%	45
Fine Arts, Architecture and Planning	30%	35%	20%	13%	3%	40
School of Engineering	44%	44%	6%	6%	0%	34
School of Law	50%	50%	0%	0%	0%	4
University Libraries & Learning Sciences, , University and Honors Colleges	60%	40%	0%	0%	0%	15

Table A2.4d. My interactions with the search committee were positive

	1 - Extremely	2- Somewhat	3- A little	4- Not at all	5 - Not Applicable	Total
Total	63%	28%	3%	0%	6%	445
Demographics						
Female	64%	23%	3%	1%	9%	145
Male	59%	32%	3%	0%	5%	167
Non White	53%	33%	2%	2%	10%	51
White	63%	26%	4%	0%	7%	243
Non Hispanic	61%	23%	3%	1%	9%	275
Hispanic	59%	32%	3%	0%	5%	34
Non citizen	80%	16%	0%	0%	4%	25
Citizen	60%	29%	4%	0%	7%	284
Position						
Distinguished	75%	8%	8%	0%	8%	12
Professor	59%	32%	3%	0%	6%	145
Associate	55%	34%	5%	1%	5%	132
Assistant	76%	19%	2%	0%	3%	118
Lecturer	58%	24%	3%	0%	16%	38
College/School						
A&S Humanities	67%	21%	6%	0%	6%	33
A&S Natural Sciences	57%	31%	4%	0%	7%	89
A&S Social Sciences	63%	24%	2%	0%	10%	41
Anderson School of Management	71%	29%	0%	0%	0%	14
College of Education	62%	29%	4%	2%	2%	45
Fine Arts, Architecture and Planning	58%	28%	8%	0%	8%	40
School of Engineering	56%	32%	0%	0%	12%	34
School of Law	75%	25%	0%	0%	0%	4
University Libraries & Learning Sciences, , University and Honors Colleges	80%	7%	0%	0%	13%	15

Table A2.4e. I was satisfied with the hiring process overall

	1 - Extremely	2- Somewhat	3- A little	4- Not at all	5 - Not Applicable	Total
Total	35%	30%	11%	14%	10%	444
Demographics						
Female	33%	29%	11%	15%	12%	145
Male	36%	28%	14%	14%	8%	167
Non White	37%	24%	14%	20%	6%	51
White	34%	30%	12%	14%	10%	243
Non Hispanic	34%	29%	11%	15%	12%	275
Hispanic	36%	28%	14%	14%	8%	34
Non citizen	56%	28%	4%	0%	12%	25
Citizen	32%	29%	13%	16%	10%	284
Position						
Distinguished	33%	25%	8%	17%	17%	12
Professor	31%	26%	15%	19%	9%	144
Associate	28%	39%	10%	14%	10%	132
Assistant	52%	27%	8%	8%	6%	118
Lecturer	26%	26%	13%	13%	21%	38
College/School						
A&S Humanities	36%	33%	9%	15%	6%	33
A&S Natural Sciences	40%	30%	7%	12%	10%	89
A&S Social Sciences	32%	32%	17%	12%	7%	41
Anderson School of Management	36%	21%	29%	7%	7%	14
College of Education	40%	20%	11%	20%	9%	45
Fine Arts, Architecture and Planning	20%	38%	15%	18%	10%	40
School of Engineering	29%	29%	18%	9%	15%	34
School of Law	50%	50%	0%	0%	0%	4
University Libraries & Learning Sciences, , University and Honors Colleges	40%	7%	13%	27%	13%	15

Table A2.4f. I negotiated successfully for what I needed

	1 - Extremely	2- Somewhat	3- A little	4- Not at all	5 - Not Applicable	Total
Total	16%	35%	29%	14%	6%	444
Demographics						
Female	14%	30%	34%	16%	6%	145
Male	20%	39%	22%	15%	4%	167
Non White	12%	39%	33%	16%	0%	51
White	19%	36%	26%	14%	5%	243
Non Hispanic	17%	30%	34%	16%	6%	275
Hispanic	20%	39%	22%	15%	4%	34
Non citizen	32%	36%	32%	0%	0%	25
Citizen	16%	35%	27%	17%	5%	283
Position						
Distinguished	17%	50%	0%	17%	17%	12
Professor	16%	38%	29%	15%	3%	144
Associate	14%	34%	35%	14%	3%	132
Assistant	23%	33%	26%	12%	6%	118
Lecturer	5%	26%	24%	18%	26%	38
College/School						
A&S Humanities	24%	45%	21%	3%	6%	33
A&S Natural Sciences	20%	25%	36%	17%	2%	89
A&S Social Sciences	15%	41%	22%	17%	5%	41
Anderson School of Management	29%	36%	0%	21%	14%	14
College of Education	11%	31%	44%	11%	2%	45
Fine Arts, Architecture and Planning	8%	35%	25%	30%	3%	40
School of Engineering	21%	53%	12%	9%	6%	34
School of Law	0%	50%	25%	0%	25%	4
University Libraries & Learning Sciences, , University and Honors Colleges	20%	20%	33%	13%	13%	15

Table A2.4g. I was pleased with my start up package

	1 - Extremely	2- Somewhat	3- A little	4- Not at all	5 - Not Applicable	Total
Total	15%	37%	21%	19%	9%	441
Demographics						
Female	13%	35%	25%	19%	8%	144
Male	20%	38%	15%	20%	8%	167
Non White	12%	42%	18%	28%	0%	50
White	18%	36%	19%	17%	10%	242
Non Hispanic	16%	36%	20%	19%	9%	273
Hispanic	18%	47%	15%	18%	3%	34
Non citizen	36%	36%	8%	16%	4%	25
Citizen	14%	36%	21%	20%	8%	283
Position						
Distinguished	17%	42%	8%	17%	17%	12
Professor	10%	37%	19%	23%	11%	141
Associate	14%	36%	23%	21%	6%	132
Assistant	21%	45%	19%	12%	3%	118
Lecturer	13%	21%	26%	16%	24%	38
College/School						
A&S Humanities	21%	36%	30%	3%	9%	33
A&S Natural Sciences	18%	26%	28%	23%	5%	87
A&S Social Sciences	20%	39%	12%	20%	10%	41
Anderson School of Management	21%	50%	14%	7%	7%	14
College of Education	11%	40%	13%	31%	4%	45
Fine Arts, Architecture and Planning	10%	33%	13%	40%	5%	40
School of Engineering	21%	50%	12%	3%	15%	34
School of Law	0%	50%	25%	0%	25%	4
University Libraries & Learning Sciences, , University and Honors Colleges	7%	40%	33%	0%	20%	15

Appendix 3

The Tenure Process at UNM

Table A3.5a. Are you tenured?

		No	Yes	Total	% Tenured	
Total		155	285	440	65%	
Demographics						
	Female	60	85	145	59%	
	Male	46	121	167	72%	*
	Non Hispanic	93	182	275	66%	
	Hispanic	12	22	34	65%	
	Non White	18	33	51	65%	
	White	82	161	243	66%	
	Non Citizen	12	13	25	52%	
	Citizen	90	194	284	68%	
	Without dependants	59	72	131	55%	
	With dependant children	47	139	186	75%	**
	Does not use day care services	24	115	139	83%	**
	Uses day care services	29	25	54	46%	
Position						
	Distinguished	0	12	12	100%	
	Professor	1	143	144	99%	
	Associate	4	128	132	97%	
	Assistant	113	2	115	2%	
	Lecturer	37	0	37	0%	
College/School						
	A&S Natural Sciences	22	67	89	75%	
	A&S Humanities	14	19	33	58%	
	A&S Social Sciences	13	28	41	68%	
	Anderson School of Management	7	7	14	50%	
	College of Education	21	24	45	53%	
	Fine Arts, Architecture and Planning	14	26	40	65%	
	University Libraries & Learning Sciences / University College/Honors College	8	7	15	47%	
	School of Engineering	7	27	34	79%	
	School of Law	1	3	4	75%	

*Significant at 0.05
** Significant at 0.01

Table A3. 5b. Did you first receive tenure at a university other than UNM?

	No	Yes	Total	No response	% Tenured at Other University	
Total	225	57	282	3	20%	
Demographics						
Female	69	14	83	2	17%	
Male	92	28	120	1	23%	*
Non Hispanic	141	39	180	2	22%	
Hispanic	18	3	21	1	14%	
Non White	23	9	32	1	28%	
White	125	34	159	2	21%	
Non Citizen	11	2	13	0	15%	
Citizen	150	41	191	3	21%	
Without dependants	61	9	70	2	13%	
With dependant children	103	35	138	1	25%	*
Does not use day care services	84	31	115	0	27%	
Uses day care services	20	4	24	1	17%	
Position						
Distinguished	5	7	12	0	58%	
Professor	108	34	142	1	24%	
Associate	110	16	126	2	13%	
Assistant	2	0	2	0	0%	
Lecturer	0	0	0	0	0%	
College/School						
A&S Humanities	17	1	28	1	4%	
A&S Natural Sciences	51	15	66	1	23%	
A&S Social Sciences	20	8	18	0	44%	
Anderson School of Management	6	1	7	0	14%	
College of Education	17	7	24	0	29%	
College of Fine Arts	22	3	25	1	12%	
School of Engineering	21	6	27	0	22%	
School of Law	3	0	3	0	0%	
University Libraries & Learning Sciences / University College/Honors College	6	1	7	0	14%	

* Significant at 0.05

Table A3. 6a. In thinking about the tenure process in your department how well do/did you understand the criteria for achieving tenure?

	1 - Extremely	2- Somewhat	3- A little	4- Not at all	5 - Not Applicable	Total
Total	34%	42%	13%	2%	8%	363
Demographics						
Female	32%	38%	20%	2%	8%	130
Male	37%	40%	12%	3%	8%	137
Non White	38%	33%	19%	7%	2%	130
White	36%	38%	15%	1%	10%	137
Non Hispanic	35%	37%	16%	3%	9%	234
Hispanic	32%	58%	10%	0%	0%	31
Non citizen	30%	61%	4%	4%	0%	23
Citizen	35%	36%	17%	3%	9%	240
No dependent children	36%	37%	15%	3%	8%	118
With dependent children	34%	40%	16%	3%	7%	151
Uses day care services	28%	42%	26%	0%	4%	50
Position						
Distinguished Professor	0%	100%	0%	0%	0%	5
Professor	45%	38%	12%	3%	3%	104
Associate	45%	43%	10%	2%	0%	113
Assistant	21%	53%	21%	4%	0%	107
Lecturer	3%	9%	6%	0%	82%	33
College/School						
A&S Humanities	47%	31%	16%	3%	3%	32
A&S Natural Sciences	33%	44%	7%	5%	11%	73
A&S Social Sciences	28%	41%	19%	0%	13%	32
Anderson School of Management	23%	46%	31%	0%	0%	13
College of Education	34%	37%	21%	3%	5%	38
Fine Arts, Architecture and	35%	35%	22%	5%	3%	37
School of Engineering	33%	41%	11%	0%	15%	27
School of Law	0%	50%	50%	0%	0%	4
University Libraries & Learning Sciences, , University and Honors Colleges	64%	14%	7%	0%	14%	14

Table A3. 6b. In thinking about the tenure process in your department how well do/did you understand the research expectatins for achieving tenure?

	1 - Extremely	2- Somewhat	3- A little	4- Not at all	5 - Not Applicable	Total
Total	36%	42%	13%	2%	8%	363
Demographics						
Female	32%	38%	16%	6%	8%	130
Male	39%	41%	9%	3%	8%	137
Non White	40%	33%	14%	10%	2%	42
White	35%	40%	11%	3%	10%	206
Non Hispanic	36%	37%	13%	4%	9%	234
Hispanic	29%	58%	6%	6%	0%	31
Non citizen	39%	52%	4%	4%	0%	23
Citizen	36%	37%	13%	5%	9%	240
No dependent children	34%	41%	10%	7%	8%	118
With dependent children	37%	38%	15%	3%	7%	151
Uses day care services	28%	42%	24%	2%	4%	50
Position						
Distinguished	48%	38%	9%	3%	3%	104
Professor	48%	41%	10%	2%	0%	113
Associate	22%	54%	17%	7%	0%	107
Assistant	3%	9%	3%	3%	82%	33
Lecturer	36%	41%	11%	4%	8%	362
College/School						
A&S Humanities	56%	31%	6%	3%	3%	32
A&S Natural Sciences	40%	36%	10%	4%	11%	73
A&S Social Sciences	25%	41%	19%	3%	13%	32
Anderson School of	15%	62%	23%	0%	0%	13
College of Education	24%	53%	13%	5%	5%	38
College of Fine Arts	32%	38%	14%	14%	3%	37
School of Engineering	44%	30%	11%	0%	15%	27
School of Law	25%	25%	50%	0%	0%	4
University Libraries & Learning Sciences/University and Honors Colleges	50%	29%	7%	0%	14%	14

Table A3. 6c. In thinking about the tenure process in your department how well do/did you understand the teaching expectations for achieving tenure?

	1 - Extremely	2- Somewhat	3- A little	4-Not at all	5 - Not Applicable	Total
Total	35%	41%	12%	4%	8%	362
Demographics						
Female	33%	39%	17%	3%	9%	129
Male	41%	37%	9%	5%	8%	137
Non White	43%	26%	21%	7%	2%	42
White	36%	41%	10%	3%	10%	205
Non Hispanic	36%	37%	13%	4%	9%	234
Hispanic	43%	43%	10%	3%	0%	30
Non citizen	35%	57%	4%	4%	0%	23
Citizen	37%	36%	13%	4%	9%	239
Without dependants	41%	32%	14%	4%	8%	118
With dependant children	34%	43%	11%	5%	7%	150
Uses day care services	27%	45%	16%	8%	4%	49
Position						
Distinguished	20%	80%	0%	0%	0%	5
Professor	44%	39%	10%	4%	3%	104
Associate	45%	42%	11%	3%	0%	113
Assistant	27%	48%	20%	6%	0%	107
Lecturer	3%	12%	0%	3%	82%	33
College/School						
A&S Humanities	35%	42%	10%	10%	3%	31
A&S Natural Sciences	38%	33%	8%	10%	11%	73
A&S Social Sciences	28%	41%	19%	0%	13%	32
Anderson School of Management	38%	46%	15%	0%	0%	13
College of Education	42%	42%	11%	0%	5%	38
Fine Arts, Architecture and Planning	38%	35%	19%	5%	3%	37
School of Engineering	30%	44%	11%	0%	15%	27
School of Law	25%	25%	50%	0%	0%	4
University Libraries & Learning Sciences, , University and Honors Colleges	57%	21%	7%	0%	14%	14

Table A3. 6d. In thinking about the tenure process in your department how well do/did you understand the service expectations for achieving tenure?

	1 - Extremely	2- Somewhat	3-A little	4- Not at all	5 -Not Applicable	Total
Total	29%	37%	19%	6%	8%	360
Demographics						
Female	28%	35%	18%	10%	8%	130
Male	34%	32%	21%	6%	8%	136
Non White	31%	38%	17%	12%	2%	42
White	32%	32%	20%	6%	10%	205
Non Hispanic	33%	31%	19%	8%	9%	233
Hispanic	23%	55%	16%	6%	0%	31
Non citizen	30%	52%	13%	4%	0%	23
Citizen	31%	31%	21%	8%	9%	239
Position						
Distinguished	0%	60%	20%	20%	0%	5
Professor	41%	35%	16%	5%	3%	104
Associate	37%	41%	18%	4%	0%	113
Assistant	19%	42%	30%	10%	0%	105
Lecurer	3%	9%	3%	3%	82%	33
College/School						
A&S Humanities	34%	34%	13%	0%	3%	32
A&S Natural Sciences	32%	25%	24%	8%	11%	72
A&S Social Sciences	22%	25%	34%	6%	13%	32
Anderson School of Management	38%	46%	15%	0%	0%	13
College of Education	24%	47%	18%	5%	5%	38
Fine Arts, Architecture and Planning	32%	35%	16%	14%	3%	37
School of	30%	37%	19%	0%	15%	27
School of Law	25%	25%	50%	0%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	57%	21%	0%	7%	14%	14

Table A3. 6e. In thinking about the tenure process in your department how well do/did you understand the outreach and extension expectations for achieving tenure?

	1 - Extremely	2- Somewhat	3- A little	4-Not at all	5 - Not Applicable	Total
Total	19%	29%	15%	19%	17%	357
Demographics						
Female	17%	22%	17%	26%	19%	129
Male	25%	28%	11%	19%	16%	134
Non White	24%	31%	7%	29%	10%	42
White	22%	23%	13%	21%	20%	201
Non Hispanic	22%	22%	14%	22%	20%	229
Hispanic	16%	52%	10%	23%	0%	31
Non citizen	26%	52%	13%	4%	4%	23
Citizen	21%	22%	14%	24%	19%	236
Position						
Distinguished	0%	60%	0%	40%	0%	5
Professor	28%	29%	17%	12%	15%	101
Associate	21%	29%	17%	16%	16%	112
Assistant	15%	34%	18%	32%	2%	107
Lecturer	3%	9%	0%	6%	81%	32
College/School						
A&S Humanities	16%	25%	13%	25%	22%	32
A&S Natural Sciences	21%	19%	14%	20%	26%	70
A&S Social Sciences	13%	23%	19%	23%	23%	31
Anderson School of Management	31%	23%	15%	15%	15%	13
College of Education	13%	32%	13%	34%	8%	38
Fine Arts, Architecture and Planning	33%	25%	14%	25%	3%	36
School of Engineering	26%	33%	15%	7%	19%	27
School of Law	0%	25%	25%	50%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	36%	29%	7%	7%	21%	14

Table A3. 7a. Thinking about the tenure process in your department how satified are/were you with the tenure process overall?

	1 -Extremely	2-Somewhat	3-A little	4- Not at all	5 - Not Applicable	Total
Total	24%	39%	12%	8%	17%	361
Demographics						
Female	24%	35%	16%	7%	18%	130
Male	24%	43%	10%	9%	15%	136
Non White	27%	39%	12%	12%	10%	41
White	25%	38%	12%	6%	19%	206
Non Hispanic	23%	37%	13%	9%	18%	234
Hispanic	30%	57%	7%	3%	3%	30
Non citizen	36%	45%	9%	0%	9%	22
Citizen	23%	38%	13%	9%	17%	240
College/School						
A&S Humanities	22%	47%	9%	6%	16%	32
A&S Natural Sciences	31%	36%	14%	6%	14%	72
A&S Social Sciences	22%	34%	13%	3%	28%	32
Anderson School of Management	8%	31%	15%	31%	15%	13
College of Education	18%	37%	24%	8%	13%	38
Fine Arts, Architecture and Planning	19%	41%	14%	16%	11%	37
School of Engineering	26%	41%	4%	7%	22%	27
School of Law	25%	50%	0%	25%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	36%	36%	0%	7%	21%	14

Table A3. 7b. Thinking about the tenure process in your department how clearly are/were the criteria for tenure communicated?

	1 - Extremely	2- Somewhat	3- A little	4- Not at all	5 - Not Applicable	Total
Total	26%	39%	17%	7%	12%	359
Demographics						
Female	25%	38%	20%	5%	12%	129
Male	27%	35%	16%	10%	13%	136
Non White	33%	33%	13%	18%	5%	40
White	25%	37%	19%	4%	14%	206
Non Hispanic	25%	36%	18%	8%	13%	233
Hispanic	33%	40%	20%	3%	3%	30
Non citizen	45%	41%	9%	5%	0%	22
Citizen	25%	36%	19%	8%	13%	239
College/School						
A&S Humanities	31%	47%	13%	3%	6%	32
A&S Natural Sciences	27%	39%	11%	10%	13%	71
A&S Social Sciences	25%	25%	19%	13%	19%	32
Anderson School of Management	8%	46%	23%	8%	15%	13
College of Education	26%	34%	34%	0%	5%	38
Fine Arts, Architecture and Planning	22%	30%	27%	14%	8%	37
School of Engineering	30%	37%	11%	4%	19%	27
School of Law	25%	25%	0%	50%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	36%	36%	7%	0%	21%	14

Table A3. 7c. Thinking about the tenure process in your department how much were your other responsibilities reduced so you could build your research program?

	1 - Extremely	2- Somewhat	3- A little	4- Not at all	5 - Not Applicable	Total
Total	10%	23%	18%	35%	15%	353
Demographics						
Female	9%	19%	21%	38%	13%	128
Male	16%	24%	16%	28%	17%	134
Non White	5%	37%	20%	34%	5%	41
White	14%	18%	17%	33%	18%	202
Non Hispanic	13%	36%	18%	8%	13%	233
Hispanic	3%	40%	20%	3%	3%	30
Non citizen	18%	36%	18%	18%	9%	22
Citizen	12%	20%	17%	35%	16%	236
College/School						
A&S Humanities	6%	34%	25%	28%	6%	31
A&S Natural Sciences	17%	25%	15%	24%	18%	73
A&S Social Sciences	14%	17%	10%	38%	21%	32
Anderson School of Management	23%	31%	0%	31%	15%	13
College of Education	8%	13%	21%	50%	8%	38
Fine Arts, Architecture and Planning	3%	8%	30%	49%	11%	37
School of Engineering	22%	26%	11%	19%	22%	27
School of Law	0%	0%	25%	50%	25%	4
University Libraries & Learning Sciences, University and Honors Colleges	7%	21%	29%	21%	21%	14

Table A3. 7d. Thinking about the tenure process in your department how supported did you feel in your advancement to tenure?

	1 - Extremely	2- Somewhat	3- A little	4- Not at all	5 - Not Applicable	Total
Total	10%	23%	18%	35%	15%	353
Demographics						
Female	21%	33%	22%	12%	12%	129
Male	32%	26%	14%	12%	16%	133
Non White	23%	35%	18%	15%	10%	40
White	28%	27%	19%	10%	16%	204
Non Hispanic	28%	27%	18%	11%	16%	231
Hispanic	17%	41%	17%	21%	3%	29
Non citizen	52%	33%	5%	10%	0%	21
Citizen	24%	29%	18%	13%	15%	237
College/School						
A&S Humanities	19%	50%	16%	9%	6%	32
A&S Natural Sciences	38%	14%	21%	11%	15%	72
A&S Social Sciences	22%	31%	16%	6%	25%	32
Anderson School of Management	17%	25%	17%	25%	17%	13
College of Education	16%	32%	19%	27%	5%	38
Fine Arts, Architecture and Planning	19%	30%	27%	16%	8%	37
School of Engineering	38%	27%	8%	4%	23%	27
School of Law	25%	50%	25%	0%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	29%	36%	14%	0%	21%	14

Table A3. 7e. Thinking about the tenure process in your department how consistent are/were the messages your received from senior colleagues about the requirements for tenure?

	1 - Extremely	2- Somewhat	3- A little	4- Not at all	5 - Not Applicable	Total
Total	22%	36%	15%	13%	14%	354
Demographics						
Female	20%	31%	19%	19%	11%	129
Male	25%	33%	13%	12%	16%	135
Non White	27%	32%	17%	20%	5%	41
White	23%	31%	16%	14%	16%	204
Non Hispanic	24%	30%	16%	15%	15%	232
Hispanic	14%	52%	10%	21%	3%	29
Non citizen	29%	43%	19%	10%	0%	21
Citizen	23%	31%	15%	16%	15%	237
College/School						
A&S Humanities	31%	47%	3%	13%	6%	32
A&S Natural Sciences	25%	29%	16%	13%	17%	70
A&S Social Sciences	16%	31%	16%	19%	19%	31
Anderson School of Management	15%	31%	15%	23%	15%	13
College of Education	21%	34%	16%	24%	5%	38
Fine Arts, Architecture and Planning	19%	19%	27%	24%	11%	36
School of Engineering	30%	33%	11%	4%	22%	27
School of Law	0%	50%	50%	0%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	29%	29%	21%	7%	14%	14

Table A3. 7f. Thinking about the tenure process in your department how well does/did the way you do research, teaching and service fit with the way they are/were evaluated for tenure?

	1 - Extremely	2- Somewhat	3- A little	4- Not at all	5 - Not Applicable	Total
Total	27%	36%	13%	6%	17%	357
Demographics						
Female	26%	33%	17%	8%	17%	129
Male	31%	33%	11%	6%	19%	135
Non White	39%	24%	15%	10%	12%	41
White	27%	33%	14%	6%	19%	204
Non Hispanic	29%	31%	13%	7%	20%	232
Hispanic	23%	47%	20%	7%	3%	30
Non citizen	36%	41%	9%	0%	14%	22
Citizen	28%	32%	14%	8%	18%	238
College/School						
A&S Humanities	35%	29%	13%	10%	13%	32
A&S Natural Sciences	31%	38%	7%	7%	17%	70
A&S Social Sciences	28%	25%	19%	0%	28%	31
Anderson School of Management	8%	31%	38%	0%	23%	13
College of Education	18%	39%	16%	16%	11%	38
Fine Arts, Architecture and Planning	27%	32%	16%	11%	14%	36
School of Engineering	37%	33%	4%	4%	22%	27
School of Law	0%	50%	25%	0%	25%	4
University Libraries & Learning Sciences, University and Honors Colleges	36%	14%	21%	0%	29%	14

Table A3. 7g. Thinking about the tenure process in your department how consistent are/were the criteria for tenure with the stated responsibilities of your position at the time of your hire?

	1 - Extremely	2- Somewhat	3- A little	4- Not at all	5 - Not Applicable	Total
Total	25%	33%	15%	9%	18%	357
Demographics						
Female	24%	29%	20%	8%	18%	129
Male	27%	31%	15%	9%	18%	134
Non White	38%	20%	13%	18%	13%	40
White	25%	33%	16%	7%	20%	206
Non Hispanic	29%	31%	13%	7%	20%	232
Hispanic	23%	47%	20%	7%	3%	30
Non citizen	38%	43%	10%	5%	5%	21
Citizen	25%	30%	18%	9%	19%	240
College/School						
A&S Humanities	31%	31%	16%	9%	13%	32
A&S Natural Sciences	28%	34%	10%	10%	18%	70
A&S Social Sciences	22%	34%	13%	3%	28%	31
Anderson School of Management	8%	31%	31%	15%	15%	13
College of Education	21%	29%	32%	3%	16%	38
Fine Arts, Architecture and Planning	22%	19%	19%	24%	16%	36
School of Engineering	37%	37%	7%	0%	19%	27
School of Law	0%	50%	25%	25%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	29%	21%	29%	0%	21%	14

Table A3. 8a. In setting a standard for excellence for tenure evaluation in your field, how lax or severe is/was your departmental committee?

	1- Too Lax	2- Somewhat lax	3- Standard is just right	4- Somewhat severe	5- Too severe	N/A	Total
	In setting a standard for excellence for tenure evaluation in your field, how lax or severe was your departmental executive committee						
Total	5%	8%	41%	7%	2%	36%	353
Female	4%	6%	40%	7%	1%	42%	125
Male	7%	13%	42%	7%	3%	29%	137
Non Hispanic	6%	11%	40%	7%	2%	35%	230
Hispanic	3%	3%	52%	3%	3%	34%	29
Non white	7%	4%	42%	6%	4%	37%	110
White	3%	10%	46%	8%	3%	31%	39
Non Citizen	0%	0%	64%	5%	5%	27%	22
Citizen	6%	11%	39%	7%	2%	36%	236
A&S Humanities	6%	6%	35%	6%	0%	45%	31
A&S Social Sciences	0%	13%	41%	6%	0%	41%	32
A&S: Natural Sciences	1%	7%	44%	7%	3%	38%	72
Anderson School of Management	0%	23%	38%	8%	8%	23%	13
College of Education	11%	8%	32%	3%	3%	43%	37
Fine Arts, Architecture and Planning	11%	23%	40%	3%	3%	20%	35
School of Engineering	0%	4%	44%	15%	0%	37%	27
School of Law	25%	25%	50%	0%	0%	0%	4
University Libraries &	7%	0%	50%	14%	7%	21%	14

Table A3. 8b. In setting a standard for excellence for tenure evaluation in your field, how lazx or severe is/was your divisional committee?

	1- Too Lax	2- Somewhat lax	3- Standard is just right	4- Somewhat severe	5- Too severe	N/A	Total
	In setting a standard for excellence for tenure evaluation in your field, how lax or severe was your divisional committee						
Total	5%	35%	3%	1%	49%	49%	350
Female	2%	5%	29%	5%	0%	59%	124
Male	7%	12%	36%	2%	2%	40%	136
Non Hispanic	5%	9%	32%	3%	1%	50%	228
Hispanic	3%	3%	41%	3%	3%	45%	29
Non white	6%	5%	36%	5%	3%	46%	108
White	5%	5%	33%	5%	3%	49%	39
Non Citizen	0%	0%	55%	5%	5%	36%	22
Citizen	6%	9%	32%	3%	1%	49%	234
A&S Humanities	3%	6%	26%	6%	0%	58%	31
A&S Social Sciences	3%	9%	34%	3%	0%	50%	32
A&S: Natural Sciences	0%	7%	43%	1%	1%	47%	72
Anderson School of Management	17%	8%	25%	8%	8%	33%	12
College of Education	8%	8%	30%	0%	0%	54%	37
Fine Arts, Architecture and Planning	11%	20%	20%	6%	3%	40%	35
School of Engineering	0%	4%	37%	7%	0%	52%	27
School of Law	33%	0%	33%	0%	0%	33%	3
University Libraries &	0%	7%	36%	0%	0%	57%	14

Table A3. 9a. In setting a standard for excellence for tenure evaluation in your field, how consistent is/was your divisional committee?

	1- Very consistent	2- Mostly consistent	3- Sometimes consistent/inconsistent	4- Mostly inconsistent	5- Always inconsistent	Total
	In applying the standards for tenure in your field, how consistent was your departmental committee?					
Total	17%	36%	27%	14%	7%	295
Female	21%	34%	24%	15%	6%	104
Male	13%	36%	33%	12%	6%	118
Non Hispanic	18%	34%	27%	14%	7%	196
Hispanic	4%	48%	40%	8%	0%	25
Non white	14%	37%	31%	9%	9%	35
White	18%	35%	29%	14%	5%	168
Non Citizen	37%	26%	32%	0%	5%	19
Citizen	15%	36%	28%	15%	6%	199
A&S Humanities	26%	35%	22%	9%	9%	23
A&S Social Sciences	12%	48%	24%	8%	8%	25
A&S: Natural Sciences	22%	35%	28%	8%	7%	60
Anderson School of Management	15%	31%	23%	31%	0%	13
College of Education	7%	37%	30%	20%	7%	30
Fine Arts, Architecture and Planning	11%	29%	34%	20%	6%	35
School of Engineering	25%	33%	33%	4%	4%	24
School of Law	0%	0%	50%	50%	0%	4
University Libraries &	10%	50%	20%	20%	0%	10

Table A3. 9b. In setting a standard for excellence for tenure evaluation in your field, how consistent is/was your divisional committee?

	1- Very consistent	2- Mostly consistent	3- Sometimes consistent/inconsistent	4- Mostly inconsistent	5- Always inconsistent	Total
	In applying the standards for tenure in your field, how consistent was your college committee?					
Total	15%	34%	29%	12%	5%	295
Female	20%	33%	29%	9%	4%	104
Male	12%	31%	35%	15%	5%	118
Non Hispanic	17%	32%	32%	12%	5%	196
Hispanic	8%	36%	32%	12%	0%	25
Non white	14%	31%	31%	11%	6%	35
White	17%	32%	33%	11%	4%	168
Non Citizen	33%	28%	39%	0%	0%	18
Citizen	14%	35%	32%	14%	5%	194
A&S Humanities	30%	30%	26%	4%	4%	23
A&S Social Sciences	4%	40%	28%	8%	8%	25
A&S: Natural Sciences	15%	38%	33%	7%	2%	60
Anderson School of Management	15%	15%	15%	38%	0%	13
College of Education	10%	27%	43%	17%	3%	30
Fine Arts, Architecture and Planning	14%	26%	29%	17%	9%	35
School of Engineering	17%	33%	42%	4%	4%	24
School of Law	0%	0%	50%	50%	0%	4
University Libraries &	10%	60%	10%	10%	10%	10

Table A3. 10a. Regarding the tenure process at UNM how useful was your department chair?

	1 -Extremely	2- Somewhat	3- A little	4- Not at all	5 - Not Applicable	Total
Total	35%	29%	13%	9%	13%	349
Demographics						
Female	30%	32%	15%	10%	13%	128
Male	44%	20%	14%	10%	12%	133
Non White	37%	24%	15%	15%	10%	41
White	36%	27%	14%	8%	13%	201
Non Hispanic	35%	26%	15%	10%	14%	229
Hispanic	50%	23%	10%	10%	7%	30
Non citizen	59%	18%	14%	5%	5%	22
Citizen	35%	26%	14%	11%	14%	235
College/School						
A&S Humanities	47%	28%	13%	6%	6%	32
A&S Natural Sciences	35%	25%	14%	14%	11%	71
A&S Social Sciences	25%	38%	13%	6%	19%	32
Anderson School of Management	31%	46%	0%	15%	8%	13
College of Education	33%	22%	19%	17%	8%	36
Fine Arts, Architecture and Planning	41%	22%	24%	8%	5%	37
School of Engineering	41%	22%	15%	4%	19%	27
School of Law	25%	25%	0%	0%	50%	4
University Libraries & Learning Sciences, University and Honors Colleges	33%	25%	0%	8%	33%	12

Table A3. 10b. Regarding the tenure process at UNM how useful were official mentors at UNM?

	1 - Extremely	2- Somewhat	3- A little	4-Not at all	5 - Not Applicable	Total
Total	20%	18%	10%	13%	39%	351
Demographics						
Female	16%	23%	12%	9%	41%	129
Male	18%	17%	9%	14%	42%	134
Non White	17%	27%	15%	12%	29%	41
White	17%	19%	9%	10%	45%	203
Non Hispanic	17%	19%	10%	12%	43%	231
Hispanic	17%	30%	13%	7%	33%	30
Non citizen	32%	27%	9%	9%	23%	22
Citizen	15%	19%	11%	11%	43%	237
College/School						
A&S Humanities	28%	19%	9%	9%	34%	32
A&S Natural Sciences	20%	15%	3%	17%	45%	71
A&S Social Sciences	6%	25%	16%	6%	47%	32
Anderson School of Management	0%	23%	8%	0%	69%	13
College of Education	14%	30%	16%	16%	24%	37
Fine Arts, Architecture and Planning	8%	27%	22%	16%	27%	37
School of Engineering	19%	7%	4%	11%	59%	27
School of Law	50%	0%	0%	0%	50%	4
University Libraries & Learning Sciences, University and Honors Colleges	31%	15%	15%	0%	38%	13

Table A3. 10c. Regarding the tenure process at UNM how useful were your official mentors at UNM?

	1 - Extremely	2- Somewhat	3- A little	4- Not at all	5 - Not Applicable	Total
Total	24%	25%	16%	11%	24%	350
Demographics						
Female	27%	23%	15%	8%	27%	128
Male	24%	28%	16%	11%	21%	131
Non White	34%	22%	17%	10%	17%	41
White	24%	27%	14%	8%	27%	203
Non Hispanic	26%	26%	14%	10%	25%	231
Hispanic	20%	30%	23%	7%	20%	30
Non citizen	32%	32%	5%	5%	27%	22
Citizen	24%	26%	16%	9%	24%	237
College/School						
A&S Humanities	28%	38%	6%	13%	16%	32
A&S Natural Sciences	24%	25%	21%	6%	24%	71
A&S Social Sciences	16%	25%	19%	6%	34%	32
Anderson School of Management	23%	31%	15%	8%	23%	13
College of Education	32%	24%	14%	14%	16%	37
Fine Arts, Architecture and Planning	14%	22%	22%	16%	27%	37
School of Engineering	26%	19%	11%	11%	33%	27
School of Law	50%	25%	0%	0%	25%	4
University Libraries & Learning Sciences, University and Honors Colleges	54%	23%	8%	0%	15%	13

Table A3. 10d. Regarding the tenure process at UNM how useful were other mentors at UNM within your department?

	1 - Extremely	2- Somewhat	3- A little	4- Not at all	5 - Not Applicable	Total
Total	22%	23%	16%	12%	28%	342
Demographics						
Female	23%	20%	16%	10%	30%	128
Male	18%	28%	15%	11%	27%	132
Non White	25%	25%	23%	15%	13%	40
White	20%	24%	15%	9%	34%	200
Non Hispanic	22%	24%	14%	11%	30%	227
Hispanic	17%	30%	27%	10%	17%	30
Non citizen	36%	36%	5%	5%	18%	22
Citizen	19%	23%	16%	11%	30%	233
College/School						
A&S Humanities	16%	35%	10%	19%	19%	31
A&S Natural Sciences	27%	16%	19%	11%	27%	70
A&S Social Sciences	9%	22%	13%	9%	47%	32
Anderson School of Management	8%	31%	23%	8%	31%	13
College of Education	30%	19%	24%	5%	22%	37
Fine Arts, Architecture and Planning	9%	31%	20%	14%	26%	35
School of Engineering	19%	26%	7%	15%	33%	27
School of Law	50%	25%	0%	0%	25%	4
University Libraries & Learning Sciences, University and Honors Colleges	38%	31%	8%	0%	23%	13

Table A3. 10e. Regarding the tenure process at UNM how useful were mentors outside of UNM?

	1 - Extremely	2- Somewhat	3- A little	4- Not at all	5 - Not Applicable	Total
Total	24%	24%	13%	10%	29%	348
Demographics						
Female	14%	30%	21%	15%	20%	129
Male	22%	29%	16%	12%	22%	134
Non White	29%	27%	10%	12%	22%	41
White	24%	25%	12%	8%	32%	200
Non Hispanic	24%	27%	11%	8%	29%	228
Hispanic	33%	20%	7%	10%	30%	30
Non citizen	27%	18%	9%	9%	36%	22
Citizen	24%	27%	12%	9%	28%	234
College/School						
A&S Humanities	41%	22%	16%	3%	19%	32
A&S Natural Sciences	24%	34%	7%	6%	29%	68
A&S Social Sciences	19%	22%	22%	13%	25%	32
Anderson School of Management	23%	15%	23%	0%	38%	13
College of Education	32%	32%	5%	11%	19%	37
Fine Arts, Architecture and Planning	16%	19%	14%	16%	35%	37
School of Engineering	22%	30%	7%	11%	30%	27
School of Law	25%	25%	0%	0%	50%	4
University Libraries & Learning Sciences, University and Honors Colleges	23%	15%	15%	0%	46%	13

Table A3. 10f. Regarding the tenure process at UNM how useful were annual reviews on your progress?

	1 - Extremely	2- Somewhat	3- A little	4- Not at all	5 - Not Applicable	Total
Total	19%	29%	19%	13%	21%	351
Demographics						
Female	16%	38%	22%	6%	18%	129
Male	13%	37%	24%	10%	16%	134
Non White	10%	27%	29%	20%	15%	41
White	20%	30%	16%	11%	23%	203
Non Hispanic	24%	27%	11%	8%	29%	228
Hispanic	33%	20%	7%	10%	30%	30
Non citizen	27%	32%	9%	18%	14%	22
Citizen	17%	30%	19%	13%	21%	237
College/School						
A&S Humanities	13%	34%	31%	6%	16%	32
A&S Natural Sciences	23%	20%	23%	11%	24%	71
A&S Social Sciences	9%	22%	16%	31%	22%	32
Anderson School of Management	0%	46%	23%	8%	23%	13
College of Education	16%	38%	14%	16%	16%	37
Fine Arts, Architecture and Planning	27%	27%	16%	16%	14%	37
School of Engineering	15%	37%	11%	4%	33%	27
School of Law	0%	50%	25%	25%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	31%	38%	8%	0%	23%	13

Table A3. 10g. Regarding the tenure process at UNM how useful were peers at UNM?

	1 - Extremely	2- Somewhat	3- A little	4- Not at all	5 - Not Applicable	Total
Total	16%	37%	20%	10%	17%	351
Demographics						
Female	17%	34%	37%	5%	7%	129
Male	15%	37%	19%	9%	19%	134
Non White	17%	34%	37%	5%	7%	41
White	15%	37%	19%	9%	19%	203
Non Hispanic	15%	38%	21%	8%	17%	231
Hispanic	13%	27%	37%	10%	13%	30
Non citizen	18%	59%	9%	9%	5%	22
Citizen	14%	35%	24%	8%	18%	237
College/School						
A&S Humanities	13%	47%	16%	19%	6%	32
A&S Natural Sciences	17%	31%	27%	7%	18%	71
A&S Social Sciences	9%	28%	34%	6%	22%	32
Anderson School of Management	0%	54%	15%	0%	31%	13
College of Education	22%	38%	24%	5%	11%	37
Fine Arts, Architecture and Planning	16%	35%	24%	14%	11%	37
School of Engineering	11%	44%	15%	7%	22%	27
School of Law	0%	50%	25%	0%	25%	4
University Libraries & Learning Sciences, University and Honors Colleges	23%	38%	15%	8%	15%	13

Table A3. 10h. Regarding the tenure process at UNM how useful were peers outside of UNM?

	1 - Extremely	2- Somewhat	3- A little	4- Not at all	5 - Not Applicable	Total
Total	19%	28%	18%	10%	25%	351
Demographics						
Female	23%	29%	16%	11%	21%	129
Male	15%	30%	22%	7%	26%	134
Non White	29%	22%	24%	10%	15%	41
White	17%	31%	17%	9%	26%	203
Non Hispanic	19%	29%	18%	10%	25%	231
Hispanic	23%	30%	23%	7%	17%	30
Non citizen	18%	50%	9%	5%	18%	22
Citizen	19%	28%	19%	10%	24%	327
College/School						
A&S Humanities	22%	28%	31%	6%	13%	32
A&S Natural Sciences	21%	31%	18%	7%	23%	71
A&S Social Sciences	9%	22%	19%	19%	31%	32
Anderson School of Management	15%	31%	31%	8%	15%	13
College of Education	27%	32%	14%	11%	16%	37
Fine Arts, Architecture and Planning	16%	27%	19%	11%	27%	37
School of Engineering	19%	37%	7%	7%	30%	27
School of Law	0%	50%	25%	0%	25%	4
University Libraries & Learning Sciences, University and Honors Colleges	23%	23%	23%	0%	31%	13

Table A3. 10i. Regarding the tenure process at UNM how useful were workshops?

	1 - Extremely	2- Somewhat	3- A little	4- Not at all	5 - Not Applicable	Total
Total	2%	14%	11%	23%	51%	351
Demographics						
Female	2%	15%	12%	18%	53%	129
Male	2%	13%	12%	24%	49%	134
Non White	2%	22%	15%	27%	34%	41
White	1%	12%	11%	20%	55%	203
Non Hispanic	2%	13%	11%	22%	52%	231
Hispanic	3%	23%	20%	13%	40%	30
Non citizen	0%	41%	5%	18%	36%	22
Citizen	2%	11%	13%	22%	52%	237
College/School						
A&S Humanities	3%	25%	13%	19%	41%	32
A&S Natural Sciences	0%	11%	13%	27%	49%	71
A&S Social Sciences	3%	13%	19%	19%	47%	32
Anderson School of Management	0%	8%	8%	23%	62%	13
College of Education	3%	16%	16%	11%	54%	37
Fine Arts, Architecture and Planning	5%	8%	5%	22%	59%	37
School of Engineering	0%	11%	7%	33%	48%	27
School of Law	0%	25%	0%	0%	75%	4
University Libraries & Learning Sciences, University and Honors Colleges	0%	15%	23%	23%	38%	13

Table A3. 10j. Regarding the tenure process at UNM how useful were websites?

	1 -Extremely	2- Somewhat	3- A little	4- Not at all	5 - Not Applicable	Total
Total	2%	9%	8%	25%	56%	351
Demographics						
Female	1%	7%	9%	26%	58%	129
Male	2%	11%	6%	25%	55%	134
Non White	0%	12%	5%	39%	44%	41
White	1%	8%	7%	23%	60%	203
Non Hispanic	2%	7%	7%	26%	58%	231
Hispanic	0%	20%	10%	23%	47%	30
Non citizen	5%	36%	0%	27%	32%	22
Citizen	1%	7%	8%	25%	58%	237
College/School						
A&S Humanities	6%	3%	9%	31%	50%	32
A&S Natural Sciences	1%	11%	10%	25%	52%	71
A&S Social Sciences	0%	13%	3%	28%	56%	32
Anderson School of Management	8%	0%	23%	8%	62%	13
College of Education	0%	16%	11%	19%	54%	37
Fine Arts, Architecture and Planning	0%	3%	0%	24%	73%	37
School of Engineering	0%	7%	0%	41%	52%	27
School of Law	0%	0%	0%	0%	100%	4
University Libraries & Learning Sciences, University and Honors Colleges	0%	23%	15%	23%	38%	13

Table A3. 10k. Regarding the tenure process at UNM how useful were sample dossiers?

	1 - Extremely	2- Somewhat	3- A little	4- Not at all	5 - Not Applicable	Total
Total	8%	21%	12%	15%	44%	350
Demographics						
Female	10%	23%	9%	14%	43%	128
Male	6%	19%	13%	15%	46%	134
Non White	12%	20%	20%	22%	27%	41
White	7%	21%	10%	14%	47%	203
Non Hispanic	7%	20%	10%	16%	47%	230
Hispanic	13%	30%	23%	7%	27%	30
Non citizen	14%	18%	9%	14%	45%	22
Citizen	8%	22%	11%	15%	44%	236
College/School						
A&S Humanities	9%	22%	9%	9%	50%	32
A&S Natural Sciences	3%	14%	8%	24%	51%	71
A&S Social Sciences	6%	9%	6%	25%	53%	32
Anderson School of Management	0%	31%	15%	8%	46%	13
College of Education	25%	36%	19%	0%	19%	36
Fine Arts, Architecture and Planning	8%	19%	11%	19%	43%	37
School of Engineering	4%	26%	11%	15%	44%	27
School of Law	0%	0%	0%	0%	100%	4
University Libraries & Learning Sciences, University and Honors Colleges	8%	46%	23%	8%	15%	13

Table A3. 10l. Regarding the tenure process at UNM how useful were other resources?

	1 - Extremely	2- Somewhat	3- A little	4- Not at all	5 - Not Applicable	Total
Total	2%	4%	1%	6%	87%	306
Demographics						
Female	3%	2%	0%	6%	90%	108
Male	1%	5%	3%	6%	85%	117
Non White	3%	3%	0%	11%	84%	37
White	2%	4%	2%	5%	88%	174
Non Hispanic	1%	3%	1%	6%	88%	210
Hispanic	4%	9%	0%	0%	87%	23
Non citizen	0%	5%	0%	5%	89%	19
Citizen	2%	3%	1%	6%	87%	204
College/School						
A&S Humanities	13%	0%	0%	0%	88%	24
A&S Natural Sciences	0%	3%	3%	10%	84%	62
A&S Social Sciences	0%	3%	0%	10%	86%	29
Anderson School of Management	0%	9%	0%	9%	82%	11
College of Education	3%	3%	0%	0%	94%	31
Fine Arts, Architecture and Planning	0%	3%	3%	3%	90%	31
School of Engineering	0%	4%	0%	8%	88%	26
School of Law	0%	0%	0%	0%	100%	3
University Libraries & Learning Sciences, University and Honors Colleges	0%	9%	0%	0%	91%	11

Table A3. 11a. At any time since you started working at UNM, have you had your tenure clock extended i.e. stopped and restarted when you returned?

	Number of Respondents	% Clock Stopped	
Total	344	12.2%	
Female	125	23.2%	*
Male	134	4.5%	
Nonhispanic	226	14.2%	
Hispanic	31	9.7%	
Nonwhite	42	11.9%	
White	199	13.1%	
Non citizen	23	13.0%	
Citizen	232	13.4%	
No dependent	115	7.8%	
With dependent	146	17.8%	*
Uses day care	48	31%	
Distinguished	5	0%	
Professor	101	4%	
Associate	112	15%	
Assistant	102	16%	
Lecturer	23	0%	
A&S Humanities	32	34.4%	
A&S Natural Sciences	70	6%	
A&S Social Sciences	30	16.7%	
Anderson School of Management	13	23%	
College of Education	36	8%	
College of University Libraries & Learning Sciences / University College/Honors College	14	0.0%	
Fine Arts, Architecture and Planning	36	11%	
School of Engineering	27	11.1%	
School of Law	4	50.0%	

*Significant at 0.05

** Significant at 0.01

Table A3. 12. How supportive was your department/unit during the tenure process?

	1- Extremely supportive	2- Somewhat supportive	3- Somewhat unsupportive	4- Extremely unsupportive	N/A	Total
Total	33%	30%	5%	3%	28%	316
Demographics						
Female	28%	28%	8%	4%	32%	120
Male	39%	30%	5%	2%	24%	117
Non Hispanic	33%	29%	7%	3%	28%	207
Hispanic	37%	33%	0%	4%	26%	27
Non White	36%	26%	3%	10%	26%	39
White	34%	29%	7%	2%	29%	182
Non Citizen	53%	11%	0%	5%	32%	19
Citizen	32%	31%	7%	3%	27%	214
College/School						
A&S Humanities	19%	39%	3%	6%	32%	31
A&S Natural Sciences	42%	30%	3%	3%	21%	66
A&S Social Sciences	19%	41%	11%	0%	30%	27
Anderson School of Management	44%	22%	22%	0%	11%	9
College of Education	26%	34%	9%	9%	23%	35
Fine Arts, Architecture and Planning	31%	28%	3%	3%	34%	32
School of Engineering	44%	16%	8%	0%	32%	25
School of Law	50%	25%	25%	0%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	42%	8%	0%	0%	50%	12

Appendix 4

The Promotional Process at UNM

Table A4. 14b. Were you promoted to full professor at a university other than UNM?

	Total	% Promoted at Other University
Total	279	10%
Demographic Information		
Female	83	10%
Male	126	13%
Non Hispanic	186	11%
Hispanic	21	14%
Non White	32	13%
White	166	11%
Citizen	12	8%
Noncitizen	198	12%
College/School		
A&S Humanities	20	10%
A&S Natural Sciences	69	13%
A&S Social Sciences	27	15%
Anderson School of Management	7	0%
College of Education	23	13%
Fine Arts, Architecture and Planning	27	4%
School of Engineering	27	15%
School of Law	3	0%
University Libraries & Learning Sciences, University and Honors Colleges	8	0%

Table A4. 15a. In thinking about the promotion process in your department how satisfied are you with the promotion process overall?

	1 - Extremely	2- Somewhat	3- A little	4- Not at all	5 - Not Applicable	Total
Total	21%	43%	12%	9%	15%	243
Demographics						
Female	19%	41%	17%	6%	17%	78
Male	23%	41%	8%	12%	16%	111
Non White	29%	29%	11%	29%	4%	28
White	20%	44%	12%	5%	19%	150
Non Hispanic	23%	39%	12%	8%	17%	170
Hispanic	11%	56%	6%	17%	11%	18
Non citizen	30%	50%	10%	0%	10%	10
Citizen	21%	41%	12%	10%	17%	180
College/School						
A&S Humanities	17%	50%	22%	6%	6%	18
A&S Natural Sciences	19%	43%	13%	8%	17%	63
A&S Social Sciences	30%	22%	13%	4%	30%	23
Anderson School of Management	14%	14%	14%	43%	14%	7
College of Education	21%	47%	5%	11%	16%	19
Fine Arts, Architecture and Planning	15%	42%	15%	15%	12%	26
School of Engineering	17%	52%	9%	4%	17%	23
School of Law	67%	33%	0%	0%	0%	3
University Libraries & Learning Sciences, University and Honors Colleges	33%	44%	0%	11%	11%	9

Table A4. 15b. In thinking about the promotion process in your department how clearly are/were the criteria for promotion communicated by your department chair?

	1 - Extremely	2- Somewhat	3- A little	4- Not at all	5 - Not Applicable	Total
Total	23%	34%	17%	10%	16%	244
Demographics						
Female	23%	30%	16%	13%	18%	79
Male	25%	32%	17%	8%	18%	111
Non White	36%	32%	4%	21%	7%	28
White	23%	30%	20%	8%	20%	151
Non Hispanic	24%	29%	19%	10%	19%	172
Hispanic	28%	44%	6%	11%	11%	18
Non citizen	27%	36%	18%	9%	9%	11
Citizen	24%	31%	17%	10%	18%	180
College/School						
A&S Humanities	33%	17%	28%	11%	11%	18
A&S Natural	21%	32%	16%	14%	17%	63
A&S Social Sciences	21%	33%	21%	0%	25%	24
Anderson School of Management	14%	57%	0%	29%	0%	7
College of Education	32%	26%	21%	11%	11%	19
Fine Arts, Architecture and Planning	23%	31%	15%	15%	15%	26
School of	26%	39%	13%	4%	17%	23
School of Law	33%	33%	33%	0%	0%	3
University Libraries & Learning Sciences, University and Honors Colleges	22%	11%	11%	0%	56%	9

Table A4. 15c. In thinking about the promotion process in your department how clearly are/were the criteria for promotion communicated by your department colleagues?

	1 - Extremely	2- Somewhat	3- A little	4- Not at all	5 - Not Applicable	Total
Total	20%	32%	21%	13%	15%	244
Demographics						
Female	16%	28%	23%	18%	15%	79
Male	23%	35%	15%	10%	16%	111
Non White	21%	39%	18%	18%	4%	28
White	20%	31%	21%	11%	18%	151
Non Hispanic	21%	29%	21%	13%	16%	172
Hispanic	17%	56%	6%	11%	11%	18
Non citizen	18%	45%	27%	0%	9%	11
Citizen	21%	32%	18%	14%	16%	180
College/School						
A&S Humanities	22%	39%	11%	22%	6%	18
A&S Natural Sciences	17%	35%	22%	8%	17%	63
A&S Social Sciences	13%	25%	29%	8%	25%	24
Anderson School of Management	14%	29%	14%	43%	0%	7
College of Education	21%	37%	5%	21%	16%	19
Fine Arts, Architecture and Planning	19%	23%	27%	19%	12%	26
School of Engineering	26%	48%	4%	4%	17%	23
School of Law	67%	0%	33%	0%	0%	3
University Libraries & Learning Sciences, University and Honors Colleges	33%	11%	33%	0%	22%	9

Table A4. 15d. In thinking about the promotion process in your department how clearly are/were the criteria for promotion communicated by the dean's office?

	1 - Extremely	2- Somewhat	3- A little	4- Not at all	5 - Not Applicable	Total
Total	15%	25%	19%	23%	18%	244
Demographics						
Female	15%	20%	20%	23%	22%	79
Male	15%	23%	20%	23%	18%	111
Non White	18%	25%	21%	25%	11%	28
White	15%	21%	21%	23%	21%	151
Non Hispanic	15%	22%	20%	24%	19%	172
Hispanic	22%	22%	22%	11%	22%	18
Non citizen	27%	9%	27%	18%	18%	11
Citizen	14%	23%	19%	23%	19%	180
College/School						
A&S Humanities	17%	28%	28%	17%	11%	18
A&S Natural	8%	17%	19%	32%	24%	63
A&S Social Sciences	13%	21%	21%	21%	25%	24
Anderson School of Management	0%	29%	29%	29%	14%	7
College of Education	37%	26%	16%	11%	11%	19
Fine Arts, Architecture and Planning	12%	23%	23%	27%	15%	26
School of	17%	22%	17%	22%	22%	23
School of Law	33%	33%	33%	0%	0%	3
University Libraries & Learning Sciences, University and Honors Colleges	33%	22%	11%	11%	22%	9

Table A4. 15e. In thinking about the promotion process in your department how much are/were service obligations reducing time for your research program?

	1 - Extremely	2- Somewhat	3- A little	4- Not at all	5 - Not Applicable	Total
Total	19%	24%	11%	30%	16%	245
Demographics						
Female	24%	19%	8%	30%	19%	79
Male	17%	23%	15%	30%	14%	111
Non White	11%	25%	25%	36%	4%	28
White	23%	21%	11%	27%	19%	151
Non Hispanic	19%	22%	13%	30%	16%	172
Hispanic	17%	28%	0%	33%	22%	18
Non citizen	27%	45%	18%	0%	9%	11
Citizen	19%	21%	12%	31%	17%	180
College/School						
A&S Humanities	44%	22%	6%	17%	11%	18
A&S Natural	13%	27%	11%	29%	21%	63
A&S Social Sciences	21%	17%	25%	13%	25%	24
Anderson School of Management	14%	43%	14%	29%	0%	7
College of Education	26%	11%	5%	47%	11%	19
Fine Arts, Architecture and Planning	23%	8%	4%	54%	12%	26
School of	13%	30%	13%	26%	17%	23
School of Law	0%	33%	0%	67%	0%	3
University Libraries & Learning Sciences, University and Honors Colleges	22%	33%	33%	0%	11%	9

Table A4. 15f. In thinking about the promotion process in your department how supported do/did you feel in your advancement to promotion by your department chair?

	1 - Extremely	2- Somewhat	3- A little	4- Not at all	5 - Not Applicable	Total
Total	35%	25%	16%	7%	18%	243
Demographics						
Female	35%	22%	18%	5%	21%	78
Male	36%	25%	14%	6%	19%	111
Non White	46%	18%	11%	21%	4%	28
White	34%	24%	17%	3%	23%	151
Non Hispanic	36%	23%	16%	5%	20%	171
Hispanic	35%	29%	6%	18%	12%	17
Non citizen	45%	27%	18%	0%	9%	11
Citizen	35%	24%	15%	6%	20%	179
College/School						
A&S Humanities	28%	33%	17%	6%	17%	18
A&S Natural	37%	24%	13%	8%	18%	62
A&S Social Sciences	38%	21%	17%	0%	25%	24
Anderson School of Management	43%	29%	14%	14%	0%	7
College of Education	42%	11%	26%	5%	16%	19
Fine Arts, Architecture and Planning	27%	23%	15%	12%	23%	26
School of	39%	30%	13%	0%	17%	23
School of Law	33%	0%	67%	0%	0%	3
University Libraries & Learning Sciences, University and Honors Colleges	33%	22%	0%	0%	44%	9

Table A4. 15g. In thinking about the promotion process in your department how supported do/did you feel in your advancement to promotion by your department colleagues?

	1 - Extremely	2- Somewhat	3- A little	4- Not at all	5 - Not Applicable	Total
Total	31%	33%	12%	8%	16%	243
Demographics						
Female	29%	32%	13%	9%	17%	78
Male	32%	32%	13%	8%	15%	111
Non White	39%	36%	7%	18%	0%	28
White	30%	31%	15%	5%	19%	151
Non Hispanic	32%	31%	13%	8%	16%	171
Hispanic	29%	35%	6%	18%	12%	17
Non citizen	45%	27%	18%	0%	9%	11
Citizen	30%	32%	12%	9%	16%	179
College/School						
A&S Humanities	17%	44%	17%	11%	11%	18
A&S Natural	27%	40%	6%	6%	19%	62
A&S Social Sciences	25%	25%	21%	4%	25%	24
Anderson School of Management	29%	29%	14%	29%	0%	7
College of Education	26%	32%	21%	11%	11%	19
Fine Arts, Architecture and Planning	38%	23%	12%	15%	12%	26
School of Engineering	35%	35%	13%	0%	17%	23
School of Law	67%	0%	33%	0%	0%	3
University Libraries & Learning Sciences, University and Honors Colleges	67%	22%	0%	0%	11%	9

Table A4. 15h. In thinking about the promotion process in your department how supported do/did you feel in your advancement to promotion by the dean's office?

	1 - Extremely	2- Somewhat	3- A little	4- Not at all	5 - Not Applicable	Total
Total	18%	24%	16%	20%	21%	238
Demographics						
Female	17%	18%	17%	18%	29%	76
Male	15%	24%	18%	25%	18%	110
Non White	22%	26%	7%	30%	15%	27
White	14%	21%	20%	20%	25%	149
Non Hispanic	15%	21%	18%	22%	23%	168
Hispanic	24%	29%	18%	12%	18%	17
Non citizen	18%	27%	18%	9%	27%	11
Citizen	16%	22%	18%	22%	22%	176
College/School						
A&S Humanities	6%	28%	28%	17%	22%	18
A&S Natural	8%	23%	12%	25%	32%	60
A&S Social Sciences	13%	21%	21%	21%	25%	24
Anderson School of Management	29%	14%	29%	29%	0%	7
College of Education	26%	26%	16%	21%	11%	19
Fine Arts, Architecture and Planning	23%	15%	15%	35%	12%	26
School of	14%	27%	23%	9%	27%	22
School of Law	67%	0%	33%	0%	0%	3
University Libraries & Learning Sciences, University and Honors Colleges	33%	11%	22%	11%	22%	9

Table A4. 15i. In thinking about the promotion process in your department how consistent are the messages your received from colleagues, your chair, and the dean's office about the requirements for promotion?

	1 - Extremely	2- Somewhat	3- A little	4- Not at all	5 - Not Applicable	Total
Total	18%	31%	20%	15%	17%	241
Demographics						
Female	21%	32%	15%	15%	17%	78
Male	18%	28%	21%	16%	16%	110
Non White	26%	30%	11%	30%	4%	27
White	19%	30%	21%	12%	19%	151
Non Hispanic	19%	28%	20%	16%	17%	171
Hispanic	24%	47%	12%	6%	12%	17
Non citizen	27%	36%	9%	9%	18%	11
Citizen	19%	30%	20%	16%	16%	178
College/School						
A&S Humanities	33%	28%	22%	6%	11%	18
A&S Natural	15%	32%	13%	21%	19%	62
A&S Social Sciences	13%	33%	17%	13%	25%	24
Anderson School of Management	17%	33%	33%	17%	0%	6
College of Education	32%	32%	11%	16%	11%	19
Fine Arts, Architecture and Planning	12%	31%	19%	27%	12%	26
School of	22%	26%	26%	4%	22%	23
School of Law	33%	0%	67%	0%	0%	3
University Libraries & Learning Sciences, University and Honors Colleges	22%	33%	33%	0%	11%	9

Table A4. 15j. In thinking about the promotion process in your department how well does/did the way you do research, teaching and service fit with the way they are/were evaluated for promotion?

	1 - Extremely	2- Somewhat	3- A little	4- Not at all	5 - Not Applicable	Total
Total	26%	33%	16%	8%	16%	239
Demographics						
Female	23%	35%	17%	12%	14%	78
Male	29%	29%	16%	8%	17%	109
Non White	29%	29%	18%	21%	4%	28
White	28%	31%	17%	7%	18%	149
Non Hispanic	28%	32%	16%	8%	16%	170
Hispanic	18%	29%	18%	18%	18%	17
Non citizen	50%	30%	10%	10%	0%	10
Citizen	25%	31%	17%	10%	17%	178
College/School						
A&S Humanities	33%	33%	11%	17%	6%	18
A&S Natural	28%	30%	18%	5%	18%	60
A&S Social Sciences	25%	25%	17%	8%	25%	24
Anderson School of Management	14%	29%	43%	14%	0%	7
College of Education	21%	37%	21%	11%	11%	19
Fine Arts, Architecture and Planning	19%	38%	8%	19%	15%	26
School of	26%	35%	17%	4%	17%	23
School of Law	33%	33%	0%	33%	0%	3
University Libraries & Learning Sciences, University and Honors Colleges	44%	33%	0%	0%	22%	9

Table A4. 16a. In setting a standard of excellence for promotion evaluation in your field, how lax or severe was your departmental committee?

	Too severe	Severe	Just right	Lax	Too lax	N/A	Total
Total	1%	8%	52%	10%	5%	24%	242
Female	0%	11%	53%	4%	1%	32%	76
Male	1%	4%	50%	15%	8%	21%	112
Non Hispanic	1%	8%	49%	11%	6%	26%	171
Hispanic	0%	6%	71%	6%	0%	18%	17
Non white	4%	7%	59%	11%	0%	19%	27
White	0%	7%	50%	11%	5%	26%	151
Non Citizen	0%	0%	73%	0%	0%	27%	11
Citizen	1%	7%	49%	11%	6%	25%	178
No dependent	0%	6%	51%	12%	3%	29%	69
With dependent	2%	8%	52%	10%	7%	22%	120
Uses day care services	0%	0%	43%	13%	9%	35%	23
A&S Humanities	0%	0%	65%	6%	12%	18%	17
A&S Social Sciences	0%	8%	33%	17%	4%	38%	24
A&S Natural Sciences	0%	11%	49%	6%	3%	30%	63
Anderson School of Ma	0%	0%	57%	29%	0%	14%	7
College of Education	11%	6%	56%	11%	0%	17%	18
College of Fine Arts	0%	4%	46%	15%	15%	19%	26
School of Engineering	0%	9%	57%	9%	0%	26%	23
School of Law	0%	0%	67%	33%	0%	0%	3
University College	0%	11%	67%	0%	0%	22%	9

Table A4. 16b. In setting a standard of excellence for promotion evaluation in your field, how lax or severe was your college committee?

	Too severe	Severe	Just right	Lax	Too lax	N/A	Total
Total	3%	5%	50%	10%	4%	29%	236
Female	3%	5%	47%	3%	0%	42%	76
Male	3%	4%	49%	14%	6%	25%	110
Non Hispanic	2%	5%	46%	10%	4%	32%	168
Hispanic	6%	0%	65%	0%	0%	29%	17
Non white	4%	11%	56%	4%	4%	22%	27
White	2%	4%	47%	11%	3%	32%	148
Non Citizen	0%	0%	60%	0%	0%	40%	10
Citizen	3%	5%	47%	10%	4%	31%	177
No dependent	3%	3%	44%	10%	3%	37%	68
With dependent	3%	6%	52%	8%	4%	27%	118
Uses day care services	0%	0%	39%	13%	9%	39%	23
A&S Humanities	14%	14%	29%	14%	14%	14%	7
A&S Social Sciences	3%	5%	47%	3%	3%	38%	60
A&S Natural Sciences	0%	6%	72%	6%	0%	17%	18
Anderson School of	4%	8%	38%	23%	8%	19%	26
College of Education	0%	11%	56%	0%	0%	33%	9
Fine Arts, Architecture	0%	0%	53%	12%	6%	29%	17
School of Engineering	4%	0%	52%	4%	0%	39%	23
School of Law	0%	0%	33%	33%	0%	33%	3
University College	0%	4%	46%	13%	4%	33%	24

Table A4. 17a. In applying the standards for promotion in your field, how consistent was your departmental committee?

	1- Very consistent	2- Mostly consistent	3-Sometimes consistent/ inconsistent	4- Mostly inconsistent	5- Always inconsistent	Total
Total	15%	42%	29%	8%	5%	214
Demographics						
Female	14%	42%	28%	9%	8%	65
Male	19%	38%	35%	4%	4%	102
Non Hispanic	17%	40%	33%	5%	5%	151
Hispanic	18%	47%	18%	12%	6%	17
Non white	8%	38%	35%	15%	4%	26
White	19%	40%	33%	4%	4%	132
Non Citizen	36%	18%	45%	0%	0%	11
Citizen	15%	41%	31%	6%	6%	157
College/School						
A&S Humanities	13%	47%	33%	7%	0%	15
A&S Natural Sciences	20%	37%	33%	6%	4%	51
A&S Social Sciences	17%	30%	35%	9%	9%	23
Anderson School of Management	14%	57%	0%	14%	14%	7
College of Education	6%	44%	25%	6%	19%	16
Fine Arts, Architecture and Planning	28%	28%	36%	4%	4%	25
School of Engineering	10%	43%	38%	5%	5%	21
School of Law	33%	33%	33%	0%	0%	3
University College	0%	75%	25%	0%	0%	8

Table A4. 17b. In applying the standards for promotion in your field, how consistent was your college committee?

	1-Very consistent	2-Mostly consistent	3-Sometimes consistent/ inconsistent	4- Mostly inconsistent	5- Always inconsistent	Total
Total	13%	45%	29%	5%	8%	203
Demographics						
Female	12%	47%	30%	2%	10%	60
Male	14%	43%	35%	2%	6%	100
Non Hispanic	12%	46%	33%	1%	8%	145
Hispanic	19%	38%	25%	13%	6%	16
Non white	4%	52%	28%	4%	12%	25
White	15%	45%	34%	1%	5%	126
Non Citizen	27%	27%	45%	0%	0%	11
Citizen	12%	46%	32%	2%	8%	150
College/School						
A&S Humanities	15%	46%	38%	0%	0%	13
A&S Natural Sciences	13%	53%	26%	2%	6%	47
A&S Social Sciences	13%	39%	39%	0%	9%	23
Anderson School of Management	14%	29%	14%	14%	29%	7
College of Education	6%	56%	25%	0%	13%	16
Fine Arts, Architecture and Planning	21%	29%	42%	4%	4%	24
School of Engineering	10%	43%	43%	0%	5%	21
School of Law	33%	0%	67%	0%	0%	3
University College	0%	75%	13%	0%	13%	8

Appendix 5

Research Collaboration at UNM

Table A5. 19.

Table 6-19	19a - how many colleagues in your department do you collaborate with on research?		19b - how many additional colleagues in youre department are potential research collaborators?		19c - how many colleagues outside your deparment do you collaborate with on research?		19d - how many additional collegues outside your department are potential reseach collaborators?	
	Mean	S.D.	Mean	S.D.	Mean	S.D.	Mean	S.D.
Entire University	1.8	2	2.8	2.8	4.1	9.2	31*	130.8
Female	1.4	1.5	2.3	2.2	3.6	6.5	10.6	20.7
Male	2.1	2.3	3.1	2.9	4.5	11.7	49.4	182.6
Hispanic	1.4	1.5	2.4	1.7	3.6	4.3	15.7	30.2
Non Hispanic	1.8	2.1	2.8	2.7	4.2	10.3	35.8	150.37
White	1.7	2	2.8	2.7	4.2	10.7	33.9	149.7
Non White	2	2.4	2.3	2.3	3.9	4.7	35.3	121.9
Distinguished	3	2.8	3.5	2.9	5.2	4.7	26.8	37.4
Professor	2.1	2.2	2.6	2.3	5.2	11.7	31	130
Associate	1.4	1.5	2.8	2.7	3	5.9	34.2	149.7
Lecturer	1.3	2.5	2.3	4	0.81	1.2	8.6	27.5

Table A5. 20a. In thinking about your research collaboration with UNM faculty, how satisfied are you with opportunities to collaborate with faculty in your department?

	1- Extremely	2- Somewhat	3- little	A Not at all 4-	5- N/A	Total
Total	27%	35%	17%	13%	7%	267
Demographics						
Female	22%	34%	18%	16%	10%	92
Male	25%	39%	17%	12%	7%	130
Non White	27%	33%	12%	24%	3%	33
White	25%	36%	19%	11%	9%	177
Non Hispanic	26%	36%	19%	12%	7%	199
Hispanic	10%	43%	5%	29%	14%	27
Non citizen	42%	33%	8%	17%	0%	12
Citizen	23%	37%	18%	13%	9%	211
Position						
Distinguished Professor	67%	17%	8%	8%	0%	12
Full Professor	27%	38%	17%	13%	5%	129
Associate Professor	23%	38%	18%	15%	5%	104
College/School						
A&S Humanities	0%	38%	19%	19%	24%	21
A&S Natural Sciences	26%	31%	16%	15%	12%	74
A&S Social Sciences	38%	24%	31%	3%	3%	29
Anderson School of Management	29%	29%	29%	14%	0%	7
College of Education	13%	46%	13%	29%	0%	24
Fine Arts, Architecture and Planning	21%	46%	21%	7%	4%	28
School of Engineering	29%	43%	14%	7%	7%	28
School of Law	0%	67%	0%	33%	0%	3
University Libraries & Learning Sciences, University and Honors Colleges	40%	50%	0%	10%	0%	10

Table A5. 20b. In thinking about your research collaboration with UNM faculty, how satisfied are you with the opportunities to collaborate with faculty in other departments at UNM?

	1- Extremely	2- Somewhat	3- A little	4- Not at all	5- N/A	Total
Total	18%	34%	23%	17%	9%	265
Demographics						
Female	11%	33%	26%	17%	13%	92
Male	17%	36%	22%	16%	9%	128
Non White	9%	30%	27%	30%	3%	33%
White	16%	36%	21%	15%	12%	175
Non Hispanic	15%	37%	23%	16%	10%	197
Hispanic	14%	19%	29%	24%	14%	21
Non citizen	17%	58%	8%	8%	8%	12
Citizen	14%	33%	24%	18%	11%	209
Position						
Distinguished Professor	45%	45%	0%	9%	0%	11
Full Professor	20%	36%	24%	14%	5%	129
Associate Professor	13%	32%	25%	23%	8%	104
College/School						
A&S Humanities	0%	33%	24%	19%	24%	21
A&S Natural Sciences	21%	38%	15%	13%	14%	72
A&S Social Sciences	21%	28%	34%	10%	7%	29
Anderson School of Management	14%	29%	43%	14%	0%	7
College of Education	0%	29%	29%	38%	4%	24
Fine Arts, Architecture and Planning	11%	25%	25%	32%	7%	28
School of Engineering	18%	43%	21%	7%	11%	28
School of Law	33%	33%	33%	0%	0%	3
University Libraries & Learning Sciences, University and Honors Colleges	10%	60%	10%	20%	0%	10

Table A5. 20c. In thinking about your research collaboration with UNM faculty, how satisfied are you with how interdisciplinary research is recognized and rewarded by your department?

	1- Extremely	2- Somewhat	3- A little	4- Not at all	5- N/A	Total
Total	17%	31%	15%	27%	9%	266
Demographics						
Female	16%	26%	16%	26%	15%	92
Male	19%	29%	12%	33%	7%	129
Non White	15%	21%	18%	42%	3%	33
White	19%	30%	13%	27%	12%	176
Non Hispanic	19%	29%	15%	28%	9%	198
Hispanic	10%	24%	10%	38%	19%	21
Non citizen	25%	33%	8%	17%	17%	12
Citizen	17%	28%	14%	30%	10%	210
Position						
Distinguished Professor	25%	25%	8%	33%	8%	12
Full Professor	15%	39%	16%	25%	5%	128
Associate Professor	17%	28%	16%	31%	8%	104
College/School						
A&S Humanities	10%	29%	14%	33%	14%	21
A&S Natural Sciences	15%	26%	12%	30%	16%	73
A&S Social Sciences	24%	34%	3%	34%	3%	29
Anderson School of Management	29%	29%	29%	14%	0%	7
College of Education	17%	29%	4%	46%	4%	24
Fine Arts, Architecture and Planning	14%	14%	36%	25%	11%	28
School of Engineering	14%	46%	11%	18%	11%	28
School of Law	0%	0%	33%	67%	0%	3
University Libraries & Learning Sciences, University and Honors Colleges	50%	30%	10%	10%	0%	10

Table A5. 20d. In thinking about your research collaboration with UNM faculty, how interdisciplinary is your research?

	1- Extremely	2- Somewhat	3- A little	4- Not at all	5- N/A	Total
Total	41%	34%	15%	4%	6%	265
Demographics						
Female	45%	34%	16%	5%	2%	90
Male	67%	25%	8%	0%	0%	130
Non White	39%	45%	9%	3%	3%	33
White	38%	34%	16%	5%	7%	176
Non Hispanic	37%	36%	16%	5%	6%	198
Hispanic	55%	20%	15%	0%	10%	20
Non citizen	25%	50%	17%	8%	0%	12
Citizen	41%	33%	14%	4%	7%	209
Position						
Distinguished Professor	67%	25%	8%	0%	0%	12
Full Professor	45%	34%	16%	5%	2%	128
Associate Professor	37%	39%	17%	4%	3%	103
College/School						
A&S Humanities	52%	24%	10%	0%	14%	21
A&S Natural Sciences	39%	36%	14%	4%	7%	72
A&S Social Sciences	34%	45%	14%	3%	3%	29
Anderson School of Management	29%	57%	14%	0%	0%	7
College of Education	50%	25%	13%	8%	4%	24
Fine Arts, Architecture and Planning	25%	32%	21%	14%	7%	28
School of Engineering	46%	21%	25%	0%	7%	28
School of Law	33%	67%	0%	0%	0%	3
University Libraries & Learning Sciences, University and Honors Colleges	40%	50%	10%	0%	0%	10

Appendix 6

Professional Activities

Table A6. 22a. What proportion of your work time do you spend on <u>research</u> and how much time would you prefer to spend on this activity?

	% of Time Currently Spent			% Time Preferred		
	N	Mean		N	Mean	
Total	326	23.5		308	39.8	
Demographics						
Female	135	20.6		129	37.2	
Male	155	26.6	**	145	42.1	*
Non Hispanic	254	23.7		246	39.7	
Hispanic	34	23.7		27	39.4	
NonWhite	49	26.0		47	41.2	*
White	224	23.0		213	39.3	
Non Citizen	25	29.6		22	46.6	
Citizen	261	23.1		249	39.1	
Position						
Distinguished	11	31.8		9	46.1	
Professor	120	22.4		112	39.6	
Associate	88	23.2		86	38.7	
Assistant	90	27.0		87	43.2	
Lecurer	16	6.6		13	20.4	
College/School						
A&S Humanities	32	21.3		30	41.3	
A&S Natural Sciences	80	27.2		73	44.1	
A&S Social Sciences	36	21.3		36	40.6	
Anderson School of Management	14	27.1		14	44.6	*
College of Education	39	21.8		41	37.6	
Fine Arts, Architecture and Planning	38	18.1		36	32.2	
School of Engineering	33	33.9		28	42.3	
School of Law	4	13.8		3	30.0	
University Libraries & Learning Sciences / University College/Honors College	15	12.5	*	15	29.2	*

*Significant at 0.05
**Significant at 0.01

Table A6. 22b. What proportion of your work time do you spend on <u>teaching</u> and how much time would you prefer to spend on this activity?

	% of Time Currently Spent			% Time Preferred	
	N	Mean		N	Mean
Total	337	35.9		309	29.9
Demographics					
Female	140	38.4		129	30.4
Male	160	34.6		146	29.9
Non Hispanic	266	36.1		248	29.8
Hispanic	32	36.8		26	31.7
NonWhite	50	37.0		46	28.0
White	234	36.1		215	30.6
Non Citizen	25	37.2		22	25.4
Citizen	272	35.9		250	30.5
Position					
Distinguished	11	23.6		9	20.0
Professor	121	28.8		109	25.8
Associate	90	33.2		85	28.6
Assistant	90	43.6		86	31.5
Lecurer	24	58.7		19	57.1
College/School					
A&S Humanities	32	37.9		30	31.4
A&S Natural Sciences	81	34.8		73	28.2
A&S Social Sciences	40	32.9		37	27.6
Anderson School of Management	14	40.0		14	30.0
College of Education	42	35.2		40	29.2
Fine Arts, Architecture and Planning	40	45.5		36	37.8
School of Engineering	34	33.9		29	31.8
School of Law	4	47.5	*	3	30.0
University Libraries & Learning Sciences / University College/Honors College	15	24.9	*	15	22.5

*Significant at 0.05

**Significant at 0.01

Table A6. 22c. What proportion of your work time do you spend on <u>advising students</u> and how much time would you prefer to spend on this activity?

	% of Time Currently Spent			% Time Preferred	
	N	Mean		N	Mean
Total	315	8.8		284	8.4
Demographics					
Female	132	10.0	**	118	8.8
Male	147	7.7		133	7.8
Non Hispanic	246	8.6		226	8.4
Hispanic	31	10.1		25	7.3
NonWhite	47	9.9		43	9.6
White	216	8.4		197	7.8
Non Citizen	24	10.8		22	10.4
Citizen	253	8.6		227	8.1
Position					
Distinguished	11	9.8		9	6.8
Professor	111	7.6		99	7.6
Associate	88	10.2		83	9.1
Assistant	85	8.2		81	8.5
Lecurer	19	11.6		11	10.0
College/School					
A&S Humanities	32	8.5		28	6.9
A&S Natural Sciences	75	9.4		68	9.0
A&S Social Sciences	37	10.0		33	9.6
Anderson School of Management	13	4.2		13	5.0
College of Education	40	10.4		39	8.3
Fine Arts, Architecture and Planning	36	8.6		31	7.0
School of Engineering	32	8.0		26	9.2
School of Law	4	7.5		3	15.0
University Libraries & Learning Sciences / University College/Honors College	13	4.5		13	6.9

*Significant at 0.05

**Significant at 0.01

Table A6. 22d. What proportion of your work time do you spend on <u>service</u> and how much time would you prefer to spend on this activity?

	% of Time Currently Spen		% Time Preferred	
	N	Mean	N	Mean
Total	313	12.8	287	9.4
Demographics				
Female	131	13.5	120	10.5
Male	146	12.4	134	8.4
Non Hispanic	245	12.6	229	9.2
Hispanic	31	14.3	25	10.9
NonWhite	50	12.1	46	9.6
White	212	12.9	198	8.9
Non Citizen	24	10.5	21	8.6
Citizen	250	13.1	230	9.6
Position				
Distinguished	11	12.1	8	9.8
Professor	108	12.0	97	9.0
Associate	90	14.1	85	9.5
Assistant	89	12.0	84	9.7
Lecurer	14	16.0	12	10.4
College/School				
A&S Humanities	31	12.1	28	8.5
A&S Natural Sciences	72	12.9	66	8.6
A&S Social Sciences	36	14.6	31	9.0
Anderson School of Management	14	12.5	14	9.6
College of Education	40	15.1	41	11.5
Fine Arts, Architecture and Planning	36	10.7	32	9.2
School of Engineering	31	9.0	26	7.3
School of Law	4	12.5	3	18.3
University Libraries & Learning Sciences / University College/Honors College	15	18.7	15	13.5

*Significant at 0.05

**Significant at 0.01

Table A6. 22e. What proportion of your work time do you spend on <u>administrative activities</u> and how much time would you prefer to spend on this activity?

	% of Time Currently Spent			% Time Preferred	
	N	Mean		N	Mean
Total	290	17.0		238	9.6
Demographics					
Female	119	16.9		97	9.8
Male	137	16.7		115	9.4
Non Hispanic	227	18.1	*	191	10.3
Hispanic	27	10.1		22	7.5
NonWhite	39	9.9		32	6.0
White	205	18.5		172	10.7
Non Citizen	22	9.1		17	7.5
Citizen	233	18.2		194	10.0
Position					
Distinguished	11	10.1		8	6.0
Professor	109	27.0		91	16.1
Associate	79	14.8		70	7.3
Assistant	76	6.6		58	2.8
Lecurer	14	15.6		10	8.5
College/School					
A&S Humanities	27	18.6		24	8.0
A&S Natural Sciences	66	15.1		54	9.3
A&S Social Sciences	32	26.8		28	16.0
Anderson School of Management	12	12.9		11	7.3
College of Education	39	15.0		32	6.4
Fine Arts, Architecture and Planning	35	16.4		25	11.2
School of Engineering	29	14.3		23	8.4
School of Law	3	18.3		2	5.0
University Libraries & Learning Sciences / University College/Honors College	14	23.1		14	12.5

*Significant at 0.05

**Significant at 0.01

Table A6. 22f. What proportion of your work time do you spend on <u>clinical activities</u> and how much time would you prefer to spend on this activity?

	% of Time Currently Spent			% Time Preferred		
	N	Mean		N	Mean	
Total	197	0.6		166	1.0	
Demographics						
Female	92	1.3	**	75	2.1	*
Male	88	0.1		79	0.2	
Non Hispanic	155	0.8		135	1.3	
Hispanic	23	0.0		18	0.1	
NonWhite	32	0.0		26	0.1	
White	141	0.9		123	1.3	
Non Citizen	16	0.0		12	0.2	
Citizen	161	0.8		139	1.2	
Position						
Distinguished	5	2.0		4	2.5	
Professor	62	0.2		53	0.2	
Associate	57	0.3		49	1.2	
Assistant	63	0.9		53	1.1	
Lecurer	9	3.9		6	5.8	
College/School						
A&S Humanities	18	0.0		13	0.0	
A&S Natural Sciences	44	0.1		36	0.1	
A&S Social Sciences	25	0.8		22	0.9	
Anderson School of Management	9	0.0		9	0.0	
College of Education	30	2.8		29	4.7	
Fine Arts, Architecture and Planning	23	0.4		18	0.3	
School of Engineering	18	0.0		15	0.0	
School of Law	3	1.7		2	2.5	
University Libraries & Learning Sciences / University College/Honors College	10	0.0		10	0.0	

*Significant at 0.05

**Significant at 0.01

Table A6. 22g. What proportion of your work time do you spend on <u>mentoring</u> and how much time would you prefer to spend on this activity?

	% of Time Currently Spent			% Time Preferred	
	N	Mean		N	Mean
Total	245	5.1		217	6.1
Demographics					
Female	105	5.1		93	6.2
Male	113	4.9		102	5.5
Non Hispanic	192	4.9	**	174	5.8
Hispanic	24	6.0		20	6.6
NonWhite	41	6.9		37	6.9
White	167	4.4		151	5.5
Non Citizen	18	4.9		15	4.1
Citizen	196	5.1		176	6.1
Position					
Distinguished	8	7.4		7	7.0
Professor	87	5.7		76	7.3
Associate	69	4.9		62	6.2
Assistant	68	4.2		61	4.1
Lecurer	12	5.0		10	7.5
College/School					
A&S Humanities	25	5.4		20	5.0
A&S Natural Sciences	61	6.5		51	6.5
A&S Social Sciences	25	4.3		23	4.1
Anderson School of Management	9	2.8		9	3.9
College of Education	30	6.1		31	7.1
Fine Arts, Architecture and Planning	28	3.6		24	5.6
School of Engineering	25	3.4		23	5.4
School of Law	3	2.7		1	0.0
University Libraries & Learning Sciences / University College/Honors College	12	4.7		13	7.9

*Significant at 0.05

**Significant at 0.01

Table A6. 22h. What proportion of your work time do you spend on <u>extension activities</u> and how much time would you prefer to spend on this activity?

	% of Time Currently Spent		% Time Preferred	
	N	Mean	N	Mean
Total	191	0.2	160	0.6
Demographics				
Female	85	0.2	68	1.0
Male	89	0.2	81	0.3
Non Hispanic	150	0.2	131	0.6
Hispanic	22	0.4	17	1.2
NonWhite	32	0.2	26	0.7
White	135	0.3	119	0.6
Non Citizen	15	0.1	12	0.3
Citizen	156	0.3	134	0.7
Position				
Distinguished	5	0.0	4	0.0
Professor	61	0.2	53	0.2
Associate	56	0.3	47	1.2
Assistant	60	0.3	50	0.6
Lecurer	8	0.0	5	0.0
College/School				
A&S Humanities	19	0.4	15	1.7
A&S Natural Sciences	45	0.4	38	1.0
A&S Social Sciences	23	0.0	19	0.0
Anderson School of Management	9	0.0	9	0.0
College of Education	23	0.3	22	0.8
Fine Arts, Architecture and Planning	23	0.3	18	0.6
School of Engineering	18	0.1	16	0.1
School of Law	3	0.0	1	0.0
University Libraries & Learning Sciences / University College/Honors College	11	0.0	11	0.3

*Significant at 0.05

**Significant at 0.01

Table A6. 22i. What proportion of your work time do you spend on <u>outreach</u> and how much time would you prefer to spend on this activity?

	% of Time Currently Spent		% Time Preferred	
	N	Mean	N	Mean
Total	237	3.8	207	4.2
Demographics				
Female	101	3.4	85	4.3
Male	114	3.3	103	3.8
Non Hispanic	187	3.3	165	3.9
Hispanic	25	3.1	21	4.4
NonWhite	38	2.7	34	4.6
White	167	3.3	146	3.7
Non Citizen	19	2.3	15	3.7
Citizen	192	3.4	169	4.1
Position				
Distinguished	9	3.8	7	4.3
Professor	77	3.7	70	4.1
Associate	62	4.7	55	3.9
Assistant	74	2.9	63	3.8
Lecurer	14	5.4	11	9.5
College/School				
A&S Humanities	21	3.2	17	3.9
A&S Natural Sciences	54	3.4	44	3.0
A&S Social Sciences	27	2.0	24	3.3
Anderson School of Management	11	2.3	11	4.1
College of Education	32	3.2	30	3.7
Fine Arts, Architecture and Planning	28	3.5	24	5.6
School of Engineering	24	2.8	21	3.0
School of Law	3	1.0	2	2.5
University Libraries & Learning Sciences / University College/Honors College	14	7.4	14	7.8

*Significant at 0.05

**Significant at 0.01

Table A6. 22j. What proportion of your work time do you spend on <u>other activities</u> and how much time would you prefer to spend on this activity?

	% of Time Currently Spent		% Time Preferred	
	N	Mean	N	Mean
Total	185	2.7	157	1.8
Demographics				
Female	79	2.5	65	1.9
Male	88	2.4	80	1.6
Non Hispanic	144	2.6	128	1.7
Hispanic	21	1.7	16	1.9
NonWhite	29	1.9	24	2.3
White	129	2.2	116	1.5
Non Citizen	15	0.3	11	0.9
Citizen	149	2.5	131	1.5
Position				
Distinguished	7	5.7	6	5.0
Professor	59	2.5	51	1.3
Associate	53	2.5	46	1.7
Assistant	57	2.4	47	2.1
Lecurer	8	6.3	6	2.5
College/School				
A&S Humanities	15	2.0	12	0.8
A&S Natural Sciences	46	1.8	40	1.5
A&S Social Sciences	23	1.8	20	2.4
Anderson School of Management	10	2.0	9	1.1
College of Education	22	3.0	21	0.8
Fine Arts, Architecture and Planning	20	0.6	16	0.6
School of Engineering	18	0.4	16	0.1
School of Law	2	2.0	1	0.0
University Libraries & Learning Sciences / University College/Honors College	11	13.6	10	9.5

*Significant at 0.05

**Significant at 0.01

Table A6. 23a. I have the equipment and supplies I need to adequately conduct my research

	1 - Agree Strongly	2 - Agree Somewhat	3 - Disagree Somewhat	4 - Disagree Strongly	N/A	Total
Total	21%	38%	22%	12%	8%	348
Demographics						
Female	19%	34%	26%	14%	6%	144
Male	20%	42%	18%	11%	9%	167
Non White	16%	31%	20%	29%	4%	51
White	20%	40%	24%	8%	9%	242
Non Hispanic	20%	37%	24%	11%	8%	274
Hispanic	21%	47%	12%	18%	3%	34
Non citizen	24%	56%	8%	8%	4%	25
Citizen	19%	36%	23%	13%	8%	283
Position						
Distinguished	4%	33%	25%	29%	8%	72
Professor	5%	40%	24%	27%	4%	131
Associate	3%	36%	35%	25%	1%	75
Assistant	0%	33%	36%	29%	2%	42
Lecurer	0%	25%	14%	14%	46%	28
College/School						
A&S Humanities	21%	27%	36%	12%	3%	33
A&S Natural Sciences	16%	41%	25%	10%	8%	88
A&S Social Sciences	20%	48%	18%	8%	8%	40
Anderson School of Management	29%	43%	7%	14%	7%	14
College of Education	9%	29%	27%	22%	13%	45
Fine Arts, Architecture and Planning	20%	35%	23%	20%	3%	40
School of Engineering	26%	41%	15%	9%	9%	34
School of Law	50%	25%	25%	0%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	40%	40%	7%	0%	13%	15

Table A6. 23b. I receive regular maintenance/upgrade of my equipment

	1- Agree Strongly	2 - Agree Somewhat	3 - Disagree Somewhat	4 - Disagree Strongly	N/A	Total
Total	10%	22%	20%	32%	15%	348
Demographics						
Female	8%	24%	18%	34%	15%	144
Male	10%	22%	22%	32%	14%	167
Non White	6%	25%	10%	45%	14%	51
White	9%	22%	22%	31%	16%	242
Non Hispanic	9%	22%	20%	34%	15%	274
Hispanic	9%	29%	21%	32%	9%	34
Non citizen	12%	28%	24%	32%	4%	25
Citizen	8%	23%	19%	34%	16%	283
Position						
Distinguished	6%	37%	14%	31%	11%	35
Professor	1%	30%	36%	26%	6%	77
Associate	9%	43%	27%	19%	3%	70
Assistant	2%	42%	31%	23%	2%	113
Lecurer	0%	21%	13%	42%	25%	53
College/School						
A&S Humanities	3%	30%	21%	36%	9%	33
A&S Natural Sciences	5%	17%	24%	41%	14%	88
A&S Social Sciences	10%	10%	35%	25%	20%	40
Anderson School of Management	21%	36%	14%	14%	14%	14
College of Education	4%	24%	11%	36%	24%	45
Fine Arts, Architecture and Planning	15%	35%	13%	30%	8%	40
School of Engineering	6%	21%	18%	44%	12%	34
School of Law	50%	25%	25%	0%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	27%	40%	7%	7%	20%	15

Table A6. 23c. I would like to receive more department travel funds than I do

	1- Agree Strongly	2 - Agree Somewhat	3 - Disagree Somewhat	4 - Disagree Strongly	N/A	Total
Total	60%	23%	6%	3%	8%	345
Demographics						
Female	70%	17%	3%	4%	5%	144
Male	55%	23%	10%	3%	10%	164
Non White	67%	20%	6%	4%	4%	51
White	62%	20%	7%	4%	8%	239
Non Hispanic	60%	21%	7%	4%	7%	271
Hispanic	79%	12%	3%	0%	6%	34
Non citizen	64%	28%	8%	0%	0%	25
Citizen	62%	20%	6%	4%	8%	280
Position						
Distinguished	1%	32%	30%	33%	3%	207
Professor	5%	44%	23%	22%	6%	79
Associate	0%	45%	27%	23%	5%	22
Assistant	9%	36%	27%	9%	18%	11
Lecurer	12%	35%	15%	4%	35%	26
College/School						
A&S Humanities	70%	18%	6%	3%	3%	33
A&S Natural Sciences	58%	23%	6%	5%	9%	88
A&S Social Sciences	60%	20%	5%	8%	8%	40
Anderson School of Management	57%	14%	14%	7%	7%	14
College of Education	82%	18%	0%	0%	0%	45
Fine Arts, Architecture and Planning	58%	23%	13%	3%	5%	40
School of Engineering	48%	16%	10%	3%	23%	31
School of Law	75%	0%	25%	0%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	67%	20%	7%	0%	7%	15

Table A6. 23d. I have sufficient office space

	1- Agree Strongly	2 - Agree Somewhat	3 - Disagree Somewhat	4 - Disagree Strongly	N/A	Total
Total	61%	24%	9%	4%	1%	348
Demographics						
Female	61%	23%	12%	3%	1%	144
Male	59%	27%	7%	5%	1%	167
Non White	41%	39%	18%	0%	2%	51
White	64%	22%	8%	4%	1%	242
Non Hispanic	59%	25%	10%	4%	1%	274
Hispanic	68%	21%	6%	3%	3%	34
Non citizen	68%	16%	12%	4%	0%	25
Citizen	60%	26%	9%	4%	1%	283
Position						
Distinguished	3%	36%	26%	28%	8%	213
Professor	6%	40%	31%	20%	4%	85
Associate	0%	39%	26%	35%	0%	31
Assistant	0%	21%	21%	36%	21%	14
Lecurer	0%	0%	20%	0%	80%	5
College/School						
A&S Humanities	45%	33%	21%	0%	0%	33
A&S Natural Sciences	61%	26%	5%	5%	3%	88
A&S Social Sciences	65%	20%	13%	3%	0%	40
Anderson School of Management	50%	29%	7%	14%	0%	14
College of Education	62%	31%	4%	2%	0%	45
Fine Arts, Architecture and Planning	55%	18%	18%	8%	3%	40
School of Engineering	68%	21%	6%	6%	0%	34
School of Law	50%	25%	25%	0%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	80%	20%	0%	0%	0%	15

Table A6. 23e. I have sufficient laboratory space

	1 - Agree Strongly	2 - Agree Somewhat	3 - Disagree Somewhat	4 - Disagree Strongly	N/A	Total
Total	14%	12%	7%	11%	55%	346
Demographics						
Female	9%	6%	5%	10%	70%	142
Male	19%	17%	10%	13%	42%	167
Non White	4%	20%	4%	10%	62%	50
White	17%	11%	9%	12%	52%	242
Non Hispanic	15%	12%	8%	12%	53%	274
Hispanic	12%	9%	3%	6%	70%	33
Non citizen	20%	16%	12%	4%	48%	25
Citizen	14%	12%	7%	12%	54%	281
Position						
Distinguished	6%	50%	14%	26%	4%	50
Professor	5%	47%	26%	16%	7%	43
Associate	8%	48%	16%	28%	0%	25
Assistant	0%	26%	41%	33%	0%	39
Lecurer	2%	31%	29%	28%	11%	189
College/School						
A&S Humanities	3%	6%	3%	3%	85%	33
A&S Natural Sciences	20%	14%	14%	7%	46%	87
A&S Social Sciences	25%	10%	8%	10%	48%	40
Anderson School of Management	0%	7%	7%	7%	79%	14
College of Education	7%	2%	7%	23%	61%	44
Fine Arts, Architecture and Planning	5%	10%	5%	23%	58%	40
School of Engineering	38%	32%	3%	15%	12%	34
School of Law	0%	0%	0%	0%	100%	4
University Libraries & Learning Sciences, University and Honors Colleges	0%	7%	0%	0%	93%	15

Table A6. 23f. I have sufficient space for housing research animals

	1- Agree Strongly	2 - Agree Somewhat	3 - Disagree Somewhat	4 - Disagree Strongly	N/A	Total
Total	0%	0%	1%	2%	97%	346
Demographics						
Female	0%	0%	1%	1%	98%	142
Male	0%	1%	2%	2%	95%	167
Non White	0%	2%	0%	2%	96%	50
White	0%	0%	2%	2%	96%	242
Non Hispanic	0%	0%	1%	2%	97%	274
Hispanic	0%	0%	3%	0%	97%	33
Non citizen	0%	4%	8%	0%	88%	25
Citizen	0%	0%	1%	2%	97%	281
Position						
Distinguished	0%	0%	0%	100%	0%	1
Professor	0%	0%	0%	100%	0%	1
Associate	0%	75%	0%	25%	0%	4
Assistant	0%	33%	33%	33%	0%	6
Lecurer	3%	36%	27%	26%	8%	334
College/School						
A&S Humanities	0%	0%	0%	0%	100%	33
A&S Natural Sciences	0%	0%	5%	3%	92%	87
A&S Social Sciences	0%	0%	0%	0%	100%	40
Anderson School of Management	0%	0%	0%	0%	100%	14
College of Education	0%	0%	0%	5%	95%	44
Fine Arts, Architecture and Planning	0%	0%	0%	3%	98%	40
School of Engineering	0%	3%	0%	0%	97%	34
School of Law	0%	0%	0%	0%	100%	4
University Libraries & Learning Sciences, University and Honors Colleges	0%	0%	0%	0%	100%	15

Table A6. 23g. I receive enough internal funding to conduct my research

	1- Agree Strongly	2 - Agree Somewhat	3 - Disagree Somewhat	4 - Disagree Strongly	N/A	Total
Total	6%	20%	23%	35%	16%	344
Demographics						
Female	6%	20%	22%	38%	13%	143
Male	7%	21%	23%	32%	18%	167
Non White	4%	18%	24%	42%	12%	50
White	7%	22%	23%	32%	16%	240
Non Hispanic	7%	20%	24%	34%	15%	272
Hispanic	3%	24%	18%	39%	15%	33
Non citizen	4%	44%	32%	20%	0%	25
Citizen	6%	18%	23%	36%	17%	280
Position						
Distinguished	14%	14%	29%	33%	10%	21
Professor	1%	23%	26%	47%	3%	70
Associate	1%	38%	34%	24%	3%	79
Assistant	3%	43%	28%	23%	3%	120
Lecurer	6%	41%	15%	9%	30%	54
College/School						
A&S Humanities	9%	19%	31%	38%	3%	32
A&S Natural Sciences	5%	15%	20%	38%	23%	88
A&S Social Sciences	8%	25%	23%	28%	18%	40
Anderson School of Management	14%	36%	7%	36%	7%	14
College of Education	2%	24%	24%	44%	4%	45
Fine Arts, Architecture and Planning	8%	33%	15%	35%	10%	40
School of Engineering	3%	6%	30%	30%	30%	33
School of Law	33%	0%	33%	33%	0%	3
University Libraries & Learning Sciences, University and Honors Colleges	13%	27%	33%	7%	20%	15

Table A6. 23h. I receive the amount of technical/computer support I need

	1- Agree Strongly	2 - Agree Somewhat	3 - Disagree Somewhat	4 - Disagree Strongly	N/A	Total
Total	14%	33%	24%	25%	3%	344
Demographics						
Female	12%	34%	21%	30%	3%	143
Male	16%	33%	26%	22%	2%	165
Non White	16%	35%	22%	27%	0%	51
White	14%	34%	25%	24%	3%	239
Non Hispanic	15%	33%	24%	27%	2%	271
Hispanic	12%	44%	24%	18%	3%	34
Non citizen	20%	56%	20%	4%	0%	25
Citizen	13%	32%	24%	28%	3%	280
Position						
Distinguished	4%	24%	22%	39%	10%	49
Professor	3%	37%	30%	26%	4%	115
Associate	4%	43%	23%	27%	4%	84
Assistant	2%	36%	33%	22%	7%	86
Lecurer	0%	30%	10%	10%	50%	10
College/School						
A&S Humanities	9%	39%	21%	30%	0%	33
A&S Natural Sciences	7%	34%	29%	25%	5%	87
A&S Social Sciences	10%	21%	31%	38%	0%	39
Anderson School of Management	29%	43%	0%	29%	0%	14
College of Education	4%	40%	29%	22%	4%	45
Fine Arts, Architecture and Planning	30%	43%	8%	18%	3%	40
School of Engineering	18%	27%	27%	24%	3%	33
School of Law	25%	50%	25%	0%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	33%	27%	13%	27%	0%	15

Table A6. 23i. I have enough office support

	1- Agree Strongly	2 - Agree Somewhat	3 - Disagree Somewhat	4 - Disagree Strongly	N/A	Total
Total	21%	34%	26%	15%	4%	344
Demographics						
Female	21%	30%	26%	18%	5%	141
Male	23%	38%	25%	12%	2%	166
Non White	22%	39%	18%	18%	2%	49
White	22%	33%	28%	14%	4%	240
Non Hispanic	22%	34%	28%	14%	3%	271
Hispanic	27%	42%	9%	15%	6%	33
Non citizen	32%	48%	16%	4%	0%	25
Citizen	21%	32%	27%	16%	4%	279
Position						
Distinguished	5%	30%	22%	29%	14%	73
Professor	3%	37%	25%	28%	7%	117
Associate	0%	38%	30%	30%	2%	91
Assistant	6%	40%	34%	18%	2%	50
Lecurer	0%	31%	23%	15%	31%	13
College/School						
A&S Humanities	22%	41%	16%	19%	3%	32
A&S Natural Sciences	24%	22%	33%	16%	5%	86
A&S Social Sciences	28%	30%	28%	15%	0%	40
Anderson School of Management	21%	43%	21%	14%	0%	14
College of Education	13%	40%	29%	16%	2%	45
Fine Arts, Architecture and Planning	18%	48%	18%	13%	5%	40
School of Engineering	27%	39%	21%	12%	0%	33
School of Law	25%	0%	25%	50%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	20%	40%	13%	7%	20%	15

Table A6. 23j. I have colleagues on campus who do similar research

	1- Agree Strongly	2 - Agree Somewhat	3 - Disagree Somewhat	4 - Disagree Strongly	N/A	Total
Total	23%	39%	17%	12%	8%	345
Demographics						
Female	22%	42%	14%	12%	10%	143
Male	22%	39%	20%	12%	7%	166
Non White	20%	43%	20%	16%	2%	51
White	22%	39%	18%	12%	10%	240
Non Hispanic	22%	39%	18%	14%	7%	272
Hispanic	29%	44%	15%	0%	12%	34
Non citizen	28%	48%	12%	8%	4%	25
Citizen	21%	39%	18%	13%	9%	281
Position						
Distinguished	8%	29%	33%	29%	3%	80
Professor	1%	43%	26%	26%	4%	136
Associate	5%	37%	27%	31%	0%	59
Assistant	0%	42%	28%	26%	5%	43
Lecurer	0%	15%	19%	11%	56%	27
College/School						
A&S Humanities	30%	24%	24%	18%	3%	33
A&S Natural Sciences	18%	40%	14%	15%	13%	87
A&S Social Sciences	23%	35%	30%	8%	5%	40
Anderson School of Management	21%	50%	14%	7%	7%	14
College of Education	16%	41%	16%	18%	9%	44
Fine Arts, Architecture and Planning	23%	45%	15%	13%	5%	40
School of Engineering	26%	38%	15%	12%	9%	34
School of Law	50%	25%	25%	0%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	20%	60%	7%	7%	7%	15

Table A6. 23k. I have colleagues or peers who give me career advice or guidance

	1- Agree Strongly	2 - Agree Somewhat	3 - Disagree Somewhat	4 - Disagree Strongly	N/A	Total
Total	23%	40%	18%	8%	11%	346
Demographics						
Female	26%	45%	17%	6%	6%	143
Male	20%	36%	17%	9%	17%	166
Non White	25%	39%	18%	10%	8%	51
White	20%	43%	17%	7%	13%	240
Non Hispanic	21%	42%	17%	8%	12%	272
Hispanic	35%	32%	24%	0%	9%	34
Non citizen	32%	40%	24%	0%	4%	25
Citizen	21%	40%	17%	9%	13%	281
Position						
Distinguished	4%	18%	26%	50%	3%	78
Professor	2%	40%	27%	24%	6%	139
Associate	2%	36%	38%	21%	3%	61
Assistant	0%	45%	24%	21%	10%	29
Lecurer	10%	49%	15%	0%	26%	39
College/School						
A&S Humanities	24%	39%	33%	3%	0%	33
A&S Natural Sciences	23%	37%	17%	7%	16%	87
A&S Social Sciences	20%	38%	18%	10%	15%	40
Anderson School of Management	14%	43%	29%	7%	7%	14
College of Education	27%	44%	11%	13%	4%	45
Fine Arts, Architecture and Planning	23%	41%	18%	8%	10%	39
School of Engineering	18%	38%	12%	9%	24%	34
School of Law	50%	25%	25%	0%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	20%	73%	0%	0%	7%	15

Table A6. 23l. I have sufficient teaching support (including T.A.s)

	1- Agree Strongly	2 - Agree Somewhat	3 - Dissagree Somewhat	4 - Disagree Strongly	N/A	Total
Total	13%	31%	22%	27%	7%	348
Demographics						
Female	10%	32%	24%	26%	8%	144
Male	15%	32%	20%	28%	5%	167
Non White	10%	31%	16%	33%	10%	51
White	14%	32%	23%	26%	6%	242
Non Hispanic	14%	33%	20%	27%	5%	274
Hispanic	3%	21%	38%	24%	15%	34
Non citizen	12%	28%	20%	32%	8%	25
Citizen	13%	33%	22%	27%	6%	283
Position						
Distinguished	4%	30%	30%	28%	7%	46
Professor	4%	36%	24%	25%	10%	107
Associate	5%	38%	27%	24%	5%	78
Assistant	1%	38%	31%	27%	3%	94
Lecurer	0%	26%	17%	35%	22%	23
College/School						
A&S Humanities	12%	24%	33%	27%	3%	33
A&S Natural Sciences	11%	35%	25%	24%	5%	88
A&S Social Sciences	10%	48%	20%	23%	0%	40
Anderson School of Management	21%	36%	14%	21%	7%	14
College of Education	7%	20%	24%	44%	4%	45
Fine Arts, Architecture and Planning	20%	28%	13%	33%	8%	40
School of Engineering	18%	35%	24%	21%	3%	34
School of Law	25%	25%	25%	25%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	7%	33%	7%	7%	47%	15

Table A6. 23m. I have sufficient clinical support

	1- Agree Strongly	2 - Agree Somewhat	3 - Disagree Somewhat	4 - Disagree Strongly	N/A	Total
Total	1%	2%	2%	5%	90%	338
Demographics						
Female	1%	3%	1%	7%	88%	138
Male	1%	1%	2%	4%	91%	164
Non White	0%	2%	2%	6%	90%	49
White	1%	2%	2%	5%	90%	237
Non Hispanic	1%	2%	1%	5%	90%	268
Hispanic	0%	3%	3%	9%	84%	32
Non citizen	0%	4%	0%	0%	96%	24
Citizen	1%	2%	2%	7%	89%	275
Position						
Distinguished Professor	25%	25%	0%	50%	0%	4
Professor	0%	17%	33%	33%	17%	6
Associate	0%	50%	0%	33%	17%	6
Assistant	0%	22%	44%	28%	6%	18
Lecurer	3%	37%	26%	26%	7%	304
College/School						
A&S Humanities	0%	0%	0%	0%	100%	32
A&S Natural Sciences	0%	0%	1%	3%	95%	86
A&S Social Sciences	3%	3%	0%	0%	95%	39
Anderson School of Management	7%	0%	0%	0%	93%	14
College of Education	2%	5%	7%	25%	61%	44
Fine Arts, Architecture and Planning	0%	5%	0%	8%	88%	40
School of Engineering	0%	0%	3%	3%	94%	31
School of Law	0%	25%	0%	0%	75%	4
University Libraries & Learning Sciences, University and Honors Colleges	0%	0%	0%	0%	100%	14

Table A6. 24a-g. Please indicate whether you have ever served on any of the following committees in your department

Table 7-24 — Please indicate whether you have ever served on any of the following committees in your department

	Space		Salaries		Promotion		Faculty Search		Curriculum (graduate and/or undergraduate)		Graduate admission		Diversity committee	
	N	% Yes	N	% Yes	N	% Yes	N	% Yes	N	% Yes	N	% Yes	N	% Yes
Total	270	19.3%	269	29.0%	272	50.0%	277	82.7%	273	67.0%	275	63.6%	268	9.7%
Female	112	14.3%	111	31.5%	113	47.8%	117	84.6%	114	66.7%	115	66.1%	113	11.5%
Male	134	20.9%	134	27.6%	135	52.6%	136	80.1%	135	65.2%	135	60.7%	132	7.6%
Hispanic	24	25.0%	24	20.8%	24	58.3%	25	96.0%	24	66.7%	25	84.0%	25	32.0%
Nonhispanic	220	17.7%	218	30.3%	221	49.3%	225	80.4%	222	65.8%	222	60.8%	217	6.5%
Nonwhite	44	13.6%	42	21.4%	43	46.5%	44	90.9% *	44	72.7%	43	62.8%	42	19.0%
White	190	19.5%	191	32.5%	193	50.3%	196	79.6%	193	64.2%	194	63.4%	190	6.3%
Noncitizen	19	5.3%	19	26.3%	20	35.0%	20	75.0%	20	45.0%	20	55.0%	20	10.0%
Citizen	223	18.8%	222	30.2%	224	52.7%	229	83.0%	225	67.6% *	226	64.2%	221	9.5%
Anderson Schoc	71	5.6%	71	4.2%	72	6.9%	72	63.9%	71	42.3%	73	46.6%	70	7.1%
A&S Natural Sci	182	25.3% *	182	41.2% *	183	71.0% *	187	93.6%	185	77.8% *	185	74.1% *	182	11.5%
No dependent children	100	16.0%	101	21.8%	101	34.7%	103	73.8%	102	55.9%	102	52.0%	101	6.9%
With dependen	146	20.5%	144	34.7%	147	62.6%	150	87.3%	147	73.5%	148	70.3%	144	11.1%
Natural Science	66	22.7%	66	56% *	66	60.6%	68	79.4%	67	70.1%	68	72.1%	67	6.0%
Humanities	26	3.8%	26	42% *	27	44.4%	29	89.7%	28	89.3% *	27	81.5%	27	11.1%
Social Science	33	15.2%	33	45%	33	51.5%	33	81.8%	33	48.5% *	33	69.7%	32	3.1%
Engineering	29	20.7%	29	0% *	29	55.2%	29	79.3%	29	75.9%	29	55.2%	28	0.0%
Education	36	11.1%	36	6%	36	38.9%	36	80.6%	36	55.6%	36	63.9%	36	22.2%
Other	56	25.0%	55	13% *	57	45.6%	58	84.5%	56	62.5%	57	45.6%	55	12.7%

Table A6. 25a-g. Please indicate whether you have ever served on any of the following committees in your department

Table 7-25 — Please indicate whether you have ever served on any of the following committees in your department

	Space		Salaries		Promotion		Faculty Search		Curriculum (graduate and/or undergraduate)		Graduate admission		Diversity committee	
	N	% Yes	N	% Yes	N	% Yes	N	% Yes	N	% Yes	N	% Yes	N	% Yes
Total	279	7.5%	278	11.2%	283	25.1%	290	47.2%	287	32.4%	283	27.2%	275	2.2%
Female	117	2.6%	117	10.3%	118	21.2%	120	741.7%	119	31.9%	118	26.3%	114	2.6%
Male	138	10.1%	137	10.9%	141	29.1%	145	48.3%	144	32.6%	140	25.7%	137	1.5%
Hispanic	29	0.0%	29	10.3%	29	27.6%	31	48.4%	30	33.3%	29	37.9%	30	13.3%
Nonhispanic	224	7.6%	223	10.8%	227	24.7%	231	44.6%	231	31.6%	227	24.7%	219	0.5%
Nonwhite	45	2.2%	45	4.4%	45	24.4%	46	43.5%	46	32.6%	45	28.9%	44	2.3%
White	196	7.7%	196	12.2%	200	25.0%	203	44.8%	201	29.9%	199	24.6%	193	0.5%
Noncitizen	19	0.0%	19	10.5%	20	10.0%	20	35.0%	21	23.8%	20	20.0%	19	0.0%
Citizen	232	6.9%	231	10.8%	235	27.2%	241	46.9%	238	33.6%	234	26.9%	228	2.2%
Anderson Scl	72	2.8%	72	0.0%	72	0.0%	72	6.9%	72	1.4%	73	1.4%	71	0.0%
A&S Natural	190	10.0% *	189	16.4% *	194	36.6% *	199	64.8% *	197	45.7% *	193	39.4% *	187	3.2%
No dependent children	104	4.8%	104	7.7%	106	17.0%	108	36.1%	105	21.0%	105	21.9%	103	1.9%
With depend	151	8.6%	150	12.7%	153	32.7%	157	52.2%	158	40.5%	153	30.1%	148	2.0%
Natural Scier	68	5.9%	69	17%	70	27.1%	71	47.9%	70	35.7%	69	34.8%	68	2.9%
Humanities	29	0.0%	29	7%	30	23.3%	31	38.7%	30	36.7%	30	30.0%	29	0.0%
Social Scienc	35	8.6%	35	29% *	35	20.0%	35	40.0%	35	25.7%	35	22.9%	34	0.0%
Engineering	28	7.1%	28	0% *	30	26.7%	30	56.7%	30	36.7%	29	20.7%	28	0.0%
Education	35	0.0%	35	0% *	35	17.1%	36	30.6%	36	16.7%	35	28.6%	34	5.9%
Other	60	13.3%	58	5%	59	33.9%	62	53.2%	62	37.1%	60	20.0%	58	1.7%

Table A6. 26a-h. Please indicate whether you currently hold, or have ever held any of the following positions on UNM campus

Table 7-26 — Please indicate whether you currently hold, or have ever held any of the following positions on UNM Campus

	Assistant or associate chair		Department Chair		Assistant or associate dean		Dean		Director of center/institute		Principal investigator on a research grant		Principal investigator on an educational grant		Department Graduate Director	
	N	% Yes	N	% Yes	N	% Yes	N	% Yes	N	% Yes	N	% Yes	N	% Yes	N	% Yes
Total	267	15.0%	272	15.0%	265	5.0%	261	2.0%	267	20.0%	286	55.0%	269	23.0%	202	19.5%
Female	108	14.8%	110	11.8%	107	0.9%	107	2.8%	109	14.7%	117	42.7%	109	19.3%	135	17.8%
Male	135	14.8%	138	16.7%	133	6.0% *	130	1.5%	136	25.7% *	143	64.3% *	136	23.5%	108	20.4%
Nonhispanic	213	16.4% *	217	15.2% *	210	4.3%	207	2.4%	215	22.8% *	228	56.1% *	214	21.0%	212	19.8%
Hispanic	28	0.0%	29	6.9%	29	3.4%	29	0.0%	29	3.4%	30	36.7%	29	20.7%	30	13.3%
Nonwhite	67	16.4%	67	13.4%	67	7.5%	66	3.0%	65	18.5%	72	59.7%	68	29.4%	67	23.9%
White	200	14.0%	205	16.1% *	198	4.0%	195	2.1%	202	20.8%	214	53.7%	201	20.4%	200	18.0%
Noncitizen	18	5.6%	18	5.6%	17	0.0%	17	0.0%	18	5.6%	19	52.6%	18	11.1%	19	15.8%
Citizen	221	15.8%	226	15.5%	219	3.7%	216	1.9%	223	22.0%	237	55.3%	223	22.0%	220	19.1%
Anderson School	73	1.4%	72	0.0%	73	0.0%	72	0.0%	72	1.4%	74	33.8%	73	8.2%	73	1.4%
A&S Natural Scie	176	21.6% *	182	23.1% *	174	7.5% *	171	3.5%	177	28.8% *	193	67.4% *	178	29.8% *	177	28.8%
No dependent children	99	10.1%	100	13.0%	98	2.0%	96	0.0%	100	16.0%	103	44.7%	99	14.1%	99	15.2%
With dependent c	144	18.8%	148	15.5%	142	5.6%	141	3.5%	145	23.4%	157	60.5%	146	28.1%	144	21.5%
Natural Science	64	17.2%	66	15%	63	3.2%	62	1.6%	65	30.8%	70	65.7%	65	26.2%	65	23.1%
Humanities	26	23.1%	25	20%	24	0.0%	24	0.0%	25	12.0%	27	25.9% *	25	8.0%	25	28.0%
Social Science	34	11.8%	34	18%	34	5.9%	33	6.1%	34	29.4%	36	55.6%	34	17.6%	34	20.6%
Engineering	27	22.2%	28	4%	28	3.6%	28	3.6%	28	28.6%	31	80.6% *	28	32.1%	28	21.4%
Education	34	5.9%	36	6%	35	0.0%	34	0.0%	35	5.7% *	36	61.1%	36	30.6%	35	14.3%
Other	58	12.1%	59	17%	56	7.1%	56	1.8%	58	12.1%	60	35.0% *	57	14.0%	56	10.7%

Table A6. 27a-h. Please indicate whether you currently hold, or have ever held any of the following positions outside UNM

Table 7-27	Please indicate if you hold or have ever helf the following leadership postions at UNM												
	President or high-level leadership position in a professional organization			President or high-level leadership position in a service organization (includng community service)			Chair of a major committee in a professional organization or association			Editor of a Journal			Member of a national commission panel?	
	N	% Yes		N	% Yes		N	% Yes		N	% Yes		N	% Yes
Total	328	30.8%		321	22.7%		327	40.1%		326	23.6%		327	21.4%
Female	138	30.4%		132	21.2%		136	39.7%		133	18.8%		135	23.0%
Male	159	28.3%		159	23.3%		160	39.4%		161	25.5%		161	18.6%
Hispanic	32	34.4%		32	31.3%		31	35.5%		32	18.8%		31	35.5% *
Nonhispanic	263	28.5%		256	20.7%		262	39.7%		259	22.8%		263	18.6%
Nonwhite	49	34.7% *		49	30.6% *		50	44.0% *		50	16.0%		49	24.5%
White	232	27.6%		224	18.3%		228	37.3%		228	23.7% *		230	18.3%
Noncitizen	25	12.0%		23	0.0%		24	8.3%		23	0.0%		23	8.7%
Citizen	269	31.2%		265	24.5%		269	43.1%		268	25.0%		270	21.9%
Tenured Facuty	88	15.9%		87	10.3%		88	13.6%		86	8.1%		87	3.4%
Untenured	220	37.7%		214	28.0%		219	52.5%		221	31.7%		219	29.7%
No dependent children	99	10.1%		100	13.0%		98	2.0%		96	0.0%		100	16.0%
With dependent children	144	18.8%		148	15.5%		142	5.6%		141	3.5%		145	23.4%
Natural Science	83	26.5%		82	10%		82	46.3%		83	25.3%		83	27.7%
A&S Humanities	33	30.3%		31	13%		31	22.6%		30	13.3%		30	10.0%
Social Science	38	21.1%		38	24%		38	28.9%		37	29.7%		39	17.9%
Engineering	32	15.6%		32	19%		34	38.2%		34	41.2%		33	18.2%
Education	43	34.9%		42	36%		43	48.8%		43	14.0%		43	25.6%
Other	69	40.6%		66	35%		68	41.2%		68	17.6%		69	17.4%

Table A6. 28. Do you have an interest in taking on any formal leadership positions at UNM (e.g Provost-level, dean, chair, director of center/institute, section/area head)?

Table 7-28	Do you have an interest in taking on any formal leadership positions at UNM (e.g provost-level, dean, chair, director of center/institute, section/area head)	
	N	% Yes
Total	323	50.8%
Female	137	43.1%
Male	157	58.0%
Hispanic	33	45.5%
Nonhispanic	259	51.7%
Nonwhite	49	53.1%
White	228	49.6%
Noncitizen	25	52.0%
Citizen	266	52.3%
Tenured Faculty	83	41.0%
Untenured	216	58.8%
Distiguished	10	60.0%
Professor	117	65.0%
Associate	89	50.6%
Assistant	83	41.0%
Lecturer	23	13.0%
A&S Humanities	31	41.9%
A&S Social Sciences	37	45.9%
Anderson School of Management	14	64.3%
College of Education	41	46.3%
Fine Arts, Architecture and Planning	37	62.2%
Natural Sciences	83	47.0%
School of Engineering	34	58.8%
School of Law	4	100.0%
University Libraries & Learning Sciences / University College/Honors College	14	50.0%

Table A6. 29. Are there barriers that will prevent you from taking on such a position?

	N	% Yes
Total	175	49.1%
Female	61	59.0%
Male	99	40.4%
Hispanic	16	68.8%
Nonhispanic	142	45.8%
Nonwhite	27	55.6%
White	122	46.7%
Noncitizen	12	41.7%
Citizen	150	48.7%
Tenured Faculty	37	51.4%
Untenured	133	48.9%
Distiguished	6	16.7%
Professor	81	46.9%
Associate	46	56.5%
Assistant	37	51.4%
Lecturer	5	40.0%
A&S Humanities	13	53.8%
A&S Natural Sciences	41	43.9%
A&S Social Sciences	20	45.0%
Anderson School of Management	8	87.5%
College of Education	22	72.7%
Fine Arts, Architecture and Planning	26	34.6%
School of Engineering	19	26.3%
School of Law	4	75.0%
University Libraries & Learning Sciences / University College/Honors College	8	50.0%

Table A6. 31a. I am treated with respect by my colleagues

	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	Total
Total	52%	35%	10%	3%	301
Demographics					
Female	45%	36%	13%	6%	130
Male	58%	32%	9%	1%	150
Non White	48%	24%	20%	9%	46
White	54%	36%	8%	2%	217
Non Hispanic	52%	33%	11%	3%	248
Hispanic	41%	38%	14%	7%	29
Non citizen	71%	21%	8%	0%	24
Citizen	50%	35%	10%	4%	252
Homosexual	52%	24%	10%	14%	21
Heterosexual	51%	36%	11%	3%	247
College/School					
A&S Humanities	55%	27%	9%	9%	33
A&S Natural Sciences	41%	41%	15%	3%	78
A&S Social Sciences	62%	27%	5%	5%	37
Anderson School of Management	50%	25%	17%	8%	12
College of Education	40%	35%	20%	5%	40
Fine Arts, Architecture and Planning	55%	42%	3%	0%	33
School of Engineering	78%	16%	6%	0%	32
School of Law	14%	29%	0%	0%	7
University Libraries & Learning Sciences / University College/Honors College	50%	50%	0%	0%	12

Table A6. 31b. I am treated with respect by my students

	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	Total
Total	70%	28%	2%	0%	299
Demographics					
Female	67%	29%	3%	1%	130
Male	72%	27%	1%	0%	149
Non White	70%	30%	0%	0%	47
White	70%	28%	1%	0%	215
Non Hispanic	72%	26%	2%	0%	247
Hispanic	52%	45%	3%	0%	29
Non citizen	75%	25%	0%	0%	24
Citizen	69%	29%	2%	0%	251
Homosexual	71%	29%	0%	0%	21
Heterosexual	69%	29%	2%	0%	246
College/School					
A&S Humanities	61%	33%	3%	3%	33
A&S Natural Sciences	71%	25%	4%	0%	76
A&S Social Sciences	70%	30%	0%	0%	37
Anderson School of Management	67%	33%	0%	0%	12
Anderson School of Management	66%	34%	0%	0%	32
College of Education	65%	33%	3%	0%	40
Fine Arts, Architecture and Planning	79%	21%	0%	0%	33
School of Law	100%	0%	0%	0%	3
University Libraries & Learning Sciences / University College/Honors College	77%	23%	0%	0%	13

Table A6. 31c. I am treated with respect by my staff

	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	Total
Total	76%	20%	3%	1%	300
Demographics					
Female	75%	19%	5%	2%	131
Male	77%	20%	3%	1%	149
Non White	66%	26%	9%	0%	47
White	79%	18%	2%	1%	216
Non Hispanic	77%	19%	3%	1%	248
Hispanic	69%	28%	3%	0%	29
Non citizen	79%	17%	4%	0%	24
Citizen	75%	20%	4%	1%	252
Homosexual	76%	10%	10%	5%	21
Heterosexual	76%	21%	2%	1%	247
College/School					
A&S Humanities	73%	9%	15%	3%	33
A&S Natural Sciences	81%	15%	3%	1%	78
A&S Social Sciences	81%	19%	0%	0%	37
Anderson School of Management	83%	8%	8%	0%	12
College of Education	65%	35%	0%	0%	40
Fine Arts, Architecture and Planning	73%	21%	3%	3%	33
School of Engineering	74%	26%	0%	0%	31
School of Law	100%	0%	0%	0%	3
University Libraries & Learning Sciences / University College/Honors College	77%	23%	0%	0%	13

Table A6. 31d. I am treated with respect by department chair

		Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	Total
	Total	65%	23%	5%	7%	295
Demographics						
	Female	60%	26%	6%	7%	129
	Male	71%	19%	3%	7%	147
	Non White	65%	20%	7%	9%	46
	White	67%	23%	4%	7%	213
	Non Hispanic	66%	22%	5%	8%	244
	Hispanic	69%	28%	3%	0%	29
	Non citizen	87%	9%	0%	4%	23
	Citizen	64%	24%	5%	7%	249
	Homosexual	71%	5%	10%	14%	21
	Heterosexual	65%	25%	4%	6%	243
College/School						
	A&S Humanities	70%	15%	9%	6%	33
	A&S Natural Sciences	63%	27%	4%	7%	75
	A&S Social Sciences	64%	22%	0%	14%	36
	Anderson School of Management	58%	25%	0%	17%	12
	College of Education	55%	25%	13%	8%	40
	Fine Arts, Architecture and Planning	73%	21%	3%	3%	33
	School of Engineering	84%	13%	0%	3%	32
	School of Law	67%	0%	33%	0%	3
	University Libraries & Learning Sciences / University College/Honors College	58%	42%	0%	0%	12

Table A6. 31e. I feel excluded from an informal network in my department

	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	Total
Total	12%	24%	27%	37%	301
Demographics					
Female	13%	29%	26%	32%	131
Male	11%	19%	25%	44%	150
Non White	23%	17%	32%	28%	47
White	9%	25%	24%	42%	217
Non Hispanic	13%	24%	24%	39%	249
Hispanic	7%	28%	31%	34%	29
Non citizen	8%	17%	21%	54%	24
Citizen	13%	24%	26%	37%	253
Homosexual	19%	14%	19%	48%	21
Heterosexual	11%	25%	26%	38%	248
College/School					
A&S Humanities	6%	27%	24%	42%	33
A&S Natural Sciences	19%	22%	28%	31%	78
A&S Social Sciences	3%	32%	14%	51%	37
Anderson School of Management	17%	42%	17%	25%	12
College of Education	23%	15%	38%	25%	40
Fine Arts, Architecture and Planning	6%	18%	30%	45%	33
School of Engineering	9%	25%	19%	47%	32
School of Law	0%	100%	0%	0%	3
University Libraries & Learning Sciences / University College/Honors College	8%	15%	23%	54%	13

Table A6. 31f. I encounter informal hierarchies in my department along the lines of gender

	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	Total
Total	10%	17%	23%	50%	299
Demographics					
Female	15%	22%	24%	39%	131
Male	5%	11%	23%	61%	148
Non White	17%	15%	23%	45%	47
White	8%	17%	23%	52%	216
Non Hispanic	10%	15%	23%	51%	247
Hispanic	7%	21%	28%	45%	29
Non citizen	8%	13%	13%	67%	24
Citizen	10%	16%	25%	49%	251
Homosexual	30%	5%	20%	45%	20
Heterosexual	8%	17%	24%	51%	247
College/School					
A&S Humanities	19%	22%	22%	38%	32
A&S Natural Sciences	9%	26%	19%	45%	77
A&S Social Sciences	3%	16%	24%	57%	37
Anderson School of Management	8%	17%	25%	50%	12
College of Education	20%	10%	30%	40%	40
Fine Arts, Architecture and Planning	6%	6%	30%	58%	33
School of Engineering	0%	0%	25%	75%	32
School of Law	33%	33%	0%	33%	3
University Libraries & Learning Sciences / University College/Honors College	15%	15%	15%	54%	13

Table A6. 31g. I encounter informal hierarchies in my department along the lines of race/ethnicity

	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	Total
Total	8%	12%	23%	57%	298
Demographics					
Female	13%	20%	22%	45%	130
Male	4%	5%	23%	68%	148
Non White	17%	26%	17%	40%	47
White	5%	9%	25%	61%	215
Non Hispanic	7%	11%	23%	60%	246
Hispanic	21%	24%	28%	28%	29
Non citizen	8%	13%	8%	71%	24
Citizen	8%	12%	24%	56%	250
Homosexual	25%	10%	30%	35%	20
Heterosexual	7%	13%	23%	58%	246
College/School					
A&S Humanities	13%	13%	31%	44%	32
A&S Natural Sciences	5%	11%	17%	67%	76
A&S Social Sciences	5%	5%	35%	54%	37
Anderson School of Management	17%	8%	17%	58%	12
College of Education	18%	20%	23%	40%	40
Fine Arts, Architecture and Planning	3%	18%	24%	55%	33
School of Engineering	0%	0%	25%	75%	32
School of Law	33%	33%	0%	33%	3
University Libraries & Learning Sciences / University College/Honors College	15%	23%	8%	54%	13

Table A6. 31h. I encounter informal hierarchies in my department along the lines of sexual orientation

	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	Total
Total	4%	5%	23%	68%	295
Demographics					
Female	6%	9%	20%	65%	127
Male	3%	1%	22%	74%	148
Non White	7%	7%	18%	69%	45
White	3%	5%	21%	70%	215
Non Hispanic	3%	5%	21%	70%	245
Hispanic	10%	3%	24%	62%	29
Non citizen	8%	0%	8%	83%	24
Citizen	4%	5%	22%	69%	247
Homosexual	24%	5%	24%	48%	21
Heterosexual	2%	5%	21%	71%	243
College/School					
A&S Humanities	6%	6%	21%	67%	33
A&S Natural Sciences	1%	3%	17%	79%	75
A&S Social Sciences	5%	5%	27%	62%	37
Anderson School of Management	0%	0%	50%	50%	12
College of Education	11%	11%	24%	55%	38
Fine Arts, Architecture and Planning	3%	6%	19%	72%	32
School of Engineering	0%	0%	22%	78%	32
School of Law	0%	67%	0%	33%	3
University Libraries & Learning Sciences / University College/Honors College	8%	0%	15%	77%	13

Table A6. 31i. I encounter unwritten rules concerning how one is expected to interact with colleagues

	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	Total
Total	14%	26%	19%	41%	297
Demographics					
Female	20%	29%	22%	29%	129
Male	8%	22%	18%	52%	148
Non White	26%	21%	23%	30%	47
White	11%	26%	18%	44%	214
Non Hispanic	13%	26%	18%	43%	244
Hispanic	17%	21%	34%	28%	29
Non citizen	8%	13%	25%	54%	24
Citizen	14%	27%	19%	40%	249
Homosexual	24%	19%	29%	29%	21
Heterosexual	13%	26%	19%	42%	245
College/School					
A&S Humanities	24%	21%	27%	27%	33
A&S Natural Sciences	11%	28%	15%	47%	75
A&S Social Sciences	5%	30%	35%	30%	37
Anderson School of Management	25%	42%	8%	25%	12
College of Education	33%	28%	10%	28%	39
Fine Arts, Architecture and Planning	3%	18%	24%	55%	33
School of Engineering	3%	16%	19%	63%	32
School of Law	67%	0%	0%	33%	3
University Libraries & Learning Sciences / University College/Honors College	8%	31%	15%	46%	13

Table A6. 31j. Colleagues in my department solicit my opinion about work related matters (such as teaching, research, and services)

	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	Total
Total	35%	48%	11%	6%	300
Demographics					
Female	35%	47%	12%	6%	130
Male	36%	48%	10%	6%	150
Non White	38%	47%	6%	9%	47
White	35%	47%	12%	6%	216
Non Hispanic	36%	46%	12%	6%	248
Hispanic	24%	62%	3%	10%	29
Non citizen	38%	42%	13%	8%	24
Citizen	35%	48%	11%	6%	252
Homosexual	38%	33%	10%	19%	21
Heterosexual	36%	49%	11%	5%	247
College/School					
A&S Humanities	25%	50%	16%	9%	32
A&S Natural Sciences	36%	51%	9%	4%	78
Anderson School of Management	33%	25%	25%	17%	12
College of Education	25%	48%	15%	13%	40
Fine Arts, Architecture and Planning	42%	42%	9%	6%	33
School of Engineering	31%	56%	13%	0%	32
School of Law	67%	33%	0%	0%	3
University Libraries & Learning Sciences / University College/Honors College	54%	38%	0%	8%	13
A&S Social Sciences	43%	46%	8%	3%	37

Table A6. 31k. In my department I feel that my research is considered mainstream

	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	Total
Total	21%	37%	30%	12%	293
Demographics					
Female	16%	33%	38%	13%	128
Male	25%	41%	23%	11%	146
Non White	28%	23%	40%	9%	47
White	20%	40%	27%	13%	211
Non Hispanic	21%	37%	29%	13%	242
Hispanic	21%	38%	38%	3%	29
Non citizen	33%	50%	13%	4%	24
Citizen	20%	36%	32%	13%	246
Homosexual	20%	35%	25%	20%	20
Heterosexual	21%	37%	30%	12%	243
College/School					
A&S Humanities	9%	34%	44%	13%	32
A&S Natural Sciences	23%	35%	29%	13%	75
A&S Social Sciences	25%	33%	33%	8%	36
Anderson School of Management	8%	42%	33%	17%	12
College of Education	23%	33%	28%	15%	39
Fine Arts, Architecture and Planning	15%	45%	30%	9%	33
School of Engineering	26%	52%	16%	6%	31
School of Law	0%	33%	33%	33%	3
University Libraries & Learning Sciences / University College/Honors College	38%	23%	31%	8%	13

Table A6. 31l. I feel that my colleagues value my research

	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	Total
Total	26%	43%	22%	9%	292
Demographics					
Female	21%	45%	23%	11%	128
Male	32%	42%	19%	8%	145
Non White	26%	36%	32%	6%	47
White	28%	44%	18%	9%	211
Non Hispanic	28%	43%	20%	10%	242
Hispanic	21%	48%	24%	7%	29
Non citizen	50%	42%	4%	4%	24
Citizen	24%	44%	22%	10%	245
Homosexual	33%	33%	24%	10%	21
Heterosexual	26%	45%	19%	10%	242
College/School					
A&S Humanities	16%	59%	22%	3%	32
A&S Natural Sciences	31%	37%	21%	11%	75
A&S Social Sciences	37%	34%	20%	9%	35
Anderson School of Management	17%	42%	42%	0%	12
College of Education	18%	51%	15%	15%	39
Fine Arts, Architecture and Planning	24%	39%	30%	6%	33
School of Engineering	35%	45%	13%	6%	31
School of Law	0%	67%	0%	33%	3
University Libraries & Learning Sciences / University College/Honors College	23%	54%	15%	8%	13

Table A6. 31m. I do a great deal of work that is not formally recognized by my department

	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	Total
Total	33%	64%	88%	12%	298
Demographics					
Female	41%	27%	23%	9%	128
Male	27%	36%	22%	15%	150
Non White	34%	34%	17%	15%	47
White	32%	30%	26%	12%	214
Non Hispanic	33%	33%	22%	13%	246
Hispanic	34%	24%	28%	14%	29
Non citizen	17%	26%	30%	26%	23
Citizen	35%	31%	22%	11%	251
Homosexual	62%	19%	14%	5%	21
Heterosexual	31%	33%	22%	13%	245
College/School					
A&S Humanities	47%	28%	22%	3%	32
A&S Natural Sciences	31%	34%	17%	18%	77
A&S Social Sciences	30%	38%	24%	8%	37
Anderson School of Management	27%	55%	9%	9%	11
College of Education	50%	13%	30%	8%	40
Fine Arts, Architecture and Planning	30%	33%	24%	12%	33
School of Engineering	19%	34%	31%	16%	32
School of Law	0%	33%	0%	67%	3
University Libraries & Learning Sciences / University College/Honors College	31%	38%	15%	15%	13

Table A6. 31n. I feel like I "fit" in my department

	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	Total
Total	34%	38%	20%	8%	298
Demographics					
Female	28%	43%	19%	10%	129
Male	39%	33%	21%	7%	150
	35%	37%	17%	11%	46
White	35%	37%	20%	8%	216
Non Hispanic	34%	37%	21%	9%	247
Hispanic	38%	45%	10%	7%	29
Non citizen	42%	42%	13%	4%	24
Citizen	33%	37%	21%	9%	251
Homosexual	33%	33%	14%	19%	21
Heterosexual	33%	38%	21%	7%	246
College/School					
A&S Humanities	27%	39%	30%	0%	33
A&S Natural Sciences	28%	37%	26%	3%	78
A&S Social Sciences	34%	37%	20%	3%	35
Anderson School of Management	25%	33%	17%	0%	12
College of Education	30%	25%	25%	18%	40
Fine Arts, Architecture and Planning	36%	48%	12%	24%	33
School of Engineering	47%	44%	6%	3%	32
School of Law	33%	33%	0%	33%	3
University Libraries & Learning Sciences / University College/Honors College	54%	46%	0%	8%	13

Table A6. 31o. I feel isolated in my department

	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	Total
Total	10%	22%	26%	43%	300
Demographics					
Female	13%	22%	25%	39%	130
Male	8%	20%	25%	47%	150
Non White	13%	17%	34%	36%	47
White	10%	23%	22%	45%	216
Non Hispanic	10%	21%	25%	43%	248
Hispanic	10%	17%	31%	41%	29
Non citizen	0%	13%	17%	71%	24
Citizen	12%	22%	26%	40%	252
Homosexual	29%	5%	29%	38%	21
Heterosexual	9%	23%	25%	43%	247
College/School					
A&S Humanities	12%	24%	33%	30%	33
A&S Natural Sciences	9%	23%	26%	42%	78
A&S Social Sciences	14%	27%	19%	41%	37
Anderson School of Management	17%	17%	25%	42%	12
College of Education	21%	13%	31%	36%	39
Fine Arts, Architecture and Planning	6%	24%	12%	58%	33
School of Engineering	3%	22%	25%	50%	32
School of Law	33%	0%	33%	33%	3
University Libraries & Learning Sciences / University College/Honors College	0%	8%	38%	54%	13

Table A6. 31p. I feel isolated on the UNM campus overall

	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	Total
Total	8%	22%	30%	40%	299
Demographics					
Female	9%	24%	28%	40%	129
Male	7%	22%	29%	43%	150
Non White	13%	19%	38%	30%	47
White	6%	23%	26%	45%	215
Non Hispanic	8%	22%	28%	42%	248
Hispanic	7%	32%	32%	29%	28
Non citizen	0%	13%	25%	63%	24
Citizen	8%	24%	28%	39%	251
Homosexual	14%	10%	38%	38%	21
Heterosexual	7%	25%	26%	41%	246
College/School					
A&S Humanities	15%	27%	18%	39%	33
A&S Natural Sciences	5%	26%	27%	42%	77
A&S Social Sciences	5%	19%	38%	38%	37
Anderson School of Management	8%	33%	25%	33%	12
College of Education	13%	18%	28%	43%	40
Fine Arts, Architecture and Planning	6%	33%	24%	36%	33
School of Engineering	6%	9%	31%	53%	32
School of Law	0%	33%	33%	33%	3
University Libraries & Learning Sciences / University College/Honors College	0%	17%	42%	42%	12

Table A6. 32a. I feel like a full and equal participant in the problem-solving and decision making process

	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	Total
Total	34%	36%	16%	14%	306
Demographics					
Female	30%	35%	17%	18%	131
Male	39%	36%	15%	10%	154
Non White	25%	33%	23%	19%	48
White	38%	35%	15%	12%	219
Hispanic	13%	65%	16%	6%	31
Non Hispanic	37%	32%	16%	15%	251
Non citizen	58%	21%	17%	4%	24
Citizen	32%	37%	16%	15%	257
Untenured	26%	36%	23%	15%	84
Tenured	38%	37%	13%	12%	202
College/School					
A&S Humanities	33%	33%	24%	9%	33
A&S Natural Sciences	35%	29%	16%	19%	79
A&S Social Sciences	43%	32%	16%	8%	37
Anderson School of Management	46%	31%	8%	15%	13
College of Education	20%	38%	15%	28%	40
Fine Arts, Architecture and Planning	26%	46%	23%	6%	35
School of Engineering	44%	44%	9%	3%	32
School of Law	0%	67%	0%	33%	3
University College	46%	38%	0%	15%	13

Table A6. 32b. I have a voice in how resources are allocated

	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	Total
Total	20%	32%	26%	22%	304
Demographics					
Female	16%	29%	26%	29%	129
Male	23%	34%	24%	19%	154
Non White	15%	27%	23%	35%	48
White	22%	30%	26%	21%	217
Hispanic	3%	39%	45%	13%	31
Non Hispanic	22%	31%	23%	24%	249
Non citizen	22%	39%	30%	9%	23
Citizen	20%	30%	24%	25%	256
Untenured	14%	29%	30%	27%	83
Tenured	23%	33%	25%	19%	202
College/School					
A&S Humanities	18%	39%	27%	15%	33
A&S Natural Sciences	22%	34%	24%	20%	79
A&S Social Sciences	38%	24%	22%	16%	37
Anderson School of Management	25%	25%	25%	25%	12
College of Education	8%	20%	28%	45%	40
Fine Arts, Architecture and Planning	14%	23%	29%	34%	35
School of Engineering	19%	45%	23%	13%	31
School of Law	0%	33%	0%	67%	3
University College	23%	38%	31%	8%	13

Table A6. 32c. Meetings allow for all participants to share their views

	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	Total
Total	38%	35%	18%	9%	304
Demographics					
Female	33%	36%	20%	11%	130
Male	43%	36%	14%	7%	153
Non White	23%	43%	23%	11%	47
White	42%	34%	16%	8%	218
Hispanic	33%	40%	27%	0%	30
Non Hispanic	39%	35%	16%	10%	250
Non citizen	55%	27%	18%	0%	22
Citizen	37%	37%	16%	10%	257
Untenured	33%	35%	20%	12%	82
Tenured	42%	35%	16%	7%	202
College/School					
A&S Humanities	36%	45%	9%	9%	33
A&S Natural Sciences	41%	32%	20%	8%	79
A&S Social Sciences	44%	28%	19%	8%	36
Anderson School of Management	46%	23%	15%	15%	13
College of Education	23%	25%	33%	20%	40
Fine Arts, Architecture and Planning	34%	54%	6%	6%	35
School of Engineering	45%	52%	3%	0%	31
School of Law	33%	0%	67%	0%	3
University College	38%	31%	23%	8%	13

Table A6. 32d. Committee assignments are rotated fairly to allow for participation of all faculty

	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	Total
Total	26%	38%	22%	14%	300
Demographics					
Female	23%	35%	24%	17%	127
Male	31%	41%	18%	11%	152
Non White	26%	33%	20%	22%	46
White	27%	39%	22%	12%	217
Hispanic	17%	34%	34%	14%	29
Non Hispanic	28%	39%	20%	13%	248
Non citizen	42%	29%	21%	8%	24
Citizen	25%	39%	21%	14%	251
Untenured	27%	40%	15%	19%	81
Tenured	27%	37%	25%	12%	200
College/School					
A&S Humanities	15%	52%	18%	15%	33
A&S Natural Sciences	27%	30%	29%	14%	77
A&S Social Sciences	29%	37%	14%	20%	35
Anderson School of Management	31%	54%	8%	8%	13
College of Education	18%	29%	26%	26%	38
Fine Arts, Architecture and Planning	31%	46%	17%	6%	35
School of Engineering	34%	38%	19%	9%	32
School of Law	33%	0%	67%	0%	3
University College	38%	54%	8%	0%	13

Table A6. 32e. My department chair involves me in decision making

	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	Total
Total	36%	36%	15%	12%	300
Demographics					
Female	33%	36%	13%	17%	129
Male	38%	36%	17%	9%	151
Non White	36%	36%	16%	13%	45
White	37%	37%	14%	12%	218
Hispanic	19%	55%	16%	10%	31
Non Hispanic	38%	34%	15%	13%	247
Non citizen	43%	43%	4%	9%	23
Citizen	36%	35%	16%	13%	253
Untenured	27%	42%	13%	18%	84
Tenured	41%	34%	15%	10%	196
College/School					
A&S Humanities	42%	33%	15%	9%	33
A&S Natural Sciences	38%	35%	15%	12%	78
A&S Social Sciences	49%	30%	3%	19%	37
Anderson School of Management	33%	25%	33%	8%	12
College of Education	18%	49%	15%	18%	39
Fine Arts, Architecture and Planning	24%	45%	21%	9%	33
School of Engineering	41%	38%	13%	9%	32
School of Law	33%	0%	33%	33%	3
University College	46%	38%	8%	8%	13

Table A6. 32f. The same group always makes decisions in my department

	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	Total
Total	21%	36%	26%	17%	302
Demographics					
Female	22%	35%	27%	16%	129
Male	20%	36%	27%	18%	152
Non White	22%	37%	26%	15%	46
White	21%	35%	27%	17%	219
Hispanic	7%	47%	30%	17%	30
Non Hispanic	23%	34%	27%	16%	249
Non citizen	4%	33%	33%	29%	24
Citizen	22%	36%	26%	16%	253
Untenured	28%	34%	25%	13%	83
Tenured	20%	36%	26%	18%	200
College/School					
A&S Humanities	9%	45%	27%	18%	33
A&S Natural Sciences	24%	24%	29%	22%	78
A&S Social Sciences	19%	42%	25%	14%	36
Anderson School of Management	46%	54%	0%	0%	13
College of Education	31%	36%	23%	10%	39
Fine Arts, Architecture and Planning	11%	34%	40%	14%	35
School of Engineering	19%	28%	34%	19%	32
School of Law	67%	0%	33%	0%	3
University College	15%	62%	0%	23%	13

Appendix 7

Satisfaction with UNM

Table A7. 33. How satisfied are you, in general, with your job at UNM?

	Very Satisfied	Somewhat Satisfied	Somewhat Dissatisfied	Very Dissatisfied	Total
Total	24%	49%	21%	7%	333
Demographic information					
Female	23%	51%	20%	6%	142
Male	26%	47%	22%	5%	167
Nonhispanic	25%	46%	22%	6%	272
Hispanic	21%	59%	15%	6%	34
Nonwhite	24%	47%	20%	10%	51
White	25%	49%	21%	5%	240
Non citizen	28%	56%	12%	4%	25
Citizen	23%	48%	22%	6%	281
Position					
Distinguished	60%	20%	10%	10%	10
Professor	18%	55%	22%	5%	118
Associate	16%	48%	27%	9%	92
Assistant	31%	46%	17%	6%	89
Lecturer	38%	46%	8%	8%	24
College					
A&S Humanities	21%	42%	27%	9%	33
A&S Natural Science	20%	49%	25%	6%	88
A&S Social Sciences	28%	48%	18%	8%	40
Anderson School of Management	36%	29%	7%	29%	14
College of Education	14%	55%	27%	5%	44
Fine Arts, Architecture and Planning	25%	45%	25%	5%	40
School of Engineering	32%	56%	12%	0%	34
School of Law	50%	50%	0%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	40%	47%	7%	7%	15

Table A7. 34. How satisfied are you, in general, with the way your career has progressed at UNM?

	Very Satisfied	Somewhat Satisfied	Somewhat Dissatisfied	Very Dissatisfied	Total
Total	26%	47%	21%	6%	329
Demographic information					
Female	22%	48%	23%	7%	141
Male	30%	46%	18%	5%	164
Nonhispanic	28%	45%	21%	6%	271
Hispanic	13%	68%	10%	10%	31
Nonwhite	14%	51%	24%	10%	49
White	30%	45%	20%	5%	239
Noncitizen	14%	51%	24%	10%	24
Citizen	30%	45%	20%	5%	278
Position					
Distinguished	78%	11%	0%	11%	9
Professor	27%	46%	21%	6%	117
Associate	16%	48%	27%	9%	92
Assistant	26%	56%	15%	2%	87
Lecturer	29%	33%	25%	13%	24
College					
A&S Humanities	15%	48%	33%	3%	33
A&S Natural Science	21%	50%	21%	8%	86
A&S Social Sciences	31%	46%	18%	5%	39
Anderson School of Management	21%	43%	14%	21%	14
College of Education	14%	59%	18%	9%	44
Fine Arts, Architecture and Planning	31%	44%	21%	5%	39
School of Engineering	44%	41%	15%	0%	34
School of Law	50%	25%	25%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	53%	27%	20%	0%	15

Table A7. 37. In the last five years, while at UNM, have you received a formal or informal outside job offer that you took to your department chair or dean?

	%Yes	Total
Total	18%	319
Demographic Information		
Female	12%	138
Male	22%	162
Non Hispanic	17%	264
Hispanic	15%	33
Non White	22%	49
White	15%	236
Non Citizen	4%	25
Citizen	19%	272
Position		
Distinguished	30%	10
Professor	26%	115
Associate	18%	88
Assistant	6%	84
Lecturer	10%	21
College		
A&S Humanities	9%	33
A&S Natural Science	24%	87
A&S Social Sciences	13%	39
Anderson School of Management	14%	14
College of Education	14%	42
Fine Arts, Architecture and Planning	24%	38
School of Engineering	16%	32
School of Law	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	8%	13

Table A7. 38. Has that formal or informal outside job offer(s) resulted to adjustment to…

	Salary		Summer salary			Administrative responsibilities			Course load			Clinical load		Leave time			Special timing of tenure clock			Equipment, laboratory, or			Employment for spouse or partner	
	N	% Agreed	N	% Agreed		N	% Agreed		N	% Agreed		N	% Agreed	N	% Agreed		N	% Agreed		N	% Agreed		N	% Agreed
Total	63	49.2%	60	13.3%		61	21.3%		61	23		58	0.0%	59	5.1%		56	5.4		59	18.6%		58	6.9%
Female	19	52.6%	19	0.0%		19	5.3%		19	15.8%		19	0.0%	19	10.5%		19	5.3%		19	5.3%		19	15.8%
Male	38	52.6%	35	22.9%	*	36	30.6%	*	36	27.8%		33	0.0%	34	2.9%		31	6.5%		34	29.4%	*	33	3.0%
Nonwhite	12	41.7%	12	16.7%	*	12	33.3%		12	8.3%		12	0.0%	12	8.3%		12	8.3%		12	33.3%		12	16.7%
White	39	56.4%	36	11.1%		37	16.2%		37	27.0%		34	0.0%	35	2.9%		33	6.1%		35	17.1%		35	5.7%
Hispanic	6	50.0%	6	50.0%		6	50.0%		6	16.7%		6	0.0%	6	0.0%		6	0.0%		6	16.7%		6	16.7%
Nonhispanic	50	54.0%	48	10.4%		49	18.4%		49	24.5%		46	0.0%	47	4.3%		45	6.7%		47	21.3%		46	6.5%
Untenured	6	16.7%	6	16.7%		6	16.7%		6	16.7%		6	0.0%	6	0.0%		6	0.0%		6	0.0%		6	0.0%
Tenured	53	54.7%	50	14.0%		51	23.5%		51	23.5%		48	0.0%	49	6.1%		46	6.5%		49	22.4%		48	8.3%
Natural Science	21	62%	19	21.1%		20	15.0%		20	25.0%		19	0.0%	19	0.0%		18	0.0%		19	31.6%		19	10.5%
Humanities	3	66.7%	3	0.0%		3	0.0%		3	0.0%	*	3	0.0%	3	66.7%	*	2	50.0%	*	3	33.3%		3	33.3%
Social Science	5	100.0%	*	5	40.0%		4	25.0%		5	80.0%	*	4	0.0%	4	0.0%		4	0.0%		4	0.0%		4	0.0%
Engineering	6	66.7%	5	0.0%		6	66.7%		5	0.0%	*	5	0.0%	5	0.0%		5	0.0%		5	40.0%		5	0.0%
Education	7	14.3%	*	7	28.6%		7	28.6%		7	14.3%		7	0.0%	7	0.0%		7	0.0%		7	14.3%		7	0.0%
Other	15	40.0%	15	0.0%		15	13.3%		15	20.0%		14	0.0%	15	6.7%		14	14.3%		15	6.7%		14	7.1%

Has that formal or informal outside job offer(s) resulted in adjustment to. . .

Table A7. 39. In the next three years, how likely are you to leave UNM

	1- Very likely	2- Somewhat Unlikely	3- Neither likely nor unlikely	4- Somewhat unlikely	5- Very unlikely	Total
Total	14%	28%	24%	16%	18%	319
Demographic Information						
Female	9%	27%	24%	18%	22%	139
Male	17%	29%	24%	15%	15%	162
Non Hispanic	14%	28%	25%	15%	17%	266
Hispanic	3%	19%	19%	28%	31%	32
Non White	14%	32%	18%	12%	24%	50
White	13%	27%	25%	18%	17%	236
Non Citizen	4%	25%	21%	25%	25%	24
Citizen	14%	28%	24%	16%	18%	274
Position						
Distinguished	22%	33%	11%	0%	33%	9
Professor	16%	33%	23%	13%	15%	112
Associate	13%	27%	23%	18%	19%	88
Assistant	9%	23%	29%	19%	20%	86
Lecturer	21%	21%	21%	25%	13%	24
College						
A&S Humanities	13%	22%	22%	16%	28%	32
A&S Natural Sciences	12%	36%	26%	15%	12%	86
A&S Social Sciences	13%	35%	25%	13%	15%	40
Anderson School of Management	33%	17%	8%	8%	33%	12
College of Education	14%	27%	20%	18%	20%	44
Fine Arts, Architecture and Planning	10%	13%	36%	21%	21%	39
School of Engineering	6%	25%	25%	28%	16%	32
School of Law	0%	25%	50%	25%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	20%	40%	7%	7%	27%	15

Table A7. 40a. To what extent have you considered the following as a reason to leave UNM?
<u>To increase your salary</u>

	Not at all	To some extent	To a great extent	Not Applicable	Total
Total	16%	29%	51%	5%	321
Demographics					
Female	15%	31%	47%	6%	140
Male	16%	25%	55%	4%	163
Non White	10%	30%	54%	6%	50
White	17%	29%	49%	5%	235
Non Hispanic	15%	28%	52%	4%	267
Hispanic	18%	24%	48%	9%	33
Non citizen	13%	29%	46%	13%	24
Citizen	15%	28%	52%	4%	276
Colleges/Schools					
A&S Humanities	12%	30%	55%	3%	33
A&S Natural Sciences	10%	29%	57%	5%	84
A&S Social Sciences	26%	21%	54%	0%	39
Anderson School of Management	23%	23%	54%	0%	13
College of Education	22%	29%	40%	9%	45
Fine Arts, Architecture and Planning	8%	21%	64%	8%	39
School of Engineering	18%	38%	35%	9%	34
School of Law	0%	50%	50%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	21%	29%	50%	0%	14

Table A7. 40b. To what extent have you considered the following as a reason to leave UNM?
<u>**To improve your prospect for tenure?**</u>

	Not at all	To some extent	To a great extent	Not Applicable	Total
Total	54%	7%	4%	35%	319
Demographics					
Female	47%	9%	7%	37%	137
Male	58%	5%	2%	34%	164
Non White	52%	10%	10%	28%	50
White	53%	7%	3%	37%	233
Non Hispanic	52%	7%	5%	37%	265
Hispanic	58%	9%	3%	30%	33
Non citizen	57%	9%	4%	30%	23
Citizen	53%	7%	4%	36%	275
Colleges/Schools					
A&S Humanities	53%	13%	3%	31%	32
A&S Natural Sciences	44%	7%	4%	46%	85
A&S Social Sciences	64%	3%	5%	28%	39
Anderson School of Management	50%	0%	8%	42%	12
College of Education	56%	11%	4%	29%	45
Fine Arts, Architecture and Planning	50%	5%	8%	37%	38
School of Engineering	56%	6%	0%	38%	34
School of Law	50%	0%	0%	50%	4
University Libraries & Learning Sciences, University and Honors Colleges	71%	7%	7%	14%	14

Table A7. 40c. To what extent have you considered the following as a reason to leave UNM?
To enhance your career in other ways?

	Not at all	To some extent	To a great extent	Not Applicable	Total
Total	14%	40%	40%	6%	322
Demographics					
Female	14%	42%	35%	9%	139
Male	15%	38%	42%	5%	164
Non White	14%	44%	38%	4%	50
White	16%	39%	39%	7%	235
Non Hispanic	14%	38%	41%	7%	267
Hispanic	24%	58%	15%	3%	33
Non citizen	29%	29%	29%	13%	24
Citizen	13%	41%	40%	6%	276
Colleges/Schools					
A&S Humanities	18%	39%	39%	3%	33
A&S Natural Sciences	13%	40%	38%	9%	85
A&S Social Sciences	18%	38%	44%	0%	39
Anderson School of Management	8%	54%	38%	0%	13
College of Education	16%	44%	31%	9%	45
Fine Arts, Architecture and Planning	5%	41%	41%	13%	39
School of Engineering	26%	29%	38%	6%	34
School of Law	0%	50%	50%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	14%	36%	50%	0%	14

Table A7. 40d. To what extent have you considered the following as a reason to leave UNM?
<u>**To find a more supportive work environment?**</u>

	Not at all	To some extent	To a great extent	Not Applicable	Total
Total	30%	27%	37%	7%	321
Demographics					
Female	28%	29%	36%	7%	138
Male	32%	26%	35%	7%	164
Non White	30%	24%	40%	6%	50
White	30%	29%	34%	6%	234
Non Hispanic	29%	28%	36%	7%	266
Hispanic	39%	24%	30%	6%	33
Non citizen	41%	23%	23%	14%	22
Citizen	28%	29%	37%	6%	277
Colleges/Schools					
A&S Humanities	25%	31%	41%	3%	32
A&S Natural Sciences	22%	28%	43%	7%	86
A&S Social Sciences	44%	28%	28%	0%	39
Anderson School of Management	17%	42%	42%	0%	12
College of Education	31%	18%	42%	9%	45
Fine Arts, Architecture and Planning	28%	26%	33%	13%	39
School of Engineering	35%	32%	18%	15%	34
School of Law	25%	25%	50%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	43%	29%	29%	0%	14

Table A7. 40e. To what extent have you considered the following as a reason to leave UNM? To increase your time to do research?

	Not at all	To some extent	To a great extent	Not Applicable	Total
Total	25%	31%	35%	10%	322
Demographics					
Female	23%	34%	34%	10%	140
Male	27%	30%	34%	9%	163
Non White	24%	29%	41%	6%	49
White	25%	31%	33%	10%	236
Non Hispanic	25%	32%	34%	9%	267
Hispanic	30%	30%	27%	12%	33
Non citizen	25%	21%	38%	17%	24
Citizen	24%	33%	33%	9%	276
Colleges/Schools					
A&S Humanities	18%	45%	33%	3%	33
A&S Natural Sciences	23%	33%	35%	9%	86
A&S Social Sciences	31%	28%	36%	5%	39
Anderson School of Management	25%	25%	42%	8%	12
College of Education	13%	31%	44%	11%	45
Fine Arts, Architecture and Planning	18%	33%	31%	18%	39
School of Engineering	44%	18%	24%	15%	34
School of Law	50%	25%	25%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	21%	50%	21%	7%	14

Table A7. 40f. To what extent have you considered the following as a reason to leave UNM?
<u>**To pursue a nonacademic job?**</u>

	Not at all	To some extent	To a great extent	Not Applicable	Total
Total	58%	20%	7%	16%	320
Demographics					
Female	55%	24%	6%	15%	139
Male	61%	18%	5%	16%	163
Non White	57%	18%	8%	16%	49
White	60%	21%	5%	15%	235
Non Hispanic	58%	22%	5%	15%	267
Hispanic	61%	12%	9%	18%	33
Non citizen	67%	8%	0%	25%	24
Citizen	57%	22%	6%	15%	275
Colleges/Schools					
A&S Humanities	55%	18%	6%	21%	33
A&S Natural Sciences	60%	18%	5%	18%	85
A&S Social Sciences	77%	15%	8%	0%	39
Anderson School of Management	46%	8%	8%	38%	13
College of Education	58%	21%	5%	16%	43
Fine Arts, Architecture and Planning	54%	21%	5%	21%	39
School of Engineering	56%	26%	6%	12%	34
School of Law	0%	75%	0%	25%	4
University Libraries & Learning Sciences, University and Honors Colleges	50%	29%	7%	14%	14

Table A7. 40g. To what extent have you considered the following as a reason to leave UNM?
To reduce stress?

	Not at all	To some extent	To a great extent	Not Applicable	Total
Total	39%	29%	22%	10%	322
Demographics					
Female	31%	35%	21%	13%	140
Male	47%	26%	18%	9%	163
Non White	44%	26%	20%	10%	50
White	38%	31%	20%	11%	235
Non Hispanic	41%	29%	20%	10%	267
Hispanic	36%	33%	18%	12%	33
Non citizen	48%	22%	13%	17%	23
Citizen	39%	30%	21%	10%	277
Colleges/Schools					
A&S Humanities	30%	36%	18%	15%	33
A&S Natural Sciences	41%	29%	20%	9%	85
A&S Social Sciences	54%	28%	18%	0%	39
Anderson School of Management	31%	15%	23%	31%	13
College of Education	24%	38%	27%	11%	45
Fine Arts, Architecture and Planning	31%	36%	23%	10%	39
School of Engineering	56%	18%	12%	15%	34
School of Law	50%	50%	0%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	36%	21%	36%	7%	14

Table A7. 40h. To what extent have you considered the following as a reason to leave UNM? To address child-related issues?

	Not at all	To some extent	To a great extent	Not Applicable	Total
Total	53%	17%	3%	27%	319
Demographics					
Female	53%	17%	3%	27%	138
Male	63%	9%	3%	25%	163
Non White	53%	16%	4%	27%	49
White	59%	13%	3%	25%	235
Non Hispanic	59%	13%	3%	25%	267
Hispanic	53%	13%	0%	34%	32
Non citizen	63%	8%	4%	25%	24
Citizen	58%	13%	3%	26%	274
Colleges/Schools					
A&S Humanities	52%	21%	3%	24%	33
A&S Natural Sciences	60%	13%	4%	24%	84
A&S Social Sciences	79%	11%	3%	8%	38
Anderson School of Management	46%	23%	0%	31%	13
College of Education	55%	9%	2%	34%	44
Fine Arts, Architecture and Planning	56%	13%	0%	31%	39
School of Engineering	59%	6%	6%	29%	34
School of Law	25%	25%	0%	50%	4
University Libraries & Learning Sciences, University and Honors Colleges	43%	14%	7%	36%	14

Table A7. 40i. To what extent have you considered the following as a reason to leave UNM?
<u>**To improve the employment situation of your spouse or partner?**</u>

	Not at all	To some extent	To a great extent	Not Applicable	Total
Total	52%	20%	9%	19%	321
Demographics					
Female	46%	25%	5%	24%	138
Male	57%	16%	12%	15%	164
Non White	51%	18%	6%	24%	49
White	52%	20%	10%	17%	236
Non Hispanic	52%	20%	9%	19%	268
Hispanic	53%	19%	9%	19%	32
Non citizen	54%	17%	17%	13%	24
Citizen	52%	20%	8%	20%	275
Colleges/Schools					
A&S Humanities	45%	15%	18%	21%	33
A&S Natural Sciences	51%	24%	8%	18%	85
A&S Social Sciences	74%	8%	13%	5%	39
Anderson School of Management	31%	31%	8%	31%	13
College of Education	57%	14%	5%	25%	44
Fine Arts, Architecture and Planning	46%	21%	10%	23%	39
School of Engineering	53%	24%	9%	15%	34
School of Law	50%	0%	0%	50%	4
University Libraries & Learning Sciences, University and Honors Colleges	36%	43%	0%	21%	14

Table A7. 40j. To what extent have you considered the following as a reason to leave UNM? To lower your cost of living?

	Not at all	To some extent	To a great extent	Not Applicable	Total
Total	74%	9%	3%	14%	319
Demographics					
Female	71%	11%	2%	16%	138
Male	79%	4%	4%	12%	163
Non White	69%	10%	4%	16%	49
White	77%	7%	3%	13%	234
Non Hispanic	75%	8%	4%	13%	266
Hispanic	76%	3%	0%	21%	33
Non citizen	70%	4%	0%	26%	23
Citizen	76%	8%	4%	13%	275
Colleges/Schools					
A&S Humanities	82%	3%	3%	12%	33
A&S Natural Sciences	73%	9%	4%	14%	85
A&S Social Sciences	95%	3%	0%	3%	39
Anderson School of Management	75%	0%	8%	17%	12
College of Education	68%	5%	0%	27%	44
Fine Arts, Architecture and Planning	63%	16%	5%	16%	38
School of Engineering	74%	6%	3%	18%	34
School of Law	75%	25%	0%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	71%	14%	14%	0%	14

Table A7. 40k. To what extent have you considered the following as a reason to leave UNM? Retirement?

	Not at all	To some extent	To a great extent	Not Applicable	Total
Total	53%	19%	12%	16%	317
Demographics					
Female	52%	22%	7%	19%	135
Male	54%	16%	15%	15%	165
Non White	61%	14%	4%	20%	49
White	51%	20%	14%	15%	234
Non Hispanic	53%	20%	12%	15%	266
Hispanic	59%	13%	3%	25%	32
Non citizen	67%	4%	0%	29%	24
Citizen	52%	20%	12%	16%	273
Colleges/Schools					
A&S Humanities	61%	16%	10%	13%	31
A&S Natural Sciences	59%	16%	8%	17%	83
A&S Social Sciences	54%	26%	13%	8%	39
Anderson School of Management	46%	15%	15%	23%	13
College of Education	52%	16%	9%	23%	44
Fine Arts, Architecture and Planning	43%	20%	13%	25%	40
School of Engineering	47%	26%	9%	18%	34
School of Law	50%	25%	0%	25%	4
University Libraries & Learning Sciences, University and Honors Colleges	57%	14%	29%	0%	14

Table A7. 40l. To what extent have you considered the following as a reason to leave UNM?
To adjust your clinical load?

	Not at all	To some extent	To a great extent	Not Applicable	Total
Total	42%	1%	30%	57%	313
Demographics					
Female	39%	1%	0%	60%	134
Male	44%	1%	1%	55%	162
Non White	41%	2%	0%	57%	49
White	41%	0%	0%	58%	230
Non Hispanic	41%	1%	0%	57%	261
Hispanic	47%	3%	0%	50%	32
Non citizen	42%	4%	0%	54%	24
Citizen	41%	1%	0%	58%	270
Colleges/Schools					
A&S Humanities	23%	0%	0%	77%	30
A&S Natural Sciences	41%	0%	0%	59%	80
A&S Social Sciences	44%	0%	0%	56%	39
Anderson School of Management	54%	0%	0%	46%	13
College of Education	57%	2%	2%	39%	44
Fine Arts, Architecture and Planning	41%	0%	0%	59%	39
School of Engineering	41%	3%	0%	56%	34
School of Law	25%	25%	0%	50%	4
University Libraries & Learning Sciences, University and Honors Colleges	29%	0%	0%	71%	14

Appendix 8

UNM Programs and Resources

Table A8. 42a. How valuable is the following program? <u>Suspension of tenure clock</u>

	Never heard of program	Very valuable	Quite valuable	Somewhat valuable	Not at all valuable	Total
Total	29%	31%	18%	16%	5%	312
Demographics						
Female	26%	42%	17%	12%	4%	139
Male	33%	22%	18%	20%	7%	165
Non Hispanic	30%	29%	20%	16%	5%	269
Hispanic	27%	52%	3%	12%	6%	33
Non White	33%	32%	15%	18%	2%	60
White	29%	31%	19%	15%	6%	252
Non Citizen	48%	32%	12%	8%	0%	25
Citizen	28%	30%	18%	17%	6%	276
No dependent children	34%	24%	19%	16%	7%	123
With dependent children	26%	35%	19%	16%	5%	183
Uses day care	28%	48%	11%	11%	2%	54
Position						
Distinguished	20%	30%	30%	10%	10%	10
Professor	20%	26%	24%	24%	5%	111
Associate	19%	41%	19%	19%	3%	86
Assistant	43%	35%	12%	5%	6%	84
Lecturer	76%	5%	5%	5%	10%	21
College/School						
A&S Humanities	18%	48%	18%	15%	0%	33
A&S Natural Sciences	29%	28%	16%	23%	4%	82
A&S Social Sciences	23%	35%	23%	10%	10%	40
Anderson School of Management	29%	29%	0%	29%	14%	14
College of Education	42%	35%	14%	2%	7%	43
Fine Arts, Architecture and Planning	35%	15%	23%	20%	8%	40
School of Engineering	32%	29%	26%	12%	0%	34
School of Law	25%	25%	0%	50%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	20%	33%	27%	7%	13%	15

Table A8. 42b. How valuable is the following program? <u>Spousal Accommodation</u>

	Never heard of program	Very valuable	Quite valuable	Somewhat valuable	Not at all valuable	Total
Total	30%	35%	18%	14%	4%	309
Demographics						
Female	30%	37%	16%	13%	3%	134
Male	29%	32%	19%	15%	5%	165
Non Hispanic	29%	35%	18%	14%	4%	265
Hispanic	36%	30%	18%	9%	6%	33
Non White	38%	34%	15%	8%	5%	61
White	28%	35%	19%	15%	4%	248
Non Citizen	44%	32%	8%	16%	0%	25
Citizen	28%	35%	19%	14%	4%	271
No dependent children	38%	25%	20%	16%	2%	122
With dependent children	24%	41%	17%	13%	6%	180
Uses day care	29%	48%	13%	8%	2%	52
Position						
Distinguished	10%	30%	20%	30%	10%	10
Professor	17%	40%	21%	16%	6%	111
Associate	23%	43%	17%	13%	4%	83
Assistant	46%	29%	14%	10%	1%	83
Lecturer	68%	0%	18%	14%	0%	22
College/School						
A&S Humanities	21%	42%	18%	18%	0%	33
A&S Natural Sciences	21%	41%	19%	16%	3%	80
A&S Social Sciences	13%	45%	18%	20%	5%	40
Anderson School of Management	46%	15%	8%	15%	15%	13
College of Education	55%	24%	17%	2%	2%	42
Fine Arts, Architecture and Planning	30%	38%	10%	15%	8%	40
School of Engineering	35%	29%	26%	6%	3%	34
School of Law	75%	0%	0%	25%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	20%	13%	33%	27%	7%	15

Table A8. 42c. How valuable is the following program? <u>Parental leave</u>

	Never heard of program	Very valuable	Quite valuable	Somewhat valuable	Not at all valuable	Total
Total	15%	52%	20%	9%	4%	311
Demographics						
Female	11%	64%	16%	5%	4%	138
Male	17%	43%	23%	12%	4%	164
Non Hispanic	15%	52%	21%	9%	4%	268
Hispanic	12%	61%	15%	6%	6%	33
Non White	17%	51%	15%	12%	5%	59
White	14%	53%	21%	8%	4%	252
Non Citizen	24%	52%	12%	8%	4%	25
Citizen	14%	52%	22%	9%	4%	274
No dependent children	19%	43%	23%	10%	5%	122
With dependent children	11%	58%	19%	8%	4%	182
Uses day care	13%	65%	17%	4%	2%	54
Position						
Distinguished	10%	30%	40%	10%	10%	10
Professor	7%	56%	20%	14%	4%	111
Associate	8%	55%	23%	7%	7%	84
Assistant	25%	56%	11%	6%	2%	84
Lecturer	41%	23%	36%	0%	0%	22
College/School						
A&S Humanities	12%	67%	18%	3%	0%	33
A&S Natural Sciences	13%	56%	16%	13%	1%	82
A&S Social Sciences	10%	58%	20%	10%	3%	40
Anderson School of Management	23%	46%	15%	8%	8%	13
College of Education	24%	45%	24%	2%	5%	42
Fine Arts, Architecture and Planning	13%	53%	13%	13%	10%	40
School of Engineering	15%	44%	32%	3%	6%	34
School of Law	25%	0%	25%	50%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	0%	47%	33%	7%	13%	15

Table A8. 42d. How valuable is the following program? <u>New Faculty Orientation</u>

	Never heard of program	Very valuable	Quite valuable	Somewhat valuable	Not at all valuable	Total
Total	2%	26%	23%	39%	10%	312
Demographics						
Female	1%	30%	19%	40%	9%	139
Male	3%	23%	25%	38%	11%	164
Non Hispanic	2%	26%	22%	38%	11%	268
Hispanic	0%	26%	24%	47%	3%	34
Non White	3%	32%	22%	35%	8%	60
White	2%	25%	23%	40%	10%	252
Non Citizen	0%	32%	28%	40%	0%	25
Citizen	2%	26%	22%	39%	11%	275
No dependent children	2%	22%	23%	41%	12%	123
With dependent children	2%	30%	23%	37%	9%	182
Uses day care	2%	23%	15%	51%	9%	53
Position						
Distinguished	0%	50%	20%	20%	10%	10
Professor	1%	29%	24%	40%	6%	111
Associate	0%	26%	28%	36%	9%	85
Assistant	2%	24%	17%	44%	13%	84
Lecturer	14%	14%	23%	32%	18%	22
College/School						
A&S Humanities	0%	21%	21%	36%	21%	33
A&S Natural Sciences	1%	23%	24%	45%	7%	83
A&S Social Sciences	3%	20%	20%	38%	20%	40
Anderson School of Management	0%	23%	31%	38%	8%	13
College of Education	2%	30%	23%	40%	5%	43
Fine Arts, Architecture and Planning	0%	33%	23%	40%	5%	40
School of Engineering	9%	38%	15%	24%	15%	34
School of Law	0%	0%	0%	100%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	0%	27%	33%	40%	0%	15

Table A8. 42e. How valuable is the following program? <u>New Faculty Workshops</u>

	Never heard of program	Very valuable	Quite valuable	Somewhat valuable	Not at all valuable	Total
Total	11%	21%	22%	36%	10%	311
Demographics						
Female	12%	27%	18%	35%	8%	139
Male	10%	16%	25%	37%	12%	163
Non Hispanic	12%	21%	21%	36%	10%	267
Hispanic	3%	24%	29%	41%	3%	34
Non White	10%	27%	20%	32%	10%	59
White	11%	19%	23%	37%	10%	252
Non Citizen	16%	24%	24%	36%	0%	25
Citizen	11%	20%	21%	36%	11%	274
No dependent children	12%	20%	18%	40%	11%	123
With dependent children	10%	22%	24%	33%	10%	181
Uses day care	17%	19%	19%	33%	12%	52
Position						
Distinguished	30%	30%	20%	10%	10%	10
Professor	7%	23%	23%	41%	6%	111
Associate	7%	20%	25%	35%	13%	84
Assistant	14%	20%	19%	36%	11%	85
Lecturer	24%	14%	24%	24%	14%	21
College/School						
A&S Humanities	3%	15%	24%	39%	18%	33
A&S Natural Sciences	17%	18%	17%	41%	6%	82
A&S Social Sciences	10%	15%	18%	33%	23%	39
Anderson School of Management	0%	15%	15%	62%	8%	13
College of Education	7%	20%	32%	36%	5%	44
Fine Arts, Architecture and Planning	13%	30%	25%	28%	5%	40
School of Engineering	12%	29%	21%	24%	15%	34
School of Law	25%	0%	0%	75%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	13%	27%	33%	27%	0%	15

Table A8. 42f. How valuable is the following program? <u>Ombuds for faculty</u>

	Never heard of program	Very valuable	Quite valuable	Somewhat valuable	Not at all valuable	Total
Total	30%	15%	17%	25%	13%	307
Demographics						
Female	30%	18%	18%	23%	11%	136
Male	30%	11%	17%	28%	15%	162
Non Hispanic	30%	14%	17%	25%	13%	264
Hispanic	27%	15%	18%	27%	12%	33
Non White	29%	19%	14%	24%	15%	59
White	31%	14%	18%	26%	12%	248
Non Citizen	38%	17%	21%	21%	4%	24
Citizen	29%	14%	17%	26%	14%	271
No dependent children	39%	11%	16%	23%	11%	122
With dependent children	24%	16%	18%	27%	15%	178
Uses day care	26%	11%	17%	30%	15%	53
Position						
Distinguished	40%	20%	10%	20%	10%	10
Professor	15%	13%	23%	38%	12%	110
Associate	29%	20%	12%	23%	16%	83
Assistant	44%	13%	12%	17%	13%	82
Lecturer	59%	5%	27%	5%	5%	22
College/School						
A&S Humanities	21%	27%	6%	27%	18%	33
A&S Natural Sciences	42%	7%	14%	27%	10%	81
A&S Social Sciences	31%	10%	13%	21%	26%	39
Anderson School of Management	23%	15%	23%	31%	8%	13
College of Education	31%	12%	26%	19%	12%	42
Fine Arts, Architecture and Planning	23%	25%	23%	20%	10%	40
School of Engineering	24%	15%	9%	39%	12%	33
School of Law	25%	0%	25%	50%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	20%	13%	47%	20%	0%	15

Table A8. 42g. How valuable is the following program? Faculty Mentoring Program

	Never heard of program	Very valuable	Quite valuable	Somewhat valuable	Not at all valuable	Total
Total	22%	22%	22%	25%	9%	313
Demographics						
Female	29%	23%	21%	19%	8%	140
Male	16%	20%	24%	29%	10%	164
Non Hispanic	24%	20%	23%	23%	9%	269
Hispanic	9%	33%	18%	33%	6%	33
Non White	20%	25%	18%	28%	10%	61
White	23%	21%	23%	24%	9%	252
Non Citizen	13%	33%	29%	25%	0%	24
Citizen	23%	20%	23%	25%	10%	277
No dependent children	28%	20%	22%	22%	7%	125
With dependent children	17%	24%	23%	26%	10%	181
Uses day care	30%	22%	13%	24%	11%	54
Position						
Distinguished	10%	30%	40%	20%	0%	10
Professor	12%	23%	25%	30%	10%	111
Associate	24%	22%	24%	20%	11%	85
Assistant	29%	22%	13%	29%	6%	85
Lecturer	45%	9%	32%	0%	14%	22
College/School						
A&S Humanities	27%	24%	15%	24%	9%	33
A&S Natural Sciences	22%	18%	20%	29%	11%	83
A&S Social Sciences	23%	18%	21%	28%	10%	39
Anderson School of Management	38%	0%	23%	15%	23%	13
College of Education	7%	31%	31%	22%	9%	45
Fine Arts, Architecture and Planning	25%	30%	23%	20%	3%	40
School of Engineering	24%	21%	21%	26%	9%	34
School of Law	50%	0%	25%	25%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	27%	27%	33%	13%	0%	15

Table A8. 42h. How valuable is the following program? <u>Equity Review for Faculty Salaries</u>

	Never heard of program	Very valuable	Quite valuable	Somewhat valuable	Not at all valuable	Total
Total	27%	33%	17%	15%	8%	313
Demographics						
Female	34%	36%	15%	9%	6%	140
Male	21%	29%	20%	20%	10%	163
Non Hispanic	24%	33%	18%	16%	9%	268
Hispanic	42%	33%	6%	12%	6%	33
Non White	38%	23%	15%	16%	8%	61
White	25%	35%	17%	15%	8%	252
Non Citizen	44%	24%	16%	8%	8%	25
Citizen	25%	33%	17%	16%	9%	275
No dependent children	35%	28%	16%	14%	6%	124
With dependent children	21%	36%	17%	16%	10%	182
Uses day care	37%	24%	7%	19%	13%	54
Position						
Distinguished	0%	50%	30%	10%	10%	10
Professor	12%	34%	19%	25%	11%	110
Associate	24%	40%	15%	13%	8%	86
Assistant	46%	27%	14%	7%	6%	85
Lecturer	55%	14%	18%	9%	5%	22
College/School						
A&S Humanities	27%	45%	15%	6%	6%	33
A&S Natural Sciences	25%	30%	14%	19%	11%	83
A&S Social Sciences	15%	30%	25%	18%	13%	40
Anderson School of Management	38%	31%	8%	8%	15%	13
College of Education	41%	32%	9%	14%	5%	44
Fine Arts, Architecture and Planning	25%	45%	15%	10%	5%	40
School of Engineering	24%	24%	21%	21%	9%	33
School of Law	25%	0%	25%	25%	25%	4
University Libraries & Learning Sciences, University and Honors Colleges	20%	27%	40%	13%	0%	15

Table A8. 42i. How valuable is the following program? <u>Faculty Women's Caucus</u>

	Never heard of program	Very valuable	Quite valuable	Somewhat valuable	Not at all valuable	Total
Total	38%	19%	17%	18%	7%	309
Demographics						
Female	28%	32%	15%	19%	6%	139
Male	46%	8%	19%	19%	9%	160
Non Hispanic	39%	18%	19%	17%	8%	264
Hispanic	30%	24%	12%	27%	6%	33
Non White	40%	18%	13%	22%	7%	60
White	37%	19%	18%	18%	8%	249
Non Citizen	32%	16%	20%	24%	8%	25
Citizen	39%	19%	17%	18%	8%	271
No dependent children	46%	17%	15%	17%	5%	123
With dependent children	31%	21%	18%	20%	9%	179
Uses day care	47%	21%	9%	15%	8%	53
Position						
Distinguished	22%	33%	22%	11%	11%	9
Professor	31%	14%	20%	29%	6%	108
Associate	29%	26%	19%	15%	12%	86
Assistant	50%	20%	12%	13%	5%	84
Lecturer	64%	9%	14%	5%	9%	22
College/School						
A&S Humanities	30%	30%	21%	12%	6%	33
A&S Natural Sciences	35%	15%	18%	24%	7%	82
A&S Social Sciences	28%	13%	18%	23%	18%	39
Anderson School of Management	31%	8%	8%	38%	15%	13
College of Education	40%	21%	19%	19%	2%	43
Fine Arts, Architecture and Planning	43%	25%	13%	13%	8%	40
School of Engineering	66%	16%	6%	6%	6%	32
School of Law	50%	0%	25%	25%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	13%	33%	40%	13%	0%	15

Table A8. 42j. How valuable is the following program? <u>Women of Color Faculty Group</u>

	Never heard of program	Very valuable	Quite valuable	Somewhat valuable	Not at all valuable	Total
Total	46%	16%	16%	15%	8%	307
Demographics						
Female	45%	23%	14%	12%	7%	139
Male	48%	9%	17%	18%	9%	159
Non Hispanic	49%	15%	16%	12%	8%	263
Hispanic	30%	21%	15%	27%	6%	33
Non White	41%	17%	16%	19%	7%	58
White	47%	15%	16%	14%	8%	249
Non Citizen	46%	17%	17%	17%	4%	24
Citizen	46%	15%	15%	15%	8%	271
No dependent children	54%	13%	12%	15%	6%	123
With dependent children	40%	18%	18%	15%	10%	177
Uses day care	55%	17%	8%	15%	6%	53
Position						
Distinguished	33%	33%	22%	0%	11%	9
Professor	38%	13%	19%	24%	6%	108
Associate	39%	18%	18%	15%	11%	85
Assistant	60%	19%	8%	6%	6%	83
Lecturer	68%	0%	18%	5%	9%	22
College/School						
A&S Humanities	45%	21%	18%	9%	6%	33
A&S Natural Sciences	45%	11%	20%	18%	6%	82
A&S Social Sciences	44%	13%	13%	15%	15%	39
Anderson School of Management	46%	15%	8%	15%	15%	13
College of Education	44%	16%	16%	19%	5%	43
Fine Arts, Architecture and Planning	50%	20%	8%	13%	10%	40
School of Engineering	61%	16%	6%	10%	6%	31
School of Law	50%	0%	25%	25%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	20%	20%	40%	13%	7%	15

Table A8. 42k. How valuable is the following program? <u>Campus Child Care</u>

	Never heard of program	Very valuable	Quite valuable	Somewhat valuable	Not at all valuable	Total
Total	15%	41%	19%	14%	11%	308
Demographics						
Female	10%	49%	17%	10%	14%	137
Male	18%	34%	22%	18%	8%	163
Non Hispanic	15%	40%	20%	14%	11%	267
Hispanic	13%	53%	19%	9%	6%	32
Non White	18%	40%	16%	14%	12%	57
White	14%	41%	20%	14%	10%	251
Non Citizen	12%	48%	12%	20%	8%	25
Citizen	15%	40%	21%	14%	11%	272
No dependent children	26%	37%	19%	12%	7%	121
With dependent children	8%	43%	19%	17%	13%	181
Uses day care	11%	39%	17%	11%	22%	54
Position						
Distinguished	0%	60%	30%	0%	10%	10
Professor	7%	40%	22%	21%	10%	110
Associate	11%	40%	22%	13%	14%	83
Assistant	25%	43%	13%	10%	10%	84
Lecturer	33%	38%	14%	10%	5%	21
College/School						
A&S Humanities	15%	33%	24%	18%	9%	33
A&S Natural Sciences	13%	44%	21%	13%	10%	80
A&S Social Sciences	8%	45%	23%	20%	5%	40
Anderson School of Management	23%	23%	8%	23%	23%	13
College of Education	14%	40%	17%	12%	17%	42
Fine Arts, Architecture and Planning	15%	48%	18%	8%	13%	40
School of Engineering	18%	41%	18%	18%	6%	34
School of Law	25%	25%	50%	0%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	20%	33%	13%	20%	13%	15

Table A8. 43a. Have you ever used the following program?

Table 9-43a																						Have you ever used this program?
	Suspension of tenure clock		Spousal Accomodation		Parental Leave		New Faculty Orientation		New Faculty Workshops		Ombuds for Faculty		Mentoring Program		for Faculty Salaries		Faculty Women's Caucus		Women of Color Faculty Group		Campus Child Care	
	N	% Agreed	N	% Agreed	N	% Agreed	N	% Agreed	N	% Agreed	N	% Agreed	N	% Agreed	N	% Agreed	N	% Agreed	N	% Agreed	N	% Agreed
Total	311	8.7%	314	8.9%	313	11.5%	315	77%	314	38.9%	312	10.3%	313	28%	311	26.0%	314	17.5%	312	5.1%	306	11.1%
Female	140	16.4%	141	11.3%	140	19.3%	141	86.5%	140	45.0%	140	14.3%	139	33.8%	140	25.7%	141	36.9%	141	9.2%	135	16.3%
Male	163	2.5%	164	7.3%	164	4.3%	164	68.9%	164	34.1%	163	7.4%	164	22.6%	162	25.9%	164	0.6%	162	1.2%	162	6.2%
Untenured	82	11.0%	82	7.3%	82	14.6%	83	89.2%	83	63.9%	82	6.1%	83	42.2%	80	13.8%	82	9.8%	82	4.9%	80	8.8%
Tenured	207	8.7%	208	10.6%	207	11.1%	208	73.6%	207	29.0%	206	13.1%	206	23.8%	207	32.9%	208	22.1%	206	5.8%	203	12.3%
Natural Scienc	83	5%	85	15.3%	84	16.7%	86	82.6%	86	23.3%	84	6.0%	84	21.4%	83	32.5%	84	17.9%	83	1.2%	84	15.5%
Humanities	32	18.8%	32	12.5%	32	18.8%	32	81.3%	32	43.8%	32	15.6%	32	34.4%	32	15.6%	32	25.0%	32	6.3%	31	9.7%
Social Science	40	10.0%	40	10.0%	40	17.5%	40	65.0%	40	32.5%	40	5.0%	40	20.0%	40	37.5%	40	20.0%	40	2.5%	38	10.5%
Engineering	34	8.8%	34	5.9%	34	2.9%	34	70.6%	34	41.2%	34	5.9%	34	14.7%	34	20.6%	34	5.9%	34	2.9%	34	11.8%
Education	43	7.0%	43	0.0%	43	4.7%	43	83.7%	42	64.3%	42	21.4%	43	72.1%	42	21.4%	44	18.2%	44	15.9%	40	7.5%
Other	72	9.7%	72	6.9%	72	8.3%	72	75.0%	72	44.4%	72	12.5%	72	18.1%	72	25.0%	72	18.1%	71	4.2%	71	8.5%
Nonwhite	59	11.9%	60	3.3%	60	10.0%	61	73.8%	61	34.4%	60	11.7%	60	38.3%	60	15.0%	61	18.0%	60	16.7%	59	15.3%
White	252	7.9%	254	10.2%	253	11.9%	254	77.6%	253	39.9%	252	9.9%	253	25.7%	251	28.7%	253	17.4%	252	2.4%	247	10.1%
Nonhispanic	268	9%	270	9.6%	269	11.5%	270	75.9%	269	38.3%	268	11.2%	269	26.0%	267	28.1%	269	17.1%	267	1.9%	263	10.6%
Hispanic	34	9%	34	5.9%	34	11.8%	34	82.4%	34	41.2%	34	5.9%	33	39.4%	34	11.8%	34	20.6%	34	26.5%	33	12.1%

Table A8. 43b. What was your reaction to the equity adjustment review in 2012-2013

	1- Very Positive	2	3	4	5- Don't know of program	Total
Total	18%	17%	24%	16%	26%	140
Demographics						
Female	18%	16%	20%	24%	21%	164
Male	10%	15%	23%	30%	23%	61
Non Hispanic	20%	17%	21%	18%	24%	253
Hispanic	19%	15%	23%	21%	22%	270
Non White	12%	30%	15%	9%	33%	33
White	14%	7%	14%	36%	29%	14
Non Citizen	40%	4%	8%	8%	40%	25
Citizen	16%	18%	23%	21%	22%	276
No dependent children	17%	19%	18%	20%	26%	123
With dependent children	18%	15%	24%	21%	22%	184
Uses day care	11%	8%	23%	23%	36%	53
Position						
Distinguished	19%	17%	30%	28%	6%	111
Professor	26%	20%	21%	21%	13%	87
Associate	11%	14%	8%	12%	54%	84
Assistant	5%	9%	27%	14%	45%	22
Lecturer	18%	17%	22%	20%	24%	314
College/School						
A&S Humanities	20%	20%	33%	13%	13%	15
A&S Natural Sciences	24%	27%	18%	15%	15%	33
A&S Social Sciences	20%	30%	30%	10%	10%	10
Anderson School of Management	19%	15%	22%	22%	21%	85
College of Education	33%	10%	20%	10%	28%	40
Fine Arts, Architecture and Planning	12%	28%	21%	12%	28%	43
School of Engineering	9%	12%	30%	27%	21%	33
School of Law	25%	0%	0%	50%	25%	4
University Libraries & Learning Sciences, University and Honors Colleges	10%	13%	21%	31%	26%	39

Appendix 9

Balancing Personal and Professional Life

Table A9. 44a. I am usually satisfied with the way in which I balance my professional and personal life

	1- Agree Stongly	2- Agree Somewhat	3- Disagree Somewhat	4- Disagree Strongly	Don't Know	Total
Total	21%	39%	23%	16%	1%	319
Demographics						
Female	15%	35%	28%	22%	0%	143
Male	27%	44%	18%	10%	1%	166
Non Hispanic	21%	40%	23%	17%	0%	272
Hispanic	18%	44%	24%	9%	6%	34
Non White	22%	39%	20%	20%	0%	51
White	20%	39%	25%	15%	0%	240
Non Citizen	28%	36%	20%	16%	0%	25
Citizen	21%	40%	23%	16%	1%	281
No dependent children	19%	36%	22%	21%	1%	129
With dependent	22%	41%	23%	13%	1%	185
Position						
Distinguished Professor	40%	50%	10%	0%	0%	10
Professor	22%	37%	25%	14%	2%	114
Associate Professor	17%	38%	28%	17%	0%	87
Assistant Professor	20%	39%	20%	19%	1%	84
Lecturer	22%	52%	9%	17%	0%	23
College/School						
A&S Humanities	12%	36%	33%	18%	0%	33
A&S Natural Sciences	24%	38%	20%	17%	1%	88
A&S Social Sciences	8%	53%	30%	10%	0%	40
Anderson School of Management	36%	29%	21%	7%	7%	14
College of Education	20%	27%	27%	25%	0%	44
Fine Arts, Architecture and Planning	20%	43%	25%	13%	0%	40
School of Engineering	26%	56%	12%	6%	0%	34
School of Law	25%	50%	0%	25%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	20%	33%	13%	33%	0%	15

Table A9. 44b. I have seriously considered leaving UNM in order to achieve better balance between work and personal life

	1- Agree Stongly	2- Agree Somewhat	3- Disagree Somewhat	4- Disagree Strongly	Don't Know	Total
Total	14%	20%	23%	41%	2%	319
Demographics						
Female	15%	23%	21%	37%	3%	143
Male	12%	16%	26%	45%	1%	166
Non Hispanic	13%	20%	23%	42%	2%	272
Hispanic	12%	18%	24%	44%	3%	34
Non White	16%	22%	18%	43%	2%	51
White	13%	20%	24%	41%	2%	240
Non Citizen	8%	16%	32%	40%	4%	25
Citizen	14%	19%	23%	42%	2%	281
No dependent children	16%	18%	19%	45%	2%	129
With dependent children	13%	21%	26%	38%	2%	185
Position						
Distinguished	0%	0%	20%	80%	0%	10
Professor	12%	20%	27%	40%	1%	113
Associate Professor	21%	26%	17%	33%	2%	87
Assistant Professor	13%	14%	26%	42%	5%	85
Lecturer	13%	22%	17%	48%	0%	23
College/School						
A&S Humanities	12%	24%	27%	36%	0%	33
A&S Natural Sciences	16%	22%	22%	40%	1%	88
A&S Social Sciences	13%	13%	33%	43%	0%	40
Anderson School of Management	7%	7%	14%	64%	7%	14
College of Education	13%	20%	31%	33%	2%	45
Fine Arts, Architecture and Planning	18%	26%	15%	33%	8%	39
School of Engineering	9%	15%	21%	56%	0%	34
School of Law	25%	25%	0%	50%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	20%	27%	27%	27%	0%	15

Table A9. 44c. I often have to forgo professional activities (e.g sabbaticals, conferences) because of personal responsibilities

	1- Agree Stongly	2- Agree Somewhat	3- Disagree Somewhat	4- Disagree Strongly	Don't Know	Total
Total	13%	25%	25%	33%	3%	317
Demographics						
Female	15%	23%	27%	31%	4%	142
Male	11%	28%	25%	34%	2%	167
Non Hispanic	13%	26%	25%	33%	3%	273
Hispanic	12%	29%	29%	26%	3%	34
Non White	10%	30%	22%	34%	4%	50
White	13%	24%	27%	32%	3%	241
Non Citizen	8%	20%	32%	36%	4%	25
Citizen	13%	26%	25%	32%	3%	281
No dependent children	6%	13%	24%	50%	6%	127
With dependent children	18%	34%	25%	21%	2%	185
Position						
Distinguished	20%	20%	40%	20%	0%	10
Professor	12%	37%	24%	27%	0%	114
Associate Professor	15%	25%	24%	35%	1%	85
Assistant Professor	12%	13%	29%	38%	8%	84
Lecturer	9%	17%	22%	39%	13%	23
College/School						
A&S Humanities	15%	21%	30%	33%	0%	33
A&S Natural Sciences	16%	28%	22%	32%	2%	87
A&S Social Sciences	20%	30%	20%	25%	5%	40
Anderson School of Management	7%	43%	29%	21%	0%	14
College of Education	14%	11%	30%	39%	7%	44
Fine Arts, Architecture and Planning	10%	28%	25%	35%	3%	40
School of Engineering	6%	29%	26%	35%	3%	34
School of Law	0%	50%	25%	25%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	0%	20%	33%	40%	7%	15

Table A9. 44d. Personal responsibilities and commitments have slowed down my career progression

	1- Agree Stongly	2- Agree Somewhat	3- Disagree Somewhat	4- Disagree Strongly	Don't Know	Total
Total	15%	26%	18%	38%	3%	310
Demographics						
Female	19%	24%	18%	35%	4%	139
Male	12%	28%	19%	40%	1%	162
Non Hispanic	15%	26%	18%	38%	2%	268
Hispanic	20%	27%	17%	33%	3%	30
Non White	8%	28%	22%	34%	8%	50
White	18%	26%	18%	38%	1%	235
Non Citizen	20%	20%	12%	44%	4%	25
Citizen	15%	27%	19%	37%	2%	273
No dependent children	5%	18%	22%	52%	4%	124
With dependent children	23%	33%	15%	28%	2%	181
Position						
Distinguished	0%	60%	0%	40%	0%	10
Professor	13%	30%	20%	36%	1%	110
Associate Professor	20%	22%	18%	39%	1%	85
Assistant Professor	16%	27%	15%	35%	7%	81
Lecturer	17%	4%	30%	48%	0%	23
College/School						
A&S Humanities	16%	19%	26%	39%	0%	31
A&S Natural Sciences	22%	30%	16%	30%	1%	86
A&S Social Sciences	23%	36%	15%	23%	3%	39
Anderson School of Management	21%	21%	14%	36%	7%	14
College of Education	9%	23%	14%	49%	5%	43
Fine Arts, Architecture and Planning	10%	26%	18%	44%	3%	39
School of Engineering	3%	25%	22%	50%	0%	32
School of Law	0%	50%	25%	25%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	13%	0%	27%	53%	7%	15

Table A9. 45. Have you cared for, or do you currently care for, dependent children?

	Total	% Yes
Total	317	59%
Demographic Information		
Female	141	53%
Male	166	63%
Non Hispanic	270	60%
Hispanic	34	56%
Non White	50	56%
White	240	59%
Citizen	12	8%
Noncitizen	198	12%
Position		
Distinguished	10	90%
Professor	114	73%
Associate Professor	88	55%
Assistant Professor	83	43%
Lecturer	22	45%
College/School		
A&S Humanities	33	52%
A&S Natural Sciences	88	64%
A&S Social Sciences	39	64%
Anderson School of Management	14	79%
College of Education	44	43%
Fine Arts, Architecture and Planning	40	60%
School of Engineering	34	68%
School of Law	4	50%
University Libraries & Learning Sciences, University and Honors Colleges	14	43%

Table A9. 46. How many children do you have?

	N	Mean	S.D	
Total				
Demographic Information				
Female	79	1.65	0.77	*
Male	106	1.98	0.89	
Non Hispanic	166	1.83	0.84	
Hispanic	20	1.9	0.97	
Non White	29	1.9	0.96	
White	144	1.75	0.7	
Citizen	167	1.88	0.86	
Noncitizen	16	1.56	0.63	
Position				
Distinguished	8	2.13	0.83	*
Professor	84	1.96	0.85	
Associate Professor	47	1.76	0.73	
Assistant Professor	42	1.5	1.01	
Lecturer	10	1.8	0.63	
College/School				
A&S Humanities	17	1.7	0.46	
A&S Natural Sciences	57	1.6	0.62	
A&S Social Sciences	28	1.86	0.89	
Anderson School of Management	11	2.18	1.07	
College of Education	19	1.9	0.91	
Fine Arts, Architecture and Planning	24	1.87	1.29	
School of Engineering	23	2.043	0.71	
School of Law	2	2.5	0.71	
University Libraries & Learning Sciences, University and Honors Colleges	7	1.86	1.2	

Table A9. 47. Do you feel your job prevented you from having the number of children you wanted?

	Total	% Yes	
Total	192	16%	
Demographic Information			
Female	79	25%	*
Male	107	8%	
Non Hispanic	167	14%	
Hispanic	20	20%	
Non White	28	18%	
White	146	16%	
Citizen	16	19%	
Noncitizen	168	15%	
Position			
Distinguished Professor	9	11%	
Professor	83	10%	
Associate Professor	47	23%	
Assistant Professor	42	24%	
Lecturer	11	0%	
College/School			
A&S Humanities	17	29%	
A&S Natural Sciences	58	14%	
A&S Social Sciences	28	14%	
Anderson School of Management	11	27%	
College of Education	20	10%	
Fine Arts, Architecture and Planning	23	13%	
School of Engineering	23	9%	
School of Law	2	50%	
University Libraries & Learning Sciences, University and Honors Colleges	7	14%	

Table A9. 48. Do you currently use, or need, any day care services or programs to care for a dependent child?

	Total	% Yes	
Total	193	28%	
Demographic Information			
Female	79	39%	*
Male	107	21%	
Non Hispanic	167	29%	
Hispanic	20	30%	
Non White	51	12%	
White	243	19%	
Citizen	12	8%	
Noncitizen	198	12%	
Position			
Distinguished	9	0%	
Professor	84	7%	
Associate Professor	48	11%	
Assistant Professor	42	22%	
Lecturer	10	5%	
College/School			
A&S Humanities	17	30%	
A&S Natural Sciences	58	11%	
A&S Social Sciences	28	22%	
Anderson School of Management	11	21%	
College of Education	20	13%	
Fine Arts, Architecture and Planning	24	25%	
School of Engineering	23	12%	
School of Law	2	25%	
University Libraries & Learning Sciences, University and Honors Colleges	7	7%	

Table A9. 49. Which of the following childcare arrangements do you have?

Table 10-49					Which of the following chidcare arragements do you have?				
		UNM child care	Non-University child care center	Childcare in the provider's home	In-home provider (nanny/babysitter in your house)	Family members (spouse/partner, grandparent,	Afterschool care	Child takes care of self	Other
	N	% Use	% Use	% Use	% Use	% Use	% Use	% Use	% Use
Total	186	5.9%	23.1%	4.3%	9.7%	22.0%	18.3%	19.9%	8.1%
Female	75	5.3%	29.3%	1.3%	20.0% *	25.3%	25.3% *	21.3%	9.3%
Male	105	6.7%	20.0%	6.7%	2.9%	21.0%	13.3%	20.0%	7.6%
Untenured	36	16.7% *	41.7% *	2.8%	22.2% *	27.8%	16.7%	11.1%	5.6%
Tenured	140	2.9%	18.6%	5.0%	6.4%	19.3%	19.3%	22.1%	8.6%
Natural Scienc	56	13%	14.3%	5.4%	5.4%	14.3%	16%	21.4%	5.4%
Humanities	17	5.9%	41.2%	5.9%	11.8%	23.5%	35%	17.6%	11.8%
Social Science	25	8.0%	24.0%	4.0%	4.0%	24.0%	20%	4.0%	16.0%
Engineering	23	0.0%	17.4%	4.3%	4.3%	21.7%	17%	30.4%	0.0%
Education	19	0.0%	26.3%	5.3%	10.5%	31.6%	21%	10.5%	13.0%
Other	43	2.3%	30.2%	2.3%	20.9%	27.9%	14%	25.6%	15.8%
Nonwhite	28	4%	21.4%	10.7%	7.1%	32.1%	21.4%	35.7% *	14.3%
White	141	6%	24.1%	3.5%	10.6%	20.6%	17.0%	17.7%	7.1%
Nonhispanic	162	7%	24.7%	4.3%	9.9%	22.8%	17.9%	20.4%	8.0%
Hispanic	19	0%	15.8%	5.3%	10.5%	21.1%	21.1%	21.1%	10.5%

*N taken from Q45 due to lack of response data for Q49

Table A9. 50. How satisfied are you with your current childcare arrangements?

	1. Very Satisfied	2. Satisfied	3. Somewhat Disatisfied	4. Very Disatisfied	Total
Total	32%	52%	13%	3%	140
Demographics					
Female	29%	59%	11%	2%	63
Male	35%	48%	13%	4%	75
Non Hispanic	34%	52%	12%	2%	123
Hispanic	13%	60%	13%	13%	15
Non White	32%	50%	18%	0%	22
White	31%	55%	11%	3%	108
Non Citizen	17%	42%	17%	25%	12
Citizen	34%	53%	12%	1%	126
Position					
Distinguished	40%	40%	0%	20%	5
Professor	32%	58%	10%	0%	50
Associate Professor	36%	50%	12%	2%	42
Assistant Professor	26%	50%	18%	6%	34
Lecturer	33%	44%	22%	0%	9
College/School					
A&S Humanities	14%	64%	21%	0%	14
A&S Natural Sciences	41%	51%	5%	3%	39
A&S Social Sciences	22%	56%	17%	6%	18
Anderson School of Management	40%	60%	0%	0%	10
College of Education	50%	38%	13%	0%	16
Fine Arts, Architecture and Planning	37%	47%	11%	5%	19
School of Engineering	18%	65%	12%	6%	17
School of Law	0%	50%	50%	0%	2
University Libraries & Learning Sciences, University and Honors Colleges	25%	25%	50%	0%	4

Table A9. 51a. to what extent are the following childcare issues a priority to you? <u>Availability of campus childcare</u>

	High Priority	Quite a Priority	Somewhat a Priority	Not at all a priority	Total
Total	38%	13%	11%	38%	152
Demographics					
Female	53%	11%	6%	30%	66
Male	25%	15%	15%	45%	80
Non Hispanic	37%	14%	11%	38%	133
Hispanic	50%	6%	6%	38%	16
Non White	48%	4%	12%	36%	25
White	35%	16%	11%	38%	116
Non Citizen	64%	7%	7%	21%	14
Citizen	35%	14%	10%	40%	134
Position					
Distinguished	25%	0%	25%	50%	4
Professor	20%	15%	10%	55%	60
Associate Professor	51%	10%	10%	29%	41
Assistant Professor	59%	15%	8%	18%	39
Lecturer	13%	13%	25%	50%	8
College/School					
A&S Humanities	53%	20%	13%	13%	15
A&S Natural Sciences	39%	8%	11%	42%	38
A&S Social Sciences	45%	23%	0%	32%	22
Anderson School of Management	33%	0%	11%	56%	9
College of Education	33%	11%	6%	50%	18
Fine Arts, Architecture and Planning	35%	15%	15%	35%	20
School of Engineering	25%	20%	20%	35%	20
School of Law	50%	0%	0%	50%	2
University Libraries & Learning Sciences, University and Honors Colleges	33%	0%	17%	50%	6

Table A9. 51b. to what extent are the following childcare issues a priority to you? <u>Availability of infant/toddler</u>

	High Priority	Quite a Priority	Somewhat a Priority	Not at all a priority	Total
Total	36%	12%	6%	46%	151
Demographics					
Female	50%	9%	3%	38%	66
Male	24%	15%	9%	53%	80
Non Hispanic	36%	13%	6%	45%	132
Hispanic	38%	6%	6%	50%	16
Non White	44%	4%	12%	40%	25
White	34%	15%	5%	46%	116
Non Citizen	50%	7%	7%	36%	14
Citizen	35%	13%	5%	47%	133
Position					
Distinguished	20%	0%	20%	60%	5
Professor	17%	15%	5%	63%	59
Associate Professor	41%	10%	2%	46%	41
Assistant Professor	63%	13%	5%	18%	38
Lecturer	38%	0%	25%	38%	8
College/School					
A&S Humanities	47%	20%	7%	27%	15
A&S Natural Sciences	38%	8%	3%	51%	37
A&S Social Sciences	45%	18%	0%	36%	22
Anderson School of Management	33%	0%	11%	56%	9
College of Education	28%	11%	6%	56%	18
Fine Arts, Architecture and Planning	50%	5%	5%	40%	20
School of Engineering	15%	25%	15%	45%	20
School of Law	0%	0%	0%	100%	2
University Libraries & Learning Sciences, University and Honors Colleges	33%	0%	17%	50%	6

Table A9. 51c. to what extent are the following childcare issues a priority to you? <u>Care for school aged children after school or during the summer</u>

	High Priority	Quite a Priority	Somewhat a Priority	Not at all a priority	Total
Total	34%	15%	17%	34%	151
Demographics					
Female	46%	13%	13%	27%	67
Male	20%	16%	20%	43%	79
Non Hispanic	35%	15%	15%	35%	133
Hispanic	27%	13%	33%	27%	15
Non White	32%	0%	32%	36%	25
White	34%	18%	15%	34%	116
Non Citizen	23%	23%	31%	23%	13
Citizen	34%	14%	16%	35%	134
Position					
Distinguished	20%	0%	20%	60%	5
Professor	20%	17%	17%	46%	59
Associate Professor	45%	7%	24%	24%	42
Assistant Professor	43%	19%	11%	27%	37
Lecturer	38%	25%	13%	25%	8
College/School					
A&S Humanities	60%	20%	13%	7%	15
A&S Natural Sciences	37%	16%	16%	32%	38
A&S Social Sciences	36%	9%	23%	32%	22
Anderson School of Management	22%	0%	11%	67%	9
College of Education	22%	17%	11%	50%	18
Fine Arts, Architecture and Planning	47%	0%	21%	32%	19
School of Engineering	10%	30%	30%	30%	20
School of Law	50%	0%	0%	50%	2
University Libraries & Learning Sciences, University and Honors Colleges	17%	33%	0%	50%	6

Table A9. 51d. to what extent are the following childcare issues a priority to you? <u>Childcare when your child is sick</u>

	High Priority	Quite a Priority	Somewhat a Priority	Not at all a priority	Total
Total	31%	13%	21%	36%	151
Demographics					
Female	40%	15%	18%	27%	67
Male	20%	11%	23%	46%	79
Non Hispanic	32%	12%	20%	36%	132
Hispanic	25%	19%	25%	31%	16
Non White	32%	12%	28%	28%	25
White	30%	13%	20%	37%	116
Non Citizen	50%	0%	21%	29%	14
Citizen	29%	14%	20%	37%	133
Position					
Distinguished	20%	0%	20%	60%	5
Professor	17%	19%	17%	47%	59
Associate Professor	40%	10%	21%	29%	42
Assistant Professor	43%	11%	27%	19%	37
Lecturer	38%	0%	13%	50%	8
College/School					
A&S Humanities	53%	27%	7%	13%	15
A&S Natural Sciences	27%	8%	22%	43%	37
A&S Social Sciences	27%	14%	23%	36%	22
Anderson School of Management	11%	11%	33%	44%	9
College of Education	28%	17%	22%	33%	18
Fine Arts, Architecture and Planning	45%	0%	25%	30%	20
School of Engineering	20%	25%	25%	30%	20
School of Law	50%	0%	0%	50%	2
University Libraries & Learning Sciences, University and Honors Colleges	33%	0%	0%	67%	6

Table A9. 51e. to what extent are the following childcare issues a priority to you? <u>Back-up or drop-in care when your usual childcare arrangement does not work</u>

	High Priority	Quite a Priority	Somewhat a Priority	Not at all a priority	Total
Total	26%	18%	17%	39%	148
Demographics					
Female	43%	12%	14%	31%	65
Male	10%	23%	19%	47%	78
Non Hispanic	26%	18%	15%	40%	130
Hispanic	27%	13%	27%	33%	15
Non White	24%	16%	20%	40%	25
White	26%	19%	17%	39%	113
Non Citizen	38%	15%	8%	38%	13
Citizen	24%	18%	18%	40%	131
Position					
Distinguished	20%	0%	20%	60%	5
Professor	7%	22%	17%	54%	59
Associate Professor	43%	20%	13%	25%	40
Assistant Professor	42%	14%	19%	25%	36
Lecturer	25%	0%	25%	50%	8
College/School					
A&S Humanities	33%	47%	7%	13%	15
A&S Natural Sciences	20%	14%	11%	54%	35
A&S Social Sciences	36%	5%	23%	36%	22
Anderson School of Management	11%	11%	33%	44%	9
College of Education	6%	28%	22%	44%	18
Fine Arts, Architecture and Planning	53%	11%	11%	26%	19
School of Engineering	20%	25%	20%	35%	20
School of Law	50%	0%	0%	50%	2
University Libraries & Learning Sciences, University and Honors Colleges	17%	0%	33%	50%	6

Table A9. 51f. to what extent are the following childcare issues a priority to you? <u>Childcare specifically designed for children with developmental delays or disabilities</u>

	High Priority	Quite a Priority	Somewhat a Priority	Not at all a priority	Total
Total	11%	12%	13%	64%	149
Demographics					
Female	12%	11%	12%	65%	66
Male	8%	13%	14%	65%	78
Non Hispanic	10%	14%	12%	64%	130
Hispanic	13%	0%	19%	69%	16
Non White	16%	12%	12%	60%	25
White	10%	13%	11%	66%	114
Non Citizen	14%	14%	21%	50%	14
Citizen	9%	12%	12%	66%	131
Position					
Distinguished	60%	0%	20%	20%	5
Professor	2%	16%	12%	71%	58
Associate Professor	17%	12%	7%	63%	41
Assistant Professor	14%	5%	19%	62%	37
Lecturer	0%	25%	25%	50%	8
College/School					
A&S Humanities	13%	27%	7%	53%	15
A&S Natural Sciences	9%	14%	14%	63%	35
A&S Social Sciences	9%	5%	5%	82%	22
Anderson School of Management	0%	0%	22%	78%	9
College of Education	6%	11%	17%	67%	18
Fine Arts, Architecture and Planning	25%	0%	10%	65%	20
School of Engineering	5%	25%	25%	45%	20
School of Law	0%	0%	0%	100%	2
University Libraries & Learning Sciences, University and Honors Colleges	17%	17%	17%	50%	6

Table A9. 51g. to what extent are the following childcare issues a priority to you? <u>Childcare when you are away at conferences and special events held elsewhere</u>

	High Priority	Quite a Priority	Somewhat a Priority	Not at all a priority	Total
Total	25%	15%	15%	44%	150
Demographics					
Female	36%	14%	9%	41%	66
Male	13%	18%	22%	48%	79
Non Hispanic	24%	17%	16%	44%	131
Hispanic	31%	6%	13%	50%	16
Non White	32%	12%	20%	36%	25
White	22%	17%	16%	46%	115
Non Citizen	29%	21%	7%	43%	14
Citizen	24%	15%	17%	44%	132
Position					
Distinguished	40%	0%	20%	40%	5
Professor	14%	17%	19%	50%	58
Associate Professor	38%	14%	12%	36%	42
Assistant Professor	30%	19%	11%	41%	37
Lecturer	13%	0%	25%	63%	8
College/School					
A&S Humanities	27%	33%	20%	20%	15
A&S Natural Sciences	27%	14%	14%	46%	37
A&S Social Sciences	36%	9%	14%	41%	22
Anderson School of Management	0%	11%	22%	67%	9
College of Education	17%	11%	11%	61%	18
Fine Arts, Architecture and Planning	35%	20%	10%	35%	20
School of Engineering	20%	20%	25%	35%	20
School of Law	0%	0%	50%	50%	2
University Libraries & Learning Sciences, University and Honors Colleges	20%	0%	0%	80%	5

Table A9. 51h. to what extent are the following childcare issues a priority to you? <u>Extended hour childcare for when you work evenings, nights or weekends</u>

	High Priority	Quite a Priority	Somewhat a Priority	Not at all a priority	Total
Total	22%	15%	15%	48%	150
Demographics					
Female	32%	20%	9%	39%	66
Male	10%	11%	22%	57%	79
Non Hispanic	21%	14%	16%	49%	131
Hispanic	19%	25%	13%	44%	16
Non White	24%	12%	24%	40%	25
White	21%	14%	15%	50%	115
Non Citizen	21%	29%	14%	36%	14
Citizen	21%	13%	16%	50%	132
Position					
Distinguished	20%	0%	20%	60%	5
Professor	14%	12%	19%	56%	59
Associate Professor	27%	17%	12%	44%	41
Assistant Professor	32%	19%	11%	38%	37
Lecturer	13%	13%	25%	50%	8
College/School					
A&S Humanities	40%	40%	7%	13%	15
A&S Natural Sciences	17%	11%	17%	56%	36
A&S Social Sciences	23%	5%	14%	59%	22
Anderson School of Management	0%	33%	11%	56%	9
College of Education	17%	6%	22%	56%	18
Fine Arts, Architecture and Planning	35%	10%	10%	45%	20
School of Engineering	15%	25%	20%	40%	20
School of Law	0%	0%	50%	50%	2
University Libraries & Learning Sciences, University and Honors Colleges	33%	0%	17%	50%	6

Table A9. 51i. to what extent are the following childcare issues a priority to you? <u>Assistance in covering childcare costs</u>

	High Priority	Quite a Priority	Somewhat a Priority	Not at all a priority	Total
Total	32%	15%	15%	38%	149
Demographics					
Female	39%	18%	8%	35%	66
Male	24%	14%	21%	41%	78
Non Hispanic	29%	17%	15%	38%	130
Hispanic	56%	6%	6%	31%	16
Non White	48%	4%	8%	40%	25
White	27%	19%	17%	37%	114
Non Citizen	50%	14%	14%	21%	14
Citizen	30%	16%	15%	40%	131
Position					
Distinguished	20%	20%	20%	40%	5
Professor	10%	16%	17%	57%	58
Associate Professor	44%	17%	12%	27%	41
Assistant Professor	59%	14%	11%	16%	37
Lecturer	13%	13%	25%	50%	8
College/School					
A&S Humanities	47%	33%	0%	20%	15
A&S Natural Sciences	29%	14%	14%	43%	35
A&S Social Sciences	23%	23%	14%	41%	22
Anderson School of Management	22%	0%	44%	33%	9
College of Education	39%	6%	6%	50%	18
Fine Arts, Architecture and Planning	50%	20%	10%	20%	20
School of Engineering	20%	10%	30%	40%	20
School of Law	50%	0%	0%	50%	2
University Libraries & Learning Sciences, University and Honors Colleges	17%	17%	17%	50%	6

Table A9. 51j. to what extent are the following childcare issues a priority to you? <u>Assistance with referrals to non-university childcare situations</u>

	High Priority	Quite a Priority	Somewhat a Priority	Not at all a priority	Total
Total	19%	15%	16%	50%	145
Demographics					
Female	27%	19%	14%	41%	64
Male	10%	13%	16%	61%	77
Non Hispanic	17%	16%	17%	50%	128
Hispanic	29%	14%	0%	57%	14
Non White	36%	0%	4%	60%	25
White	14%	19%	17%	50%	111
Non Citizen	25%	8%	17%	50%	12
Citizen	17%	16%	16%	51%	129
Position					
Distinguished	20%	0%	20%	60%	5
Professor	7%	14%	14%	65%	57
Associate Professor	30%	20%	13%	38%	40
Assistant Professor	28%	14%	19%	39%	36
Lecturer	0%	14%	29%	57%	7
College/School					
A&S Humanities	33%	47%	0%	20%	15
A&S Natural Sciences	14%	11%	14%	60%	35
A&S Social Sciences	14%	18%	32%	36%	22
Anderson School of Management	14%	0%	14%	71%	7
College of Education	12%	12%	18%	59%	17
Fine Arts, Architecture and Planning	30%	5%	10%	55%	20
School of Engineering	16%	16%	21%	47%	19
School of Law	0%	0%	0%	100%	2
University Libraries & Learning Sciences, University and Honors Colleges	17%	17%	17%	50%	6

Table A9. 52. Have you provided care for an aging parent or relative in the past 3 years?

	Total	% Yes
Total	317	59%
Demographic Information		
Female	142	30%
Male	159	30%
Non Hispanic	265	29%
Hispanic	33	30%
Non White	49	67%
White	237	73%
Citizen	24	88%
Noncitizen	274	69%
Position		
Distinguished	10	50%
Professor	108	66%
Associate Professor	85	68%
Assistant Professor	82	84%
Lecturer	23	61%
College/School		
A&S Humanities	32	72%
A&S Natural Sciences	85	72%
A&S Social Sciences	40	68%
Anderson School of Management	13	77%
College of Education	45	67%
Fine Arts, Architecture and Planning	40	75%
School of Engineering	29	72%
School of Law	4	50%
University Libraries & Learning Sciences, University and Honors Colleges	15	60%

Table A9. 53. How much time on average do you, or did you, spend caring for an aging parent or relative in the past 3 years?

	5 hours or less a week	6-10 hours a week	11-20 hours a week	21-30 hours a week	More than 30 hours a week.	Total
Total	56%	27%	12%	2%	2%	91
Demographics						
Female	40%	33%	18%	5%	5%	40
Male	69%	22%	8%	0%	0%	49
Non Hispanic	57%	27%	12%	3%	1%	77
Hispanic	50%	30%	10%	0%	10%	10
Non White	53%	40%	7%	0%	0%	15
White	57%	25%	11%	3%	3%	63
Non Citizen	50%	25%	0%	25%	0%	4
Citizen	58%	27%	12%	1%	2%	85
Position						
Distinguished	50%	25%	25%	0%	0%	4
Professor	60%	25%	10%	3%	3%	40
Associate Professor	65%	23%	8%	0%	4%	26
Assistant Professor	38%	38%	15%	8%	0%	13
Lecturer	38%	38%	25%	0%	0%	8
College/School						
Anderson School of Management	100%	0%	0%	0%	0%	4
A&S Humanities	50%	38%	8%	0%	4%	24
A&S Natural Sciences	43%	43%	14%	0%	0%	14
A&S Social Sciences	44%	22%	33%	0%	0%	9
College of Education	80%	0%	0%	20%	0%	5
College of University Libraries & Learning Sciences / University College/Honors College	56%	11%	11%	11%	11%	9
Fine Arts, Architecture and Planning	70%	20%	10%	0%	0%	10
School of Engineering	100%	0%	0%	0%	0%	2
School of Law	54%	31%	15%	0%	0%	13

Table A9. 55. Which of the following statements best describes you?

	I am married and live with my spouse	I am not married. but live with a domestic partner (opposite or same sex)	I am married or partnered. but we reside in different locations.	I am single (am not married/not partnered)	Total
Total	71%	8%	6%	16%	317
Demographics					
Female	63%	9%	6%	22%	143
Male	78%	6%	6%	10%	165
Non Hispanic	72%	6%	5%	16%	271
Hispanic	65%	15%	9%	12%	34
Non White	59%	10%	4%	27%	51
White	73%	7%	7%	13%	240
Non Citizen	64%	12%	8%	16%	25
Citizen	71%	7%	6%	16%	280
Position					
Humanities	69%	9%	9%	13%	32
School of Engineering	85%	9%	0%	6%	34
School of Law	67%	0%	0%	33%	3
Social Sciences	71%	7%	5%	17%	41
Distinguished	90%	0%	0%	10%	10
Professor	81%	4%	4%	12%	113
Associate Professor	62%	14%	5%	20%	87
Assistant Professor	61%	8%	7%	24%	84
Lecturer	83%	4%	13%	0%	23
College/School					
Anderson School of Management / Public Administration	93%	0%	0%	7%	14
College of Arts and Sciences: Natural Sciences	71%	7%	8%	14%	87
College of Education	58%	7%	9%	27%	45
College of Fine Arts / School of Architecture and Planning	65%	10%	3%	23%	40
College of University Libraries & Learning Sciences / University College/Honors College	73%	7%	7%	13%	15

Table A9. 56a. What is your spouse or partner's current employment status?

	Full Time	Part time	Not employed	Retired	Total
Total	64%	17%	12%	8%	264
Demographics					
Female	75%	13%	5%	7%	110
Male	56%	20%	16%	8%	150
Non Hispanic	63%	17%	12%	7%	227
Hispanic	67%	20%	7%	7%	30
Non White	76%	21%	0%	3%	33
White	68%	18%	5%	9%	198
Non Citizen	57%	19%	19%	5%	21
Citizen	65%	16%	11%	8%	234
Spouse Employed by UNM	82%	16%	0%	1%	79
Spouse not employed by UNM	57%	17%	17%	10%	180
Position					
Distinguished	33%	11%	11%	44%	9
Professor	68%	13%	11%	8%	100
Associate Professor	66%	19%	9%	6%	68
Assistant Professor	57%	22%	18%	3%	65
Lecturer	71%	14%	5%	10%	21
College/School					
A&S Humanities	76%	14%	7%	3%	29
A&S Natural Sciences	75%	11%	11%	4%	76
A&S Social Sciences	58%	9%	12%	21%	33
Anderson School of Management	62%	15%	23%	0%	13
College of Education	58%	21%	12%	9%	33
Fine Arts, Architecture and Planning	58%	29%	10%	3%	31
School of Engineering	41%	25%	19%	16%	32
School of Law	100%	0%	0%	0%	2
University Libraries & Learning Sciences / University College/Honors College	75%	25%	0%	0%	12

Table A9. 56a. What is your spouse or partner's preferred employment status?

	Full Time	Part time	Not employed	Retired	Total
Total	69%	19%	4%	8%	248
Demographics					
Female	80%	14%	0%	7%	103
Male	61%	22%	7%	10%	143
Non Hispanic	69%	19%	5%	8%	216
Hispanic	70%	19%	0%	11%	27
Non White	75%	13%	5%	7%	110
White	56%	20%	16%	8%	150
Non Citizen	82%	12%	0%	6%	17
Citizen	68%	19%	4%	8%	224
Spouse Employed by UNM	86%	10%	1%	3%	73
Spouse not employed by UNM	63%	22%	5%	11%	171
Position					
Distinguished	44%	0%	11%	44%	9
Professor	63%	21%	5%	11%	91
Associate Professor	77%	17%	0%	6%	65
Assistant Professor	73%	21%	5%	2%	62
Lecturer	70%	15%	5%	10%	20
College/School					
A&S Humanities	81%	11%	4%	4%	27
A&S Natural Sciences	74%	16%	6%	4%	68
A&S Social Sciences	59%	19%	0%	22%	32
Anderson School of Management	58%	17%	17%	8%	12
College of Education	75%	19%	0%	6%	32
Fine Arts, Architecture and Planning	67%	30%	0%	3%	30
School of Engineering	50%	20%	10%	20%	30
School of Law	100%	0%	0%	0%	2
University Libraries & Learning Sciences / University College/Honors College	75%	25%	0%	0%	12

Table A9. 57. Does your partner or spouse work at UNM?

	Total	% Yes
Total	259	31%
Demographic Information		
Female	107	34%
Male	147	27%
Non Hispanic	223	30%
Hispanic	30	33%
Non White	36	28%
White	205	31%
Citizen	21	48%
Noncitizen	230	28%
Position		
Distinguished	9	33%
Professor	98	32%
Associate Professor	68	35%
Assistant Professor	61	30%
Lecturer	21	10%
College/School		
Anderson School of Management	12	25%
A&S Humanities	29	34%
A&S Natural Sciences	74	43%
A&S Social Sciences	32	31%
College of Education	32	16%
Fine Arts, Architecture and Planning	31	39%
School of Engineering	32	9%
School of Law	2	0%
University Libraries & Learning Sciences / University College/Honors College	12	17%

Table A9. 58a. My spouse/partner is satisfied with his/her current employment opportunities

	1- Agree Strongly	2- Agree Somewhat	3- Disagree Somewhat	4- Disagree Strongly	NA	Total
Total	26.6	35.7	20.2	11.8	5.7	263
Demographics						
Female	27%	41%	17%	12%	3%	110
Male	27%	31%	22%	12%	7%	148
Non Hispanic	26%	36%	22%	11%	5%	227
Hispanic	27%	37%	13%	17%	7%	30
Non White	30%	32%	19%	16%	3%	37
White	26%	35%	21%	11%	6%	209
Non Citizen	29%	19%	24%	24%	5%	21
Citizen	26%	37%	20%	11%	6%	234
Spouse Employed by UNM	26%	44%	21%	9%	1%	78
Spouse not employed by UNM	27%	33%	20%	13%	7%	178
College/School						
A&S Humanities	24%	31%	24%	14%	7%	29
A&S Natural Sciences	24%	40%	24%	11%	1%	75
A&S Social Sciences	36%	33%	15%	6%	9%	33
Anderson School of Management	17%	33%	25%	17%	8%	12
College of Education	33%	24%	18%	18%	6%	33
College of University Libraries & Learning Sciences / University College/Honors College	15%	46%	31%	8%	0%	13
Fine Arts, Architecture and Planning	23%	45%	13%	16%	3%	31
School of Engineering	34%	28%	16%	9%	13%	32
School of Law	0%	100%	0%	0%	0%	2

Table A9. 58b. I have seriously considered leaving UNM in order to enhance my spouse/partner's career opportunities

	1- Agree Strongly	2- Agree Somewhat	3- Disagree Somewhat	4- Disagree Strongly	NA	Total
Total	18%	26%	13%	33%	10%	262
Demographics						
Female	16%	30%	9%	37%	8%	109
Male	20%	22%	16%	31%	11%	148
Non Hispanic	18%	27%	15%	32%	9%	226
Hispanic	17%	23%	7%	40%	13%	30
Non White	16%	38%	5%	32%	8%	37
White	18%	25%	15%	33%	10%	208
Non Citizen	14%	24%	10%	38%	14%	21
Citizen	18%	26%	14%	32%	9%	233
Spouse Employed by UNM	32%	22%	14%	28%	4%	78
Spouse not employed by UNM	12%	27%	14%	35%	12%	177
College/School						
A&S Humanities	24%	34%	7%	28%	7%	29
A&S Natural Sciences	19%	25%	20%	32%	4%	75
A&S Social Sciences	21%	15%	15%	39%	9%	33
Anderson School of Management	25%	25%	8%	25%	17%	12
College of Education	13%	16%	13%	41%	19%	32
Fine Arts, Architecture and Planning	19%	35%	6%	32%	6%	31
School of Engineering	9%	25%	16%	31%	19%	32
School of Law	0%	50%	0%	50%	0%	2
University Libraries & Learning Sciences, University and Honors Colleges	8%	46%	8%	31%	8%	13

Table A 9. 58c. My partner/spouse and I are staying in New Mexico because of my job

	1- Agree Strongly	2- Agree Somewhat	3- Disagree Somewhat	4- Disagree Strongly	NA	Total
Total	33%	32%	16%	13%	7%	263
Demographics						
Female	32%	31%	17%	15%	6%	109
Male	34%	33%	16%	10%	7%	149
Non Hispanic	33%	31%	16%	13%	6%	227
Hispanic	33%	40%	17%	3%	7%	30
Non White	38%	46%	14%	3%	0%	37
White	31%	30%	16%	14%	8%	208
Non Citizen	57%	29%	14%	0%	0%	21
Citizen	31%	32%	16%	14%	7%	234
Spouse Employed by UNM	28%	35%	26%	9%	3%	78
Spouse not employed by UNM	34%	31%	12%	14%	8%	178
College/School						
A&S Humanities	41%	17%	28%	7%	7%	29
A&S Natural Sciences	28%	33%	20%	12%	7%	75
A&S Social Sciences	21%	33%	18%	18%	9%	33
Anderson School of Management	38%	31%	8%	8%	15%	13
College of Education	38%	28%	6%	25%	3%	32
Fine Arts, Architecture and Planning	48%	32%	6%	6%	6%	31
School of Engineering	25%	47%	13%	13%	3%	32
School of Law	0%	50%	50%	0%	0%	2
University Libraries & Learning Sciences, University and Honors Colleges	46%	23%	15%	8%	8%	13

Table A9. 58d. My spouse/partner and I have seriously considered leaving New Mexico to enhance both of our career opportunities

	1- Agree Strongly	2- Agree Somewhat	3- Disagree Somewhat	4- Disagree Strongly	NA	Total
Total	23%	32%	15%	23%	7%	261
Demographics						
Female	21%	39%	11%	24%	6%	109
Male	26%	27%	18%	22%	7%	147
Non Hispanic	25%	33%	15%	20%	6%	225
Hispanic	7%	27%	17%	40%	10%	30
Non White	27%	27%	24%	22%	0%	37
White	23%	32%	14%	23%	8%	207
Non Citizen	19%	29%	24%	24%	5%	21
Citizen	24%	32%	14%	23%	7%	232
Spouse Employed by UNM	41%	28%	15%	14%	1%	78
Spouse not employed by UNM	16%	34%	15%	27%	9%	176
College/School						
A&S Humanities	24%	34%	17%	17%	7%	29
A&S Natural Sciences	28%	32%	17%	16%	7%	75
A&S Social Sciences	24%	30%	12%	27%	6%	33
Anderson School of Management	42%	17%	8%	17%	17%	12
College of Education	19%	26%	10%	35%	10%	31
Fine Arts, Architecture and Planning	16%	48%	6%	26%	3%	31
School of Engineering	16%	31%	22%	28%	3%	32
School of Law	0%	50%	0%	50%	0%	2
University Libraries & Learning Sciences, University and Honors Colleges	23%	23%	31%	15%	8%	13

Table A9. 59a. Most faculty in my department are supportive of colleagues who want to balance their family and career lives

	1- Agree Strongly	2- Agree Somewhat	3- Disagree Somewhat	4- Disagree Strongly	Don't know	Total
Total	29%	46%	13%	5%	6%	312
Demographics						
Female	29%	43%	18%	5%	5%	143
Male	30%	48%	8%	5%	8%	164
Non Hispanic	30%	47%	13%	4%	5%	270
Hispanic	26%	35%	12%	12%	15%	34
Non White	28%	42%	12%	8%	10%	50
White	31%	47%	14%	4%	5%	241
Non Citizen	38%	38%	4%	13%	8%	24
Citizen	29%	47%	13%	5%	6%	280
With dependent children	30%	43%	13%	5%	9%	128
No dependents	28%	48%	13%	6%	4%	180
College/School						
A&S Humanities	42%	36%	12%	6%	3%	33
A&S Natural Sciences	22%	51%	11%	8%	8%	87
A&S Social Sciences	20%	55%	15%	3%	8%	40
Anderson School of Management	38%	54%	8%	0%	0%	13
College of Education	36%	38%	13%	9%	4%	45
Fine Arts, Architecture and Planning	35%	43%	18%	0%	5%	40
School of Engineering	28%	44%	6%	6%	16%	32
School of Law	25%	50%	25%	0%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	33%	40%	20%	7%	0%	15

Table A9. 59b. It is difficult for faculty in my department to adjust their work schedules to care for children or other family members

	1- Agree Strongly	2- Agree Somewhat	3- Disagree Somewhat	4- Disagree Strongly	Don't know	NA	Total
Total	5%	27%	31%	22%	12%	3%	310
Demographics							
Female	4%	25%	37%	22%	9%	4%	142
Male	6%	29%	26%	21%	15%	2%	163
Non Hispanic	5%	26%	32%	23%	12%	1%	269
Hispanic	9%	35%	21%	12%	15%	9%	34
Non White	6%	29%	29%	24%	6%	6%	49
White	5%	26%	33%	21%	13%	2%	240
Non Citizen	4%	25%	29%	25%	17%	0%	24
Citizen	5%	27%	31%	22%	12%	3%	278
With dependent children	4%	19%	26%	28%	19%	5%	127
No dependents	6%	32%	35%	18%	7%	1%	180
College/School							
A&S Humanities	6%	30%	27%	30%	6%	0%	33
A&S Natural Sciences	7%	30%	29%	21%	11%	2%	87
A&S Social Sciences	0%	26%	46%	15%	13%	0%	39
Anderson School of Management	8%	23%	15%	38%	15%	0%	13
College of Education	7%	25%	20%	23%	16%	9%	44
Fine Arts, Architecture and Planning	5%	33%	28%	20%	13%	3%	40
School of Engineering	6%	16%	47%	19%	9%	3%	32
School of Law	0%	0%	50%	50%	0%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	0%	33%	27%	13%	27%	0%	15

Table A9. 59c. Department meetings frequently occur early in the morning or late in the day

	1- Agree Strongly	2- Agree Somewhat	3- Disagree Somewhat	4- Disagree Strongly	NA	NA	Total
Total	14%	17%	23%	43%	1%	2%	312
Demographics							
Female	13%	20%	24%	43%	1%	1%	143
Male	14%	15%	23%	45%	1%	3%	164
Non Hispanic	14%	17%	23%	43%	1%	2%	270
Hispanic	12%	12%	26%	47%	0%	3%	34
Non White	10%	22%	30%	36%	0%	2%	50
White	15%	17%	22%	44%	1%	2%	241
Non Citizen	13%	8%	21%	54%	0%	4%	24
Citizen	14%	18%	24%	42%	1%	2%	280
With dependent children	13%	17%	24%	42%	0%	3%	128
No dependents	14%	17%	23%	44%	1%	1%	180
College/School							
Anderson School of Management	8%	23%	31%	38%	0%	0%	13
A&S Humanities	21%	15%	18%	45%	0%	0%	33
A&S Natural Sciences	21%	23%	11%	43%	1%	1%	87
A&S Social Sciences	8%	18%	30%	43%	3%	0%	40
College of Education	7%	13%	29%	47%	0%	4%	45
Fine Arts, Architecture and Planning	15%	10%	20%	48%	0%	8%	40
School of Engineering	6%	9%	41%	41%	3%	0%	32
School of Law	25%	0%	50%	25%	0%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	7%	33%	27%	33%	0%	0%	15

Table A9. 59d. The department chair knows about the UNM faculty parental leave policy

	1- Agree Strongly	2- Agree Somewhat	3- Disagree Somewhat	4- Disagree Strongly	Don't know	NA	Total
Total	42%	12%	3%	3%	36%	5%	308
Demographics							
Female	45%	11%	4%	3%	32%	6%	141
Male	40%	12%	2%	2%	39%	4%	163
Non Hispanic	43%	12%	3%	3%	34%	4%	270
Hispanic	36%	9%	0%	3%	45%	6%	33
Non White	29%	18%	4%	4%	43%	2%	49
White	45%	11%	3%	2%	34%	5%	240
Non Citizen	50%	4%	4%	4%	29%	8%	24
Citizen	40%	13%	3%	3%	37%	4%	277
With dependent children	36%	8%	1%	4%	46%	6%	125
No dependents	46%	15%	4%	2%	30%	4%	179
College/School							
Anderson School of Management	62%	8%	0%	0%	31%	0%	13
A&S Humanities	55%	12%	3%	0%	27%	3%	33
A&S Natural Sciences	48%	11%	4%	4%	32%	2%	84
A&S Social Sciences	50%	10%	3%	0%	38%	0%	40
College of Education	23%	7%	0%	9%	48%	14%	44
Fine Arts, Architecture and Planning	33%	23%	8%	3%	30%	5%	40
School of Engineering	31%	16%	3%	0%	44%	6%	32
School of Law	0%	0%	0%	0%	100%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	60%	13%	0%	0%	20%	7%	15

Table A9. 59e. The department is supportive of the UNM faculty parental leave policy

	1- Agree Strongly	2- Agree Somewhat	3- Disagree Somewhat	4- Disagree Strongly	Don't know	NA	Total
Total	39%	17%	4%	2%	33%	4%	307
Demographics							
Female	41%	19%	5%	1%	29%	4%	140
Male	39%	15%	3%	3%	36%	4%	163
Non Hispanic	40%	17%	4%	3%	32%	4%	269
Hispanic	36%	15%	3%	0%	42%	3%	33
Non White	29%	22%	4%	4%	41%	0%	49
White	42%	16%	4%	2%	31%	5%	239
Non Citizen	46%	13%	4%	4%	29%	4%	24
Citizen	38%	17%	4%	2%	34%	4%	276
With dependent children	35%	12%	2%	2%	43%	5%	125
No dependents	42%	21%	4%	2%	26%	4%	178
College/School							
Anderson School of Management	38%	23%	8%	0%	31%	0%	13
A&S Humanities	61%	15%	6%	3%	15%	0%	33
A&S Natural Sciences	41%	18%	5%	2%	31%	2%	83
A&S Social Sciences	48%	15%	5%	0%	33%	0%	40
College of Education	16%	9%	2%	2%	55%	16%	44
Fine Arts, Architecture and Planning	38%	23%	5%	5%	28%	3%	40
School of Engineering	34%	22%	0%	0%	34%	9%	32
School of Law	0%	0%	0%	0%	100%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	53%	40%	0%	7%	13%	0%	15

Table A9. 59f. Male faculty who have children are considered by department members to be less committed to their careers than those who do not have children

	1- Agree Strongly	2- Agree Somewhat	3- Disagree Somewhat	4- Disagree Strongly	Don't know	NA	Total
Total	2%	6%	14%	44%	29%	5%	309
Demographics							
Female	1%	1%	13%	48%	31%	6%	141
Male	4%	9%	14%	40%	28%	5%	163
Non Hispanic	2%	6%	13%	45%	29%	5%	269
Hispanic	3%	0%	24%	33%	33%	6%	33
Non White	8%	8%	18%	36%	28%	2%	50
White	1%	5%	12%	46%	30%	6%	239
Non Citizen	0%	4%	8%	50%	25%	13%	24
Citizen	3%	5%	14%	43%	30%	5%	277
With dependent children	1%	4%	10%	39%	41%	6%	127
No dependents	3%	7%	16%	47%	21%	5%	178
College/School							
Anderson School of Management	8%	0%	31%	31%	23%	8%	13
A&S Humanities	0%	9%	18%	36%	33%	3%	33
A&S Natural Sciences	5%	7%	13%	43%	29%	4%	84
A&S Social Sciences	0%	3%	5%	60%	33%	0%	40
College of Education	2%	2%	7%	36%	40%	13%	45
Fine Arts, Architecture and Planning	3%	13%	18%	38%	25%	5%	40
School of Engineering	0%	3%	16%	56%	16%	9%	32
School of Law	0%	0%	0%	50%	50%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	0%	0%	27%	47%	27%	0%	15

Table A9. 59g. Female faculty who have children are considered by department members to be less committed to their careers than those who do not have children

	1- Agree Strongly	2- Agree Somewhat	3- Disagree Somewhat	4- Disagree Strongly	Don't know	NA	Total
Total	6%	17%	16%	34%	22%	5%	307
Demographics							
Female	7%	23%	21%	25%	20%	5%	141
Male	4%	12%	12%	43%	24%	5%	161
Non Hispanic	5%	17%	16%	35%	22%	5%	266
Hispanic	6%	18%	18%	26%	26%	6%	34
Non White	10%	15%	19%	23%	29%	4%	48
White	4%	18%	15%	36%	21%	5%	238
Non Citizen	8%	8%	21%	38%	13%	13%	24
Citizen	5%	18%	16%	33%	23%	4%	275
With dependent children	3%	13%	14%	33%	31%	6%	126
No dependents	7%	20%	18%	34%	16%	5%	177
College/School							
Anderson School of Management	23%	15%	23%	15%	23%	0%	13
A&S Humanities	6%	27%	18%	24%	18%	6%	33
A&S Natural Sciences	7%	20%	14%	31%	24%	4%	84
A&S Social Sciences	5%	18%	13%	45%	20%	0%	40
College of Education	5%	9%	16%	27%	32%	11%	44
Fine Arts, Architecture and Planning	5%	15%	20%	35%	20%	5%	40
School of Engineering	0%	10%	16%	52%	13%	10%	31
School of Law	0%	50%	0%	25%	25%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	0%	20%	20%	40%	20%	0%	15

Table A9. 59h. In resolving work/life conflicts, I prioritize work

	1- Agree Strongly	2- Agree Somewhat	3- Disagree Somewhat	4- Disagree Strongly	Don't know	NA	Total
Total	16%	37%	33%	10%	4%	1%	307
Demographics							
Female	18%	31%	38%	10%	4%	0%	140
Male	14%	43%	28%	10%	4%	1%	162
Non Hispanic	15%	38%	33%	10%	3%	1%	267
Hispanic	12%	30%	36%	15%	6%	0%	33
Non White	20%	38%	26%	10%	6%	0%	50
White	15%	36%	35%	10%	3%	1%	237
Non Citizen	21%	29%	33%	17%	0%	0%	24
Citizen	16%	37%	33%	9%	4%	1%	275
With dependent children	26%	41%	22%	7%	4%	0%	127
No dependents	9%	35%	39%	13%	4%	1%	176
College/School							
Anderson School of Management	0%	62%	38%	0%	0%	0%	13
A&S Humanities	21%	36%	36%	3%	3%	0%	33
A&S Natural Sciences	13%	37%	33%	13%	4%	0%	83
A&S Social Sciences	8%	35%	40%	13%	5%	0%	40
College of Education	36%	20%	27%	13%	4%	0%	45
Fine Arts, Architecture and Planning	15%	44%	31%	5%	3%	3%	39
School of Engineering	3%	50%	25%	9%	9%	3%	32
School of Law	0%	50%	50%	0%	0%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	27%	20%	40%	13%	0%	0%	15

Table A9. 59i. In resolving work/life conflicts, I prioritize family/self

	1- Agree Strongly	2- Agree Somewhat	3- Disagree Somewhat	4- Disagree Strongly	Don't know	NA	Total
Total	11%	34%	35%	17%	3%	1%	301
Demographics							
Female	12%	41%	24%	20%	3%	0%	139
Male	10%	27%	44%	13%	4%	2%	157
Non Hispanic	10%	33%	35%	18%	3%	1%	262
Hispanic	22%	41%	28%	6%	3%	0%	32
Non White	10%	33%	33%	18%	4%	2%	49
White	10%	34%	36%	17%	2%	1%	235
Non Citizen	21%	25%	46%	8%	0%	0%	24
Citizen	10%	35%	33%	18%	4%	1%	269
With dependent children	9%	21%	40%	26%	4%	0%	125
No dependents	12%	42%	31%	10%	3%	2%	172
College/School							
Anderson School of Management	0%	67%	25%	0%	0%	8%	12
A&S Natural Sciences	13%	34%	39%	11%	4%	0%	83
College of Education	9%	32%	30%	25%	5%	0%	44
Fine Arts, Architecture and Planning	5%	26%	45%	18%	3%	3%	38
University Libraries & Learning Sciences, University and Honors Colleges	20%	33%	7%	40%	0%	0%	15
A&S Humanities	15%	30%	27%	24%	3%	0%	33
School of Engineering	10%	35%	39%	6%	6%	3%	31
School of Law	0%	67%	33%	0%	0%	0%	3
A&S Social Sciences	10%	33%	40%	15%	3%	0%	40

Table A9. 60. How would you rate your overall health at the present time?

	Excellent	Very good	Good	Fair	Poor	Total
Total	27%	38%	24%	10%	1%	313
Demographics						
Female	26%	31%	27%	15%	1%	142
Male	27%	45%	21%	7%	1%	165
Non Hispanic	28%	39%	23%	10%	1%	270
Hispanic	18%	38%	29%	15%	0%	34
Non White	29%	36%	27%	7%	2%	56
White	26%	39%	23%	11%	1%	257
Non Citizen	33%	29%	38%	0%	0%	24
Citizen	27%	39%	23%	11%	1%	280
Position						
Distinguished	60%	20%	0%	10%	10%	10
Professor	31%	43%	20%	5%	0%	113
Associate	25%	36%	25%	13%	1%	84
Assistant	23%	32%	30%	14%	1%	84
Lecturer	14%	50%	27%	9%	0%	22
College/School						
A&S Humanities	33%	33%	24%	6%	3%	33
A&S Natural Sciences	34%	41%	15%	9%	1%	88
A&S Social Sciences	18%	45%	33%	5%	0%	40
Anderson School of Management	7%	43%	43%	7%	0%	14
College of Education	27%	27%	27%	18%	2%	45
Fine Arts, Architecture and Planning	13%	40%	33%	15%	0%	40
School of Engineering	41%	34%	22%	3%	0%	32
School of Law	33%	33%	33%	0%	0%	3
University Libraries & Learning Sciences, University and Honors Colleges	20%	47%	7%	27%	0%	15

Appendix 10

Diversity at UNM

Table A10. 61a. There are too few women faculty in my department

	1- Agree Strongly	2- Agree somewhat	3- Disagree somewhat	4- Disagree strongly	Total
Total	12%	19%	30%	39%	313
Demographics					
Female	9%	9%	36%	45%	143
Male	14%	27%	25%	34%	165
Non White	14%	16%	35%	35%	51
White	12%	19%	29%	40%	240
Non Hispanic	13%	19%	30%	38%	271
Hispanic	6%	18%	35%	41%	34
Non citizen	16%	36%	8%	40%	25
Citizen	11%	18%	33%	39%	280
Position					
Distinguished	10%	20%	40%	30%	10
Professor	16%	27%	28%	29%	112
Associate	10%	8%	31%	50%	86
Assistant	8%	16%	35%	40%	85
Lecturer	15%	30%	15%	40%	20
College/School					
A&S Humanities	6%	3%	21%	70%	33
A&S Natural Sciences	13%	35%	19%	33%	85
A&S Social Sciences	0%	10%	44%	46%	41
Anderson School of Management	7%	14%	29%	50%	14
College of Education	7%	7%	36%	50%	44
Fine Arts, Architecture and Planning	13%	15%	43%	30%	40
School of Engineering	41%	35%	18%	6%	34
School of Law	0%	0%	50%	50%	4
University Libraries & Learning Sciences, University and Honors Colleges	7%	0%	60%	33%	15

Table A10. 61b. My department has identified ways to recruit women faculty

	1- Agree Strongly	2- Agree somewhat	3- Disagree somewhat	4- Disagree strongly	Total
Total	20%	36%	25%	18%	302
Demographics					
Female	13%	26%	28%	34%	136
Male	26%	45%	24%	5%	162
Non White	20%	38%	22%	20%	50
White	18%	36%	27%	19%	232
Non Hispanic	20%	36%	26%	18%	264
Hispanic	19%	35%	26%	19%	31
Non citizen	35%	30%	17%	17%	23
Citizen	19%	36%	26%	18%	272
Position					
Distinguished	10%	40%	40%	10%	10
Professor	24%	41%	27%	8%	111
Associate	20%	33%	20%	27%	85
Assistant	17%	33%	29%	21%	78
Lecturer	11%	39%	17%	33%	18
College/School					
A&S Humanities	31%	25%	25%	19%	32
A&S Natural Sciences	20%	41%	22%	17%	81
A&S Social Sciences	15%	39%	29%	17%	41
Anderson School of Management	25%	33%	33%	8%	12
College of Education	9%	21%	28%	42%	43
Fine Arts, Architecture and Planning	21%	39%	29%	11%	38
School of Engineering	24%	38%	26%	12%	34
School of Law	25%	50%	25%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	29%	50%	14%	7%	14

Table A10. 61c. My department has actively recruited women faculty

	1- Agree Strongly	2- Agree somewhat	3- Disagree somewhat	4- Disagree strongly	Total
Total	31%	37%	20%	13%	300
Demographics					
Female	21%	30%	23%	25%	135
Male	38%	42%	17%	2%	161
Non White	29%	31%	25%	15%	48
White	29%	38%	20%	13%	232
Non Hispanic	30%	37%	21%	13%	263
Hispanic	30%	40%	17%	13%	30
Non citizen	46%	21%	25%	8%	24
Citizen	30%	38%	19%	13%	269
Position					
Distinguished	40%	30%	20%	10%	10
Professor	35%	39%	22%	4%	112
Associate	31%	36%	14%	19%	84
Assistant	24%	34%	24%	18%	76
Lecturer	28%	39%	17%	17%	18
College/School					
A&S Humanities	39%	29%	16%	16%	31
A&S Natural Sciences	33%	36%	23%	9%	80
A&S Social Sciences	33%	38%	20%	10%	40
Anderson School of Management	46%	31%	15%	8%	13
College of Education	14%	21%	23%	42%	43
Fine Arts, Architecture and Planning	36%	41%	21%	3%	39
School of Engineering	32%	44%	21%	3%	34
School of Law	0%	100%	0%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	31%	46%	15%	8%	13

Table A10. 61d. The climate for women in my department is good

	1- Agree Strongly	2- Agree somewhat	3- Disagree somewhat	4- Disagree strongly	Total
Total	40%	42%	12%	6%	307
Demographics					
Female	34%	42%	16%	8%	141
Male	47%	43%	7%	3%	162
Non White	41%	43%	14%	2%	49
White	41%	42%	11%	5%	238
Non Hispanic	42%	40%	12%	6%	268
Hispanic	30%	61%	6%	3%	33
Non citizen	54%	33%	13%	0%	24
Citizen	39%	43%	11%	6%	276
Position					
Distinguished	60%	20%	10%	10%	10
Professor	41%	42%	15%	2%	111
Associate	43%	42%	8%	7%	84
Assistant	34%	47%	11%	8%	83
Lecturer	47%	37%	11%	5%	19
College/School					
A&S Humanities	42%	42%	9%	6%	33
A&S Natural Sciences	38%	39%	15%	7%	84
A&S Social Sciences	41%	39%	15%	5%	41
Anderson School of Management	46%	23%	23%	8%	13
College of Education	35%	42%	9%	14%	43
Fine Arts, Architecture and Planning	38%	54%	8%	0%	39
School of Engineering	34%	56%	9%	0%	32
School of Law	25%	50%	25%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	80%	20%	0%	0%	15

Table A10. 61e. My department has taken steps to enhance the climate for women

	1- Agree Strongly	2- Agree somewhat	3- Disagree somewhat	4- Disagree strongly	Total
Total	24%	40%	25%	11%	294
Demographics					
Female	13%	38%	31%	18%	133
Male	34%	42%	20%	4%	157
Non White	33%	27%	27%	13%	48
White	21%	44%	25%	10%	227
Non Hispanic	25%	40%	24%	11%	257
Hispanic	20%	43%	30%	7%	30
Non citizen	41%	23%	23%	14%	22
Citizen	23%	42%	25%	11%	265
Position					
Distinguished	40%	20%	30%	10%	10
Professor	27%	45%	20%	8%	110
Associate	23%	39%	24%	14%	83
Assistant	18%	36%	33%	14%	73
Lecturer	22%	50%	28%	0%	18
College/School					
A&S Humanities	26%	39%	16%	19%	31
A&S Natural Sciences	25%	39%	26%	10%	80
A&S Social Sciences	23%	31%	38%	8%	39
Anderson School of Management	18%	27%	45%	9%	11
College of Education	17%	31%	31%	21%	42
Fine Arts, Architecture and Planning	30%	43%	19%	8%	37
School of Engineering	30%	48%	15%	6%	33
School of Law	0%	100%	0%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	21%	64%	14%	0%	14

Table A10. 61f. My department has too few women faculty in leadership positions

	1- Agree Strongly	2- Agree somewhat	3- Disagree somewhat	4- Disagree strongly	Total
Total	8%	14%	36%	42%	306
Demographics					
Female	6%	12%	40%	43%	138
Male	10%	16%	33%	41%	164
Non White	8%	8%	41%	43%	49
White	9%	16%	34%	42%	238
Non Hispanic	9%	15%	35%	41%	267
Hispanic	0%	9%	48%	42%	33
Non citizen	0%	20%	28%	52%	25
Citizen	9%	14%	36%	41%	274
Position					
Distinguished	10%	0%	50%	40%	10
Professor	11%	20%	40%	29%	112
Associate	7%	11%	28%	54%	83
Assistant	5%	11%	41%	43%	81
Lecturer	15%	20%	15%	50%	20
College/School					
A&S Humanities	6%	3%	34%	56%	32
A&S Natural Sciences	7%	19%	35%	39%	83
A&S Social Sciences	8%	10%	38%	45%	40
Anderson School of Management	0%	0%	46%	54%	13
College of Education	12%	7%	33%	48%	42
Fine Arts, Architecture and Planning	5%	18%	33%	45%	40
School of Engineering	18%	32%	32%	18%	34
School of Law	0%	0%	75%	25%	4
University Libraries & Learning Sciences, University and Honors Colleges	13%	7%	40%	40%	15

Table A10. 61g. My department has identifies ways to move women into leadership positions

	1- Agree Strongly	2- Agree somewhat	3- Disagree somewhat	4- Disagree strongly	Total
Total	24%	36%	28%	12%	299
Demographics					
Female	18%	31%	34%	17%	136
Male	28%	41%	24%	7%	159
Non White	19%	40%	29%	13%	48
White	24%	36%	28%	12%	231
Non Hispanic	24%	38%	26%	11%	261
Hispanic	19%	26%	45%	10%	31
Non citizen	32%	27%	32%	9%	22
Citizen	23%	37%	28%	12%	270
Position					
Distinguished	33%	44%	0%	22%	9
Professor	25%	34%	31%	10%	111
Associate	28%	29%	30%	13%	86
Assistant	15%	45%	28%	12%	75
Lecturer	33%	33%	22%	11%	18
College/School					
A&S Humanities	33%	36%	15%	15%	33
A&S Natural Sciences	23%	36%	28%	12%	81
A&S Social Sciences	24%	34%	29%	13%	38
Anderson School of Management	15%	46%	23%	15%	13
College of Education	16%	33%	35%	16%	43
Fine Arts, Architecture and Planning	39%	39%	18%	3%	38
School of Engineering	9%	41%	41%	9%	32
School of Law	0%	50%	50%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	33%	20%	33%	13%	15

Table A10. 61h. My department has made an effort to promote women into leadership positions

	1- Agree Strongly	2- Agree somewhat	3- Disagree somewhat	4- Disagree strongly	Total
Total	32%	37%	22%	9%	300
Demographics					
Female	23%	35%	29%	13%	136
Male	40%	39%	16%	5%	160
Non White	33%	33%	25%	8%	48
White	30%	38%	23%	9%	233
Non Hispanic	33%	37%	21%	9%	263
Hispanic	27%	37%	30%	7%	30
Non citizen	35%	35%	22%	9%	23
Citizen	32%	37%	22%	9%	270
Position					
Distinguished	40%	40%	0%	20%	10
Professor	36%	32%	24%	7%	111
Associate	33%	39%	22%	6%	85
Assistant	21%	44%	23%	12%	75
Lecturer	47%	21%	21%	11%	19
College/School					
A&S Humanities	34%	34%	25%	6%	32
A&S Natural Sciences	31%	38%	20%	11%	81
A&S Social Sciences	26%	41%	23%	10%	39
Anderson School of Management	36%	29%	21%	14%	14
College of Education	26%	38%	24%	12%	42
Fine Arts, Architecture and Planning	45%	45%	8%	3%	38
School of Engineering	24%	33%	39%	3%	33
School of Law	25%	75%	0%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	53%	7%	27%	13%	15

Table A10. 62a. There are too few faculty of color in my department

	1- Agree Strongly	2- Agree somewhat	3- Disagree somewhat	4- Disagree strongly	5- Don't know	Total
Total	32%	35%	16%	12%	4%	308
Demographics						
Female	39%	38%	12%	8%	4%	144
Male	27%	33%	19%	16%	4%	159
Non White	42%	26%	16%	6%	10%	50
White	32%	37%	16%	12%	3%	238
Non Hispanic	34%	35%	14%	12%	5%	268
Hispanic	25%	34%	28%	13%	0%	32
Non citizen	35%	39%	9%	9%	9%	23
Citizen	32%	35%	17%	13%	4%	277
Position						
Distinguished	20%	70%	10%	0%	0%	10
Professor	32%	36%	17%	12%	3%	110
Associate	33%	31%	15%	16%	5%	85
Assistant	36%	30%	17%	10%	7%	83
Lecturer	25%	50%	10%	15%	0%	20
College/School						
A&S Humanities	42%	36%	9%	9%	3%	33
A&S Natural Sciences	39%	35%	10%	12%	5%	84
A&S Social Sciences	17%	41%	29%	10%	2%	41
Anderson School of Management	15%	15%	23%	31%	15%	13
College of Education	30%	48%	16%	7%	0%	44
Fine Arts, Architecture and Planning	29%	21%	24%	21%	5%	38
School of Engineering	36%	27%	18%	9%	9%	33
School of Law	25%	50%	0%	25%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	47%	40%	7%	7%	0%	15

Table A10. 62b. My department has identified ways to recruit faculty of color

	1- Agree Strongly	2- Agree somewhat	3- Disagree somewhat	4- Disagree strongly	5- Don't know	Total
Total	18%	37%	18%	15%	13%	303
Demographics						
Female	16%	35%	14%	19%	16%	141
Male	19%	40%	21%	11%	9%	158
Non White	12%	37%	12%	27%	12%	49
White	17%	37%	19%	12%	14%	235
Non Hispanic	18%	36%	18%	14%	14%	265
Hispanic	13%	52%	16%	16%	3%	31
Non citizen	29%	29%	10%	19%	14%	21
Citizen	17%	38%	18%	15%	13%	275
Position						
Distinguished	30%	50%	10%	0%	10%	10
Professor	20%	41%	22%	13%	5%	110
Associate	19%	35%	15%	21%	9%	85
Assistant	15%	30%	19%	13%	24%	80
Lecturer	6%	50%	6%	11%	28%	18
College/School						
A&S Humanities	18%	42%	9%	18%	12%	33
A&S Natural Sciences	21%	30%	17%	22%	10%	81
A&S Social Sciences	15%	54%	15%	12%	5%	41
Anderson School of Management	17%	42%	25%	0%	17%	12
College of Education	9%	27%	20%	18%	25%	44
Fine Arts, Architecture and Planning	32%	35%	24%	5%	3%	37
School of Engineering	6%	33%	27%	9%	24%	33
School of Law	25%	75%	0%	0%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	20%	53%	0%	13%	13%	15

Table A10. 62c. My department has actively recruited faculty of color

	1- Agree Strongly	2- Agree somewhat	3- Disagree somewhat	4- Disagree strongly	5- Don't know	Total
Total	28%	31%	17%	12%	12%	302
Demographics						
Female	26%	27%	16%	15%	15%	140
Male	28%	36%	17%	9%	9%	158
Non White	18%	22%	22%	20%	16%	49
White	27%	35%	17%	10%	12%	234
Non Hispanic	27%	32%	16%	11%	13%	264
Hispanic	26%	35%	23%	13%	3%	31
Non citizen	27%	18%	18%	18%	18%	22
Citizen	28%	32%	17%	11%	12%	273
Position						
Distinguished	40%	50%	0%	0%	10%	10
Professor	33%	31%	19%	14%	4%	110
Associate	27%	35%	18%	13%	7%	85
Assistant	22%	24%	19%	9%	27%	79
Lecturer	22%	39%	6%	11%	22%	18
College/School						
A&S Humanities	27%	42%	6%	12%	12%	33
A&S Natural Sciences	25%	26%	24%	15%	10%	80
A&S Social Sciences	37%	41%	7%	10%	5%	41
Anderson School of Management	31%	23%	23%	8%	15%	13
College of Education	19%	35%	14%	12%	21%	43
Fine Arts, Architecture and Planning	43%	27%	22%	3%	5%	37
School of Engineering	12%	24%	24%	18%	21%	33
School of Law	25%	50%	25%	0%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	40%	27%	7%	13%	13%	15

Table A10. 62d. The climate for faculty of color in my department is good

	1- Agree Strongly	2- Agree somewhat	3- Disagree somewhat	4- Disagree strongly	5- Don't know	Total
Total	27%	40%	12%	7%	14%	304
Demographics						
Female	21%	39%	14%	11%	16%	141
Male	33%	41%	9%	4%	13%	159
Non White	14%	33%	24%	16%	12%	49
White	29%	42%	9%	4%	16%	235
Non Hispanic	29%	37%	11%	6%	16%	265
Hispanic	6%	66%	9%	19%	0%	32
Non citizen	32%	36%	5%	14%	14%	22
Citizen	27%	40%	12%	7%	15%	275
Position						
Distinguished	33%	67%	0%	0%	0%	9
Professor	29%	39%	14%	7%	11%	112
Associate	26%	39%	12%	8%	15%	85
Assistant	24%	40%	9%	9%	19%	80
Lecturer	33%	39%	11%	0%	17%	18
College/School						
A&S Humanities	30%	30%	12%	6%	21%	33
A&S Natural Sciences	22%	38%	15%	7%	17%	81
A&S Social Sciences	23%	58%	5%	8%	8%	40
Anderson School of Management	23%	54%	0%	8%	15%	13
College of Education	18%	39%	18%	14%	11%	44
Fine Arts, Architecture and Planning	42%	47%	8%	3%	0%	38
School of Engineering	24%	30%	3%	9%	33%	33
School of Law	25%	0%	50%	0%	25%	4
University Libraries & Learning Sciences, University and Honors Colleges	60%	20%	20%	0%	0%	15

Table A10. 62e. My department has taken steps to enhance the climate for faculty of color

	1- Agree Strongly	2- Agree somewhat	3- Disagree somewhat	4- Disagree strongly	5- Don't know	Total
Total	17%	29%	21%	11%	21%	299
Demographics						
Female	11%	27%	21%	15%	26%	138
Male	22%	32%	20%	8%	17%	157
Non White	10%	23%	27%	23%	17%	48
White	16%	31%	21%	9%	24%	233
Non Hispanic	17%	29%	21%	10%	23%	261
Hispanic	10%	42%	13%	29%	6%	31
Non citizen	14%	24%	10%	14%	38%	21
Citizen	17%	30%	21%	11%	21%	271
Position						
Distinguished	30%	60%	0%	0%	10%	10
Professor	19%	29%	25%	13%	15%	110
Associate	19%	28%	21%	15%	16%	85
Assistant	9%	26%	17%	9%	38%	76
Lecturer	17%	33%	28%	0%	22%	18
College/School						
A&S Humanities	15%	21%	30%	6%	27%	33
A&S Natural Sciences	13%	26%	23%	14%	25%	80
A&S Social Sciences	24%	32%	24%	10%	10%	41
Anderson School of Management	8%	33%	25%	17%	17%	12
College of Education	9%	35%	12%	19%	26%	43
Fine Arts, Architecture and Planning	30%	49%	11%	5%	5%	37
School of Engineering	13%	19%	19%	13%	35%	31
School of Law	25%	0%	25%	25%	25%	4
University Libraries & Learning Sciences, University and Honors Colleges	20%	27%	27%	0%	27%	15

Table A10. 62f. My department has too few faculty of color in leadership positions

	1- Agree Strongly	2- Agree somewhat	3- Disagree somewhat	4- Disagree strongly	5- Don't know	Total
Total	27%	33%	21%	11%	8%	302
Demographics						
Female	34%	34%	16%	8%	8%	140
Male	22%	32%	25%	13%	8%	158
Non White	34%	30%	20%	6%	10%	50
White	26%	33%	21%	11%	8%	233
Non Hispanic	27%	32%	21%	11%	9%	263
Hispanic	34%	34%	25%	3%	3%	32
Non citizen	23%	41%	14%	5%	18%	22
Citizen	28%	32%	22%	11%	7%	273
Position						
Distinguished	20%	70%	0%	10%	0%	10
Professor	26%	33%	25%	11%	5%	110
Associate	34%	24%	24%	11%	8%	85
Assistant	27%	35%	15%	9%	14%	79
Lecturer	11%	44%	22%	17%	6%	18
College/School						
A&S Humanities	36%	36%	18%	3%	6%	33
A&S Natural Sciences	26%	31%	26%	9%	9%	81
A&S Social Sciences	22%	46%	17%	5%	10%	41
Anderson School of Management	17%	33%	17%	25%	8%	12
College of Education	39%	32%	14%	7%	9%	44
Fine Arts, Architecture and Planning	19%	19%	35%	27%	0%	37
School of Engineering	22%	38%	16%	9%	16%	32
School of Law	25%	25%	25%	25%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	47%	33%	7%	7%	7%	15

Table A10. 62g. My department has identified ways to move faculty of color into leadership positions

	1- Agree Strongly	2- Agree somewhat	3- Disagree somewhat	4- Disagree strongly	5- Don't know	Total
Total	9%	21%	26%	15%	29%	297
Demographics						
Female	5%	19%	24%	19%	32%	139
Male	12%	23%	26%	12%	26%	155
Non White	6%	15%	31%	29%	19%	48
White	8%	22%	24%	13%	33%	230
Non Hispanic	9%	20%	25%	15%	31%	259
Hispanic	9%	28%	22%	22%	19%	32
Non citizen	10%	14%	19%	14%	43%	21
Citizen	9%	21%	26%	16%	28%	269
Position						
Distinguished	11%	44%	22%	11%	11%	9
Professor	13%	23%	33%	17%	15%	109
Associate	8%	19%	29%	16%	28%	83
Assistant	4%	19%	14%	15%	47%	78
Lecturer	11%	17%	17%	11%	44%	18
College/School						
A&S Humanities	6%	21%	27%	9%	36%	33
A&S Natural Sciences	9%	20%	23%	18%	31%	80
A&S Social Sciences	7%	22%	32%	15%	24%	41
Anderson School of Management	8%	8%	42%	25%	17%	12
College of Education	2%	9%	19%	28%	42%	43
Fine Arts, Architecture and Planning	22%	39%	19%	6%	14%	36
School of Engineering	10%	16%	29%	10%	35%	31
School of Law	25%	25%	50%	0%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	7%	33%	27%	20%	13%	15

Table A10. 62h. My department has made an effort to promote faculty of color into leadership positions

	1- Agree Strongly	2- Agree somewhat	3- Disagree somewhat	4- Disagree strongly	5- Don't know	Total
Total	12%	23%	20%	15%	29%	298
Demographics						
Female	8%	20%	20%	20%	33%	138
Male	15%	27%	21%	11%	26%	156
Non White	4%	23%	21%	29%	23%	48
White	12%	24%	21%	12%	32%	231
Non Hispanic	13%	22%	21%	14%	31%	261
Hispanic	7%	37%	13%	23%	20%	30
Non citizen	0%	26%	16%	11%	47%	19
Citizen	13%	23%	20%	15%	28%	272
Position						
Distinguished	20%	30%	20%	10%	20%	10
Professor	18%	25%	26%	16%	14%	110
Associate	13%	20%	23%	17%	27%	84
Assistant	3%	22%	11%	12%	53%	76
Lecturer	11%	28%	17%	11%	33%	18
College/School						
A&S Humanities	12%	21%	15%	12%	39%	33
A&S Natural Sciences	12%	19%	25%	15%	30%	81
A&S Social Sciences	10%	23%	30%	10%	28%	40
Anderson School of Management	8%	8%	42%	17%	25%	12
College of Education	5%	16%	14%	30%	36%	44
Fine Arts, Architecture and Planning	19%	50%	11%	6%	14%	36
School of Engineering	10%	23%	13%	13%	42%	31
School of Law	25%	50%	25%	0%	0%	4
University Libraries & Learning Sciences, University and Honors Colleges	27%	27%	20%	20%	7%	15

Appendix 11

Personal Demographics

Table A11. 63-67a. Demographic Respondents in Context

Faculty Invited to Participate	974
Started Survey	462
Demographic Respondents	315

Table A11. 63-67. Demographic Information

	Survey Respondents to Demographic Questions	
Total	315	100%
Female	145	46%
Male	167	53%
No response	3	1%
Hispanic	34	11%
Non-Hispanic	275	87%
No response	6	2%
African-American/Black	1	0%
Asian	16	5%
American Indian	4	1%
Caucasian	243	77%
Native Hawaiian/Pacific Islander	0	0%
Two or More	16	5%
Race Unknown/Other	14	4%
No response	21	7%
United States Citizen	284	90%
Non U.S. Citizen	25	8%
No response	6	2%
Bi-sexual	7	2%
Gay-Lesbian	15	5%
Heterosexual	277	88%
No response	16	5%

Table A11. 69. To which college/division does your primary department/unit belong?

	Survey-Sample	Faculty Invited to Participate	Response rate %
Totals	315	976	32%
Arts and Sciences	163	455	36%
Natural Sciences	*89*	*152*	*59%*
Humanities	*33*	*151*	*22%*
Social Sciences	*41*	*152*	*27%*
Fine Arts, Architecture and Planning	40	131	31%
Anderson School of Management	14	69	20%
College of Education	45	115	39%
School of Engineering	34	103	33%
School of Law	4	40	10%
University Libraries & Learning Sciences, University and Honors Colleges	15	53	28%
Provost, Econ/Development, UNM West Initiative		10	
Unknown			