

**CONFIDENTIAL**

Question 44a. Please check the two best aspects about working at your institution, as opposed to a comparable institution.  
 Question 44b. Please check the two worst aspects about working at your institution, as opposed to a comparable institution.

	These items were most frequently rated as the best aspects about working at your institution.		These items were most frequently rated as the worst aspects about working at your institution.	
	# of institutions where item ranked among the top four responses		# of institutions where item ranked among the top four responses	
	YOUR PEERS (n = 5)	ALL UNIV. (n = 37)	YOUR PEERS (n = 5)	ALL UNIV. (n = 37)
<b>OVERALL</b>	1. Quality of colleagues 1. Cost of living 3. Support of colleagues 4. Geographic location	27 17 26 23	1. Geographic location 2. Compensation 3. Lack of diversity 4. Too much service/too many assignments	15 27 7 9
<b>MALES</b>	1. Cost of living 2. Support of colleagues 3. Quality of colleagues 4. Geographic location	19 15 31 22	1. Geographic location 2. Compensation 3. Tenure criteria clarity 4. Lack of diversity 4. Teaching load	13 26 7 4 11
<b>FEMALES</b>	1. Quality of colleagues 2. Cost of living 3. Commute 4. Geographic location	25 16 4 24	1. Lack of diversity 2. Geographic location 3. Too much service/too many assignments 4. Lack of support for research	11 17 14 23
<b>WHITE FACULTY</b>	1. Quality of colleagues 1. Cost of living 3. Support of colleagues 3. Geographic location 3. Commute	29 16 25 22 3	1. Compensation 2. Geographic location 3. Too much service/too many assignments 4. Lack of diversity 4. Lack of support for research 4. Tenure criteria clarity	26 12 9 3 27 11
<b>COLOR FACULTY OF</b>	1. Quality of colleagues 2. Cost of living 3. Support of colleagues 4. My sense of "fit" here	19 23 22 20	1. Geographic location 2. Lack of diversity 3. Spousal/partner hiring program (or lack thereof) 4. Compensation 4. Quality of undergraduate students 4. Opportunities to collaborate with colleagues	18 14 5 23 2 7