

**Regular Tenure/Tenure Track Faculty
(N=1362)**

How Satisfied Are You Regarding Each of the Following:

		Very Dissatisfied	Somewhat Dissatisfied	Neither dissatisfied nor satisfied	Somewhat Satisfied	Very Satisfied
Job at OSU, Overall	Frequency	131	241	86	532	360
	Valid %	9.7%	17.9%	6.4%	39.4%	26.7%
Salary	Frequency	154	287	109	462	319
	Valid %	11.6%	21.6%	8.2%	34.7%	24.0%
Benefits (e.g. medical, retirement, vacation)	Frequency	30	95	100	431	665
	Valid %	2.3%	7.2%	7.6%	32.6%	50.3%
Cost of parking	Frequency	293	394	196	235	127
	Valid %	23.5%	31.6%	15.7%	18.9%	10.2%
Office space	Frequency	89	169	133	358	571
	Valid %	6.7%	12.8%	10.1%	27.1%	43.3%
Lab or research space	Frequency	83	152	135	235	235
	Valid %	9.9%	18.1%	16.1%	28.0%	28.0%
Studio or performance space	Frequency	24	35	56	44	32
	Valid %	12.6%	18.3%	29.3%	23.0%	16.8%
Classroom space	Frequency	94	240	180	419	264
	Valid %	7.9%	20.1%	15.0%	35.0%	22.1%
Library resources	Frequency	25	93	113	389	675
	Valid %	1.9%	7.2%	8.7%	30.0%	52.1%
Availability of nearby parking	Frequency	100	169	116	300	569
	Valid %	8.0%	13.5%	9.3%	23.9%	45.4%
Clerical and administrative staff	Frequency	111	217	158	418	405
	Valid %	8.5%	16.6%	12.1%	31.9%	30.9%
Technical and research staff	Frequency	66	129	184	368	315
	Valid %	6.2%	12.1%	17.3%	34.7%	29.7%
Computing support staff	Frequency	66	213	183	405	438
	Valid %	5.1%	16.3%	14.0%	31.0%	33.6%
Support for securing grants	Frequency	135	289	285	330	200
	Valid %	10.9%	23.3%	23.0%	26.6%	16.1%
Other resources to support research	Frequency	140	269	285	325	157
	Valid %	11.9%	22.9%	24.2%	27.6%	13.4%

How Satisfied Are You Regarding Each of the Following:

		Very Dissatisfied	Somewhat Dissatisfied	Neither dissatisfied nor satisfied	Somewhat Satisfied	Very Satisfied
Teaching responsibilities	Frequency	48	119	146	452	510
	Valid %	3.8%	9.3%	11.5%	35.5%	40.0%
Access to teaching assistants	Frequency	126	196	154	267	209
	Valid %	13.2%	20.6%	16.2%	28.0%	22.0%
Advising responsibilities	Frequency	18	69	211	447	355
	Valid %	1.6%	6.3%	19.2%	40.6%	32.3%
Quality of graduate/professional students	Frequency	27	175	144	491	349
	Valid %	2.3%	14.8%	12.1%	41.4%	29.4%
Quality of undergraduate students	Frequency	29	157	205	456	203
	Valid %	2.8%	15.0%	19.5%	43.4%	19.3%
Time available for scholarly work	Frequency	189	360	189	384	190
	Valid %	14.4%	27.4%	14.4%	29.3%	14.5%
Committee and administrative responsibilities	Frequency	128	256	334	383	205
	Valid %	9.8%	19.6%	25.6%	29.3%	15.7%
Professional relationships with other faculty	Frequency	55	143	130	459	548
	Valid %	4.1%	10.7%	9.7%	34.4%	41.0%
Social relationships with other faculty	Frequency	68	146	294	457	313
	Valid %	5.3%	11.4%	23.0%	35.8%	24.5%
Competency of colleagues	Frequency	23	119	137	460	595
	Valid %	1.7%	8.9%	10.3%	34.5%	44.6%
Relationship with administration	Frequency	168	240	216	405	292
	Valid %	12.7%	18.2%	16.4%	30.7%	22.1%

		Much Too Light	Too Light	About Right	Too Heavy	Much Too Heavy
How would you describe the reasonableness of your workload?	Frequency	0	4	649	509	173
	Valid %	0.0%	0.3%	48.6%	38.1%	13.0%

To what extent have the following been a source of stress during the past 12 months:

		Not at all	Somewhat	Extensive
Managing a research group or grant (e.g., finances, personnel)	Frequency	250	417	207
	Valid %	28.6%	47.7%	23.7%
Securing funding for research	Frequency	171	468	362
	Valid %	17.1%	46.8%	36.2%
Scholarly productivity	Frequency	153	585	411
	Valid %	13.3%	50.9%	35.8%
Teaching responsibilities	Frequency	258	625	247
	Valid %	22.8%	55.3%	21.9%
Advising responsibilities	Frequency	482	465	105
	Valid %	45.8%	44.2%	10.0%
Committee and/or administrative responsibilities	Frequency	305	549	303
	Valid %	26.4%	47.5%	26.2%
Review/promotion process	Frequency	410	351	241
	Valid %	40.9%	35.0%	24.1%
Departmental or campus politics	Frequency	304	487	345
	Valid %	26.8%	42.9%	30.4%
Colleagues	Frequency	481	509	171
	Valid %	41.4%	43.8%	14.7%
Students	Frequency	556	516	66
	Valid %	48.9%	45.3%	5.8%
Subtle discrimination	Frequency	743	254	94
	Valid %	68.1%	23.3%	8.6%
faculty meetings	Frequency	465	518	176
	Valid %	40.1%	44.7%	15.2%
Scheduling of departmental meetings	Frequency	383	251	42
	Valid %	56.7%	37.1%	6.2%
The way my chair conducts faculty meetings	Frequency	281	227	153
	Valid %	42.5%	34.3%	23.1%
The way faculty behave during faculty meetings	Frequency	154	351	180
	Valid %	22.5%	51.2%	26.3%

Please Rate Your Department on the following continuum:

		Collegial	2	3	4	5	6 Contentious
Department climate:(Collegial -- Contentious)	Frequency	260	307	177	137	126	87
	Valid %	22.1%	26.1%	15.0%	11.6%	10.7%	7.4%

		Cohesive	2	3	4	5	6 Fragmented
Department climate:(Cohesive -- Fragmented)	Frequency	118	203	215	138	177	136
	Valid %	10.3%	17.7%	18.8%	12.1%	15.5%	11.9%

Departmental Climate - Please indicate the extent of your agreement with the following statements

		Strongly Disagree	Somewhat Disagree	Neither disagree nor agree	Somewhat Agree	Strongly Agree
I am satisfied with opportunities to collaborate with faculty in my primary department/ unit.	Frequency	111	167	160	387	315
	Valid %	9.7%	14.6%	14.0%	33.9%	27.6%
I am satisfied with opportunities to collaborate with faculty in other units at OSU.	Frequency	86	178	211	399	251
	Valid %	7.6%	15.8%	18.8%	35.5%	22.3%
Interdisciplinary research is recognized and rewarded by my department/ unit.	Frequency	119	173	225	345	265
	Valid %	10.6%	15.4%	20.0%	30.6%	23.5%
I have a voice in the decision-making that affects the direction of my department/ unit.	Frequency	199	191	121	372	262
	Valid %	17.4%	16.7%	10.6%	32.5%	22.9%
Faculty meetings are a productive use of my time.	Frequency	269	285	221	280	82
	Valid %	23.7%	25.1%	19.4%	24.6%	7.2%
I feel comfortable sharing my views in faculty meetings.	Frequency	144	208	134	344	306
	Valid %	12.7%	18.3%	11.8%	30.3%	26.9%
I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member.	Frequency	57	87	178	426	371
	Valid %	5.1%	7.8%	15.9%	38.1%	33.2%
My department/ unit is a good fit for me.	Frequency	80	122	172	364	410
	Valid %	7.0%	10.6%	15.0%	31.7%	35.7%
I have to work harder than some of my colleagues do to be perceived as a legitimate scholar.	Frequency	226	192	289	236	173
	Valid %	20.3%	17.2%	25.9%	21.1%	15.5%
I feel I am ignored in my department/unit.	Frequency	418	246	198	175	98
	Valid %	36.8%	21.7%	17.4%	15.4%	8.6%
Faculty in my department are treated fairly.	Frequency	132	160	196	331	323
	Valid %	11.6%	14.0%	17.2%	29.0%	28.3%
My department/ unit is a place where individual faculty may comfortably raise personal and/ or family responsibilities when scheduling departmental/ unit obligations.	Frequency	92	116	209	353	333
	Valid %	8.3%	10.5%	18.9%	32.0%	30.2%
I feel respected by staff in my department/unit.	Frequency	50	74	107	387	517
	Valid %	4.4%	6.5%	9.4%	34.1%	45.6%

Departmental Climate - Please indicate the extent of your agreement with the following statements

		Strongly Disagree	Somewhat Disagree	Neither disagree nor agree	Somewhat Agree	Strongly Agree
My colleagues value my research/ scholarship.	Frequency	73	135	182	459	290
	Valid %	6.4%	11.9%	16.0%	40.3%	25.5%
My colleagues value my teaching.	Frequency	49	93	193	443	335
	Valid %	4.4%	8.4%	17.3%	39.8%	30.1%
Senior colleagues create a collegial and supportive environment.	Frequency	140	153	189	375	266
	Valid %	12.5%	13.6%	16.8%	33.4%	23.7%
The faculty in my department/unit generally treat each other in a civil and respectful manner.	Frequency	63	142	136	437	375
	Valid %	5.5%	12.3%	11.8%	37.9%	32.5%
I feel excluded from an informal network in my department/ unit.	Frequency	360	272	225	176	97
	Valid %	31.9%	24.1%	19.9%	15.6%	8.6%

Characteristics of Chair/Unit Head - Please indicate the extent of your agreement with the following statements

		Strongly Disagree	Somewhat Disagree	Neither disagree nor agree	Somewhat Agree	Strongly Agree
My unit head encourages and empowers me.	Frequency	150	137	146	310	367
	Valid %	13.5%	12.3%	13.2%	27.9%	33.1%
My unit head treats faculty in an even-handed way.	Frequency	147	142	130	325	367
	Valid %	13.2%	12.8%	11.7%	29.3%	33.0%
My unit head helps me obtain the resources I need.	Frequency	128	148	195	296	324
	Valid %	11.7%	13.6%	17.9%	27.1%	29.7%
My unit head honors agreements.	Frequency	95	69	142	292	487
	Valid %	8.8%	6.4%	13.1%	26.9%	44.9%
My unit head creates a collegial and supportive environment.	Frequency	156	129	147	320	359
	Valid %	14.0%	11.6%	13.2%	28.8%	32.3%
My unit head advances the interests of the department/unit.	Frequency	105	99	136	318	451
	Valid %	9.5%	8.9%	12.3%	28.7%	40.7%
My unit head is supportive of improving the climate and opportunities for faculty who are women.	Frequency	73	58	201	243	484
	Valid %	6.9%	5.5%	19.0%	22.9%	45.7%
My unit head is supportive of improving the climate and opportunities for faculty who are underrepresented minorities.	Frequency	63	58	212	230	443
	Valid %	6.3%	5.8%	21.1%	22.9%	44.0%

		Strongly Disagree	Somewhat Disagree	Neither disagree nor agree	Somewhat Agree	Strongly Agree
My college supports cross-disciplinary research.	Frequency	111	153	239	385	254
	Valid %	9.7%	13.4%	20.9%	33.7%	22.2%

		Strongly Disagree	Somewhat Disagree	Neither disagree nor agree	Somewhat Agree	Strongly Agree
My chair encourages me to use my knowledge to build community alliances.	Frequency	140	135	396	256	197
	Valid %	12.5%	12.0%	35.2%	22.8%	17.5%

University Climate - Please indicate the extent of your agreement with the following statements

		Strongly Disagree	Somewhat Disagree	Neither disagree nor agree	Somewhat Agree	Strongly Agree
Faculty are sufficiently involved in campus decision making.	Frequency	224	271	271	263	61
	Valid %	20.6%	24.9%	24.9%	24.1%	5.6%
Auxiliary faculty should be represented in the University Senate.	Frequency	152	181	338	240	138
	Valid %	14.5%	17.3%	32.2%	22.9%	13.2%
Auxiliary faculty should be eligible for teaching and other University awards.	Frequency	72	120	295	340	223
	Valid %	6.9%	11.4%	28.1%	32.4%	21.2%
Faculty of color are treated fairly here.	Frequency	25	74	346	301	281
	Valid %	2.4%	7.2%	33.7%	29.3%	27.4%
Women faculty are treated fairly here.	Frequency	23	113	266	337	336
	Valid %	2.1%	10.5%	24.7%	31.3%	31.3%
Gay, Lesbian, Bisexual, and Transgendered faculty are treated fairly here.	Frequency	16	70	368	266	255
	Valid %	1.6%	7.2%	37.7%	27.3%	26.2%
The quality of OSU undergraduate students has improved over the past ten years.	Frequency	25	52	172	325	351
	Valid %	2.7%	5.6%	18.6%	35.1%	37.9%
The quality of OSU graduate/professional students has improved over the past ten years.	Frequency	31	127	278	314	192
	Valid %	3.3%	13.5%	29.5%	33.3%	20.4%
The Ohio State University can become one of the top ten public research universities in academic reputation.	Frequency	65	143	188	398	309
	Valid %	5.9%	13.0%	17.0%	36.1%	28.0%
It is important that OSU become one of the top ten public research universities in academic reputation.	Frequency	73	126	188	317	408
	Valid %	6.6%	11.3%	16.9%	28.5%	36.7%
Ohio State's budget process supports our academic values.	Frequency	409	293	197	133	54
	Valid %	37.7%	27.0%	18.1%	12.2%	5.0%
University policies regarding fiscal/internal controls get in the way of my academic work.	Frequency	47	107	230	297	399
	Valid %	4.4%	9.9%	21.3%	27.5%	36.9%
Other university policies and procedures get in the way of my academic work.	Frequency	43	125	282	320	300
	Valid %	4.0%	11.7%	26.4%	29.9%	28.0%

In your estimation, how valuable would the following policies and practices be in improving the overall quality of faculty work-life at Ohio State?

		Detrimental	Of Little or No Value	Of Some Value	Of Great Value
Improved orientation for new faculty	Frequency	5	202	417	325
	Valid %	0.5%	21.3%	43.9%	34.2%
Enhanced information about resources and administrative procedures	Frequency	4	189	524	311
	Valid %	0.4%	18.4%	51.0%	30.3%
Increased clerical and administrative support	Frequency	17	149	437	467
	Valid %	1.6%	13.9%	40.8%	43.6%
More opportunities for social interaction with other faculty	Frequency	10	265	515	249
	Valid %	1.0%	25.5%	49.6%	24.0%
On-site or near-site child care	Frequency	6	106	326	461
	Valid %	0.7%	11.8%	36.3%	51.3%
More subsidies or grants for child care	Frequency	22	139	368	294
	Valid %	2.7%	16.9%	44.7%	35.7%
Short-term teaching release for primary care givers	Frequency	16	95	426	372
	Valid %	1.8%	10.5%	46.9%	40.9%
Emergency/Back-up child care	Frequency	10	99	392	369
	Valid %	1.1%	11.4%	45.1%	42.4%
Eldercare services	Frequency	9	164	338	224
	Valid %	1.2%	22.3%	46.0%	30.5%
Phased Retirement Program	Frequency	16	73	365	381
	Valid %	1.9%	8.7%	43.7%	45.6%

Have You Served as a Mentor to Other Faculty? (Check all that apply)

		Checked
Yes, through a formal program	Frequency	300
	%	22.0%
Yes, informally	Frequency	627
	%	46.0%
No	Frequency	356
	%	26.1%

		Yes, one was assigned to me	Yes, one was chosen by me	No
Have you had a formal mentor?	Frequency	238	158	730
	Valid %	21.1%	14.0%	64.8%

Was your formal mentor helpful in regards to...

		Very Unhelpful	Somewhat Unhelpful	Neither helpful nor unhelpful	Somewhat Helpful	Very Helpful
Teaching?	Frequency	31	20	119	99	84
	Valid %	8.8%	5.7%	33.7%	28.0%	23.8%
Research?	Frequency	41	31	89	105	107
	Valid %	11.0%	8.3%	23.9%	28.2%	28.7%

		Yes	No
Have you had an informal mentor?	Frequency	758	372
	%	55.7%	27.3%

Was your informal mentor helpful in regards to...

		Very Unhelpful	Somewhat Unhelpful	Neither helpful nor unhelpful	Somewhat Helpful	Very Helpful
Teaching?	Frequency	28	49	146	220	220
	Valid %	4.2%	7.4%	22.0%	33.2%	33.2%
Research?	Frequency	36	49	72	264	306
	Valid %	5.0%	6.7%	9.9%	36.3%	42.1%

		Yes	No
Do you think you've received adequate mentoring?	Frequency	528	450
	Valid %	54.0%	46.0%

		Strongly Disagree	Somewhat Disagree	Neither disagree nor agree	Somewhat Agree	Strongly Agree
Do you agree that criteria for tenure are clearly communicated?	Frequency	101	188	74	361	389
	Valid %	9.1%	16.9%	6.6%	32.4%	35.0%

In your experience, to what extent are the following items valued in the tenure process?

		Valued slightly or not at all	Somewhat Valued	Highly Valued
Research/scholarly work	Frequency	5	67	1046
	Valid %	0.4%	6.0%	93.6%
Teaching contributions	Frequency	185	601	321
	Valid %	16.7%	54.3%	29.0%
Service (i.e., committee work, etc.)	Frequency	471	522	113
	Valid %	42.6%	47.2%	10.2%
Obtaining grants/funding	Frequency	64	270	720
	Valid %	6.1%	25.6%	68.3%

How appropriately are these items valued in the tenure process?

		Very Undervalued	Somewhat Undervalued	Valued Appropriately	Somewhat Overvalued	Very Overvalued
Research/scholarly work	Frequency	15	65	701	244	76
	Valid %	1.4%	5.9%	63.7%	22.2%	6.9%
Teaching contributions	Frequency	155	406	472	57	10
	Valid %	14.1%	36.9%	42.9%	5.2%	0.9%
Service (i.e., committee work, etc.)	Frequency	170	370	486	48	13
	Valid %	15.6%	34.0%	44.7%	4.4%	1.2%
Obtaining grants/funding	Frequency	24	70	465	301	167
	Valid %	2.3%	6.8%	45.3%	29.3%	16.3%

		Yes	No
Have you received a formal or informal outside job offer in last five years?	Frequency	171	959
	Valid %	15.1%	84.9%

		Very Unlikely	Somewhat Unlikely	Neither likely nor unlikely	Somewhat Likely	Very Likely
How likely are you to leave OSU in next three years?	Frequency	329	177	213	241	169
	Valid %	29.1%	15.7%	18.9%	21.3%	15.0%

		Yes	No
Do you plan to retire within the next three years?	Frequency	134	996
	Valid %	11.9%	88.1%

To what extent have you considered each of the following as a reason to leave OSU?

		not at all	to some extent	to a great extent
To increase your salary	Frequency	362	397	313
	Valid %	33.8%	37.0%	29.2%
To improve your prospects for tenure	Frequency	656	86	61
	Valid %	81.7%	10.7%	7.6%
To enhance your career in other ways	Frequency	234	435	383
	Valid %	22.2%	41.3%	36.4%
To find a more supportive work environment	Frequency	388	326	349
	Valid %	36.5%	30.7%	32.8%
To increase your time to do research	Frequency	495	311	247
	Valid %	47.0%	29.5%	23.5%
To pursue a nonacademic job	Frequency	770	157	58
	Valid %	78.2%	15.9%	5.9%
To reduce stress	Frequency	465	358	227
	Valid %	44.3%	34.1%	21.6%
To address child-related issues	Frequency	798	75	23
	Valid %	89.1%	8.4%	2.6%
To improve the employment situation of your spouse/ partner	Frequency	687	147	109
	Valid %	72.9%	15.6%	11.6%
To lower your cost of living	Frequency	937	55	17
	Valid %	92.9%	5.5%	1.7%
Retirement	Frequency	709	135	120
	Valid %	73.5%	14.0%	12.4%
Other	Frequency	270	38	118
	Valid %	63.4%	8.9%	27.7%

		Strongly Disagree	Somewhat Disagree	Neither disagree nor agree	Somewhat Agree	Strongly Agree
My Dean has positively influenced my decision to remain working here.	Frequency	260	137	401	187	136
	Valid %	23.2%	12.2%	35.8%	16.7%	12.1%
My Chair has positively influenced my decision to remain working here.	Frequency	209	117	335	218	218
	Valid %	19.1%	10.7%	30.5%	19.9%	19.9%

To what extent have the following been a source of stress during the past 12 months:

		Not at all	Somewhat	Extensive
Columbus as a place to live	Frequency	761	208	54
	Valid %	74.4%	20.3%	5.3%
Managing household responsibilities	Frequency	446	529	133
	Valid %	40.3%	47.7%	12.0%
Infant care	Frequency	598	67	38
	Valid %	85.1%	9.5%	5.4%
Child care	Frequency	502	209	87
	Valid %	62.9%	26.2%	10.9%
Care of someone who is ill, disabled, aging, and/or in need of special services	Frequency	528	185	86
	Valid %	66.1%	23.2%	10.8%
Your health	Frequency	668	337	55
	Valid %	63.0%	31.8%	5.2%
Finances	Frequency	543	422	114
	Valid %	50.3%	39.1%	10.6%
Friction with spouse or partner	Frequency	741	201	67
	Valid %	73.4%	19.9%	6.6%
Lack of personal time	Frequency	263	547	286
	Valid %	24.0%	49.9%	26.1%
Being part of a dual career couple	Frequency	477	352	139
	Valid %	49.3%	36.4%	14.4%
Self-imposed high expectations	Frequency	202	542	342
	Valid %	18.6%	49.9%	31.5%

		Spouse	Domestic Partner	No
Do you have a spouse or domestic partner?	Frequency	887	73	164
	Valid %	78.9%	6.5%	14.6%

Employment status of spouse/domestic partner?		Faculty member at OSU	Faculty member elsewhere	Graduate/profes sional student at OSU	Graduate/profes sional student elsewhere	Homemaker or stay-at-home parent
		Frequency	159	39	12	8
	Valid %	16.6%	4.1%	1.3%	0.8%	8.1%

Employment status of spouse/domestic partner?		Post-doctoral fellow/Research associate at OSU	Post-doctoral fellow/Research associate at OSU elsewhere	Employed at OSU in some other capacity	Employed elsewhere in some other capacity	Not employed and actively seeking employment
		Frequency	17	3	73	405
	Valid %	1.8%	0.3%	7.6%	42.2%	3.2%

Satisfaction of spouse/domestic partner with their employment situation		Very Dissatisfied	Somewhat Dissatisfied	Neither dissatisfied nor satisfied	Somewhat Satisfied	Very Satisfied
		Frequency	56	134	45	200
	Valid %	8.9%	21.4%	7.2%	31.9%	30.6%

Are you and your spouse/partner in a commuting relationship?		No	Live together and one/both commutes to work	Live apart part/full time
		Frequency	487	84
	Valid %	79.4%	13.7%	6.9%

Has your spouse/domestic partner had problems finding appropriate job in this area?		Yes	No
		Frequency	179
	Valid %	33.0%	67.0%

Satisfaction with OSU's spouse/domestic partner benefits:		Very Dissatisfied	Somewhat Dissatisfied	Neither dissatisfied nor satisfied	Somewhat Satisfied	Very Satisfied
		Frequency	38	64	100	179
	Valid %	6.2%	10.5%	16.3%	29.2%	37.7%

How many children do you have?		0	1	2	3	4	5	6
		Frequency	294	432	244	28	2	6
	Valid %	21.6%	31.7%	17.9%	2.1%	0.1%	0.4%	26.1%

Have children under 12		No	Yes
		Frequency	263
	Valid %	24.0%	49.9%

Have children under 2		No	Yes
		Frequency	477
	Valid %	49.3%	36.4%

		Yes, I am currently using child care	Yes, I am currently in need of child care	No	No, but I anticipate needing child care
Are you currently using or in need of childcare?	Frequency	141	20	716	50
	Valid %	15.2%	2.2%	77.2%	5.4%

		next 12 mos	next two years	next five years
Time first anticipate needing childcare?	Frequency	21	18	10
	Valid %	42.9%	36.7%	20.4%

		yes	no
Are you currently caring for or managing care for an aging and/ or ill parent, spouse/partner, or other relative?	Frequency	168	959
	Valid %	14.9%	85.1%

		Strongly Disagree	Somewhat Disagree	Neither disagree nor agree	Somewhat Agree	Strongly Agree
I expect to have some responsibility caring for an elderly relative or adult in the next 3 to 4 years:	Frequency	310	129	163	268	89
	Valid %	32.3%	13.5%	17.0%	27.9%	9.3%

What services would be helpful to you as you care for an elderly relative or adult? (checkall that apply)

		Checked
Adult day care	Frequency	276
	%	20.3%
Transportation services	Frequency	278
	%	20.4%
Eldercare case manager	Frequency	246
	%	18.1%
Eldercare resource and referral	Frequency	445
	%	32.7%

If you were to begin your career again, would you:

		Definitely yes	Probably yes	Not sure	Probably no	Definitely no
Still want to come to this institution?	Frequency	294	411	224	133	70
	Valid %	26.0%	36.3%	19.8%	11.7%	6.2%
Still want to be a college professor?	Frequency	725	266	80	40	14
	Valid %	64.4%	23.6%	7.1%	3.6%	1.2%