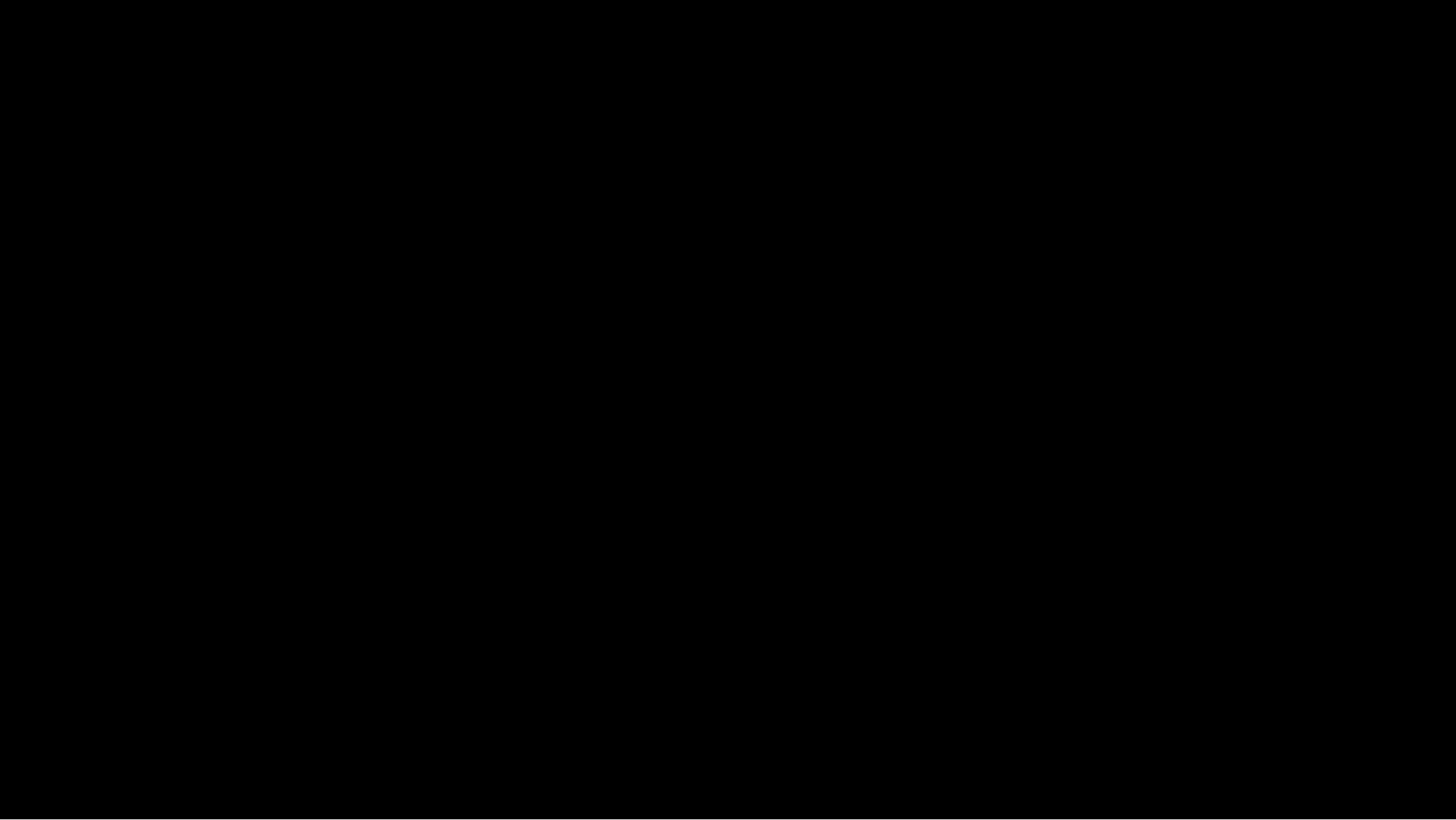


Comparison Group

- Albright College
- Barnard College
- Bates College
- Colgate University
- College of St. Benedict/St. John's University
- DePauw University
- Emerson College
- Gonzaga University
- Goucher College
- Hamilton College
- Hendrix College
- Hobart and William Smith Colleges
- Ithaca College
- Kenyon College
- Lafayette College
- Lewis and Clark College
- Macalester College
- Manhattanville College
- McGill University
- Mount Holyoke College
- Oberlin College
- Occidental College
- Ohio Wesleyan University
- Pacific Lutheran University
- Pomona College
- Saint Olaf College
- Skidmore College
- Susquehanna University
- Union College
- Elizabeth City State University
- University of North Carolina at Asheville
- University of Puget Sound
- University of Richmond
- Wellesley College
- Wesleyan University
- Wheaton College (MA)
- Whitman College



	Areas of Strength	Areas of Concern	Improving Trends	Worsening Trends
Tenure		Upper limit on committee assignments	Clarity of tenure criteria	
		Reasonableness of teaching expectations	Clarity of tenure standards	
		Reasonableness of expectations as campus citizen	Clarity of tenure body of evidence	
			Upper limit on committee assignments	
Nature of Work	Clerical/administrative services	Quality of facilities	Clerical/administrative services	Quality of facilities
	Computing services		Computing services	
	Professional assistance in gaining grants	Expectations for finding external funding	Amount of time to conduct research	
	Travel funds	Level of courses you teach	Research services	
Work and Home	Childcare	Paid/unpaid personal leave	Professional assistance in obtaining grants	Spousal/partner hiring program
			Quality of undergraduate students	Paid/unpaid personal leave
Climate, Culture	Fairness of immediate supervisor's evaluations	Formal mentoring	Fairness of immediate supervisor's evaluations	
	Interest tenured faculty take in your professional development	Amount of personal interaction with pre tenure colleagues	Interest tenured faculty take in your professional development	
	Amount of professional interaction with tenured colleagues		Amount of professional interaction with tenured colleagues	
Global Satisfaction		Institution as a place to work		
		CAO cares about quality of life of pre tenure faculty		
		Would again choose to work here		
		Overall rating of institution		