

2007 Faculty Survey

Overall Frequencies and Charts

Charles River 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 Charles River Campus.

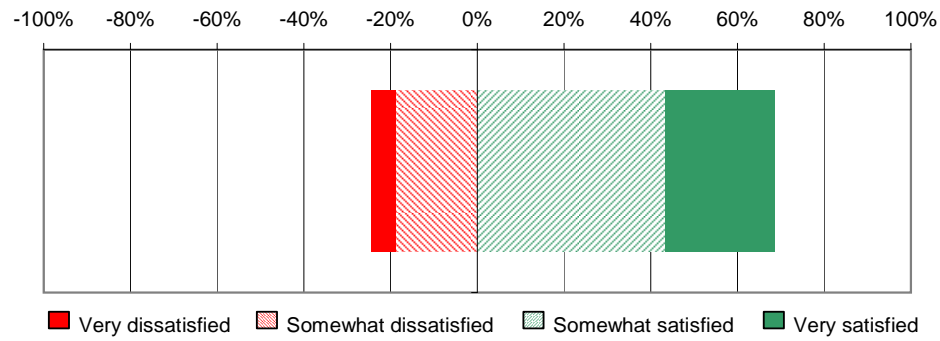
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Overall, how satisfied are you being a faculty member at Boston University?

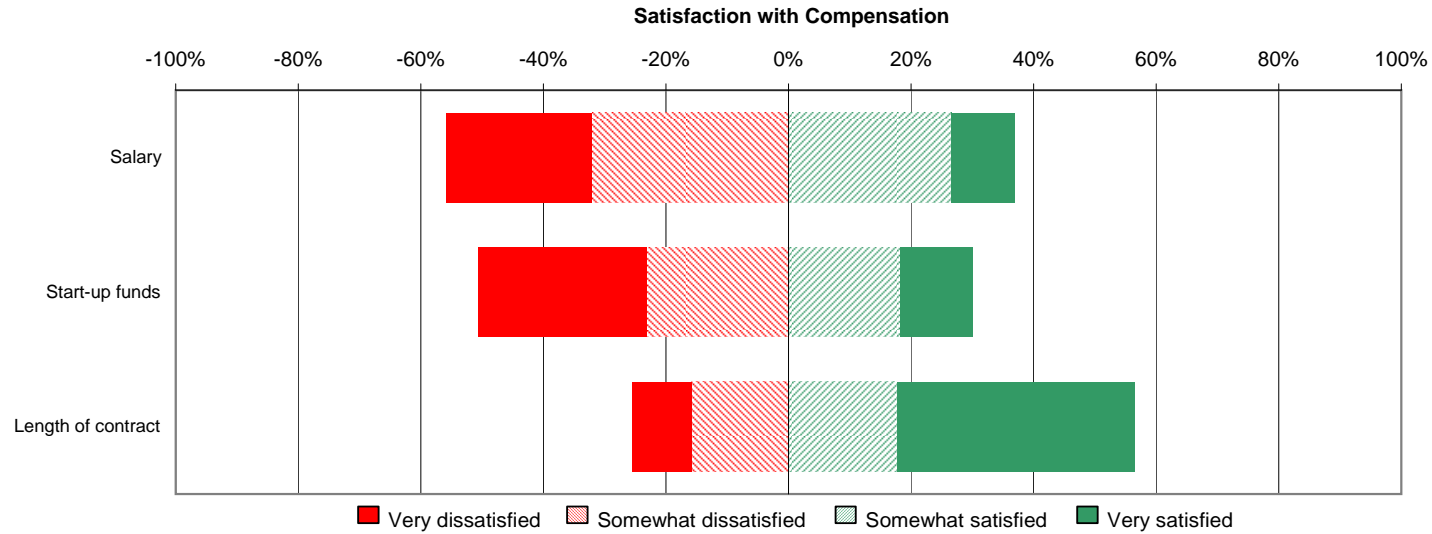
	%	N
Very dissatisfied	5.7%	42
Somewhat dissatisfied	18.8%	140
Neither satisfied nor dissatisfied	6.9%	51
Somewhat satisfied	43.3%	322
Very satisfied	25.3%	188
Total	100.0%	743

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	23.7%	31.9%	7.2%	26.5%	10.4%	0.3%	865
Start-up funds	16.0%	13.4%	11.2%	10.6%	7.0%	41.8%	820
Length of contract	6.7%	11.0%	12.5%	12.3%	27.0%	30.4%	845

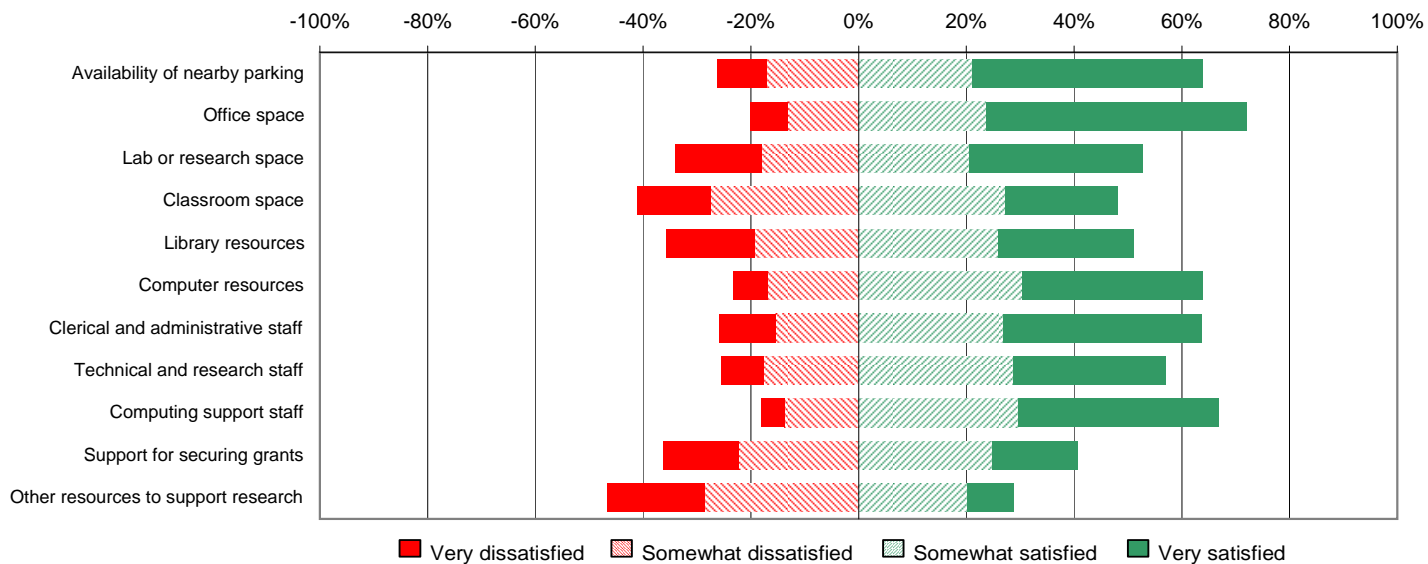


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Specify the degree to which you are satisfied with each of the following: **RESOURCES**

	Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied	Not applicable	N
Availability of nearby parking	7.3%	13.8%	8.0%	17.0%	34.2%	19.8%	865
Office space	6.9%	13.1%	7.8%	23.5%	48.2%	0.3%	867
Lab or research space	7.6%	8.6%	6.2%	9.8%	15.4%	52.4%	850
Classroom space	13.5%	27.2%	10.9%	26.9%	20.7%	0.8%	865
Library resources	16.0%	18.8%	12.8%	25.2%	24.7%	2.5%	864
Computer resources	6.3%	16.6%	12.7%	30.0%	33.0%	1.4%	867
Clerical and administrative staff	10.4%	15.3%	10.3%	26.6%	36.6%	0.8%	865
Technical and research staff	5.5%	12.3%	12.3%	20.1%	19.8%	30.1%	855
Computing support staff	4.2%	13.1%	14.3%	28.3%	35.5%	4.5%	861
Support for securing grants	10.9%	17.3%	18.0%	19.3%	12.4%	22.2%	856
Other resources to support research	14.2%	22.5%	19.2%	15.9%	6.9%	21.4%	845

Satisfaction with Resources

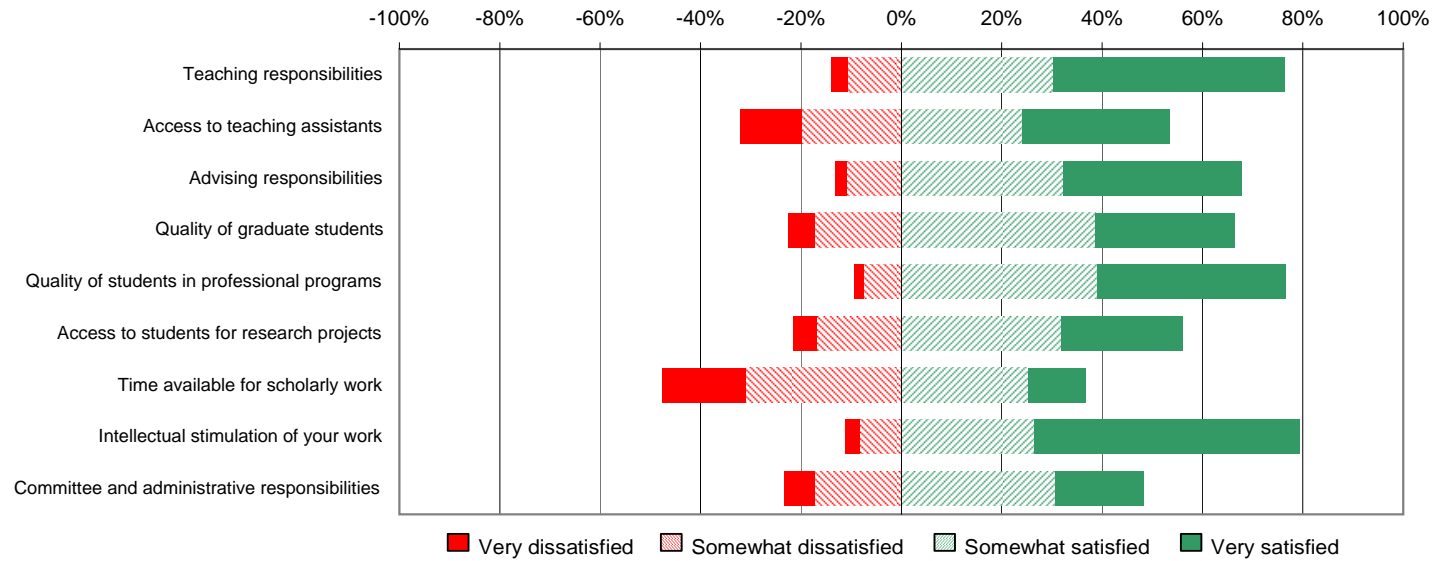


'Not applicable' counted as missing

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	3.3%	10.5%	9.7%	30.0%	45.7%	0.8%	868
Access to teaching assistants	10.0%	16.1%	11.6%	19.6%	24.0%	18.8%	863
Advising responsibilities	2.1%	10.0%	17.6%	29.7%	32.8%	7.7%	856
Quality of graduate students	4.3%	14.2%	9.2%	31.9%	23.0%	17.5%	862
Quality of students in professional programs (e.g., business, law, medicine, social work)	0.8%	3.1%	6.1%	16.7%	16.1%	57.2%	858
Access to students for research projects	3.4%	11.8%	15.7%	22.3%	17.1%	29.7%	855
Time available for scholarly work	16.0%	29.9%	15.1%	24.3%	11.1%	3.6%	863
Intellectual stimulation of your work	2.9%	8.1%	9.4%	26.2%	52.4%	1.0%	866
Committee and administrative responsibilities	5.9%	16.6%	27.3%	29.4%	16.9%	3.9%	864

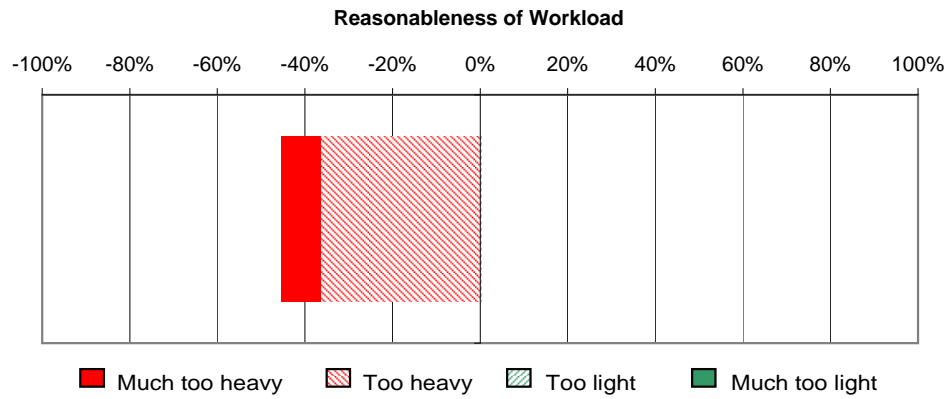
Satisfaction with Teaching/Advising/Research/Administrative Service



'Not applicable' counted as missing

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

	%	N
Much too light	0.0%	0
Too light	0.3%	2
About right	54.4%	412
Too heavy	36.4%	276
Much too heavy	9.0%	68
Total	100.0%	758



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?	2.7	1.0	2.0	4.0	790
How many students, total, did you teach in these classes? *	122.0	46.0	90.0	150.0	635
How many TAs/TFs, total, did you work with in these classes? *	1.4	0.0	1.0	2.0	639
How many of these undergraduate classes were close to your research interests? *	1.8	1.0	1.0	2.0	621

* 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?	1.6	0.0	1.0	2.0	800
How many students, total, did you teach in these classes? *	49.5	12.0	25.0	59.0	540
How many TAs/TFs, total, did you work with in these classes? *	0.5	0.0	0.0	0.0	543
How many of these graduate-level classes were close to your research interests? *	1.7	1.0	1.0	2.0	538

* 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
	9.9	0.0	3.0	11.0	135

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

	Mean	Percentile 25	Median	Percentile 75	N
Undergraduate students	14.5	0.0	10.0	22.0	720
Graduate students	7.3	1.0	4.0	10.0	761
Residents (Medical School)	0.0	0.0	0.0	0.0	450
Postdoctoral associates or fellows	0.5	0.0	0.0	1.0	502
Informal student advisees	9.0	1.0	5.0	10.0	625
Junior faculty	0.9	0.0	0.0	1.0	550

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	1.8	1.0	2.0	3.0	780
School/Divisional committees	1.3	0.0	1.0	2.0	728
University committees	0.6	0.0	0.0	1.0	668
Hospital or BMC committees	0.1	0.0	0.0	0.0	532
External committees or boards related to your discipline (e.g., accreditation, editor of a journal; officer of a professional association)	1.8	0.0	1.0	3.0	692

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	578	105	78	761
	% of Responses	76.0%	13.8%	10.2%	100.0%
	% of Respondents	77.0%	14.0%	10.4%	101.3%
DIRECTOR OF A DIVISION, CENTER, PROGRAM, OR INSTITUTE	# of Responses	527	189	67	783
	% of Responses	67.3%	24.1%	8.6%	100.0%
	% of Respondents	69.6%	25.0%	8.9%	103.4%
DEAN, ASSOCIATE DEAN, OR ASSISTANT DEAN	# of Responses	670	38	22	730
	% of Responses	91.8%	5.2%	3.0%	100.0%
	% of Respondents	92.2%	5.2%	3.0%	100.4%
DIRECTOR OF UNDERGRADUATE STUDY	# of Responses	618	60	53	731
	% of Responses	84.5%	8.2%	7.3%	100.0%
	% of Respondents	86.1%	8.4%	7.4%	101.8%
DIRECTOR OF GRADUATE STUDY	# of Responses	578	92	57	727
	% of Responses	79.5%	12.7%	7.8%	100.0%
	% of Respondents	80.6%	12.8%	7.9%	101.4%
CHAIR OF A SEARCH COMMITTEE	# of Responses	473	165	122	760
	% of Responses	62.2%	21.7%	16.1%	100.0%
	% of Respondents	64.4%	22.5%	16.6%	103.5%
CHAIR OF A DEPARTMENTAL COMMITTEE	# of Responses	361	283	142	786
	% of Responses	45.9%	36.0%	18.1%	100.0%
	% of Respondents	49.1%	38.5%	19.3%	106.9%
CHAIR OF A COLLEGE OR UNIVERSITY COMMITTEE	# of Responses	521	126	79	726
	% of Responses	71.8%	17.4%	10.9%	100.0%
	% of Respondents	73.3%	17.7%	11.1%	102.1%
OTHER ADMINISTRATIVE CAPACITY	# of Responses	354	138	33	525
	% of Responses	67.4%	26.3%	6.3%	100.0%
	% of Respondents	69.3%	27.0%	6.5%	102.7%

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	57.2%	42.8%	222
Director of a center, program, or institute	33.6%	66.4%	256
Dean, associate dean, or assistant dean	40.0%	60.0%	95
Director of undergraduate study	8.8%	91.2%	136
Director of graduate study	19.9%	80.1%	166
Chair of a search committee	1.5%	98.5%	272
Chair of a departmental committee	3.1%	96.9%	356
Chair of a college or university committee	3.3%	96.7%	212
Other administrative capacity	16.4%	83.6%	146

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

	Yes	No	N
Chair of department/unit	48.6%	51.4%	210
Director of a center, program, or institute	33.5%	66.5%	248
Dean, associate dean, or assistant dean	43.6%	56.4%	94
Director of undergraduate study	35.4%	64.6%	130
Director of graduate study	33.5%	66.5%	161
Chair of a search committee	0.4%	99.6%	260
Chair of a departmental committee	1.7%	98.3%	350
Chair of a college or university committee	3.4%	96.6%	205
Other administrative capacity	25.2%	74.8%	147

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

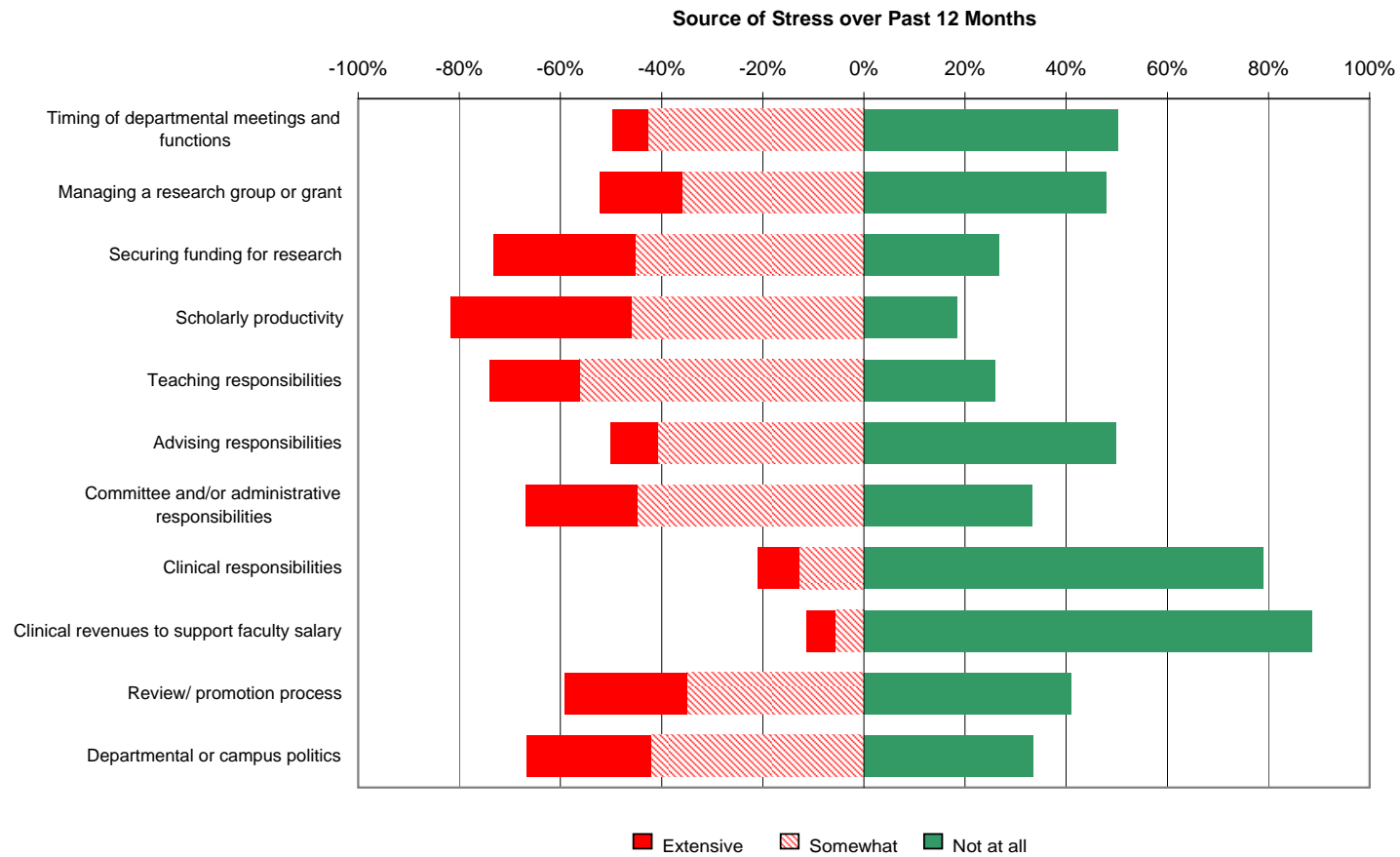
	Mean	Percentile 25	Median	Percentile 75	N
Papers for publication in peer-reviewed journals	2.1	0.0	1.0	3.0	769
Papers for presentation at conferences	2.3	0.0	2.0	3.0	773
Invited talks	2.7	1.0	2.0	4.0	766
Books: authored	0.3	0.0	0.0	0.0	695
Books: edited	0.2	0.0	0.0	0.0	672
Chapters in books	0.8	0.0	0.0	1.0	705
Other scholarly or creative works	1.5	0.0	0.0	2.0	389
Grant proposals	1.5	0.0	1.0	2.0	685

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.)	17.8	11.0	16.0	22.0	801
Clinical duties (patient care and patient-related meetings, paperwork)	0.9	0.0	0.0	0.0	585
Meeting or communicating with students outside of class (office hours, advising, supervising research, writing letters of recommendation, etc.)	7.5	4.0	6.0	10.0	779
Scholarship or conducting research (including writing, attending professional meetings, etc.)	14.4	5.0	12.0	20.0	761
Fulfilling administrative responsibilities/committee work/University service	7.7	2.0	5.0	10.0	770
External paid consulting	1.2	0.0	0.0	1.0	672
Other work-related activities	4.2	0.0	2.0	6.0	332

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	49.0%	41.7%	6.9%	2.4%	796
Managing a research group or grant (e.g., finances, personnel)	28.8%	21.5%	9.8%	39.9%	789
Securing funding for research	19.3%	32.7%	20.2%	27.9%	784
Scholarly productivity	17.0%	42.7%	33.3%	6.9%	793
Teaching responsibilities	25.6%	55.5%	17.7%	1.2%	804
Advising responsibilities	47.4%	38.8%	8.8%	4.9%	793
Committee and/or administrative responsibilities	32.1%	43.2%	21.4%	3.3%	789
Clinical responsibilities	18.8%	3.0%	2.0%	76.2%	760
Clinical revenues to support faculty salary	18.6%	1.2%	1.2%	79.0%	754
Review/ promotion process	27.9%	23.8%	16.4%	31.8%	780
Departmental or campus politics	30.1%	38.0%	22.1%	9.8%	787



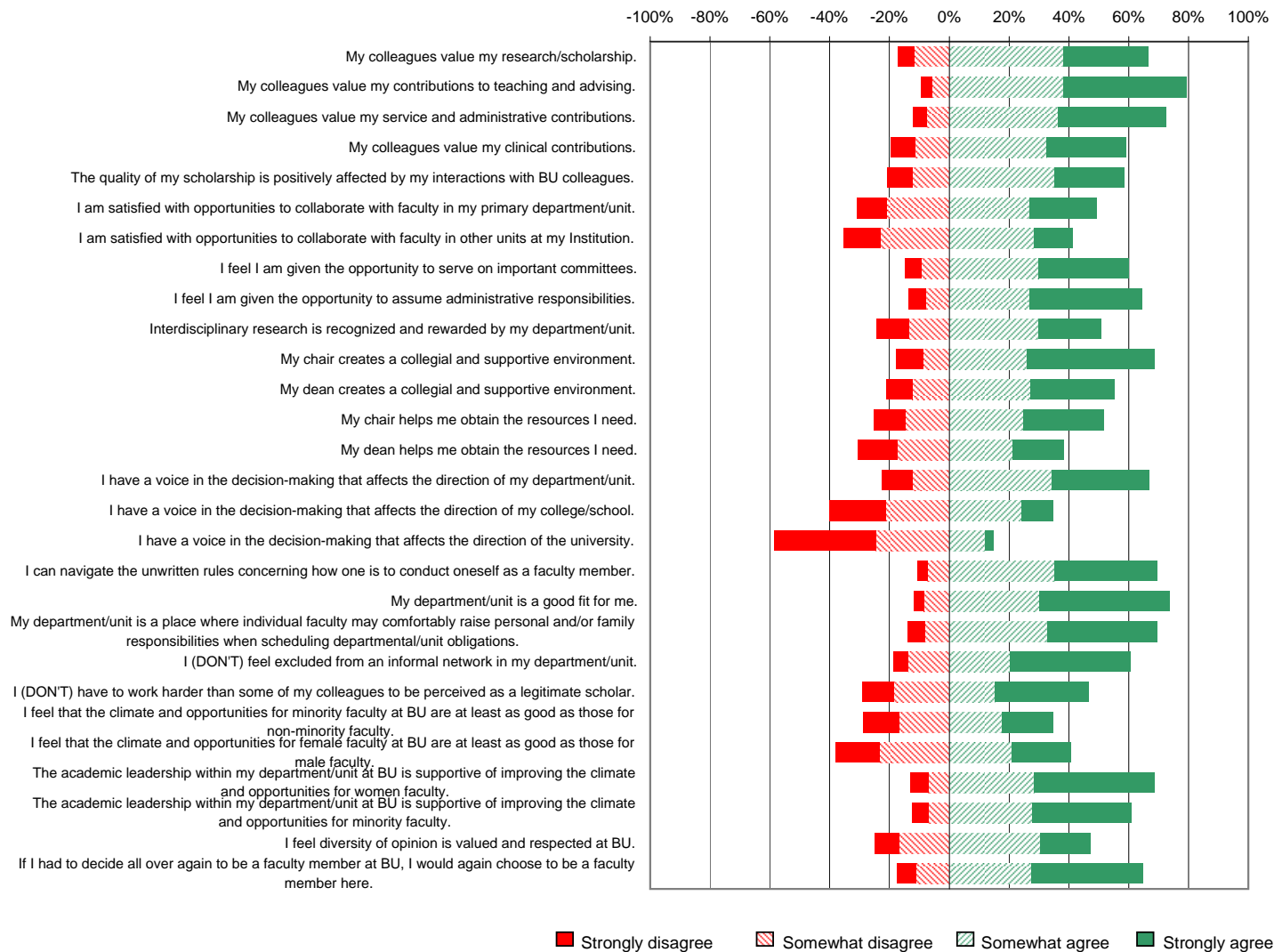
'Not applicable' counted as missing

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.	5.0%	10.8%	15.2%	35.3%	26.4%	7.3%	798
My colleagues value my contributions to teaching and advising.	3.8%	5.8%	10.9%	37.6%	40.9%	1.1%	800
My colleagues value my service and administrative contributions.	4.5%	7.1%	14.8%	35.0%	34.7%	3.9%	792
My colleagues value my clinical contributions.	0.9%	1.3%	2.4%	3.7%	3.0%	88.7%	761
The quality of my scholarship is positively affected by my interactions with BU colleagues.	8.0%	11.3%	19.0%	32.6%	21.5%	7.7%	791
I am satisfied with opportunities to collaborate with faculty in my primary department/unit.	9.7%	19.9%	18.9%	25.9%	21.6%	4.0%	793
I am satisfied with opportunities to collaborate with faculty in other units at my Institution.	11.3%	21.0%	21.0%	25.7%	11.9%	9.1%	795
I feel I am given the opportunity to serve on important committees.	5.3%	8.7%	23.7%	28.0%	28.2%	6.1%	793
I feel I am given the opportunity to assume administrative responsibilities.	5.3%	7.3%	20.0%	24.7%	34.6%	8.1%	794
Interdisciplinary research is recognized and rewarded by my department/unit.	9.9%	12.2%	22.7%	27.2%	19.1%	9.0%	790
My chair creates a collegial and supportive environment.	8.1%	7.7%	12.5%	23.0%	38.2%	10.6%	794
My dean creates a collegial and supportive environment.	8.4%	11.8%	22.4%	25.9%	26.8%	4.5%	794
My chair helps me obtain the resources I need.	9.1%	12.6%	19.9%	21.3%	23.0%	14.1%	794
My dean helps me obtain the resources I need.	11.9%	15.7%	28.3%	19.1%	15.3%	9.6%	789
I have a voice in the decision-making that affects the direction of my department/unit.	9.9%	11.8%	10.3%	33.2%	31.5%	3.3%	797
I have a voice in the decision-making that affects the direction of my college/school.	18.5%	20.5%	24.4%	23.4%	10.3%	2.9%	795
I have a voice in the decision-making that affects the direction of the university.	33.2%	23.6%	25.6%	11.7%	2.9%	3.0%	796
I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member.	3.4%	7.0%	19.2%	34.1%	33.2%	3.0%	791
My department/unit is a good fit for me.	3.5%	8.3%	14.5%	29.7%	43.4%	0.6%	795

My department/unit is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling departmental/unit obligations.	5.6%	7.8%	16.2%	31.5%	35.5%	3.4%	791
I feel excluded from an informal network in my department/unit.	39.5%	19.7%	20.4%	13.4%	4.8%	2.3%	793
I have to work harder than some of my colleagues to be perceived as a legitimate scholar.	29.5%	14.4%	22.6%	17.3%	9.9%	6.4%	787
I feel that the climate and opportunities for minority faculty at BU are at least as good as those for non-minority faculty.	10.5%	14.5%	31.6%	15.4%	14.7%	13.2%	787
I feel that the climate and opportunities for female faculty at BU are at least as good as those for male faculty.	13.9%	21.8%	20.3%	19.6%	18.7%	5.7%	790
The academic leadership within my department/unit at BU is supportive of improving the climate and opportunities for women faculty.	5.7%	6.7%	17.5%	27.1%	38.8%	4.2%	789
The academic leadership within my department/unit at BU is supportive of improving the climate and opportunities for minority faculty.	5.0%	6.5%	24.3%	25.5%	30.4%	8.3%	785
I feel diversity of opinion is valued and respected at BU.	8.2%	16.5%	27.8%	30.1%	16.6%	0.8%	794
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.	6.3%	11.1%	17.8%	27.1%	36.8%	0.9%	793

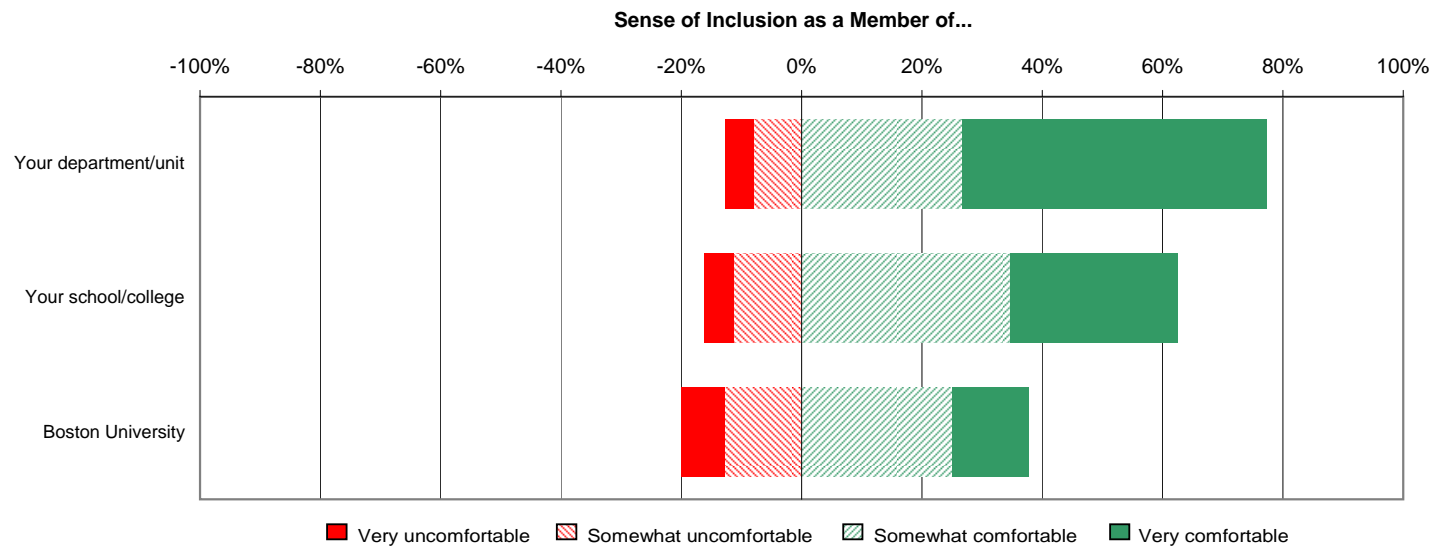
Agreement with Statements about Work Environment



'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	4.5%	7.7%	9.8%	25.8%	48.9%	3.3%	797
Your school/college	4.8%	11.1%	20.9%	34.0%	27.4%	1.9%	796
Boston University	7.2%	12.5%	41.5%	24.7%	12.5%	1.5%	797



'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	109	12.8%	13.7%
Yes, informally	479	56.3%	60.3%
No	263	30.9%	33.1%
Total	851	100.0%	107.2%

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

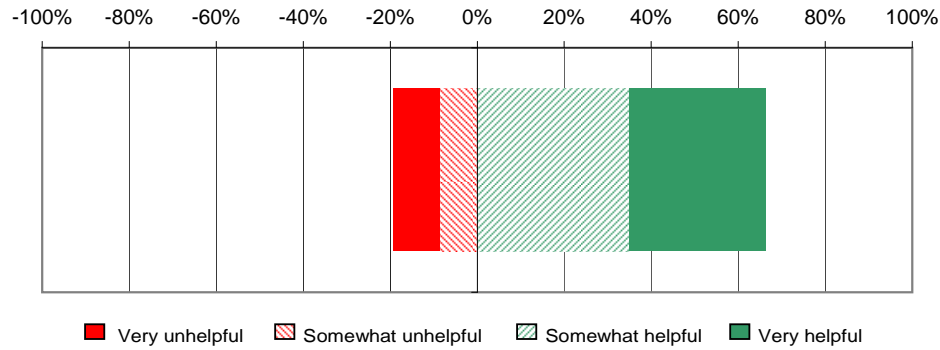
Have you had a formal mentor within your department or unit?

	%	N
Yes, one was assigned to me	12.7%	101
Yes, one was chosen by me	4.8%	38
No	82.5%	656
Total	100.0%	795

How helpful have you found this formal mentoring?

	%	N
Very unhelpful	7.4%	15
Somewhat unhelpful	5.9%	12
Neither helpful nor unhelpful	9.8%	20
Somewhat helpful	24.0%	49
Very helpful	21.6%	44
Not applicable	31.4%	64
Total	100.0%	204

Helpfulness of Formal Mentoring



'Not applicable' counted as missing

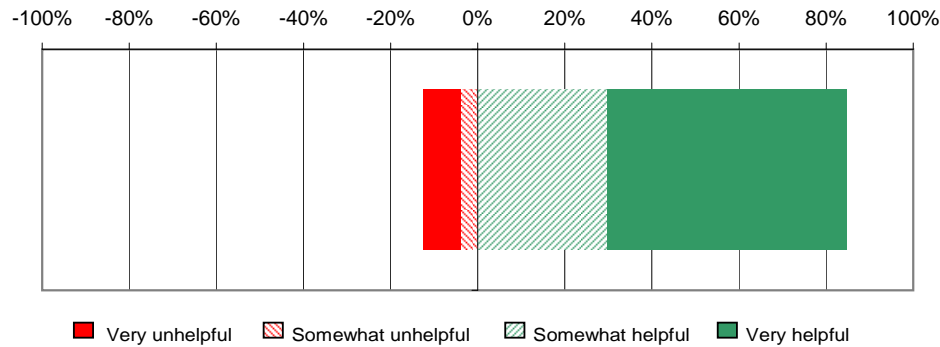
While at Boston University, have you had one or more informal mentors (someone not officially assigned to you who gives advice on career issues and/or advocates for you in your discipline; this could include someone outside Boston University)?

	%	N
Yes	57.5%	452
No	42.5%	334
Total	100.0%	786

How helpful have you found this informal mentoring?

	%	N
Very unhelpful	8.4%	38
Somewhat unhelpful	3.8%	17
Neither helpful nor unhelpful	2.4%	11
Somewhat helpful	28.7%	130
Very helpful	53.0%	240
Not applicable	3.8%	17
Total	100.0%	453

Helpfulness of Informal Mentoring



'Not applicable' counted as missing

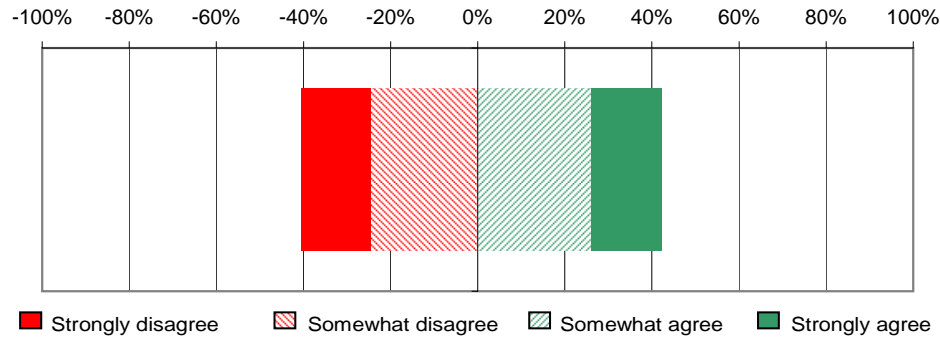
While at Boston University, do you feel as though you have received adequate mentoring?

	%	N
Yes	39.0%	308
No	40.6%	320
Not applicable	20.4%	161
Total	100.0%	789

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

	%	N
Strongly disagree	14.2%	112
Somewhat disagree	22.0%	173
Neither agree nor disagree	15.2%	120
Somewhat agree	23.3%	183
Strongly agree	14.5%	114
Don't know	10.8%	85
Total	100.0%	787

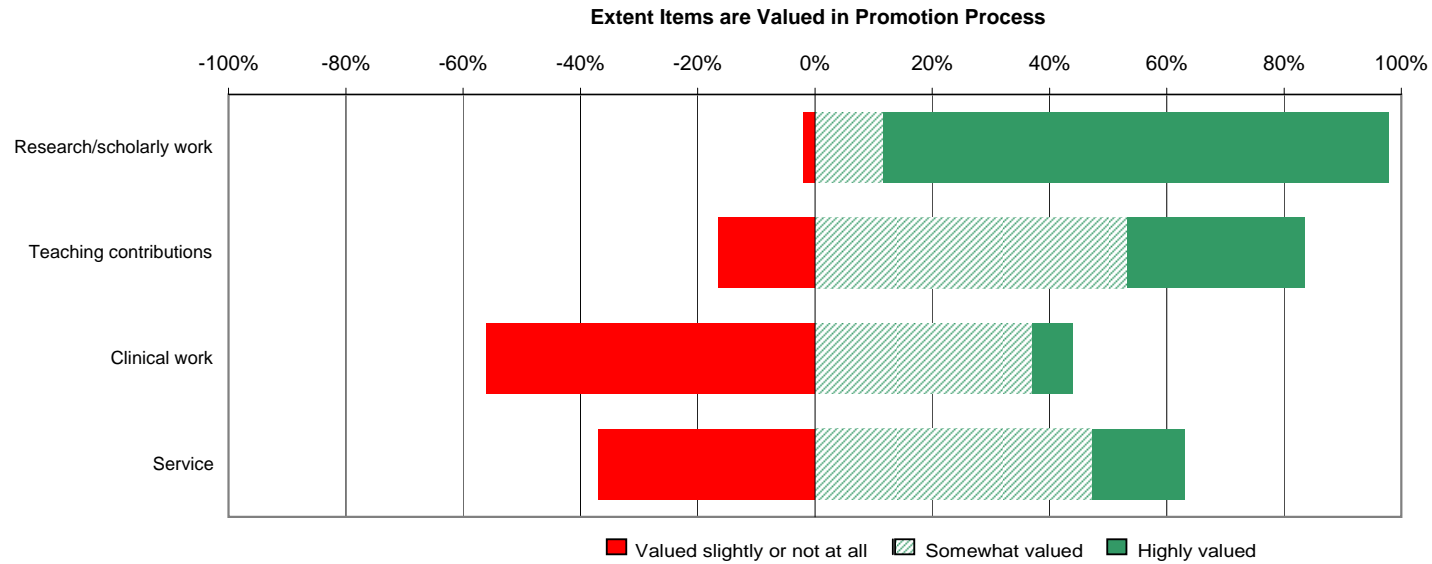
Criteria for Promotion are Clearly Communicated



'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	1.7%	9.3%	68.8%	13.5%	6.7%	773
Teaching contributions	13.5%	43.6%	24.8%	14.0%	4.2%	771
Clinical work	7.5%	5.0%	0.9%	19.7%	66.8%	745
Service (i.e., committee work, etc.)	28.6%	36.5%	12.1%	17.3%	5.6%	770

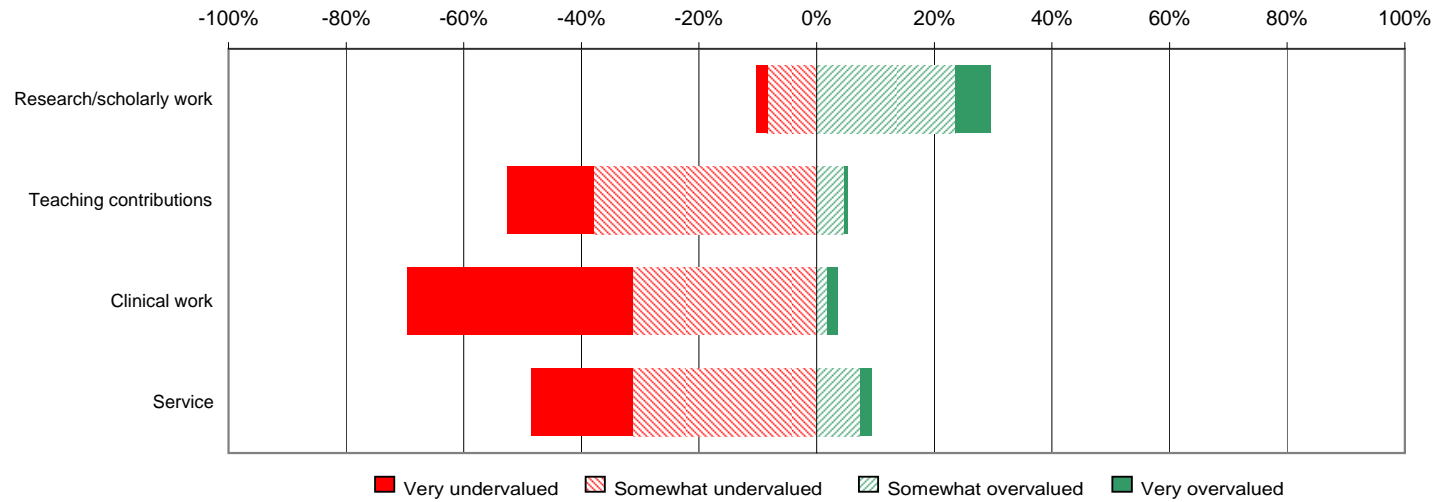


'Don't know' and 'Not applicable' counted as missing

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	1.6%	6.5%	47.3%	18.6%	4.8%	16.3%	4.9%	769
Teaching contributions	11.7%	30.4%	33.8%	3.8%	0.4%	16.1%	3.8%	769
Clinical work	5.9%	4.8%	4.1%	0.3%	0.3%	21.4%	63.2%	729
Service (i.e., committee work, etc.)	13.2%	23.8%	32.2%	5.6%	1.4%	19.1%	4.7%	765

Extent Items are Appropriately Valued in Promotion Process

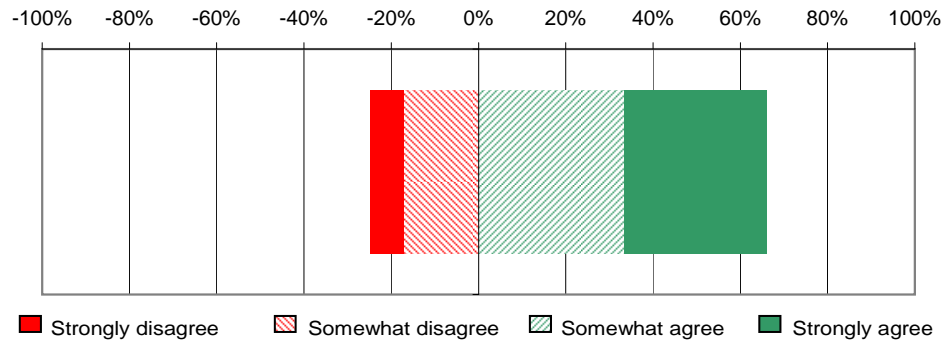


'Don't know' and 'Not applicable' counted as missing

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

	%	N
Strongly disagree	7.3%	37
Somewhat disagree	16.6%	84
Neither agree nor disagree	8.7%	44
Somewhat agree	32.1%	163
Strongly agree	31.4%	159
Don't know	3.9%	20
Total	100.0%	507

Criteria for Tenure are Clearly Communicated

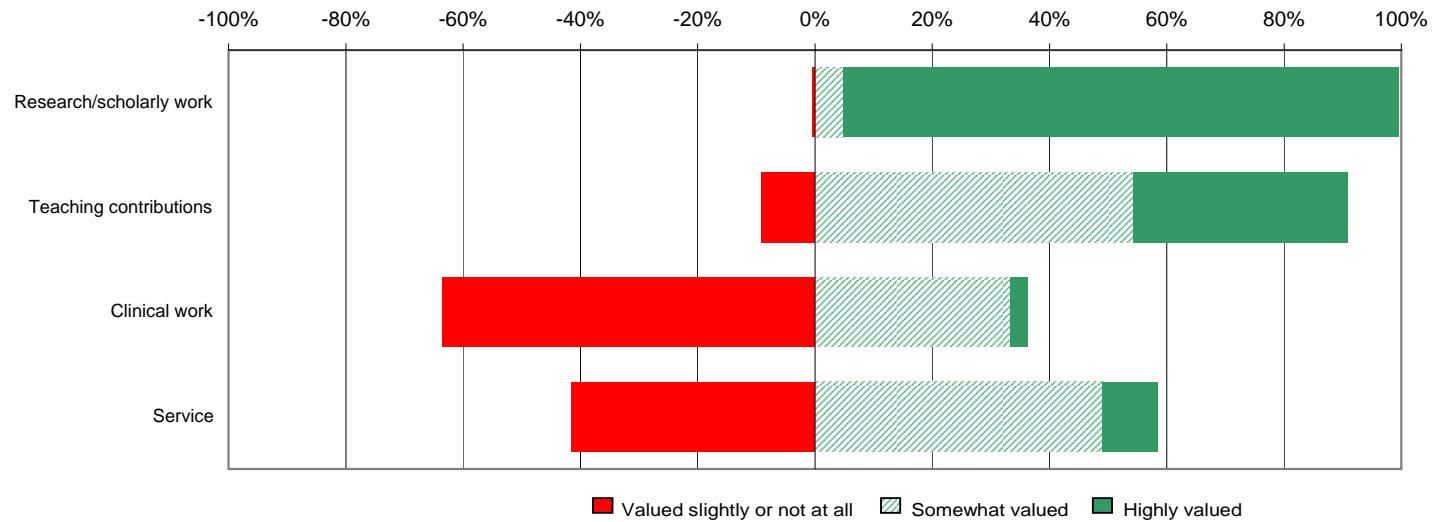


'Don't know' counted as missing

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	0.4%	4.7%	91.8%	2.2%	1.0%	510
Teaching contributions	8.8%	52.1%	35.2%	2.9%	1.0%	509
Clinical work	8.6%	4.5%	0.4%	11.0%	75.6%	491
Service (i.e., committee work, etc.)	39.0%	46.1%	8.8%	4.7%	1.4%	510

Extent Items are Valued in Tenure Process

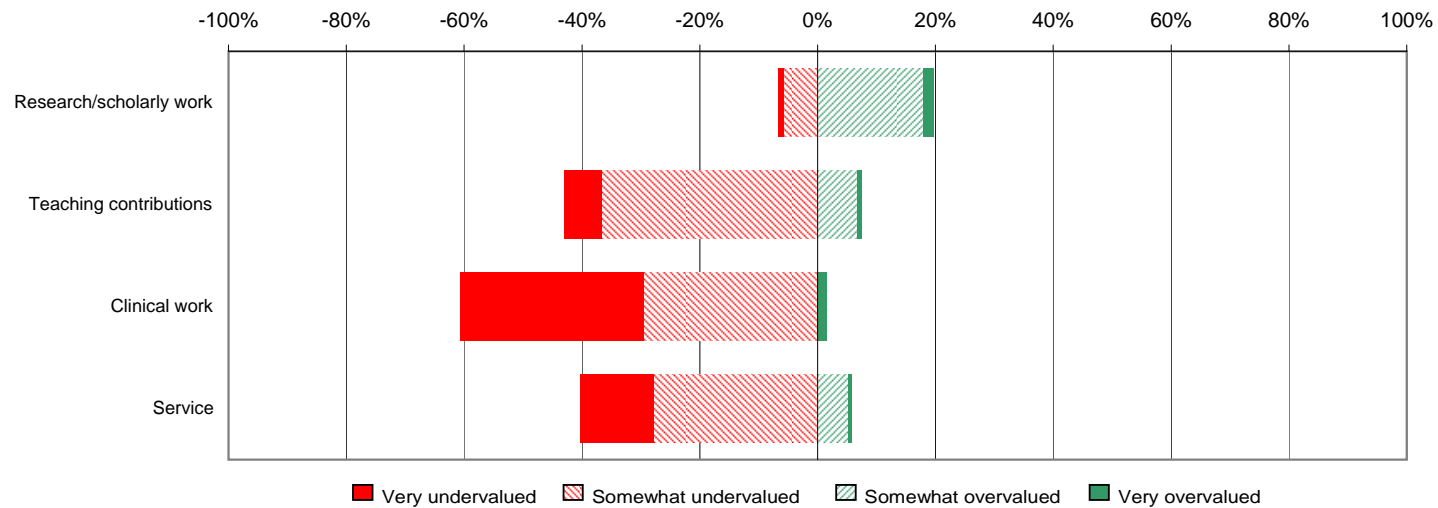


'Don't know' and 'Not applicable' counted as missing

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	1.0%	5.5%	70.0%	17.2%	1.6%	3.9%	0.8%	507
Teaching contributions	5.9%	34.7%	46.9%	6.3%	0.8%	4.6%	0.8%	505
Clinical work	4.0%	3.8%	4.8%	0.0%	0.2%	14.6%	72.6%	478
Service (i.e., committee work, etc.)	11.5%	25.6%	49.6%	4.8%	0.6%	6.9%	1.0%	504

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	5.1%	40
Yes, more than a year ago but within the past five years	5.5%	43
Yes, more than five years ago	7.5%	59
No	82.0%	645
Total	100.0%	787

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

	%	N
Very unsupportive	8.9%	17
Somewhat unsupportive	3.2%	6
Neither supportive nor unsupportive	8.9%	17
Somewhat supportive	11.6%	22
Very supportive	45.3%	86
Not applicable	22.1%	42
Total	100.0%	190

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	1.8%	14
Yes, more than a year ago but within the past five years	1.1%	9
Yes, more than five years ago	2.3%	18
No	60.1%	472
Not applicable	34.7%	273
Total	100.0%	786

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

	%	N
Very unsupportive	4.5%	4
Somewhat unsupportive	1.1%	1
Neither supportive nor unsupportive	6.7%	6
Somewhat supportive	7.9%	7
Very supportive	25.8%	23
Not applicable	53.9%	48
Total	100.0%	89

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

	%	N
Yes, a written review	23.3%	183
Yes, an oral review	14.9%	117
Yes, both a written and an oral review	11.4%	90
No	50.4%	397
Total	100.0%	787

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	18.3%	144
No	81.7%	641
Total	100.0%	785

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

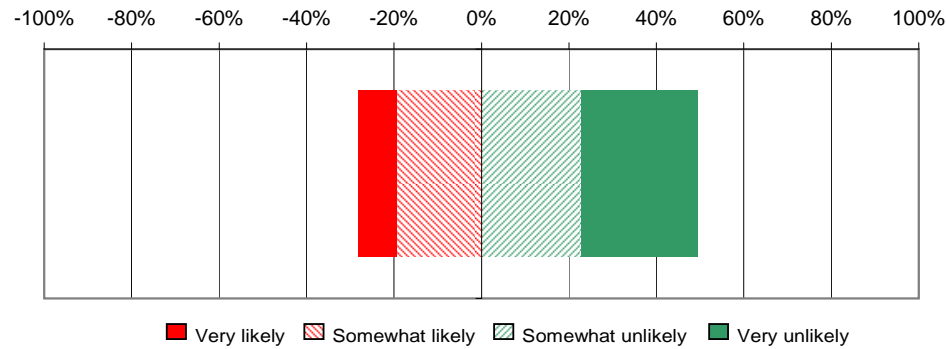
	# of Responses	% of Responses	% of Respondents
Salary	69	32.9%	47.3%
Course load	12	5.7%	8.2%
Administrative responsibilities	6	2.9%	4.1%
Leave time	9	4.3%	6.2%
Summer salary	10	4.8%	6.8%
Special timing of the tenure clock	2	1.0%	1.4%
Equipment/laboratory/research start-up	19	9.0%	13.0%
Employment for spouse/partner	3	1.4%	2.1%
Other	15	7.1%	10.3%
None	65	31.0%	44.5%
Total	210	100.0%	143.8%

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?

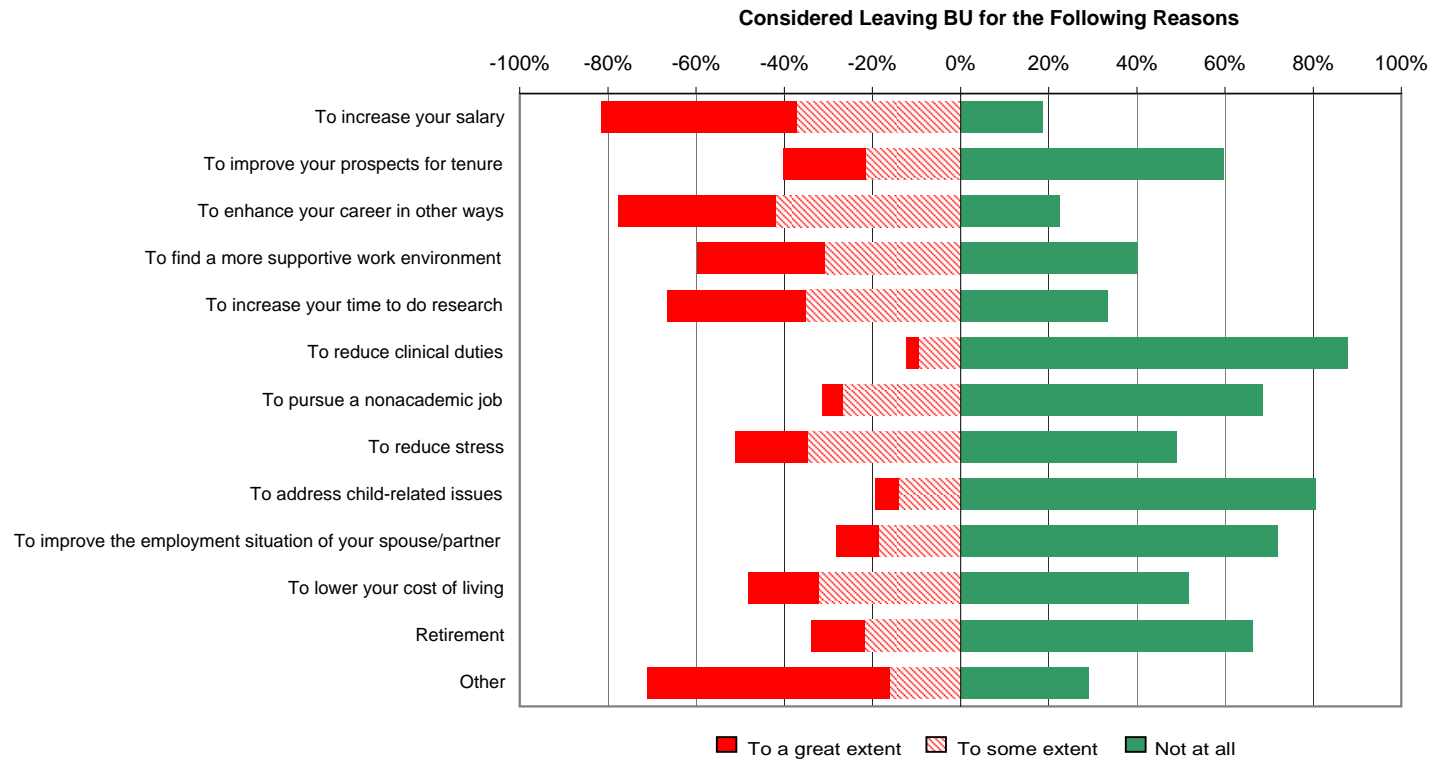
	%	N
Very unlikely	26.5%	207
Somewhat unlikely	22.8%	178
Neither likely nor unlikely	22.4%	175
Somewhat likely	19.5%	152
Very likely	8.7%	68
Total	100.0%	780

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	17.9%	35.5%	42.4%	4.3%	767
To improve your prospects for tenure	33.6%	12.1%	10.5%	43.7%	750
To enhance your career in other ways	20.5%	38.4%	32.8%	8.2%	755
To find a more supportive work environment	37.3%	28.6%	26.9%	7.3%	756
To increase your time to do research	29.6%	31.2%	27.9%	11.3%	753
To reduce clinical duties	16.2%	1.7%	0.5%	81.5%	745
To pursue a nonacademic job	53.3%	20.9%	3.6%	22.2%	748
To reduce stress	43.6%	30.8%	14.7%	10.9%	753
To address child-related issues	54.5%	9.5%	3.6%	32.4%	740
To improve the employment situation of your spouse/partner	54.1%	14.0%	7.3%	24.6%	743
To lower your cost of living	45.0%	28.0%	13.9%	13.2%	743
Retirement	52.6%	17.3%	9.6%	20.5%	747
Other	14.2%	7.8%	27.0%	51.0%	204

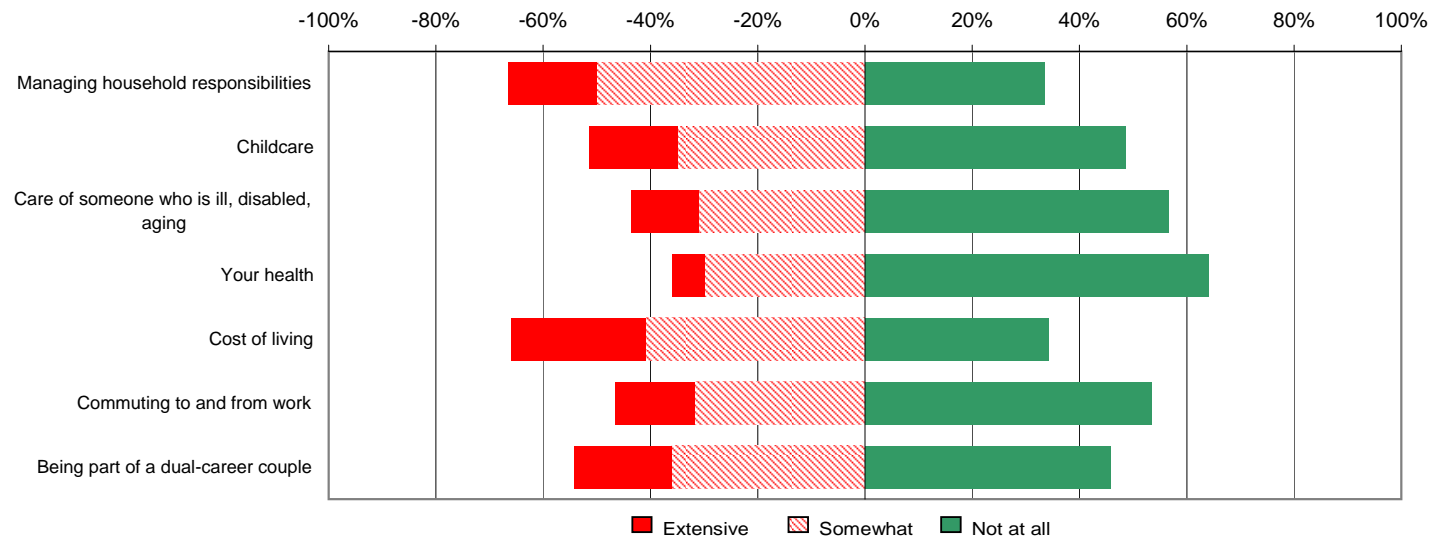


'Not applicable' counted as missing

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	32.7%	48.9%	16.0%	2.4%	777
Childcare	36.4%	26.2%	12.5%	24.9%	771
Care of someone who is ill, disabled, aging, and/or in need of special services	42.7%	23.3%	9.5%	24.5%	776
Your health	60.3%	28.2%	5.7%	5.8%	773
Cost of living	33.2%	39.8%	24.5%	2.6%	777
Commuting to and from work	52.1%	31.0%	14.5%	2.5%	775
Being part of a dual-career couple	39.2%	31.0%	15.6%	14.2%	775

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	80.9%	635
Yes, I have a domestic partner	4.3%	34
No	14.8%	116
Total	100.0%	785

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

	%	N
Faculty member at Boston University	9.7%	64
Post-doctoral fellow/ Research associate at Boston University	0.3%	2
Graduate student at Boston University	0.3%	2
Employed at Boston University in some other capacity	2.7%	18
Faculty member elsewhere	12.6%	83
Post-doctoral fellow/ Research associate elsewhere	1.4%	9
Graduate student elsewhere	1.5%	10
Employed elsewhere in some other capacity	50.2%	331
Not employed and actively seeking employment	5.3%	35
Other	14.4%	95
Not applicable	1.7%	11
Total	100.0%	660

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	13.3%	14
My spouse/partner and I were recruited by Boston University as a couple	8.6%	9
I was recruited by Boston University and employment for my spouse/partner followed	41.0%	43
My spouse/partner was recruited by Boston University and employment for me followed	18.1%	19
Not applicable	19.0%	20
Total	100.0%	105

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

	%	N
Very dissatisfied	5.7%	38
Somewhat dissatisfied	18.4%	122
Neither satisfied nor dissatisfied	5.3%	35
Somewhat satisfied	30.6%	203
Very satisfied	32.3%	214
Don't know	1.1%	7
Not applicable	6.6%	44
Total	100.0%	663

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	67.8%	450
Yes, my spouse/partner and I live together, but one or both of us commutes for work	19.7%	131
Yes, my spouse/partner and I live in separate communities at least part of the time	5.0%	33
Not applicable	7.5%	50
Total	100.0%	664

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

	%	N
Yes	19.3%	128
No	61.3%	407
Not applicable	19.4%	129
Total	100.0%	664

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

	%	N
Very dissatisfied	6.3%	42
Somewhat dissatisfied	8.3%	55
Neither satisfied nor dissatisfied	21.5%	143
Somewhat satisfied	24.8%	165
Very satisfied	26.1%	173
Not applicable	13.0%	86
Total	100.0%	664

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

	# of Responses	% of Responses	% of Respondents
0-4 yrs	106	10.4%	13.7%
5-12 yrs	174	17.1%	22.4%
13-17 yrs	133	13.1%	17.1%
18-23 yrs	181	17.8%	23.3%
24 or older	238	23.4%	30.7%
I do not have any dependent children	187	18.4%	24.1%
Total	1,019	100.0%	131.3%

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	11.3%	75
1	21.1%	140
2	42.8%	284
3	17.3%	115
4	4.4%	29
5	1.5%	10
More than 5	1.5%	10
Total	100.0%	663

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

	%	N
Yes	22.1%	173
No	77.9%	610
Total	100.0%	783

Time at Boston University as a faculty member (years)

Mean	Percentile 25	Median	Percentile 75	N
14.3	6.0	12.0	21.0	626

What is your current rank?

	%	N
Professor	36.3%	285
Associate Professor	27.7%	218
Assistant Professor	19.1%	150
University Professor	0.6%	5
Professor Emeritus	0.0%	0
Associate Professor of the Professional Practice	0.1%	1
Senior/Master Lecturer	3.6%	28
Lecturer	4.5%	35
Instructor (including Adjunct & Research Instructor)	1.5%	12
Executive-in-Residence	0.4%	3
Preceptor	0.5%	4
Clinical Assistant Professor	1.7%	13
Clinical Associate	0.3%	2
Clinical Associate Professor	2.7%	21
Clinical Instructor	0.1%	1
Clinical Professor	0.5%	4
Research Assistant Professor	0.3%	2
Research Associate Professor	0.1%	1
Research Professor	0.0%	0
Other	0.1%	1
Total	100.0%	786

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

	# of Responses	% of Responses	% of Respondents
Professor	39	4.5%	7.1%
Associate Professor	198	23.1%	36.2%
Assistant Professor	294	34.3%	53.7%
Visiting Professor	29	3.4%	5.3%
Lecturer	69	8.0%	12.6%
Instructor	77	9.0%	14.1%
Post-Doctoral Candidate	15	1.7%	2.7%
Graduate student	66	7.7%	12.1%
Undergraduate student	14	1.6%	2.6%
Other	57	6.6%	10.4%
Total	858	100.0%	156.9%

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

Are you currently:

	%	N
Tenured	50.4%	395
Not tenured and on tenure track	14.9%	117
Not on tenure track	34.7%	272
Total	100.0%	784

Do you currently hold an endowed chair?

	%	N
Yes	3.1%	24
No	96.9%	752
Total	100.0%	776

School (BU data)

	%	N
ACADEMIC INSTITUTES AND CENTERS	2.4%	21
COLLEGE OF ARTS AND SCIENCES	44.6%	396
COLLEGE OF COMMUNICATION	4.7%	42
COLLEGE OF ENGINEERING	8.1%	72
COLLEGE OF FINE ARTS	5.0%	44
COLLEGE OF GENERAL STUDIES	4.2%	37
INT'L EDUCATION ADMIN	0.1%	1
METROPOLITAN COLLEGE	2.8%	25
PROVOST'S OFFICE	0.1%	1
SARGENT COLLEGE	5.0%	44
SCHOOL OF EDUCATION	4.2%	37
SCHOOL OF HOSPITALITY	0.6%	5
SCHOOL OF LAW	4.8%	43
SCHOOL OF MANAGEMENT	8.1%	72
SCHOOL OF SOCIAL WORK	2.4%	21
SCHOOL OF THEOLOGY	2.0%	18
UNIVERSITY PROFESSORS PROGRAM	0.9%	8
Total	100.0%	887

Age (BU data)

Mean	Percentile 25	Median	Percentile 75	N
52	44	53	59	870

Gender (BU data)

	%	N
Male	64.0%	564
Female	36.0%	317
Total	100.0%	881

Race/Ethnicity

	%	N
Black	1.2%	9
American Indian/Alaska Native	0.7%	5
Asian/Pacific Islander	5.4%	40
Hispanic	2.3%	17
White	90.5%	675
Total	100.0%	746

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)	85	9.9%	10.9%
Professional master's degree (e.g., MBA, MPA, MSW, MSE, MSN, MAT, MPH, MFA)	68	7.9%	8.7%
Ph.D.	571	66.5%	73.2%
Other doctoral degree (e.g., EdD, DDiv, ScD, DrPH, DBA)	54	6.3%	6.9%
Medical degree (MD, DO, DDS, DVM)	3	0.3%	0.4%
Law degree (JD, LLB)	46	5.4%	5.9%
Other degree or certificate	32	3.7%	4.1%
Total	859	100.0%	110.1%

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
1986	1978	1986	1996	713

Campus

	%	N
Medical campus	0.0%	0
Charles River Campus	98.5%	766
Both	1.5%	12
Total	100.0%	778