

2007 Faculty Survey

Overall Frequencies and Charts

Medical Campus

December 2007



Introduction

In fall 2007, the Boston University Faculty Survey was administered to all full-time tenure, tenure track, and non-tenure track faculty at the Charles River and Medical campuses. The web survey examined a number of issues concerning the quality of faculty life at BU, including the work faculty do and how well it is supported, department climate, and the ways in which life outside of BU meshes with faculty responsibilities.

The overall response rate for the survey was 61% (71% for the Charles River Campus and 51% for the Medical Campus).

This report provides overall frequencies and summary charts for the Medical Campus.

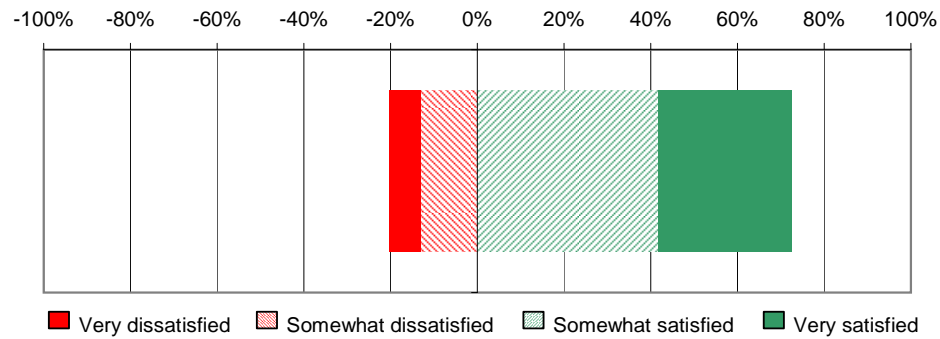
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Overall, how satisfied are you being a faculty member at Boston University?

	%	N
Very dissatisfied	7.2%	35
Somewhat dissatisfied	13.2%	64
Neither satisfied nor dissatisfied	7.0%	34
Somewhat satisfied	41.7%	202
Very satisfied	30.8%	149
Total	100.0%	484

Overall Satisfaction



Specify the degree to which you are satisfied with each of the following: COMPENSATION

	Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied	Not applicable	N
Salary	7.7%	23.7%	10.8%	35.4%	21.5%	0.9%	548
Start-up funds	16.3%	14.2%	11.0%	10.8%	6.4%	41.3%	535
Length of contract	10.3%	14.2%	17.0%	14.9%	14.0%	29.7%	536

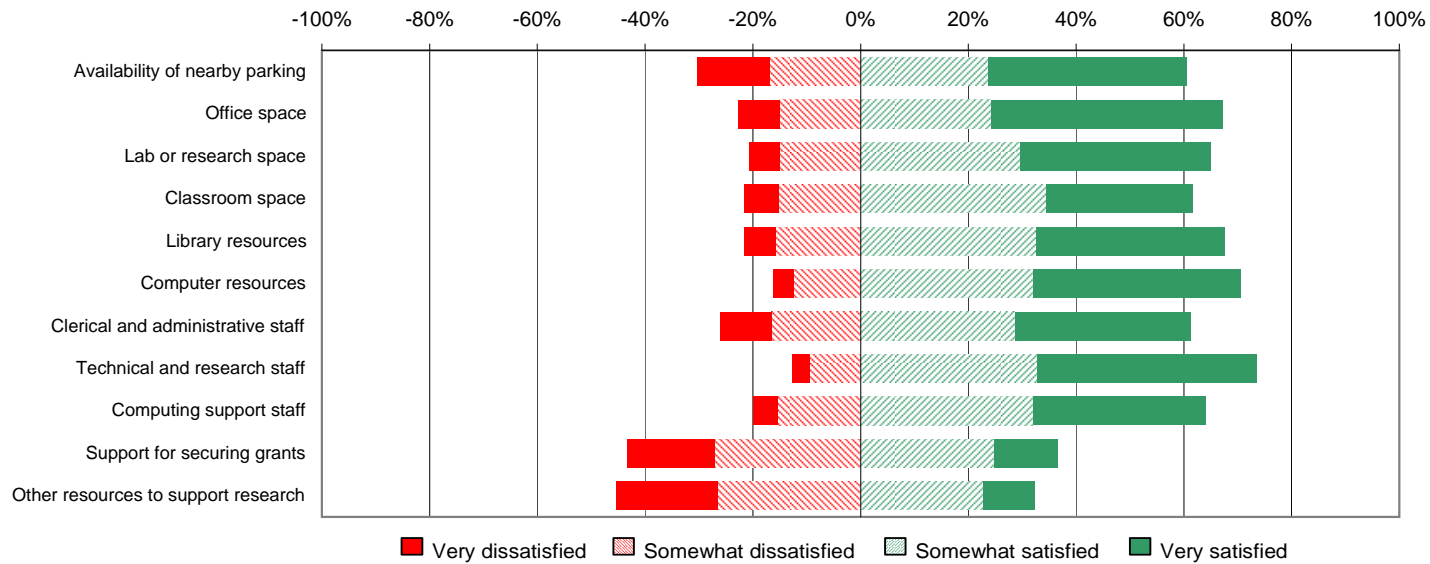


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Specify the degree to which you are satisfied with each of the following: RESOURCES

	Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied	Not applicable	N
Availability of nearby parking	12.2%	15.1%	8.2%	21.5%	33.2%	9.7%	548
Office space	7.7%	14.8%	9.9%	23.9%	42.5%	1.3%	548
Lab or research space	3.1%	8.5%	8.1%	16.7%	19.9%	43.8%	544
Classroom space	4.4%	10.3%	11.4%	23.4%	18.5%	32.1%	546
Library resources	5.7%	15.2%	10.6%	31.6%	33.9%	2.9%	545
Computer resources	3.7%	12.1%	13.0%	31.1%	37.5%	2.7%	547
Clerical and administrative staff	9.3%	16.1%	12.2%	27.7%	31.8%	2.9%	548
Technical and research staff	2.6%	7.4%	10.8%	25.9%	32.0%	21.2%	537
Computing support staff	4.4%	14.8%	15.3%	30.9%	30.9%	3.7%	541
Support for securing grants	12.7%	21.2%	15.9%	19.6%	9.2%	21.4%	542
Other resources to support research	14.5%	20.5%	17.3%	17.5%	7.4%	22.7%	537

Satisfaction with Resources

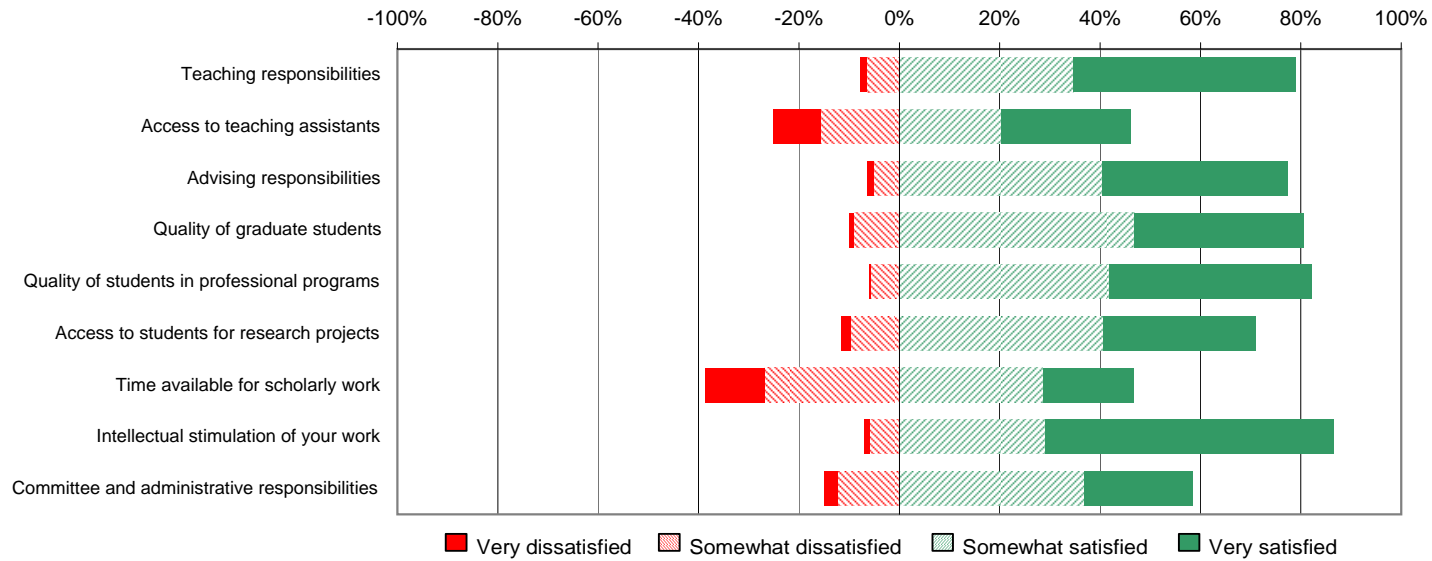


'Not applicable' counted as missing

Specify the degree to which you are satisfied with each of the following: TEACHING/ADVISING/RESEARCH/ADMINISTRATIVE SERVICE

	Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied	Not applicable	N
Teaching responsibilities	1.1%	5.9%	11.5%	30.8%	39.4%	11.4%	546
Access to teaching assistants	3.7%	6.1%	11.2%	7.9%	10.1%	61.0%	543
Advising responsibilities	0.9%	4.1%	13.1%	32.1%	29.3%	20.4%	535
Quality of graduate students	0.7%	6.4%	6.6%	33.6%	24.3%	28.3%	544
Quality of students in professional programs (e.g., business, law, medicine, social work)	0.2%	4.8%	9.7%	34.5%	33.4%	17.4%	545
Access to students for research projects	1.5%	7.0%	12.4%	29.4%	22.0%	27.7%	541
Time available for scholarly work	11.1%	25.0%	13.7%	26.7%	16.9%	6.7%	540
Intellectual stimulation of your work	1.1%	5.9%	6.4%	28.8%	57.0%	0.9%	546
Committee and administrative responsibilities	2.4%	11.2%	24.7%	34.1%	19.9%	7.7%	543

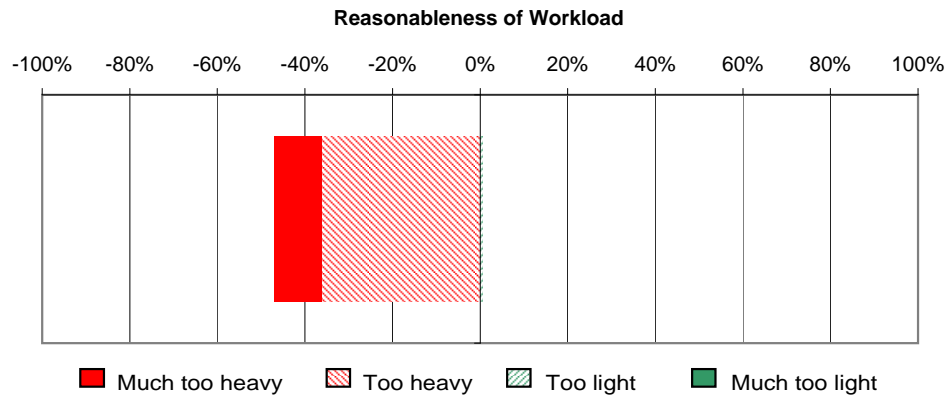
Satisfaction with Teaching/Advising/Research/Administrative Service



'Not applicable' counted as missing

Overall, how would you rate the reasonableness of your workload?

	%	N
Much too light	0.0%	0
Too light	0.6%	3
About right	52.3%	258
Too heavy	36.1%	178
Much too heavy	11.0%	54
Total	100.0%	493



Teaching undergraduate classes (classes primarily for undergraduate students)

	Mean	Percentile 25	Median	Percentile 75	N
How many undergraduate classes (excluding independent studies) did you teach during the last academic year?	0.2	0.0	0.0	0.0	414
How many students, total, did you teach in these classes? *	120.3	37.5	87.5	180.0	24
How many TAs/TFs, total, did you work with in these classes? *	1.1	0.0	1.0	2.0	23
How many of these undergraduate classes were close to your research interests? *	1.3	0.0	1.0	2.0	23

* Among faculty who reported teaching at least one undergraduate class

Teaching graduate classes (classes primarily for graduate/professional students)

	Mean	Percentile 25	Median	Percentile 75	N
How many graduate classes (excluding independent studies) did you teach during the last academic year?	2.2	0.0	2.0	3.0	455
How many students, total, did you teach in these classes? *	119.3	20.0	60.0	180.0	313
How many TAs/TFs, total, did you work with in these classes? *	0.8	0.0	0.0	1.0	299
How many of these graduate-level classes were close to your research interests? *	2.0	1.0	1.0	3.0	303

* Among faculty who reported teaching at least one graduate class

How many students did you teach through clinical teaching or clinical practica if not included above?

Mean	Percentile 25	Median	Percentile 75	N
39.4	4.0	12.0	30.0	263

How many of each of the following types of advisees do you have?

	Mean	Percentile 25	Median	Percentile 75	N
Undergraduate students	0.8	0.0	0.0	0.0	342
Graduate students	5.9	0.0	2.0	8.0	435
Residents (Medical School)	3.2	0.0	0.0	2.0	377
Postdoctoral associates or fellows	1.2	0.0	1.0	2.0	373
Informal student advisees	6.0	0.0	2.0	5.0	395
Junior faculty	1.7	0.0	1.0	3.0	375

Please indicate the number of committees (formal and ad hoc) you served on within the past year, excluding thesis committees:

	Mean	Percentile 25	Median	Percentile 75	N
Departmental committees	1.5	0.0	1.0	2.0	461
School/Divisional committees	1.5	0.0	1.0	2.0	439
University committees	0.4	0.0	0.0	0.0	393
Hospital or BMC committees	0.7	0.0	0.0	1.0	406
External committees or boards related to your discipline (e.g., accreditation, editor of a journal; officer of a professional association)	2.0	0.0	2.0	3.0	424

Have you ever served in any of the following administrative capacities? (check all that apply)

		Never	Serving currently or served within the past five academic years	Served prior to the past five academic years	Total
CHAIR OF DEPARTMENT/ UNIT	# of Responses	384	50	24	458
	% of Responses	83.8%	10.9%	5.2%	100.0%
	% of Respondents	84.6%	11.0%	5.3%	100.9%
DIRECTOR OF A DIVISION, CENTER, PROGRAM, OR INSTITUTE	# of Responses	310	124	41	475
	% of Responses	65.3%	26.1%	8.6%	100.0%
	% of Respondents	67.1%	26.8%	8.9%	102.8%
DEAN, ASSOCIATE DEAN, OR ASSISTANT DEAN	# of Responses	411	25	9	445
	% of Responses	92.4%	5.6%	2.0%	100.0%
	% of Respondents	92.8%	5.6%	2.0%	100.5%
DIRECTOR OF UNDERGRADUATE STUDY	# of Responses	430	4	3	437
	% of Responses	98.4%	0.9%	0.7%	100.0%
	% of Respondents	98.6%	0.9%	0.7%	100.2%
DIRECTOR OF GRADUATE STUDY	# of Responses	365	58	26	449
	% of Responses	81.3%	12.9%	5.8%	100.0%
	% of Respondents	82.8%	13.2%	5.9%	101.8%
CHAIR OF A SEARCH COMMITTEE	# of Responses	374	39	29	442
	% of Responses	84.6%	8.8%	6.6%	100.0%
	% of Respondents	85.8%	8.9%	6.7%	101.4%
CHAIR OF A DEPARTMENTAL COMMITTEE	# of Responses	315	88	47	450
	% of Responses	70.0%	19.6%	10.4%	100.0%
	% of Respondents	72.4%	20.2%	10.8%	103.4%
CHAIR OF A COLLEGE OR UNIVERSITY COMMITTEE	# of Responses	373	42	18	433
	% of Responses	86.1%	9.7%	4.2%	100.0%
	% of Respondents	87.1%	9.8%	4.2%	101.2%
OTHER ADMINISTRATIVE CAPACITY	# of Responses	256	97	16	369
	% of Responses	69.4%	26.3%	4.3%	100.0%
	% of Respondents	71.1%	26.9%	4.4%	102.5%

Note: % of Respondents' rows add to more than 100% because faculty could check more than one item.

If so, did you receive TEACHING RELIEF in exchange for taking on this administrative responsibility:

	Yes	No	N
Chair of department/unit	20.0%	80.0%	95
Director of a center, program, or institute	12.7%	87.3%	157
Dean, associate dean, or assistant dean	11.8%	88.2%	51
Director of undergraduate study	6.7%	93.3%	30
Director of graduate study	4.4%	95.6%	90
Chair of a search committee	1.3%	98.8%	80
Chair of a departmental committee	2.4%	97.6%	124
Chair of a college or university committee	1.4%	98.6%	74
Other administrative capacity	5.1%	94.9%	99

If so, did you receive EXTRA COMPENSATION in exchange for taking on this administrative responsibility:

	Yes	No	N
Chair of department/unit	35.8%	64.2%	95
Director of a center, program, or institute	23.3%	76.7%	159
Dean, associate dean, or assistant dean	37.7%	62.3%	53
Director of undergraduate study	0.0%	100.0%	28
Director of graduate study	14.4%	85.6%	90
Chair of a search committee	0.0%	100.0%	81
Chair of a departmental committee	0.0%	100.0%	123
Chair of a college or university committee	2.7%	97.3%	75
Other administrative capacity	12.9%	87.1%	101

In the past twelve months, how many of each of the following did you submit:

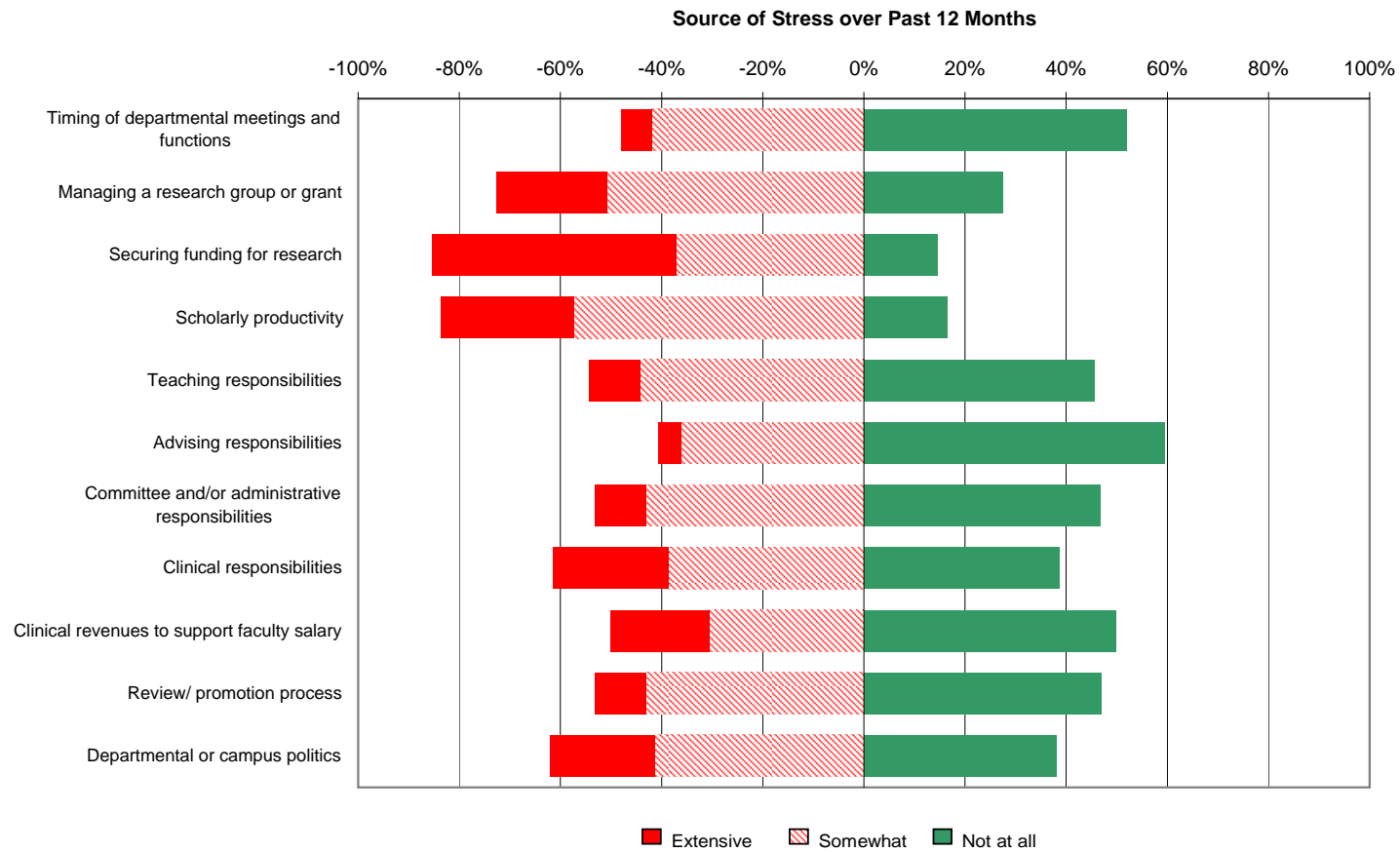
	Mean	Percentile 25	Median	Percentile 75	N
Papers for publication in peer-reviewed journals	3.3	1.0	3.0	5.0	483
Papers for presentation at conferences	2.6	0.0	2.0	4.0	476
Invited talks	2.6	0.0	2.0	4.0	474
Books: authored	0.1	0.0	0.0	0.0	443
Books: edited	0.1	0.0	0.0	0.0	444
Chapters in books	0.7	0.0	0.0	1.0	456
Other scholarly or creative works	0.8	0.0	0.0	0.0	199
Grant proposals	2.0	0.0	1.0	3.0	444

As you think about how you spend your time in an academic year, how many hours do you spend on each of the following work-related activities in an average week:

	Mean	Percentile 25	Median	Percentile 75	N
Teaching (including preparing materials for class, lecturing, etc.)	6.4	2.0	4.0	10.0	462
Clinical duties (patient care and patient-related meetings, paperwork)	13.0	0.0	6.0	24.0	440
Meeting or communicating with students outside of class (office hours, advising, supervising research, writing letters of recommendation, etc.)	5.7	1.0	4.0	8.0	460
Scholarship or conducting research (including writing, attending professional meetings, etc.)	18.1	4.0	15.0	30.0	463
Fulfilling administrative responsibilities/committee work/University service	8.4	2.0	5.0	10.0	470
External paid consulting	0.7	0.0	0.0	1.0	407
Other work-related activities	4.8	0.0	0.0	5.0	178

Please indicate the extent to which each of the following aspects of work has been a source of stress for you over the past twelve months.

	Not at all	Somewhat	Extensive	Not applicable	N
Timing of departmental meetings and functions	50.1%	40.5%	5.9%	3.5%	489
Managing a research group or grant (e.g., finances, personnel)	20.0%	37.2%	15.9%	26.9%	484
Securing funding for research	11.5%	29.3%	38.1%	21.1%	488
Scholarly productivity	14.8%	51.4%	23.8%	10.0%	488
Teaching responsibilities	42.2%	41.0%	9.4%	7.3%	490
Advising responsibilities	53.6%	32.6%	4.1%	9.7%	485
Committee and/or administrative responsibilities	42.2%	38.9%	9.1%	9.7%	483
Clinical responsibilities	23.7%	23.7%	14.0%	38.6%	485
Clinical revenues to support faculty salary	25.4%	15.6%	10.0%	49.1%	481
Review/ promotion process	35.7%	32.8%	7.7%	23.9%	482
Departmental or campus politics	33.9%	36.8%	18.6%	10.7%	484



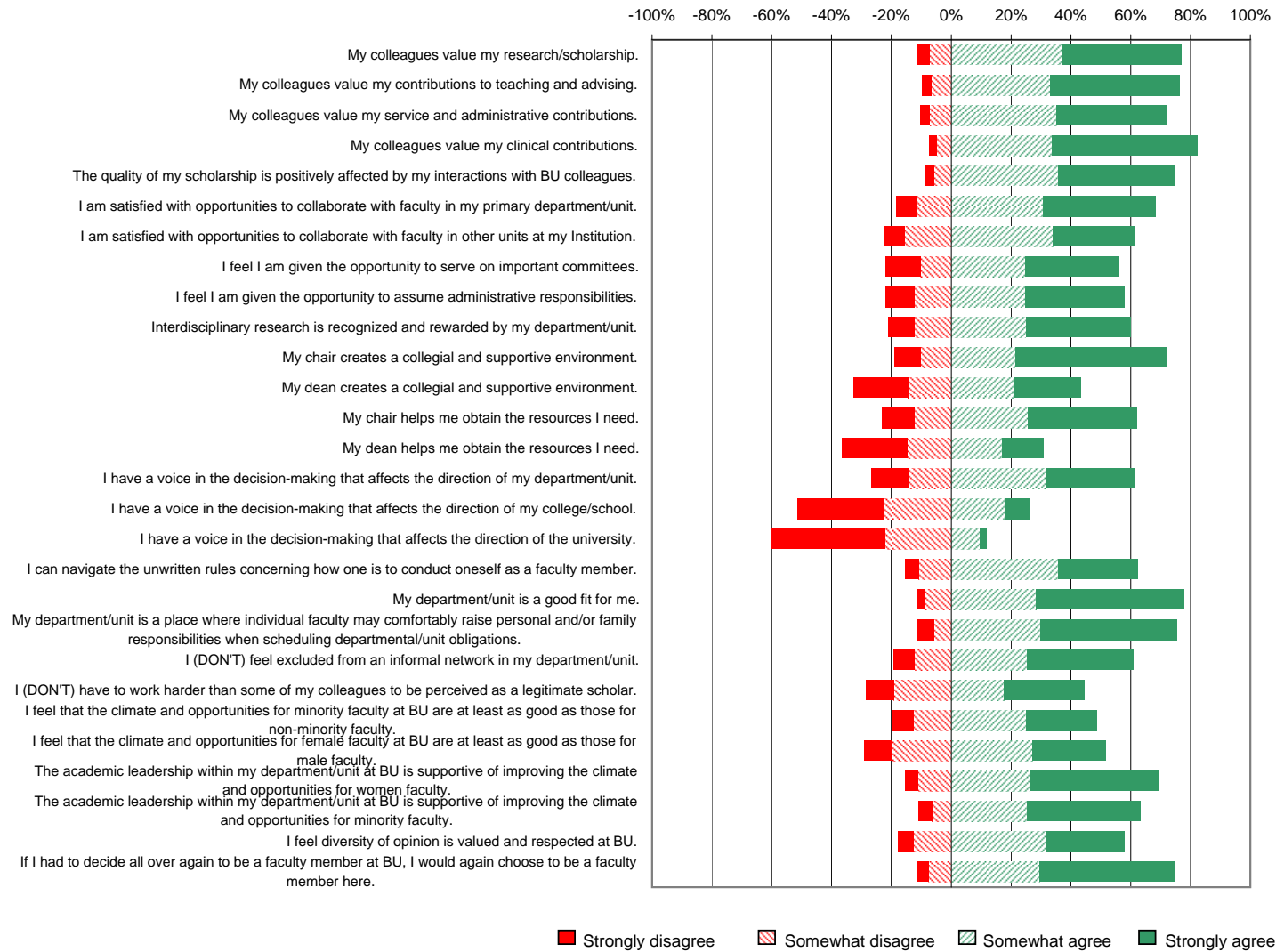
'Not applicable' counted as missing

Please indicate your agreement or disagreement with the following statements:

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Not applicable	N
My colleagues value my research/ scholarship.	3.4%	6.3%	10.5%	32.4%	34.5%	12.8%	475
My colleagues value my contributions to teaching and advising.	3.0%	6.4%	13.1%	31.1%	41.1%	5.3%	472
My colleagues value my service and administrative contributions.	3.0%	6.6%	16.1%	32.4%	34.1%	7.8%	472
My colleagues value my clinical contributions.	1.5%	2.6%	5.6%	18.6%	26.9%	44.9%	468
The quality of my scholarship is positively affected by my interactions with BU colleagues.	2.8%	5.3%	15.3%	32.8%	35.6%	8.3%	472
I am satisfied with opportunities to collaborate with faculty in my primary department/unit.	6.6%	11.4%	12.9%	30.2%	37.0%	1.9%	473
I am satisfied with opportunities to collaborate with faculty in other units at my Institution.	6.7%	14.9%	15.4%	32.6%	26.5%	3.8%	475
I feel I am given the opportunity to serve on important committees.	10.9%	9.4%	20.2%	22.6%	28.5%	8.5%	470
I feel I am given the opportunity to assume administrative responsibilities.	8.9%	11.3%	18.3%	22.8%	30.6%	8.1%	470
Interdisciplinary research is recognized and rewarded by my department/unit.	7.8%	11.0%	17.3%	22.4%	31.4%	10.1%	474
My chair creates a collegial and supportive environment.	8.2%	9.7%	8.2%	20.2%	47.4%	6.3%	475
My dean creates a collegial and supportive environment.	16.5%	13.1%	21.8%	18.9%	20.6%	9.1%	472
My chair helps me obtain the resources I need.	9.9%	11.0%	13.5%	23.3%	33.2%	9.1%	473
My dean helps me obtain the resources I need.	19.2%	13.0%	28.4%	15.1%	12.2%	12.2%	469
I have a voice in the decision-making that affects the direction of my department/unit.	12.5%	13.8%	11.7%	30.9%	29.0%	2.1%	472
I have a voice in the decision-making that affects the direction of my college/school.	26.5%	21.0%	20.6%	16.6%	7.6%	7.6%	471
I have a voice in the decision-making that affects the direction of the university.	35.0%	20.1%	25.9%	8.8%	2.1%	8.1%	468
I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member.	4.3%	10.3%	21.1%	34.2%	25.4%	4.7%	465
My department/unit is a good fit for me.	2.6%	9.0%	10.4%	28.4%	49.0%	0.6%	469

My department/unit is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling departmental/unit obligations.	5.7%	5.5%	12.4%	28.9%	44.1%	3.4%	474
I feel excluded from an informal network in my department/unit.	34.0%	24.1%	19.0%	11.5%	6.8%	4.5%	468
I have to work harder than some of my colleagues to be perceived as a legitimate scholar.	25.4%	16.9%	25.4%	18.2%	8.8%	5.3%	468
I feel that the climate and opportunities for minority faculty at BU are at least as good as those for non-minority faculty.	6.8%	11.5%	28.8%	23.0%	21.7%	8.1%	469
I feel that the climate and opportunities for female faculty at BU are at least as good as those for male faculty.	8.9%	18.9%	18.7%	26.0%	23.4%	4.0%	470
The academic leadership within my department/unit at BU is supportive of improving the climate and opportunities for women faculty.	4.2%	10.6%	14.4%	25.5%	41.6%	3.6%	471
The academic leadership within my department/unit at BU is supportive of improving the climate and opportunities for minority faculty.	4.3%	6.0%	24.5%	24.0%	36.1%	5.2%	466
I feel diversity of opinion is valued and respected at BU.	5.4%	12.3%	23.9%	31.4%	25.8%	1.3%	465
If I had to decide all over again to be a faculty member at BU, I would again choose to be a faculty member here.	4.0%	7.6%	13.6%	29.7%	44.9%	0.2%	472

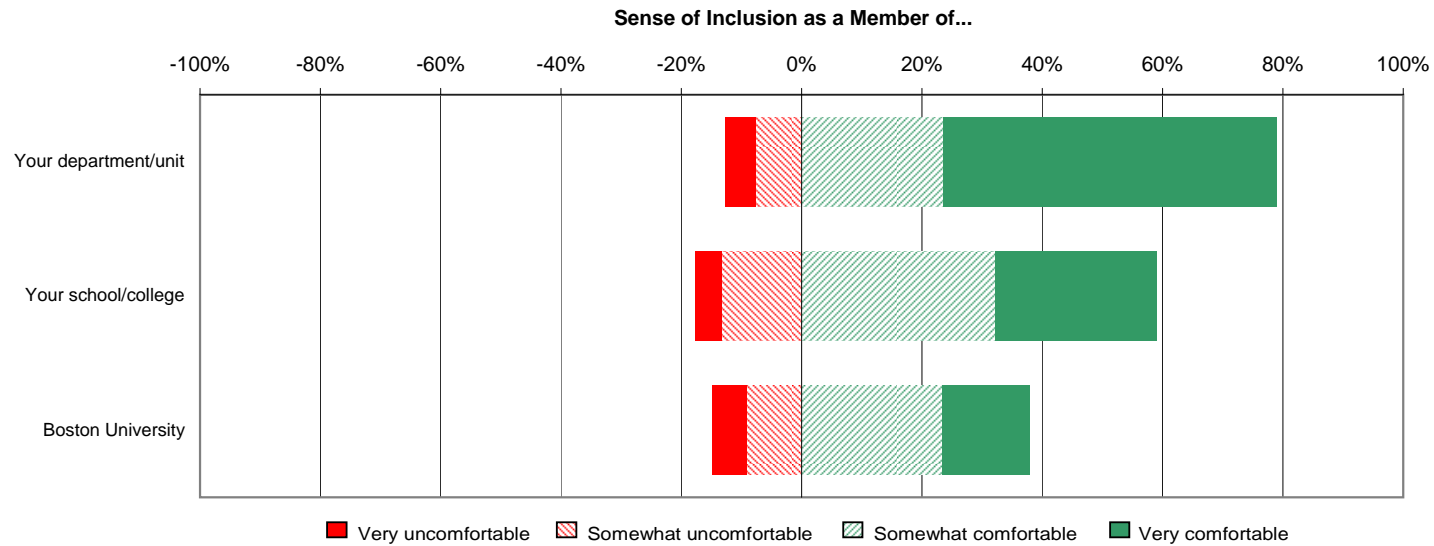
Agreement with Statements about Work Environment



'Not applicable' counted as missing

Please rate your sense of inclusion as a member of the following groups:

	Very uncomfortable, isolated, or marginalized	Somewhat uncomfortable, isolated, or marginalized	Neither isolated nor included	Somewhat comfortable, included, and valued	Very comfortable, included, and valued	Not applicable	N
Your department/unit	5.0%	7.6%	8.4%	23.3%	55.0%	0.6%	476
Your school/college	4.2%	12.7%	22.7%	31.1%	25.8%	3.4%	472
Boston University	5.5%	8.7%	45.1%	22.3%	13.8%	4.5%	470



'Not applicable' counted as missing

While at Boston University, have you served as a mentor for another faculty member? (check all that apply)

	# of Responses	% of Responses	% of Respondents
Yes, through a formal program	49	9.9%	10.3%
Yes, informally	274	55.4%	57.8%
No	172	34.7%	36.3%
Total	495	100.0%	104.4%

Note: % of Respondents' column adds to more than 100% because faculty could check more than one item.

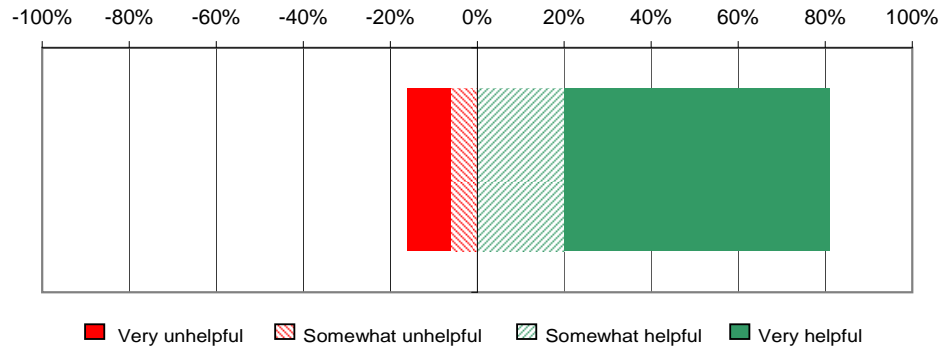
Have you had a formal mentor within your department or unit?

	%	N
Yes, one was assigned to me	5.1%	24
Yes, one was chosen by me	16.6%	79
No	78.3%	372
Total	100.0%	475

How helpful have you found this formal mentoring?

	%	N
Very unhelpful	7.4%	10
Somewhat unhelpful	4.4%	6
Neither helpful nor unhelpful	2.2%	3
Somewhat helpful	14.8%	20
Very helpful	45.2%	61
Not applicable	25.9%	35
Total	100.0%	135

Helpfulness of Formal Mentoring



'Not applicable' counted as missing

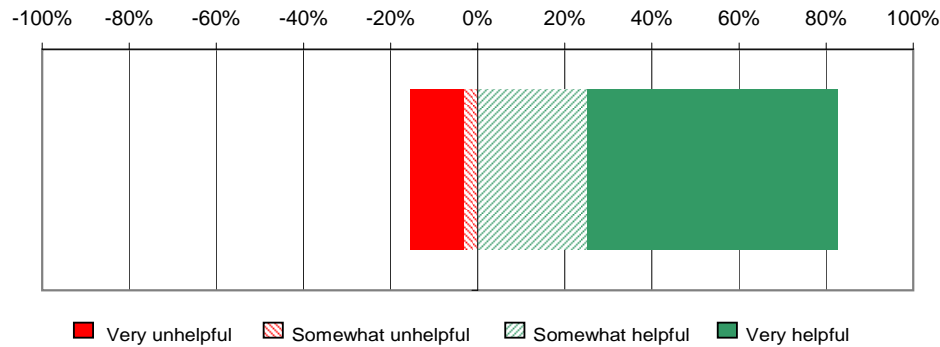
While at Boston University, have you had one or more informal mentors (someone not officially assigned to you who gives advice on career issues and/or advocates for you in your discipline; this could include someone outside Boston University)?

	%	N
Yes	67.9%	313
No	32.1%	148
Total	100.0%	461

How helpful have you found this informal mentoring?

	%	N
Very unhelpful	11.8%	37
Somewhat unhelpful	3.2%	10
Neither helpful nor unhelpful	1.6%	5
Somewhat helpful	24.3%	76
Very helpful	55.6%	174
Not applicable	3.5%	11
Total	100.0%	313

Helpfulness of Informal Mentoring



'Not applicable' counted as missing

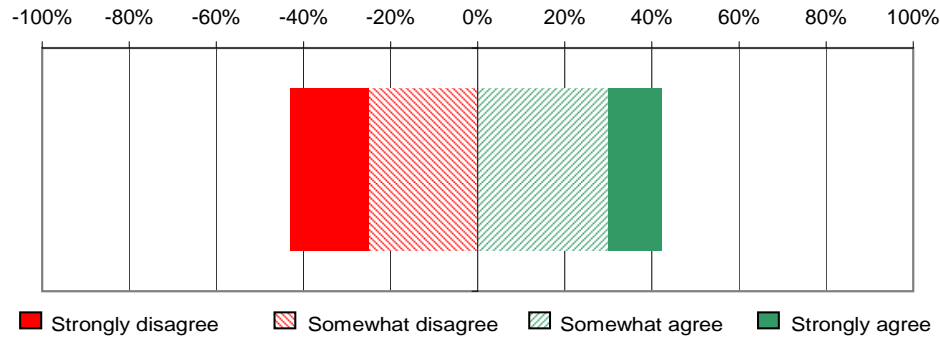
While at Boston University, do you feel as though you have received adequate mentoring?

	%	N
Yes	42.9%	202
No	40.6%	191
Not applicable	16.6%	78
Total	100.0%	471

Do you agree that the criteria for PROMOTION are clearly communicated?

	%	N
Strongly disagree	17.4%	82
Somewhat disagree	24.2%	114
Neither agree nor disagree	14.2%	67
Somewhat agree	29.1%	137
Strongly agree	11.9%	56
Don't know	3.2%	15
Total	100.0%	471

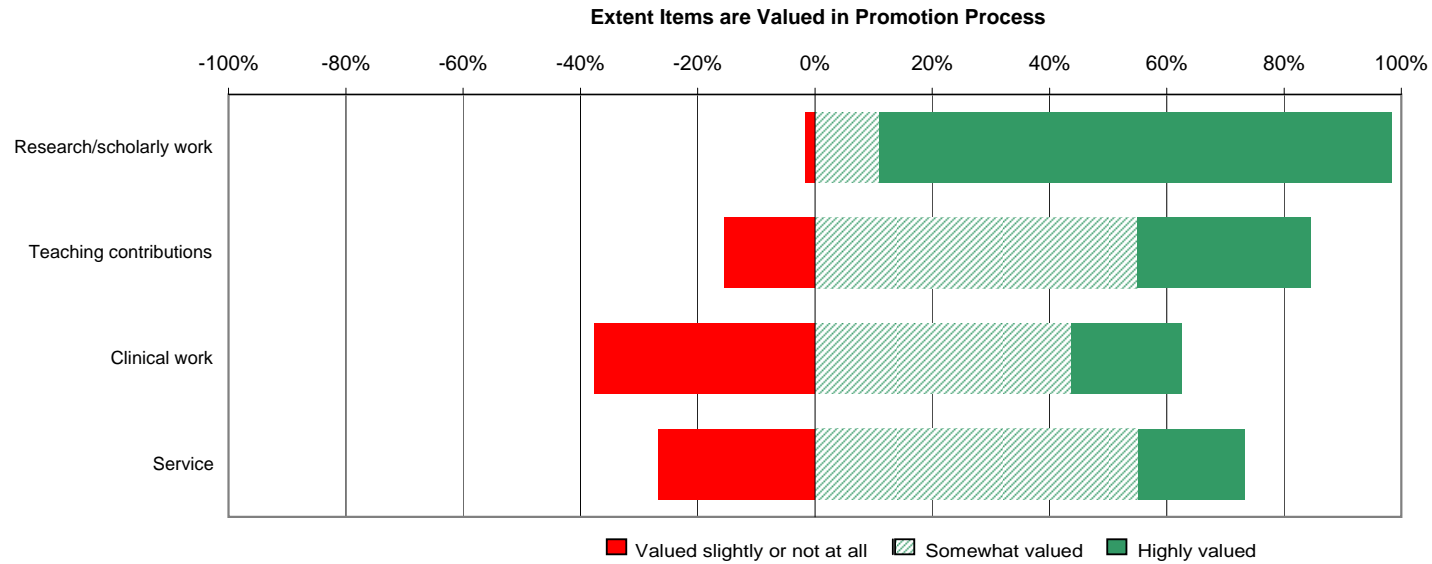
Criteria for Promotion are Clearly Communicated



'Don't know' counted as missing

In your experience, to what extent are the following items valued in the PROMOTION process:

	Valued slightly or not at all	Somewhat valued	Highly valued	Don't know	Not applicable	N
Research/scholarly work	1.5%	9.6%	75.6%	10.6%	2.8%	471
Teaching contributions	12.7%	45.2%	24.2%	14.6%	3.2%	471
Clinical work	19.7%	22.9%	9.8%	19.7%	28.0%	468
Service (i.e., committee work, etc.)	21.1%	43.4%	14.3%	17.9%	3.4%	470

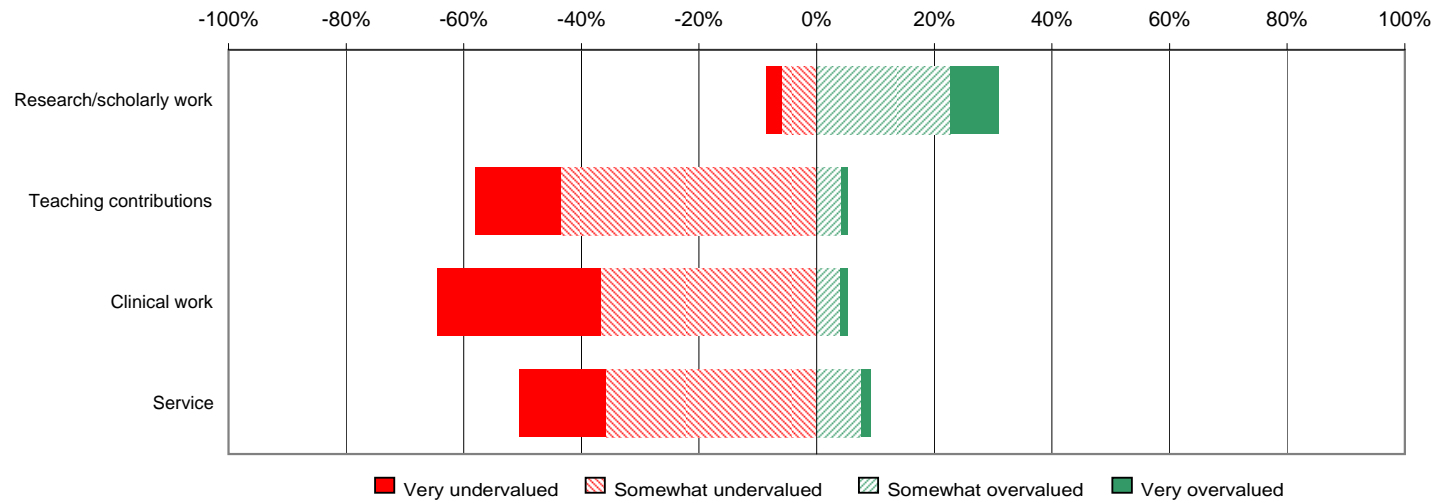


'Don't know' and 'Not applicable' counted as missing

How appropriately are these items valued in the PROMOTION process:

	Very undervalued	Somewhat undervalued	Valued appropriately	Somewhat overvalued	Very overvalued	Don't know	Not applicable	N
Research/scholarly work	2.2%	4.9%	51.2%	19.1%	6.9%	14.4%	1.3%	465
Teaching contributions	11.4%	33.9%	28.8%	3.2%	0.9%	19.3%	2.6%	466
Clinical work	13.8%	18.4%	15.1%	1.9%	0.6%	24.2%	25.9%	463
Service (i.e., committee work, etc.)	11.0%	26.8%	30.0%	5.6%	1.3%	23.1%	2.2%	463

Extent Items are Appropriately Valued in Promotion Process



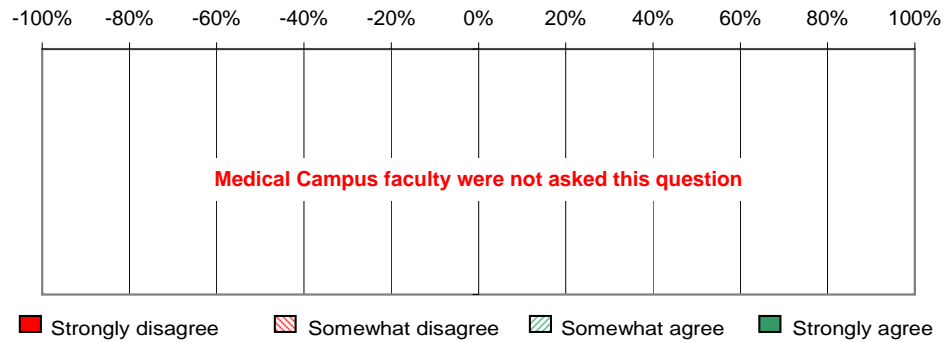
'Don't know' and 'Not applicable' counted as missing

Do you agree that the criteria for TENURE are clearly communicated?

	%	N
Strongly disagree		
Somewhat disagree		
Neither agree nor disagree		
Somewhat agree		
Strongly agree		
Don't know		
Total		

Medical Campus faculty were not asked this question

Criteria for Tenure are Clearly Communicated

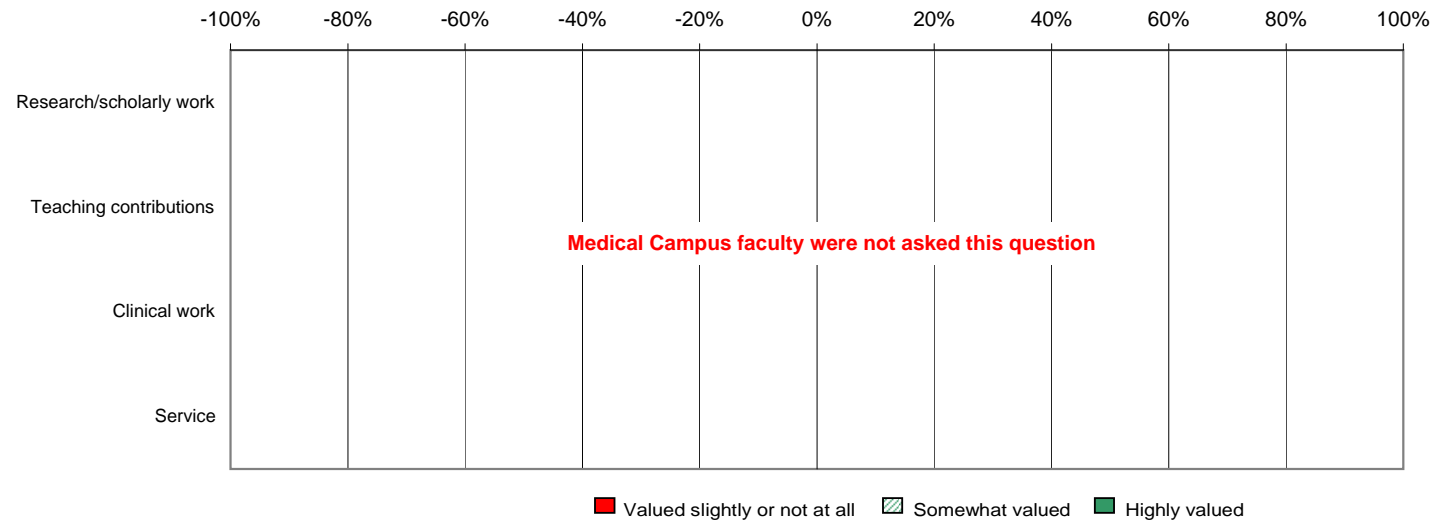


'Don't know' counted as missing

In your experience, to what extent are the following items valued in the TENURE process:

	Valued slightly or not at all	Somewhat valued	Highly valued	Don't know	Not applicable	N
Research/scholarly work						
Teaching contributions	Medical Campus faculty were not asked this question					
Clinical work						
Service (i.e., committee work, etc.)						

Extent Items are Valued in Tenure Process

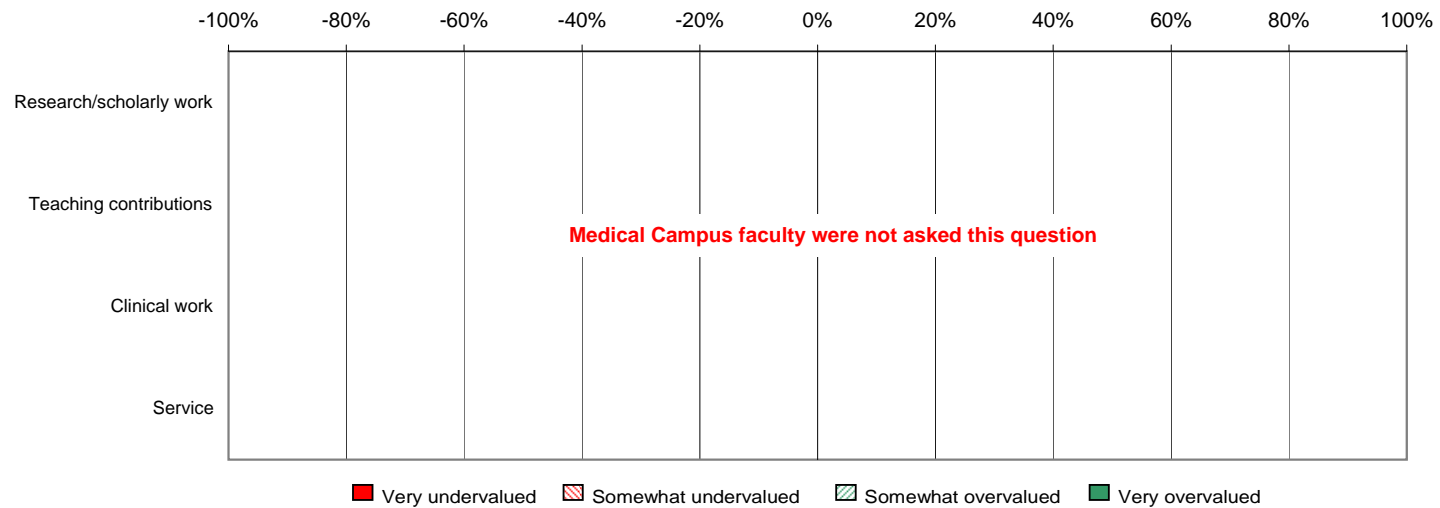


'Don't know' and 'Not applicable' counted as missing

How appropriately are these items valued in the TENURE process:

	Very undervalued	Somewhat undervalued	Valued appropriately	Somewhat overvalued	Very overvalued	Don't know	Not applicable	N
Research/scholarly work								
Teaching contributions	Medical Campus faculty were not asked this question							
Clinical work								
Service (i.e., committee work, etc.)								

Extent Items are Appropriately Valued in Tenure Process



'Don't know' and 'Not applicable' counted as missing

At any time since you started working at Boston University, have you received relief from teaching or other workload duties for personal reasons, including care giving for a child or parent, your own health concerns, or a family crisis?

	%	N
Yes, within the past year	10.9%	51
Yes, more than a year ago but within the past five years	12.0%	56
Yes, more than five years ago	7.7%	36
No	69.3%	323
Total	100.0%	466

How supportive was your department/unit concerning your relief from teaching or other workload duties?

	%	N
Very unsupportive	5.6%	10
Somewhat unsupportive	3.4%	6
Neither supportive nor unsupportive	5.1%	9
Somewhat supportive	11.3%	20
Very supportive	56.5%	100
Not applicable	18.1%	32
Total	100.0%	177

At any time since you started working at Boston University, have you had your tenure clock slowed or stopped for personal reasons, including care giving for a child or parent, your own health concerns, or a family crisis?

	%	N
Yes, within the past year	1.1%	5
Yes, more than a year ago but within the past five years	1.9%	9
Yes, more than five years ago	0.6%	3
No	28.6%	132
Not applicable	67.7%	313
Total	100.0%	462

How supportive was your department/unit concerning your having your tenure clock stopped or slowed?

	%	N
Very unsupportive	1.6%	1
Somewhat unsupportive	3.2%	2
Neither supportive nor unsupportive	7.9%	5
Somewhat supportive	4.8%	3
Very supportive	9.5%	6
Not applicable	73.0%	46
Total	100.0%	63

Do you have an annual performance review with your department chair?

	%	N
Yes, a written review	14.1%	66
Yes, an oral review	31.3%	147
Yes, both a written and an oral review	37.3%	175
No	17.3%	81
Total	100.0%	469

In the last five years, while at Boston University, have you received a formal or informal outside job offer that you took to your department/unit Chair/Dean?

	%	N
Yes	19.0%	88
No	81.0%	374
Total	100.0%	462

Has that formal or informal outside job offer(s) resulted in adjustments to any of the following: (check all that apply)

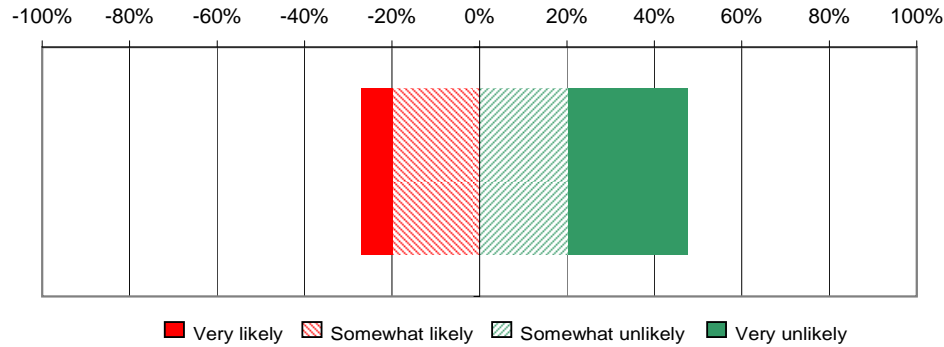
	# of Responses	% of Responses	% of Respondents
Salary	20	21.1%	24.1%
Course load	0	0.0%	0.0%
Administrative responsibilities	6	6.3%	7.2%
Leave time	2	2.1%	2.4%
Summer salary	0	0.0%	0.0%
Special timing of the tenure clock	0	0.0%	0.0%
Equipment/laboratory/research start-up	7	7.4%	8.4%
Employment for spouse/partner	0	0.0%	0.0%
Other	7	7.4%	8.4%
None	53	55.8%	63.9%
Total	95	100.0%	114.5%

Note: '% of Respondents' column adds to more than 100% because faculty could check more than one item.

In the next three years, how likely are you to leave Boston University?

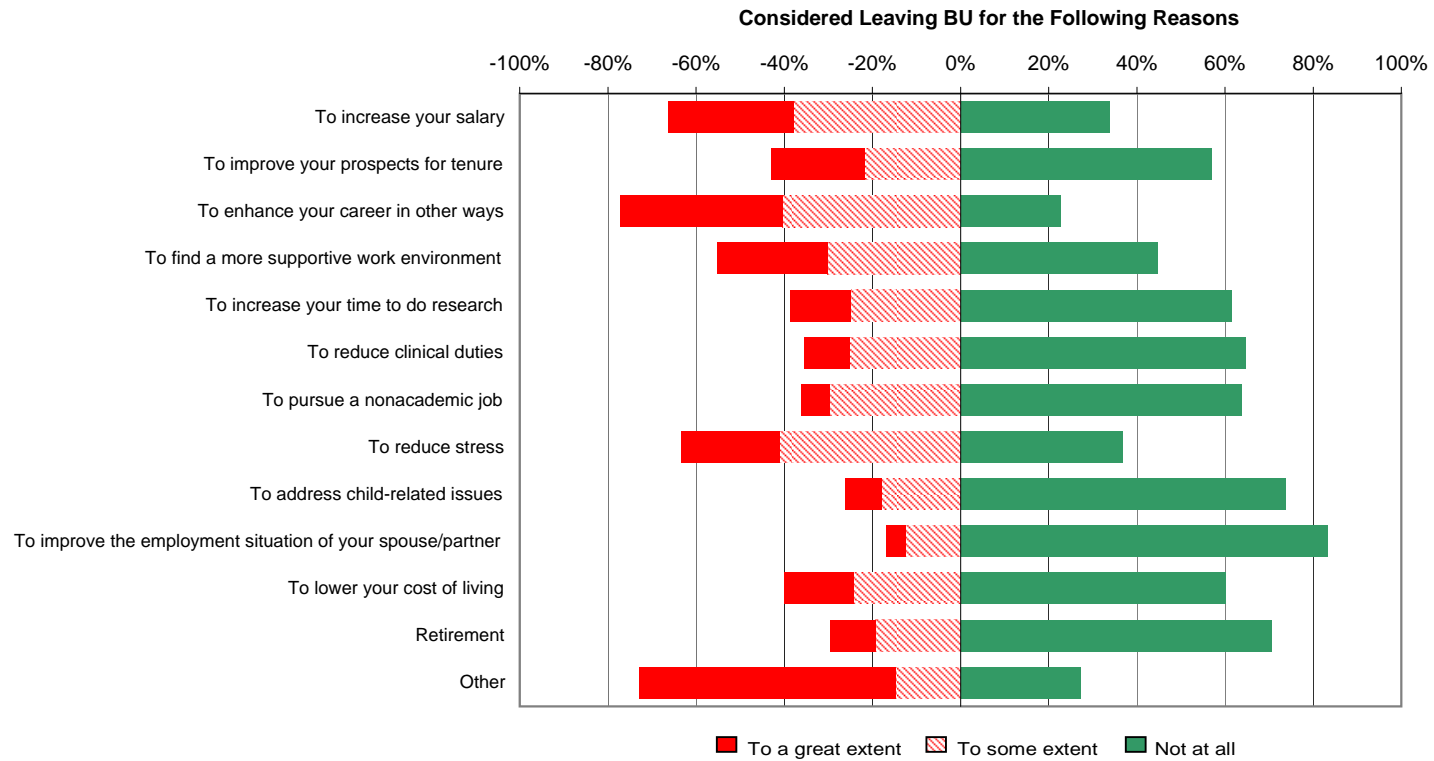
	%	N
Very unlikely	27.5%	128
Somewhat unlikely	20.2%	94
Neither likely nor unlikely	25.3%	118
Somewhat likely	19.7%	92
Very likely	7.3%	34
Total	100.0%	466

Likely to Leave BU in Next Three Years



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

	Not at all	To some extent	To a great extent	Not applicable	N
To increase your salary	31.1%	35.0%	26.2%	7.7%	454
To improve your prospects for tenure	38.9%	14.8%	14.5%	31.8%	447
To enhance your career in other ways	20.4%	36.4%	33.3%	9.8%	450
To find a more supportive work environment	41.0%	27.7%	23.1%	8.2%	451
To increase your time to do research	52.2%	21.1%	11.7%	15.0%	446
To reduce clinical duties	35.0%	13.5%	5.6%	45.8%	443
To pursue a nonacademic job	52.7%	24.5%	5.4%	17.3%	444
To reduce stress	33.3%	37.2%	20.3%	9.3%	454
To address child-related issues	54.7%	13.2%	6.3%	25.9%	448
To improve the employment situation of your spouse/partner	63.7%	9.5%	3.4%	23.5%	443
To lower your cost of living	52.4%	21.1%	13.7%	12.8%	445
Retirement	57.9%	15.8%	8.4%	17.9%	442
Other	12.6%	6.8%	27.2%	53.4%	103

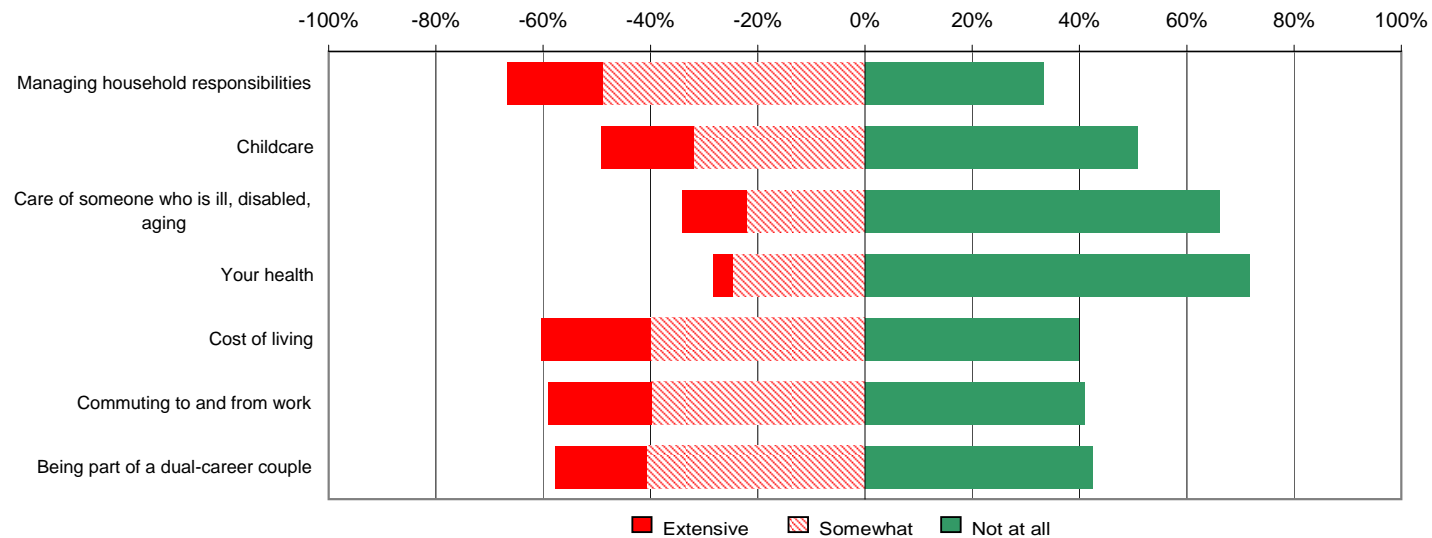


'Not applicable' counted as missing

Please indicate the extent to which each of the following aspects of your life outside Boston University has been a source of stress for you over the past twelve months:

	Not at all	Somewhat	Extensive	Not applicable	N
Managing household responsibilities	32.5%	47.7%	17.4%	2.4%	465
Childcare	38.0%	24.0%	13.0%	25.1%	463
Care of someone who is ill, disabled, aging, and/or in need of special services	52.4%	17.5%	9.5%	20.7%	464
Your health	69.2%	23.9%	3.5%	3.5%	461
Cost of living	38.7%	38.9%	19.9%	2.6%	463
Commuting to and from work	39.9%	38.8%	18.8%	2.6%	464
Being part of a dual-career couple	35.6%	34.3%	14.3%	15.8%	461

Source of Stress over Past 12 Months



'Not applicable' counted as missing

Do you have a spouse or domestic partner?

	%	N
Yes, I have a spouse	77.2%	358
Yes, I have a domestic partner	6.7%	31
No	16.2%	75
Total	100.0%	464

What is your spouse's/domestic partner's employment status?

	%	N
Faculty member at Boston University	5.8%	22
Post-doctoral fellow/ Research associate at Boston University	0.8%	3
Graduate student at Boston University	0.3%	1
Employed at Boston University in some other capacity	1.8%	7
Faculty member elsewhere	12.4%	47
Post-doctoral fellow/ Research associate elsewhere	1.3%	5
Graduate student elsewhere	0.8%	3
Employed elsewhere in some other capacity	56.1%	213
Not employed and actively seeking employment	5.0%	19
Other	13.9%	53
Not applicable	1.8%	7
Total	100.0%	380

How did it happen that both you and your spouse/domestic partner came to be employed at Boston University? Please select the one response that comes closest to describing your situation.

	%	N
We became partners after we were both employed at Boston University	13.6%	6
My spouse/partner and I were recruited by Boston University as a couple	13.6%	6
I was recruited by Boston University and employment for my spouse/partner followed	27.3%	12
My spouse/partner was recruited by Boston University and employment for me followed	18.2%	8
Not applicable	27.3%	12
Total	100.0%	44

How satisfied is your spouse/domestic partner with his/her employment situation?

	%	N
Very dissatisfied	8.2%	31
Somewhat dissatisfied	13.2%	50
Neither satisfied nor dissatisfied	6.6%	25
Somewhat satisfied	28.5%	108
Very satisfied	34.8%	132
Don't know	0.8%	3
Not applicable	7.9%	30
Total	100.0%	379

Do you and your spouse/domestic partner have a commuting relationship, where one or both of you commute to another community (more than an hour away) for work, or where you live in different communities (more than an hour away) from one another?

	%	N
No, my spouse/partner lives and works in the same community as me	56.7%	217
Yes, my spouse/partner and I live together, but one or both of us commutes for work	23.8%	91
Yes, my spouse/partner and I live in separate communities at least part of the time	5.2%	20
Not applicable	14.4%	55
Total	100.0%	383

Has your spouse/domestic partner had problems finding an appropriate job in this area?

	%	N
Yes	13.6%	52
No	67.8%	259
Not applicable	18.6%	71
Total	100.0%	382

How satisfied are you with your Institution's spouse/domestic partner benefits?

	%	N
Very dissatisfied	5.2%	20
Somewhat dissatisfied	11.2%	43
Neither satisfied nor dissatisfied	18.5%	71
Somewhat satisfied	21.9%	84
Very satisfied	28.5%	109
Not applicable	14.6%	56
Total	100.0%	383

Do you have any children in the following age ranges: (check all that apply)

	# of Responses	% of Responses	% of Respondents
0-4 yrs	75	12.4%	16.1%
5-12 yrs	105	17.4%	22.5%
13-17 yrs	91	15.1%	19.5%
18-23 yrs	99	16.4%	21.2%
24 or older	121	20.1%	26.0%
I do not have any dependent children	112	18.6%	24.0%
Total	603	100.0%	129.4%

Note: % of Respondents' column adds to more than 100% because faculty could check more than one item.

How many children do you have in total?

	%	N
0	11.4%	45
1	19.8%	78
2	41.9%	165
3	20.6%	81
4	4.8%	19
5	0.8%	3
More than 5	0.8%	3
Total	100.0%	394

Are you currently caring for or managing care for an aging and/or ill parent, spouse, or other relative?

	%	N
Yes	21.8%	102
No	78.2%	365
Total	100.0%	467

Time at Boston University as a faculty member (years)

Mean	Percentile 25	Median	Percentile 75	N
11.2	4.0	8.0	15.0	384

What is your current rank?

	%	N
Professor	26.5%	123
Associate Professor	24.1%	112
Assistant Professor	28.4%	132
University Professor	0.0%	0
Professor Emeritus	0.4%	2
Associate Professor of the Professional Practice	0.0%	0
Senior/Master Lecturer	0.0%	0
Lecturer	0.2%	1
Instructor (including Adjunct & Research Instructor)	3.0%	14
Executive-in-Residence	0.0%	0
Preceptor	0.0%	0
Clinical Assistant Professor	3.7%	17
Clinical Associate	1.1%	5
Clinical Associate Professor	1.7%	8
Clinical Instructor	4.3%	20
Clinical Professor	0.2%	1
Research Assistant Professor	3.4%	16
Research Associate Professor	2.2%	10
Research Professor	0.2%	1
Other	0.6%	3
Total	100.0%	465

What other positions have you previously held at Boston University? (check all that apply)

	# of Responses	% of Responses	% of Respondents
Professor	17	3.2%	5.3%
Associate Professor	89	16.5%	27.8%
Assistant Professor	155	28.8%	48.4%
Visiting Professor	2	0.4%	0.6%
Lecturer	4	0.7%	1.3%
Instructor	82	15.2%	25.6%
Post-Doctoral Candidate	45	8.3%	14.1%
Graduate student	81	15.0%	25.3%
Undergraduate student	16	3.0%	5.0%
Other	48	8.9%	15.0%
Total	539	100.0%	168.4%

Note: '% of Respondents' column adds to more than 100% because faculty could check more than one item.

Are you currently:

	%	N
Tenured	2.0%	9
Not tenured and on tenure track	5.1%	23
Not on tenure track	92.9%	416
Total	100.0%	448

Do you currently hold an endowed chair?

	%	N
Yes	1.9%	9
No	98.1%	454
Total	100.0%	463

School (BU data)

	%	N
SCHOOL OF DENTAL MEDICINE	14.9%	83
SCHOOL OF MEDICINE	68.9%	384
SCHOOL OF PUBLIC HEALTH	16.2%	90
Total	100.0%	557

Age (BU data)

Mean	Percentile 25	Median	Percentile 75	N
50	41	50	57	554

Gender (BU data)

	%	N
Male	50.9%	283
Female	49.1%	273
Total	100.0%	556

Race/Ethnicity

	%	N
Black	2.5%	11
American Indian/Alaska Native	0.0%	0
Asian/Pacific Islander	11.4%	51
Hispanic	3.6%	16
White	82.6%	369
Total	100.0%	447

What is the highest degree you have earned? (check all that apply)

	# of Responses	% of Responses	% of Respondents
Master's degree in the Arts and Sciences (MA, MS)	39	6.8%	8.4%
Professional master's degree (e.g., MBA, MPA, MSW, MSE, MSN, MAT, MPH, MFA)	46	8.0%	9.9%
Ph.D.	188	32.8%	40.5%
Other doctoral degree (e.g., EdD, DDiv, ScD, DrPH, DBA)	32	5.6%	6.9%
Medical degree (MD, DO, DDS, DVM)	233	40.6%	50.2%
Law degree (JD, LLB)	5	0.9%	1.1%
Other degree or certificate	31	5.4%	6.7%
Total	574	100.0%	123.7%

Note: '% of Respondents' column adds to more than 100% because faculty could check more than one item.

In what year did you earn your highest degree?

Mean	Percentile 25	Median	Percentile 75	N
1987	1979	1989	1996	429

Campus

	%	N
Medical campus	97.2%	452
Charles River Campus	0.9%	4
Both	1.9%	9
Total	100.0%	465