

Table 1a - Gender Related University Climate Indicators: Means and Percentages by Race-Ethnicity-Gender Groups within Disciplines for One or Two Timepoints for Faculty

	men of color scientists & engineers				white men scientists & engineers				men of color social scientists				white men social scientists				men of color arts & humanities				white men arts & humanities			
	2012 n=112		2017 n=112		2012 n=440		2017 n=355		2012 n=38		2017 n=31		2012 n=143		2017 n=99		2012 n=22		2017 n=34		2012 n=125		2017 n=105	
	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
Disparaging comments about women	1.29	0.51	1.48	0.62	1.33	0.53	1.41	0.60	1.42	0.59	1.80	0.83	1.35	0.56	1.39	0.55	1.47	0.69	1.88	0.93	1.41	0.65	1.58	0.81
	percentage		percentage		percentage		percentage		percentage		percentage		percentage		percentage		percentage		percentage		percentage		percentage	
Gender discrimination	5%		6%		3%		5%		5%		15%		4%		7%		5%		20%		5%		11%	
Hiring	3%		4%		1%		3%		3%		8%		3%		2%		5%		12%		2%		6%	
Promotion	4%		5%		1%		3%		3%		8%		1%		4%		5%		8%		2%		5%	
Salary	4%		2%		2%		1%		3%		8%		3%		5%		5%		20%		2%		7%	
Space/equipment, other resources	2%		0%		0%		1%		3%		8%		0%		0%		0%		8%		1%		2%	
Access to administrative staff	0%		0%		0%		0%		0%		8%		1%		0%		0%		8%		2%		1%	
Graduate student or resident/fellow assignment	1%		0%		1%		0%		3%		8%		1%		0%		5%		8%		1%		2%	
Unwanted sexual attention	1%		1%		1%		1%		6%		4%		1%		4%		5%		4%		2%		5%	
Individuals reporting others reported unwanted sexual attention	10%		19%		15%		23%		21%		16%		15%		25%		31%		44%		32%		45%	

	women of color scientists & engineers				white women scientists & engineers				women of color social scientists				white women social scientists				women of color arts & humanities				white women arts & humanities			
	2012 n= 51		2017 n=54		2012 n= 154		2017 n= 201		2012 n=36		2017 n=44		2012 n=119		2017 n=118		2012 n=23		2017 n=34		2012 n=93		2017 n=90	
	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
Disparaging comments about women	1.34	0.52	1.64	0.73	1.65	0.66	1.85	0.79	1.59	0.76	1.75	0.86	1.65	0.86	1.79	0.836	1.80	0.89	2.09	0.82	1.69	0.78	1.84	0.85
	percentage		percentage		percentage		percentage		percentage		percentage		percentage		percentage		percentage		percentage		percentage		percentage	
Gender discrimination	24%		31%		29%		39%		14%		33%		25%		33%		44%		31%		36%		34%	
Hiring	6%		7%		11%		8%		0%		6%		2%		5%		4%		3%		12%		8%	
Promotion	10%		2%		12%		14%		0%		18%		8%		9%		17%		14%		11%		16%	
Salary	16%		20%		25%		32%		11%		30%		20%		28%		26%		28%		32%		26%	
Space/equipment, other resources	10%		13%		10%		15%		6%		6%		8%		5%		4%		0%		9%		9%	
Access to administrative staff	4%		13%		7%		11%		3%		9%		3%		7%		4%		0%		4%		7%	
Graduate student or resident/fellow assignment	4%		2%		3%		7%		0%		6%		3%		4%		9%		7%		5%		4%	
Unwanted sexual attention	4%		2%		10%		9%		3%		9%		5%		7%		5%		14%		15%		12%	
Individuals reporting others reported unwanted sexual attention	11%		22%		22%		33%		15%		29%		24%		47%		47%		50%		48%		62%	

Notes: Ns vary slightly by item; N=max number of responses by group for items in table.

Table 2a - Race Related University Climate Indicators: Means and Percentages by Race-Ethnicity-Gender Groups within Disciplines for One or Two Timepoints for Faculty

	men of color science and engineering				white men science and engineering				men of color social scientists				white men social scientists				men of color arts & humanities				white men arts & humanities			
	2012 n=112		2017 n=112		2012 n=440		2017 n=355		2012 n=38		2017 n=26		2012 n=143		2017 n=82		2012 n=22		2017 n=25		2012 n=125		2017 n=86	
	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
Disparaging comments about racial-ethnic minorities and religious groups	1.25	0.38	1.39	0.59	1.19	0.38	1.24	0.43	1.46	0.65	1.80	0.75	1.35	0.57	1.28	0.49	1.45	0.46	1.87	0.97	1.38	0.63	1.48	0.59
	percentage		percentage		percentage		percentage		percentage		percentage		percentage		percentage		percentage		percentage		percentage		percentage	
Racial-ethnic discrimination	13%		14%		1%		1%		11%		23%		4%		6%		5%		20%		6%		14%	
Hiring	6%		12%		1%		1%		3%		19%		3%		4%		5%		19%		4%		7%	
Promotion	5%		9%		1%		1%		3%		12%		2%		4%		5%		20%		2%		7%	
Salary	6%		9%		1%		0%		8%		15%		3%		5%		5%		16%		2%		8%	
Space/equipment, other resources	4%		2%		0%		0%		0%		8%		0%		0%		0%		8%		1%		4%	
Access to administrative staff	4%		1%		0%		0%		0%		8%		1%		0%		0%		12%		2%		1%	
Graduate student or resident/fellow assignment	5%		2%		1%		0%		3%		8%		1%		1%		5%		12%		2%		5%	

	women of color science and engineering				white women science and engineering				women of color social scientists				white women social scientists				women of color arts & humanities				white women arts & humanities			
	2012 n=51		2017 n=54		2012 n=154		2017 n=168		2012 n=36		2017 n=34		2012 n=119		2017 n=118		2012 n=23		2017 n=34		2012 n=93		2017 n=76	
	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
Disparaging comments about racial-ethnic minorities and religious groups	1.25	0.48	1.34	0.50	1.25	0.47	1.39	0.47	1.59	0.83	1.71	0.61	1.29	0.44	1.52	0.63	1.81	0.81	2.098	0.78	1.36	0.55	1.50	0.53
	percentage		percentage		percentage		percentage		percentage		percentage		percentage		percentage		percentage		percentage		percentage		percentage	
Racial-ethnic discrimination	22%		16%		2%		4%		28%		30%		3%		4%		35%		38%		5%		12%	
Hiring	6%		4%		2%		4%		11%		12%		0%		2%		9%		3%		3%		9%	
Promotion	12%		2%		0%		1%		11%		18%		2%		2%		17%		24%		2%		7%	
Salary	14%		9%		1%		1%		11%		18%		1%		1%		17%		21%		1%		5%	
Space/equipment, other resources	18%		7%		1%		1%		6%		0%		0%		0%		9%		7%		0%		0%	
Access to administrative staff	8%		7%		0%		0%		8%		3%		0%		0%		4%		3%		0%		1%	
Graduate student or resident/fellow assignment	8%		0%		0%		0%		8%		3%		1%		0%		13%		17%		1%		3%	

Notes: Ns vary slightly by item; N=max number of responses by group for items in table.

Table 3a - Department Climate: Means by Race-Ethnicity-Gender Groups within Disciplines for One or Two Timepoints for Faculty

	men of color scientists & engineers				white men scientists & engineers				men of color social scientists				white men social scientists				men of color arts & humanities				white men arts & humanities			
	2012 n=91		2017 n=94		2012 n=393		2017 n=308		2012 n=33		2017 n=29		2012 n=125		2017 n=88		2012 n=17		2017 n=27		2012 n=111		2017 n=92	
	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
Overall climate	3.92	0.63	3.98	0.73	4.08	0.57	4.10	0.61	3.83	0.76	3.56	0.80	4.07	0.58	4.16	0.69	3.91	0.86	3.37	0.86	3.94	0.68	3.83	0.78
Climate for diversity	4.14	0.64	4.05	0.67	4.32	0.54	4.23	0.58	4.04	0.71	3.58	0.73	4.35	0.56	4.29	0.64	3.94	0.91	3.44	0.82	4.20	0.61	4.00	0.67
Tolerant climate	4.19	0.74	4.11	0.80	4.29	0.60	4.24	0.69	4.05	0.76	3.72	0.90	4.27	0.63	4.30	0.71	4.01	0.92	3.43	1.13	4.20	0.67	4.13	0.77
Gender egalitarian atmosphere	4.17	0.69	4.02	0.74	4.25	0.65	4.07	0.71	4.13	0.66	3.69	0.78	4.18	0.68	4.13	0.74	3.96	0.89	3.47	0.83	4.17	0.69	3.98	0.69
Tokenism	1.94	1.01	1.99	1.08	1.53	0.87	1.60	0.89	2.09	1.12	2.60	0.83	1.29	0.68	1.39	0.76	2.25	1.27	2.54	1.09	1.76	1.05	2.17	1.35
Department chair committed to racial-ethnic diversity	4.04	1.08	4.26	1.02	4.16	0.87	4.31	0.88	3.84	1.42	3.92	1.02	4.16	0.84	4.47	0.88	4.25	1.13	3.71	1.27	4.23	0.86	4.37	0.94
General climate	3.78	0.71	3.91	0.82	3.93	0.70	3.99	0.73	3.67	0.85	3.50	0.95	3.89	0.72	4.01	0.86	3.84	0.84	3.31	0.97	3.73	0.89	3.61	0.97
Positive climate	3.90	0.85	3.96	0.95	4.00	0.83	3.98	0.84	3.76	0.89	3.45	1.19	3.94	0.98	3.99	0.95	3.70	1.14	3.02	1.26	3.70	0.92	3.44	1.06
Scholarly isolation	2.13	0.79	2.08	0.84	1.94	0.68	2.00	0.75	2.18	0.78	2.42	0.88	1.96	0.77	1.92	0.80	2.04	0.77	2.52	0.89	2.11	0.83	2.27	0.95
Felt surveillance	2.43	0.97	2.39	1.05	2.11	0.92	2.10	0.88	2.62	1.02	2.92	0.95	2.15	0.89	2.25	1.07	2.36	1.10	3.37	1.14	2.34	0.99	2.54	1.15
Department chair as fair	3.83	0.92	4.08	0.99	3.87	1.00	4.03	1.05	3.69	1.23	3.61	1.29	3.89	1.00	4.15	1.08	3.94	1.04	3.67	1.22	3.74	1.28	3.76	1.27
Department chair creates positive environment	3.73	1.02	4.05	1.08	3.84	0.99	4.03	1.06	3.56	1.32	3.77	1.04	3.75	1.02	4.11	1.16	4.06	0.95	3.71	1.27	3.63	1.30	3.74	1.33

	women of color scientists & engineers				white women scientists & engineers				women of color social scientists				white women social scientists				women of color arts & humanities				white women arts & humanities			
	2012 n=46		2017 n=49		2012 n=139		2017 n=183		2012 n=30		2017 n=38		2012 n=99		2017 n=104		2012 n=20		2017 n=31		2012 n=86		2017 n=85	
	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
Overall climate	3.67	0.74	3.49	0.74	3.63	0.66	3.53	0.77	3.75	0.76	3.47	0.78	3.70	0.67	3.80	0.69	3.49	0.90	3.61	0.78	3.50	0.80	3.55	0.86
Climate for diversity	3.71	0.72	3.37	0.78	3.67	0.77	3.46	0.78	3.79	0.75	3.46	0.77	3.86	0.74	3.65	0.73	3.53	0.86	3.48	0.82	3.63	0.88	3.49	0.87
Tolerant climate	3.94	0.84	3.66	0.96	3.75	0.81	3.62	0.89	3.90	0.79	3.57	1.07	3.93	0.73	3.71	0.89	3.66	1.01	3.62	1.07	3.70	0.91	3.57	1.02
Gender egalitarian atmosphere	3.63	0.82	3.26	0.77	3.43	0.93	3.25	0.88	3.71	0.72	3.56	0.82	3.58	0.94	3.35	0.78	3.60	0.87	3.59	0.79	3.53	1.01	3.31	0.92
Tokenism	2.44	1.06	2.78	1.09	2.12	1.12	2.41	1.08	2.23	1.15	2.83	1.08	1.83	0.93	1.89	0.87	2.73	1.14	2.80	1.10	2.40	1.13	2.26	1.06
Department chair committed to racial-ethnic diversity	3.69	1.15	3.59	1.18	3.87	1.02	3.87	1.14	3.83	1.37	4.06	1.12	4.09	0.92	4.26	0.95	3.70	1.53	4.29	0.98	3.70	1.34	4.15	1.17
General climate	3.67	0.83	3.55	0.78	3.56	0.71	3.51	0.84	3.72	0.86	3.40	0.91	3.54	0.81	3.73	0.84	3.42	0.94	3.56	0.88	3.39	0.84	3.46	0.96
Positive climate	4.01	0.96	3.73	0.86	3.55	0.95	3.54	1.04	3.69	0.82	3.47	1.13	3.57	0.93	3.70	0.98	3.29	0.98	3.46	1.02	3.46	0.97	3.27	1.13
Scholarly isolation	2.17	0.82	2.25	0.80	2.22	0.77	2.32	0.87	2.18	0.86	2.40	0.89	2.15	0.87	2.29	0.85	2.43	0.81	2.45	0.95	2.29	0.86	2.48	0.92
Felt surveillance	2.60	1.03	2.84	1.02	2.66	1.01	2.84	1.00	2.52	0.92	3.33	1.09	2.51	0.98	2.69	0.95	2.95	1.08	2.95	1.13	2.70	1.00	2.78	1.22
Department chair as fair	3.52	1.16	3.59	1.11	3.54	1.04	3.62	1.10	3.82	1.22	3.76	1.26	3.39	1.15	4.08	0.99	3.53	1.40	3.76	1.15	3.22	1.29	3.69	1.28
Department chair creates positive environment	3.55	1.14	3.62	1.02	3.59	1.09	3.58	1.23	3.77	1.22	3.75	1.31	3.32	1.11	4.08	1.06	3.57	1.32	4.03	1.07	3.20	1.30	3.68	1.31

Notes: Ns vary slightly by item; N=max number of responses by group for items in table.

ASSESSING THE ACADEMIC WORK ENVIRONMENT FOR TENURED/TENURE-TRACK FACULTY
AT THE UNIVERSITY OF MICHIGAN IN 2012 AND 2017

Table 4a - Overall Work Satisfaction: Means by Race-Ethnicity-Gender Groups within Disciplines for One or Two Timepoints for Faculty

	men of color science and engineering				white men science and engineering				men of color social scientists				white men social scientists				men of color arts & humanities				white men arts & humanities			
	2012 n=94		2017 n=101		2012 n=407		2017 n=324		2012 n=33		2017 n=30		2012 n=129		2017 n=93		2012 n=18		2017 n=28		2012 n=115		2017 n=94	
	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
Overall work satisfaction	3.77	0.73	4.01	0.59	3.99	0.68	4.04	0.65	3.96	0.74	3.88	0.95	3.92	0.78	4.10	0.64	3.56	0.91	3.67	0.82	3.81	0.81	3.74	0.75
Opportunity to collaborate with other faculty	4.26	1.03	4.37	0.98	4.43	0.95	4.42	0.93	4.12	1.19	4.10	1.21	4.22	1.10	4.37	1.05	3.61	1.24	3.77	1.11	4.06	1.17	3.86	1.19
Amount of social interaction with members of department/unit	3.67	1.10	3.95	1.12	3.88	1.07	3.85	1.08	3.73	1.31	3.70	1.29	3.94	1.17	3.95	1.04	3.39	1.24	3.63	1.42	3.67	1.24	3.59	1.29
Level of funding for research or creative efforts	3.53	1.19	3.70	0.98	3.63	1.13	3.81	1.17	3.84	1.32	3.87	1.33	3.80	1.11	4.06	1.06	3.24	1.52	3.50	1.60	3.62	1.28	3.57	1.40
Current salary in comparison with the salaries of UM colleagues	3.26	1.24	3.55	1.11	3.71	1.17	3.86	1.22	3.55	1.39	3.43	1.38	3.41	1.32	3.68	1.37	3.06	1.56	3.26	1.56	3.21	1.52	3.36	1.44
Ability to attract students to work with me	3.56	1.24	3.84	1.09	3.79	1.18	3.87	1.15	3.69	1.23	3.86	1.13	3.71	1.25	3.95	1.16	3.41	1.28	3.46	1.53	3.63	1.33	3.47	1.31
Sense of being valued as a teacher by students	4.10	1.14	4.38	0.80	4.28	0.93	4.25	0.98	4.34	1.00	4.24	1.15	4.20	1.04	4.40	0.93	4.06	1.11	4.32	0.98	4.39	0.96	4.38	0.91
Sense of being valued as a mentor or advisor by students	4.33	0.90	4.60	0.69	4.46	0.80	4.60	0.64	4.55	0.67	4.55	0.95	4.44	0.92	4.59	0.80	4.17	0.99	4.46	0.64	4.49	0.84	4.51	0.78
Sense of being valued for my teaching by members of department/unit	3.64	1.22	3.98	1.11	3.84	1.17	3.80	1.13	4.03	1.15	3.66	1.23	3.75	1.26	3.96	1.24	3.76	1.09	3.57	1.37	3.74	1.39	3.81	1.28
Sense of being valued for research, scholarship, or creativity by members of department/unit	3.64	1.32	4.00	0.96	3.96	1.13	3.96	1.12	4.03	1.13	3.60	1.50	3.87	1.28	4.13	1.09	3.76	1.15	3.68	1.39	3.85	1.35	3.81	1.34
Level of intellectual stimulation in day-to-day contacts with faculty colleagues	3.63	1.22	3.96	1.09	3.96	1.09	4.06	1.09	3.79	1.34	3.79	1.37	3.80	1.21	4.10	1.00	3.22	1.44	3.41	1.25	3.67	1.28	3.38	1.38
Sense of contributing to theoretical developments in my discipline	4.10	0.89	4.23	0.81	4.29	0.86	4.36	0.80	4.36	0.93	4.07	1.22	4.21	1.00	4.34	0.82	3.82	1.13	4.32	1.12	4.09	1.02	3.91	1.07
Balance between professional and personal life	3.59	1.10	3.59	1.20	3.65	1.18	3.62	1.21	3.58	1.23	3.53	1.20	3.72	1.23	3.76	1.13	3.06	1.21	3.00	1.33	3.38	1.30	3.32	1.39

	women of color science and engineering				white women science and engineering				women of color social scientists				white women social scientists				women of color arts & humanities				white women arts & humanities			
	2012 n=48		2017 n=50		2012 n=142		2017 n=189		2012 n=31		2017 n=39		2012 n=104		2017 n=108		2012 n=21		2017 n=32		2012 n=88		2017 n=85	
	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
Overall work satisfaction	3.85	0.75	3.71	0.80	3.69	0.72	3.82	0.66	3.85	0.75	3.59	0.78	3.91	0.75	3.86	0.74	3.58	0.83	3.61	0.66	3.62	0.78	3.69	0.72
Opportunity to collaborate with other faculty	4.27	0.92	4.28	0.97	4.24	1.14	4.25	1.05	3.87	1.31	3.56	1.33	4.04	1.28	3.91	1.34	3.70	1.34	3.76	1.12	3.69	1.31	3.93	1.24
Amount of social interaction with members of department/unit	3.79	1.15	3.62	1.28	3.50	1.25	3.60	1.22	3.87	1.38	3.44	1.33	3.74	1.31	3.74	1.28	3.43	1.36	3.52	1.39	3.59	1.30	3.48	1.32
Level of funding for research or creative efforts	3.77	1.33	3.80	1.26	3.46	1.19	3.62	1.26	3.83	1.26	3.44	1.31	3.76	1.22	3.79	1.25	4.19	0.81	3.74	1.29	3.39	1.25	3.65	1.29
Current salary in comparison with the salaries of UM colleagues	3.47	1.28	3.43	1.26	3.25	1.32	3.56	1.32	3.67	1.47	3.41	1.25	3.69	1.34	3.66	1.32	3.00	1.58	2.84	1.35	2.80	1.43	3.08	1.47
Ability to attract students to work with me	3.60	1.32	3.53	1.35	3.65	1.25	3.65	1.24	3.55	1.43	3.77	1.37	3.84	1.23	3.89	1.32	3.30	1.66	3.38	1.43	3.61	1.33	3.46	1.34
Sense of being valued as a teacher by students	4.13	0.90	3.73	1.18	4.27	0.92	4.30	0.90	4.26	1.00	4.11	1.10	4.39	0.91	4.50	0.80	4.29	0.96	4.69	0.54	4.45	0.87	4.49	0.81
Sense of being valued as a mentor or advisor by students	4.44	0.74	4.00	1.10	4.54	0.72	4.66	0.65	4.30	1.06	4.39	1.00	4.62	0.77	4.63	0.76	4.10	1.38	4.39	0.80	4.39	0.98	4.52	0.74
Sense of being valued for my teaching by members of department/unit	3.73	1.13	3.48	1.07	3.33	1.26	3.43	1.30	4.03	1.14	3.74	1.29	3.93	1.20	3.76	1.27	3.62	1.36	3.78	1.24	3.64	1.29	3.65	1.28
Sense of being valued for research, scholarship, or creativity by members of department/unit	3.94	1.28	3.50	1.31	3.44	1.36	3.54	1.34	3.87	1.15	3.42	1.37	3.73	1.33	3.64	1.31	3.52	1.54	3.50	1.32	3.61	1.36	3.51	1.49
Level of intellectual stimulation in day-to-day contacts with faculty colleagues	3.83	1.16	3.86	1.18	3.51	1.31	3.76	1.18	3.67	1.27	3.33	1.36	3.67	1.30	3.72	1.29	3.24	1.55	3.60	1.19	3.48	1.34	3.43	1.40
Sense of contributing to theoretical developments in my discipline	4.16	1.02	3.82	1.09	4.02	1.02	4.14	0.965	4.10	0.94	3.79	1.11	4.28	0.94	3.96	1.06	3.95	1.20	3.94	1.27	4.01	1.02	4.11	1.04
Balance between professional and personal life	3.19	1.18	3.42	1.26	3.11	1.27	3.40	1.27	3.19	1.30	2.69	1.36	3.28	1.26	3.21	1.25	2.62	1.28	2.25	1.44	2.78	1.36	2.98	1.27

Notes: Ns vary slightly by item; N=max number of responses by group for items in table.

Table 5a - Overall Career Satisfaction and Desire to Leave UM: Means by Race-Ethnicity-Gender Groups within Disciplines for One or Two Timepoints for Faculty

	men of color scientists & engineers				white men scientists & engineers				men of color social scientists				white men social scientists				men of color arts & humanities				white men arts & humanities			
	2012 n=93		2017 n=102		2012 n=405		2017 n=329		2012 n=33		2017 n=30		2012 n=128		2017 n=94		2012 n=18		2017 n=28		2012 n=115		2017 n=95	
	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
Overall career satisfaction	3.59	1.14	4.25	0.87	4.06	0.93	4.17	1.01	4.06	1.06	4.13	0.90	4.07	1.12	4.21	0.94	4.00	0.91	3.82	0.98	3.82	1.20	4.21	0.91
Want to leave	2.50	0.96	2.24	0.84	2.28	0.91	2.23	0.94	2.42	0.86	2.76	1.10	2.43	1.05	2.36	1.05	2.38	1.18	2.72	0.98	2.46	1.09	2.58	1.06

	women of color scientists & engineers				white women scientists & engineers				women of color social scientists				white women social scientists				women of color arts & humanities				white women arts & humanities			
	2012 n=47		2017 n=51		2012 n=141		2017 n=192		2012 n=31		2017 n=42		2012 n=104		2017 n=108		2012 n=21		2017 n=34		2012 n=88		2017 n=88	
	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
Overall career satisfaction	3.74	1.09	4.00	0.87	3.67	1.06	4.03	0.96	4.19	0.87	3.83	1.12	3.91	1.03	4.13	0.98	3.67	1.11	3.82	0.90	3.69	1.19	3.92	0.91
Want to leave	2.50	0.85	2.38	0.93	2.64	0.89	2.42	0.94	2.35	1.10	2.77	1.06	2.60	1.05	2.45	1.03	2.95	0.95	2.67	0.90	2.63	1.10	2.44	1.07

Notes: Ns vary slightly by item; N=max number of responses by group for items in table.