**Career Progression**

*How satisfied are you with your career progression at NIU?*

- **very satisfied**: 10%
- **satisfied**: 20%
- **neither satisfied nor dissatisfied**: 40%
- **dissatisfied**: 20%
- **very dissatisfied**: 0%
Departmental Decision-Making

I feel like a full and equal participant in the decision-making in my department

- strongly agree
- agree
- neither agree nor disagree
- disagree
- strongly disagree

Percentage of Respondents

Unwritten policies

Has your career progress at NIU ever been affected by an unwritten policy?

Percentage of respondents
Balancing professional and personal

I often have to forgo professional activities

- strongly agree
- agree
- neither agree nor disagree
- disagree
- strongly disagree

I often have to forgo personal activities

- strongly agree
- agree
- neither agree nor disagree
- disagree
- strongly disagree

Personal responsibilities and commitments have slowed down my career progression

- strongly agree
- agree
- neither agree nor disagree
- disagree
- strongly disagree

How satisfied are you with your:

Position at NIU?

- very satisfied
- satisfied
- neither satisfied nor dissatisfied
- dissatisfied
- very dissatisfied

Career progression at NIU?

- very satisfied
- satisfied
- neither satisfied nor dissatisfied
- dissatisfied
- very dissatisfied

Percentage of respondents by sex

- Male
- Female

Percentage of respondents by gender (# of respondents as labels)
Career Progression

**STEM (male n=31 and Female n=11)**

- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very dissatisfied

**Non-STEM (male n=33 and Female n=35)**

- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very dissatisfied

Percentage of respondents by gender

Have you ever seriously considered leaving NIU?

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

Percentage of respondents by gender
Have you ever seriously considered leaving NIU?

**STEM versus non-STEM: Women**

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-STEM</td>
<td>2</td>
<td>4</td>
<td>4</td>
<td>2</td>
<td>1</td>
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<tr>
<td>STEM</td>
<td>15</td>
<td>10</td>
<td>4</td>
<td>4</td>
<td>3</td>
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</table>

**STEM versus non-STEM: Men**

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
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<tbody>
<tr>
<td>Non-STEM</td>
<td>3</td>
<td>7</td>
<td>7</td>
<td>7</td>
<td>8</td>
</tr>
<tr>
<td>STEM</td>
<td>8</td>
<td>9</td>
<td>8</td>
<td>8</td>
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</table>

Percentage of respondents by gender

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Productivity outlet by STEM versus non-STEM

<table>
<thead>
<tr>
<th></th>
<th># of articles published</th>
<th># of monographs</th>
<th># of national/international conference presentations</th>
<th># of monographs</th>
<th>$ amount of external grants</th>
</tr>
</thead>
<tbody>
<tr>
<td>STEM</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td>24</td>
<td>5</td>
<td>10</td>
<td>15</td>
<td>60</td>
</tr>
<tr>
<td>Female</td>
<td>16</td>
<td>4</td>
<td>6</td>
<td>12</td>
<td>30</td>
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<td></td>
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<td>28</td>
<td>7</td>
<td>12</td>
<td>18</td>
<td>70</td>
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<tr>
<td>Female</td>
<td>20</td>
<td>6</td>
<td>8</td>
<td>14</td>
<td>50</td>
</tr>
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</table>

Respondents could choose up to 4 times;  
STEM males n = 82  
STEM females n = 31  
Non-STEM males n = 88  
Non-STEM females n = 95

Percentage of respondents by gender
How do you think your department views your research productivity compared to the departmental average?

The climate for women faculty in my Dept. is good

The climate for women faculty in my Dept. is good

The climate for women faculty in my Dept. is good

The climate for women faculty in my Dept. is good

The climate for women faculty in my Dept. is good
There are too few women faculty in my Dept.

STEM (female n = 10, male n = 31)  
Non-STEM (female n = 35, male n = 33)

I feel isolated in my department

STEM (female n = 10, male n = 31)  
Non-STEM (female n = 35, male n = 33)
I feel isolated at NIU

STEM (female n = 10, male n = 31)

Non-STEM (female n = 35, male n = 33)

Questions of Respect and Agency

Colleagues treat me with respect

I feel like a full and equal participant in the problem solving in my department

Percentage of respondents by gender within each category

STEM males n = 30   STEM females n = 10
Non-STEM males n = 33  Non-STEM females n = 35
Respect and Agency continued

I feel like a full and equal participant in the decision-making in my department

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Male faculty are more likely than female faculty to be involved in informal social networks within the department

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