

| 2j. Bathrooms | 31.7 | 41.7 | 10.0 |
| :---: | :---: | :---: | :---: |
| 9d. My department takes steps to enhance the climate for faculty of color | 53.8 | 55.6 | 1.8 |
| 3j. Help with grant applications at your college | 48.6 | 50.0 | 1.4 |
| 3e. Bookstore | 42.9 | 44.1 | 1.2 |
| 8 e . My department or program or campus is working to help me improve the quality of my teaching | 59.7 | 60.9 | 1.2 |
| 9c. My department takes steps to enhance the climate for women faculty | 58.5 | 58.9 | 0.4 |
| 3h. Faculty development activities | 51.3 | 50.7 | -. 6 |
| 4i. Institutional recognition of technology-based instructional activities (e.g., in terms of tenure and promotion) | 30.5 | 29.9 | -. 6 |
| 3a. Telephone service (including voice mail) | 74.8 | 73.7 | -1.1 |
| 3f. Cafeteria/Food services | 28.3 | 25.7 | -2.6 |
| 4h. Health care benefits | 58.4 | 55.6 | -2.8 |
| 3b. Mail service (access to mail, promptness of delivery) | 70.1 | 67.1 | -3.0 |
| 9a. My department actively recruits women faculty | 72.0 | 68.9 | -3.1 |
| 10a. Your position at CUNY? | 81.4 | 78.3 | -3.1 |
| 9b. My department actively recruits faculty of color | 66.5 | 63.3 | -3.2 |
| 3g. Enforcement of health and safety regulations | 40.3 | 36.8 | -3.5 |
| 4f. Your salary | 48.8 | 45.0 | -3.8 |
| 5 j . Transparency of budget allocations (lines and other funds) within the college | 27.1 | 23.2 | -3.9 |
| 2f. Computer labs and "smart" classrooms | 42.6 | 38.4 | -4.2 |
| 8d. Committee assignments are shared fairly to allow participation of all full-time faculty | 64.2 | 59.3 | -4.9 |
| 10b. The way your career has progressed at CUNY? | 77.5 | 72.4 | -5.1 |
| 2d. Library holdings: printed books and journals | 43.4 | 38.2 | -5.2 |
| 4d. Family leave | 31.5 | 25.9 | -5.6 |
| 4k. Availability of reassigned time for research | 39.3 | 32.9 | -6.4 |
| 3i. Availability of small internal grants | 53.3 | 46.1 | -7.2 |
| 3k. Administration of outside grants by CUNY | 24.8 | 17.1 | -7.7 |
| 2k.Laboratory/research space \& supplies | 18.5 | 10.5 | -8.0 |
| 2b. Office computers including available software \& Internet connections | 65.8 | 57.2 | -8.6 |
| 3d. Security | 68.2 | 59.3 | -8.9 |


| 2i. Physical plant conditions (including escalators, elevators, classrooms, common areas) | 29.5 | 20.4 | -9.1 |
| :---: | :---: | :---: | :---: |
| 4a. Your authority to make decisions about content \& methods in your instruction | 91.2 | 81.9 | -9.3 |
| 8c. Meetings allow for all participants to share their views | 75.2 | 65.1 | -10.1 |
| 2e. Library holdings: electronic resources | 60.9 | 50.7 | -10.2 |
| $\mathbf{2 g}$. Access to your office/lab after hours \& on weekends | 74.4 | 64.0 | -10.4 |
| 8b. I have a voice in how resources are allocated | 49.6 | 38.4 | -11.2 |
| 4 g . Availability of travel funds to attend professional meetings | 30.6 | 19.2 | -11.4 |
| 21. Basic research equipment | 19.7 | 8.1 | -11.6 |
| 5 a . Faculty influence on college policies | 43.5 | 31.6 | -11.9 |
| 5b. Faculty influence on the direction and development of curriculum | 66.5 | 54.6 | -11.9 |
| 5f. Level of respect shown to faculty by college President | 60.4 | 48.0 | -12.4 |
| 8a. I feel like a full and equal participant in the problemsolving and decision-making process | 67.1 | 54.6 | -12.5 |
| 5d. Faculty influence on hiring top level administrators | 23.9 | 11.3 | -12.6 |
| 4b. Your authority to set standards and grading policies | 88.1 | 73.0 | -15.1 |
| 3c. Photocopying | 57.3 | 41.4 | -15.9 |
| 5h. Administrative support for intellectual life | 50.0 | 34.0 | -16.0 |
| 4e. Your workload | 48.4 | 32.2 | -16.2 |
| 2c. Tech support for computer-related activities | 58.5 | 40.4 | -18.1 |
| 5i. Administrative support free expression of ideas | 54.2 | 35.5 | -18.7 |
| 5e. Support by administration for faculty decisions on academic integrity (cheating, plagiarism, and grades) | 54.8 | 34.0 | -20.8 |
| $\mathbf{5 g}$. Level of respect shown to faculty by college Provost/Chief Academic Officer | 57.3 | 36.4 | -20.9 |
| 4j. Availability of sabbaticals | 42.7 | 20.1 | -22.6 |
| 2h. Off-campus access to your campus email | 80.3 | 57.6 | -22.7 |
| 2a. Office space | 57.0 | 33.6 | -23.4 |
| 5c. Faculty influence on hiring new faculty | 65.1 | 39.7 | -25.4 |
| 4c. Class size | 64.9 | 35.6 | -29.3 |

