Demographics

Total: 138
Respondents (17 either did not give consent or did not click the consent box)

Total for Analysis: 121 (Female: 49, Male: 66, non-reporting: 16)
College Demographics

1. **College and Disciplinary Association:**
   - STEM (CEET + CLAS Natural Sciences)
   - non-STEM (CLAS Humanities and CLAS Social Sciences)
   - from Q#73

2. **Percentage of respondents by gender:**
   - Male
   - Female

3. **How satisfied are you with your:**
   - Position at NIU?
   - Career progression at NIU?

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

   - Percentage of respondents by sex
     - Male
     - Female
Career Progression

**STEM**

<table>
<thead>
<tr>
<th>Satisfied</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very satisfied</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Satisfied</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Neither satisfied nor dissatisfied</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dissatisfied</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Very dissatisfied</td>
<td></td>
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</tbody>
</table>

**Non-STEM**

<table>
<thead>
<tr>
<th>Satisfied</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
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<td></td>
<td></td>
</tr>
</tbody>
</table>

Percentage of respondents by gender

Have you ever seriously considered leaving NIU?

<table>
<thead>
<tr>
<th>Strongly agree</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agree</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Neither agree nor disagree</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Disagree</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Strongly disagree</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Percentage of respondents by gender
Have you ever seriously considered leaving NIU?
STEM versus non-STEM

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

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

Percentage of respondents by gender

Hiring Process

The dept. did its best to obtain resources for me
- **Strongly agree**
- **Agree**
- **Neither agree nor disagree**
- **Disagree**
- **Strongly disagree**

I negotiated successfully for what I needed
- **Strongly agree**
- **Agree**
- **Neither agree nor disagree**
- **Disagree**
- **Strongly disagree**

Percentage of respondents by gender
Satisfaction with the overall hiring process

Has your research been supported by a grant in the past 2 years?
Laboratory Space

Size

My laboratory space is sufficient in terms of size

<table>
<thead>
<tr>
<th>Agree</th>
<th>Neither nor</th>
<th>Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>Female</td>
<td></td>
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</tbody>
</table>

Quality

My laboratory space is sufficient in terms of the quality of resources

<table>
<thead>
<tr>
<th>Agree</th>
<th>Neither nor</th>
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</thead>
<tbody>
<tr>
<td>Male</td>
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<td></td>
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</table>

Percentage of respondents by gender

What are the reliable indicators of productivity in your field?

- # of articles published
- Prestige of publication outlet
- # of books edited
- # of books published
- # of national/international conference presentations
- # of external grants
- $ amount of external grants
- # of book chapters
- # of book chapters edited
- Prestige of funding source
- # of external fellowships
- # of dissertations chaired
- # of patents
- Other

Percentage of respondents by gender
Productivity outlet by STEM versus non-STEM

<table>
<thead>
<tr>
<th># of articles published</th>
<th>Prestige of publication outlet</th>
<th># of monographs</th>
<th># of national/international conference presentations</th>
<th># of external grants</th>
<th>$ amount of external grants</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male 0 1 2 3 4 0</td>
<td>Female 0 1 2 3 4 0</td>
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</tr>
</tbody>
</table>

Percentage of respondents by gender

Teaching: Undergraduate Classes

<table>
<thead>
<tr>
<th># of undergrad courses: STEM</th>
<th># of undergrad courses: non-STEM</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male 0 1 2 3 4 5</td>
<td>Male 0 1 2 3 4 5</td>
</tr>
<tr>
<td>Female 0 1 2 3 4 5</td>
<td>Female 0 1 2 3 4 5</td>
</tr>
</tbody>
</table>
Teaching: Graduate Classes

# of Graduate courses:

STEM

- Female
- Male

# of Graduate courses: non-STEM

- Female
- Male

How often do you get to teach the courses you want to teach?

**STEM**

- Every year
- Every semester
- Every year
- Rarely
- Never

**Non-STEM**

- Every other year
- Every semester
- Every year
- Rarely
- Never

Percentage of respondents by gender
There are too few women faculty in my Dept.

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

The climate for minority faculty in my Department is good
I feel isolated in my department

<table>
<thead>
<tr>
<th>STEM</th>
<th>Non-STEM</th>
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</thead>
</table>

Percentage of respondents by gender

I feel isolated at NIU

<table>
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Percentage of respondents by gender