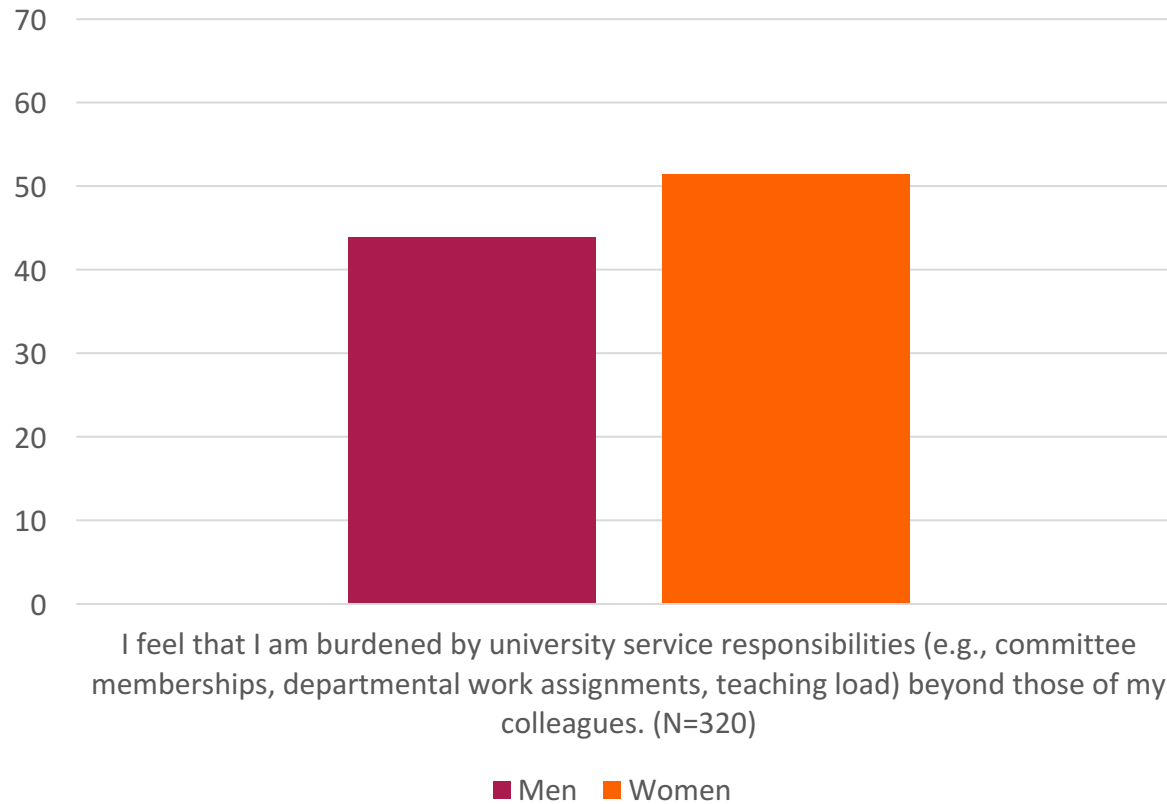
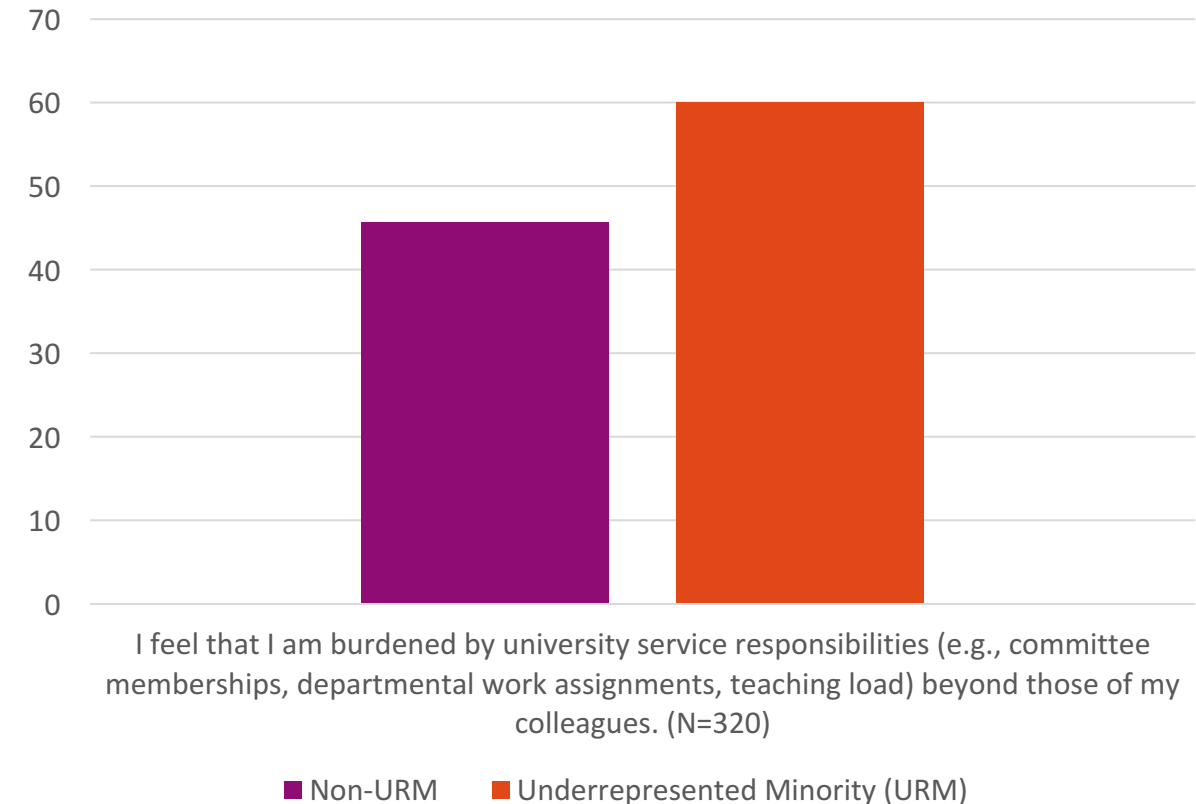


Perception of service burden by gender % agree



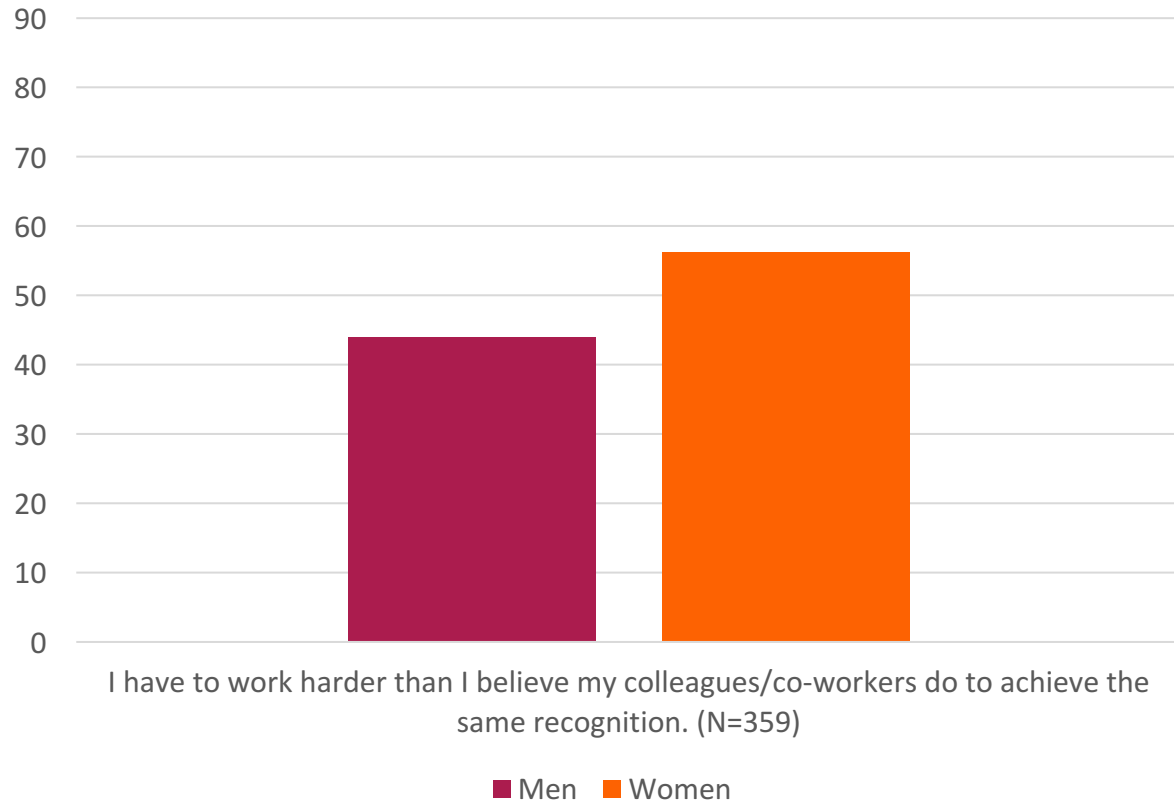
Perception of service burden by URM status % agree



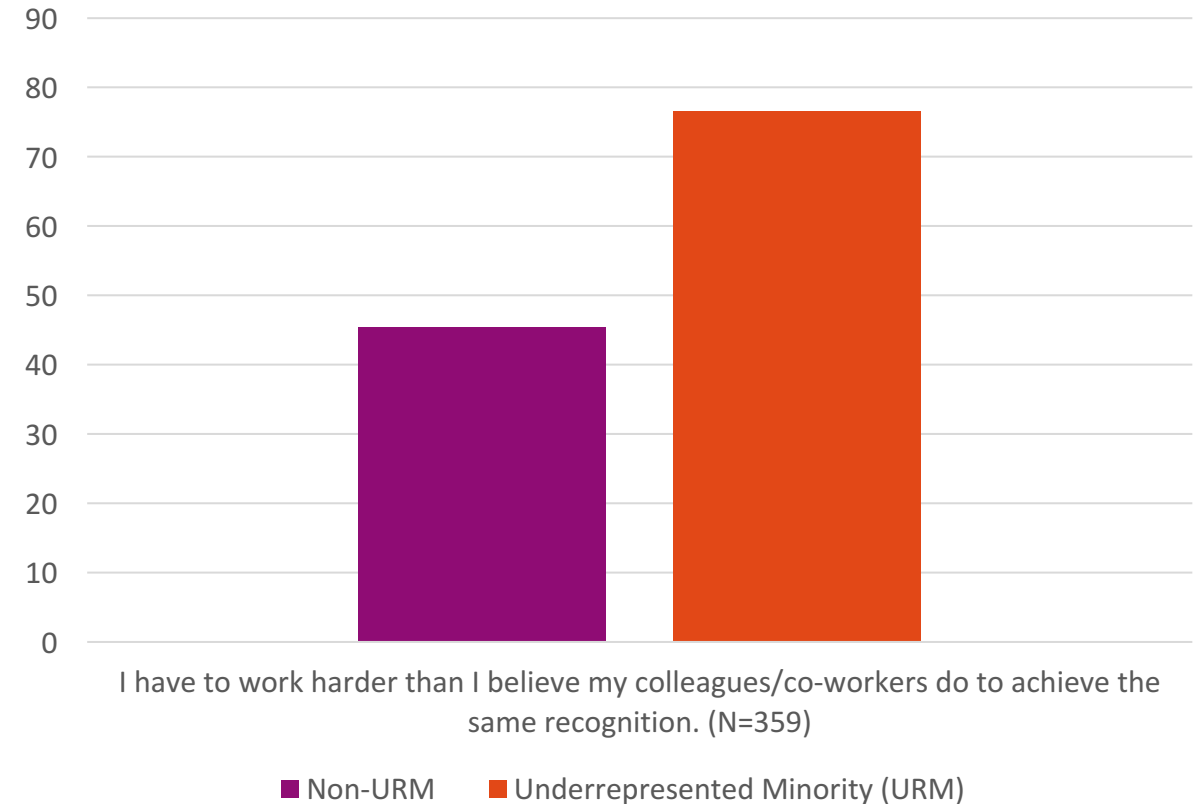
Source: Advance at UNM's 2016 Faculty Survey



Perception of recognition by gender % agree



Perception of recognition by URM status % agree



Source: Advance at UNM's 2016 Faculty Survey

