

Benchmark Score by Race and Gender (a t cannot be computed because at least one of the groups is empty.)

Benchmark	Race	N	Mean	Statisically Significant at p<0.05	Gender	N2	Mean2	Statisically Significant at p<0.054
Nature of Work - Service	Faculty of Color	104	2.8816	Yes	Woman/Trans woman	245	3.0478	
	White	362	3.1848		Man/ Trans man	228	3.1719	
Nature of Work - Teaching	Faculty of Color	102	3.4569	Yes	Woman/Trans woman	240	3.6776	
	White	355	3.7965		Man/ Trans man	224	3.7578	
Nature of Work - Research	Faculty of Color	102	2.9866	Yes	Woman/Trans woman	228	3.1556	
	White	339	3.2691		Man/ Trans man	219	3.2417	
Facilities And Work Resources	Faculty of Color	101	3.4514		Woman/Trans woman	242	3.5558	
	White	360	3.5835		Man/ Trans man	225	3.5545	
Personal And Family Benefits	Faculty of Color	98	2.946		Woman/Trans woman	231	3.0397	
	White	345	3.0937		Man/ Trans man	218	3.0713	
Health And Retirement Benefits	Faculty of Color	99	2.9655		Woman/Trans woman	236	3.1218	
	White	355	3.1678		Man/ Trans man	224	3.1083	
Interdisciplinary Work	Faculty of Color	92	2.431		Woman/Trans woman	222	2.5869	
	White	328	2.5582		Man/ Trans man	204	2.4319	
Collaboration	Faculty of Color	97	3.2251	Yes	Woman/Trans woman	238	3.4811	
	White	358	3.4702		Man/ Trans man	223	3.3857	
Mentoring	Faculty of Color	96	2.8922		Woman/Trans woman	231	3.0665	Yes
	White	346	2.9899		Man/ Trans man	216	2.8525	
Tenure Policies	Faculty of Color	19	3.5714		Woman/Trans woman	29	3.3703	
	White	41	3.3664		Man/ Trans man	28	3.5102	
Tenure Clarity	Faculty of Color	19	3.2018		Woman/Trans woman	29	2.8966	
	White	41	3.0301		Man/ Trans man	28	3.2345	
Promotion	Faculty of Color	47	3.1487		Woman/Trans woman	91	3.3898	
	White	168	3.4687		Man/ Trans man	133	3.4619	
Promotion Assoc	Faculty of Color	0a	.		Woman/Trans woman	0a	.	
	White	0a	.		Man/ Trans man	0a	.	
Senior Leadership	Faculty of Color	96	2.9684		Woman/Trans woman	222	2.9776	
	White	340	2.9502		Man/ Trans man	220	2.916	
Division Leadership	Faculty of Color	92	2.9755		Woman/Trans woman	215	3.0167	
	White	329	2.9871		Man/ Trans man	211	2.9024	
Departmental Leadership	Faculty of Color	78	3.5526		Woman/Trans woman	182	3.7836	
	White	281	3.7598		Man/ Trans man	183	3.6301	
Faculty Leadership	Faculty of Color	84	3.0516		Woman/Trans woman	211	3.2721	Yes
	White	327	3.2125		Man/ Trans man	202	3.0454	
Departmental Engagement	Faculty of Color	97	3.233	Yes	Woman/Trans woman	229	3.5142	
	White	350	3.4914		Man/ Trans man	224	3.3773	
Departmental Quality	Faculty of Color	95	3.4264	Yes	Woman/Trans woman	227	3.6793	
	White	348	3.6581		Man/ Trans man	222	3.5446	
Departmental Collegiality	Faculty of Color	96	3.5558	Yes	Woman/Trans woman	229	3.8155	
	White	349	3.8091		Man/ Trans man	222	3.7069	
Appreciation And Recognition	Faculty of Color	95	3.047		Woman/Trans woman	226	3.1738	
	White	344	3.1698		Man/ Trans man	219	3.087	
Governance Trust	Faculty of Color	93	2.6862		Woman/Trans woman	226	2.8226	
	White	342	2.8585		Man/ Trans man	214	2.7802	
Governance Purpose	Faculty of Color	83	2.8203		Woman/Trans woman	211	2.9526	
	White	326	2.943		Man/ Trans man	201	2.8362	
Governance Understanding	Faculty of Color	93	2.7124		Woman/Trans woman	228	2.8205	
	White	346	2.8184		Man/ Trans man	216	2.7145	
Governance Adaptability	Faculty of Color	92	2.5054	Yes	Woman/Trans woman	224	2.7217	
	White	341	2.7136		Man/ Trans man	214	2.5685	
Governance Productivity	Faculty of Color	94	2.6933	Yes	Woman/Trans woman	224	2.9442	Yes
	White	338	2.9152		Man/ Trans man	212	2.7398	

Benchmark Score by Tenure Status (a t cannot be computed because at least one of the groups is empty.)

Benchmark	Tenure Status	N	Mean	Statisically Significant at p<0.05	Tenure Status2	N3	Mean4	Statisically Significant at p<0.055	Tenure Status3	N4	Mean5	Statisically Significant at p<0.056
Nature of Work - Service	NTT	190	3.2388		NTT	190	3.2388	Yes	TT	64	3.0422	
	TT	64	3.0422		T	235	2.9971		T	235	2.9971	
Nature of Work - Teaching	NTT	182	3.7508		NTT	182	3.7508		TT	64	3.6077	
	TT	64	3.6077		T	234	3.7139		T	234	3.7139	
Nature of Work - Research	NTT	164	3.2028		NTT	164	3.2028		TT	64	3.1429	
	TT	64	3.1429		T	235	3.204		T	235	3.204	
Facilities And Work Resources	NTT	188	3.6298		NTT	188	3.6298	Yes	TT	63	3.5504	
	TT	63	3.5504		T	232	3.4868		T	232	3.4868	
Personal And Family Benefits	NTT	179	3.2481	Yes	NTT	179	3.2481	Yes	TT	60	2.8945	
	TT	60	2.8945		T	226	2.9384		T	226	2.9384	
Health And Retirement Benefits	NTT	183	3.2668		NTT	183	3.2668	Yes	TT	63	3.1495	
	TT	63	3.1495		T	230	2.979		T	230	2.979	
Interdisciplinary Work	NTT	161	2.5207	Yes	NTT	161	2.5207		TT	59	2.824	Yes
	TT	59	2.824		T	220	2.4159		T	220	2.4159	
Collaboration	NTT	185	3.3649		NTT	185	3.3649		TT	63	3.5106	
	TT	63	3.5106		T	229	3.4527		T	229	3.4527	
Mentoring	NTT	175	3.019	Yes	NTT	175	3.019	Yes	TT	63	3.336	Yes
	TT	63	3.336		T	225	2.7877		T	225	2.7877	
Tenure Policies	NTT	0a	.		NTT	0a	.		TT	62	3.4105	
	TT	62	3.4105		T	0a	.		T	0a	.	
Tenure Clarity	NTT	0a	.		NTT	0a	.		TT	62	3.0629	
	TT	62	3.0629		T	0a	.		T	0a	.	
Promotion	NTT	0a	.		NTT	0a	.		TT	0a	.	
	TT	0a	.		T	229	3.4247		T	229	3.4247	
Promotion Assoc	NTT	0a	.		NTT	0a	.		TT	0a	.	
	TT	0a	.		T	0a	.		T	0a	.	
Senior Leadership	NTT	174	3.0808		NTT	174	3.0808	Yes	TT	57	2.8772	
	TT	57	2.8772		T	227	2.8553		T	227	2.8553	
Division Leadership	NTT	168	3.2366		NTT	168	3.2366	Yes	TT	57	2.9313	
	TT	57	2.9313		T	216	2.7461		T	216	2.7461	
Departmental Leadership	NTT	142	3.7991		NTT	142	3.7991		TT	57	3.7649	
	TT	57	3.7649		T	181	3.6235		T	181	3.6235	
Faculty Leadership	NTT	165	3.3025		NTT	165	3.3025	Yes	TT	55	3.3424	Yes
	TT	55	3.3424		T	209	2.9837		T	209	2.9837	
Departmental Engagement	NTT	178	3.4512		NTT	178	3.4512		TT	62	3.5445	
	TT	62	3.5445		T	229	3.4185		T	229	3.4185	
Departmental Quality	NTT	177	3.4217	Yes	NTT	177	3.4217	Yes	TT	61	3.9197	Yes
	TT	61	3.9197		T	227	3.662		T	227	3.662	
Departmental Collegiality	NTT	179	3.7519	Yes	NTT	179	3.7519		TT	61	4.0143	Yes
	TT	61	4.0143		T	227	3.6776		T	227	3.6776	
Appreciation And Recognition	NTT	175	3.238		NTT	175	3.238	Yes	TT	60	3.2545	
	TT	60	3.2545		T	226	3.007		T	226	3.007	
Governance Trust	NTT	175	2.9582	Yes	NTT	175	2.9582	Yes	TT	58	2.677	
	TT	58	2.677		T	223	2.6979		T	223	2.6979	
Governance Purpose	NTT	161	3.0476		NTT	161	3.0476	Yes	TT	52	3.0321	
	TT	52	3.0321		T	215	2.7399		T	215	2.7399	
Governance Understanding	NTT	177	2.9849	Yes	NTT	177	2.9849	Yes	TT	59	2.6992	
	TT	59	2.6992		T	224	2.6112		T	224	2.6112	
Governance Adaptability	NTT	171	2.846		NTT	171	2.846	Yes	TT	59	2.6921	
	TT	59	2.6921		T	224	2.474		T	224	2.474	
Governance Productivity	NTT	170	3.0196		NTT	170	3.0196	Yes	TT	59	2.8418	
	TT	59	2.8418		T	222	2.7012		T	222	2.7012	