

**Faculty Opinion on Tenure:**

A Survey of Tenured and Tenure Track Professors Employed in the University of Wisconsin System, September 14-16, 2015

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Question 1: As you know, many decisions about faculty employment revolve around tenure considerations. We're wondering what you think about this practice in the department at the university where you work. Do you strongly support, somewhat support, neither support nor oppose, somewhat oppose, or strongly oppose existing tenure policies in your department at UW?

	Overall	Institution			Division				Tenure v. Tenure Track		Salary <sup>1</sup>	
		Top Research <sup>2</sup>	All Other 4 Year Institutions	2 Year Colleges + Extension Schools	Humanities	Social Sciences	Physical & Biological Sciences	Vocational, Professional Schools & Hospitals	Tenure	Tenure Track	Bottom Half	Top Half
Strongly Support	65.12%	67.43%	65.62%	46.67%	68.77%	61.79%	70.41%	57.84%	71.85%	45.71%	65.08%	66.35%
Somewhat Support	25.02%	23.82%	24.21%	38.89%	23.51%	28.94%	21.00%	27.24%	20.52%	38.00%	25.41%	24.05%
Neither Support nor Oppose	4.19%	3.33%	4.30%	8.89%	2.81%	4.65%	4.06%	5.22%	2.97%	7.71%	3.47%	4.19%
Somewhat Oppose	3.53%	3.33%	3.72%	3.33%	2.81%	3.36%	1.91%	7.00%	2.97%	5.14%	3.29%	3.51%
Strongly Oppose	2.13%	2.10%	2.15%	2.22%	2.11%	1.29%	2.63%	2.61%	1.68%	3.43%	2.74%	1.19%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
(N)	1,359	571	698	90	285	387	419	269	1,009	350	547	740

<sup>1</sup> "Salary" identifies whether a faculty member is in the top or bottom half of the distribution of salaries within his/her academic unit, at his/her tenure status.

<sup>2</sup> "Top Research" institutions include UW-Madison and UW-Milwaukee.

Question 2: As you may have heard, the University of Wisconsin Board of Regents recently has assumed responsibility for decisions regarding tenure. How concerned are you that the Board may be about to change the existing policy?

	Overall	Institution			Division				Tenure v. Tenure Track		Salary	
		Top Research	All Other 4 Year Institutions	2 Year Colleges + Extension Schools	Humanities	Social Sciences	Physical & Biological Sciences	Vocational, Professional Schools & Hospitals	Tenure	Tenure Track	Bottom Half	Top Half
Extremely Concerned	42.63%	39.51%	46.00%	36.26%	56.29%	42.01%	38.81%	34.94%	43.76%	39.38%	44.73%	41.49%
Concerned	30.23%	30.07%	30.71%	27.47%	29.37%	26.55%	33.10%	31.97%	29.50%	32.29%	31.82%	29.73%
Somewhat Concerned	18.49%	20.80%	16.00%	23.08%	9.79%	22.94%	19.05%	20.45%	17.82%	20.40%	17.09%	19.05%
Not Concerned	8.66%	9.62%	7.29%	13.19%	4.55%	8.51%	9.05%	12.64%	8.91%	7.93%	6.36%	9.73%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
(N)	1,363	572	700	91	286	388	420	269	1,010	353	550	740

Question 3: We're wondering about your view of the current standards for achieving tenure in your department. In your view, are the current tenure standards too high, are they about right, or are they too low?

	Overall	Institution			Division				Tenure v. Tenure Track		Salary	
		Top Research	All Other 4 Year Institutions	2 Year Colleges + Extension Schools	Humanities	Social Sciences	Physical & Biological Sciences	Vocational, Professional Schools & Hospitals	Tenure	Tenure Track	Bottom Half	Top Half
Tenure Standards are Too High	7.06%	8.23%	5.59%	10.99%	5.63%	7.46%	5.50%	10.41%	5.45%	11.68%	7.10%	6.64%
Tenure Standards are About Right	83.01%	83.89%	82.09%	84.62%	85.56%	80.98%	86.60%	77.70%	83.55%	81.48%	82.33%	84.01%
Tenure Standards are Too Low	9.93%	7.88%	12.32%	4.40%	8.80%	11.57%	7.89%	11.90%	11.00%	6.84%	10.56%	9.35%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
(N)	1,360	571	698	91	284	389	418	269	1,009	351	549	738

Question 4: Among faculty in your department, do you think tenure is always, most of the time, sometimes, rarely or never a good indication of the quality of a tenure-holder's instruction in the classroom?

	Overall	Institution			Division				Tenure v. Tenure Track		Salary	
		Top Research	All Other 4 Year Institutions	2 Year Colleges + Extension Schools	Humanities	Social Sciences	Physical & Biological Sciences	Vocational, Professional Schools & Hospitals	Tenure	Tenure Track	Bottom Half	Top Half
Always	10.15%	5.63%	14.00%	8.79%	13.68%	9.25%	10.05%	7.87%	11.11%	7.41%	10.20%	9.77%
Most of the Time	52.17%	47.71%	55.43%	54.95%	55.79%	49.87%	55.74%	46.07%	54.96%	44.16%	51.18%	54.14%
Sometimes	28.40%	34.68%	23.29%	28.57%	22.81%	33.93%	24.88%	31.84%	26.09%	35.04%	28.96%	27.27%
Rarely	7.80%	9.68%	6.29%	7.69%	5.96%	6.17%	7.18%	13.11%	6.55%	11.40%	8.20%	7.19%
Never	1.47%	2.29%	1.00%	0.00%	1.75%	0.77%	2.15%	1.12%	1.29%	1.99%	1.46%	1.63%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
(N)	1,359	568	700	91	285	389	418	267	1,008	351	549	737

Question 5: Among faculty in your department, do you think tenure is always, most of the time, sometimes, rarely or never a good indication of the quality of a tenure-holder's research achievements?

	Overall	Institution			Division				Tenure v. Tenure Track		Salary	
		Top Research	All Other 4 Year Institutions	2 Year Colleges + Extension Schools	Humanities	Social Sciences	Physical & Biological Sciences	Vocational, Professional Schools & Hospitals	Tenure	Tenure Track	Bottom Half	Top Half
Always	17.87%	30.40%	9.14%	6.59%	16.84%	14.40%	20.10%	20.52%	19.82%	12.25%	17.49%	18.16%
Most of the Time	51.76%	55.71%	47.86%	57.14%	57.19%	51.93%	47.37%	52.61%	53.32%	47.29%	51.91%	52.17%
Sometimes	23.38%	11.95%	31.86%	29.67%	22.81%	26.22%	22.73%	20.90%	20.71%	31.05%	23.68%	22.90%
Rarely	6.32%	1.76%	10.00%	6.59%	2.46%	7.46%	8.85%	4.85%	5.85%	7.69%	6.01%	6.37%
Never	0.66%	0.18%	1.14%	0.00%	0.70%	0.00%	0.96%	1.12%	0.30%	1.71%	0.91%	0.41%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
(N)	1,360	569	700	91	285	389	418	268	1,009	351	549	738

Question 6: Among faculty in your department, do you think tenure is always, most of the time, sometimes, rarely or never a good indication of the quality of a tenure-holder's impact on the community, business or the economy?

	Overall	Institution			Division				Tenure v. Tenure Track		Salary	
		Top Research	All Other 4 Year Institutions	2 Year Colleges + Extension Schools	Humanities	Social Sciences	Physical & Biological Sciences	Vocational, Professional Schools & Hospitals	Tenure	Tenure Track	Bottom Half	Top Half
Always	6.36%	5.48%	6.19%	13.19%	7.37%	7.53%	6.01%	4.14%	6.67%	5.46%	4.94%	7.10%
Most of the Time	29.66%	25.44%	31.22%	43.96%	32.63%	30.65%	25.72%	31.20%	31.18%	25.29%	29.43%	29.78%
Sometimes	40.38%	43.82%	38.56%	32.97%	34.04%	41.04%	44.47%	39.85%	38.84%	44.83%	40.95%	39.62%
Rarely	19.67%	21.02%	20.00%	8.79%	21.05%	18.70%	17.79%	22.56%	19.32%	20.69%	20.84%	19.26%
Never	3.92%	4.24%	4.03%	1.10%	4.91%	2.08%	6.01%	2.26%	3.98%	3.74%	3.84%	4.23%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
(N)	1,352	566	695	91	285	385	416	266	1,004	348	547	732

Question 7: Currently, faculty in the UW System undergo a post-tenure review. Which of the following statements comes closer to your view about the value of post-tenure reviews in your department?

	Overall	Institution			Division				Tenure v. Tenure Track		Salary	
		Top Research	All Other 4 Year Institutions	2 Year Colleges + Extension Schools	Humanities	Social Sciences	Physical & Biological Sciences	Vocational, Professional Schools & Hospitals	Tenure	Tenure Track	Bottom Half	Top Half
Valuable Check <sup>3</sup>	49.14%	51.17%	44.64%	71.11%	51.79%	51.97%	46.47%	46.42%	49.35%	48.53%	49.54%	47.58%
Pro-Forma Exercise <sup>4</sup>	50.86%	48.83%	55.36%	28.89%	48.21%	48.03%	53.53%	53.58%	50.65%	51.47%	50.46%	52.42%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
(N)	1,337	557	690	90	280	381	411	265	997	340	541	723

<sup>3</sup> Valuable Check: Post-tenure review is a valuable check on the activities of tenured faculty to ensure that they remain research productive and active contributors to the intellectual life of a university in your department.

<sup>4</sup> Pro-Forma Exercise: Post-tenure review is largely a pro-forma exercise that has little bearing on the professional activities of tenured faculty.

Question 8: In lieu of tenure, some faculty in the UW system are hired as adjuncts; or, as the UW system refers to them, instructional academic staff. These faculty teach courses but generally do not perform as many administrative functions as either tenured or tenure-track faculty. Adjunct faculty also are not afforded the employment protections associated with tenure. We're wondering what you think of this practice. In the years ahead, do you think the UW system should rely more or less on adjunct faculty to fulfill teaching obligations?

	Overall	Institution			Division				Tenure v. Tenure Track		Salary	
		Top Research	All Other 4 Year Institutions	2 Year Colleges + Extension Schools	Humanities	Social Sciences	Physical & Biological Sciences	Vocational, Professional Schools & Hospitals	Tenure	Tenure Track	Bottom Half	Top Half
Hire Far More Adjunct Faculty	2.88%	3.89%	2.15%	2.22%	1.05%	2.33%	4.07%	3.76%	3.13%	3.42%	2.74%	3.13%
Slightly More	7.45%	10.78%	4.43%	10.00%	3.16%	7.77%	9.33%	8.65%	7.89%	7.41%	6.95%	7.89%
About the Same	31.51%	34.45%	28.90%	33.33%	20.00%	30.57%	35.89%	38.35%	32.79%	29.34%	29.98%	32.79%
Slightly Less	23.29%	20.67%	25.18%	26.67%	20.00%	26.94%	23.92%	21.05%	23.13%	23.93%	23.58%	23.13%
Hire Far Fewer Adjunct Faculty	34.76%	30.21%	39.34%	27.78%	55.79%	32.38%	26.79%	28.20%	33.06%	35.90%	36.75%	33.06%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
(N)	1,355	566	699	90	285	386	418	266	1,004	351	547	735

Question 9: In your view, should job protections for adjunct faculty be strengthened, kept the same, or weakened?

	Overall	Institution			Division				Tenure v. Tenure Track		Salary	
		Top Research	All Other 4 Year Institutions	2 Year Colleges + Extension Schools	Humanities	Social Sciences	Physical & Biological Sciences	Vocational, Professional Schools & Hospitals	Tenure	Tenure Track	Bottom Half	Top Half
Greatly Strengthened	35.42%	32.04%	38.77%	30.77%	55.44%	33.16%	31.58%	23.31%	32.50%	43.75%	37.96%	32.16%
Slightly Strengthened	30.49%	27.29%	32.19%	37.36%	22.81%	34.70%	31.58%	30.83%	31.41%	27.84%	31.30%	31.21%
Kept the Same	31.30%	37.68%	26.75%	26.37%	18.25%	29.31%	35.41%	41.73%	32.80%	26.99%	28.10%	33.65%
Slightly Weakened	1.84%	2.29%	1.29%	3.30%	2.11%	2.06%	0.72%	3.01%	2.29%	0.57%	1.64%	2.04%
Greatly Weakened	0.96%	0.70%	1.00%	2.20%	1.40%	0.77%	0.72%	1.13%	0.99%	0.85%	1.09%	0.95%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
(N)	1,358	568	699	91	285	389	418	266	1,006	352	548	737

Question 10: A potential alternative to tenure is an employment policy in which faculty would have renewable contracts for fixed periods of time. Suppose that the renewable contract was set for **5 years**. At the end of this period, your renewal would be based upon the same criteria on which you are currently evaluated. What is the minimum percentage increase in your salary you would need to be offered in order to consider giving up tenure? This increase would not negate other regular pay increases. *Please give answer as a percentage.*

	Overall	Institution			Division				Tenure v. Tenure Track		Salary	
		Top Research	All Other 4 Year Institutions	2 Year Colleges + Extension Schools	Humanities	Social Sciences	Physical & Biological Sciences	Vocational, Professional Schools & Hospitals	Tenure	Tenure Track	Bottom Half	Top Half
Mean	294.60%	386.09%	99.03%	1,216.86%	143.90%	724.41%	87.70%	173.94%	342.23%	159.97%	187.91%	393.60%
Median	40.00%	50.00%	30.00%	25.00%	40.00%	30.00%	40.00%	31.50%	40.00%	35.00%	40.00%	35.00%
Standard Deviation	4,078.99	4,513.43	602.71	10,842.18	703.16	7,621.19	228.95	1,089.16	4,688.14	1,241.43	1,198.97	5,413.43
(N)	1,255	524	646	85	260	351	394	250	927	328	498	688

Question 11: Now suppose that the renewable contract was set for **10 years**. What is the minimum percentage increase in your salary you would need to be offered in order to consider giving up tenure? Again, this increase would not negate other regular pay increases. *Please give answer as a percentage.*

	Overall	Institution			Division				Tenure v. Tenure Track		Salary	
		Top Research	All Other 4 Year Institutions	2 Year Colleges + Extension Schools	Humanities	Social Sciences	Physical & Biological Sciences	Vocational, Professional Schools & Hospitals	Tenure	Tenure Track	Bottom Half	Top Half
Mean	335.61%	596.01%	86.56%	623.10%	126.23%	563.83%	394.36%	141.37%	146.03%	402.97%	411.86%	307.73%
Median	25.00%	30.00%	25.00%	20.00%	30.00%	25.00%	30.00%	25.00%	25.00%	25.00%	25.00%	25.00%
Standard Deviation	4,386.68	6,389.68	594.11	5,419.61	699.95	6,069.41	5,260.60	942.00	1,233.91	5,052.72	4,800.08	4,294.40
(N)	1,255	524	646	85	260	351	393	251	329	926	498	688

Question 12: Now let's think about the length of time for which a renewable contract might be set. Suppose that a salary increase was established at **20 percent** of your current salary. What is the minimum length of a renewable contract that would you need to be offered in order to consider giving up tenure? Again, at the end of this contract, your renewal would be based upon the same criteria on which you are currently evaluated. *Please give answer in years.*

	Overall	Institution			Division				Tenure v. Tenure Track		Salary	
		Top Research	All Other 4 Year Institutions	2 Year Colleges + Extension Schools	Humanities	Social Sciences	Physical & Biological Sciences	Vocational, Professional Schools & Hospitals	Tenure	Tenure Track	Bottom Half	Top Half
Mean	20.73	28.61	15.49	11.96	19.88	20.37	22.26	19.68	20.77	20.71	26.63	17.05
Median	10.00	15.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00
Standard Deviation	67.64	99.77	26.90	10.96	63.94	67.21	72.56	64.20	79.43	62.94	102.42	26.00
(N)	1,246	520	642	84	257	348	392	249	328	918	496	681



Question 13: Suppose that a salary increase was established at **40 percent** of your current salary. What is the minimum length of a renewable contract that would you need to be offered in order to consider giving up tenure? Again, at the end of this contract, your renewal would be based upon the same criteria on which you are currently evaluated. *Please give answer in years.*

	Overall	Institution			Division				Tenure v. Tenure Track		Salary	
		Top Research	All Other 4 Year Institutions	2 Year Colleges + Extension Schools	Humanities	Social Sciences	Physical & Biological Sciences	Vocational, Professional Schools & Hospitals	Tenure	Tenure Track	Bottom Half	Top Half
Mean	16.63	23.56	12.03	8.83	17.23	15.07	18.28	15.60	17.48	16.33	23.21	12.53
Median	8.00	10.00	6.00	6.00	10.00	6.00	8.00	8.00	6.00	8.00	8.00	8.00
Standard Deviation	66.00	97.57	25.79	9.85	63.43	61.75	72.45	64.01	79.49	60.51	102.57	16.17
(N)	1,247	521	642	84	257	348	392	250	328	919	496	682

Question 14: We're wondering how a change in tenure policy would affect your professional life. If the existing tenure policy was replaced with renewable contracts, how do you expect your research productivity would change?

	Overall	Institution			Division				Tenure v. Tenure Track		Salary	
		Top Research	All Other 4 Year Institutions	2 Year Colleges + Extension Schools	Humanities	Social Sciences	Physical & Biological Sciences	Vocational, Professional Schools & Hospitals	Tenure	Tenure Track	Bottom Half	Top Half
Increase	8.35%	5.12%	11.35%	5.49%	7.75%	8.03%	10.12%	6.72%	8.77%	7.14%	9.16%	7.77%
Stay the Same	63.93%	65.19%	62.64%	65.93%	52.46%	68.39%	65.06%	67.91%	64.51%	62.29%	63.55%	65.40%
Decrease	27.72%	29.68%	26.01%	28.57%	39.79%	23.58%	24.82%	25.37%	26.72%	30.57%	27.29%	26.84%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
(N)	1,353	566	696	91	284	386	415	268	1,003	350	350	1,003

Question 15: If the existing tenure policy was replaced with renewable contracts, would you be more likely, equally likely, or less likely to attempt ambitious research projects than you currently do?

	Overall	Institution			Division				Tenure v. Tenure Track		Salary	
		Top Research	All Other 4 Year Institutions	2 Year Colleges + Extension Schools	Humanities	Social Sciences	Physical & Biological Sciences	Vocational, Professional Schools & Hospitals	Tenure	Tenure Track	Bottom Half	Top Half
More Likely	5.25%	3.71%	6.61%	4.40%	3.53%	5.70%	6.01%	5.22%	5.38%	4.86%	5.87%	4.76%
Equally Likely	39.02%	35.34%	40.52%	50.55%	38.87%	41.45%	37.74%	37.69%	40.58%	34.57%	35.41%	42.86%
Less Likely	55.73%	60.95%	52.87%	45.07%	57.60%	52.85%	56.25%	57.09%	54.04%	60.57%	58.72%	52.38%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
(N)	1,353	566	696	91	283	386	416	268	1,003	350	545	735

Question 16: If the existing tenure policy was replaced with renewable contracts, would you be more likely, equally likely, or less likely to work on academically controversial research projects?

	Overall	Institution			Division				Tenure v. Tenure Track		Salary	
		Top Research	All Other 4 Year Institutions	2 Year Colleges + Extension Schools	Humanities	Social Sciences	Physical & Biological Sciences	Vocational, Professional Schools & Hospitals	Tenure	Tenure Track	Bottom Half	Top Half
More Likely	0.67%	1.24%	0.29%	0.00%	0.71%	0.78%	0.48%	0.75%	0.60%	0.86%	0.00%	1.23%
Equally Likely	20.78%	20.49%	20.14%	27.47%	16.25%	22.80%	23.08%	19.10%	22.26%	16.57%	20.70%	21.25%
Less Likely	78.55%	78.29%	79.57%	72.53%	83.04%	76.42%	76.44%	80.15%	77.15%	82.57%	79.30%	77.63%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
(N)	1,352	566	695	91	283	386	416	267	1,002	350	546	733

Question 17: If the existing tenure policy was replaced with renewable contracts, would you be more likely, equally likely, or less likely to discuss controversial topics in the classroom?

	Overall	Institution			Division				Tenure v. Tenure Track		Salary	
		Top Research	All Other 4 Year Institutions	2 Year Colleges + Extension Schools	Humanities	Social Sciences	Physical & Biological Sciences	Vocational, Professional Schools & Hospitals	Tenure	Tenure Track	Bottom Half	Top Half
More Likely	0.74%	1.06%	0.57%	0.00%	0.70%	0.26%	0.96%	1.12%	1.00%	0.00%	0.55%	0.95%
Equally Likely	42.02%	40.81%	42.98%	42.22%	34.03%	43.12%	46.88%	41.42%	41.62%	43.18%	41.50%	42.51%
Less Likely	57.24%	58.13%	56.45%	57.78%	65.26%	56.62%	52.16%	57.46%	57.39%	56.82%	57.95%	56.54%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
(N)	1,354	566	698	90	285	385	416	268	1,002	352	547	734

Question 18: Briefly, can you note one topic you would no longer discuss in the classroom?

*This answer is not included in the summary statistics. See PowerPoint presentation for discussion of findings.*

Question 19: If the existing tenure policy was replaced with renewable contracts, would you consider leaving the UW system in favor of another college or university here in Wisconsin?

	Overall	Institution			Division				Tenure v. Tenure Track		Salary	
		Top Research	All Other 4 Year Institutions	2 Year Colleges + Extension Schools	Humanities	Social Sciences	Physical & Biological Sciences	Vocational, Professional Schools & Hospitals	Tenure	Tenure Track	Bottom Half	Top Half
Yes	61.73%	53.00%	68.96%	60.44%	75.00%	62.37%	55.29%	56.72%	60.74%	64.57%	65.45%	59.24%
No	38.27%	47.00%	31.04%	39.56%	25.00%	37.63%	44.71%	43.28%	39.26%	35.43%	34.55%	40.76%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
(N)	1,356	566	699	91	284	388	416	268	1,006	350	547	736

Question 20: Would you consider leaving the UW system in favor of another college or university in another state?

	Overall	Institution			Division				Tenure v. Tenure Track		Salary	
		Top Research	All Other 4 Year Institutions	2 Year Colleges + Extension Schools	Humanities	Social Sciences	Physical & Biological Sciences	Vocational, Professional Schools & Hospitals	Tenure	Tenure Track	Bottom Half	Top Half
Yes	89.17%	92.93%	89.29%	64.84%	94.01%	87.15%	89.18%	86.94%	88.17%	92.02%	90.86%	87.92%
No	10.83%	7.07%	10.71%	35.16%	5.99%	12.85%	10.82%	13.06%	11.83%	7.98%	9.14%	12.08%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
(N)	1,357	566	700	91	284	389	416	268	1,006	351	547	737

Question 21: Would you consider leaving academia altogether?

	Overall	Institution			Division				Tenure v. Tenure Track		Salary	
		Top Research	All Other 4 Year Institutions	2 Year Colleges + Extension Schools	Humanities	Social Sciences	Physical & Biological Sciences	Vocational, Professional Schools & Hospitals	Tenure	Tenure Track	Bottom Half	Top Half
Yes	52.43%	43.89%	58.57%	58.24%	59.51%	48.20%	57.69%	42.91%	51.84%	54.13%	56.86%	48.91%
No	47.57%	56.11%	41.43%	41.76%	40.49%	51.80%	42.31%	57.09%	48.16%	45.87%	43.14%	51.09%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
(N)	1,356	565	700	91	284	388	416	268	1,005	351	547	736

Question 22: Rather than change tenure policy for existing faculty, the UW system could instead focus on future hires. Do you support or oppose the replacement of tenure protections with renewable contracts and higher salaries for future hires?

	Overall	Institution			Division				Tenure v. Tenure Track		Salary	
		Top Research	All Other 4 Year Institutions	2 Year Colleges + Extension Schools	Humanities	Social Sciences	Physical & Biological Sciences	Vocational, Professional Schools & Hospitals	Tenure	Tenure Track	Bottom Half	Top Half
Strongly Support	1.84%	1.59%	2.00%	2.20%	0.35%	1.80%	2.40%	2.61%	1.69%	2.28%	2.37%	1.36%
Somewhat Support	6.48%	4.94%	6.57%	15.38%	4.56%	8.23%	5.29%	7.84%	6.45%	6.55%	6.74%	6.39%
Neither Support nor Oppose	9.50%	8.64%	9.86%	12.09%	8.07%	10.54%	8.89%	10.45%	8.44%	12.54%	9.84%	9.38%
Somewhat Oppose	17.53%	14.81%	18.29%	28.57%	17.89%	17.74%	15.14%	20.52%	15.89%	22.22%	16.21%	18.07%
Strongly Oppose	64.65%	70.02%	63.39%	41.76%	69.12%	61.70%	68.27%	58.58%	67.53%	56.41%	64.85%	64.81%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
(N)	1,358	567	700	91	285	389	416	268	1,007	351	549	736

Question 23: Do you believe recruiting quality faculty would be more or less challenging in your academic unit if tenure protections were relaxed but salaries were raised for future hires?

	Overall	Institution			Division				Tenure v. Tenure Track		Salary	
		Top Research	All Other 4 Year Institutions	2 Year Colleges + Extension Schools	Humanities	Social Sciences	Physical & Biological Sciences	Vocational, Professional Schools & Hospitals	Tenure	Tenure Track	Bottom Half	Top Half
Much More Challenging	56.92%	64.73%	54.57%	26.37%	59.30%	52.70%	58.89%	57.46%	59.98%	48.15%	57.56%	57.34%
Somewhat More Challenging	29.53%	25.75%	30.86%	42.86%	28.77%	30.59%	28.85%	29.85%	27.61%	35.04%	28.23%	29.76%
It Would Not Make a Difference	5.74%	5.11%	6.29%	5.48%	5.96%	5.66%	6.01%	5.22%	5.96%	5.13%	7.48%	4.76%
Somewhat Less Challenging	6.11%	3.35%	6.57%	19.78%	4.91%	8.74%	5.05%	5.22%	4.87%	9.69%	4.92%	6.93%
Much Less Challenging	1.69%	1.06%	1.71%	5.49%	1.05%	2.31%	1.20%	2.24%	1.59%	1.99%	1.83%	1.22%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
(N)	1,358	567	700	91	285	389	416	268	1,007	351	549	736

Question 24: In what year did your most recent employment at your current university begin?

	Overall	Institution			Division				Tenure v. Tenure Track		Salary	
		Top Research	All Other 4 Year Institutions	2 Year Colleges + Extension Schools	Humanities	Social Sciences	Physical & Biological Sciences	Vocational, Professional Schools & Hospitals	Tenure	Tenure Track	Bottom Half	Top Half
Mean	2002.12	2001.32	2002.95	2000.72	2002.07	2003.29	2001.00	2002.22	1998.66	2011.95	2002.46	2000.73
Median	2004	2003	2005	2001	2003	2006	2002	2004	2000	2012	2004	2002
Standard Deviation	9.64	9.78	9.36	10.33	9.45	9.41	9.65	9.99	8.84	2.03	8.58	10.06
(N)	1,318	552	677	89	273	377	411	257	975	343	534	713

Question 25: On the whole, how satisfied are you with your current job?

	Overall	Institution			Division				Tenure v. Tenure Track		Salary	
		Top Research	All Other 4 Year Institutions	2 Year Colleges + Extension Schools	Humanities	Social Sciences	Physical & Biological Sciences	Vocational, Professional Schools & Hospitals	Tenure	Tenure Track	Bottom Half	Top Half
Very Dissatisfied	5.08%	5.99%	4.43%	4.40%	5.65%	3.60%	5.74%	5.60%	5.86%	2.84%	6.02%	4.88%
Dissatisfied	8.10%	7.04%	9.73%	2.20%	11.31%	8.23%	6.70%	6.72%	9.44%	4.26%	9.49%	7.33%
Somewhat Dissatisfied	11.86%	9.15%	14.16%	10.99%	15.90%	11.31%	11.48%	8.96%	11.23%	13.64%	12.23%	12.35%
Neutral	5.96%	5.11%	6.29%	8.79%	7.07%	5.66%	5.74%	5.60%	6.06%	5.68%	6.57%	5.02%
Somewhat Satisfied	16.49%	12.85%	19.17%	18.68%	20.14%	16.71%	16.03%	13.06%	16.10%	17.61%	15.69%	16.96%
Satisfied	37.56%	38.91%	36.34%	38.46%	30.39%	39.85%	39.95%	38.06%	36.48%	40.62%	37.96%	36.64%
Very Satisfied	14.95%	20.95%	9.87%	16.48%	9.54%	14.65%	14.35%	22.01%	14.81%	15.34%	12.04%	16.82%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
(N)	1,358	568	699	91	283	389	418	268	1,006	352	548	737

Question 26: In a typical school year, how many courses do you teach?

	Overall	Institution			Division				Tenure v. Tenure Track		Salary	
		Top Research	All Other 4 Year Institutions	2 Year Colleges + Extension Schools	Humanities	Social Sciences	Physical & Biological Sciences	Vocational, Professional Schools & Hospitals	Tenure	Tenure Track	Bottom Half	Top Half
0	3.39%	3.17%	1.29%	21.35%	2.47%	4.91%	1.68%	4.85%	3.28%	3.72%	4.02%	2.72%
1	5.83%	12.52%	0.72%	3.37%	0.71%	3.36%	4.32%	17.16%	6.06%	5.16%	4.20%	6.80%
2	10.70%	21.87%	2.72%	2.25%	3.53%	6.98%	15.59%	16.04%	11.63%	8.02%	7.86%	12.65%
3	13.73%	25.40%	4.72%	10.11%	8.48%	9.82%	17.03%	19.78%	14.21%	12.32%	12.98%	14.56%
4	18.75%	26.46%	13.59%	10.11%	24.03%	22.48%	18.23%	8.58%	18.09%	20.63%	21.94%	16.19%
5	6.42%	4.76%	7.44%	8.99%	5.30%	5.17%	8.63%	5.97%	6.96%	4.87%	6.22%	6.80%
More than 5	41.18%	5.82%	69.53%	43.82%	55.48%	47.29%	34.53%	27.61%	39.76%	45.27%	42.78%	40.27%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
(N)	1,355	567	699	89	283	387	417	268	1,006	349	547	735

Question 27: In a typical week during the school year, how much time, on average, do you spend on *administrative work*<sup>5</sup>, including such things as committee and faculty meetings, writing reports, developing programmatic initiatives, and the like? *Please give you answer in hours.*

	Overall	Institution			Division				Tenure v. Tenure Track		Salary	
		Top Research	All Other 4 Year Institutions	2 Year Colleges + Extension Schools	Humanities	Social Sciences	Physical & Biological Sciences	Vocational, Professional Schools & Hospitals	Tenure	Tenure Track	Bottom Half	Top Half
Mean	12.66	12.64	12.51	13.99	12.56	12.85	11.31	14.60	13.30	10.84	12.44	13.08
Median	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00
Standard Deviation	11.90	11.77	10.96	18.38	9.02	11.18	9.60	17.33	12.11	11.07	10.57	13.10
(N)	1,335	561	689	85	278	379	413	265	988	347	540	722

Question 28: In the last five years, have you received any awards for teaching?

	Overall	Institution			Division				Tenure v. Tenure Track		Salary	
		Top Research	All Other 4 Year Institutions	2 Year Colleges + Extension Schools	Humanities	Social Sciences	Physical & Biological Sciences	Vocational, Professional Schools & Hospitals	Tenure	Tenure Track	Bottom Half	Top Half
Yes	31.88%	28.57%	31.90%	52.71%	29.23%	41.71%	25.60%	30.34%	34.03%	25.71%	32.54%	32.52%
No	68.12%	71.43%	68.10%	47.19%	70.77%	58.29%	74.40%	69.66%	65.97%	74.29%	67.46%	67.48%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
(N)	1,355	567	699	89	284	386	418	267	1,005	350	547	735

Question 29: In the last five years, approximately how much money in grants have you raised to support your research?

	Overall	Institution			Division				Tenure v. Tenure Track		Salary	
		Top Research	All Other 4 Year Institutions	2 Year Colleges + Extension Schools	Humanities	Social Sciences	Physical & Biological Sciences	Vocational, Professional Schools & Hospitals	Tenure	Tenure Track	Bottom Half	Top Half
Mean	\$758,525	\$1,635,215	\$114,800	\$59,986	\$84,894	\$455,837	\$1,227,802	\$1,156,940	\$922,108	\$288,470	\$503,134	\$1,001,810
Median	\$20,000	\$450,000	\$5,000	\$3,500	\$5,000	\$15,000	\$160,000	\$100,000	\$30,000	\$15,000	\$20,000	\$30,000
Standard Deviation	3,965,187	5,933,912	603,133	225,453	370,290	1,869,917	6,601,965	2,163,227	4,507,819	1,494,624	1,246,409	5,246,073
(N)	1,286	547	669	70	269	360	401	256	954	332	517	702

<sup>5</sup> Administrative work includes department and committee work, faculty meetings, and other purely administrative tasks  
Howell-Mallaney, *Faculty Opinion on Tenure* (2015)



Question 30: In the last five years, have any of your research publications received a major disciplinary award?

	Overall	Institution			Division				Tenure v. Tenure Track		Salary	
		Top Research	All Other 4 Year Institutions	2 Year Colleges + Extension Schools	Humanities	Social Sciences	Physical & Biological Sciences	Vocational, Professional Schools & Hospitals	Tenure	Tenure Track	Bottom Half	Top Half
Yes	19.32%	27.82%	13.51%	10.34%	23.32%	16.10%	13.94%	28.09%	20.60%	15.67%	18.68%	19.67%
No	80.68%	72.18%	86.49%	89.66%	76.68%	83.90%	86.06%	71.91%	79.40%	84.33%	81.32%	80.33%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
(N)	1,351	568	696	87	283	385	416	267	1,000	351	546	732

Question 31: Have you ever worked in the central administration of a university or served as department chair (or some equivalent position)?

	Overall	Institution			Division				Tenure v. Tenure Track		Salary	
		Top Research	All Other 4 Year Institutions	2 Year Colleges + Extension Schools	Humanities	Social Sciences	Physical & Biological Sciences	Vocational, Professional Schools & Hospitals	Tenure	Tenure Track	Bottom Half	Top Half
Yes	36.24%	32.98%	38.83%	36.67%	37.68%	38.76%	33.01%	36.09%	45.42%	9.97%	30.22%	43.34%
No	63.76%	67.02%	61.17%	63.33%	62.32%	61.24%	66.99%	63.91%	54.58%	90.03%	69.78%	56.66%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
(N)	1,355	567	698	90	284	387	418	266	1,004	351	546	736

Question 32: From your perspective, how easy or difficult do you think it would be for you to **find employment at another college or university?**

	Overall	Institution			Division				Tenure v. Tenure Track		Salary	
		Top Research	All Other 4 Year Institutions	2 Year Colleges + Extension Schools	Humanities	Social Sciences	Physical & Biological Sciences	Vocational, Professional Schools & Hospitals	Tenure	Tenure Track	Bottom Half	Top Half
Very Easy	20.04%	27.82%	15.19%	8.79%	6.34%	20.16%	18.18%	37.31%	19.68%	21.08%	15.15%	23.78%
Easy	40.24%	42.96%	37.39%	45.05%	32.04%	41.86%	42.34%	43.28%	39.17%	43.30%	40.69%	40.08%
Difficult	33.38%	25.35%	38.83%	41.76%	50.00%	33.07%	33.49%	16.04%	34.00%	31.62%	36.13%	30.57%
Very Difficult	6.34%	3.87%	8.60%	4.40%	11.62%	4.91%	4.91%	3.36%	7.16%	3.99%	8.03%	5.57%
Total	100%	100%	100%	100%	100%	100%	99%	100%	100%	100%	100%	100%
(N)	1,357	568	698	91	284	387	418	268	1,006	351	548	736

Question 33: From your perspective, how easy or difficult do you think it would be for you to **find employment outside of academia?**

	Overall	Institution			Division				Tenure v. Tenure Track		Salary	
		Top Research	All Other 4 Year Institutions	2 Year Colleges + Extension Schools	Humanities	Social Sciences	Physical & Biological Sciences	Vocational, Professional Schools & Hospitals	Tenure	Tenure Track	Bottom Half	Top Half
Very Easy	25.59%	28.57%	22.78%	28.57%	10.56%	26.87%	23.98%	42.16%	21.67%	36.86%	24.64%	24.63%
Easy	40.04%	38.80%	40.54%	43.96%	40.85%	40.83%	42.21%	34.70%	40.76%	38.00%	39.05%	42.04%
Difficult	29.13%	27.87%	30.66%	25.27%	40.14%	27.39%	29.02%	20.15%	31.71%	21.71%	30.11%	28.44%
Very Difficult	5.24%	4.76%	6.02%	2.20%	8.45%	4.91%	4.80%	2.99%	5.86%	3.43%	6.20%	4.90%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
(N)	1,356	567	698	91	284	387	417	268	1,006	350	548	735

Question 34: What is your sex?

	Overall	Institution			Division				Tenure v. Tenure Track		Salary	
		Top Research	All Other 4 Year Institutions	2 Year Colleges + Extension Schools	Humanities	Social Sciences	Physical & Biological Sciences	Vocational, Professional Schools & Hospitals	Tenure	Tenure Track	Bottom Half	Top Half
Male	61.51%	65.72%	60.43%	43.33%	58.66%	50.91%	74.04%	60.30%	64.74%	52.29%	59.05%	63.93%
Female	38.49%	34.28%	39.57%	56.67%	41.34%	49.09%	25.96%	39.70%	35.26%	47.71%	40.95%	36.07%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
(N)	1,351	566	695	90	283	385	416	267	1,001	350	547	732

Question 35: As a general matter, do you consider yourself...

	Overall	Institution			Division				Tenure v. Tenure Track		Salary	
		Top Research	All Other 4 Year Institutions	2 Year Colleges + Extension Schools	Humanities	Social Sciences	Physical & Biological Sciences	Vocational, Professional Schools & Hospitals	Tenure	Tenure Track	Bottom Half	Top Half
American Indian or Native Alaskan	0.30%	0.18%	0.14%	2.27%	0.00%	0.26%	0.24%	0.76%	0.30%	0.29%	0.19%	0.41%
Asian, Asian-American, or Pacific Islander	7.12%	11.55%	4.47%	0.00%	4.64%	3.41%	10.00%	10.61%	7.07%	7.25%	7.24%	6.90%
White (non-Hispanic)	86.37%	80.51%	89.90%	95.45%	86.43%	91.34%	84.63%	81.82%	86.67%	85.51%	86.64%	86.48%
Black or African American	0.82%	0.90%	0.87%	0.00%	0.36%	1.31%	0.00%	1.89%	0.40%	2.03%	0.74%	0.97%
Hispanic or Latino	2.10%	3.07%	1.59%	0.00%	3.21%	1.05%	2.68%	1.52%	2.32%	1.45%	2.41%	1.93%
Other	1.95%	2.17%	1.88%	1.14%	3.21%	2.10%	1.22%	1.52%	2.02%	1.74%	1.30%	2.07%
Multiracial	1.35%	1.62%	1.15%	1.14%	2.14%	0.52%	1.22%	1.89%	1.21%	1.74%	1.48%	1.24%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
(N)	1,335	554	693	88	280	381	410	264	990	345	539	725

Question 36: Highest Level of Education Attained

	Overall	Institution			Division				Tenure v. Tenure Track		Salary	
		Top Research	All Other 4 Year Institutions	2 Year Colleges + Extension Schools	Humanities	Social Sciences	Physical & Biological Sciences	Vocational, Professional Schools & Hospitals	Tenure	Tenure Track	Bottom Half	Top Half
B.A./B.S.	0.15%	0.18%	0.14%	0.00%	0.35%	0.26%	0.00%	0.00%	0.20%	0.00%	0.00%	0.27%
Master's	7.08%	2.29%	4.73%	54.95%	13.07%	12.34%	0.96%	2.62%	5.88%	10.51%	8.06%	6.11%
J.D.	0.59%	0.53%	0.29%	3.30%	0.00%	0.77%	0.00%	1.87%	0.30%	1.42%	0.37%	0.54%
M.D.	1.92%	4.23%	0.14%	1.10%	0.00%	0.51%	0.24%	8.61%	1.70%	1.70%	2.38%	1.49%
Ph.D./Ed.D.	85.47%	88.38%	89.96%	32.97%	73.50%	85.35%	97.12%	80.15%	82.67%	82.67%	84.07%	87.11%
Other	4.79%	4.40%	4.73%	7.69%	13.07%	0.77%	1.68%	6.74%	3.69%	3.69%	5.13%	4.48%
Total	100%	100%	100%	100%	100%	100%	100%	100%	94%	100%	100%	100%
(N)	1,356	568	697	91	283	389	417	267	1,004	352	546	737

Question 37: At which institution did you attain your highest level of education?

*This answer is not included in the summary statistics.*

Question 38: What is your marital status?

	Overall	Institution			Division				Tenure v. Tenure Track		Salary	
		Top Research	All Other 4 Year Institutions	2 Year Colleges + Extension Schools	Humanities	Social Sciences	Physical & Biological Sciences	Vocational, Professional Schools & Hospitals	Tenure	Tenure Track	Bottom Half	Top Half
Single	9.48%	7.91%	9.80%	16.67%	12.10%	9.92%	7.32%	9.40%	7.06%	16.33%	8.91%	8.78%
Married or in Civil Union	81.49%	82.55%	81.12%	77.78%	74.73%	78.59%	87.32%	83.83%	82.74%	77.94%	81.82%	81.62%
Unmarried, living with partner	2.99%	3.24%	3.03%	1.11%	5.69%	3.92%	1.22%	1.50%	2.72%	3.72%	2.78%	3.43%
Divorced, separated, or widowed	6.04%	6.29%	6.05%	4.44%	7.47%	7.57%	4.15%	5.26%	7.47%	2.01%	6.49%	6.17%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
(N)	1,340	556	694	90	281	383	410	266	991	349	539	729

Question 39: Do you have any children under the age of 18?

	Overall	Institution			Division				Tenure v. Tenure Track		Salary	
		Top Research	All Other 4 Year Institutions	2 Year Colleges + Extension Schools	Humanities	Social Sciences	Physical & Biological Sciences	Vocational, Professional Schools & Hospitals	Tenure	Tenure Track	Bottom Half	Top Half
Yes	45.66%	43.47%	48.92%	35.16%	38.87%	47.66%	49.76%	43.98%	42.61%	54.55%	47.97%	43.99%
No	54.34%	56.53%	51.08%	64.84%	61.13%	52.34%	50.24%	56.02%	57.39%	45.45%	52.03%	56.01%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
(N)	1,349	559	697	91	283	384	414	266	995	352	542	732

[If yes to Question 39]

Question 40: How many children under the age of 18 do you have?

	Overall	Institution			Division				Tenure v. Tenure Track		Salary	
		Top Research	All Other 4 Year Institutions	2 Year Colleges + Extension Schools	Humanities	Social Sciences	Physical & Biological Sciences	Vocational, Professional Schools & Hospitals	Tenure	Tenure Track	Bottom Half	Top Half
1	40.00%	41.32%	39.88%	31.25%	39.09%	40.98%	39.81%	39.66%	40.71%	38.42%	41.76%	38.75%
2	45.69%	45.87%	46.04%	40.62%	50.00%	43.72%	43.69%	48.28%	44.00%	49.47%	45.59%	45.62%
3	9.59%	8.26%	10.56%	9.38%	7.27%	12.02%	9.22%	8.62%	10.82%	6.84%	8.05%	10.94%
4	3.25%	2.89%	2.05%	18.75%	1.82%	2.73%	5.34%	1.72%	3.76%	2.11%	2.30%	3.75%
5+	1.46%	1.65%	1.47%	0.00%	1.82%	0.55%	1.94%	1.72%	0.71%	3.16%	2.30%	0.94%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
(N)	615	242	341	32	110	183	206	116	425	190	261	320