

	Inter-campus Differences			Effect Size for Intra-campus Group Comparisons*				
	strength	●●●●●● ●●●●●● ●●●●●● ●●●●●● ●●●●●●	concern		small (>.1)	mod (>.3)	large (>.5)	
	All CUNY Community Colleges vs. CUNY System	Borough of Manhattan Community College vs. CUNY system	Borough of Manhattan Community College vs. all CUNY Community Colleges	Tenured vs. Pre-tenure	Tenure stream vs. Non-tenure-track N<5	Associate vs. Full Associate	Men vs. Women Women	White faculty vs. Faculty of color
Nature of work: Research		●	●					
Nature of work: Service	●			Pre-tenure	N<5	Associate	Women	White
Nature of Work: Service (CC)	N/A	N/A		Pre-tenure	N<5		Women	White
Nature of work: Teaching		●	●	Pre-tenure	N<5		Women	
Nature of work: Teaching (CC)	N/A	N/A	●	Pre-tenure	N<5		Women	
Facilities and work resources	●	●		Pre-tenure	N<5			
Personal and family policies					N<5		Women	
Personal and family policies (CC)	N/A	N/A		Tenured	N<5		Women	
Health and retirement benefits				Tenured	N<5		Men	
Interdisciplinary work	●		●		N<5		Women	
Collaboration		●	●	Tenured	N<5	Associate	Women	
Mentoring	●		●	Pre-tenure	N<5	Associate		White
Tenure policies		●	●	N/A	N<5	N/A		FOC
Tenure policies (CC)	N/A	N/A	●	N/A	N<5	N/A		FOC
Tenure clarity	●	●		N/A	N<5	N/A		FOC
Promotion		●	●	N/A	N<5	Associate	Women	FOC
Leadership: Senior	●				N<5	Associate		
Leadership: Divisional	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Leadership: Departmental		●	●	Tenured	N<5		Women	
Departmental collegiality				Tenured	N<5	Full	Women	FOC
Departmental engagement	●	●	●		N<5			FOC
Departmental quality		●		Tenured	N<5	Full	Women	FOC
Departmental quality (CC)	N/A	N/A		Tenured	N<5	Full	Women	FOC
Appreciation and recognition			●	Tenured	N<5		Women	