



HIGHER EDUCATION RESEARCH INSTITUTE AT UCLA
home of the COOPERATIVE INSTITUTIONAL RESEARCH PROGRAM

2019-20 HERI Faculty Survey

HERI Theme Reports

Full-time Undergraduate Faculty

Washburn University

Comparison group 1: Public 4yr Colleges - low selectivity
Comparison group 2: Public 4yr Colleges

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CIRP Surveys are comprehensive, covering a wide range of topics that research has shown are important to the college experience. Theme reports combine relevant items together for easy access. By examining these items together, these reports illustrate what contributes to specific areas of interest on campus and can be used to facilitate discussion on your campus. Although we include the survey items because they relate to the theme, the item(s) may not be the most important to your institution, its mission, programs, or goals. We encourage you to review your entire Institutional Profile for additional results of specific interest on your campus. HERI generates theme reports for full-time undergraduate faculty.

Theme Description –
 Provides a brief definition of the topics covered by the theme.

Summarized Frequencies – Full results for all items are provided in the Institutional Profile report.

Mean – The arithmetic mean is computed for each survey item based on the response options. Response options are given numeric values and are listed in descending order (i.e., 4=Strongly Agree, 3=Somewhat Agree, 2=Somewhat Disagree, 1=Strongly Disagree).

Goals for Undergraduate Education - These items gauge faculty opinion regarding common goals for undergraduate education .

Sample University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Please indicate the extent to which you agree it is your role to:									
Prepare students for employment after college									
Strongly Agree / Somewhat Agree	21.4%	73.6%	76.7%	28.6%	76.5%	77.8%	14.3%	68.5%	75.3%
Mean	1.21	1.97	2.00	1.29	2.00	2.02	1.14	1.90	1.98
Standard Deviation	0.42	0.70	0.68	0.47	0.69	0.68	0.36	0.72	0.68
Significance	--	***	***	--	***	***	--	***	***
Effect Size	--	-1.09	-1.16	--	-1.03	-1.07	--	-1.06	-1.24

Note: Significance * p<.05, ** p<.01, *** p<.001

Statistical Significance – Uses the t-test to examine the difference between the mean score for your institution and the comparison group. Items with mean differences that are larger than would be expected by chance are noted with one, two, or three stars, which correspond to the three standard levels of significance (*p< .05, **p< .01, and ***p< .001). Statistical significance measures the extent to which a difference is occurring by chance, not the extent to which a difference is practically important. Large sample sizes (like those in the comparison groups) tend to generate statistical significance even though the magnitude of the difference may be small and not practically significant. In order to provide additional context to statistical significance, effect sizes are provided.

Effect Size – Determines the practical significance of the mean difference between your institution and the comparison group. It is calculated by dividing the mean difference by the standard deviation of the comparison group. Generally, an effect size of .2 is considered small, .5 medium, and .8 large. A positive sign indicates that your institution's mean is greater than the mean of the comparison group; a negative sign indicates your mean is smaller than the mean of the comparison group. Note that a negative effect size is sometimes preferred (e.g. a negative effect size on questions regarding stress suggest fewer faculty at your institution reported this was the case).

Comp 1 – The first comparison group is based on your institution's type and control.

Comp 2 – The second comparison group is based on your institution's type and control.

Standard Deviation – Measures the variability around the mean. A small standard deviation indicates that the responses to the item tend to be very close to the mean, whereas a large standard deviation indicates that the responses are spread over a larger range of response options.

* Faculty who identify as genderqueer/gender non-conforming, identity not listed above, or who chose not to answer the gender identity question are included in the total columns. These identities are not broken out separately in the reports due to their small cell size (any column with fewer than five cases would be suppressed) and the possibility of their responses being associated with a particular faculty member in this anonymous survey.

2019-20 HERI Faculty Survey
Full-time Undergraduate Faculty
Professional Practice: Teaching
HERI Theme

Professional Practice: Teaching - These Items relate to use of pedagogical practices and evaluation methods as well as the prevalence of specific types of teaching assignments.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Full-time Undergraduate Faculty	112	456	2,651	41	198	1,282	64	258	1,369
Personally, how important to you is:									
Teaching									
Essential/Very important	100.0%	99.4%	98.5%	100.0%	99.2%	98.9%	100.0%	99.4%	98.1%
During the past three years, have you:									
Taught an honors course	20.9%	17.7%	18.8%	19.5%	18.2%	19.3%	22.6%	17.2%	18.2%
Taught an interdisciplinary course	30.9%	39.4%	37.4%	30.0%	40.9%	37.9%	30.2%	37.7%	36.9%
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ+ studies)	17.1%	18.2%	14.8%	14.6%	15.4%	11.4%	19.0%	21.2%	18.7%
Taught a service learning course	25.2%	22.3%	19.9%	22.0%	19.3%	16.3%	25.4%	25.7%	24.0%
Taught a course exclusively online	73.0%	70.1%	51.5%	73.2%	68.9%	48.9%	73.0%	71.4%	54.3%
Participated in organized activities around enhancing pedagogy and student learning	84.7%	79.4%	76.4%	68.3%	72.0%	69.1%	95.2%	87.7%	84.6%
Taught a seminar for first-year students	15.3%	18.4%	18.0%	19.5%	19.4%	18.2%	12.7%	17.3%	17.9%
Participated in the development of curriculum (enhancing an existing course or creating a new course)	89.2%	90.8%	88.6%	80.5%	90.6%	87.7%	93.7%	91.1%	89.7%
How many courses are you teaching this term (include all institutions at which you teach)?									
None	1.8%	1.9%	2.8%	4.9%	1.1%	2.3%	0.0%	2.9%	3.3%
1	7.1%	5.4%	6.4%	12.2%	3.8%	5.3%	4.7%	7.2%	7.7%
2	17.9%	16.8%	17.9%	9.8%	15.0%	17.9%	23.4%	18.9%	17.8%
3	25.0%	35.6%	35.4%	19.5%	39.2%	38.0%	26.6%	31.6%	32.4%
4	33.0%	24.2%	23.9%	39.0%	24.0%	22.8%	31.3%	24.4%	25.2%
5	15.2%	16.0%	13.6%	14.6%	16.8%	13.6%	14.1%	15.1%	13.6%
6 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	112	456	2650	41	198	1282	64	258	1368
How many of the courses that you are teaching this term are:									
General education courses									
None	53.4%	46.8%	53.2%	38.9%	42.4%	51.2%	65.6%	51.8%	55.5%
1-2	36.9%	38.3%	36.1%	50.0%	43.0%	37.9%	26.2%	33.0%	34.1%

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Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
3-4	7.8%	11.0%	8.8%	8.3%	10.1%	8.9%	8.2%	12.0%	8.6%
5+	1.9%	3.9%	1.9%	2.8%	4.5%	2.0%	0.0%	3.2%	1.8%
Total(n)	103	409	2334	36	180	1138	61	229	1196
Courses required for an undergraduate major									
None	16.3%	8.3%	8.7%	18.9%	11.2%	9.6%	14.8%	5.2%	7.7%
1-2	43.3%	54.6%	54.4%	48.6%	53.3%	54.4%	41.0%	56.0%	54.4%
3-4	31.7%	28.0%	30.2%	29.7%	23.7%	28.3%	32.8%	32.7%	32.4%
5+	8.7%	9.1%	6.7%	2.7%	11.9%	7.7%	11.5%	6.0%	5.5%
Total(n)	104	428	2471	37	182	1197	61	246	1274
Other undergraduate credit courses									
None	58.2%	57.0%	56.5%	45.2%	55.0%	56.1%	67.3%	59.2%	56.9%
1-2	29.7%	37.4%	37.5%	41.9%	39.4%	38.2%	21.8%	35.2%	36.8%
3-4	9.9%	4.1%	4.9%	9.7%	3.8%	4.5%	9.1%	4.5%	5.3%
5+	2.2%	1.5%	1.1%	3.2%	1.8%	1.2%	1.8%	1.1%	1.0%
Total(n)	91	353	1993	31	151	973	55	202	1020
Developmental/remedial courses (not for credit)									
None	96.7%	97.3%	97.3%	96.3%	99.5%	98.3%	98.2%	95.0%	96.3%
1-2	3.3%	2.6%	2.3%	3.7%	0.5%	1.4%	1.8%	4.8%	3.3%
3-4	0.0%	0.0%	0.3%	0.0%	0.0%	0.3%	0.0%	0.0%	0.2%
5+	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	0.0%	0.2%	0.2%

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Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total(n)	90	347	1918	27	146	924	57	201	994
Graduate courses									
None	82.4%	71.0%	71.2%	90.0%	70.2%	72.2%	76.8%	72.0%	70.1%
1-2	14.3%	28.2%	27.2%	6.7%	28.9%	26.8%	19.6%	27.4%	27.7%
3-4	2.2%	0.8%	1.5%	0.0%	0.9%	0.9%	3.6%	0.6%	2.1%
5+	1.1%	0.0%	0.1%	3.3%	0.0%	0.1%	0.0%	0.0%	0.1%
Total(n)	91	366	2070	30	156	995	56	210	1075
How many of these courses that you are teaching this term are being taught at another institution:									
None	63.0%	56.9%	61.6%	57.9%	57.6%	60.3%	67.2%	56.1%	63.0%
1-2	13.9%	17.5%	18.2%	13.2%	16.9%	18.3%	14.1%	18.3%	18.0%
3-4	18.5%	20.1%	16.7%	23.7%	19.2%	17.4%	14.1%	21.2%	15.8%
5+	4.6%	5.4%	3.6%	5.3%	6.3%	4.0%	4.7%	4.3%	3.1%
Total(n)	108	444	2534	38	193	1235	64	251	1299
What types of courses do you primarily teach? (based on faculty who indicated they were not teaching this term)									
Undergraduate credit courses	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	0.0%	100.0%	100.0%
Graduate courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Developmental/remedial courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
I do not teach	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	2	10	86	2	3	36	0	7	50
In your interactions with undergraduates, how often in the past year did you encourage them to:									
Recognize biases that affect their thinking									
Frequently / Occasionally	91.5%	94.8%	93.0%	86.4%	95.5%	92.2%	95.2%	93.9%	94.0%
Mean	2.43	2.55	2.50	2.24	2.50	2.42	2.56	2.60	2.59
Standard deviation	0.65	0.59	0.62	0.68	0.58	0.63	0.59	0.60	0.60
Significance	-			-	*		-		
Effect size	-	-0.20	-0.11	-	-0.45	-0.29	-	-0.07	-0.05

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	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
How frequently in the courses you taught in the past year have you given at least one assignment that required students to:									
Write in the specific style or format of your discipline									
Frequently / Occasionally	90.3%	91.2%	91.1%	86.5%	91.6%	90.3%	93.2%	90.7%	91.8%
Mean	2.54	2.57	2.56	2.43	2.53	2.50	2.63	2.61	2.62
Standard deviation	0.67	0.65	0.65	0.73	0.64	0.67	0.61	0.65	0.63
Significance	-			-			-		
Effect size	-	-0.05	-0.03	-	-0.16	-0.10	-	0.03	0.02
Describe how different perspectives would affect the interpretation of a question or issue in your discipline									
Frequently / Occasionally	83.6%	87.2%	85.3%	75.6%	83.7%	80.6%	90.0%	91.3%	90.4%
Mean	2.38	2.37	2.33	2.19	2.28	2.21	2.48	2.47	2.45
Standard deviation	0.75	0.70	0.72	0.81	0.73	0.75	0.68	0.65	0.66
Significance	-			-			-		
Effect size	-	0.01	0.07	-	-0.12	-0.03	-	0.02	0.05
Discuss the ethical or moral implications of a course of action									
Frequently / Occasionally	85.7%	88.3%	85.0%	78.3%	87.3%	82.2%	90.1%	89.4%	88.1%
Mean	2.38	2.36	2.30	2.19	2.29	2.21	2.49	2.43	2.41
Standard deviation	0.73	0.68	0.71	0.78	0.68	0.72	0.67	0.68	0.69
Significance	-			-			-		
Effect size	-	0.03	0.11	-	-0.15	-0.03	-	0.09	0.12
Apply mathematical concepts and computational thinking									
Frequently / Occasionally	63.8%	64.7%	67.2%	78.3%	70.3%	72.9%	57.4%	58.3%	60.9%
Mean	1.98	2.01	2.04	2.22	2.11	2.15	1.87	1.89	1.91
Standard deviation	0.84	0.84	0.83	0.79	0.83	0.82	0.85	0.85	0.83
Significance	-			-			-		
Effect size	-	-0.04	-0.07	-	0.13	0.09	-	-0.02	-0.05

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Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
In how many of the courses that you teach do you use each of the following?									
Class discussions									
All / Most	85.5%	88.8%	86.8%	81.0%	85.0%	82.7%	88.1%	93.0%	91.3%
Mean	3.45	3.58	3.55	3.24	3.55	3.47	3.56	3.61	3.63
Standard deviation	0.79	0.70	0.75	0.89	0.74	0.81	0.70	0.65	0.67
Significance	-			-	*		-		
Effect size	-	-0.19	-0.13	-	-0.42	-0.28	-	-0.08	-0.10
Cooperative learning (small groups)									
All / Most	72.8%	60.5%	67.2%	66.7%	52.2%	58.8%	78.3%	69.6%	76.4%
Mean	3.06	2.93	3.07	2.83	2.72	2.86	3.22	3.16	3.29
Standard deviation	0.94	1.02	1.00	0.97	1.02	1.03	0.83	0.96	0.92
Significance	-			-			-		
Effect size	-	0.13	-0.01	-	0.11	-0.03	-	0.06	-0.08
In how many of the courses that you teach do you use each of the following?									
Experiential learning/Field studies									
All / Most	25.0%	24.4%	29.2%	27.0%	21.8%	26.5%	21.6%	27.1%	32.2%
Mean	1.99	2.00	2.09	2.03	1.98	2.03	1.88	2.02	2.15
Standard deviation	1.01	0.99	1.03	1.04	0.94	1.00	0.94	1.05	1.05

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	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Significance	-			-			-		
Effect size	-	-0.01	-0.10	-	0.05	0.00	-	-0.13	-0.26
Performances/Demonstrations									
All / Most	31.0%	33.8%	34.3%	21.6%	30.1%	31.9%	33.3%	37.8%	37.0%
Mean	2.16	2.16	2.15	2.11	2.10	2.10	2.10	2.21	2.19
Standard deviation	1.09	1.10	1.11	1.10	1.07	1.09	1.05	1.13	1.13
Significance	-			-			-		
Effect size	-	0.00	0.01	-	0.01	0.01	-	-0.10	-0.08
In how many of the courses that you teach do you use each of the following?									
Group projects									
All / Most	37.9%	40.6%	45.2%	33.3%	38.1%	42.7%	40.0%	43.4%	48.0%
Mean	2.32	2.38	2.49	2.33	2.32	2.43	2.30	2.45	2.57
Standard deviation	0.96	1.05	1.05	0.89	1.07	1.06	0.98	1.03	1.04
Significance	-			-			-		*
Effect size	-	-0.06	-0.16	-	0.01	-0.09	-	-0.15	-0.26
Extensive lecturing									
All / Most	41.7%	49.1%	46.8%	54.0%	59.0%	56.6%	37.2%	38.2%	36.1%
Mean	2.40	2.57	2.51	2.65	2.78	2.72	2.31	2.35	2.28
Standard deviation	1.01	0.97	0.97	0.95	0.88	0.92	1.02	1.01	0.97
Significance	-			-			-		
Effect size	-	-0.18	-0.11	-	-0.15	-0.08	-	-0.04	0.03
Multiple drafts of written work									
All / Most	34.3%	35.8%	34.1%	25.0%	37.3%	31.7%	39.0%	34.3%	36.9%
Mean	2.21	2.31	2.25	2.00	2.33	2.19	2.27	2.29	2.31
Standard deviation	1.02	0.92	0.95	0.99	0.85	0.91	1.00	0.99	0.98
Significance	-			-	*		-		

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	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Effect size	-	-0.11	-0.04	-	-0.39	-0.21	-	-0.02	-0.04
Reflective writing/Journaling									
All / Most	25.2%	30.6%	28.0%	13.5%	18.0%	18.9%	30.5%	44.0%	38.0%
Mean	2.01	2.11	2.03	1.73	1.84	1.81	2.17	2.39	2.27
Standard deviation	0.92	1.01	1.01	0.90	0.85	0.91	0.83	1.08	1.06
Significance	-			-			-		
Effect size	-	-0.10	-0.02	-	-0.13	-0.09	-	-0.20	-0.09
Community service as part of coursework									
All / Most	4.8%	12.8%	10.2%	8.1%	8.9%	7.1%	1.7%	16.7%	13.6%
Mean	1.42	1.54	1.46	1.46	1.44	1.36	1.34	1.66	1.58
Standard deviation	0.65	0.88	0.79	0.73	0.80	0.72	0.58	0.94	0.84
Significance	-			-			-	*	*
Effect size	-	-0.14	-0.05	-	0.03	0.14	-	-0.34	-0.29
In how many of the courses that you teach do you use each of the following?									
Electronic quizzes with immediate feedback in class									
All / Most	35.6%	40.1%	30.9%	32.4%	36.7%	28.0%	38.3%	43.6%	33.9%
Mean	2.23	2.23	1.99	2.14	2.12	1.90	2.33	2.34	2.09
Standard deviation	1.06	1.16	1.10	1.03	1.10	1.06	1.07	1.21	1.14
Significance	-		*	-			-		
Effect size	-	0.00	0.22	-	0.02	0.23	-	-0.01	0.21
Real-life problems									
All / Most	67.0%	67.1%	66.7%	59.4%	61.5%	61.9%	71.2%	73.0%	72.0%
Mean	3.02	2.99	2.97	2.76	2.83	2.83	3.15	3.15	3.12
Standard deviation	1.02	0.95	0.96	1.09	0.95	0.96	0.93	0.93	0.93
Significance	-			-			-		

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	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Effect size	-	0.03	0.05	-	-0.07	-0.07	-	0.00	0.03
Student inquiry to drive learning									
All / Most	56.9%	56.3%	57.6%	45.9%	45.1%	50.2%	61.0%	68.4%	65.6%
Mean	2.80	2.75	2.78	2.57	2.55	2.63	2.90	2.96	2.94
Standard deviation	0.95	0.93	0.96	1.07	0.88	0.95	0.86	0.94	0.95
Significance	-			-			-		
Effect size	-	0.05	0.02	-	0.02	-0.06	-	-0.06	-0.04
Readings on racial and ethnic issues									
All / Most	40.8%	32.9%	30.9%	19.5%	25.2%	22.8%	53.3%	41.2%	39.9%
Mean	2.28	2.16	2.09	1.86	1.99	1.88	2.52	2.35	2.32
Standard deviation	1.20	1.11	1.11	1.05	1.04	1.03	1.20	1.14	1.14
Significance	-			-			-		
Effect size	-	0.11	0.17	-	-0.13	-0.02	-	0.15	0.18
Readings on women or gender issues									
All / Most	34.6%	26.2%	25.8%	20.6%	18.8%	18.4%	43.9%	34.1%	33.8%
Mean	2.05	1.96	1.94	1.74	1.77	1.74	2.26	2.15	2.17
Standard deviation	1.16	1.08	1.08	1.05	0.97	0.99	1.16	1.16	1.14
Significance	-			-			-		
Effect size	-	0.08	0.10	-	-0.03	0.00	-	0.09	0.08
Supplemental instruction outside of class and office hours									
All / Most	51.5%	37.4%	35.7%	50.0%	36.0%	34.9%	50.0%	39.0%	36.7%
Mean	2.65	2.38	2.29	2.56	2.31	2.25	2.67	2.45	2.34
Standard deviation	1.08	1.03	1.03	1.08	0.93	0.98	1.08	1.12	1.08
Significance	-	*	***	-			-		*
Effect size	-	0.26	0.35	-	0.27	0.32	-	0.20	0.31
In how many of the courses that you teach do you use each of the following?									
Student presentations									
All / Most	47.5%	49.0%	50.3%	41.7%	42.6%	44.2%	51.7%	55.8%	57.1%
Mean	2.57	2.60	2.64	2.36	2.42	2.49	2.68	2.79	2.81
Standard deviation	0.89	1.01	0.99	0.90	1.00	0.97	0.83	0.98	0.99
Significance	-			-			-		

2019-20 HERI Faculty Survey
Full-time Undergraduate Faculty
Professional Practice: Teaching
 HERI Theme

Professional Practice: Teaching - These Items relate to use of pedagogical practices and evaluation methods as well as the prevalence of specific types of teaching assignments.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Effect size	-	-0.03	-0.07	-	-0.06	-0.13	-	-0.11	-0.13
Student evaluations of each others' work									
All / Most	29.2%	27.5%	30.2%	27.8%	24.8%	26.0%	28.3%	30.6%	35.0%
Mean	2.13	2.07	2.15	2.08	1.97	2.02	2.12	2.17	2.29
Standard deviation	0.96	0.92	0.96	0.84	0.91	0.94	1.03	0.93	0.97
Significance	-			-			-		
Effect size	-	0.07	-0.02	-	0.12	0.06	-	-0.05	-0.18
Grading on a curve									
All / Most	9.7%	15.6%	14.7%	16.7%	21.9%	19.1%	5.0%	8.7%	9.8%
Mean	1.43	1.59	1.58	1.67	1.80	1.72	1.28	1.37	1.42
Standard deviation	0.72	0.89	0.88	0.89	0.98	0.95	0.56	0.71	0.77
Significance	-			-			-		
Effect size	-	-0.18	-0.17	-	-0.13	-0.05	-	-0.13	-0.18
In how many of the courses that you teach do you use each of the following?									
Rubric-based assessment									
All / Most	71.9%	69.7%	70.6%	52.8%	64.9%	65.4%	81.7%	75.0%	76.4%
Mean	3.10	3.06	3.06	2.67	2.89	2.89	3.30	3.24	3.25
Standard deviation	0.94	0.98	0.98	0.99	1.00	0.99	0.85	0.93	0.92
Significance	-			-			-		
Effect size	-	0.04	0.04	-	-0.22	-0.22	-	0.06	0.05
In how many of the courses that you teach do you use each of the following?									
Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions)									
All / Most	38.2%	27.7%	26.9%	27.7%	19.4%	21.7%	42.3%	36.5%	32.5%
Mean	2.38	2.08	2.05	2.14	1.93	1.93	2.49	2.24	2.18
Standard deviation	1.00	0.94	0.96	0.87	0.84	0.90	1.04	1.01	1.01
Significance	-	**	***	-			-		*
Effect size	-	0.32	0.34	-	0.25	0.23	-	0.25	0.31

2019-20 HERI Faculty Survey
Full-time Undergraduate Faculty
Professional Practice: Teaching
 HERI Theme

Professional Practice: Teaching - These Items relate to use of pedagogical practices and evaluation methods as well as the prevalence of specific types of teaching assignments.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
How frequently do you incorporate the following forms of technology into your courses?									
Videos or podcasts									
Frequently / Occasionally	98.1%	92.7%	91.7%	94.6%	92.0%	89.6%	100.0%	93.4%	94.1%
Mean	2.48	2.42	2.40	2.38	2.32	2.31	2.53	2.52	2.50
Standard deviation	0.54	0.62	0.64	0.59	0.62	0.65	0.50	0.62	0.61
Significance	-			-			-		

2019-20 HERI Faculty Survey
Full-time Undergraduate Faculty
Professional Practice: Teaching
 HERI Theme

Professional Practice: Teaching - These Items relate to use of pedagogical practices and evaluation methods as well as the prevalence of specific types of teaching assignments.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Effect size	-	0.10	0.13	-	0.10	0.11	-	0.02	0.05
Simulations/animations									
Frequently / Occasionally	69.4%	65.5%	65.1%	70.6%	66.3%	65.6%	71.7%	64.7%	64.4%
Mean	1.94	1.90	1.88	2.00	1.87	1.87	1.93	1.93	1.89
Standard deviation	0.75	0.76	0.75	0.78	0.73	0.73	0.71	0.79	0.77
Significance	-			-			-		
Effect size	-	0.05	0.08	-	0.18	0.18	-	0.00	0.05
Online homework or virtual labs									
Frequently / Occasionally	86.5%	79.9%	75.2%	86.5%	76.5%	72.9%	85.0%	83.4%	77.9%
Mean	2.38	2.26	2.16	2.38	2.19	2.11	2.35	2.34	2.20
Standard deviation	0.71	0.77	0.79	0.72	0.79	0.80	0.73	0.74	0.78
Significance	-		**	-		*	-		
Effect size	-	0.16	0.28	-	0.24	0.34	-	0.01	0.19
Online discussion boards									
Frequently / Occasionally	76.7%	81.8%	70.0%	73.0%	78.1%	64.4%	81.4%	85.8%	76.1%
Mean	2.09	2.28	2.03	1.95	2.20	1.93	2.20	2.36	2.14
Standard deviation	0.74	0.75	0.79	0.70	0.77	0.80	0.74	0.72	0.77
Significance	-	*		-			-		
Effect size	-	-0.25	0.08	-	-0.32	0.03	-	-0.22	0.08
Audience response systems to gauge students' understanding (e.g., clickers)									
Frequently / Occasionally	34.0%	34.1%	31.0%	37.8%	30.3%	27.0%	30.5%	38.2%	35.4%
Mean	1.40	1.44	1.39	1.43	1.36	1.33	1.37	1.52	1.46
Standard deviation	0.60	0.67	0.64	0.60	0.60	0.59	0.61	0.73	0.68
Significance	-			-			-		
Effect size	-	-0.06	0.02	-	0.12	0.17	-	-0.21	-0.13
During the present term, how many hours per week on average do you spend on each of the following?									
Scheduled teaching (give actual, not credit hours)									
9 or more hours	55.1%	56.3%	57.8%	66.7%	58.7%	60.7%	45.2%	54.1%	54.6%
Mean	3.78	3.73	3.74	4.15	3.70	3.77	3.42	3.76	3.70
Standard deviation	1.57	1.31	1.30	1.61	1.20	1.25	1.42	1.42	1.34
Significance	-			-	*		-		
Effect size	-	0.04	0.03	-	0.38	0.30	-	-0.24	-0.21

2019-20 HERI Faculty Survey
Full-time Undergraduate Faculty
Professional Practice: Teaching
 HERI Theme

Professional Practice: Teaching - These Items relate to use of pedagogical practices and evaluation methods as well as the prevalence of specific types of teaching assignments.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Preparing for teaching (including reading student papers and grading)									
9 or more hours	72.7%	63.5%	66.2%	63.9%	59.5%	64.3%	74.9%	67.9%	68.1%
Mean	4.65	4.30	4.36	4.28	4.17	4.26	4.83	4.44	4.46
Standard deviation	1.60	1.65	1.64	1.61	1.66	1.62	1.61	1.63	1.66
Significance	-			-			-		
Effect size	-	0.21	0.18	-	0.07	0.01	-	0.24	0.22
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:									
My teaching is valued by faculty in my department									
Strongly agree/Somewhat agree	93.7%	87.2%	89.6%	91.4%	87.6%	90.1%	94.6%	86.6%	89.0%
Mean	3.56	3.34	3.39	3.49	3.34	3.41	3.60	3.35	3.37
Standard deviation	0.65	0.83	0.78	0.66	0.86	0.78	0.66	0.80	0.77
Significance	-	*	*	-			-	*	*
Effect size	-	0.27	0.22	-	0.17	0.10	-	0.31	0.30

2019-20 HERI Faculty Survey
Full-time Undergraduate Faculty
Professional Practice: Scholarship
 HERI Theme

Professional Practice: Scholarship - These items relate to faculty's involvement and opinions about activities associated with the scholarship component of faculty work.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Full-time Undergraduate Faculty	112	456	2,651	41	198	1,282	64	258	1,369
Personally, how important to you is:									
Research									
Essential / Very important	62.1%	71.6%	71.8%	62.5%	75.3%	73.6%	60.3%	67.4%	69.7%
During the past three years, have you:									
Collaborated with the local community on research/teaching to address their needs	59.8%	58.2%	53.3%	63.4%	58.4%	50.6%	56.3%	57.9%	56.4%
Conducted research or writing focused on - International/global issues	25.2%	32.9%	33.5%	24.4%	33.4%	33.5%	25.4%	32.3%	33.6%
Conducted research or writing focused on - Racial or ethnic minorities	33.0%	36.3%	32.2%	26.8%	31.7%	26.3%	37.1%	41.5%	39.0%
Conducted research or writing focused on - Women or gender issues	30.3%	26.3%	26.9%	24.4%	18.6%	19.2%	33.9%	35.3%	35.8%
Conducted research or writing focused on - Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) issues	14.7%	7.6%	10.7%	17.1%	8.2%	9.1%	12.9%	6.8%	12.5%
Engaged in academic research that spans multiple disciplines	57.8%	68.6%	68.7%	58.5%	76.5%	72.6%	58.1%	59.4%	64.2%
Received funding for your work from - Foundations	19.8%	25.1%	23.0%	22.0%	28.8%	24.0%	18.8%	21.0%	21.8%
Received funding for your work from - State or federal government	17.3%	21.1%	24.2%	17.1%	23.3%	26.7%	15.9%	18.7%	21.3%
Received funding for your work from - Business or industry	8.2%	9.6%	8.9%	9.8%	13.3%	11.6%	7.9%	5.5%	5.9%
In the past year, to what extent have you:									
Presented with undergraduate students at conferences									
To a very large extent / To a large extent	8.1%	12.7%	14.1%	9.8%	13.2%	15.3%	7.9%	12.0%	12.9%
Published with undergraduates									
To a very large extent / To a large extent	2.7%	6.4%	7.2%	2.4%	6.1%	8.5%	3.2%	6.9%	5.7%
How many of the following have you published?									
Articles in academic or professional journals									
5 or more	29.7%	40.5%	45.2%	22.5%	43.6%	49.5%	34.5%	37.2%	40.3%
Mean	2.62	3.04	3.24	2.58	3.17	3.41	2.70	2.89	3.05
Standard deviation	1.60	1.69	1.68	1.65	1.81	1.76	1.60	1.54	1.56

2019-20 HERI Faculty Survey
Full-time Undergraduate Faculty
Professional Practice: Scholarship
 HERI Theme

Professional Practice: Scholarship - These items relate to faculty's involvement and opinions about activities associated with the scholarship component of faculty work.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Significance	-	*	***	-		**	-		
Effect size	-	-0.25	-0.37	-	-0.33	-0.47	-	-0.12	-0.22
Chapters in edited volumes									
1 or more	35.1%	41.8%	45.2%	30.8%	42.1%	45.3%	39.2%	41.3%	45.1%
Mean	1.55	1.72	1.75	1.46	1.75	1.78	1.63	1.67	1.73
Standard deviation	0.89	1.06	1.04	0.79	1.12	1.08	0.97	0.99	1.00
Significance	-		*	-			-		
Effect size	-	-0.16	-0.19	-	-0.26	-0.30	-	-0.04	-0.10
Books, manuals, monographs, or research reports									
1 or more	27.7%	35.2%	36.4%	29.3%	38.8%	39.1%	26.2%	31.2%	33.0%
Mean	1.43	1.53	1.57	1.56	1.63	1.66	1.30	1.43	1.48
Standard deviation	0.86	0.87	0.94	1.05	0.96	1.02	0.56	0.74	0.83
Significance	-			-			-		
Effect size	-	-0.11	-0.15	-	-0.07	-0.10	-	-0.18	-0.22
Other, such as patents or computer software products									
1 or more	10.7%	5.6%	9.4%	12.5%	7.6%	12.5%	6.8%	3.5%	6.1%
Mean	1.22	1.08	1.15	1.40	1.12	1.22	1.07	1.04	1.08
Standard deviation	0.85	0.41	0.60	1.30	0.52	0.72	0.25	0.23	0.41
Significance	-	*		-	*		-		
Effect size	-	0.34	0.12	-	0.54	0.25	-	0.13	-0.02
In the past three years, how many exhibitions, recordings, or performances in the fine or applied arts have you presented?									
1 or more	18.0%	18.2%	17.4%	12.1%	19.4%	18.2%	17.3%	17.0%	16.2%
Mean	1.54	1.47	1.47	1.44	1.50	1.51	1.39	1.44	1.42
Standard deviation	1.29	1.14	1.17	1.23	1.18	1.23	1.00	1.11	1.10
Significance	-			-			-		
Effect size	-	0.06	0.06	-	-0.05	-0.06	-	-0.05	-0.03
In the past three years, how many of your professional writings have been published or accepted for publication?									
3 or more	27.8%	40.3%	42.2%	29.1%	41.1%	43.1%	26.6%	39.3%	41.1%
Mean	2.84	3.41	3.48	2.56	3.56	3.60	3.02	3.24	3.34
Standard deviation	2.20	2.38	2.34	2.03	2.42	2.41	2.39	2.32	2.26

2019-20 HERI Faculty Survey
Full-time Undergraduate Faculty
Professional Practice: Scholarship
 HERI Theme

Professional Practice: Scholarship - These items relate to faculty's involvement and opinions about activities associated with the scholarship component of faculty work.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Significance	-	*	**	-	*	**	-		
Effect size	-	-0.24	-0.27	-	-0.41	-0.43	-	-0.09	-0.14
During the present term, how many hours per week on average do you spend on each of the following?									
Other creative products/performances									
1 or more hours	25.8%	36.7%	31.1%	24.3%	38.2%	33.6%	22.9%	35.3%	28.6%
Mean	1.58	1.58	1.53	1.62	1.62	1.60	1.36	1.53	1.45
Standard deviation	1.35	1.03	1.04	1.42	1.10	1.13	0.97	0.94	0.93
Significance	-			-			-		
Effect size	-	0.00	0.05	-	0.00	0.02	-	-0.18	-0.10
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:									
My research is valued by faculty in my department									
Strongly agree/Somewhat agree	86.9%	72.1%	74.7%	85.3%	75.2%	76.7%	86.6%	68.6%	72.4%
Mean	3.22	2.92	2.98	3.12	2.92	2.98	3.23	2.93	2.97
Standard deviation	0.81	0.92	0.89	0.88	0.96	0.89	0.78	0.88	0.88
Significance	-	**	*	-			-	*	*
Effect size	-	0.33	0.27	-	0.21	0.16	-	0.34	0.30

2019-20 HERI Faculty Survey
Full-time Undergraduate Faculty
Professional Practice: Service
HERI Theme

Professional Practice: Service - These items relate to faculty's involvement and opinions about activities associated with the service component of faculty work.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Full-time Undergraduate Faculty	112	456	2,651	41	198	1,282	64	258	1,369
Personally, how important to you is:									
Service									
Essential / Very important	83.5%	72.8%	70.6%	87.8%	67.4%	67.5%	81.0%	78.8%	74.0%
During the past three years, have you:									
Advised student groups involved in service/volunteer work	62.2%	66.9%	60.4%	68.3%	67.8%	59.4%	59.4%	65.7%	61.6%
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)	53.6%	49.0%	47.9%	55.0%	49.7%	47.8%	53.1%	48.3%	47.9%
Please indicate the extent to which you:									
Mentor faculty									
To a very large extent / To a large extent	44.1%	40.0%	37.9%	45.5%	43.1%	39.6%	44.5%	36.4%	36.1%
Mean	3.08	3.09	3.07	3.12	3.18	3.11	3.06	2.99	3.01
Standard deviation	1.24	1.33	1.27	1.22	1.28	1.24	1.31	1.39	1.31
Significance	-			-			-		
Effect size	-	-0.01	0.01	-	-0.05	0.01	-	0.05	0.04

2019-20 HERI Faculty Survey
Full-time Undergraduate Faculty
Professional Practice: Service
HERI Theme

Professional Practice: Service - These items relate to faculty's involvement and opinions about activities associated with the service component of faculty work.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Please indicate the extent to which you:									
Mentor undergraduate students									
To a very large extent / To a large extent	75.2%	68.0%	69.6%	75.8%	64.6%	67.6%	76.4%	71.7%	71.9%
Mean	4.06	3.89	3.93	4.09	3.83	3.88	4.09	3.97	3.98
Standard deviation	1.02	1.04	1.06	1.07	1.03	1.06	0.95	1.05	1.06
Significance	-			-			-		
Effect size	-	0.16	0.12	-	0.25	0.20	-	0.11	0.10
During the present term, how many hours per week on average do you spend on each of the following?									
Advising or counseling students									
5+ hours	43.5%	33.5%	32.8%	51.4%	30.0%	29.6%	38.7%	37.7%	36.1%
Mean	2.56	2.45	2.42	2.69	2.34	2.36	2.52	2.59	2.49
Standard deviation	1.01	1.10	1.02	1.17	0.92	0.97	0.92	1.26	1.06
Significance	-			-	*	*	-		
Effect size	-	0.10	0.14	-	0.38	0.34	-	-0.06	0.03
During the present term, how many hours per week on average do you spend on each of the following?									
Committee work and meetings									
5+ hours	35.5%	39.8%	43.0%	26.3%	36.5%	39.5%	41.8%	43.7%	46.8%
Mean	2.62	2.66	2.67	2.32	2.55	2.60	2.82	2.78	2.75
Standard deviation	1.16	1.15	1.11	0.84	1.03	1.06	1.32	1.26	1.14
Significance	-			-			-		
Effect size	-	-0.03	-0.05	-	-0.22	-0.26	-	0.03	0.06

2019-20 HERI Faculty Survey
Full-time Undergraduate Faculty
Professional Practice: Service
HERI Theme

Professional Practice: Service - These items relate to faculty's involvement and opinions about activities associated with the service component of faculty work.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Community or public service									
5+ hours	15.8%	22.4%	16.9%	18.0%	23.3%	16.9%	13.0%	21.5%	16.9%
Mean	1.82	2.04	1.88	1.82	2.05	1.83	1.81	2.02	1.92
Standard deviation	0.85	0.96	0.90	0.91	1.00	0.93	0.83	0.91	0.86
Significance	-	*		-			-		
Effect size	-	-0.23	-0.07	-	-0.23	-0.01	-	-0.23	-0.13
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:									
My service is valued by faculty in my department									
Strongly agree/Somewhat agree	90.7%	82.8%	85.2%	85.7%	83.6%	85.7%	94.6%	81.8%	84.7%
Mean	3.49	3.23	3.27	3.43	3.23	3.28	3.54	3.23	3.26
Standard deviation	0.69	0.91	0.84	0.74	0.93	0.84	0.66	0.88	0.84
Significance	-	**	*	-			-	*	*
Effect size	-	0.29	0.26	-	0.22	0.18	-	0.35	0.33

2019-20 HERI Faculty Survey
Full-time Undergraduate Faculty
Institutional Support and Resources
HERI Theme

Institutional Support and Resources - These items gauge faculty involvement and opinions regarding professional development and support for faculty available on campus.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Full-time Undergraduate Faculty	112	456	2,651	41	198	1,282	64	258	1,369
During the past three years, have you:									
Participated in organized activities around enhancing pedagogy and student learning	84.7%	79.4%	76.4%	68.3%	72.0%	69.1%	95.2%	87.7%	84.6%
During the past year, have you taken advantage of any of the following professional development opportunities provided by this institution?									
Funded workshops focused on teaching									
Yes	86.6%	68.2%	60.0%	75.6%	62.9%	53.5%	92.2%	74.1%	67.3%
Paid sabbatical leave									
Yes	7.1%	4.9%	6.8%	2.4%	4.6%	6.8%	9.4%	5.2%	6.8%
Travel funds paid by the institution									
Yes	63.6%	51.9%	59.0%	61.5%	48.5%	56.2%	66.1%	55.7%	62.0%
Internal grants for research									
Yes	19.1%	26.6%	32.9%	15.0%	29.2%	34.1%	20.6%	23.6%	31.6%
Training for administrative leadership									
Yes	21.4%	15.4%	12.9%	19.5%	12.0%	11.7%	23.4%	19.3%	14.3%
Incentives to develop new courses									
Yes	22.0%	32.6%	24.1%	26.8%	31.4%	23.3%	18.0%	34.0%	24.9%
Have you ever interrupted your professional career for more than one year for family reasons?									
Yes	8.7%	7.5%	7.8%	9.1%	2.4%	3.3%	9.4%	13.4%	12.9%
Have you ever been formally recognized for outstanding teaching at this institution?									
Yes	24.7%	46.0%	38.7%	30.3%	54.6%	41.7%	20.4%	36.0%	35.3%
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:									
My research is valued by faculty in my department									
Strongly agree / Somewhat agree	86.9%	72.1%	74.7%	85.3%	75.2%	76.7%	86.6%	68.6%	72.4%

2019-20 HERI Faculty Survey
Full-time Undergraduate Faculty
Institutional Support and Resources
HERI Theme

Institutional Support and Resources - These items gauge faculty involvement and opinions regarding professional development and support for faculty available on campus.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Mean	3.22	2.92	2.98	3.12	2.92	2.98	3.23	2.93	2.97
Standard deviation	0.81	0.92	0.89	0.88	0.96	0.89	0.78	0.88	0.88
Significance	-	**	*	-			-	*	*
Effect size	-	0.33	0.27	-	0.21	0.16	-	0.34	0.30
My teaching is valued by faculty in my department									
Strongly agree / Somewhat agree	93.7%	87.2%	89.6%	91.4%	87.6%	90.1%	94.6%	86.6%	89.0%
Mean	3.56	3.34	3.39	3.49	3.34	3.41	3.60	3.35	3.37
Standard deviation	0.65	0.83	0.78	0.66	0.86	0.78	0.66	0.80	0.77
Significance	-	*	*	-			-	*	*
Effect size	-	0.27	0.22	-	0.17	0.10	-	0.31	0.30
My service is valued by faculty in my department									
Strongly agree / Somewhat agree	90.7%	82.8%	85.2%	85.7%	83.6%	85.7%	94.6%	81.8%	84.7%
Mean	3.49	3.23	3.27	3.43	3.23	3.28	3.54	3.23	3.26
Standard deviation	0.69	0.91	0.84	0.74	0.93	0.84	0.66	0.88	0.84
Significance	-	**	*	-			-	*	*
Effect size	-	0.29	0.26	-	0.22	0.18	-	0.35	0.33
There is adequate support for faculty development									
Strongly agree / Somewhat agree	77.3%	56.7%	60.6%	80.0%	55.7%	60.4%	76.7%	57.8%	60.9%
Mean	3.16	2.53	2.63	3.29	2.55	2.63	3.16	2.51	2.62
Standard deviation	0.94	0.90	0.89	0.93	0.86	0.87	0.91	0.94	0.92
Significance	-	***	***	-	***	***	-	***	***
Effect size	-	0.70	0.60	-	0.86	0.76	-	0.69	0.59

2019-20 HERI Faculty Survey
Full-time Undergraduate Faculty
Goals for Undergraduate Education
HERI Theme

Goals for Undergraduate Education - These items gauge faculty opinion regarding common goals for undergraduate education .

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Full-time Undergraduate Faculty	112	456	2,651	41	198	1,282	64	258	1,369
Please indicate the extent to which you agree it is your role to:									
Prepare students for employment after college									
Strongly Agree / Somewhat Agree	100.0%	97.2%	97.4%	100.0%	94.8%	95.8%	100.0%	99.9%	99.2%
Mean	3.83	3.77	3.75	3.77	3.69	3.68	3.84	3.85	3.83
Standard deviation	0.38	0.48	0.50	0.43	0.56	0.57	0.37	0.36	0.40
Significance	-			-			-		
Effect size	-	0.13	0.16	-	0.14	0.16	-	-0.03	0.02
Prepare students for graduate or advanced education									
Strongly Agree / Somewhat Agree	97.0%	97.3%	96.1%	100.0%	97.9%	96.0%	94.9%	96.7%	96.3%
Mean	3.56	3.61	3.56	3.51	3.59	3.53	3.54	3.62	3.59
Standard deviation	0.56	0.54	0.58	0.51	0.53	0.59	0.60	0.55	0.57
Significance	-			-			-		
Effect size	-	-0.09	0.00	-	-0.15	-0.03	-	-0.15	-0.09
Develop students' moral character									
Strongly Agree / Somewhat Agree	85.1%	87.6%	86.5%	86.2%	85.3%	84.1%	84.8%	90.1%	89.0%
Mean	3.22	3.24	3.21	3.14	3.18	3.14	3.27	3.30	3.28
Standard deviation	0.72	0.72	0.73	0.72	0.77	0.76	0.72	0.67	0.69
Significance	-			-			-		
Effect size	-	-0.03	0.01	-	-0.05	0.00	-	-0.04	-0.01
Provide for students' emotional development									
Strongly Agree / Somewhat Agree	77.2%	81.9%	80.3%	75.0%	77.9%	76.1%	79.3%	86.1%	84.9%
Mean	3.05	3.12	3.08	2.92	2.99	2.95	3.14	3.25	3.21
Standard deviation	0.79	0.80	0.80	0.73	0.85	0.84	0.78	0.72	0.73
Significance	-			-			-		
Effect size	-	-0.09	-0.04	-	-0.08	-0.04	-	-0.15	-0.10
Help students develop personal values									
Strongly Agree / Somewhat Agree	82.3%	88.6%	85.9%	72.2%	85.6%	83.6%	88.2%	91.9%	88.3%
Mean	3.16	3.23	3.20	2.97	3.16	3.12	3.29	3.32	3.28
Standard deviation	0.73	0.72	0.74	0.74	0.79	0.78	0.67	0.63	0.69
Significance	-			-			-		
Effect size	-	-0.10	-0.05	-	-0.24	-0.19	-	-0.05	0.01

2019-20 HERI Faculty Survey
Full-time Undergraduate Faculty
Goals for Undergraduate Education
HERI Theme

Goals for Undergraduate Education - These items gauge faculty opinion regarding common goals for undergraduate education .

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Enhance students' knowledge of and appreciation for other racial/ethnic groups									
Strongly Agree / Somewhat Agree	92.1%	90.7%	88.0%	83.4%	88.3%	83.3%	98.3%	93.4%	93.2%
Mean	3.41	3.38	3.33	3.11	3.24	3.14	3.60	3.52	3.53
Standard deviation	0.70	0.73	0.78	0.75	0.77	0.83	0.59	0.65	0.66
Significance	-			-			-		
Effect size	-	0.04	0.10	-	-0.17	-0.04	-	0.12	0.11
Promote students' ability to write effectively									
Strongly Agree / Somewhat Agree	97.0%	96.5%	96.5%	94.5%	96.6%	95.9%	100.0%	96.5%	96.9%
Mean	3.66	3.68	3.67	3.61	3.64	3.62	3.69	3.72	3.72
Standard deviation	0.53	0.59	0.58	0.60	0.63	0.62	0.47	0.54	0.53
Significance	-			-			-		
Effect size	-	-0.03	-0.02	-	-0.05	-0.02	-	-0.06	-0.06
Encourage respect for different beliefs									
Strongly Agree / Somewhat Agree	96.0%	95.0%	94.1%	91.6%	92.1%	91.1%	98.3%	98.0%	97.5%
Mean	3.71	3.64	3.61	3.50	3.49	3.46	3.83	3.79	3.77
Standard deviation	0.54	0.63	0.65	0.65	0.73	0.74	0.42	0.45	0.49
Significance	-			-			-		
Effect size	-	0.11	0.15	-	0.01	0.05	-	0.09	0.12
Encourage students to become agents of social change									
Strongly Agree / Somewhat Agree	80.8%	84.9%	83.5%	69.5%	79.6%	77.2%	89.5%	90.4%	90.5%
Mean	3.21	3.21	3.19	2.92	3.06	3.01	3.44	3.36	3.39
Standard deviation	0.85	0.83	0.84	0.94	0.89	0.88	0.68	0.72	0.74
Significance	-			-			-		
Effect size	-	0.00	0.02	-	-0.16	-0.10	-	0.11	0.07

2019-20 HERI Faculty Survey
Full-time Undergraduate Faculty
Goals for Undergraduate Education
 HERI Theme

Goals for Undergraduate Education - These items gauge faculty opinion regarding common goals for undergraduate education .

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:									
This institution takes responsibility for educating underprepared students									
Strongly Agree / Somewhat Agree	83.4%	77.6%	74.7%	74.3%	79.1%	75.4%	87.2%	75.8%	74.0%
Mean	3.34	2.95	2.90	3.23	2.94	2.89	3.36	2.97	2.91
Standard deviation	0.83	0.81	0.83	0.91	0.77	0.81	0.80	0.85	0.85
Significance	-	***	***	-		*	-	**	***
Effect size	-	0.48	0.53	-	0.38	0.42	-	0.46	0.53
Indicate how important you believe each priority listed below is at your college or university:									
Develop leadership ability among students									
Highest priority / High priority	70.5%	56.0%	57.0%	67.7%	54.9%	54.5%	69.1%	57.2%	60.0%
Mean	2.95	2.64	2.65	2.91	2.61	2.60	2.89	2.67	2.71
Standard deviation	0.79	0.89	0.86	0.83	0.92	0.88	0.76	0.86	0.83
Significance	-	**	***	-		*	-		
Effect size	-	0.35	0.35	-	0.33	0.35	-	0.26	0.22

Satisfaction - These items gauge satisfaction with various aspects of the faculty experience.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Full-time Undergraduate Faculty	112	456	2,651	41	198	1,282	64	258	1,369
During the past year, have you:									
Considered leaving academe for another job?									
Yes	38.0%	34.5%	37.5%	30.3%	32.2%	35.2%	41.5%	37.2%	40.1%
Considered leaving this institution for another?									
Yes	32.6%	52.3%	48.2%	27.3%	54.3%	50.2%	35.8%	50.1%	45.9%
If given the choice, would you:									
Still come to this institution?									
Definitely yes / Probably yes	80.7%	73.1%	75.9%	84.9%	69.7%	74.5%	81.5%	76.8%	77.6%
Mean	4.19	3.97	4.04	4.27	3.91	3.99	4.20	4.04	4.10
Standard deviation	1.01	1.10	1.03	0.91	1.11	1.06	1.05	1.08	0.99
Significance	-			-			-		
Effect size	-	0.20	0.15	-	0.32	0.26	-	0.15	0.10
Still be a college professor?									
Definitely yes / Probably yes	88.1%	87.3%	88.4%	93.9%	83.6%	88.7%	84.9%	91.6%	88.0%
Mean	4.39	4.48	4.47	4.61	4.43	4.49	4.32	4.54	4.44
Standard deviation	0.93	0.81	0.82	0.70	0.83	0.77	0.96	0.78	0.87
Significance	-			-			-		
Effect size	-	-0.11	-0.10	-	0.22	0.16	-	-0.28	-0.14

2019-20 HERI Faculty Survey
Full-time Undergraduate Faculty
Satisfaction
 HERI Theme

Satisfaction - These items gauge satisfaction with various aspects of the faculty experience.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
How satisfied are you with the following aspects of your job?									
Salary									
Very satisfied / Satisfied	41.3%	36.5%	43.4%	42.5%	31.6%	42.5%	39.6%	42.2%	44.5%
Mean	2.25	2.17	2.29	2.33	2.07	2.27	2.21	2.29	2.31
Standard deviation	0.93	0.96	0.92	0.82	0.95	0.94	1.01	0.97	0.90
Significance	-			-			-		
Effect size	-	0.08	-0.04	-	0.27	0.06	-	-0.08	-0.11
How satisfied are you with the following aspects of your job?									
Health benefits									
Very satisfied / Satisfied	72.0%	72.6%	74.7%	69.7%	72.0%	73.0%	74.1%	73.3%	76.7%
Mean	2.92	2.92	2.98	2.82	2.89	2.92	3.02	2.95	3.04
Standard deviation	0.84	0.83	0.87	0.81	0.80	0.87	0.84	0.86	0.87
Significance	-			-			-		
Effect size	-	0.00	-0.07	-	-0.09	-0.11	-	0.08	-0.02
Retirement benefits									
Very satisfied / Satisfied	79.6%	68.6%	74.3%	78.7%	71.0%	74.0%	81.5%	65.7%	74.6%
Mean	3.02	2.87	2.95	3.00	2.88	2.92	3.07	2.85	2.98
Standard deviation	0.81	0.83	0.83	0.75	0.83	0.84	0.82	0.83	0.82
Significance	-			-			-		
Effect size	-	0.18	0.08	-	0.14	0.10	-	0.27	0.11

Satisfaction - These items gauge satisfaction with various aspects of the faculty experience.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Opportunity for scholarly pursuits									
Very satisfied / Satisfied	57.0%	48.9%	52.0%	57.6%	44.9%	50.8%	55.5%	53.5%	53.5%
Mean	2.55	2.37	2.44	2.58	2.30	2.43	2.52	2.46	2.45
Standard deviation	0.95	0.89	0.89	0.94	0.91	0.90	0.97	0.85	0.88
Significance	-			-			-		
Effect size	-	0.20	0.12	-	0.31	0.17	-	0.07	0.08
Teaching load									
Very satisfied / Satisfied	61.3%	58.4%	54.6%	63.6%	58.0%	55.1%	57.4%	59.0%	53.8%
Mean	2.55	2.54	2.46	2.70	2.54	2.48	2.44	2.54	2.44
Standard deviation	0.97	0.96	0.94	0.98	1.00	0.95	0.98	0.90	0.92
Significance	-			-			-		
Effect size	-	0.01	0.10	-	0.16	0.23	-	-0.11	0.00
Quality of students									
Very satisfied / Satisfied	65.6%	49.0%	59.1%	60.6%	43.3%	54.4%	68.6%	55.7%	64.4%
Mean	2.71	2.40	2.59	2.67	2.25	2.49	2.74	2.57	2.70
Standard deviation	0.87	0.90	0.88	0.92	0.91	0.91	0.87	0.85	0.82
Significance	-	**		-	*		-		
Effect size	-	0.34	0.14	-	0.46	0.20	-	0.20	0.05

Satisfaction - These items gauge satisfaction with various aspects of the faculty experience.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Autonomy and independence									
Very satisfied / Satisfied	88.2%	79.8%	84.3%	87.9%	81.6%	84.9%	87.1%	77.8%	83.8%
Mean	3.33	3.17	3.23	3.24	3.20	3.21	3.39	3.13	3.24
Standard deviation	0.68	0.80	0.78	0.66	0.78	0.77	0.71	0.83	0.79
Significance	-			-			-	*	
Effect size	-	0.20	0.13	-	0.05	0.04	-	0.31	0.19
Departmental leadership									
Very satisfied / Satisfied	85.8%	71.6%	73.7%	84.8%	75.0%	74.2%	84.9%	67.4%	73.1%
Mean	3.37	2.98	3.00	3.36	3.05	3.01	3.34	2.91	2.98
Standard deviation	0.83	0.99	0.98	0.82	0.95	0.98	0.88	1.03	0.98
Significance	-	***	***	-		*	-	**	**
Effect size	-	0.39	0.38	-	0.33	0.36	-	0.42	0.37
Departmental support for work/life balance									
Very satisfied / Satisfied	82.8%	70.2%	69.0%	81.9%	77.6%	72.3%	83.3%	61.4%	65.2%
Mean	3.14	2.91	2.87	3.12	3.03	2.91	3.19	2.77	2.82
Standard deviation	0.85	0.94	0.93	0.86	0.84	0.89	0.89	1.02	0.97
Significance	-	*	**	-			-	**	**
Effect size	-	0.24	0.29	-	0.11	0.24	-	0.41	0.38
Institutional support for work/life balance									
Very satisfied / Satisfied	63.0%	53.1%	51.8%	66.7%	56.1%	53.0%	58.5%	49.6%	50.6%
Mean	2.66	2.50	2.47	2.79	2.60	2.50	2.58	2.38	2.43
Standard deviation	1.04	0.95	0.95	1.08	0.92	0.92	1.05	0.97	0.97
Significance	-			-			-		
Effect size	-	0.17	0.20	-	0.21	0.32	-	0.21	0.15

Satisfaction - These items gauge satisfaction with various aspects of the faculty experience.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
How satisfied are you with the following aspects of your job?									
Prospects for career advancement									
Very satisfied / Satisfied	58.7%	45.9%	50.5%	60.7%	46.6%	51.9%	58.5%	45.0%	49.0%
Mean	2.54	2.36	2.40	2.55	2.41	2.44	2.57	2.30	2.36
Standard deviation	0.91	0.90	0.92	1.00	0.84	0.89	0.87	0.96	0.94
Significance	-			-			-		
Effect size	-	0.20	0.15	-	0.17	0.12	-	0.28	0.22
Overall job									
Very satisfied / Satisfied	82.8%	72.6%	76.1%	81.8%	71.4%	76.1%	81.5%	74.0%	76.1%
Mean	3.06	2.92	2.96	3.09	2.91	2.95	3.04	2.93	2.97
Standard deviation	0.73	0.80	0.78	0.77	0.80	0.78	0.75	0.80	0.77
Significance	-			-			-		
Effect size	-	0.18	0.13	-	0.23	0.18	-	0.14	0.09
Relative equity of salary and job benefits									
Very satisfied / Satisfied	42.0%	34.7%	40.0%	42.5%	34.1%	42.5%	40.8%	35.6%	37.1%
Mean	2.20	2.06	2.17	2.30	2.09	2.22	2.15	2.03	2.12
Standard deviation	1.02	0.92	0.93	1.05	0.91	0.94	1.02	0.93	0.91
Significance	-			-			-		
Effect size	-	0.15	0.03	-	0.23	0.09	-	0.13	0.03

Satisfaction - These items gauge satisfaction with various aspects of the faculty experience.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
How satisfied are you with the following aspects of your job?									
Flexibility in relation to family matters or emergencies									
Very satisfied / Satisfied	88.1%	82.0%	83.3%	90.9%	84.8%	85.3%	85.2%	78.7%	81.2%
Mean	3.37	3.20	3.18	3.36	3.27	3.21	3.37	3.12	3.15
Standard deviation	0.75	0.84	0.81	0.74	0.84	0.80	0.78	0.84	0.82
Significance	-		*	-			-		
Effect size	-	0.20	0.23	-	0.11	0.19	-	0.30	0.27
How satisfied are you with the following aspects of your job?									
Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)									
Very satisfied / Satisfied	74.8%	71.3%	71.8%	84.9%	77.1%	75.1%	67.3%	64.8%	68.1%
Mean	2.97	2.89	2.85	3.03	2.97	2.90	2.94	2.80	2.79
Standard deviation	0.86	0.92	0.89	0.85	0.93	0.87	0.92	0.90	0.91
Significance	-			-			-		
Effect size	-	0.09	0.13	-	0.06	0.15	-	0.16	0.16

Diversity - These items relate to social attitudes and experiences with diversity on campus.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Full-time Undergraduate Faculty	112	456	2,651	41	198	1,282	64	258	1,369
Please indicate the extent to which you agree it is your role to:									
Enhance students' knowledge of and appreciation for other racial/ethnic groups									
Strongly agree / Somewhat agree	92.1%	90.7%	88.0%	83.4%	88.3%	83.3%	98.3%	93.4%	93.2%
Mean	3.41	3.38	3.33	3.11	3.24	3.14	3.60	3.52	3.53
Standard deviation	0.70	0.73	0.78	0.75	0.77	0.83	0.59	0.65	0.66
Significance	-			-			-		
Effect size	-	0.04	0.10	-	-0.17	-0.04	-	0.12	0.11
Encourage respect for different beliefs									
Strongly agree / Somewhat agree	96.0%	95.0%	94.1%	91.6%	92.1%	91.1%	98.3%	98.0%	97.5%
Mean	3.71	3.64	3.61	3.50	3.49	3.46	3.83	3.79	3.77
Standard deviation	0.54	0.63	0.65	0.65	0.73	0.74	0.42	0.45	0.49
Significance	-			-			-		
Effect size	-	0.11	0.15	-	0.01	0.05	-	0.09	0.12
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:									
There is a lot of campus racial conflict here									
Strongly agree / Somewhat agree	30.2%	12.8%	23.3%	14.3%	12.2%	19.5%	43.7%	13.3%	27.5%
Mean	2.00	1.70	1.95	1.69	1.68	1.85	2.27	1.74	2.06
Standard deviation	0.88	0.74	0.84	0.72	0.73	0.81	0.91	0.74	0.85
Significance	-	***		-			-	***	
Effect size	-	0.41	0.06	-	0.01	-0.20	-	0.72	0.25

Diversity - These items relate to social attitudes and experiences with diversity on campus.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
This institution takes responsibility for educating underprepared students									
Strongly agree / Somewhat agree	83.4%	77.6%	74.7%	74.3%	79.1%	75.4%	87.2%	75.8%	74.0%
Mean	3.34	2.95	2.90	3.23	2.94	2.89	3.36	2.97	2.91
Standard deviation	0.83	0.81	0.83	0.91	0.77	0.81	0.80	0.85	0.85
Significance	-	***	***	-		*	-	**	***
Effect size	-	0.48	0.53	-	0.38	0.42	-	0.46	0.53

Diversity - These items relate to social attitudes and experiences with diversity on campus.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Recruit more traditionally underrepresented students									
Highest priority / High priority	55.4%	61.8%	60.2%	58.8%	61.4%	58.1%	53.7%	62.3%	62.6%
Mean	2.60	2.72	2.69	2.65	2.70	2.64	2.59	2.75	2.75
Standard deviation	0.90	0.97	0.92	0.92	0.95	0.91	0.86	1.00	0.92
Significance	-			-			-		
Effect size	-	-0.12	-0.10	-	-0.05	0.01	-	-0.16	-0.17
Promote gender diversity among in the faculty and administration									
Highest priority / High priority	46.8%	37.3%	47.8%	47.1%	37.1%	49.3%	44.5%	37.6%	46.2%
Mean	2.43	2.26	2.47	2.41	2.30	2.51	2.39	2.22	2.43
Standard deviation	0.97	0.89	0.92	0.92	0.84	0.88	0.94	0.95	0.96
Significance	-			-			-		
Effect size	-	0.19	-0.04	-	0.13	-0.11	-	0.18	-0.04
Indicate how important you believe each priority listed below is at your college or university:									
Promote racial and ethnic diversity in the faculty and administration									
Highest priority / High priority	57.4%	44.3%	53.7%	58.9%	40.5%	52.3%	55.6%	48.8%	55.2%
Mean	2.59	2.41	2.60	2.53	2.36	2.57	2.59	2.46	2.63
Standard deviation	1.00	0.93	0.95	0.93	0.84	0.90	1.00	1.02	1.00
Significance	-			-			-		
Effect size	-	0.19	-0.01	-	0.20	-0.04	-	0.13	-0.04

Diversity - These items relate to social attitudes and experiences with diversity on campus.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Develop an appreciation for multiculturalism									
Highest priority / High priority	60.2%	58.4%	62.6%	51.5%	54.1%	59.2%	63.0%	63.3%	66.4%
Mean	2.83	2.66	2.75	2.70	2.61	2.69	2.85	2.72	2.82
Standard deviation	0.88	0.94	0.90	0.85	0.89	0.87	0.90	0.98	0.93
Significance	-			-			-		
Effect size	-	0.18	0.09	-	0.10	0.01	-	0.13	0.03
Please indicate your agreement with each of the following statements:									
A racially/ethnically diverse student body enhances the educational experience of all students									
Strongly agree / Somewhat agree	97.0%	96.7%	97.0%	94.4%	94.0%	94.7%	100.0%	99.5%	99.3%
Mean	3.72	3.66	3.70	3.53	3.50	3.56	3.88	3.84	3.84
Standard deviation	0.55	0.55	0.55	0.70	0.62	0.64	0.33	0.38	0.39
Significance	-			-			-		
Effect size	-	0.11	0.04	-	0.05	-0.05	-	0.11	0.10

Institutional Priorities - These items gauge faculty opinion on various types of institutional priorities.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Full-time Undergraduate Faculty	112	456	2,651	41	198	1,282	64	258	1,369
Indicate how important you believe each priority listed below is at your college or university:									
Develop a sense of community among students and faculty									
Highest priority / High priority	68.1%	62.0%	64.4%	70.6%	60.2%	61.7%	62.9%	64.1%	67.3%
Mean	2.93	2.80	2.79	2.88	2.81	2.76	2.91	2.78	2.82
Standard deviation	0.83	0.93	0.88	0.84	0.94	0.89	0.85	0.92	0.86
Significance	-			-			-		
Effect size	-	0.14	0.16	-	0.07	0.13	-	0.14	0.10
Facilitate student involvement in community service									
Highest priority / High priority	55.3%	49.3%	49.6%	52.9%	49.0%	46.8%	59.3%	49.5%	52.9%
Mean	2.64	2.50	2.49	2.59	2.48	2.44	2.70	2.52	2.55
Standard deviation	0.81	0.87	0.85	0.92	0.87	0.85	0.72	0.87	0.84
Significance	-			-			-		
Effect size	-	0.16	0.18	-	0.13	0.18	-	0.21	0.18
Indicate how important you believe each priority listed below is at your college or university:									
Help students learn how to bring about change in society									
Highest priority / High priority	46.2%	42.7%	43.8%	39.4%	44.6%	41.2%	50.0%	40.4%	46.4%
Mean	2.47	2.38	2.38	2.30	2.43	2.34	2.56	2.33	2.42
Standard deviation	0.87	0.96	0.92	0.95	0.97	0.93	0.77	0.93	0.91
Significance	-			-			-		
Effect size	-	0.09	0.10	-	-0.13	-0.04	-	0.25	0.15

Institutional Priorities - These items gauge faculty opinion on various types of institutional priorities.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Increase or maintain institutional prestige									
Highest priority / High priority	51.1%	52.1%	52.7%	58.8%	52.5%	52.7%	42.6%	51.7%	52.7%
Mean	2.62	2.53	2.55	2.65	2.53	2.53	2.52	2.54	2.57
Standard deviation	0.87	0.94	0.92	0.85	0.99	0.94	0.86	0.88	0.89
Significance	-			-			-		
Effect size	-	0.10	0.08	-	0.12	0.13	-	-0.02	-0.06
Hire faculty "stars"									
Highest priority / High priority	17.1%	23.2%	18.5%	20.5%	27.2%	19.6%	9.3%	18.9%	17.3%
Mean	1.76	1.84	1.73	1.79	1.85	1.71	1.63	1.82	1.75
Standard deviation	0.84	0.91	0.86	0.84	1.00	0.90	0.76	0.80	0.81
Significance	-			-			-		
Effect size	-	-0.09	0.03	-	-0.06	0.09	-	-0.24	-0.15
Recruit more traditionally underrepresented students									
Highest priority / High priority	55.4%	61.8%	60.2%	58.8%	61.4%	58.1%	53.7%	62.3%	62.6%
Mean	2.60	2.72	2.69	2.65	2.70	2.64	2.59	2.75	2.75
Standard deviation	0.90	0.97	0.92	0.92	0.95	0.91	0.86	1.00	0.92
Significance	-			-			-		
Effect size	-	-0.12	-0.10	-	-0.05	0.01	-	-0.16	-0.17
Promote gender diversity in the faculty and administration									
Highest priority / High priority	46.8%	37.3%	47.8%	47.1%	37.1%	49.3%	44.5%	37.6%	46.2%
Mean	2.43	2.26	2.47	2.41	2.30	2.51	2.39	2.22	2.43
Standard deviation	0.97	0.89	0.92	0.92	0.84	0.88	0.94	0.95	0.96
Significance	-			-			-		
Effect size	-	0.19	-0.04	-	0.13	-0.11	-	0.18	-0.04

Institutional Priorities - These items gauge faculty opinion on various types of institutional priorities.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Promote racial and ethnic diversity in the faculty and administration									
Highest priority / High priority	57.4%	44.3%	53.7%	58.9%	40.5%	52.3%	55.6%	48.8%	55.2%
Mean	2.59	2.41	2.60	2.53	2.36	2.57	2.59	2.46	2.63
Standard deviation	1.00	0.93	0.95	0.93	0.84	0.90	1.00	1.02	1.00
Significance	-			-			-		
Effect size	-	0.19	-0.01	-	0.20	-0.04	-	0.13	-0.04
Provide resources for faculty to engage in community-based teaching or research									
Highest priority / High priority	56.0%	41.7%	43.9%	54.6%	39.7%	42.3%	57.4%	44.0%	45.7%
Mean	2.59	2.34	2.36	2.48	2.34	2.34	2.69	2.35	2.38
Standard deviation	0.89	0.99	0.96	1.00	0.97	0.94	0.82	1.01	0.98
Significance	-	*	*	-			-	*	*
Effect size	-	0.25	0.24	-	0.14	0.15	-	0.34	0.32
Indicate how important you believe each priority listed below is at your college or university:									
Create and sustain partnerships with surrounding communities									
Highest priority / High priority	73.1%	63.5%	59.4%	67.6%	63.5%	57.2%	73.6%	63.6%	61.9%
Mean	2.97	2.76	2.69	2.79	2.70	2.63	3.04	2.84	2.75
Standard deviation	0.80	0.89	0.88	0.81	0.88	0.87	0.81	0.90	0.89
Significance	-	*	**	-			-		*
Effect size	-	0.24	0.32	-	0.10	0.18	-	0.22	0.33
Pursue extramural funding									
Highest priority / High priority	48.4%	49.0%	43.6%	41.2%	49.0%	43.7%	47.0%	48.9%	43.6%
Mean	2.51	2.50	2.40	2.35	2.52	2.40	2.53	2.49	2.39
Standard deviation	0.96	0.99	0.94	0.85	0.99	0.94	1.05	0.98	0.94
Significance	-			-			-		
Effect size	-	0.01	0.12	-	-0.17	-0.05	-	0.04	0.15

Institutional Priorities - These items gauge faculty opinion on various types of institutional priorities.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Strengthen links with the for-profit, corporate sector									
Highest priority / High priority	46.7%	40.9%	37.3%	33.4%	39.8%	36.3%	51.9%	42.1%	38.4%
Mean	2.39	2.30	2.21	2.12	2.33	2.20	2.50	2.28	2.22
Standard deviation	1.03	0.99	0.96	1.08	0.95	0.95	0.99	1.03	0.97
Significance	-			-			-		*
Effect size	-	0.09	0.19	-	-0.22	-0.08	-	0.21	0.29
Develop leadership ability among students									
Highest priority / High priority	70.5%	56.0%	57.0%	67.7%	54.9%	54.5%	69.1%	57.2%	60.0%
Mean	2.95	2.64	2.65	2.91	2.61	2.60	2.89	2.67	2.71
Standard deviation	0.79	0.89	0.86	0.83	0.92	0.88	0.76	0.86	0.83
Significance	-	**	***	-		*	-		
Effect size	-	0.35	0.35	-	0.33	0.35	-	0.26	0.22
Indicate how important you believe each priority listed below is at your college or university:									
Develop an appreciation for multiculturalism									
Highest priority / High priority	60.2%	58.4%	62.6%	51.5%	54.1%	59.2%	63.0%	63.3%	66.4%
Mean	2.83	2.66	2.75	2.70	2.61	2.69	2.85	2.72	2.82
Standard deviation	0.88	0.94	0.90	0.85	0.89	0.87	0.90	0.98	0.93
Significance	-			-			-		
Effect size	-	0.18	0.09	-	0.10	0.01	-	0.13	0.03

Institutional Priorities - These items gauge faculty opinion on various types of institutional priorities.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Please indicate your agreement with each of the following statements:									
Colleges have a responsibility to work with their surrounding communities to address local issues									
Strongly agree / Somewhat agree	95.0%	94.6%	94.7%	86.1%	90.4%	91.6%	100.0%	99.0%	98.0%
Mean	3.52	3.54	3.52	3.31	3.42	3.40	3.67	3.68	3.65
Standard deviation	0.63	0.63	0.63	0.79	0.72	0.70	0.47	0.49	0.52
Significance	-			-			-		
Effect size	-	-0.03	0.00	-	-0.15	-0.13	-	-0.02	0.04

Interaction with Students - These items relate to the amount and types of interactions faculty have with students on campus.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Full-time Undergraduate Faculty	112	456	2,651	41	198	1,282	64	258	1,369
During the past three years, have you:									
Advised student groups involved in service/volunteer work	62.2%	66.9%	60.4%	68.3%	67.8%	59.4%	59.4%	65.7%	61.6%
In the past year, to what extent have you:									
Engaged undergraduates on your research project(s) *	38.7%	49.5%	53.5%	52.5%	51.9%	56.4%	31.3%	46.9%	50.2%
Worked with undergraduates on their research project *	59.9%	68.8%	69.4%	63.5%	76.3%	74.1%	57.9%	60.2%	64.1%
Please indicate the extent to which each of the following has been a source of stress for you during the past year:									
Students									
Extensive / Somewhat	77.2%	71.7%	71.2%	63.6%	73.5%	70.1%	86.7%	69.5%	72.5%
Mean	1.87	1.90	1.85	1.76	1.86	1.81	1.94	1.95	1.90
Standard deviation	0.56	0.67	0.64	0.66	0.60	0.61	0.46	0.74	0.66
Significance	-			-			-		
Effect size	-	-0.04	0.03	-	-0.17	-0.08	-	-0.01	0.06
Please indicate the extent to which you agree or disagree with each of the following:									
I try to dispel perceptions of competition in my classroom									
Strongly agree/Somewhat agree	76.8%	67.7%	72.6%	63.9%	60.3%	64.9%	87.8%	75.8%	81.2%
Mean	3.08	2.86	2.96	2.89	2.68	2.78	3.28	3.06	3.15
Standard deviation	0.89	0.86	0.85	0.92	0.82	0.86	0.77	0.87	0.80
Significance	-	*		-			-		
Effect size	-	0.26	0.14	-	0.26	0.13	-	0.25	0.16

Interaction with Students - These items relate to the amount and types of interactions faculty have with students on campus.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2

* Includes all response options except 'Not at all'.

Habits of Mind - These items illustrate the extent to which faculty ask students to engage in the behaviors and traits associated with academic success.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Full-time Undergraduate Faculty	112	456	2,651	41	198	1,282	64	258	1,369
In your interactions with undergraduates, how often in the past year did you encourage them to:									
Ask questions in class									
Frequently / Occasionally	99.0%	99.8%	99.6%	100.0%	100.0%	99.8%	100.0%	99.7%	99.5%
Mean	2.93	2.95	2.95	2.95	2.94	2.94	2.95	2.97	2.97
Standard deviation	0.29	0.22	0.23	0.23	0.24	0.24	0.22	0.20	0.21
Significance	-			-			-		
Effect size	-	-0.09	-0.09	-	0.04	0.04	-	-0.10	-0.10
Support their opinions with a logical argument									
Frequently / Occasionally	96.2%	98.7%	97.7%	94.6%	98.8%	97.5%	98.4%	98.5%	98.1%
Mean	2.75	2.82	2.79	2.73	2.82	2.77	2.76	2.82	2.80
Standard deviation	0.52	0.42	0.46	0.56	0.42	0.47	0.47	0.42	0.44
Significance	-			-			-		
Effect size	-	-0.17	-0.09	-	-0.21	-0.09	-	-0.14	-0.09
Seek solutions to problems and explain them to others									
Frequently / Occasionally	96.2%	96.9%	97.3%	97.3%	96.1%	96.7%	96.7%	97.9%	98.1%
Mean	2.67	2.70	2.72	2.65	2.66	2.68	2.69	2.76	2.75
Standard deviation	0.55	0.52	0.51	0.54	0.55	0.53	0.53	0.48	0.47
Significance	-			-			-		
Effect size	-	-0.06	-0.10	-	-0.02	-0.06	-	-0.15	-0.13
Analyze multiple sources of information before coming to a conclusion									
Frequently / Occasionally	95.3%	97.5%	96.4%	94.6%	97.7%	96.0%	96.8%	97.2%	97.0%
Mean	2.60	2.63	2.63	2.51	2.60	2.59	2.66	2.67	2.68
Standard deviation	0.58	0.53	0.55	0.61	0.53	0.57	0.54	0.53	0.53
Significance	-			-			-		
Effect size	-	-0.06	-0.05	-	-0.17	-0.14	-	-0.02	-0.04
Evaluate the quality or reliability of information they receive									
Frequently / Occasionally	97.2%	98.6%	97.6%	94.6%	98.4%	97.0%	100.0%	98.7%	98.3%
Mean	2.62	2.69	2.67	2.62	2.65	2.64	2.65	2.73	2.71
Standard deviation	0.54	0.49	0.52	0.59	0.51	0.54	0.48	0.47	0.49
Significance	-			-			-		
Effect size	-	-0.14	-0.10	-	-0.06	-0.04	-	-0.17	-0.12

Habits of Mind - These items illustrate the extent to which faculty ask students to engage in the behaviors and traits associated with academic success.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
In your interactions with undergraduates, how often in the past year did you encourage them to:									
Take risks for potential gains									
Frequently / Occasionally	79.8%	77.9%	78.2%	81.0%	76.2%	75.7%	78.6%	79.8%	80.9%
Mean	2.14	2.14	2.14	2.16	2.09	2.09	2.10	2.19	2.19
Standard deviation	0.73	0.75	0.75	0.73	0.75	0.75	0.72	0.75	0.73
Significance	-			-			-		
Effect size	-	0.00	0.00	-	0.09	0.09	-	-0.12	-0.12
Seek alternative solutions to a problem									
Frequently / Occasionally	96.1%	98.0%	97.4%	94.4%	97.5%	97.3%	98.4%	98.6%	97.6%
Mean	2.63	2.61	2.61	2.56	2.58	2.59	2.70	2.64	2.64
Standard deviation	0.56	0.53	0.54	0.61	0.54	0.55	0.50	0.51	0.53
Significance	-			-			-		
Effect size	-	0.04	0.04	-	-0.04	-0.05	-	0.12	0.11
Look up scientific research articles and resources									
Frequently / Occasionally	90.4%	89.6%	89.7%	83.7%	89.3%	88.8%	93.4%	90.0%	90.9%
Mean	2.43	2.45	2.48	2.30	2.43	2.43	2.49	2.48	2.54
Standard deviation	0.66	0.67	0.67	0.74	0.68	0.69	0.62	0.67	0.66
Significance	-			-			-		
Effect size	-	-0.03	-0.07	-	-0.19	-0.19	-	0.01	-0.08
Explore topics on their own, even though it was not required for a class									
Frequently / Occasionally	94.4%	94.7%	95.3%	91.9%	93.6%	94.8%	96.7%	96.0%	95.9%
Mean	2.42	2.46	2.46	2.27	2.43	2.43	2.50	2.49	2.48
Standard deviation	0.60	0.60	0.58	0.61	0.61	0.59	0.57	0.57	0.58
Significance	-			-			-		
Effect size	-	-0.07	-0.07	-	-0.26	-0.27	-	0.02	0.03
Accept mistakes as part of the learning process									
Frequently / Occasionally	99.1%	98.3%	98.2%	97.3%	98.4%	98.0%	100.0%	98.3%	98.4%
Mean	2.82	2.70	2.73	2.76	2.64	2.68	2.84	2.76	2.78
Standard deviation	0.41	0.49	0.48	0.49	0.51	0.51	0.37	0.47	0.45
Significance	-	*		-			-		
Effect size	-	0.24	0.19	-	0.24	0.16	-	0.17	0.13

Habits of Mind - These items illustrate the extent to which faculty ask students to engage in the behaviors and traits associated with academic success.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Recognize biases that affect their thinking									
Frequently / Occasionally	91.5%	94.8%	93.0%	86.4%	95.5%	92.2%	95.2%	93.9%	94.0%
Mean	2.43	2.55	2.50	2.24	2.50	2.42	2.56	2.60	2.59
Standard deviation	0.65	0.59	0.62	0.68	0.58	0.63	0.59	0.60	0.60
Significance	-			-	*		-		
Effect size	-	-0.20	-0.11	-	-0.45	-0.29	-	-0.07	-0.05

Health and Wellness - These items gauge faculty behaviors, attitudes, and experiences related to health and wellness issues, including stress.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Full-time Undergraduate Faculty	112	456	2,651	41	198	1,282	64	258	1,369
Please indicate your agreement with each of the following statements:									
I achieve a healthy balance between my personal life and my professional life									
Strongly agree / Somewhat agree	63.0%	64.2%	62.1%	66.7%	68.5%	63.8%	60.3%	59.5%	60.1%
Mean	2.69	2.79	2.72	2.81	2.86	2.77	2.57	2.72	2.67
Standard deviation	0.97	0.92	0.93	0.95	0.92	0.93	0.98	0.92	0.92
Significance	-			-			-		
Effect size	-	-0.11	-0.03	-	-0.05	0.04	-	-0.16	-0.11
I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar									
Strongly agree / Somewhat agree	60.6%	56.9%	54.6%	50.0%	48.5%	45.7%	66.7%	66.1%	64.3%
Mean	2.63	2.73	2.64	2.25	2.55	2.46	2.82	2.93	2.84
Standard deviation	1.01	1.04	1.03	1.08	1.08	1.06	0.91	0.97	0.96
Significance	-			-			-		
Effect size	-	-0.10	-0.01	-	-0.28	-0.20	-	-0.11	-0.02
Please indicate the extent to which each of the following has been a source of stress for you during the past year:									
Managing household responsibilities									
Extensive / Somewhat	75.8%	77.8%	77.4%	60.7%	73.9%	75.3%	86.5%	82.2%	79.8%
Mean	2.00	1.99	1.99	1.76	1.91	1.94	2.15	2.07	2.05
Standard deviation	0.70	0.66	0.67	0.71	0.65	0.66	0.64	0.65	0.67
Significance	-			-			-		
Effect size	-	0.02	0.01	-	-0.23	-0.27	-	0.12	0.15
Child care									
Extensive / Somewhat	55.1%	55.7%	59.3%	47.4%	51.1%	57.2%	59.2%	62.7%	62.2%
Mean	1.76	1.71	1.80	1.63	1.61	1.74	1.78	1.87	1.88
Standard deviation	0.78	0.72	0.76	0.76	0.67	0.73	0.75	0.77	0.79
Significance	-			-			-		
Effect size	-	0.07	-0.05	-	0.03	-0.15	-	-0.12	-0.13

Health and Wellness - These items gauge faculty behaviors, attitudes, and experiences related to health and wellness issues, including stress.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
My physical health									
Extensive / Somewhat	64.1%	60.3%	63.8%	51.7%	56.3%	61.8%	69.2%	64.9%	66.1%
Mean	1.76	1.74	1.78	1.58	1.66	1.74	1.87	1.84	1.81
Standard deviation	0.66	0.69	0.67	0.62	0.64	0.66	0.69	0.72	0.68
Significance	-			-			-		
Effect size	-	0.03	-0.03	-	-0.13	-0.24	-	0.04	0.09
My emotional well-being									
Extensive / Somewhat	78.0%	68.0%	70.3%	60.6%	64.7%	66.1%	88.5%	71.8%	74.9%
Mean	2.03	1.87	1.90	1.79	1.83	1.85	2.21	1.92	1.96
Standard deviation	0.69	0.70	0.70	0.74	0.71	0.71	0.64	0.69	0.68
Significance	-			-			-	**	**
Effect size	-	0.23	0.19	-	-0.06	-0.08	-	0.42	0.37
Review/promotion process									
Extensive / Somewhat	55.9%	57.8%	59.7%	51.8%	51.0%	55.5%	62.2%	64.9%	64.2%
Mean	1.68	1.75	1.78	1.63	1.68	1.74	1.73	1.82	1.82
Standard deviation	0.68	0.72	0.73	0.69	0.74	0.75	0.65	0.70	0.71
Significance	-			-			-		
Effect size	-	-0.10	-0.14	-	-0.07	-0.15	-	-0.13	-0.13
Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)									
Extensive / Somewhat	29.6%	27.5%	29.6%	25.0%	23.5%	22.7%	31.9%	31.6%	37.0%
Mean	1.33	1.35	1.37	1.25	1.29	1.28	1.38	1.40	1.46
Standard deviation	0.55	0.61	0.61	0.44	0.57	0.55	0.61	0.64	0.66
Significance	-			-			-		
Effect size	-	-0.03	-0.07	-	-0.07	-0.05	-	-0.03	-0.12
Committee work									
Extensive / Somewhat	60.0%	61.1%	67.1%	45.5%	59.8%	65.7%	70.6%	62.8%	68.6%
Mean	1.72	1.72	1.81	1.61	1.68	1.77	1.82	1.76	1.85
Standard deviation	0.67	0.65	0.65	0.75	0.62	0.63	0.62	0.67	0.67
Significance	-			-			-		
Effect size	-	0.00	-0.14	-	-0.11	-0.25	-	0.09	-0.04
Faculty meetings									
Extensive / Somewhat	45.1%	56.7%	57.3%	30.3%	56.7%	57.9%	57.7%	56.7%	56.6%
Mean	1.49	1.66	1.67	1.33	1.63	1.66	1.63	1.70	1.69
Standard deviation	0.58	0.64	0.65	0.54	0.59	0.62	0.60	0.69	0.68

Health and Wellness - These items gauge faculty behaviors, attitudes, and experiences related to health and wellness issues, including stress.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Significance	-	*	**	-	**	**	-		
Effect size	-	-0.27	-0.28	-	-0.51	-0.53	-	-0.10	-0.09

Health and Wellness - These items gauge faculty behaviors, attitudes, and experiences related to health and wellness issues, including stress.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Students									
Extensive / Somewhat	77.2%	71.7%	71.2%	63.6%	73.5%	70.1%	86.7%	69.5%	72.5%
Mean	1.87	1.90	1.85	1.76	1.86	1.81	1.94	1.95	1.90
Standard deviation	0.56	0.67	0.64	0.66	0.60	0.61	0.46	0.74	0.66
Significance	-			-			-		
Effect size	-	-0.04	0.03	-	-0.17	-0.08	-	-0.01	0.06
Please indicate the extent to which each of the following has been a source of stress for you during the past year:									
Research or publishing demands									
Extensive / Somewhat	53.3%	64.0%	67.0%	50.0%	66.6%	64.7%	58.1%	60.7%	69.7%
Mean	1.62	1.86	1.86	1.61	1.91	1.83	1.67	1.78	1.90
Standard deviation	0.65	0.75	0.71	0.69	0.76	0.72	0.64	0.72	0.71
Significance	-	*	**	-			-		*
Effect size	-	-0.32	-0.34	-	-0.39	-0.31	-	-0.15	-0.32
Institutional procedures and "red tape"									
Extensive / Somewhat	65.2%	75.7%	74.9%	72.8%	77.2%	76.9%	60.7%	74.0%	72.7%
Mean	1.82	2.05	2.01	1.88	2.07	2.04	1.78	2.02	1.97
Standard deviation	0.70	0.73	0.71	0.65	0.72	0.71	0.73	0.74	0.71
Significance	-	**	*	-			-	*	
Effect size	-	-0.32	-0.27	-	-0.26	-0.23	-	-0.32	-0.27
Teaching load									
Extensive / Somewhat	70.6%	61.6%	69.0%	57.6%	58.7%	66.3%	77.4%	65.1%	71.8%
Mean	1.95	1.84	1.94	1.76	1.80	1.89	2.06	1.89	1.99
Standard deviation	0.73	0.77	0.75	0.75	0.77	0.74	0.72	0.76	0.74
Significance	-			-			-		
Effect size	-	0.14	0.01	-	-0.05	-0.18	-	0.22	0.09

Health and Wellness - These items gauge faculty behaviors, attitudes, and experiences related to health and wellness issues, including stress.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Please indicate the extent to which each of the following has been a source of stress for you during the past year:									
Lack of personal time									
Extensive / Somewhat	76.1%	68.9%	72.2%	62.6%	65.3%	68.2%	83.4%	73.1%	76.8%
Mean	2.02	1.91	1.99	1.81	1.83	1.90	2.11	2.01	2.08
Standard deviation	0.71	0.73	0.74	0.74	0.71	0.73	0.66	0.74	0.73
Significance	-			-			-		
Effect size	-	0.15	0.04	-	-0.03	-0.12	-	0.14	0.04
Job security									
Extensive / Somewhat	42.7%	41.7%	37.3%	40.6%	39.6%	35.8%	39.3%	44.4%	39.1%
Mean	1.56	1.56	1.49	1.56	1.54	1.47	1.51	1.58	1.51
Standard deviation	0.72	0.73	0.69	0.76	0.73	0.68	0.70	0.72	0.69
Significance	-			-			-		
Effect size	-	0.00	0.10	-	0.03	0.13	-	-0.10	0.00
Please indicate the extent to which each of the following has been a source of stress for you during the past year:									
Self-imposed high expectations									
Extensive / Somewhat	92.5%	87.0%	85.2%	90.9%	86.4%	83.7%	92.6%	87.7%	86.9%
Mean	2.28	2.21	2.19	2.18	2.18	2.14	2.33	2.25	2.25
Standard deviation	0.60	0.65	0.67	0.58	0.65	0.67	0.61	0.66	0.67
Significance	-			-			-		
Effect size	-	0.11	0.13	-	0.00	0.06	-	0.12	0.12
Increased work responsibilities									
Extensive / Somewhat	83.7%	74.9%	77.0%	69.7%	70.2%	72.6%	92.4%	80.3%	82.0%
Mean	2.18	2.00	2.05	1.94	1.89	1.96	2.34	2.14	2.15
Standard deviation	0.69	0.71	0.71	0.75	0.69	0.71	0.62	0.72	0.70
Significance	-	*		-			-		
Effect size	-	0.25	0.18	-	0.07	-0.03	-	0.28	0.27

Health and Wellness - These items gauge faculty behaviors, attitudes, and experiences related to health and wellness issues, including stress.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Institutional budget cuts									
Extensive / Somewhat	80.3%	75.5%	73.0%	75.8%	71.6%	70.4%	82.7%	80.3%	76.0%
Mean	2.13	2.07	2.02	2.06	2.01	1.98	2.19	2.14	2.06
Standard deviation	0.72	0.74	0.75	0.75	0.76	0.76	0.72	0.72	0.73
Significance	-			-			-		
Effect size	-	0.08	0.15	-	0.07	0.11	-	0.07	0.18

2019-20 HERI Faculty Survey
Full-time Undergraduate Faculty
Relationship with Administration
 HERI Theme

Relationship with Administration - These items relate to faculty perception and experience with the campus administration.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Full-time Undergraduate Faculty	112	456	2,651	41	198	1,282	64	258	1,369
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:									
The faculty are typically at odds with campus administration									
Strongly agree / Somewhat agree	26.4%	55.3%	52.4%	23.5%	57.3%	54.3%	31.0%	53.1%	50.1%
Mean	1.98	2.59	2.56	1.88	2.65	2.60	2.09	2.53	2.51
Standard deviation	0.87	0.77	0.78	0.91	0.81	0.80	0.87	0.73	0.75
Significance	-	***	***	-	***	***	-	***	***
Effect size	-	-0.79	-0.74	-	-0.95	-0.90	-	-0.60	-0.56
Administrators consider faculty concerns when making policy									
Strongly agree / Somewhat agree	80.2%	53.8%	58.1%	77.2%	52.4%	56.9%	80.0%	55.3%	59.4%
Mean	3.03	2.48	2.56	3.03	2.45	2.53	3.02	2.52	2.60
Standard deviation	0.85	0.83	0.84	0.92	0.85	0.84	0.85	0.81	0.83
Significance	-	***	***	-	***	***	-	***	***
Effect size	-	0.66	0.56	-	0.68	0.60	-	0.62	0.51
Please indicate the extent to which each of the following has been a source of stress for you during the past year:									
Institutional procedures and "red tape"									
Extensive / Somewhat	65.2%	75.7%	74.9%	72.8%	77.2%	76.9%	60.7%	74.0%	72.7%
Mean	1.82	2.05	2.01	1.88	2.07	2.04	1.78	2.02	1.97
Standard deviation	0.70	0.73	0.71	0.65	0.72	0.71	0.73	0.74	0.71
Significance	-	**	*	-			-	*	
Effect size	-	-0.32	-0.27	-	-0.26	-0.23	-	-0.32	-0.27
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:									
Student Affairs staff have the support and respect of faculty									
Strongly agree / Somewhat agree	84.6%	72.9%	77.4%	85.7%	70.1%	74.2%	83.9%	76.0%	81.0%
Mean	3.15	2.89	2.96	3.09	2.82	2.89	3.18	2.98	3.03
Standard deviation	0.81	0.80	0.77	0.78	0.77	0.77	0.83	0.84	0.75
Significance	-	**	*	-			-		

Note: Significance * p<.05, ** p<.01, *** p<.001

2019-20 HERI Faculty Survey
 Full-time Undergraduate Faculty
Relationship with Administration
 HERI Theme

Relationship with Administration - These items relate to faculty perception and experience with the campus administration.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Effect size	-	0.33	0.25	-	0.35	0.26	-	0.24	0.20

2019-20 HERI Faculty Survey
Full-time Undergraduate Faculty
Relationship with Administration
HERI Theme

Relationship with Administration - These items relate to faculty perception and experience with the campus administration.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Faculty are sufficiently involved in campus decision-making									
Strongly agree / Somewhat agree	73.2%	54.9%	60.9%	77.2%	52.5%	59.1%	69.7%	57.5%	62.8%
Mean	2.91	2.49	2.61	2.94	2.47	2.60	2.89	2.52	2.62
Standard deviation	0.93	0.84	0.86	0.94	0.82	0.86	0.93	0.86	0.86
Significance	-	***	***	-	**	*	-	**	*
Effect size	-	0.50	0.35	-	0.57	0.40	-	0.43	0.31
The criteria for advancement and promotion decisions are clear									
Strongly agree / Somewhat agree	79.4%	71.5%	74.9%	80.0%	76.6%	76.5%	76.7%	66.1%	73.1%
Mean	3.12	2.92	2.98	3.23	2.99	3.01	3.04	2.84	2.96
Standard deviation	0.81	0.84	0.87	0.77	0.82	0.88	0.85	0.86	0.87
Significance	-	*		-			-		
Effect size	-	0.24	0.16	-	0.29	0.25	-	0.23	0.09



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2019-20 HERI Faculty Survey Institutional Profile and Module Reports

Washburn University

Comparison group 1: Public 4yr Colleges - low selectivity
Comparison group 2: Public 4yr Colleges

Institutional Profile Reports

How to Read the Institutional Profile Reports	H1
<u>Nationally Normed Comparison Group Data</u>	
a. Full-time Undergraduate Faculty	1A
b. All Respondents	1B
<u>Additional Comparison Group Data</u>	
a. Part-time Undergraduate Faculty	2A
b. Full-time Academic Administrators	2B
c. Graduate Faculty	2C
d. Other Respondents	Not Available

Module Reports

How to Read the Module Reports	H2
a. Mentoring Module	Not Available
b. Campus Climate Module	Not Available
c. Spirituality Module	Not Available
d. STEM Module	Not Available

Appendix

a. List of Participating Institutions	A1
b. List of Participating Institutions for Modules	A2

2019-20 HERI Faculty Survey Instrument

<https://www.heri.ucla.edu/PDFs/surveyAdmin/fac/INSTRUMENT/2020FAC.pdf>

How to Read the Institutional Profile Report

The Institutional Profile provides comprehensive information on your faculty as well as national normative data for similar types of schools. Topics covered include the following: institutional priorities, goals and expectations for students, pedagogical strategies, sources of stress and satisfaction, and demographics. This report provides information that can be used for assessment activities, accreditation, institutional improvement, and faculty development. Separate Profile reports are generated for faculty and administrators. Comparison groups in the Full-time Undergraduate Faculty and All Respondent reports are normed to reflect the national full-time undergraduate faculty population. Comparison groups for all other reports are aggregated responses from the 2019-20 survey.

Comp 1 – The first comparison group is based on your institution's type and control.

Comp 2 – The second comparison group is based on a similar grouping of institution type and control.

CIRP Construct – Items that are included in the measurement of a construct are indicated here.

Mean – The arithmetic mean is computed for each survey item based on the response options. Response options are given numeric values and are listed in descending order (i.e., 4=Strongly agree, 3=Somewhat agree, 2=Somewhat disagree, 1=Strongly disagree).

Sample University	Total			Men/Trans men			Women/Trans women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you personally of each of the following:										
Colleges have a responsibility to work with their surrounding communities to address local issues										
Strongly agree	11.1%	9.8%	9.2%	15.0%	10.7%	9.4%	8.9%	9.3%	9.1%	Civic Minded Values
Somewhat agree	15.3%	13.8%	13.0%	18.3%	16.4%	13.6%	13.6%	12.6%	12.6%	
Somewhat disagree	31.3%	28.7%	28.7%	28.2%	26.3%	26.6%	33.1%	29.8%	30.0%	
Strongly disagree	42.2%	47.8%	49.1%	38.5%	46.6%	50.4%	44.4%	48.3%	48.3%	
Total (n)	1,395	5,458	16,100	514	1,761	6,067	881	3,697	10,033	
Mean	1.95	1.86	1.82	2.10	1.91	1.82	1.87	1.83	1.83	
Standard Deviation	1.01	0.99	0.98	1.08	1.03	0.99	0.96	0.98	0.97	
Significance	-	**	***	-	***	***	-	-	-	
Effect Size	-	0.09	0.13	-	0.18	0.28	-	0.04	0.04	

Statistical Significance – Uses t-test to examine the difference between the mean score for your institution and the comparison group. Items with mean differences that are larger than would be expected by chance are noted with one, two, or three stars, which correspond to the three standard levels of significance (*p< .05, **p< .01, and ***p< .001). Statistical significance measures the extent to which a difference is occurring by chance, not the extent to which a difference is important. Large sample sizes (like those in the comparison groups) tend to generate statistical significance even though the magnitude of the difference may be small and not practically significant. In order to provide additional context to statistical significance, effect sizes are provided.

Effect Size – Determines the practical significance of the mean difference between your institution and the comparison group. It is calculated by dividing the mean difference by the standard deviation of the comparison group. Generally, an effect size of .2 is considered small, .5 medium, and .8 large. A positive sign indicates that your institution's mean is greater than the mean of the comparison group; a negative sign indicates your mean is smaller than the mean of the comparison group. Note that a negative effect size is sometimes preferred (e.g., a negative effect size on questions regarding stress suggest fewer faculty at your institution reported this was the case).

Standard Deviation – Measures the variability around the mean. A small standard deviation indicates that the responses to the item tend to be very close to the mean, whereas a large standard deviation indicates that the responses are spread over a larger range of response options.

Washburn University	Total			Men/Trans men			Women/Trans women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Full-time Undergraduate Faculty	112	456	2,651	41	198	1,282	64	258	1,369	
What is your current gender identity?										
Man/Trans man	36.9%	52.9%	53.2%	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%	
Woman/Trans woman	57.7%	47.1%	46.8%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	
Genderqueer/Gender non-conforming	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Not listed above	4.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total (n)	111	456	2,651	41	198	1,282	64	258	1,369	
Are you considered a full-time employee of your institution for at least nine months of the current academic year?										
Yes	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
No	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	112	453	2,627	41	198	1,271	64	255	1,356	
What is your present academic rank?										
Professor	25.9%	29.2%	30.1%	29.3%	33.7%	34.6%	23.4%	24.2%	24.9%	
Associate Professor	18.8%	26.1%	26.8%	12.2%	25.6%	26.5%	23.4%	26.8%	27.2%	
Assistant Professor	17.9%	29.6%	29.1%	19.5%	24.6%	25.1%	17.2%	35.2%	33.5%	
Lecturer	28.6%	6.8%	6.3%	22.0%	7.1%	6.1%	32.8%	6.4%	6.6%	
Instructor	8.9%	8.3%	7.7%	17.1%	9.1%	7.7%	3.1%	7.5%	7.7%	
Graduate Student/Teaching Assistant	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	112	456	2,650	41	198	1,282	64	258	1,368	
What is your tenure status at this institution?										
Tenured	48.2%	53.2%	55.7%	43.9%	58.6%	60.4%	51.6%	47.4%	50.4%	
On tenure track, but not tenured	14.3%	22.5%	24.8%	17.1%	19.8%	22.3%	12.5%	25.6%	27.7%	
Not on tenure track, but institution has tenure system	30.4%	24.1%	19.4%	26.8%	21.6%	17.2%	32.8%	26.9%	21.9%	
Institution has no tenure system	7.1%	0.1%	0.1%	12.2%	0.0%	0.1%	3.1%	0.2%	0.1%	
Total(n)	112	454	2,648	41	196	1,279	64	258	1,369	
Are you retired from this institution?										
Yes	0.0%	0.6%	0.9%	0.0%	0.0%	0.8%	0.0%	1.3%	1.0%	
No	100.0%	99.4%	99.1%	100.0%	100.0%	99.2%	100.0%	98.7%	99.0%	
Total(n)	111	454	2,648	41	197	1,281	63	257	1,367	
What is your principal activity in your current position at this institution?										
Administration	13.5%	8.0%	6.1%	17.1%	6.5%	5.3%	12.5%	9.6%	7.0%	
Teaching	86.5%	89.1%	90.5%	82.9%	92.4%	91.7%	87.5%	85.3%	89.1%	
Research	0.0%	0.4%	1.6%	0.0%	0.0%	1.8%	0.0%	0.8%	1.5%	
Services to clients and patients	0.0%	0.3%	0.3%	0.0%	0.0%	0.1%	0.0%	0.7%	0.5%	
Other	0.0%	2.3%	1.5%	0.0%	1.1%	1.0%	0.0%	3.6%	2.0%	
Total(n)	111	451	2,618	41	198	1,267	64	253	1,351	
Personally, how important to you is:										
Research										
Essential	24.1%	37.5%	36.5%	32.5%	39.5%	38.9%	19.0%	35.2%	33.8%	
Very important	38.0%	34.1%	35.3%	30.0%	35.8%	34.7%	41.3%	32.2%	35.9%	
Somewhat important	27.8%	25.3%	24.1%	30.0%	23.2%	23.4%	27.0%	27.6%	25.0%	

Not important	10.2%	3.1%	4.1%	7.5%	1.5%	3.1%	12.7%	5.0%	5.2%	
Total(n)	108	438	2,535	40	189	1,232	63	249	1,303	
Mean	2.76	3.06	3.04	2.88	3.13	3.09	2.67	2.98	2.98	
Standard deviation	0.94	0.87	0.88	0.97	0.82	0.86	0.93	0.91	0.89	
Significance	-	**	**	-			-	*	**	
Effect size	-	-0.34	-0.32	-	-0.30	-0.24	-	-0.34	-0.35	
Personally, how important to you is:										
Teaching										
Essential	89.3%	84.4%	82.8%	90.2%	85.3%	83.9%	89.1%	83.3%	81.6%	
Very important	10.7%	15.0%	15.7%	9.8%	13.9%	15.0%	10.9%	16.1%	16.5%	
Somewhat important	0.0%	0.7%	1.4%	0.0%	0.8%	1.0%	0.0%	0.6%	1.9%	
Not important	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	112	451	2,620	41	197	1,268	64	254	1,352	
Mean	3.89	3.84	3.81	3.90	3.84	3.83	3.89	3.83	3.80	
Standard deviation	0.31	0.39	0.42	0.30	0.38	0.40	0.31	0.39	0.45	
Significance	-		*	-			-			
Effect size	-	0.13	0.19	-	0.16	0.18	-	0.15	0.20	
Personally, how important to you is:										
Service										
Essential	34.9%	26.8%	22.4%	48.8%	21.5%	18.9%	25.4%	32.8%	26.4%	
Very important	48.6%	46.0%	48.2%	39.0%	45.9%	48.6%	55.6%	46.0%	47.6%	
Somewhat important	16.5%	26.0%	27.7%	12.2%	30.3%	29.5%	19.0%	21.2%	25.5%	
Not important	0.0%	1.2%	1.8%	0.0%	2.3%	2.9%	0.0%	0.0%	0.5%	
Total(n)	109	441	2,553	41	191	1,239	63	250	1,314	
Mean	3.18	2.98	2.91	3.37	2.87	2.83	3.06	3.12	3.00	
Standard deviation	0.70	0.76	0.75	0.70	0.77	0.76	0.67	0.73	0.73	
Significance	-	*	***	-	***	***	-			
Effect size	-	0.26	0.36	-	0.65	0.71	-	-0.08	0.08	
How many courses are you teaching this term (include all institutions at which you teach)?										
0	1.8%	1.9%	2.8%	4.9%	1.1%	2.3%	0.0%	2.9%	3.3%	
1	7.1%	5.4%	6.4%	12.2%	3.8%	5.3%	4.7%	7.2%	7.7%	
2	17.9%	16.8%	17.9%	9.8%	15.0%	17.9%	23.4%	18.9%	17.8%	
3	25.0%	35.6%	35.4%	19.5%	39.2%	38.0%	26.6%	31.6%	32.4%	
4	33.0%	24.2%	23.9%	39.0%	24.0%	22.8%	31.3%	24.4%	25.2%	
5	15.2%	16.0%	13.6%	14.6%	16.8%	13.6%	14.1%	15.1%	13.6%	
6 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	112	456	2,650	41	198	1,282	64	258	1,368	
How many of the courses that you are teaching this term are:										
General education courses										
0	53.4%	46.8%	53.2%	38.9%	42.4%	51.2%	65.6%	51.8%	55.5%	
1-2	36.9%	38.3%	36.1%	50.0%	43.0%	37.9%	26.2%	33.0%	34.1%	
3-4	7.8%	11.0%	8.8%	8.3%	10.1%	8.9%	8.2%	12.0%	8.6%	
5+	1.9%	3.9%	1.9%	2.8%	4.5%	2.0%	0.0%	3.2%	1.8%	
Total(n)	103	409	2,334	36	180	1,138	61	229	1,196	

Courses required for an undergraduate major										
0	16.3%	8.3%	8.7%	18.9%	11.2%	9.6%	14.8%	5.2%	7.7%	
1-2	43.3%	54.6%	54.4%	48.6%	53.3%	54.4%	41.0%	56.0%	54.4%	
3-4	31.7%	28.0%	30.2%	29.7%	23.7%	28.3%	32.8%	32.7%	32.4%	
5+	8.7%	9.1%	6.7%	2.7%	11.9%	7.7%	11.5%	6.0%	5.5%	
Total(n)	104	428	2,471	37	182	1,197	61	246	1,274	
Other undergraduate credit courses										
0	58.2%	57.0%	56.5%	45.2%	55.0%	56.1%	67.3%	59.2%	56.9%	
1-2	29.7%	37.4%	37.5%	41.9%	39.4%	38.2%	21.8%	35.2%	36.8%	
3-4	9.9%	4.1%	4.9%	9.7%	3.8%	4.5%	9.1%	4.5%	5.3%	
5+	2.2%	1.5%	1.1%	3.2%	1.8%	1.2%	1.8%	1.1%	1.0%	
Total(n)	91	353	1,993	31	151	973	55	202	1,020	
Developmental/remedial courses (not for credit)										
0	96.7%	97.3%	97.3%	96.3%	99.5%	98.3%	98.2%	95.0%	96.3%	
1-2	3.3%	2.6%	2.3%	3.7%	0.5%	1.4%	1.8%	4.8%	3.3%	
3-4	0.0%	0.0%	0.3%	0.0%	0.0%	0.3%	0.0%	0.0%	0.2%	
5+	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	0.0%	0.2%	0.2%	
Total(n)	90	347	1,918	27	146	924	57	201	994	
Graduate courses										
0	82.4%	71.0%	71.2%	90.0%	70.2%	72.2%	76.8%	72.0%	70.1%	
1-2	14.3%	28.2%	27.2%	6.7%	28.9%	26.8%	19.6%	27.4%	27.7%	
3-4	2.2%	0.8%	1.5%	0.0%	0.9%	0.9%	3.6%	0.6%	2.1%	
5+	1.1%	0.0%	0.1%	3.3%	0.0%	0.1%	0.0%	0.0%	0.1%	
Total(n)	91	366	2,070	30	156	995	56	210	1,075	
How many of these courses that you are teaching this term are being taught at another institution:										
0	63.0%	56.9%	61.6%	57.9%	57.6%	60.3%	67.2%	56.1%	63.0%	
1-2	13.9%	17.5%	18.2%	13.2%	16.9%	18.3%	14.1%	18.3%	18.0%	
3-4	18.5%	20.1%	16.7%	23.7%	19.2%	17.4%	14.1%	21.2%	15.8%	
5+	4.6%	5.4%	3.6%	5.3%	6.3%	4.0%	4.7%	4.3%	3.1%	
Total(n)	108	444	2,534	38	193	1,235	64	251	1,299	
What types of courses do you primarily teach? (based on faculty who indicated they were not teaching this term)										
Undergraduate credit courses	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	0.0%	100.0%	100.0%	
Graduate courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Developmental/remedial courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
I do not teach	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	2	10	86	2	3	36	0	7	50	
In the past year, have you worked with or taught undergraduate students at this institution?										
Yes	94.6%	96.8%	96.8%	87.8%	97.1%	96.8%	100.0%	96.4%	96.8%	
No	5.4%	3.2%	3.2%	12.2%	2.9%	3.2%	0.0%	3.6%	3.2%	
Total(n)	112	454	2,639	41	198	1,276	64	256	1,363	
In the past year, have you worked with or taught graduate students at this institution?										
Yes	25.9%	40.0%	43.3%	19.5%	40.8%	42.4%	32.8%	39.2%	44.4%	
No	74.1%	60.0%	56.7%	80.5%	59.2%	57.6%	67.2%	60.8%	55.6%	
Total(n)	112	451	2,615	41	195	1,263	64	256	1,352	

ONLY FACULTY WHO TAUGHT OR WORKED WITH GRADUATE STUDENTS AT THIS INSTITUTION									
In the past year, to what extent have you:									
Met with graduate students to discuss their research interests									
To a very large extent	7.1%	13.0%	19.5%	0.0%	12.3%	21.2%	9.5%	13.8%	17.7%
To a large extent	10.7%	17.3%	21.9%	0.0%	20.3%	21.6%	14.3%	13.8%	22.3%
To some extent	39.3%	34.2%	28.3%	28.6%	42.0%	31.6%	42.9%	24.9%	24.8%
To a small extent	25.0%	15.1%	15.6%	42.9%	9.7%	13.4%	19.0%	21.5%	18.1%
Not at all	17.9%	20.4%	14.6%	28.6%	15.6%	12.3%	14.3%	26.0%	17.1%
Total(n)	28	143	1,048	7	58	485	21	85	563
Mentored graduate students									
To a very large extent	7.1%	20.8%	26.6%	0.0%	22.1%	28.3%	9.5%	19.2%	24.7%
To a large extent	39.3%	17.0%	23.6%	42.9%	19.5%	21.6%	38.1%	14.1%	25.7%
To some extent	32.1%	27.4%	24.7%	14.3%	21.1%	23.7%	38.1%	34.7%	25.8%
To a small extent	10.7%	24.6%	16.1%	14.3%	28.7%	18.1%	9.5%	19.8%	13.9%
Not at all	10.7%	10.2%	9.1%	28.6%	8.5%	8.3%	4.8%	12.2%	9.9%
Total(n)	28	142	1,048	7	58	486	21	84	562
Helped graduate students access professional networks									
To a very large extent	10.3%	12.3%	13.9%	25.0%	14.5%	14.5%	4.8%	9.6%	13.2%
To a large extent	10.3%	17.5%	21.6%	0.0%	22.0%	23.4%	14.3%	12.2%	19.7%
To some extent	37.9%	23.4%	26.7%	12.5%	16.2%	23.6%	47.6%	31.8%	30.0%
To a small extent	20.7%	30.0%	22.7%	25.0%	32.3%	24.3%	19.0%	27.2%	21.0%
Not at all	20.7%	16.9%	15.1%	37.5%	14.9%	14.3%	14.3%	19.2%	16.0%
Total(n)	29	143	1,048	8	58	487	21	85	561
In the past year, to what extent have you:									
Presented with graduate students at conferences									
To a very large extent	0.0%	0.6%	5.4%	0.0%	0.0%	7.0%	0.0%	1.3%	3.6%
To a large extent	3.6%	8.6%	9.0%	0.0%	8.6%	8.8%	4.8%	8.6%	9.1%
To some extent	7.1%	14.5%	13.0%	0.0%	16.3%	12.7%	9.5%	12.4%	13.4%
To a small extent	3.6%	8.7%	9.1%	14.3%	10.3%	9.6%	0.0%	6.8%	8.5%
Not at all	85.7%	67.6%	63.6%	85.7%	64.8%	61.9%	85.7%	70.8%	65.5%
Total(n)	28	143	1,052	7	58	487	21	85	565
Published with graduate students									
To a very large extent	3.6%	2.5%	5.1%	0.0%	2.2%	6.3%	4.8%	2.7%	3.7%
To a large extent	0.0%	2.9%	6.2%	0.0%	1.7%	6.7%	0.0%	4.2%	5.7%
To some extent	7.1%	8.8%	9.4%	14.3%	11.4%	9.4%	4.8%	5.7%	9.4%
To a small extent	7.1%	7.7%	7.4%	14.3%	9.9%	7.5%	4.8%	5.2%	7.2%
Not at all	82.1%	78.2%	72.0%	71.4%	74.7%	70.2%	85.7%	82.2%	74.0%
Total(n)	28	142	1,049	7	57	486	21	85	563
Included graduate students in research grant writing									
To a very large extent	0.0%	0.9%	2.3%	0.0%	0.9%	3.0%	0.0%	0.8%	1.6%
To a large extent	0.0%	3.9%	4.9%	0.0%	5.9%	6.5%	0.0%	1.5%	3.1%
To some extent	3.6%	8.0%	8.8%	0.0%	12.6%	9.5%	4.8%	2.6%	8.0%
To a small extent	0.0%	9.1%	9.7%	0.0%	11.0%	10.0%	0.0%	7.0%	9.4%
Not at all	96.4%	78.1%	74.2%	100.0%	69.7%	70.9%	95.2%	88.2%	77.8%

Total(n)	28	141	1,049	7	58	486	21	83	563
In the past year, how many letters of recommendation have you written for graduate students?									
0	27.6%	28.7%	24.6%	50.0%	28.3%	23.8%	19.0%	29.1%	25.4%
1-5	62.1%	54.6%	52.3%	50.0%	58.4%	53.2%	66.7%	50.1%	51.3%
6-10	6.9%	11.6%	11.9%	0.0%	9.0%	11.6%	9.5%	14.6%	12.3%
11-20	3.4%	3.9%	8.2%	0.0%	4.4%	9.1%	4.8%	3.4%	7.4%
21 or more	0.0%	1.3%	3.0%	0.0%	0.0%	2.4%	0.0%	2.8%	3.7%
Total(n)	29	143	1,042	8	58	482	21	85	560
In the past year, how many master's thesis committees have you served on or are currently serving?									
0	55.2%	55.2%	43.9%	75.0%	47.6%	39.4%	47.6%	63.8%	48.7%
1	10.3%	16.5%	14.6%	0.0%	24.5%	16.5%	14.3%	7.4%	12.5%
2	0.0%	13.6%	12.5%	0.0%	15.1%	15.4%	0.0%	11.8%	9.4%
3-4	17.2%	4.1%	8.9%	25.0%	3.4%	9.0%	14.3%	4.8%	8.8%
5-9	13.8%	6.5%	11.2%	0.0%	5.2%	10.2%	19.0%	8.0%	12.2%
10 or more	3.4%	4.1%	8.9%	0.0%	4.2%	9.5%	4.8%	4.1%	8.3%
Total(n)	29	141	1,051	8	56	486	21	85	565
In the past year, how many of these master's thesis committees have you chaired or are currently chairing?									
0	30.8%	49.0%	39.1%	0.0%	53.0%	38.5%	36.4%	42.4%	39.7%
1	30.8%	27.8%	21.7%	100.0%	30.6%	25.0%	18.2%	23.0%	17.6%
2	7.7%	12.2%	17.2%	0.0%	8.1%	16.1%	9.1%	19.0%	18.6%
3-4	15.4%	7.7%	14.0%	0.0%	8.3%	14.7%	18.2%	6.7%	13.2%
5-9	15.4%	3.4%	5.7%	0.0%	0.0%	3.0%	18.2%	9.0%	9.2%
10 or more	0.0%	0.0%	2.2%	0.0%	0.0%	2.7%	0.0%	0.0%	1.6%
Total(n)	13	52	587	2	24	292	11	28	295
How many dissertation committees have you served on or are currently serving?									
0	89.3%	81.0%	79.8%	100.0%	76.0%	79.8%	85.0%	86.7%	79.7%
1	7.1%	10.7%	9.9%	0.0%	11.6%	8.8%	10.0%	9.8%	11.2%
2	0.0%	1.9%	2.8%	0.0%	3.6%	2.7%	0.0%	0.0%	3.0%
3-4	3.6%	3.4%	3.1%	0.0%	5.3%	3.6%	5.0%	1.3%	2.5%
5-9	0.0%	2.4%	3.3%	0.0%	3.6%	4.1%	0.0%	1.1%	2.4%
10 or more	0.0%	0.5%	1.1%	0.0%	0.0%	1.0%	0.0%	1.1%	1.2%
Total(n)	28	141	1,041	8	56	482	20	85	559
In the past year, how many of these dissertation committees have you chaired or are currently chairing?									
0	100.0%	83.9%	66.3%	0.0%	84.9%	67.3%	100.0%	81.9%	65.3%
1	0.0%	11.1%	17.7%	0.0%	7.6%	15.8%	0.0%	18.1%	19.7%
2	0.0%	5.1%	8.5%	0.0%	7.6%	12.7%	0.0%	0.0%	3.9%
3-4	0.0%	0.0%	5.8%	0.0%	0.0%	3.7%	0.0%	0.0%	8.0%
5-9	0.0%	0.0%	1.2%	0.0%	0.0%	0.5%	0.0%	0.0%	2.0%
10 or more	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%
Total(n)	3	25	192	0	14	82	3	11	110
Rate your agreement with the following statements:									
Graduate students in this program must compete for research opportunities									
Strongly agree	14.8%	9.2%	14.5%	14.3%	8.6%	15.0%	15.0%	9.9%	14.0%

Somewhat agree	11.1%	27.3%	29.8%	14.3%	29.7%	32.9%	10.0%	24.4%	26.5%	
Somewhat disagree	29.6%	24.5%	23.8%	28.6%	28.3%	25.6%	30.0%	19.9%	22.0%	
Strongly disagree	44.4%	39.0%	31.9%	42.9%	33.4%	26.6%	45.0%	45.7%	37.6%	
Total(n)	27	138	994	7	56	454	20	82	540	
Mean	1.96	2.07	2.27	2.00	2.14	2.36	1.95	1.99	2.17	
Standard deviation	1.09	1.01	1.06	1.15	0.98	1.03	1.10	1.05	1.08	
Significance	-			-			-			
Effect size	-	-0.11	-0.29	-	-0.14	-0.35	-	-0.04	-0.20	
It is important for graduate students to spend at least one term as a teaching assistant to develop teaching skills										
Strongly agree	25.0%	30.1%	32.0%	42.9%	27.6%	30.6%	19.0%	33.3%	33.6%	
Somewhat agree	17.9%	36.7%	34.8%	0.0%	41.3%	38.8%	23.8%	30.7%	30.5%	
Somewhat disagree	32.1%	13.7%	16.3%	28.6%	9.5%	14.2%	33.3%	19.1%	18.5%	
Strongly disagree	25.0%	19.5%	16.9%	28.6%	21.6%	16.3%	23.8%	16.9%	17.4%	
Total(n)	28	135	995	7	56	455	21	79	540	
Mean	2.43	2.77	2.82	2.57	2.75	2.84	2.38	2.81	2.80	
Standard deviation	1.14	1.08	1.06	1.40	1.08	1.04	1.07	1.08	1.09	
Significance	-			-			-			
Effect size	-	-0.31	-0.37	-	-0.17	-0.26	-	-0.40	-0.39	
This graduate program enrolls too few international students										
Strongly agree	22.2%	14.0%	13.7%	28.6%	17.4%	13.7%	20.0%	10.0%	13.8%	
Somewhat agree	22.2%	29.4%	30.6%	28.6%	27.7%	29.5%	20.0%	31.5%	31.7%	
Somewhat disagree	51.9%	33.9%	37.3%	42.9%	34.2%	37.7%	55.0%	33.6%	36.9%	
Strongly disagree	3.7%	22.6%	18.4%	0.0%	20.7%	19.1%	5.0%	24.9%	17.6%	
Total(n)	27	133	981	7	53	450	20	80	531	
Mean	2.63	2.35	2.40	2.86	2.42	2.38	2.55	2.27	2.42	
Standard deviation	0.88	0.98	0.94	0.90	1.00	0.94	0.89	0.95	0.93	
Significance	-			-			-			
Effect size	-	0.29	0.24	-	0.44	0.51	-	0.29	0.14	
Rate your agreement with the following statements:										
Graduate students work well together in this program										
Strongly agree	46.4%	41.3%	43.8%	28.6%	42.3%	41.9%	52.4%	40.2%	45.9%	
Somewhat agree	42.9%	50.3%	48.4%	71.4%	49.5%	49.0%	33.3%	51.4%	47.8%	
Somewhat disagree	10.7%	6.1%	6.5%	0.0%	7.6%	8.1%	14.3%	4.2%	4.7%	
Strongly disagree	0.0%	2.2%	1.3%	0.0%	0.6%	1.1%	0.0%	4.2%	1.6%	
Total(n)	28	132	982	7	54	449	21	78	533	
Mean	3.36	3.31	3.35	3.29	3.33	3.32	3.38	3.28	3.38	
Standard deviation	0.68	0.68	0.66	0.49	0.64	0.66	0.74	0.73	0.65	
Significance	-			-			-			
Effect size	-	0.07	0.02	-	-0.06	-0.05	-	0.14	0.00	
I have encountered instances of academic dishonesty among graduate students										
Strongly agree	11.1%	8.5%	7.2%	14.3%	3.5%	5.4%	10.0%	14.7%	9.3%	
Somewhat agree	11.1%	35.0%	27.5%	0.0%	41.7%	30.1%	15.0%	26.7%	24.7%	
Somewhat disagree	22.2%	18.8%	20.3%	0.0%	14.7%	19.4%	30.0%	24.0%	21.4%	
Strongly disagree	55.6%	37.6%	44.9%	85.7%	40.1%	45.2%	45.0%	34.6%	44.6%	
Total(n)	27	136	993	7	55	455	20	81	538	

Mean	1.78	2.14	1.97	1.43	2.09	1.96	1.90	2.22	1.99
Standard deviation	1.05	1.02	1.01	1.13	0.97	0.98	1.02	1.08	1.03
Significance	-			-			-		
Effect size	-	-0.35	-0.19	-	-0.68	-0.54	-	-0.30	-0.09
Rate your agreement with the following statements:									
Graduate students in this program are trained to conduct research responsibly and ethically									
Strongly agree	36.0%	42.1%	45.0%	16.7%	45.5%	42.7%	42.1%	37.9%	47.5%
Somewhat agree	48.0%	42.6%	40.8%	66.7%	39.4%	41.9%	42.1%	46.7%	39.7%
Somewhat disagree	8.0%	8.1%	9.1%	16.7%	8.5%	10.1%	5.3%	7.6%	7.9%
Strongly disagree	8.0%	7.2%	5.2%	0.0%	6.7%	5.4%	10.5%	7.9%	4.9%
Total(n)	25	131	981	6	54	452	19	77	529
Mean	3.12	3.20	3.26	3.00	3.24	3.22	3.16	3.15	3.30
Standard deviation	0.88	0.87	0.83	0.63	0.87	0.83	0.96	0.86	0.81
Significance	-			-			-		
Effect size	-	-0.09	-0.17	-	-0.28	-0.27	-	0.01	-0.17
Graduate students in this program receive adequate instruction on becoming good teachers									
Strongly agree	3.6%	12.8%	17.8%	14.3%	7.3%	14.3%	0.0%	19.7%	21.7%
Somewhat agree	17.9%	40.7%	33.1%	14.3%	42.2%	33.0%	19.0%	38.8%	33.1%
Somewhat disagree	28.6%	27.6%	27.5%	28.6%	29.9%	30.9%	28.6%	24.7%	23.8%
Strongly disagree	50.0%	18.9%	21.6%	42.9%	20.6%	21.8%	52.4%	16.8%	21.4%
Total(n)	28	131	974	7	53	444	21	78	530
Mean	1.75	2.47	2.47	2.00	2.36	2.40	1.67	2.61	2.55
Standard deviation	0.89	0.94	1.02	1.15	0.89	0.98	0.80	0.98	1.05
Significance	-	***	***	-			-	***	***
Effect size	-	-0.77	-0.71	-	-0.40	-0.41	-	-0.96	-0.84
Rate your agreement with the following statements:									
Faculty in my department are good mentors for graduate students									
Strongly agree	57.1%	39.1%	43.3%	42.9%	41.2%	40.9%	61.9%	36.5%	46.0%
Somewhat agree	32.1%	48.8%	44.6%	42.9%	48.4%	46.7%	28.6%	49.4%	42.4%
Somewhat disagree	7.1%	7.6%	8.9%	14.3%	7.1%	9.2%	4.8%	8.1%	8.6%
Strongly disagree	3.6%	4.5%	3.1%	0.0%	3.3%	3.2%	4.8%	6.1%	3.0%
Total(n)	28	134	989	7	54	455	21	80	534
Mean	3.43	3.23	3.28	3.29	3.28	3.25	3.48	3.16	3.31
Standard deviation	0.79	0.77	0.75	0.76	0.73	0.75	0.81	0.81	0.75
Significance	-			-			-		
Effect size	-	0.26	0.20	-	0.01	0.05	-	0.40	0.23
Most graduate students in this program move on to faculty positions									
Strongly agree	0.0%	2.8%	2.9%	0.0%	2.3%	1.9%	0.0%	3.4%	3.9%
Somewhat agree	10.7%	16.2%	13.5%	14.3%	21.0%	14.5%	9.5%	10.3%	12.4%
Somewhat disagree	25.0%	33.5%	35.8%	42.9%	31.8%	33.5%	19.0%	35.6%	38.3%
Strongly disagree	64.3%	47.5%	47.9%	42.9%	44.9%	50.0%	71.4%	50.6%	45.5%
Total(n)	28	134	979	7	53	448	21	81	531
Mean	1.46	1.74	1.71	1.71	1.81	1.68	1.38	1.66	1.75
Standard deviation	0.69	0.83	0.80	0.76	0.84	0.79	0.67	0.80	0.82

Significance	-			-			-	*		
Effect size	-	-0.34	-0.31	-	-0.12	0.04	-	-0.35	-0.45	
Most graduate students in this program move into positions outside of academia										
Strongly agree	71.4%	49.9%	49.6%	42.9%	49.7%	48.6%	81.0%	50.2%	50.7%	
Somewhat agree	17.9%	34.5%	36.1%	28.6%	35.8%	36.9%	14.3%	32.8%	35.1%	
Somewhat disagree	10.7%	13.1%	10.2%	28.6%	12.6%	10.9%	4.8%	13.6%	9.5%	
Strongly disagree	0.0%	2.6%	4.1%	0.0%	1.9%	3.6%	0.0%	3.4%	4.6%	
Total(n)	28	134	982	7	54	453	21	80	529	
Mean	3.61	3.32	3.31	3.14	3.33	3.31	3.76	3.30	3.32	
Standard deviation	0.69	0.80	0.81	0.90	0.77	0.80	0.54	0.83	0.83	
Significance	-			-			-	*	*	
Effect size	-	0.36	0.37	-	-0.25	-0.21	-	0.55	0.53	
During the past three years, have you:										
Advised student groups involved in service/volunteer work	62.2%	66.9%	60.4%	68.3%	67.8%	59.4%	59.4%	65.7%	61.6%	Civic Minded Practice
Total(n)	111	446	2,595	41	196	1,261	64	250	1,334	
Collaborated with the local community on research/teaching to address their needs	59.8%	58.2%	53.3%	63.4%	58.4%	50.6%	56.3%	57.9%	56.4%	Civic Minded Practice
Total(n)	112	448	2,613	41	195	1,263	64	253	1,350	
Conducted research or writing focused on international/global issues	25.2%	32.9%	33.5%	24.4%	33.4%	33.5%	25.4%	32.3%	33.6%	
Total(n)	111	444	2,590	41	197	1,259	63	247	1,331	
Conducted research or writing focused on racial or ethnic minorities	33.0%	36.3%	32.2%	26.8%	31.7%	26.3%	37.1%	41.5%	39.0%	
Total(n)	109	440	2,569	41	192	1,247	62	248	1,322	
Conducted research or writing focused on women or gender issues	30.3%	26.3%	26.9%	24.4%	18.6%	19.2%	33.9%	35.3%	35.8%	
Total(n)	109	434	2,551	41	191	1,238	62	243	1,313	
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) issues	14.7%	7.6%	10.7%	17.1%	8.2%	9.1%	12.9%	6.8%	12.5%	
Total(n)	109	435	2,545	41	192	1,234	62	243	1,311	
Conducted research or writing focused on biomedical science fields	10.2%	14.4%	16.7%	12.2%	14.7%	17.0%	8.2%	14.1%	16.3%	
Total(n)	108	431	2,528	41	189	1,227	61	242	1,301	
Engaged in academic research that spans multiple disciplines	57.8%	68.6%	68.7%	58.5%	76.5%	72.6%	58.1%	59.4%	64.2%	
Total(n)	109	444	2,591	41	196	1,261	62	248	1,330	
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)	53.6%	49.0%	47.9%	55.0%	49.7%	47.8%	53.1%	48.3%	47.9%	
Total(n)	110	446	2,596	40	197	1,260	64	249	1,336	
Written research grants	25.9%	40.6%	43.2%	23.1%	43.9%	43.6%	25.4%	37.0%	42.7%	
Total(n)	108	446	2,565	39	195	1,245	63	251	1,320	
Received funding for your work from foundations	19.8%	25.1%	23.0%	22.0%	28.8%	24.0%	18.8%	21.0%	21.8%	
Total(n)	111	442	2,567	41	191	1,238	64	251	1,329	
Received funding for your work from state or federal government	17.3%	21.1%	24.2%	17.1%	23.3%	26.7%	15.9%	18.7%	21.3%	
Total(n)	110	442	2,575	41	192	1,243	63	250	1,332	
Received funding for your work from business or industry	8.2%	9.6%	8.9%	9.8%	13.3%	11.6%	7.9%	5.5%	5.9%	
Total(n)	110	437	2,538	41	189	1,225	63	248	1,313	
During the past three years, have you:										
Taught an honors course	20.9%	17.7%	18.8%	19.5%	18.2%	19.3%	22.6%	17.2%	18.2%	
Total(n)	110	443	2,586	41	192	1,250	62	251	1,336	
Taught an interdisciplinary course	30.9%	39.4%	37.4%	30.0%	40.9%	37.9%	30.2%	37.7%	36.9%	

Total(n)	110	438	2,550	40	189	1,228	63	249	1,322
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ+ studies)	17.1%	18.2%	14.8%	14.6%	15.4%	11.4%	19.0%	21.2%	18.7%
Total(n)	111	441	2,582	41	190	1,244	63	251	1,338
Taught a service learning course	25.2%	22.3%	19.9%	22.0%	19.3%	16.3%	25.4%	25.7%	24.0%
Total(n)	111	438	2,580	41	191	1,245	63	247	1,335
Taught a course exclusively online	73.0%	70.1%	51.5%	73.2%	68.9%	48.9%	73.0%	71.4%	54.3%
Total(n)	111	441	2,584	41	189	1,247	63	252	1,337
Participated in organized activities around enhancing pedagogy or student learning	84.7%	79.4%	76.4%	68.3%	72.0%	69.1%	95.2%	87.7%	84.6%
Total(n)	111	447	2,601	41	194	1,254	63	253	1,347
Taught a seminar for first-year students	15.3%	18.4%	18.0%	19.5%	19.4%	18.2%	12.7%	17.3%	17.9%
Total(n)	111	446	2,591	41	194	1,252	63	252	1,339
Participated in the development of curriculum (enhancing an existing course or creating a new course)	89.2%	90.8%	88.6%	80.5%	90.6%	87.7%	93.7%	91.1%	89.7%
Total(n)	111	447	2,603	41	193	1,256	63	254	1,347
In the past year, to what extent have you:									
Presented with undergraduate students at conferences									
To a very large extent	5.4%	3.9%	6.4%	4.9%	3.8%	6.8%	6.3%	3.9%	6.0%
To a large extent	2.7%	8.8%	7.7%	4.9%	9.4%	8.5%	1.6%	8.1%	6.9%
To some extent	10.7%	10.9%	11.8%	17.1%	8.5%	11.0%	7.8%	13.6%	12.6%
To a small extent	7.1%	11.8%	10.1%	9.8%	13.6%	10.7%	6.3%	9.6%	9.4%
Not at all	74.1%	64.7%	64.0%	63.4%	64.7%	63.0%	78.1%	64.7%	65.1%
Total(n)	112	441	2,557	41	193	1,230	64	248	1,327
Published with undergraduates									
To a very large extent	2.7%	2.5%	2.8%	2.4%	1.9%	3.1%	3.2%	3.2%	2.4%
To a large extent	0.0%	3.9%	4.4%	0.0%	4.2%	5.4%	0.0%	3.7%	3.3%
To some extent	6.3%	7.3%	7.6%	12.2%	9.0%	8.8%	3.2%	5.4%	6.4%
To a small extent	2.7%	8.0%	8.0%	4.9%	9.4%	8.6%	1.6%	6.4%	7.2%
Not at all	88.3%	78.2%	77.2%	80.5%	75.6%	74.1%	92.1%	81.2%	80.7%
Total(n)	111	436	2,536	41	190	1,218	63	246	1,318
Engaged undergraduates on your research project(s)									
To a very large extent	9.0%	13.1%	14.9%	15.0%	14.0%	15.7%	4.7%	12.1%	13.9%
To a large extent	8.1%	11.4%	11.0%	10.0%	13.9%	12.7%	7.8%	8.5%	9.1%
To some extent	12.6%	12.6%	15.5%	17.5%	11.5%	15.7%	9.4%	14.0%	15.3%
To a small extent	9.0%	12.4%	12.1%	10.0%	12.5%	12.3%	9.4%	12.3%	11.9%
Not at all	61.3%	50.4%	46.6%	47.5%	48.1%	43.6%	68.8%	53.1%	49.9%
Total(n)	111	441	2,556	40	193	1,230	64	248	1,326
Worked with undergraduates on their research project(s)									
To a very large extent	15.2%	18.5%	18.1%	17.1%	20.0%	18.5%	14.1%	16.8%	17.7%
To a large extent	17.0%	14.2%	15.2%	12.2%	12.8%	14.9%	18.8%	15.8%	15.4%
To some extent	17.9%	17.8%	20.6%	24.4%	18.5%	22.0%	14.1%	17.0%	19.1%
To a small extent	9.8%	18.3%	15.5%	9.8%	25.0%	18.7%	10.9%	10.6%	11.9%
Not at all	40.2%	31.2%	30.6%	36.6%	23.6%	25.9%	42.2%	39.8%	35.9%
Total(n)	112	441	2,566	41	193	1,238	64	248	1,328
How would you rate the overall experience of working with undergraduates on research projects?									
Excellent	13.5%	14.9%	20.1%	12.2%	15.5%	21.6%	12.7%	14.1%	18.4%

Good	40.5%	38.9%	39.3%	41.5%	40.4%	38.9%	39.7%	37.2%	39.7%	
Fair	9.9%	15.7%	14.0%	14.6%	18.5%	15.9%	7.9%	12.6%	11.8%	
Poor	0.9%	4.3%	2.9%	2.4%	6.5%	4.1%	0.0%	1.8%	1.6%	
I have not worked with undergraduates on research projects	35.1%	26.2%	23.7%	29.3%	19.1%	19.5%	39.7%	34.3%	28.5%	
Total(n)	111	442	2,568	41	194	1,240	63	248	1,328	
How many undergraduates do you currently advise?										
None	16.1%	23.5%	24.1%	17.1%	21.2%	22.3%	14.1%	26.2%	26.0%	
1-5	11.6%	18.0%	15.4%	14.6%	19.7%	17.3%	9.4%	16.1%	13.4%	
6-10	16.1%	14.6%	13.4%	14.6%	18.1%	15.4%	17.2%	10.6%	11.2%	
11-20	24.1%	19.9%	18.8%	19.5%	22.0%	19.5%	25.0%	17.5%	18.0%	
21-30	17.0%	9.8%	10.8%	12.2%	8.3%	10.2%	21.9%	11.5%	11.5%	
31 or more	15.2%	14.1%	17.4%	22.0%	10.6%	15.3%	12.5%	18.2%	19.9%	
Total(n)	112	443	2,550	41	194	1,231	64	249	1,319	
During the past year, how often have you done each of the following with your undergraduate advisees?										
Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)										
Frequently	62.8%	64.2%	58.9%	55.9%	57.9%	53.4%	63.6%	71.9%	65.3%	
Occasionally	31.9%	34.2%	37.5%	32.4%	40.2%	41.8%	34.5%	26.9%	32.4%	
Not at All	5.3%	1.6%	3.6%	11.8%	1.9%	4.8%	1.8%	1.2%	2.3%	
Total(n)	94	332	1,828	34	162	917	55	170	911	
Mean	2.57	2.63	2.55	2.44	2.56	2.49	2.62	2.71	2.63	
Standard deviation	0.60	0.52	0.57	0.70	0.53	0.59	0.53	0.48	0.53	
Significance	-			-			-			
Effect size	-	-0.12	0.04	-	-0.23	-0.08	-	-0.19	-0.02	
Helped them plan their course of study										
Frequently	88.3%	79.3%	72.8%	88.2%	76.2%	70.4%	89.1%	83.1%	75.6%	
Occasionally	10.6%	18.2%	23.9%	8.8%	22.3%	26.7%	10.9%	13.3%	20.5%	
Not at All	1.1%	2.5%	3.3%	2.9%	1.5%	2.9%	0.0%	3.7%	3.9%	
Total(n)	94	331	1,832	34	162	920	55	169	912	
Mean	2.87	2.77	2.69	2.85	2.75	2.68	2.89	2.79	2.72	
Standard deviation	0.37	0.48	0.53	0.44	0.47	0.53	0.31	0.49	0.53	
Significance	-		**	-			-		*	
Effect size	-	0.21	0.34	-	0.21	0.32	-	0.20	0.32	
Discussed their academic performance										
Frequently	71.3%	74.1%	66.9%	67.6%	66.9%	63.6%	70.9%	83.1%	70.7%	
Occasionally	25.5%	25.1%	30.8%	26.5%	31.8%	33.4%	27.3%	16.9%	27.8%	
Not at All	3.2%	0.7%	2.3%	5.9%	1.3%	3.0%	1.8%	0.0%	1.5%	
Total(n)	94	330	1,822	34	162	914	55	168	908	
Mean	2.68	2.73	2.65	2.62	2.66	2.61	2.69	2.83	2.69	
Standard deviation	0.53	0.46	0.52	0.60	0.50	0.55	0.50	0.38	0.49	
Significance	-			-			-	*		
Effect size	-	-0.11	0.06	-	-0.08	0.02	-	-0.37	0.00	
Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)										
Frequently	50.0%	58.6%	59.5%	55.9%	56.0%	55.5%	47.3%	61.7%	64.1%	

Occasionally	44.7%	37.9%	36.5%	35.3%	41.4%	40.3%	49.1%	33.8%	32.0%	
Not at All	5.3%	3.5%	4.1%	8.8%	2.6%	4.1%	3.6%	4.6%	4.0%	
Total(n)	94	331	1,829	34	162	917	55	169	912	
Mean	2.45	2.55	2.55	2.47	2.53	2.51	2.44	2.57	2.60	
Standard deviation	0.60	0.56	0.57	0.66	0.55	0.58	0.57	0.58	0.56	
Significance	-			-			-		*	
Effect size	-	-0.18	-0.18	-	-0.11	-0.07	-	-0.22	-0.29	
Discussed career and post-graduation goals										
Frequently	77.4%	68.5%	70.4%	82.4%	62.6%	65.0%	75.9%	75.7%	76.8%	
Occasionally	20.4%	30.3%	28.1%	14.7%	35.5%	32.8%	24.1%	24.1%	22.5%	
Not at All	2.2%	1.2%	1.5%	2.9%	2.0%	2.2%	0.0%	0.2%	0.7%	
Total(n)	93	332	1,833	34	162	920	54	170	913	
Mean	2.75	2.67	2.69	2.79	2.61	2.63	2.76	2.75	2.76	
Standard deviation	0.48	0.49	0.50	0.48	0.53	0.53	0.43	0.44	0.44	
Significance	-			-			-			
Effect size	-	0.16	0.12	-	0.34	0.30	-	0.02	0.00	
During the past year, have you taken advantage of any of the following professional development opportunities provided by this institution?										
Funded workshops focused on teaching										
Yes	86.6%	68.2%	60.0%	75.6%	62.9%	53.5%	92.2%	74.1%	67.3%	
No	11.6%	20.1%	32.3%	22.0%	25.9%	38.5%	6.3%	13.6%	25.4%	
Not eligible	0.0%	1.6%	1.3%	0.0%	1.5%	1.5%	0.0%	1.7%	1.2%	
Not available	1.8%	10.2%	6.3%	2.4%	9.8%	6.5%	1.6%	10.6%	6.2%	
Total(n)	112	428	2,489	41	184	1,191	64	244	1,298	
Funded workshops focused on research skills development										
Yes	13.6%	16.9%	14.6%	15.0%	15.7%	12.9%	11.1%	18.3%	16.5%	
No	72.7%	55.6%	65.4%	72.5%	59.4%	68.7%	73.0%	51.3%	61.6%	
Not eligible	0.0%	3.8%	2.5%	0.0%	4.3%	2.8%	0.0%	3.3%	2.1%	
Not available	13.6%	23.7%	17.5%	12.5%	20.7%	15.5%	15.9%	27.1%	19.7%	
Total(n)	110	423	2,475	40	184	1,185	63	239	1,290	
Funded workshops focused on grant writing										
Yes	9.8%	9.0%	9.0%	9.8%	8.6%	8.6%	9.4%	9.4%	9.4%	
No	77.7%	66.4%	74.0%	80.5%	67.6%	75.3%	75.0%	65.2%	72.6%	
Not eligible	0.0%	2.2%	1.8%	0.0%	2.6%	2.1%	0.0%	1.7%	1.5%	
Not available	12.5%	22.4%	15.2%	9.8%	21.2%	14.1%	15.6%	23.8%	16.5%	
Total(n)	112	423	2,479	41	183	1,184	64	240	1,295	
Paid sabbatical leave										
Yes	7.1%	4.9%	6.8%	2.4%	4.6%	6.8%	9.4%	5.2%	6.8%	
No	68.8%	59.8%	62.6%	78.0%	69.6%	69.0%	62.5%	48.7%	55.4%	
Not eligible	22.3%	19.9%	22.5%	19.5%	13.9%	17.1%	25.0%	26.8%	28.5%	
Not available	1.8%	15.4%	8.1%	0.0%	11.9%	7.1%	3.1%	19.2%	9.2%	
Total(n)	112	427	2,490	41	186	1,195	64	241	1,295	
Travel funds paid by the institution										
Yes	63.6%	51.9%	59.0%	61.5%	48.5%	56.2%	66.1%	55.7%	62.0%	
No	31.8%	37.8%	34.4%	38.5%	44.6%	39.4%	27.4%	30.3%	29.0%	
Not eligible	0.9%	2.0%	2.3%	0.0%	1.8%	1.3%	1.6%	2.2%	3.5%	
Not available	3.7%	8.3%	4.3%	0.0%	5.1%	3.1%	4.8%	11.9%	5.5%	

Total(n)	107	425	2,478	39	183	1,183	62	242	1,295	
Internal grants for research										
Yes	19.1%	26.6%	32.9%	15.0%	29.2%	34.1%	20.6%	23.6%	31.6%	
No	79.1%	58.9%	57.7%	85.0%	59.7%	59.0%	76.2%	58.1%	56.3%	
Not eligible	1.8%	7.3%	5.1%	0.0%	5.7%	3.3%	3.2%	9.2%	7.1%	
Not available	0.0%	7.2%	4.3%	0.0%	5.5%	3.7%	0.0%	9.1%	5.0%	
Total(n)	110	427	2,483	40	185	1,188	63	242	1,295	
Training for administrative leadership										
Yes	21.4%	15.4%	12.9%	19.5%	12.0%	11.7%	23.4%	19.3%	14.3%	
No	66.1%	62.4%	69.6%	68.3%	68.8%	73.7%	64.1%	55.2%	65.0%	
Not eligible	2.7%	5.8%	5.8%	2.4%	3.6%	3.7%	3.1%	8.4%	8.1%	
Not available	9.8%	16.3%	11.7%	9.8%	15.6%	10.9%	9.4%	17.1%	12.6%	
Total(n)	112	424	2,481	41	184	1,189	64	240	1,292	
Training for promoting inclusion and facilitating difficult conversations										
Yes	63.3%	21.2%	29.1%	65.0%	17.0%	24.6%	64.5%	26.0%	34.1%	
No	35.8%	58.5%	58.9%	35.0%	65.5%	65.2%	33.9%	50.6%	51.9%	
Not eligible	0.0%	2.6%	2.0%	0.0%	2.1%	1.4%	0.0%	3.2%	2.7%	
Not available	0.9%	17.6%	10.1%	0.0%	15.4%	8.9%	1.6%	20.1%	11.4%	
Total(n)	109	428	2,493	40	185	1,195	62	243	1,298	
Incentives to develop new courses										
Yes	22.0%	32.6%	24.1%	26.8%	31.4%	23.3%	18.0%	34.0%	24.9%	
No	67.9%	46.3%	59.7%	65.9%	51.7%	63.0%	70.5%	40.3%	56.0%	
Not eligible	0.9%	3.2%	2.6%	0.0%	2.5%	1.9%	1.6%	4.0%	3.4%	
Not available	9.2%	17.9%	13.7%	7.3%	14.5%	11.9%	9.8%	21.7%	15.8%	
Total(n)	109	428	2,494	41	185	1,195	61	243	1,299	
During the past year, have you taken advantage of any of the following professional development opportunities provided by this institution?										
Incentives to integrate technology into your classroom										
Yes	35.1%	48.6%	34.1%	34.1%	50.6%	34.0%	33.3%	46.4%	34.2%	
No	56.8%	37.3%	54.6%	61.0%	38.5%	56.8%	55.6%	36.0%	52.1%	
Not eligible	0.9%	1.0%	1.3%	0.0%	1.1%	1.1%	1.6%	0.9%	1.6%	
Not available	7.2%	13.0%	10.0%	4.9%	9.8%	8.0%	9.5%	16.7%	12.1%	
Total(n)	111	429	2,488	41	185	1,188	63	244	1,300	
Resources to integrate culturally-competent practices into your classroom										
Yes	46.8%	21.9%	23.1%	39.0%	16.6%	17.4%	52.4%	27.9%	29.6%	
No	48.6%	53.7%	61.7%	56.1%	63.8%	69.7%	42.9%	42.2%	52.8%	
Not eligible	0.0%	1.0%	0.9%	0.0%	0.7%	1.0%	0.0%	1.2%	0.8%	
Not available	4.5%	23.4%	14.3%	4.9%	18.9%	12.0%	4.8%	28.6%	16.8%	
Total(n)	111	428	2,489	41	186	1,194	63	242	1,295	
How many of the following have you published?										
Articles in academic or professional journals										
None	32.4%	24.9%	19.6%	32.5%	25.0%	19.0%	31.3%	24.7%	20.4%	
1-2	25.2%	20.6%	19.7%	27.5%	19.2%	17.9%	23.4%	22.0%	21.6%	
3-4	12.6%	14.0%	15.5%	17.5%	12.1%	13.5%	10.9%	16.1%	17.6%	
5-10	13.5%	18.4%	20.0%	2.5%	17.1%	19.3%	18.8%	19.9%	20.8%	
11-20	10.8%	13.1%	14.6%	15.0%	14.0%	16.4%	9.4%	12.0%	12.5%	Scholarly

21-50	4.5%	6.9%	8.5%	2.5%	8.7%	10.5%	6.3%	5.0%	6.2%	Productivity
51+	0.9%	2.1%	2.1%	2.5%	3.8%	3.3%	0.0%	0.3%	0.8%	
Total(n)	111	430	2,504	40	184	1,198	64	246	1,306	
Mean	2.62	3.04	3.24	2.58	3.17	3.41	2.70	2.89	3.05	
Standard deviation	1.60	1.69	1.68	1.65	1.81	1.76	1.60	1.54	1.56	
Significance	-	*	***	-		**	-			
Effect size	-	-0.25	-0.37	-	-0.33	-0.47	-	-0.12	-0.22	
Chapters in edited volumes										
None	64.8%	58.3%	54.8%	69.2%	57.9%	54.7%	60.9%	58.7%	54.9%	Scholarly Productivity
1-2	22.2%	23.4%	25.9%	17.9%	21.5%	25.1%	25.0%	25.5%	26.8%	
3-4	7.4%	10.6%	11.7%	10.3%	13.1%	12.3%	6.3%	7.8%	11.0%	
5-10	4.6%	5.4%	5.4%	2.6%	5.0%	5.6%	6.3%	5.8%	5.2%	
11-20	0.9%	1.1%	1.3%	0.0%	0.0%	0.9%	1.6%	2.2%	1.7%	
21-50	0.0%	1.3%	0.8%	0.0%	2.5%	1.2%	0.0%	0.0%	0.4%	
51+	0.0%	0.0%	0.1%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	
Total(n)	108	420	2,433	39	177	1,157	64	243	1,276	
Mean	1.55	1.72	1.75	1.46	1.75	1.78	1.63	1.67	1.73	
Standard deviation	0.89	1.06	1.04	0.79	1.12	1.08	0.97	0.99	1.00	
Significance	-		*	-			-			
Effect size	-	-0.16	-0.19	-	-0.26	-0.30	-	-0.04	-0.10	
How many of the following have you published?										
Books, manuals, monographs, or research reports										
None	72.2%	64.8%	63.7%	70.7%	61.1%	60.9%	73.8%	68.9%	66.8%	
1-2	19.4%	22.5%	23.2%	12.2%	22.2%	22.3%	24.6%	22.8%	24.1%	
3-4	4.6%	8.7%	7.8%	12.2%	11.3%	9.8%	0.0%	5.8%	5.5%	
5-10	0.9%	2.9%	3.7%	0.0%	3.8%	4.8%	1.6%	2.0%	2.4%	
11-20	2.8%	0.7%	1.0%	4.9%	0.8%	1.4%	0.0%	0.6%	0.5%	
21-50	0.0%	0.4%	0.6%	0.0%	0.7%	0.7%	0.0%	0.0%	0.5%	
51+	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
Total(n)	108	419	2,466	41	178	1,174	61	241	1,292	
Mean	1.43	1.53	1.57	1.56	1.63	1.66	1.30	1.43	1.48	
Standard deviation	0.86	0.87	0.94	1.05	0.96	1.02	0.56	0.74	0.83	
Significance	-			-			-			
Effect size	-	-0.11	-0.15	-	-0.07	-0.10	-	-0.18	-0.22	
Other, such as patents or computer software products										
None	89.5%	94.3%	90.6%	87.5%	92.3%	87.6%	93.2%	96.5%	93.9%	
1-2	6.7%	4.4%	6.2%	5.0%	5.9%	7.6%	6.8%	2.9%	4.8%	
3-4	1.0%	0.7%	1.8%	0.0%	0.7%	2.5%	0.0%	0.6%	0.9%	
5-10	1.0%	0.2%	0.6%	2.5%	0.4%	1.1%	0.0%	0.0%	0.1%	
11-20	0.0%	0.2%	0.3%	0.0%	0.3%	0.6%	0.0%	0.0%	0.0%	
21-50	1.0%	0.0%	0.3%	2.5%	0.0%	0.4%	0.0%	0.0%	0.1%	
51+	1.0%	0.1%	0.2%	2.5%	0.3%	0.3%	0.0%	0.0%	0.2%	
Total(n)	105	417	2,426	40	178	1,158	59	239	1,268	
Mean	1.22	1.08	1.15	1.40	1.12	1.22	1.07	1.04	1.08	
Standard deviation	0.85	0.41	0.60	1.30	0.52	0.72	0.25	0.23	0.41	
Significance	-	*		-	*		-			

Effect size	-	0.34	0.12	-	0.54	0.25	-	0.13	-0.02	
In the past <u>three</u> years, how many exhibitions, recordings, or performances in the fine or applied arts have you presented?										
None	82.0%	81.7%	82.7%	87.8%	80.6%	81.6%	82.8%	83.0%	83.8%	
1-2	3.6%	5.3%	4.8%	0.0%	6.6%	5.3%	6.3%	3.9%	4.1%	
3-4	1.8%	3.9%	3.4%	0.0%	2.9%	2.8%	3.1%	5.0%	4.1%	
5-10	7.2%	4.3%	4.1%	7.3%	4.1%	4.1%	6.3%	4.5%	4.1%	
11-20	1.8%	2.8%	2.5%	2.4%	4.1%	3.1%	0.0%	1.4%	1.7%	
21+	3.6%	1.9%	2.6%	2.4%	1.7%	2.9%	1.6%	2.2%	2.2%	
Total(n)	111	433	2,506	41	185	1,198	64	248	1,308	
Mean	1.54	1.47	1.47	1.44	1.50	1.51	1.39	1.44	1.42	
Standard deviation	1.29	1.14	1.17	1.23	1.18	1.23	1.00	1.11	1.10	
Significance	-			-			-			
Effect size	-	0.06	0.06	-	-0.05	-0.06	-	-0.05	-0.03	
How many of these exhibitions, recordings or performances were:										
Solo/Individual										
None	17.6%	28.3%	26.6%	0.0%	31.9%	28.4%	33.3%	23.4%	24.2%	
1-2	35.3%	30.2%	32.1%	25.0%	23.7%	26.1%	44.4%	38.6%	40.0%	
3-4	17.6%	16.5%	16.4%	25.0%	17.7%	16.4%	11.1%	14.9%	16.6%	
5-10	17.6%	13.3%	14.6%	25.0%	14.3%	16.6%	11.1%	11.9%	12.1%	
11-20	5.9%	5.7%	5.1%	0.0%	10.0%	7.9%	0.0%	0.0%	1.5%	
21+	5.9%	6.1%	5.0%	25.0%	2.3%	4.6%	0.0%	11.1%	5.7%	
Total(n)	17	68	382	4	36	208	9	32	174	
Mean	2.76	2.56	2.55	3.75	2.54	2.63	2.00	2.60	2.44	
Standard deviation	1.44	1.47	1.41	1.71	1.43	1.47	1.00	1.51	1.32	
Significance	-			-			-			
Effect size	-	0.14	0.15	-	0.85	0.76	-	-0.40	-0.33	
How many of these exhibitions, recordings or performances were:										
Collaborative										
None	10.0%	12.7%	12.7%	0.0%	7.7%	9.3%	18.2%	18.5%	16.9%	
1-2	25.0%	42.6%	35.9%	20.0%	45.0%	35.6%	36.4%	39.7%	36.4%	
3-4	20.0%	17.2%	16.8%	20.0%	11.3%	14.8%	9.1%	24.2%	19.2%	
5-10	20.0%	12.4%	15.9%	20.0%	17.2%	18.0%	27.3%	6.7%	13.3%	
11-20	10.0%	11.2%	12.0%	20.0%	11.6%	13.6%	9.1%	10.8%	9.9%	
21+	15.0%	3.9%	6.7%	20.0%	7.2%	8.7%	0.0%	0.0%	4.3%	
Total(n)	20	75	434	5	37	227	11	38	207	
Mean	3.40	2.79	2.99	4.00	3.02	3.17	2.73	2.52	2.76	
Standard deviation	1.60	1.35	1.45	1.58	1.43	1.48	1.35	1.19	1.38	
Significance	-			-			-			
Effect size	-	0.45	0.28	-	0.69	0.56	-	0.18	-0.02	
In the past <u>three</u> years, how many of your professional writings have been published or accepted for publication?										
0	40.2%	29.7%	27.3%	48.8%	24.8%	24.8%	37.5%	35.1%	30.0%	
1	13.4%	14.8%	14.7%	9.8%	19.5%	16.8%	15.6%	9.6%	12.4%	
2	18.8%	15.3%	15.9%	12.2%	14.6%	15.3%	20.3%	16.1%	16.5%	
3	9.8%	13.5%	14.1%	14.6%	10.7%	12.4%	4.7%	16.5%	15.9%	

4	5.4%	5.7%	7.8%	7.3%	6.6%	8.0%	4.7%	4.7%	7.6%	Scholarly Productivity
5	2.7%	8.1%	6.9%	2.4%	9.5%	7.6%	3.1%	6.5%	6.1%	
6	2.7%	3.5%	3.7%	0.0%	3.5%	3.8%	4.7%	3.5%	3.6%	
7-10	4.5%	5.3%	6.1%	2.4%	6.3%	7.4%	6.3%	4.3%	4.6%	
More than 10	2.7%	4.2%	3.6%	2.4%	4.5%	3.9%	3.1%	3.8%	3.3%	
Total(n)	112	428	2,484	41	184	1,191	64	244	1,293	
Mean	2.84	3.41	3.48	2.56	3.56	3.60	3.02	3.24	3.34	
Standard deviation	2.20	2.38	2.34	2.03	2.42	2.41	2.39	2.32	2.26	
Significance	-	*	**	-	*	**	-	-	-	
Effect size	-	-0.24	-0.27	-	-0.41	-0.43	-	-0.09	-0.14	
How many of these professional writings in the past three years were solo-authored?										
0	42.2%	37.8%	42.4%	47.4%	41.0%	43.2%	43.6%	33.2%	41.3%	
1	32.8%	22.0%	23.0%	31.6%	22.8%	23.4%	30.8%	20.8%	22.5%	
2	9.4%	14.5%	13.5%	5.3%	13.7%	12.5%	10.3%	15.7%	14.6%	
3	4.7%	8.5%	8.4%	0.0%	6.8%	7.5%	5.1%	11.1%	9.6%	
4	3.1%	4.8%	3.7%	5.3%	4.5%	3.7%	2.6%	5.4%	3.6%	
5	1.6%	1.9%	2.3%	5.3%	2.0%	2.4%	0.0%	1.8%	2.2%	
6	1.6%	3.1%	1.5%	0.0%	3.4%	1.7%	2.6%	2.7%	1.3%	
7-10	1.6%	2.5%	2.6%	5.3%	1.9%	3.0%	0.0%	3.4%	2.2%	
More than 10	3.1%	4.7%	2.6%	0.0%	4.0%	2.6%	5.1%	5.8%	2.7%	
Total(n)	64	241	1,551	19	120	785	39	121	766	
Mean	2.31	2.80	2.50	2.26	2.64	2.49	2.33	3.03	2.51	
Standard deviation	1.92	2.23	1.99	1.97	2.15	2.02	2.03	2.33	1.95	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.22	-0.10	-	-0.18	-0.11	-	-0.30	-0.09	
How many of these professional writings in the past three years were co-authored?										
0	18.3%	18.8%	18.3%	22.2%	17.2%	18.3%	16.2%	20.9%	18.3%	
1	25.0%	26.7%	23.9%	5.6%	34.1%	26.7%	29.7%	17.3%	20.6%	
2	26.7%	18.3%	18.0%	27.8%	15.7%	15.8%	27.0%	21.7%	20.6%	
3	11.7%	13.8%	14.3%	33.3%	8.6%	11.8%	2.7%	20.3%	17.2%	
4	10.0%	7.0%	8.1%	5.6%	9.0%	8.7%	13.5%	4.5%	7.4%	
5	1.7%	6.2%	5.7%	0.0%	7.4%	6.9%	2.7%	4.8%	4.2%	
6	1.7%	1.9%	2.9%	0.0%	1.3%	2.6%	2.7%	2.7%	3.4%	
7-10	5.0%	5.4%	6.2%	5.6%	4.8%	6.6%	5.4%	6.3%	5.7%	
More than 10	0.0%	1.8%	2.7%	0.0%	1.9%	2.7%	0.0%	1.6%	2.6%	
Total(n)	60	253	1,587	18	122	794	37	131	793	
Mean	3.07	3.28	3.46	3.22	3.21	3.46	3.14	3.36	3.45	
Standard deviation	1.79	2.06	2.17	1.73	2.05	2.21	1.90	2.07	2.12	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.10	-0.18	-	0.00	-0.11	-	-0.11	-0.15	
During the present term, how many hours per week on average do you spend on each of the following?										
Scheduled teaching (give actual, not credit hours)										
None	4.7%	2.8%	3.2%	2.6%	3.2%	3.2%	6.5%	2.4%	3.1%	
1-4	18.7%	14.4%	12.7%	15.4%	10.9%	10.3%	21.0%	18.2%	15.4%	
5-8	21.5%	26.3%	26.4%	15.4%	27.2%	25.9%	27.4%	25.4%	26.9%	

9-12	28.0%	33.6%	36.2%	30.8%	40.0%	39.9%	27.4%	26.7%	32.1%	
13-16	11.2%	13.0%	12.2%	12.8%	12.7%	12.5%	8.1%	13.4%	11.9%	
17-20	8.4%	6.2%	5.5%	12.8%	2.6%	4.3%	6.5%	10.3%	6.8%	
21+	7.5%	3.5%	3.9%	10.3%	3.4%	4.0%	3.2%	3.7%	3.8%	
Total(n)	107	410	2,390	39	172	1,141	62	238	1,249	
Mean	3.78	3.73	3.74	4.15	3.70	3.77	3.42	3.76	3.70	
Standard deviation	1.57	1.31	1.30	1.61	1.20	1.25	1.42	1.42	1.34	
Significance	-			-	*		-			
Effect size	-	0.04	0.03	-	0.38	0.30	-	-0.24	-0.21	
Preparing for teaching (including reading student papers and grading)										
None	1.9%	2.1%	2.6%	5.6%	2.3%	2.8%	0.0%	1.9%	2.5%	
1-4	3.9%	12.0%	9.9%	2.8%	14.7%	10.9%	5.0%	8.8%	8.7%	
5-8	21.4%	22.5%	21.4%	27.8%	23.5%	21.9%	20.0%	21.4%	20.8%	
9-12	25.2%	22.4%	23.9%	22.2%	20.4%	24.0%	23.3%	24.6%	23.7%	
13-16	13.6%	13.0%	14.4%	16.7%	13.3%	14.7%	13.3%	12.7%	14.0%	
17-20	15.5%	14.9%	13.4%	13.9%	14.3%	13.2%	15.0%	15.6%	13.6%	
21+	18.4%	13.2%	14.5%	11.1%	11.5%	12.4%	23.3%	15.0%	16.8%	
Total(n)	103	413	2,389	36	177	1,139	60	236	1,250	
Mean	4.65	4.30	4.36	4.28	4.17	4.26	4.83	4.44	4.46	
Standard deviation	1.60	1.65	1.64	1.61	1.66	1.62	1.61	1.63	1.66	
Significance	-			-			-			
Effect size	-	0.21	0.18	-	0.07	0.01	-	0.24	0.22	
During the present term, how many hours per week on average do you spend on each of the following?										
Advising or counseling students										
None	7.4%	11.0%	9.3%	7.7%	10.4%	10.0%	6.5%	11.7%	8.6%	
1-4	49.1%	55.5%	57.9%	41.0%	59.7%	60.4%	54.8%	50.7%	55.3%	
5-8	29.6%	20.8%	21.9%	38.5%	21.3%	20.7%	22.6%	20.2%	23.2%	
9-12	10.2%	6.2%	6.0%	7.7%	4.3%	4.2%	12.9%	8.4%	7.9%	
13-16	1.9%	4.0%	2.7%	0.0%	3.4%	2.9%	3.2%	4.8%	2.4%	
17-20	0.9%	1.6%	1.4%	2.6%	0.8%	1.3%	0.0%	2.6%	1.5%	
21+	0.9%	0.9%	0.8%	2.6%	0.2%	0.5%	0.0%	1.7%	1.1%	
Total(n)	108	417	2,409	39	179	1,150	62	238	1,259	
Mean	2.56	2.45	2.42	2.69	2.34	2.36	2.52	2.59	2.49	
Standard deviation	1.01	1.10	1.02	1.17	0.92	0.97	0.92	1.26	1.06	
Significance	-			-	*	*	-			
Effect size	-	0.10	0.14	-	0.38	0.34	-	-0.06	0.03	
Committee work and meetings										
None	5.6%	3.5%	3.9%	7.9%	4.1%	4.2%	4.8%	2.9%	3.5%	
1-4	58.9%	56.7%	53.1%	65.8%	59.5%	56.2%	53.2%	53.4%	49.7%	
5-8	15.0%	23.7%	26.8%	15.8%	23.2%	25.1%	14.5%	24.3%	28.6%	
9-12	14.0%	8.6%	9.3%	7.9%	7.0%	7.9%	17.7%	10.4%	10.9%	
13-16	3.7%	3.3%	3.6%	2.6%	4.1%	4.0%	4.8%	2.5%	3.2%	
17-20	0.9%	2.3%	1.7%	0.0%	1.1%	1.2%	1.6%	3.7%	2.2%	
21+	1.9%	1.9%	1.6%	0.0%	1.1%	1.3%	3.2%	2.8%	1.9%	
Total(n)	107	416	2,393	38	178	1,139	62	238	1,254	

Mean	2.62	2.66	2.67	2.32	2.55	2.60	2.82	2.78	2.75	
Standard deviation	1.16	1.15	1.11	0.84	1.03	1.06	1.32	1.26	1.14	
Significance	-			-			-			
Effect size	-	-0.03	-0.05	-	-0.22	-0.26	-	0.03	0.06	
Research and scholarly writing										
None	45.8%	23.5%	20.1%	35.9%	21.1%	18.6%	54.1%	26.2%	21.7%	
1-4	37.4%	38.0%	40.1%	48.7%	37.4%	37.6%	29.5%	38.6%	42.9%	
5-8	8.4%	22.3%	21.3%	5.1%	21.7%	22.5%	9.8%	22.9%	19.9%	
9-12	4.7%	8.8%	9.2%	7.7%	8.4%	9.3%	3.3%	9.3%	9.1%	
13-16	0.9%	3.5%	3.7%	2.6%	5.3%	4.7%	0.0%	1.4%	2.6%	
17-20	0.9%	1.1%	2.1%	0.0%	2.1%	2.8%	1.6%	0.0%	1.3%	
21+	1.9%	2.9%	3.5%	0.0%	3.9%	4.4%	1.6%	1.7%	2.5%	
Total(n)	107	415	2,395	39	179	1,147	61	236	1,248	
Mean	1.88	2.46	2.57	1.92	2.62	2.70	1.77	2.28	2.42	
Standard deviation	1.20	1.35	1.42	0.98	1.48	1.51	1.19	1.15	1.29	
Significance	-	***	***	-	**	**	-	**	***	
Effect size	-	-0.43	-0.49	-	-0.47	-0.52	-	-0.44	-0.50	
During the present term, how many hours per week on average do you spend on each of the following?										
Other creative products/performances										
None	74.3%	63.3%	68.9%	75.7%	61.9%	66.5%	77.0%	64.9%	71.5%	
1-4	15.2%	26.2%	20.6%	10.8%	27.3%	21.1%	19.7%	25.0%	20.1%	
5-8	1.9%	4.7%	4.9%	2.7%	4.0%	5.8%	0.0%	5.5%	4.0%	
9-12	2.9%	3.6%	2.6%	5.4%	3.9%	2.8%	0.0%	3.4%	2.5%	
13-16	1.0%	0.5%	1.2%	0.0%	0.9%	1.7%	1.6%	0.0%	0.7%	
17-20	1.9%	0.7%	1.0%	2.7%	0.7%	1.2%	0.0%	0.8%	0.7%	
21+	2.9%	1.0%	0.8%	2.7%	1.4%	1.0%	1.6%	0.6%	0.6%	
Total(n)	105	406	2,374	37	174	1,130	61	232	1,244	
Mean	1.58	1.58	1.53	1.62	1.62	1.60	1.36	1.53	1.45	
Standard deviation	1.35	1.03	1.04	1.42	1.10	1.13	0.97	0.94	0.93	
Significance	-			-			-			
Effect size	-	0.00	0.05	-	0.00	0.02	-	-0.18	-0.10	
Community or public service										
None	39.8%	29.6%	36.9%	43.6%	31.6%	41.9%	38.7%	27.3%	31.3%	
1-4	44.4%	48.0%	46.3%	38.5%	45.1%	41.4%	48.4%	51.2%	51.7%	
5-8	9.3%	14.7%	11.6%	10.3%	13.2%	10.6%	6.5%	16.5%	12.8%	
9-12	6.5%	4.9%	3.3%	7.7%	7.1%	4.2%	6.5%	2.3%	2.3%	
13-16	0.0%	2.6%	1.7%	0.0%	3.0%	1.8%	0.0%	2.3%	1.5%	
17-20	0.0%	0.0%	0.1%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	
21+	0.0%	0.2%	0.2%	0.0%	0.0%	0.1%	0.0%	0.4%	0.3%	
Total(n)	108	414	2,396	39	179	1,148	62	235	1,248	
Mean	1.82	2.04	1.88	1.82	2.05	1.83	1.81	2.02	1.92	
Standard deviation	0.85	0.96	0.90	0.91	1.00	0.93	0.83	0.91	0.86	
Significance	-	*		-			-			
Effect size	-	-0.23	-0.07	-	-0.23	-0.01	-	-0.23	-0.13	
										Civic Minded Practice

Outside consulting/freelance work										
None	80.2%	76.6%	78.3%	82.1%	71.4%	74.6%	80.0%	82.5%	82.5%	
1-4	15.1%	14.2%	14.8%	17.9%	16.6%	16.7%	11.7%	11.4%	12.8%	
5-8	1.9%	4.7%	3.8%	0.0%	4.9%	4.2%	3.3%	4.5%	3.4%	
9-12	1.9%	1.6%	1.2%	0.0%	2.3%	1.5%	3.3%	0.9%	0.8%	
13-16	0.0%	0.5%	0.5%	0.0%	0.6%	0.7%	0.0%	0.4%	0.2%	
17-20	0.0%	2.3%	1.1%	0.0%	4.3%	2.0%	0.0%	0.0%	0.0%	
21+	0.9%	0.1%	0.3%	0.0%	0.0%	0.3%	1.7%	0.2%	0.3%	
Total(n)	106	411	2,387	39	177	1,143	60	234	1,244	
Mean	1.30	1.43	1.35	1.18	1.57	1.44	1.38	1.26	1.25	
Standard deviation	0.81	0.99	0.86	0.39	1.19	0.99	1.01	0.66	0.66	
Significance	-			-	*		-			
Effect size	-	-0.13	-0.06	-	-0.33	-0.26	-	0.18	0.20	
Household/childcare duties										
None	8.4%	12.1%	10.9%	12.8%	17.4%	15.6%	3.3%	6.0%	5.7%	
1-4	18.7%	11.6%	13.3%	30.8%	11.0%	13.3%	13.1%	12.3%	13.3%	
5-8	13.1%	19.0%	20.7%	10.3%	15.0%	19.1%	14.8%	23.5%	22.5%	
9-12	19.6%	22.3%	18.9%	5.1%	23.9%	19.8%	27.9%	20.5%	18.0%	
13-16	8.4%	10.8%	11.1%	7.7%	11.3%	11.0%	8.2%	10.3%	11.3%	
17-20	9.3%	5.6%	6.2%	10.3%	3.6%	5.2%	9.8%	7.9%	7.3%	
21+	22.4%	18.6%	18.8%	23.1%	17.7%	16.0%	23.0%	19.6%	21.9%	
Total(n)	107	412	2,390	39	178	1,141	61	234	1,249	
Mean	4.19	3.99	4.00	3.87	3.82	3.77	4.46	4.19	4.25	
Standard deviation	2.03	1.94	1.94	2.27	1.99	1.96	1.83	1.85	1.89	
Significance	-			-			-			
Effect size	-	0.10	0.10	-	0.03	0.05	-	0.15	0.11	
During the present term, how many hours per week on average do you spend on each of the following?										
Serving as a caregiver for another adult										
None	82.9%	84.7%	86.0%	97.4%	88.1%	89.5%	77.0%	80.9%	82.2%	
1-4	10.5%	7.6%	7.3%	0.0%	7.5%	6.1%	14.8%	7.8%	8.6%	
5-8	2.9%	3.3%	2.6%	2.6%	2.0%	1.8%	3.3%	4.8%	3.5%	
9-12	1.9%	1.6%	1.3%	0.0%	0.7%	0.8%	1.6%	2.6%	1.8%	
13-16	1.9%	1.5%	1.1%	0.0%	1.0%	0.5%	3.3%	2.0%	1.8%	
17-20	0.0%	0.0%	0.5%	0.0%	0.0%	0.4%	0.0%	0.0%	0.6%	
21+	0.0%	1.3%	1.2%	0.0%	0.7%	0.9%	0.0%	2.0%	1.5%	
Total(n)	105	412	2,378	38	177	1,134	61	235	1,244	
Mean	1.30	1.33	1.31	1.05	1.22	1.22	1.39	1.45	1.40	
Standard deviation	0.78	0.97	0.97	0.32	0.76	0.82	0.90	1.15	1.10	
Significance	-			-			-			
Effect size	-	-0.03	-0.01	-	-0.22	-0.21	-	-0.05	-0.01	
Other employment outside of academia										
None	88.7%	91.5%	90.8%	89.5%	95.3%	93.7%	86.9%	87.1%	87.6%	
1-4	5.7%	3.4%	4.1%	7.9%	3.4%	3.5%	4.9%	3.4%	4.7%	
5-8	1.9%	1.9%	2.1%	0.0%	1.0%	1.5%	3.3%	2.8%	2.7%	
9-12	0.0%	1.9%	1.2%	0.0%	0.2%	0.4%	0.0%	3.8%	2.2%	

13-16	2.8%	0.7%	0.6%	0.0%	0.0%	0.2%	4.9%	1.6%	1.0%	
17-20	0.0%	0.2%	0.4%	0.0%	0.0%	0.3%	0.0%	0.4%	0.4%	
21+	0.9%	0.4%	0.9%	2.6%	0.0%	0.4%	0.0%	0.8%	1.5%	
Total(n)	106	413	2,394	38	177	1,141	61	236	1,253	
Mean	1.26	1.19	1.22	1.24	1.06	1.12	1.31	1.34	1.32	
Standard deviation	0.93	0.74	0.84	1.00	0.30	0.61	0.94	1.01	1.03	
Significance	-			-	*		-			
Effect size	-	0.09	0.05	-	0.60	0.20	-	-0.03	-0.01	
Personal time (e.g., exercise, hobbies, relaxing)										
None	2.8%	3.7%	3.6%	7.9%	2.4%	3.3%	0.0%	5.2%	3.8%	
1-4	25.2%	33.0%	28.5%	10.5%	30.7%	26.5%	33.9%	35.7%	30.7%	
5-8	33.6%	33.3%	35.1%	42.1%	34.5%	34.9%	27.4%	31.9%	35.4%	
9-12	19.6%	15.7%	16.4%	15.8%	16.1%	16.7%	24.2%	15.3%	16.0%	
13-16	10.3%	5.0%	7.2%	13.2%	4.7%	7.3%	8.1%	5.4%	7.1%	
17-20	4.7%	4.8%	4.5%	5.3%	4.2%	5.0%	4.8%	5.5%	4.0%	
21+	3.7%	4.4%	4.7%	5.3%	7.4%	6.2%	1.6%	1.0%	3.0%	
Total(n)	107	413	2,380	38	177	1,132	62	236	1,248	
Mean	3.38	3.17	3.28	3.53	3.32	3.38	3.27	3.01	3.16	
Standard deviation	1.36	1.39	1.40	1.48	1.49	1.47	1.24	1.26	1.31	
Significance	-			-			-			
Effect size	-	0.15	0.07	-	0.14	0.10	-	0.21	0.08	
In your interactions with undergraduates, how often in the past year did you encourage them to:										
Ask questions in class										
Frequently	94.3%	95.4%	95.7%	94.6%	94.0%	94.6%	95.2%	97.0%	97.0%	
Occasionally	4.7%	4.4%	3.9%	5.4%	6.0%	5.2%	4.8%	2.7%	2.5%	
Not at all	0.9%	0.2%	0.3%	0.0%	0.0%	0.2%	0.0%	0.4%	0.5%	
Total(n)	106	411	2,372	37	174	1,135	62	237	1,237	
Mean	2.93	2.95	2.95	2.95	2.94	2.94	2.95	2.97	2.97	
Standard deviation	0.29	0.22	0.23	0.23	0.24	0.24	0.22	0.20	0.21	
Significance	-			-			-			
Effect size	-	-0.09	-0.09	-	0.04	0.04	-	-0.10	-0.10	
Support their opinions with a logical argument										
Frequently	78.3%	82.9%	80.8%	78.4%	82.9%	79.8%	77.4%	82.9%	82.0%	
Occasionally	17.9%	15.8%	16.9%	16.2%	15.9%	17.7%	21.0%	15.6%	16.1%	
Not at all	3.8%	1.3%	2.2%	5.4%	1.2%	2.5%	1.6%	1.4%	1.9%	
Total(n)	106	410	2,377	37	174	1,133	62	236	1,244	
Mean	2.75	2.82	2.79	2.73	2.82	2.77	2.76	2.82	2.80	
Standard deviation	0.52	0.42	0.46	0.56	0.42	0.47	0.47	0.42	0.44	
Significance	-			-			-			
Effect size	-	-0.17	-0.09	-	-0.21	-0.09	-	-0.14	-0.09	
In your interactions with undergraduates, how often in the past year did you encourage them to:										
Seek solutions to problems and explain them to others										
Frequently	70.5%	73.5%	74.4%	67.6%	69.4%	71.8%	72.1%	78.2%	77.3%	
Occasionally	25.7%	23.4%	22.9%	29.7%	26.7%	24.9%	24.6%	19.7%	20.8%	

Not at all	3.8%	3.1%	2.6%	2.7%	3.9%	3.3%	3.3%	2.2%	1.9%	
Total(n)	105	411	2,382	37	175	1,137	61	236	1,245	
Mean	2.67	2.70	2.72	2.65	2.66	2.68	2.69	2.76	2.75	
Standard deviation	0.55	0.52	0.51	0.54	0.55	0.53	0.53	0.48	0.47	
Significance	-			-			-			
Effect size	-	-0.06	-0.10	-	-0.02	-0.06	-	-0.15	-0.13	
Analyze multiple sources of information before coming to a conclusion										
Frequently	64.8%	65.8%	66.6%	56.8%	61.8%	62.8%	69.4%	70.3%	70.9%	
Occasionally	30.5%	31.7%	29.8%	37.8%	35.9%	33.2%	27.4%	26.9%	26.1%	
Not at all	4.8%	2.5%	3.5%	5.4%	2.2%	4.0%	3.2%	2.8%	3.0%	
Total(n)	105	413	2,391	37	176	1,144	62	237	1,247	
Mean	2.60	2.63	2.63	2.51	2.60	2.59	2.66	2.67	2.68	
Standard deviation	0.58	0.53	0.55	0.61	0.53	0.57	0.54	0.53	0.53	
Significance	-			-			-			
Effect size	-	-0.06	-0.05	-	-0.17	-0.14	-	-0.02	-0.04	
Evaluate the quality or reliability of information they receive										
Frequently	65.1%	70.0%	69.7%	67.6%	66.4%	67.0%	64.5%	74.1%	72.7%	
Occasionally	32.1%	28.6%	27.9%	27.0%	32.0%	30.0%	35.5%	24.6%	25.6%	
Not at all	2.8%	1.4%	2.4%	5.4%	1.6%	3.0%	0.0%	1.2%	1.7%	
Total(n)	106	411	2,387	37	176	1,142	62	235	1,245	
Mean	2.62	2.69	2.67	2.62	2.65	2.64	2.65	2.73	2.71	
Standard deviation	0.54	0.49	0.52	0.59	0.51	0.54	0.48	0.47	0.49	
Significance	-			-			-			
Effect size	-	-0.14	-0.10	-	-0.06	-0.04	-	-0.17	-0.12	
Take risks for potential gains										
Frequently	34.6%	35.7%	35.7%	35.1%	32.6%	33.1%	31.1%	39.1%	38.5%	
Occasionally	45.2%	42.2%	42.5%	45.9%	43.6%	42.6%	47.5%	40.7%	42.4%	
Not at all	20.2%	22.1%	21.8%	18.9%	23.8%	24.3%	21.3%	20.2%	19.1%	
Total(n)	104	413	2,373	37	176	1,133	61	237	1,240	
Mean	2.14	2.14	2.14	2.16	2.09	2.09	2.10	2.19	2.19	
Standard deviation	0.73	0.75	0.75	0.73	0.75	0.75	0.72	0.75	0.73	
Significance	-			-			-			
Effect size	-	0.00	0.00	-	0.09	0.09	-	-0.12	-0.12	
In your interactions with undergraduates, how often in the past year did you encourage them to:										
Seek alternative solutions to a problem										
Frequently	67.0%	62.6%	63.7%	61.1%	60.1%	61.7%	71.7%	65.4%	66.0%	
Occasionally	29.1%	35.4%	33.7%	33.3%	37.4%	35.6%	26.7%	33.2%	31.6%	
Not at all	3.9%	2.0%	2.6%	5.6%	2.5%	2.8%	1.7%	1.4%	2.4%	
Total(n)	103	411	2,373	36	175	1,137	60	236	1,236	
Mean	2.63	2.61	2.61	2.56	2.58	2.59	2.70	2.64	2.64	
Standard deviation	0.56	0.53	0.54	0.61	0.54	0.55	0.50	0.51	0.53	
Significance	-			-			-			
Effect size	-	0.04	0.04	-	-0.04	-0.05	-	0.12	0.11	
Look up scientific research articles and resources										
Frequently	52.9%	55.8%	58.5%	45.9%	53.4%	54.3%	55.7%	58.5%	63.2%	
Occasionally	37.5%	33.8%	31.2%	37.8%	35.9%	34.5%	37.7%	31.5%	27.7%	

Not at all	9.6%	10.4%	10.2%	16.2%	10.7%	11.2%	6.6%	10.0%	9.1%	
Total(n)	104	406	2,378	37	172	1,136	61	234	1,242	
Mean	2.43	2.45	2.48	2.30	2.43	2.43	2.49	2.48	2.54	
Standard deviation	0.66	0.67	0.67	0.74	0.68	0.69	0.62	0.67	0.66	
Significance	-			-			-			
Effect size	-	-0.03	-0.07	-	-0.19	-0.19	-	0.01	-0.08	
Explore topics on their own, even though it was not required for a class										
Frequently	47.2%	51.2%	50.5%	35.1%	49.8%	48.6%	53.2%	52.9%	52.6%	
Occasionally	47.2%	43.5%	44.8%	56.8%	43.8%	46.2%	43.5%	43.1%	43.3%	
Not at all	5.7%	5.3%	4.7%	8.1%	6.4%	5.2%	3.2%	4.0%	4.1%	
Total(n)	106	410	2,381	37	174	1,135	62	236	1,246	
Mean	2.42	2.46	2.46	2.27	2.43	2.43	2.50	2.49	2.48	
Standard deviation	0.60	0.60	0.58	0.61	0.61	0.59	0.57	0.57	0.58	
Significance	-			-			-			
Effect size	-	-0.07	-0.07	-	-0.26	-0.27	-	0.02	0.03	
Accept mistakes as part of the learning process										
Frequently	82.9%	71.4%	74.7%	78.4%	65.8%	70.1%	83.9%	77.8%	79.7%	
Occasionally	16.2%	26.9%	23.5%	18.9%	32.6%	27.9%	16.1%	20.5%	18.7%	
Not at all	1.0%	1.7%	1.8%	2.7%	1.7%	2.0%	0.0%	1.7%	1.6%	
Total(n)	105	412	2,385	37	176	1,140	62	236	1,245	
Mean	2.82	2.70	2.73	2.76	2.64	2.68	2.84	2.76	2.78	
Standard deviation	0.41	0.49	0.48	0.49	0.51	0.51	0.37	0.47	0.45	
Significance	-	*		-			-			
Effect size	-	0.24	0.19	-	0.24	0.16	-	0.17	0.13	
In your interactions with undergraduates, how often in the past year did you encourage them to:										
Recognize biases that affect their thinking										
Frequently	51.9%	59.9%	57.1%	37.8%	54.3%	50.2%	61.3%	66.2%	64.7%	
Occasionally	39.6%	34.9%	35.9%	48.6%	41.2%	42.0%	33.9%	27.7%	29.3%	
Not at all	8.5%	5.2%	7.0%	13.5%	4.5%	7.8%	4.8%	6.0%	6.0%	
Total(n)	106	410	2,379	37	175	1,133	62	235	1,246	
Mean	2.43	2.55	2.50	2.24	2.50	2.42	2.56	2.60	2.59	
Standard deviation	0.65	0.59	0.62	0.68	0.58	0.63	0.59	0.60	0.60	
Significance	-			-	*		-			
Effect size	-	-0.20	-0.11	-	-0.45	-0.29	-	-0.07	-0.05	
How frequently in the courses you taught in the past year have you given at least one assignment that required students to:										
Write in the specific style or format of your discipline										
Frequently	64.1%	65.6%	64.6%	56.8%	61.2%	59.6%	69.5%	70.5%	70.0%	
Occasionally	26.2%	25.6%	26.5%	29.7%	30.4%	30.7%	23.7%	20.2%	21.8%	
Not at all	9.7%	8.8%	9.0%	13.5%	8.3%	9.7%	6.8%	9.3%	8.1%	
Total(n)	103	406	2,349	37	171	1,124	59	235	1,225	
Mean	2.54	2.57	2.56	2.43	2.53	2.50	2.63	2.61	2.62	
Standard deviation	0.67	0.65	0.65	0.73	0.64	0.67	0.61	0.65	0.63	
Significance	-			-			-			
Effect size	-	-0.05	-0.03	-	-0.16	-0.10	-	0.03	0.02	

Describe how different perspectives would affect the interpretation of a question or issue in your discipline										
Frequently	53.8%	49.6%	47.4%	43.2%	44.6%	40.7%	58.3%	55.3%	54.8%	
Occasionally	29.8%	37.6%	37.9%	32.4%	39.1%	39.9%	31.7%	36.0%	35.6%	
Not at all	16.3%	12.7%	14.7%	24.3%	16.4%	19.3%	10.0%	8.7%	9.5%	
Total(n)	104	405	2,349	37	170	1,122	60	235	1,227	
Mean	2.38	2.37	2.33	2.19	2.28	2.21	2.48	2.47	2.45	
Standard deviation	0.75	0.70	0.72	0.81	0.73	0.75	0.68	0.65	0.66	
Significance	-			-			-			
Effect size	-	0.01	0.07	-	-0.12	-0.03	-	0.02	0.05	
Discuss the ethical or moral implications of a course of action										
Frequently	52.4%	47.4%	45.2%	40.5%	41.8%	38.5%	59.0%	53.6%	52.6%	
Occasionally	33.3%	40.9%	39.8%	37.8%	45.5%	43.7%	31.1%	35.8%	35.5%	
Not at all	14.3%	11.8%	14.9%	21.6%	12.7%	17.7%	9.8%	10.6%	11.9%	
Total(n)	105	406	2,355	37	171	1,128	61	235	1,227	
Mean	2.38	2.36	2.30	2.19	2.29	2.21	2.49	2.43	2.41	
Standard deviation	0.73	0.68	0.71	0.78	0.68	0.72	0.67	0.68	0.69	
Significance	-			-			-			
Effect size	-	0.03	0.11	-	-0.15	-0.03	-	0.09	0.12	
Apply mathematical concepts and computational thinking										
Frequently	34.3%	36.0%	36.6%	43.2%	40.4%	42.1%	29.5%	31.0%	30.5%	
Occasionally	29.5%	28.7%	30.6%	35.1%	29.9%	30.8%	27.9%	27.3%	30.4%	
Not at all	36.2%	35.4%	32.8%	21.6%	29.7%	27.1%	42.6%	41.7%	39.1%	
Total(n)	105	406	2,357	37	172	1,129	61	234	1,228	
Mean	1.98	2.01	2.04	2.22	2.11	2.15	1.87	1.89	1.91	
Standard deviation	0.84	0.84	0.83	0.79	0.83	0.82	0.85	0.85	0.83	
Significance	-			-			-			
Effect size	-	-0.04	-0.07	-	0.13	0.09	-	-0.02	-0.05	
In how many of the courses that you teach do you use each of the following?										
Class discussions										
All	61.2%	69.8%	69.4%	48.6%	70.4%	65.9%	67.8%	69.3%	73.2%	Student-Centered Pedagogy
Most	24.3%	19.0%	17.4%	32.4%	14.6%	16.8%	20.3%	23.7%	18.1%	
Some	12.6%	10.7%	11.9%	13.5%	15.0%	15.5%	11.9%	6.0%	7.8%	
None	1.9%	0.5%	1.4%	5.4%	0.0%	1.7%	0.0%	1.0%	0.9%	
Total(n)	103	394	2,300	37	166	1,102	59	228	1,198	
Mean	3.45	3.58	3.55	3.24	3.55	3.47	3.56	3.61	3.63	
Standard deviation	0.79	0.70	0.75	0.89	0.74	0.81	0.70	0.65	0.67	
Significance	-			-	*		-			
Effect size	-	-0.19	-0.13	-	-0.42	-0.28	-	-0.08	-0.10	
Cooperative learning (small groups)										
All	39.8%	40.8%	46.4%	27.8%	31.1%	37.1%	45.0%	51.3%	56.6%	Student-Centered Pedagogy
Most	33.0%	19.7%	20.8%	38.9%	21.1%	21.7%	33.3%	18.3%	19.8%	
Some	20.4%	31.4%	25.8%	22.2%	36.6%	31.4%	20.0%	25.9%	19.6%	
None	6.8%	8.0%	7.0%	11.1%	11.2%	9.8%	1.7%	4.6%	4.0%	
Total(n)	103	395	2,296	36	165	1,092	60	230	1,204	
Mean	3.06	2.93	3.07	2.83	2.72	2.86	3.22	3.16	3.29	
Standard deviation	0.94	1.02	1.00	0.97	1.02	1.03	0.83	0.96	0.92	

Significance	-			-			-			
Effect size	-	0.13	-0.01	-	0.11	-0.03	-	0.06	-0.08	
Experiential learning/Field studies										
All	12.5%	12.4%	14.2%	13.5%	10.7%	12.7%	8.3%	14.2%	15.9%	Student-Centered Pedagogy
Most	12.5%	12.0%	15.0%	13.5%	11.1%	13.8%	13.3%	12.9%	16.3%	
Some	36.5%	38.5%	36.3%	35.1%	43.4%	37.8%	36.7%	33.3%	34.7%	
None	38.5%	37.1%	34.5%	37.8%	34.8%	35.7%	41.7%	39.6%	33.1%	
Total(n)	104	391	2,303	37	162	1,098	60	229	1,205	
Mean	1.99	2.00	2.09	2.03	1.98	2.03	1.88	2.02	2.15	
Standard deviation	1.01	0.99	1.03	1.04	0.94	1.00	0.94	1.05	1.05	
Significance	-			-			-			
Effect size	-	-0.01	-0.10	-	0.05	0.00	-	-0.13	-0.26	
Performances/Demonstrations										
All	18.4%	17.8%	17.8%	21.6%	16.4%	16.7%	13.3%	19.3%	19.1%	
Most	12.6%	16.0%	16.5%	0.0%	13.7%	15.2%	20.0%	18.5%	17.9%	
Some	35.0%	30.2%	28.2%	45.9%	33.8%	30.0%	30.0%	26.3%	26.3%	
None	34.0%	36.0%	37.5%	32.4%	36.1%	38.2%	36.7%	36.0%	36.8%	
Total(n)	103	396	2,306	37	166	1,106	60	230	1,200	
Mean	2.16	2.16	2.15	2.11	2.10	2.10	2.10	2.21	2.19	
Standard deviation	1.09	1.10	1.11	1.10	1.07	1.09	1.05	1.13	1.13	
Significance	-			-			-			
Effect size	-	0.00	0.01	-	0.01	0.01	-	-0.10	-0.08	
In how many of the courses that you teach do you use each of the following?										
Group projects										
All	14.6%	20.6%	23.6%	13.9%	20.1%	21.9%	13.3%	21.2%	25.6%	Student-Centered Pedagogy
Most	23.3%	20.0%	21.6%	19.4%	18.0%	20.8%	26.7%	22.2%	22.4%	
Some	41.7%	36.5%	35.5%	52.8%	35.3%	35.6%	36.7%	37.7%	35.3%	
None	20.4%	22.9%	19.3%	13.9%	26.5%	21.8%	23.3%	19.0%	16.7%	
Total(n)	103	396	2,318	36	165	1,108	60	231	1,210	
Mean	2.32	2.38	2.49	2.33	2.32	2.43	2.30	2.45	2.57	
Standard deviation	0.96	1.05	1.05	0.89	1.07	1.06	0.98	1.03	1.04	
Significance	-			-			-		*	
Effect size	-	-0.06	-0.16	-	0.01	-0.09	-	-0.15	-0.26	
Extensive lecturing										
All	18.4%	21.5%	19.5%	21.6%	24.6%	24.1%	16.9%	18.0%	14.4%	
Most	23.3%	27.6%	27.3%	32.4%	34.4%	32.5%	20.3%	20.2%	21.7%	
Some	37.9%	37.6%	37.9%	35.1%	35.3%	34.8%	39.0%	40.1%	41.2%	
None	20.4%	13.4%	15.3%	10.8%	5.6%	8.6%	23.7%	21.7%	22.7%	
Total(n)	103	390	2,306	37	163	1,101	59	227	1,205	
Mean	2.40	2.57	2.51	2.65	2.78	2.72	2.31	2.35	2.28	
Standard deviation	1.01	0.97	0.97	0.95	0.88	0.92	1.02	1.01	0.97	
Significance	-			-			-			
Effect size	-	-0.18	-0.11	-	-0.15	-0.08	-	-0.04	0.03	
Multiple drafts of written work										
All	14.7%	13.3%	13.2%	11.1%	10.5%	10.7%	13.6%	16.3%	16.0%	
Most	19.6%	22.5%	20.9%	13.9%	26.8%	21.0%	25.4%	18.0%	20.9%	

Some	37.3%	45.9%	43.5%	38.9%	48.1%	45.1%	35.6%	43.6%	41.7%	
None	28.4%	18.2%	22.4%	36.1%	14.6%	23.2%	25.4%	22.1%	21.5%	
Total(n)	102	394	2,318	36	166	1,109	59	228	1,209	
Mean	2.21	2.31	2.25	2.00	2.33	2.19	2.27	2.29	2.31	
Standard deviation	1.02	0.92	0.95	0.99	0.85	0.91	1.00	0.99	0.98	
Significance	-			-	*		-			
Effect size	-	-0.11	-0.04	-	-0.39	-0.21	-	-0.02	-0.04	
Reflective writing/Journaling										
All	8.7%	13.0%	12.4%	8.1%	5.9%	7.5%	6.8%	20.6%	17.7%	Student-Centered Pedagogy
Most	16.5%	17.6%	15.6%	5.4%	12.1%	11.4%	23.7%	23.4%	20.3%	
Some	41.7%	36.6%	34.6%	37.8%	42.3%	35.9%	49.2%	30.6%	33.2%	
None	33.0%	32.8%	37.3%	48.6%	39.7%	45.2%	20.3%	25.4%	28.8%	
Total(n)	103	396	2,317	37	165	1,103	59	231	1,214	
Mean	2.01	2.11	2.03	1.73	1.84	1.81	2.17	2.39	2.27	
Standard deviation	0.92	1.01	1.01	0.90	0.85	0.91	0.83	1.08	1.06	
Significance	-			-			-			
Effect size	-	-0.10	-0.02	-	-0.13	-0.09	-	-0.20	-0.09	
Community service as part of coursework										
All	1.9%	6.8%	4.3%	2.7%	5.5%	3.9%	1.7%	8.1%	4.7%	Civic Minded Practice
Most	2.9%	6.0%	5.9%	5.4%	3.4%	3.2%	0.0%	8.6%	8.9%	
Some	30.1%	22.3%	21.7%	27.0%	20.7%	17.7%	28.8%	23.9%	26.1%	
None	65.0%	65.0%	68.1%	64.9%	70.4%	75.2%	69.5%	59.3%	60.3%	
Total(n)	103	394	2,315	37	164	1,106	59	230	1,209	
Mean	1.42	1.54	1.46	1.46	1.44	1.36	1.34	1.66	1.58	
Standard deviation	0.65	0.88	0.79	0.73	0.80	0.72	0.58	0.94	0.84	
Significance	-			-			-	*	*	
Effect size	-	-0.14	-0.05	-	0.03	0.14	-	-0.34	-0.29	
Electronic quizzes with immediate feedback in class										
All	17.3%	20.6%	15.0%	13.5%	15.2%	11.9%	20.0%	26.3%	18.3%	
Most	18.3%	19.5%	15.9%	18.9%	21.5%	16.1%	18.3%	17.3%	15.6%	
Some	34.6%	22.1%	22.9%	35.1%	23.5%	22.6%	36.7%	20.6%	23.1%	
None	29.8%	37.8%	46.3%	32.4%	39.7%	49.4%	25.0%	35.8%	42.9%	
Total(n)	104	396	2,319	37	166	1,110	60	230	1,209	
Mean	2.23	2.23	1.99	2.14	2.12	1.90	2.33	2.34	2.09	
Standard deviation	1.06	1.16	1.10	1.03	1.10	1.06	1.07	1.21	1.14	
Significance	-		*	-			-			
Effect size	-	0.00	0.22	-	0.02	0.23	-	-0.01	0.21	
Real-life problems										
All	43.7%	38.1%	37.3%	32.4%	29.9%	30.1%	47.5%	46.8%	45.1%	
Most	23.3%	29.0%	29.4%	27.0%	31.6%	31.8%	23.7%	26.2%	26.9%	
Some	24.3%	26.2%	26.1%	24.3%	30.2%	29.0%	25.4%	21.9%	22.9%	
None	8.7%	6.7%	7.2%	16.2%	8.2%	9.2%	3.4%	5.1%	5.1%	
Total(n)	103	398	2,320	37	166	1,109	59	232	1,211	
Mean	3.02	2.99	2.97	2.76	2.83	2.83	3.15	3.15	3.12	
Standard deviation	1.02	0.95	0.96	1.09	0.95	0.96	0.93	0.93	0.93	
Significance	-			-			-			
Effect size	-	0.03	0.05	-	-0.07	-0.07	-	0.00	0.03	

In how many of the courses that you teach do you use each of the following?										
Student inquiry to drive learning										
All	30.4%	26.3%	29.0%	27.0%	18.0%	23.5%	30.5%	35.3%	34.9%	Student-Centered Pedagogy
Most	26.5%	30.0%	28.6%	18.9%	27.1%	26.7%	30.5%	33.1%	30.7%	
Some	36.3%	35.9%	33.8%	37.8%	46.8%	39.5%	37.3%	24.2%	27.5%	
None	6.9%	7.8%	8.6%	16.2%	8.2%	10.3%	1.7%	7.5%	6.9%	
Total(n)	102	397	2,316	37	166	1,106	59	231	1,210	
Mean	2.80	2.75	2.78	2.57	2.55	2.63	2.90	2.96	2.94	
Standard deviation	0.95	0.93	0.96	1.07	0.88	0.95	0.86	0.94	0.95	
Significance	-			-			-			
Effect size	-	0.05	0.02	-	0.02	-0.06	-	-0.06	-0.04	
Readings on racial and ethnic issues										
All	24.3%	18.8%	17.6%	13.9%	14.3%	12.7%	28.3%	23.6%	23.0%	
Most	16.5%	14.1%	13.3%	5.6%	10.9%	10.1%	25.0%	17.6%	16.9%	
Some	22.3%	31.4%	29.4%	33.3%	34.1%	29.7%	16.7%	28.5%	28.9%	
None	36.9%	35.7%	39.7%	47.2%	40.7%	47.5%	30.0%	30.2%	31.2%	
Total(n)	103	385	2,276	36	163	1,089	60	222	1,187	
Mean	2.28	2.16	2.09	1.86	1.99	1.88	2.52	2.35	2.32	
Standard deviation	1.20	1.11	1.11	1.05	1.04	1.03	1.20	1.14	1.14	
Significance	-			-			-			
Effect size	-	0.11	0.17	-	-0.13	-0.02	-	0.15	0.18	
Readings on women or gender issues										
All	17.3%	15.2%	15.1%	11.8%	9.8%	10.4%	19.3%	21.0%	20.2%	
Most	17.3%	11.0%	10.7%	8.8%	9.0%	8.0%	24.6%	13.1%	13.6%	
Some	18.4%	28.2%	27.6%	20.6%	29.9%	26.5%	19.3%	26.3%	28.8%	
None	46.9%	45.7%	46.6%	58.8%	51.4%	55.0%	36.8%	39.6%	37.3%	
Total(n)	98	376	2,227	34	157	1,057	57	219	1,170	
Mean	2.05	1.96	1.94	1.74	1.77	1.74	2.26	2.15	2.17	
Standard deviation	1.16	1.08	1.08	1.05	0.97	0.99	1.16	1.16	1.14	
Significance	-			-			-			
Effect size	-	0.08	0.10	-	-0.03	0.00	-	0.09	0.08	
Supplemental instruction outside of class and office hours										
All	30.1%	20.7%	18.0%	25.0%	13.8%	14.3%	31.7%	28.3%	22.1%	
Most	21.4%	16.7%	17.7%	25.0%	22.2%	20.6%	18.3%	10.7%	14.6%	
Some	32.0%	42.4%	39.8%	30.6%	45.6%	41.2%	35.0%	38.9%	38.3%	
None	16.5%	20.2%	24.4%	19.4%	18.4%	23.9%	15.0%	22.1%	25.1%	
Total(n)	103	382	2,264	36	162	1,085	60	220	1,179	
Mean	2.65	2.38	2.29	2.56	2.31	2.25	2.67	2.45	2.34	
Standard deviation	1.08	1.03	1.03	1.08	0.93	0.98	1.08	1.12	1.08	
Significance	-	*	***	-			-		*	
Effect size	-	0.26	0.35	-	0.27	0.32	-	0.20	0.31	
In how many of the courses that you teach do you use each of the following?										
Student presentations										
All	18.4%	24.8%	25.9%	11.1%	18.7%	19.6%	20.0%	31.4%	32.8%	Student-
Most	29.1%	24.2%	24.4%	30.6%	23.9%	24.6%	31.7%	24.4%	24.3%	
Some	43.7%	37.2%	37.8%	41.7%	38.2%	41.0%	45.0%	36.2%	34.2%	

None	8.7%	13.8%	11.9%	16.7%	19.1%	14.8%	3.3%	8.0%	8.7%	Centered Pedagogy
Total(n)	103	386	2,284	36	162	1,093	60	224	1,191	
Mean	2.57	2.60	2.64	2.36	2.42	2.49	2.68	2.79	2.81	
Standard deviation	0.89	1.01	0.99	0.90	1.00	0.97	0.83	0.98	0.99	
Significance	-			-			-			
Effect size	-	-0.03	-0.07	-	-0.06	-0.13	-	-0.11	-0.13	
Student evaluations of each others' work										
All	11.7%	9.2%	12.3%	5.6%	7.5%	9.8%	15.0%	11.2%	15.1%	Student-Centered Pedagogy
Most	17.5%	18.3%	17.9%	22.2%	17.3%	16.2%	13.3%	19.4%	19.9%	
Some	42.7%	42.2%	42.0%	47.2%	39.9%	40.7%	40.0%	44.7%	43.4%	
None	28.2%	30.2%	27.8%	25.0%	35.3%	33.4%	31.7%	24.8%	21.6%	
Total(n)	103	386	2,276	36	162	1,088	60	224	1,188	
Mean	2.13	2.07	2.15	2.08	1.97	2.02	2.12	2.17	2.29	
Standard deviation	0.96	0.92	0.96	0.84	0.91	0.94	1.03	0.93	0.97	
Significance	-			-			-			
Effect size	-	0.07	-0.02	-	0.12	0.06	-	-0.05	-0.18	
Grading on a curve										
All	1.9%	5.9%	6.1%	5.6%	9.0%	8.2%	0.0%	2.6%	3.8%	
Most	7.8%	9.7%	8.6%	11.1%	12.9%	10.9%	5.0%	6.1%	6.0%	
Some	21.4%	22.1%	22.3%	27.8%	26.8%	25.4%	18.3%	17.0%	18.9%	
None	68.9%	62.2%	63.0%	55.6%	51.2%	55.6%	76.7%	74.2%	71.3%	
Total(n)	103	385	2,274	36	162	1,088	60	223	1,186	
Mean	1.43	1.59	1.58	1.67	1.80	1.72	1.28	1.37	1.42	
Standard deviation	0.72	0.89	0.88	0.89	0.98	0.95	0.56	0.71	0.77	
Significance	-			-			-			
Effect size	-	-0.18	-0.17	-	-0.13	-0.05	-	-0.13	-0.18	
Rubric-based assessment										
All	43.7%	43.9%	43.3%	25.0%	34.9%	33.9%	51.7%	53.8%	53.6%	
Most	28.2%	25.8%	27.3%	27.8%	30.0%	31.5%	30.0%	21.2%	22.8%	
Some	22.3%	22.6%	21.8%	36.1%	24.6%	24.3%	15.0%	20.4%	19.0%	
None	5.8%	7.7%	7.6%	11.1%	10.6%	10.3%	3.3%	4.6%	4.6%	
Total(n)	103	387	2,275	36	163	1,088	60	224	1,187	
Mean	3.10	3.06	3.06	2.67	2.89	2.89	3.30	3.24	3.25	
Standard deviation	0.94	0.98	0.98	0.99	1.00	0.99	0.85	0.93	0.92	
Significance	-			-			-			
Effect size	-	0.04	0.04	-	-0.22	-0.22	-	0.06	0.05	
Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions)										
All	18.6%	10.5%	11.0%	8.3%	6.3%	7.6%	23.7%	15.0%	14.6%	
Most	19.6%	17.2%	15.9%	19.4%	13.1%	14.1%	18.6%	21.5%	17.9%	
Some	43.1%	42.3%	40.4%	50.0%	48.0%	41.9%	40.7%	36.3%	38.6%	
None	18.6%	30.0%	32.8%	22.2%	32.7%	36.4%	16.9%	27.1%	28.8%	
Total(n)	102	387	2,278	36	162	1,089	59	225	1,189	
Mean	2.38	2.08	2.05	2.14	1.93	1.93	2.49	2.24	2.18	
Standard deviation	1.00	0.94	0.96	0.87	0.84	0.90	1.04	1.01	1.01	
Significance	-	**	***	-			-		*	
Effect size	-	0.32	0.34	-	0.25	0.23	-	0.25	0.31	

How frequently do you incorporate the following forms of technology into your courses?										
Videos or podcasts										
Frequently	50.0%	49.2%	48.2%	43.2%	40.1%	41.0%	53.3%	59.0%	56.2%	
Occasionally	48.1%	43.5%	43.5%	51.4%	51.9%	48.6%	46.7%	34.4%	37.9%	
Not at all	1.9%	7.4%	8.2%	5.4%	8.0%	10.4%	0.0%	6.6%	5.9%	
Total(n)	104	382	2,270	37	159	1,081	60	223	1,189	
Mean	2.48	2.42	2.40	2.38	2.32	2.31	2.53	2.52	2.50	
Standard deviation	0.54	0.62	0.64	0.59	0.62	0.65	0.50	0.62	0.61	
Significance	-			-			-			
Effect size	-	0.10	0.13	-	0.10	0.11	-	0.02	0.05	
Simulations/animations										
Frequently	24.8%	24.3%	23.0%	29.4%	20.7%	21.1%	21.7%	28.2%	25.0%	
Occasionally	44.6%	41.2%	42.1%	41.2%	45.6%	44.5%	50.0%	36.5%	39.4%	
Not at all	30.7%	34.5%	34.9%	29.4%	33.7%	34.3%	28.3%	35.3%	35.6%	
Total(n)	101	378	2,241	34	157	1,070	60	221	1,171	
Mean	1.94	1.90	1.88	2.00	1.87	1.87	1.93	1.93	1.89	
Standard deviation	0.75	0.76	0.75	0.78	0.73	0.73	0.71	0.79	0.77	
Significance	-			-			-			
Effect size	-	0.05	0.08	-	0.18	0.18	-	0.00	0.05	
Online homework or virtual labs										
Frequently	51.9%	46.0%	40.3%	51.4%	42.0%	38.4%	50.0%	50.2%	42.5%	
Occasionally	34.6%	33.9%	34.9%	35.1%	34.5%	34.5%	35.0%	33.2%	35.4%	
Not at all	13.5%	20.1%	24.8%	13.5%	23.4%	27.1%	15.0%	16.6%	22.2%	
Total(n)	104	385	2,277	37	161	1,086	60	224	1,191	
Mean	2.38	2.26	2.16	2.38	2.19	2.11	2.35	2.34	2.20	
Standard deviation	0.71	0.77	0.79	0.72	0.79	0.80	0.73	0.74	0.78	
Significance	-		**	-		*	-			
Effect size	-	0.16	0.28	-	0.24	0.34	-	0.01	0.19	
Online discussion boards										
Frequently	32.0%	45.8%	32.8%	21.6%	41.8%	28.6%	39.0%	50.2%	37.4%	
Occasionally	44.7%	36.0%	37.2%	51.4%	36.3%	35.8%	42.4%	35.6%	38.7%	
Not at all	23.3%	18.2%	30.0%	27.0%	21.8%	35.5%	18.6%	14.3%	23.9%	
Total(n)	103	382	2,266	37	160	1,084	59	222	1,182	
Mean	2.09	2.28	2.03	1.95	2.20	1.93	2.20	2.36	2.14	
Standard deviation	0.74	0.75	0.79	0.70	0.77	0.80	0.74	0.72	0.77	
Significance	-	*		-			-			
Effect size	-	-0.25	0.08	-	-0.32	0.03	-	-0.22	0.08	
Audience response systems to gauge students' understanding (e.g., clickers)										
Frequently	5.8%	9.9%	8.4%	5.4%	6.2%	6.3%	6.8%	14.0%	10.8%	
Occasionally	28.2%	24.2%	22.6%	32.4%	24.1%	20.7%	23.7%	24.2%	24.6%	
Not at all	66.0%	65.9%	69.0%	62.2%	69.7%	73.0%	69.5%	61.7%	64.6%	
Total(n)	103	384	2,277	37	161	1,088	59	223	1,189	
Mean	1.40	1.44	1.39	1.43	1.36	1.33	1.37	1.52	1.46	
Standard deviation	0.60	0.67	0.64	0.60	0.60	0.59	0.61	0.73	0.68	
Significance	-			-			-			
Effect size	-	-0.06	0.02	-	0.12	0.17	-	-0.21	-0.13	

Please indicate the extent to which you agree it is your role to:										
Encourage students to become agents of social change										
Strongly agree	44.4%	41.5%	41.1%	30.6%	34.9%	31.6%	54.4%	48.5%	51.5%	Civic Minded Values
Somewhat agree	36.4%	43.4%	42.4%	38.9%	44.7%	45.6%	35.1%	41.9%	39.0%	
Somewhat disagree	15.2%	9.6%	11.0%	22.2%	12.0%	14.9%	10.5%	7.0%	6.7%	
Strongly disagree	4.0%	5.6%	5.4%	8.3%	8.4%	7.9%	0.0%	2.6%	2.8%	
Total(n)	99	379	2,230	36	157	1,060	57	222	1,170	
Mean	3.21	3.21	3.19	2.92	3.06	3.01	3.44	3.36	3.39	
Standard deviation	0.85	0.83	0.84	0.94	0.89	0.88	0.68	0.72	0.74	
Significance	-			-			-			
Effect size	-	0.00	0.02	-	-0.16	-0.10	-	0.11	0.07	
Prepare students for employment after college										
Strongly agree	82.8%	79.5%	78.4%	77.1%	74.2%	73.2%	84.5%	85.2%	84.1%	
Somewhat agree	17.2%	17.7%	19.0%	22.9%	20.6%	22.6%	15.5%	14.7%	15.1%	
Somewhat disagree	0.0%	2.7%	2.3%	0.0%	5.1%	3.8%	0.0%	0.2%	0.7%	
Strongly disagree	0.0%	0.0%	0.3%	0.0%	0.0%	0.5%	0.0%	0.0%	0.1%	
Total(n)	99	378	2,231	35	155	1,056	58	223	1,175	
Mean	3.83	3.77	3.75	3.77	3.69	3.68	3.84	3.85	3.83	
Standard deviation	0.38	0.48	0.50	0.43	0.56	0.57	0.37	0.36	0.40	
Significance	-			-			-			
Effect size	-	0.13	0.16	-	0.14	0.16	-	-0.03	0.02	
Prepare students for graduate or advanced education										
Strongly agree	59.4%	63.4%	60.2%	51.4%	61.2%	57.4%	59.3%	65.7%	63.3%	
Somewhat agree	37.6%	33.9%	35.9%	48.6%	36.7%	38.6%	35.6%	31.0%	33.0%	
Somewhat disagree	3.0%	2.6%	3.5%	0.0%	2.1%	3.5%	5.1%	3.0%	3.4%	
Strongly disagree	0.0%	0.1%	0.4%	0.0%	0.0%	0.5%	0.0%	0.2%	0.3%	
Total(n)	101	381	2,241	35	157	1,064	59	224	1,177	
Mean	3.56	3.61	3.56	3.51	3.59	3.53	3.54	3.62	3.59	
Standard deviation	0.56	0.54	0.58	0.51	0.53	0.59	0.60	0.55	0.57	
Significance	-			-			-			
Effect size	-	-0.09	0.00	-	-0.15	-0.03	-	-0.15	-0.09	
Develop students' moral character										
Strongly agree	37.6%	38.7%	36.8%	30.6%	36.4%	33.3%	42.4%	41.1%	40.5%	Undergraduate Education Goal: Personal Development
Somewhat agree	47.5%	48.9%	49.7%	55.6%	48.9%	50.8%	42.4%	49.0%	48.5%	
Somewhat disagree	13.9%	10.0%	11.2%	11.1%	11.0%	12.5%	15.3%	8.9%	9.7%	
Strongly disagree	1.0%	2.4%	2.4%	2.8%	3.7%	3.4%	0.0%	1.0%	1.3%	
Total(n)	101	381	2,240	36	157	1,063	59	224	1,177	
Mean	3.22	3.24	3.21	3.14	3.18	3.14	3.27	3.30	3.28	
Standard deviation	0.72	0.72	0.73	0.72	0.77	0.76	0.72	0.67	0.69	
Significance	-			-			-			
Effect size	-	-0.03	0.01	-	-0.05	0.00	-	-0.04	-0.01	
Provide for students' emotional development										
Strongly agree	30.7%	34.2%	31.5%	19.4%	28.5%	26.2%	36.2%	40.1%	37.3%	Undergraduate Education
Somewhat agree	46.5%	47.7%	48.8%	55.6%	49.4%	49.9%	43.1%	46.0%	47.6%	
Somewhat disagree	19.8%	13.6%	15.3%	22.2%	14.6%	17.1%	19.0%	12.6%	13.5%	
Strongly disagree	3.0%	4.4%	4.3%	2.8%	7.5%	6.8%	1.7%	1.2%	1.6%	

Total(n)	101	379	2,235	36	155	1,060	58	224	1,175	Goal: Personal Development
Mean	3.05	3.12	3.08	2.92	2.99	2.95	3.14	3.25	3.21	
Standard deviation	0.79	0.80	0.80	0.73	0.85	0.84	0.78	0.72	0.73	
Significance	-			-			-			
Effect size	-	-0.09	-0.04	-	-0.08	-0.04	-	-0.15	-0.10	
Please indicate the extent to which you agree it is your role to:										
Help students develop personal values										
Strongly agree	34.3%	37.5%	36.5%	25.0%	35.0%	32.9%	40.7%	40.2%	40.3%	Undergraduate Education Goal: Personal Development
Somewhat agree	48.0%	51.1%	49.4%	47.2%	50.6%	50.7%	47.5%	51.7%	48.0%	
Somewhat disagree	16.7%	8.5%	11.4%	27.8%	9.5%	11.9%	11.9%	7.4%	10.8%	
Strongly disagree	1.0%	2.8%	2.7%	0.0%	4.9%	4.4%	0.0%	0.6%	0.9%	
Total(n)	102	379	2,237	36	158	1,063	59	221	1,174	
Mean	3.16	3.23	3.20	2.97	3.16	3.12	3.29	3.32	3.28	
Standard deviation	0.73	0.72	0.74	0.74	0.79	0.78	0.67	0.63	0.69	
Significance	-			-			-			
Effect size	-	-0.10	-0.05	-	-0.24	-0.19	-	-0.05	0.01	
Enhance students' knowledge of and appreciation for other racial/ethnic groups										
Strongly agree	50.5%	50.0%	48.4%	30.6%	40.4%	37.2%	63.8%	60.3%	60.6%	Civic Minded Values
Somewhat agree	41.6%	40.7%	39.6%	52.8%	47.9%	46.1%	34.5%	33.1%	32.6%	
Somewhat disagree	5.9%	6.6%	8.2%	13.9%	7.6%	10.8%	0.0%	5.5%	5.5%	
Strongly disagree	2.0%	2.7%	3.7%	2.8%	4.1%	5.9%	1.7%	1.1%	1.2%	
Total(n)	101	382	2,241	36	158	1,064	58	224	1,177	
Mean	3.41	3.38	3.33	3.11	3.24	3.14	3.60	3.52	3.53	
Standard deviation	0.70	0.73	0.78	0.75	0.77	0.83	0.59	0.65	0.66	
Significance	-			-			-			
Effect size	-	0.04	0.10	-	-0.17	-0.04	-	0.12	0.11	
Promote students' ability to write effectively										
Strongly agree	69.3%	72.8%	71.6%	66.7%	69.5%	67.5%	69.0%	76.3%	75.9%	
Somewhat agree	27.7%	23.7%	24.9%	27.8%	27.1%	28.4%	31.0%	20.2%	21.0%	
Somewhat disagree	3.0%	1.9%	2.4%	5.6%	1.1%	2.4%	0.0%	2.9%	2.5%	
Strongly disagree	0.0%	1.5%	1.1%	0.0%	2.4%	1.7%	0.0%	0.6%	0.6%	
Total(n)	101	382	2,241	36	158	1,065	58	224	1,176	
Mean	3.66	3.68	3.67	3.61	3.64	3.62	3.69	3.72	3.72	
Standard deviation	0.53	0.59	0.58	0.60	0.63	0.62	0.47	0.54	0.53	
Significance	-			-			-			
Effect size	-	-0.03	-0.02	-	-0.05	-0.02	-	-0.06	-0.06	
Encourage respect for different beliefs										
Strongly agree	75.2%	70.5%	68.1%	58.3%	60.1%	57.7%	84.5%	81.5%	79.5%	Undergraduate Education Goal: Personal Development
Somewhat agree	20.8%	24.5%	26.0%	33.3%	32.0%	33.4%	13.8%	16.5%	18.0%	
Somewhat disagree	4.0%	3.5%	4.2%	8.3%	4.9%	6.0%	1.7%	2.0%	2.3%	
Strongly disagree	0.0%	1.5%	1.6%	0.0%	3.0%	2.9%	0.0%	0.0%	0.2%	
Total(n)	101	381	2,240	36	157	1,064	58	224	1,176	
Mean	3.71	3.64	3.61	3.50	3.49	3.46	3.83	3.79	3.77	
Standard deviation	0.54	0.63	0.65	0.65	0.73	0.74	0.42	0.45	0.49	
Significance	-			-			-			
Effect size	-	0.11	0.15	-	0.01	0.05	-	0.09	0.12	

Please indicate your agreement with each of the following statements:									
The chief benefit of a college education is that it increases one's earning power									
Strongly agree	14.0%	24.9%	19.8%	13.9%	27.1%	21.8%	13.8%	22.5%	17.7%
Somewhat agree	54.0%	49.0%	48.6%	55.6%	45.3%	44.8%	53.4%	53.0%	52.7%
Somewhat disagree	22.0%	19.8%	22.8%	22.2%	19.2%	22.4%	20.7%	20.4%	23.1%
Strongly disagree	10.0%	6.3%	8.8%	8.3%	8.4%	11.0%	12.1%	4.2%	6.4%
Total(n)	100	372	2,196	36	156	1,051	58	216	1,145
Mean	2.72	2.92	2.79	2.75	2.91	2.77	2.69	2.94	2.82
Standard deviation	0.83	0.83	0.86	0.81	0.89	0.91	0.86	0.77	0.79
Significance	-	*	-	-	-	-	-	*	-
Effect size	-	-0.24	-0.08	-	-0.18	-0.02	-	-0.32	-0.16
Please indicate your agreement with each of the following statements:									
A racially/ethnically diverse student body enhances the educational experience of all students									
Strongly agree	75.8%	69.9%	73.6%	61.1%	56.8%	63.0%	87.7%	84.1%	85.1%
Somewhat agree	21.2%	26.8%	23.4%	33.3%	37.2%	31.7%	12.3%	15.4%	14.2%
Somewhat disagree	2.0%	3.1%	2.2%	2.8%	5.5%	3.8%	0.0%	0.5%	0.5%
Strongly disagree	1.0%	0.2%	0.8%	2.8%	0.5%	1.4%	0.0%	0.0%	0.2%
Total(n)	99	376	2,197	36	157	1,050	57	219	1,147
Mean	3.72	3.66	3.70	3.53	3.50	3.56	3.88	3.84	3.84
Standard deviation	0.55	0.55	0.55	0.70	0.62	0.64	0.33	0.38	0.39
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.11	0.04	-	0.05	-0.05	-	0.11	0.10
Colleges have a responsibility to work with their surrounding communities to address local issues									
Strongly agree	58.0%	60.8%	58.4%	47.2%	53.6%	50.5%	67.2%	68.5%	67.0%
Somewhat agree	37.0%	33.8%	36.3%	38.9%	36.8%	41.1%	32.8%	30.5%	31.0%
Somewhat disagree	4.0%	4.3%	4.2%	11.1%	7.5%	6.4%	0.0%	1.0%	1.9%
Strongly disagree	1.0%	1.1%	1.1%	2.8%	2.1%	2.0%	0.0%	0.0%	0.1%
Total(n)	100	375	2,196	36	156	1,050	58	219	1,146
Mean	3.52	3.54	3.52	3.31	3.42	3.40	3.67	3.68	3.65
Standard deviation	0.63	0.63	0.63	0.79	0.72	0.70	0.47	0.49	0.52
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.03	0.00	-	-0.15	-0.13	-	-0.02	0.04
Please indicate your agreement with each of the following statements:									
Private funding sources often prevent researchers from being completely objective in the conduct of their work									
Strongly agree	9.2%	15.8%	15.7%	8.6%	14.5%	14.3%	10.5%	17.3%	17.3%
Somewhat agree	55.1%	44.8%	45.6%	45.7%	45.8%	44.8%	59.6%	43.7%	46.5%
Somewhat disagree	29.6%	33.6%	32.0%	42.9%	35.0%	34.5%	21.1%	32.0%	29.3%
Strongly disagree	6.1%	5.8%	6.6%	2.9%	4.6%	6.5%	8.8%	7.0%	6.8%
Total(n)	98	370	2,171	35	156	1,043	57	214	1,128
Mean	2.67	2.71	2.70	2.60	2.70	2.67	2.72	2.71	2.74
Standard deviation	0.73	0.80	0.81	0.69	0.77	0.80	0.77	0.83	0.82
Significance	-	-	-	-	-	-	-	-	-

Civic Minded
Values

Effect size	-	-0.05	-0.04	-	-0.13	-0.09	-	0.01	-0.02	
I try to dispel perceptions of competition in my classroom										
Strongly agree	37.4%	24.9%	28.7%	30.6%	15.0%	21.1%	43.9%	35.7%	37.1%	
Somewhat agree	39.4%	42.8%	43.9%	33.3%	45.3%	43.8%	43.9%	40.1%	44.1%	
Somewhat disagree	17.2%	25.9%	21.7%	30.6%	32.3%	27.5%	8.8%	18.9%	15.3%	
Strongly disagree	6.1%	6.4%	5.7%	5.6%	7.3%	7.6%	3.5%	5.3%	3.6%	
Total(n)	99	372	2,161	36	157	1,035	57	215	1,126	
Mean	3.08	2.86	2.96	2.89	2.68	2.78	3.28	3.06	3.15	
Standard deviation	0.89	0.86	0.85	0.92	0.82	0.86	0.77	0.87	0.80	
Significance	-	*		-			-			
Effect size	-	0.26	0.14	-	0.26	0.13	-	0.25	0.16	
Students' use of personal devices and laptops in the classroom serve as more of distraction than an educational resource										
Strongly agree	9.9%	20.5%	20.2%	11.1%	25.6%	22.3%	10.2%	14.9%	18.0%	
Somewhat agree	34.7%	36.6%	35.8%	27.8%	34.7%	36.9%	33.9%	38.8%	34.6%	
Somewhat disagree	35.6%	29.3%	31.6%	50.0%	26.0%	28.0%	30.5%	32.9%	35.5%	
Strongly disagree	19.8%	13.6%	12.4%	11.1%	13.8%	12.9%	25.4%	13.4%	11.9%	
Total(n)	101	375	2,195	36	156	1,048	59	219	1,147	
Mean	2.35	2.64	2.64	2.39	2.72	2.69	2.29	2.55	2.59	
Standard deviation	0.91	0.95	0.94	0.84	0.99	0.96	0.97	0.90	0.92	
Significance	-	**	**	-			-		*	
Effect size	-	-0.31	-0.31	-	-0.33	-0.31	-	-0.29	-0.33	
I feel I have the skills to facilitate conversation about diversity issues in the classroom										
Strongly agree	36.0%	39.7%	36.0%	38.9%	30.7%	30.3%	36.2%	49.3%	42.2%	
Somewhat agree	52.0%	44.6%	43.6%	47.2%	50.9%	44.9%	51.7%	37.7%	42.2%	
Somewhat disagree	10.0%	11.0%	15.1%	8.3%	13.0%	17.5%	12.1%	8.8%	12.5%	
Strongly disagree	2.0%	4.8%	5.3%	5.6%	5.4%	7.3%	0.0%	4.1%	3.1%	
Total(n)	100	375	2,190	36	156	1,048	58	219	1,142	
Mean	3.22	3.19	3.10	3.19	3.07	2.98	3.24	3.32	3.24	
Standard deviation	0.70	0.81	0.84	0.82	0.81	0.88	0.66	0.80	0.78	
Significance	-			-			-			
Effect size	-	0.04	0.14	-	0.15	0.24	-	-0.10	0.00	
I achieve a healthy balance between my personal life and my professional life										
Strongly agree	21.0%	24.5%	21.7%	25.0%	26.8%	23.6%	15.5%	22.0%	19.5%	
Somewhat agree	42.0%	39.7%	40.4%	41.7%	41.7%	40.2%	44.8%	37.5%	40.6%	
Somewhat disagree	22.0%	26.1%	26.5%	22.2%	22.1%	25.2%	20.7%	30.5%	27.8%	
Strongly disagree	15.0%	9.7%	11.5%	11.1%	9.4%	10.9%	19.0%	10.0%	12.2%	
Total(n)	100	373	2,195	36	155	1,048	58	218	1,147	
Mean	2.69	2.79	2.72	2.81	2.86	2.77	2.57	2.72	2.67	
Standard deviation	0.97	0.92	0.93	0.95	0.92	0.93	0.98	0.92	0.92	
Significance	-			-			-			
Effect size	-	-0.11	-0.03	-	-0.05	0.04	-	-0.16	-0.11	
I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar										
Strongly agree	20.2%	30.2%	25.6%	11.1%	25.8%	22.1%	24.6%	35.0%	29.4%	
Somewhat agree	40.4%	26.7%	29.0%	38.9%	22.7%	23.6%	42.1%	31.1%	34.9%	
Somewhat disagree	21.2%	28.7%	29.3%	13.9%	31.7%	32.2%	24.6%	25.5%	26.2%	

Strongly disagree	18.2%	14.3%	16.1%	36.1%	19.8%	22.0%	8.8%	8.4%	9.6%	
Total(n)	99	374	2,183	36	157	1,045	57	217	1,138	
Mean	2.63	2.73	2.64	2.25	2.55	2.46	2.82	2.93	2.84	
Standard deviation	1.01	1.04	1.03	1.08	1.08	1.06	0.91	0.97	0.96	
Significance	-			-			-			
Effect size	-	-0.10	-0.01	-	-0.28	-0.20	-	-0.11	-0.02	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
This institution has effective hiring practices and policies that increase faculty diversity										
Strongly agree	28.9%	21.6%	20.7%	20.0%	21.1%	22.3%	32.1%	22.3%	19.0%	Diversity Climate
Somewhat agree	46.4%	45.2%	47.6%	60.0%	46.0%	47.8%	39.3%	44.4%	47.2%	
Somewhat disagree	15.5%	25.3%	23.5%	17.1%	24.5%	21.5%	14.3%	26.2%	25.6%	
Strongly disagree	9.3%	7.8%	8.3%	2.9%	8.5%	8.4%	14.3%	7.1%	8.2%	
Total(n)	97	363	2,135	35	152	1,025	56	211	1,110	
Mean	2.95	2.81	2.81	2.97	2.80	2.84	2.89	2.82	2.77	
Standard deviation	0.91	0.86	0.86	0.71	0.87	0.86	1.02	0.86	0.85	
Significance	-			-			-			
Effect size	-	0.16	0.16	-	0.20	0.15	-	0.08	0.14	
Student Affairs staff have the support and respect of faculty										
Strongly agree	36.1%	22.1%	22.7%	28.6%	16.7%	20.2%	39.3%	28.1%	25.5%	
Somewhat agree	48.5%	50.8%	54.7%	57.1%	53.4%	54.0%	44.6%	47.9%	55.5%	
Somewhat disagree	10.3%	21.6%	18.1%	8.6%	24.7%	20.8%	10.7%	18.2%	15.0%	
Strongly disagree	5.2%	5.5%	4.5%	5.7%	5.2%	5.0%	5.4%	5.9%	3.9%	
Total(n)	97	354	2,093	35	148	1,006	56	206	1,087	
Mean	3.15	2.89	2.96	3.09	2.82	2.89	3.18	2.98	3.03	
Standard deviation	0.81	0.80	0.77	0.78	0.77	0.77	0.83	0.84	0.75	
Significance	-	**	*	-			-			
Effect size	-	0.33	0.25	-	0.35	0.26	-	0.24	0.20	
There is a lot of campus racial conflict here										
Strongly agree	4.2%	2.0%	4.7%	0.0%	1.8%	3.6%	7.3%	2.1%	5.8%	
Somewhat agree	26.0%	10.8%	18.6%	14.3%	10.4%	15.9%	36.4%	11.2%	21.7%	
Somewhat disagree	35.4%	43.0%	43.7%	40.0%	41.3%	42.8%	32.7%	44.8%	44.7%	
Strongly disagree	34.4%	44.3%	33.0%	45.7%	46.5%	37.7%	23.6%	41.8%	27.8%	
Total(n)	96	365	2,138	35	151	1,026	55	214	1,112	
Mean	2.00	1.70	1.95	1.69	1.68	1.85	2.27	1.74	2.06	
Standard deviation	0.88	0.74	0.84	0.72	0.73	0.81	0.91	0.74	0.85	
Significance	-	***		-			-	***		
Effect size	-	0.41	0.06	-	0.01	-0.20	-	0.72	0.25	
My research is valued by faculty in my department										
Strongly agree	40.7%	29.7%	30.4%	35.3%	29.3%	29.8%	40.4%	30.1%	31.1%	Respect
Somewhat agree	46.2%	42.4%	44.3%	50.0%	45.9%	46.9%	46.2%	38.5%	41.3%	
Somewhat disagree	7.7%	18.6%	17.7%	5.9%	12.2%	14.5%	9.6%	25.9%	21.3%	
Strongly disagree	5.5%	9.3%	7.6%	8.8%	12.6%	8.8%	3.8%	5.5%	6.4%	
Total(n)	91	356	2,087	34	152	1,003	52	204	1,084	
Mean	3.22	2.92	2.98	3.12	2.92	2.98	3.23	2.93	2.97	

Standard deviation	0.81	0.92	0.89	0.88	0.96	0.89	0.78	0.88	0.88	
Significance	-	**	*	-			-	*	*	
Effect size	-	0.33	0.27	-	0.21	0.16	-	0.34	0.30	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
My teaching is valued by faculty in my department										
Strongly agree	63.5%	52.4%	53.4%	57.1%	52.9%	54.9%	67.3%	51.8%	51.8%	Respect
Somewhat agree	30.2%	34.8%	36.2%	34.3%	34.7%	35.2%	27.3%	34.8%	37.2%	
Somewhat disagree	5.2%	7.6%	6.6%	8.6%	5.7%	5.6%	3.6%	9.7%	7.6%	
Strongly disagree	1.0%	5.3%	3.9%	0.0%	6.7%	4.3%	1.8%	3.7%	3.4%	
Total(n)	96	366	2,155	35	152	1,029	55	214	1,126	
Mean	3.56	3.34	3.39	3.49	3.34	3.41	3.60	3.35	3.37	
Standard deviation	0.65	0.83	0.78	0.66	0.86	0.78	0.66	0.80	0.77	
Significance	-	*	*	-			-	*	*	
Effect size	-	0.27	0.22	-	0.17	0.10	-	0.31	0.30	
My service is valued by faculty in my department										
Strongly agree	59.8%	48.0%	47.0%	57.1%	48.5%	47.4%	60.7%	47.4%	46.5%	Respect
Somewhat agree	30.9%	34.8%	38.2%	28.6%	35.1%	38.3%	33.9%	34.4%	38.2%	
Somewhat disagree	8.2%	9.9%	9.4%	14.3%	7.7%	8.7%	3.6%	12.3%	10.2%	
Strongly disagree	1.0%	7.4%	5.4%	0.0%	8.8%	5.6%	1.8%	5.9%	5.1%	
Total(n)	97	365	2,149	35	152	1,028	56	213	1,121	
Mean	3.49	3.23	3.27	3.43	3.23	3.28	3.54	3.23	3.26	
Standard deviation	0.69	0.91	0.84	0.74	0.93	0.84	0.66	0.88	0.84	
Significance	-	**	*	-			-	*	*	
Effect size	-	0.29	0.26	-	0.22	0.18	-	0.35	0.33	
Faculty are sufficiently involved in campus decision-making										
Strongly agree	27.8%	8.5%	12.5%	28.6%	7.6%	12.9%	28.6%	9.5%	12.1%	
Somewhat agree	45.4%	46.4%	48.4%	48.6%	44.9%	46.2%	41.1%	48.0%	50.7%	
Somewhat disagree	16.5%	31.0%	26.5%	11.4%	34.1%	28.4%	21.4%	27.5%	24.3%	
Strongly disagree	10.3%	14.2%	12.6%	11.4%	13.5%	12.4%	8.9%	15.0%	12.9%	
Total(n)	97	362	2,142	35	151	1,026	56	211	1,116	
Mean	2.91	2.49	2.61	2.94	2.47	2.60	2.89	2.52	2.62	
Standard deviation	0.93	0.84	0.86	0.94	0.82	0.86	0.93	0.86	0.86	
Significance	-	***	***	-	**	*	-	**	*	
Effect size	-	0.50	0.35	-	0.57	0.40	-	0.43	0.31	
The faculty are typically at odds with campus administration										
Strongly agree	5.3%	10.8%	10.8%	5.9%	14.2%	13.2%	5.5%	7.1%	8.1%	
Somewhat agree	21.1%	44.5%	41.6%	17.6%	43.1%	41.1%	25.5%	46.0%	42.0%	
Somewhat disagree	40.0%	37.6%	40.5%	35.3%	35.7%	38.6%	41.8%	39.8%	42.7%	
Strongly disagree	33.7%	7.1%	7.1%	41.2%	7.0%	7.0%	27.3%	7.1%	7.2%	
Total(n)	95	361	2,127	34	150	1,024	55	211	1,103	
Mean	1.98	2.59	2.56	1.88	2.65	2.60	2.09	2.53	2.51	
Standard deviation	0.87	0.77	0.78	0.91	0.81	0.80	0.87	0.73	0.75	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.79	-0.74	-	-0.95	-0.90	-	-0.60	-0.56	
Faculty here respect each other										
Strongly agree	43.9%	33.3%	31.1%	45.7%	32.0%	30.0%	43.9%	34.8%	32.4%	

Somewhat agree	49.0%	51.0%	54.4%	45.7%	54.4%	57.3%	49.1%	47.2%	51.1%	Respect
Somewhat disagree	6.1%	10.0%	10.8%	8.6%	6.7%	8.6%	5.3%	13.6%	13.3%	
Strongly disagree	1.0%	5.7%	3.7%	0.0%	6.9%	4.1%	1.8%	4.4%	3.2%	
Total(n)	98	364	2,150	35	151	1,032	57	213	1,118	
Mean	3.36	3.12	3.13	3.37	3.12	3.13	3.35	3.12	3.13	
Standard deviation	0.65	0.80	0.74	0.65	0.81	0.73	0.67	0.80	0.75	
Significance	-	**	**	-			-	*	*	
Effect size	-	0.30	0.31	-	0.31	0.33	-	0.29	0.29	
Administrators consider faculty concerns when making policy										
Strongly agree	30.2%	8.4%	10.6%	34.3%	8.5%	9.7%	29.1%	8.2%	11.6%	
Somewhat agree	50.0%	45.4%	47.5%	42.9%	43.9%	47.2%	50.9%	47.1%	47.8%	
Somewhat disagree	12.5%	32.4%	29.8%	14.3%	32.0%	30.0%	12.7%	32.8%	29.7%	
Strongly disagree	7.3%	13.8%	12.1%	8.6%	15.5%	13.1%	7.3%	11.9%	11.0%	
Total(n)	96	362	2,136	35	152	1,028	55	210	1,108	
Mean	3.03	2.48	2.56	3.03	2.45	2.53	3.02	2.52	2.60	
Standard deviation	0.85	0.83	0.84	0.92	0.85	0.84	0.85	0.81	0.83	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.66	0.56	-	0.68	0.60	-	0.62	0.51	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
This institution takes responsibility for educating underprepared students										
Strongly agree	54.2%	23.9%	22.6%	51.4%	20.6%	20.9%	52.7%	27.5%	24.6%	Diversity Climate
Somewhat agree	29.2%	53.7%	52.1%	22.9%	58.5%	54.5%	34.5%	48.3%	49.4%	
Somewhat disagree	13.5%	16.1%	17.9%	22.9%	14.9%	17.5%	9.1%	17.4%	18.3%	
Strongly disagree	3.1%	6.3%	7.4%	2.9%	6.0%	7.1%	3.6%	6.7%	7.7%	
Total(n)	96	363	2,130	35	152	1,027	55	211	1,103	
Mean	3.34	2.95	2.90	3.23	2.94	2.89	3.36	2.97	2.91	
Standard deviation	0.83	0.81	0.83	0.91	0.77	0.81	0.80	0.85	0.85	
Significance	-	***	***	-		*	-	**	***	
Effect size	-	0.48	0.53	-	0.38	0.42	-	0.46	0.53	
The criteria for advancement and promotion decisions are clear										
Strongly agree	36.1%	26.0%	30.5%	42.9%	27.8%	31.7%	32.1%	24.1%	29.1%	
Somewhat agree	43.3%	45.5%	44.4%	37.1%	48.8%	44.8%	44.6%	42.0%	44.0%	
Somewhat disagree	17.5%	22.7%	18.2%	20.0%	18.1%	16.2%	17.9%	27.6%	20.4%	
Strongly disagree	3.1%	5.8%	6.9%	0.0%	5.3%	7.4%	5.4%	6.4%	6.4%	
Total(n)	97	362	2,138	35	150	1,028	56	212	1,110	
Mean	3.12	2.92	2.98	3.23	2.99	3.01	3.04	2.84	2.96	
Standard deviation	0.81	0.84	0.87	0.77	0.82	0.88	0.85	0.86	0.87	
Significance	-	*		-			-			
Effect size	-	0.24	0.16	-	0.29	0.25	-	0.23	0.09	
Most of the students I teach lack the basic skills for college level work										
Strongly agree	12.2%	22.4%	14.6%	11.4%	19.7%	13.2%	10.5%	25.4%	16.2%	
Somewhat agree	41.8%	39.6%	34.9%	45.7%	41.6%	35.6%	40.4%	37.3%	34.1%	
Somewhat disagree	31.6%	31.1%	39.3%	34.3%	33.9%	40.2%	31.6%	28.2%	38.2%	
Strongly disagree	14.3%	6.9%	11.2%	8.6%	4.8%	11.0%	17.5%	9.2%	11.5%	
Total(n)	98	363	2,152	35	151	1,031	57	212	1,121	

Mean	2.52	2.77	2.53	2.60	2.76	2.51	2.44	2.79	2.55	
Standard deviation	0.89	0.87	0.88	0.81	0.82	0.86	0.91	0.93	0.90	
Significance	-	*		-			-	*		
Effect size	-	-0.29	-0.01	-	-0.20	0.10	-	-0.38	-0.12	
There is adequate support for faculty development										
Strongly agree	46.4%	12.3%	15.1%	54.3%	12.1%	14.3%	44.6%	12.5%	16.1%	
Somewhat agree	30.9%	44.4%	45.5%	25.7%	43.6%	46.1%	32.1%	45.3%	44.8%	
Somewhat disagree	15.5%	27.7%	26.2%	14.3%	31.8%	27.8%	17.9%	23.2%	24.5%	
Strongly disagree	7.2%	15.6%	13.2%	5.7%	12.5%	11.9%	5.4%	19.0%	14.6%	
Total(n)	97	361	2,133	35	150	1,020	56	211	1,113	
Mean	3.16	2.53	2.63	3.29	2.55	2.63	3.16	2.51	2.62	
Standard deviation	0.94	0.90	0.89	0.93	0.86	0.87	0.91	0.94	0.92	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.70	0.60	-	0.86	0.76	-	0.69	0.59	
Faculty are not prepared to deal with conflict over diversity issues in the classroom										
Strongly agree	8.4%	8.4%	10.5%	11.4%	7.0%	9.1%	7.4%	9.9%	12.0%	
Somewhat agree	42.1%	39.9%	43.8%	45.7%	39.8%	41.1%	40.7%	40.1%	46.6%	
Somewhat disagree	37.9%	43.7%	39.7%	37.1%	46.1%	43.6%	40.7%	41.2%	35.5%	
Strongly disagree	11.6%	7.9%	6.0%	5.7%	7.1%	6.1%	11.1%	8.8%	5.9%	
Total(n)	95	356	2,106	35	147	1,005	54	209	1,101	
Mean	2.47	2.49	2.59	2.63	2.47	2.53	2.44	2.51	2.65	
Standard deviation	0.81	0.76	0.76	0.77	0.73	0.74	0.79	0.79	0.77	
Significance	-			-			-			
Effect size	-	-0.03	-0.16	-	0.22	0.14	-	-0.09	-0.27	
This institution takes mentoring into consideration in the promotion process										
Strongly agree	11.6%	9.2%	9.2%	11.8%	9.5%	8.8%	10.9%	9.0%	9.7%	
Somewhat agree	49.5%	38.2%	36.7%	52.9%	43.9%	40.5%	47.3%	32.1%	32.5%	
Somewhat disagree	26.3%	35.6%	37.2%	20.6%	29.8%	34.3%	30.9%	42.0%	40.5%	
Strongly disagree	12.6%	16.9%	16.8%	14.7%	16.8%	16.4%	10.9%	17.0%	17.3%	
Total(n)	95	351	2,048	34	146	985	55	205	1,063	
Mean	2.60	2.40	2.38	2.62	2.46	2.42	2.58	2.33	2.35	
Standard deviation	0.86	0.87	0.87	0.89	0.88	0.86	0.83	0.86	0.88	
Significance	-	*	*	-			-			
Effect size	-	0.23	0.25	-	0.18	0.23	-	0.29	0.26	
Faculty of color are treated fairly here										
Strongly agree	43.2%	38.7%	31.8%	55.9%	41.5%	36.5%	30.9%	35.7%	26.5%	Diversity Climate
Somewhat agree	40.0%	47.3%	48.5%	35.3%	49.6%	49.5%	45.5%	44.8%	47.4%	
Somewhat disagree	10.5%	11.8%	15.9%	5.9%	7.2%	11.1%	14.5%	16.9%	21.3%	
Strongly disagree	6.3%	2.1%	3.8%	2.9%	1.7%	2.9%	9.1%	2.6%	4.8%	
Total(n)	95	358	2,074	34	149	1,006	55	209	1,068	
Mean	3.20	3.23	3.08	3.44	3.31	3.20	2.98	3.14	2.96	
Standard deviation	0.87	0.73	0.79	0.75	0.68	0.74	0.91	0.78	0.82	
Significance	-			-			-			
Effect size	-	-0.04	0.15	-	0.19	0.32	-	-0.21	0.02	
Women faculty are treated fairly here										
Strongly agree	47.9%	36.0%	32.3%	58.8%	46.6%	41.3%	35.7%	24.5%	22.3%	

Somewhat agree	35.4%	44.5%	46.2%	35.3%	45.9%	45.8%	39.3%	42.9%	46.6%	Diversity Climate
Somewhat disagree	12.5%	14.6%	16.2%	5.9%	6.6%	10.3%	17.9%	23.3%	22.8%	
Strongly disagree	4.2%	4.9%	5.3%	0.0%	0.8%	2.6%	7.1%	9.2%	8.3%	
Total(n)	96	358	2,109	34	149	1,009	56	209	1,100	
Mean	3.27	3.12	3.05	3.53	3.38	3.26	3.04	2.83	2.83	
Standard deviation	0.84	0.83	0.83	0.61	0.65	0.74	0.91	0.90	0.87	
Significance	-		*	-		*	-			
Effect size	-	0.18	0.27	-	0.23	0.36	-	0.23	0.24	
LGBTQ+ faculty are treated fairly here										
Strongly agree	42.1%	28.6%	29.4%	50.0%	34.9%	36.1%	30.9%	21.4%	21.6%	Diversity Climate
Somewhat agree	45.3%	57.1%	54.3%	44.1%	58.3%	52.6%	50.9%	55.8%	56.2%	
Somewhat disagree	7.4%	9.3%	12.3%	2.9%	3.2%	8.1%	10.9%	16.2%	17.2%	
Strongly disagree	5.3%	5.1%	4.0%	2.9%	3.7%	3.2%	7.3%	6.7%	5.0%	
Total(n)	95	347	2,039	34	146	994	55	201	1,045	
Mean	3.24	3.09	3.09	3.41	3.24	3.22	3.05	2.92	2.94	
Standard deviation	0.81	0.76	0.75	0.70	0.68	0.72	0.85	0.80	0.76	
Significance	-			-			-			
Effect size	-	0.20	0.20	-	0.25	0.26	-	0.16	0.14	
Indicate how important you believe each priority listed below is at your college or university:										
Increase or maintain institutional affordability										
Highest priority	25.3%	31.7%	28.5%	23.5%	35.5%	30.2%	23.6%	27.6%	26.6%	Institutional Priority: Commitment to Diversity
High priority	47.4%	55.4%	56.7%	58.8%	53.2%	55.2%	41.8%	58.0%	58.4%	
Medium priority	24.2%	11.7%	12.8%	17.6%	11.1%	12.6%	29.1%	12.3%	13.0%	
Low priority	3.2%	1.2%	2.1%	0.0%	0.3%	2.1%	5.5%	2.1%	2.1%	
Total(n)	95	349	2,057	34	147	987	55	202	1,070	
Mean	2.95	3.18	3.12	3.06	3.24	3.13	2.84	3.11	3.09	
Standard deviation	0.79	0.67	0.70	0.65	0.65	0.70	0.86	0.69	0.69	
Significance	-	**	*	-			-	*	**	
Effect size	-	-0.34	-0.24	-	-0.28	-0.10	-	-0.39	-0.36	
Indicate how important you believe each priority listed below is at your college or university:										
Develop a sense of community among students and faculty										
Highest priority	27.7%	26.5%	22.4%	23.5%	28.5%	22.4%	29.6%	24.2%	22.4%	
High priority	40.4%	35.5%	42.0%	47.1%	31.7%	39.3%	33.3%	39.9%	44.9%	
Medium priority	28.7%	29.3%	27.8%	23.5%	32.0%	30.1%	35.2%	26.2%	25.2%	
Low priority	3.2%	8.7%	7.9%	5.9%	7.8%	8.2%	1.9%	9.7%	7.5%	
Total(n)	94	347	2,046	34	146	978	54	201	1,068	
Mean	2.93	2.80	2.79	2.88	2.81	2.76	2.91	2.78	2.82	
Standard deviation	0.83	0.93	0.88	0.84	0.94	0.89	0.85	0.92	0.86	
Significance	-			-			-			
Effect size	-	0.14	0.16	-	0.07	0.13	-	0.14	0.10	
Facilitate student involvement in community service										
Highest priority	14.9%	13.0%	11.5%	17.6%	12.1%	10.4%	13.0%	13.9%	12.8%	
High priority	40.4%	36.3%	38.1%	35.3%	36.9%	36.4%	46.3%	35.6%	40.1%	
Medium priority	38.3%	38.6%	38.6%	35.3%	37.9%	40.1%	38.9%	39.3%	36.8%	

Low priority	6.4%	12.1%	11.8%	11.8%	13.0%	13.1%	1.9%	11.1%	10.3%	Institutional Priority: Civic Engagement
Total(n)	94	351	2,061	34	147	989	54	204	1,072	
Mean	2.64	2.50	2.49	2.59	2.48	2.44	2.70	2.52	2.55	
Standard deviation	0.81	0.87	0.85	0.92	0.87	0.85	0.72	0.87	0.84	
Significance	-			-			-			
Effect size	-	0.16	0.18	-	0.13	0.18	-	0.21	0.18	
Help students learn how to bring about change in society										
Highest priority	12.9%	14.7%	12.3%	12.1%	16.5%	12.3%	11.1%	12.6%	12.1%	
High priority	33.3%	28.0%	31.5%	27.3%	28.1%	28.9%	38.9%	27.8%	34.3%	
Medium priority	41.9%	38.2%	38.2%	39.4%	36.9%	39.6%	44.4%	39.8%	36.7%	
Low priority	11.8%	19.1%	18.1%	21.2%	18.5%	19.2%	5.6%	19.8%	16.8%	
Total(n)	93	351	2,061	33	148	988	54	203	1,073	
Mean	2.47	2.38	2.38	2.30	2.43	2.34	2.56	2.33	2.42	
Standard deviation	0.87	0.96	0.92	0.95	0.97	0.93	0.77	0.93	0.91	
Significance	-			-			-			
Effect size	-	0.09	0.10	-	-0.13	-0.04	-	0.25	0.15	
Increase or maintain institutional prestige										
Highest priority	18.1%	16.3%	15.9%	14.7%	18.1%	16.1%	16.7%	14.3%	15.6%	Institutional Priority: Increase Prestige
High priority	33.0%	35.8%	36.8%	44.1%	34.4%	36.6%	25.9%	37.4%	37.1%	
Medium priority	41.5%	32.8%	33.6%	32.4%	29.4%	31.6%	50.0%	36.6%	35.8%	
Low priority	7.4%	15.1%	13.7%	8.8%	18.0%	15.7%	7.4%	11.7%	11.5%	
Total(n)	94	352	2,066	34	149	994	54	203	1,072	
Mean	2.62	2.53	2.55	2.65	2.53	2.53	2.52	2.54	2.57	
Standard deviation	0.87	0.94	0.92	0.85	0.99	0.94	0.86	0.88	0.89	
Significance	-			-			-			
Effect size	-	0.10	0.08	-	0.12	0.13	-	-0.02	-0.06	
Indicate how important you believe each priority listed below is at your college or university:										
Hire faculty "stars"										
Highest priority	4.3%	5.6%	4.3%	2.9%	8.1%	5.4%	3.7%	2.9%	3.1%	Institutional Priority: Increase Prestige
High priority	12.8%	17.6%	14.2%	17.6%	19.1%	14.2%	5.6%	16.0%	14.2%	
Medium priority	37.2%	31.4%	31.4%	35.3%	22.3%	26.3%	40.7%	41.6%	37.1%	
Low priority	45.7%	45.3%	50.1%	44.1%	50.6%	54.1%	50.0%	39.5%	45.6%	
Total(n)	94	348	2,046	34	146	987	54	202	1,059	
Mean	1.76	1.84	1.73	1.79	1.85	1.71	1.63	1.82	1.75	
Standard deviation	0.84	0.91	0.86	0.84	1.00	0.90	0.76	0.80	0.81	
Significance	-			-			-			
Effect size	-	-0.09	0.03	-	-0.06	0.09	-	-0.24	-0.15	
Recruit more traditionally underrepresented students										
Highest priority	16.0%	23.9%	20.0%	17.6%	21.3%	17.8%	14.8%	26.7%	22.5%	Institutional Priority: Commitment to Diversity
High priority	39.4%	37.9%	40.2%	41.2%	40.1%	40.3%	38.9%	35.6%	40.1%	
Medium priority	33.0%	24.7%	28.6%	29.4%	25.5%	29.9%	37.0%	23.8%	27.1%	
Low priority	11.7%	13.5%	11.2%	11.8%	13.1%	12.0%	9.3%	13.9%	10.3%	
Total(n)	94	350	2,061	34	147	991	54	203	1,070	
Mean	2.60	2.72	2.69	2.65	2.70	2.64	2.59	2.75	2.75	
Standard deviation	0.90	0.97	0.92	0.92	0.95	0.91	0.86	1.00	0.92	

Significance	-			-			-			
Effect size	-	-0.12	-0.10	-	-0.05	0.01	-	-0.16	-0.17	
Increase the selectivity of the student body through more competitive admissions criteria										
Highest priority	2.1%	3.4%	4.7%	2.9%	4.4%	5.7%	0.0%	2.3%	3.5%	Institutional Priority: Increase Prestige
High priority	11.6%	21.0%	18.5%	20.6%	22.6%	19.6%	5.5%	19.3%	17.3%	
Medium priority	21.1%	34.4%	34.0%	26.5%	35.9%	35.3%	14.5%	32.6%	32.7%	
Low priority	65.3%	41.2%	42.8%	50.0%	37.1%	39.5%	80.0%	45.8%	46.5%	
Total(n)	95	349	2,052	34	147	987	55	202	1,065	
Mean	1.51	1.87	1.85	1.76	1.94	1.92	1.25	1.78	1.78	
Standard deviation	0.78	0.86	0.88	0.89	0.88	0.90	0.55	0.83	0.85	
Significance	-	***	***	-			-	***	***	
Effect size	-	-0.42	-0.39	-	-0.20	-0.18	-	-0.64	-0.62	
Promote gender diversity in the faculty and administration										
Highest priority	14.9%	9.5%	14.5%	11.8%	8.8%	13.9%	13.0%	10.4%	15.2%	Institutional Priority: Commitment to Diversity
High priority	31.9%	27.8%	33.3%	35.3%	28.3%	35.4%	31.5%	27.2%	31.0%	
Medium priority	34.0%	42.0%	36.8%	35.3%	46.7%	38.3%	37.0%	36.6%	35.1%	
Low priority	19.1%	20.6%	15.4%	17.6%	16.2%	12.4%	18.5%	25.7%	18.7%	
Total(n)	94	347	2,055	34	147	989	54	200	1,066	
Mean	2.43	2.26	2.47	2.41	2.30	2.51	2.39	2.22	2.43	
Standard deviation	0.97	0.89	0.92	0.92	0.84	0.88	0.94	0.95	0.96	
Significance	-			-			-			
Effect size	-	0.19	-0.04	-	0.13	-0.11	-	0.18	-0.04	
Indicate how important you believe each priority listed below is at your college or university:										
Promote racial and ethnic diversity in the faculty and administration										
Highest priority	19.1%	13.8%	19.5%	11.8%	9.7%	16.4%	20.4%	18.6%	23.0%	Institutional Priority: Commitment to Diversity
High priority	38.3%	30.5%	34.2%	47.1%	30.8%	35.9%	35.2%	30.2%	32.2%	
Medium priority	24.5%	38.1%	33.1%	23.5%	45.0%	36.2%	27.8%	30.1%	29.6%	
Low priority	18.1%	17.6%	13.3%	17.6%	14.6%	11.5%	16.7%	21.1%	15.2%	
Total(n)	94	348	2,058	34	148	991	54	200	1,067	
Mean	2.59	2.41	2.60	2.53	2.36	2.57	2.59	2.46	2.63	
Standard deviation	1.00	0.93	0.95	0.93	0.84	0.90	1.00	1.02	1.00	
Significance	-			-			-			
Effect size	-	0.19	-0.01	-	0.20	-0.04	-	0.13	-0.04	
Provide resources for faculty to engage in community-based teaching or research										
Highest priority	15.1%	15.0%	13.3%	15.2%	15.1%	12.4%	16.7%	14.9%	14.4%	Institutional Priority: Civic Engagement
High priority	40.9%	26.7%	30.6%	39.4%	24.6%	29.9%	40.7%	29.1%	31.3%	
Medium priority	32.3%	35.8%	35.1%	24.2%	39.3%	37.4%	37.0%	31.7%	32.3%	
Low priority	11.8%	22.5%	21.1%	21.2%	21.0%	20.3%	5.6%	24.2%	22.0%	
Total(n)	93	350	2,055	33	149	991	54	201	1,064	
Mean	2.59	2.34	2.36	2.48	2.34	2.34	2.69	2.35	2.38	
Standard deviation	0.89	0.99	0.96	1.00	0.97	0.94	0.82	1.01	0.98	
Significance	-	*	*	-			-	*	*	
Effect size	-	0.25	0.24	-	0.14	0.15	-	0.34	0.32	

Create and sustain partnerships with surrounding communities										
Highest priority	26.9%	21.7%	18.6%	17.6%	17.3%	15.9%	32.1%	26.8%	21.7%	Institutional Priority: Civic Engagement
High priority	46.2%	41.8%	40.8%	50.0%	46.2%	41.3%	41.5%	36.8%	40.2%	
Medium priority	23.7%	27.4%	31.2%	26.5%	25.4%	32.3%	24.5%	29.7%	29.9%	
Low priority	3.2%	9.1%	9.4%	5.9%	11.1%	10.5%	1.9%	6.7%	8.2%	
Total(n)	93	348	2,054	34	149	993	53	199	1,061	
Mean	2.97	2.76	2.69	2.79	2.70	2.63	3.04	2.84	2.75	
Standard deviation	0.80	0.89	0.88	0.81	0.88	0.87	0.81	0.90	0.89	
Significance	-	*	**	-			-		*	
Effect size	-	0.24	0.32	-	0.10	0.18	-	0.22	0.33	
Indicate how important you believe each priority listed below is at your college or university:										
Pursue extramural funding										
Highest priority	17.6%	18.7%	14.0%	8.8%	19.7%	14.3%	23.5%	17.6%	13.7%	
High priority	30.8%	30.3%	29.6%	32.4%	29.3%	29.4%	23.5%	31.3%	29.9%	
Medium priority	36.3%	33.7%	38.5%	44.1%	33.8%	38.7%	35.3%	33.6%	38.2%	
Low priority	15.4%	17.3%	17.9%	14.7%	17.1%	17.6%	17.6%	17.5%	18.2%	
Total(n)	91	346	2,027	34	149	986	51	197	1,041	
Mean	2.51	2.50	2.40	2.35	2.52	2.40	2.53	2.49	2.39	
Standard deviation	0.96	0.99	0.94	0.85	0.99	0.94	1.05	0.98	0.94	
Significance	-			-			-			
Effect size	-	0.01	0.12	-	-0.17	-0.05	-	0.04	0.15	
Strengthen links with the for-profit, corporate sector										
Highest priority	16.3%	13.9%	10.9%	15.2%	13.5%	10.5%	16.7%	14.3%	11.2%	
High priority	30.4%	27.0%	26.4%	18.2%	26.3%	25.8%	35.2%	27.8%	27.2%	
Medium priority	29.3%	34.6%	35.6%	30.3%	39.4%	36.8%	29.6%	29.0%	34.2%	
Low priority	23.9%	24.5%	27.1%	36.4%	20.7%	26.9%	18.5%	28.8%	27.4%	
Total(n)	92	345	2,033	33	148	987	54	197	1,046	
Mean	2.39	2.30	2.21	2.12	2.33	2.20	2.50	2.28	2.22	
Standard deviation	1.03	0.99	0.96	1.08	0.95	0.95	0.99	1.03	0.97	
Significance	-			-			-		*	
Effect size	-	0.09	0.19	-	-0.22	-0.08	-	0.21	0.29	
Develop leadership ability among students										
Highest priority	26.3%	18.0%	16.8%	26.5%	18.1%	16.1%	21.8%	17.9%	17.7%	
High priority	44.2%	38.0%	40.2%	41.2%	36.8%	38.4%	47.3%	39.3%	42.3%	
Medium priority	27.4%	33.9%	34.4%	29.4%	33.0%	35.1%	29.1%	34.9%	33.7%	
Low priority	2.1%	10.2%	8.5%	2.9%	12.1%	10.3%	1.8%	7.9%	6.4%	
Total(n)	95	349	2,059	34	149	993	55	200	1,066	
Mean	2.95	2.64	2.65	2.91	2.61	2.60	2.89	2.67	2.71	
Standard deviation	0.79	0.89	0.86	0.83	0.92	0.88	0.76	0.86	0.83	
Significance	-	**	***	-		*	-			
Effect size	-	0.35	0.35	-	0.33	0.35	-	0.26	0.22	
Indicate how important you believe each priority listed below is at your college or university:										
Develop an appreciation for multiculturalism										
Highest priority	26.9%	20.2%	22.0%	21.2%	17.1%	18.9%	27.8%	23.8%	25.5%	

High priority	33.3%	38.2%	40.6%	30.3%	37.0%	40.3%	35.2%	39.5%	40.9%	Institutional Priority: Commitment to Diversity
Medium priority	35.5%	29.1%	28.1%	45.5%	35.3%	32.1%	31.5%	22.0%	23.6%	
Low priority	4.3%	12.5%	9.3%	3.0%	10.6%	8.7%	5.6%	14.7%	10.1%	
Total(n)	93	348	2,055	33	148	990	54	200	1,065	
Mean	2.83	2.66	2.75	2.70	2.61	2.69	2.85	2.72	2.82	
Standard deviation	0.88	0.94	0.90	0.85	0.89	0.87	0.90	0.98	0.93	
Significance	-			-			-			
Effect size	-	0.18	0.09	-	0.10	0.01	-	0.13	0.03	
Prepare students for the workplace										
Highest priority	50.0%	44.9%	43.4%	52.9%	43.9%	41.5%	42.6%	46.1%	45.5%	
High priority	34.0%	40.8%	41.6%	26.5%	43.1%	42.4%	42.6%	38.3%	40.7%	
Medium priority	13.8%	10.4%	12.3%	14.7%	9.6%	12.8%	14.8%	11.4%	11.7%	
Low priority	2.1%	3.8%	2.8%	5.9%	3.4%	3.4%	0.0%	4.3%	2.0%	
Total(n)	94	351	2,068	34	148	996	54	203	1,072	
Mean	3.32	3.27	3.26	3.26	3.27	3.22	3.28	3.26	3.30	
Standard deviation	0.79	0.80	0.78	0.93	0.77	0.79	0.71	0.82	0.75	
Significance	-			-			-			
Effect size	-	0.06	0.08	-	-0.01	0.05	-	0.02	-0.03	
Please indicate the extent to which you:										
Feel that the training you received in graduate school prepared you well for your role as a faculty member										
To a very large extent	21.3%	25.5%	25.1%	16.1%	25.8%	24.4%	26.9%	25.1%	25.9%	
To a large extent	33.7%	32.7%	32.1%	35.5%	28.5%	31.0%	32.7%	37.8%	33.3%	
To some extent	31.5%	30.5%	31.5%	32.3%	35.0%	33.2%	30.8%	25.2%	29.6%	
To a small extent	11.2%	8.9%	9.0%	12.9%	9.0%	9.5%	9.6%	8.8%	8.5%	
Not at all	2.2%	2.4%	2.2%	3.2%	1.8%	1.8%	0.0%	3.2%	2.6%	
Total(n)	89	323	1,933	31	142	931	52	181	1,002	
Mean	3.61	3.70	3.69	3.48	3.68	3.67	3.77	3.73	3.71	
Standard deviation	1.02	1.02	1.01	1.03	1.01	1.00	0.96	1.03	1.03	
Significance	-			-			-			
Effect size	-	-0.09	-0.08	-	-0.20	-0.19	-	0.04	0.06	
Experience close alignment between your work and your personal values										
To a very large extent	36.6%	35.1%	33.9%	39.4%	33.2%	31.4%	37.0%	37.2%	36.6%	
To a large extent	49.5%	42.2%	43.6%	42.4%	47.9%	46.8%	51.9%	35.6%	39.9%	
To some extent	8.6%	19.5%	18.5%	12.1%	16.3%	17.3%	7.4%	23.1%	19.9%	
To a small extent	4.3%	1.7%	2.9%	3.0%	0.3%	2.9%	3.7%	3.4%	2.8%	
Not at all	1.1%	1.5%	1.2%	3.0%	2.2%	1.6%	0.0%	0.8%	0.7%	
Total(n)	93	337	1,994	33	144	955	54	193	1,039	
Mean	4.16	4.07	4.06	4.12	4.10	4.04	4.22	4.05	4.09	
Standard deviation	0.84	0.87	0.86	0.96	0.84	0.86	0.74	0.90	0.86	
Significance	-			-			-			
Effect size	-	0.10	0.12	-	0.02	0.09	-	0.19	0.15	
Mentor faculty										
To a very large extent	10.8%	18.8%	15.7%	9.1%	18.4%	15.3%	13.0%	19.3%	16.2%	
To a large extent	33.3%	21.2%	22.2%	36.4%	24.7%	24.3%	31.5%	17.1%	19.9%	
To some extent	23.7%	26.5%	30.5%	27.3%	25.9%	30.4%	20.4%	27.3%	30.7%	

To a small extent	17.2%	17.2%	16.3%	12.1%	18.3%	16.8%	18.5%	15.8%	15.7%
Not at all	15.1%	16.3%	15.3%	15.2%	12.7%	13.2%	16.7%	20.4%	17.6%
Total(n)	93	335	1,982	33	144	948	54	191	1,034
Mean	3.08	3.09	3.07	3.12	3.18	3.11	3.06	2.99	3.01
Standard deviation	1.24	1.33	1.27	1.22	1.28	1.24	1.31	1.39	1.31
Significance	-			-			-		
Effect size	-	-0.01	0.01	-	-0.05	0.01	-	0.05	0.04
Mentor undergraduate students									
To a very large extent	41.9%	34.6%	36.7%	45.5%	31.3%	34.4%	40.0%	38.2%	39.2%
To a large extent	33.3%	33.4%	32.9%	30.3%	33.3%	33.2%	36.4%	33.5%	32.7%
To some extent	16.1%	20.6%	19.7%	15.2%	23.7%	21.3%	18.2%	17.2%	17.9%
To a small extent	6.5%	9.6%	8.0%	6.1%	10.1%	8.7%	3.6%	9.0%	7.3%
Not at all	2.2%	1.9%	2.7%	3.0%	1.6%	2.5%	1.8%	2.1%	2.9%
Total(n)	93	335	1,991	33	142	949	55	193	1,042
Mean	4.06	3.89	3.93	4.09	3.83	3.88	4.09	3.97	3.98
Standard deviation	1.02	1.04	1.06	1.07	1.03	1.06	0.95	1.05	1.06
Significance	-			-			-		
Effect size	-	0.16	0.12	-	0.25	0.20	-	0.11	0.10
Please indicate the extent to which you:									
Mentor graduate students									
To a very large extent	6.4%	14.8%	15.2%	6.1%	16.2%	15.1%	5.5%	13.2%	15.4%
To a large extent	10.6%	16.2%	16.7%	12.1%	20.2%	18.3%	10.9%	11.6%	14.9%
To some extent	17.0%	14.1%	14.7%	15.2%	12.5%	14.4%	20.0%	15.9%	15.0%
To a small extent	10.6%	10.6%	12.9%	15.2%	10.5%	11.9%	7.3%	10.7%	14.1%
Not at all	55.3%	44.3%	40.5%	51.5%	40.6%	40.4%	56.4%	48.6%	40.6%
Total(n)	94	340	1,988	33	146	952	55	194	1,036
Mean	2.02	2.47	2.53	2.06	2.61	2.56	2.02	2.30	2.51
Standard deviation	1.32	1.53	1.52	1.32	1.56	1.52	1.31	1.49	1.51
Significance	-	**	**	-			-		*
Effect size	-	-0.29	-0.34	-	-0.35	-0.33	-	-0.19	-0.32
Been mentored by at least one professional in academia									
To a very large extent	27.2%	26.6%	24.4%	25.0%	23.1%	20.5%	31.5%	30.6%	28.8%
To a large extent	28.3%	26.0%	24.8%	28.1%	27.0%	25.7%	27.8%	24.8%	23.7%
To some extent	26.1%	24.0%	26.0%	28.1%	29.6%	29.5%	22.2%	17.5%	22.0%
To a small extent	14.1%	11.7%	15.1%	12.5%	11.7%	15.1%	16.7%	11.8%	15.1%
Not at all	4.3%	11.7%	9.7%	6.3%	8.6%	9.2%	1.9%	15.3%	10.4%
Total(n)	92	337	2,000	32	145	959	54	192	1,041
Mean	3.60	3.44	3.39	3.53	3.44	3.33	3.70	3.43	3.45
Standard deviation	1.16	1.31	1.27	1.19	1.21	1.22	1.14	1.42	1.32
Significance	-			-			-		
Effect size	-	0.12	0.17	-	0.07	0.16	-	0.19	0.19
Participated in training in preparation to be a mentor (e.g., workshops, programs)									
To a very large extent	8.6%	8.7%	8.1%	12.1%	9.0%	8.1%	7.4%	8.3%	8.1%
To a large extent	16.1%	13.8%	11.1%	15.2%	16.7%	11.3%	18.5%	10.4%	11.0%
To some extent	23.7%	14.0%	18.4%	21.2%	13.1%	18.0%	22.2%	15.1%	18.9%
To a small extent	19.4%	17.5%	18.8%	27.3%	17.6%	19.3%	13.0%	17.4%	18.2%

Not at all	32.3%	46.0%	43.6%	24.2%	43.6%	43.3%	38.9%	48.7%	43.9%
Total(n)	93	339	2,006	33	145	961	54	194	1,045
Mean	2.49	2.22	2.21	2.64	2.30	2.22	2.43	2.12	2.21
Standard deviation	1.32	1.37	1.32	1.34	1.40	1.32	1.37	1.34	1.32
Significance	-		*	-			-		
Effect size	-	0.20	0.21	-	0.24	0.32	-	0.23	0.17
Accessed the National Research Mentoring Network (NRMN) resource									
To a very large extent	1.1%	1.3%	1.8%	3.0%	1.8%	2.2%	0.0%	0.8%	1.3%
To a large extent	0.0%	1.7%	1.7%	0.0%	1.1%	1.1%	0.0%	2.4%	2.2%
To some extent	6.5%	3.0%	3.4%	9.1%	3.6%	3.6%	5.6%	2.2%	3.2%
To a small extent	8.6%	5.8%	5.2%	12.1%	6.0%	5.2%	7.4%	5.6%	5.3%
Not at all	83.9%	88.3%	87.9%	75.8%	87.6%	87.9%	87.0%	89.1%	88.0%
Total(n)	93	337	2,002	33	145	957	54	192	1,045
Mean	1.26	1.22	1.24	1.42	1.23	1.25	1.19	1.20	1.23
Standard deviation	0.67	0.70	0.75	0.90	0.73	0.77	0.52	0.66	0.73
Significance	-			-			-		
Effect size	-	0.06	0.03	-	0.26	0.22	-	-0.02	-0.05
How would you rate the overall quality of your mentoring relationship with your faculty mentee(s)?									
Excellent	28.2%	29.9%	30.7%	25.9%	29.2%	29.8%	31.6%	30.7%	31.8%
Good	56.3%	48.2%	49.5%	59.3%	45.5%	48.7%	52.6%	51.8%	50.6%
Fair	15.5%	16.1%	15.2%	14.8%	19.4%	17.5%	15.8%	11.9%	12.3%
Poor	0.0%	5.8%	4.6%	0.0%	5.9%	4.0%	0.0%	5.6%	5.3%
Total(n)	71	270	1,597	27	122	800	38	148	797
Mean	3.13	3.02	3.06	3.11	2.98	3.04	3.16	3.08	3.09
Standard deviation	0.65	0.83	0.80	0.64	0.85	0.79	0.68	0.80	0.80
Significance	-			-			-		
Effect size	-	0.13	0.09	-	0.15	0.09	-	0.10	0.09
How would you rate the overall quality of your mentoring relationship with your undergraduate mentee(s)?									
Excellent	43.2%	39.0%	41.4%	54.8%	37.0%	39.8%	36.5%	41.2%	43.1%
Good	48.9%	50.2%	49.9%	35.5%	52.1%	50.7%	57.7%	48.0%	49.2%
Fair	8.0%	10.6%	8.1%	9.7%	10.6%	8.8%	5.8%	10.6%	7.3%
Poor	0.0%	0.2%	0.6%	0.0%	0.3%	0.7%	0.0%	0.2%	0.5%
Total(n)	88	314	1,867	31	134	895	52	180	972
Mean	3.35	3.28	3.32	3.45	3.26	3.30	3.31	3.30	3.35
Standard deviation	0.63	0.65	0.65	0.68	0.65	0.65	0.58	0.66	0.63
Significance	-			-			-		
Effect size	-	0.11	0.05	-	0.29	0.23	-	0.02	-0.06
How would you rate the overall quality of your mentoring relationship with your graduate mentee(s)?									
Excellent	34.2%	40.7%	41.8%	35.7%	38.7%	41.5%	31.8%	43.5%	42.2%
Good	60.5%	46.8%	45.4%	57.1%	48.5%	46.2%	63.6%	44.2%	44.5%
Fair	5.3%	11.8%	11.6%	7.1%	12.2%	11.1%	4.5%	11.3%	12.2%
Poor	0.0%	0.8%	1.1%	0.0%	0.6%	1.2%	0.0%	1.0%	1.1%
Total(n)	38	155	1,067	14	71	511	22	84	556
Mean	3.29	3.27	3.28	3.29	3.25	3.28	3.27	3.30	3.28

Standard deviation	0.57	0.69	0.71	0.61	0.69	0.70	0.55	0.70	0.71	
Significance	-			-			-			
Effect size	-	0.03	0.01	-	0.06	0.01	-	-0.04	-0.01	
How satisfied are you with the following aspects of your job?										
Salary										
Very satisfied	8.7%	9.9%	8.8%	6.1%	8.5%	9.3%	11.3%	11.5%	8.3%	Job Satisfaction: Compensation
Satisfied	32.6%	26.6%	34.6%	36.4%	23.1%	33.2%	28.3%	30.7%	36.2%	
Marginally satisfied	33.7%	34.2%	33.4%	42.4%	35.4%	32.8%	30.2%	32.8%	34.2%	
Not satisfied	25.0%	29.3%	23.2%	15.2%	33.0%	24.8%	30.2%	25.0%	21.4%	
Total(n)	92	334	1,982	33	143	947	53	191	1,035	
Mean	2.25	2.17	2.29	2.33	2.07	2.27	2.21	2.29	2.31	
Standard deviation	0.93	0.96	0.92	0.82	0.95	0.94	1.01	0.97	0.90	
Significance	-			-			-			
Effect size	-	0.08	-0.04	-	0.27	0.06	-	-0.08	-0.11	
Health benefits										
Very satisfied	25.8%	25.0%	29.7%	18.2%	22.3%	26.1%	31.5%	28.3%	33.8%	Job Satisfaction: Compensation
Satisfied	46.2%	47.6%	45.0%	51.5%	49.7%	46.9%	42.6%	45.0%	42.9%	
Marginally satisfied	22.6%	21.9%	18.4%	24.2%	22.9%	19.5%	22.2%	20.7%	17.2%	
Not satisfied	5.4%	5.6%	6.8%	6.1%	5.1%	7.5%	3.7%	6.1%	6.1%	
Total(n)	93	336	1,986	33	145	950	54	191	1,036	
Mean	2.92	2.92	2.98	2.82	2.89	2.92	3.02	2.95	3.04	
Standard deviation	0.84	0.83	0.87	0.81	0.80	0.87	0.84	0.86	0.87	
Significance	-			-			-			
Effect size	-	0.00	-0.07	-	-0.09	-0.11	-	0.08	-0.02	
How satisfied are you with the following aspects of your job?										
Retirement benefits										
Very satisfied	28.0%	23.4%	26.6%	24.2%	22.7%	25.2%	31.5%	24.1%	28.1%	Job Satisfaction: Compensation
Satisfied	51.6%	45.2%	47.7%	54.5%	48.3%	48.8%	50.0%	41.6%	46.5%	
Marginally satisfied	15.1%	26.1%	20.1%	18.2%	22.8%	19.2%	13.0%	29.9%	21.0%	
Not satisfied	5.4%	5.3%	5.6%	3.0%	6.2%	6.8%	5.6%	4.4%	4.4%	
Total(n)	93	339	1,995	33	144	956	54	195	1,039	
Mean	3.02	2.87	2.95	3.00	2.88	2.92	3.07	2.85	2.98	
Standard deviation	0.81	0.83	0.83	0.75	0.83	0.84	0.82	0.83	0.82	
Significance	-			-			-			
Effect size	-	0.18	0.08	-	0.14	0.10	-	0.27	0.11	
Opportunity for scholarly pursuits										
Very satisfied	15.1%	8.1%	9.7%	15.2%	8.1%	10.4%	14.8%	8.1%	8.9%	Job Satisfaction: Compensation
Satisfied	41.9%	40.8%	42.3%	42.4%	36.8%	40.4%	40.7%	45.4%	44.6%	
Marginally satisfied	25.8%	31.6%	30.2%	27.3%	32.0%	31.3%	25.9%	31.0%	28.9%	
Not satisfied	17.2%	19.6%	17.8%	15.2%	23.1%	18.0%	18.5%	15.5%	17.6%	
Total(n)	93	335	1,997	33	144	960	54	191	1,037	
Mean	2.55	2.37	2.44	2.58	2.30	2.43	2.52	2.46	2.45	
Standard deviation	0.95	0.89	0.89	0.94	0.91	0.90	0.97	0.85	0.88	
Significance	-			-			-			
Effect size	-	0.20	0.12	-	0.31	0.17	-	0.07	0.08	

Teaching load										
Very satisfied	14.0%	14.1%	11.7%	21.2%	16.7%	13.0%	11.1%	11.1%	10.1%	Job Satisfaction: Compensation
Satisfied	47.3%	44.3%	42.9%	42.4%	41.3%	42.1%	46.3%	47.9%	43.7%	
Marginally satisfied	18.3%	22.5%	25.5%	21.2%	20.9%	24.9%	18.5%	24.4%	26.2%	
Not satisfied	20.4%	19.0%	20.0%	15.2%	21.1%	20.0%	24.1%	16.6%	20.0%	
Total(n)	93	341	2,009	33	146	962	54	195	1,047	
Mean	2.55	2.54	2.46	2.70	2.54	2.48	2.44	2.54	2.44	
Standard deviation	0.97	0.96	0.94	0.98	1.00	0.95	0.98	0.90	0.92	
Significance	-			-			-			
Effect size	-	0.01	0.10	-	0.16	0.23	-	-0.11	0.00	
Quality of students										
Very satisfied	16.1%	9.6%	13.1%	18.2%	6.9%	11.8%	16.7%	12.7%	14.6%	Job Satisfaction: Workplace
Satisfied	49.5%	39.4%	46.0%	42.4%	36.4%	42.6%	51.9%	43.0%	49.8%	
Marginally satisfied	23.7%	32.1%	27.6%	27.3%	31.3%	28.5%	20.4%	33.0%	26.6%	
Not satisfied	10.8%	18.9%	13.2%	12.1%	25.4%	17.0%	11.1%	11.3%	8.9%	
Total(n)	93	339	2,007	33	146	963	54	193	1,044	
Mean	2.71	2.40	2.59	2.67	2.25	2.49	2.74	2.57	2.70	
Standard deviation	0.87	0.90	0.88	0.92	0.91	0.91	0.87	0.85	0.82	
Significance	-	**		-	*		-			
Effect size	-	0.34	0.14	-	0.46	0.20	-	0.20	0.05	
Autonomy and independence										
Very satisfied	45.2%	39.4%	41.3%	36.4%	40.2%	39.5%	51.9%	38.5%	43.5%	Job Satisfaction: Workplace
Satisfied	43.0%	40.4%	43.0%	51.5%	41.4%	45.4%	35.2%	39.3%	40.3%	
Marginally satisfied	11.8%	17.7%	12.7%	12.1%	16.6%	12.1%	13.0%	18.9%	13.3%	
Not satisfied	0.0%	2.5%	3.0%	0.0%	1.8%	3.1%	0.0%	3.3%	2.9%	
Total(n)	93	341	2,010	33	146	963	54	195	1,047	
Mean	3.33	3.17	3.23	3.24	3.20	3.21	3.39	3.13	3.24	
Standard deviation	0.68	0.80	0.78	0.66	0.78	0.77	0.71	0.83	0.79	
Significance	-			-			-	*		
Effect size	-	0.20	0.13	-	0.05	0.04	-	0.31	0.19	
Departmental leadership										
Very satisfied	55.4%	37.6%	36.8%	54.5%	38.8%	37.7%	54.7%	36.1%	35.8%	Job Satisfaction: Workplace
Satisfied	30.4%	34.0%	36.9%	30.3%	36.2%	36.5%	30.2%	31.3%	37.3%	
Marginally satisfied	9.8%	17.9%	15.5%	12.1%	16.3%	15.1%	9.4%	19.7%	16.1%	
Not satisfied	4.3%	10.6%	10.8%	3.0%	8.6%	10.8%	5.7%	12.9%	10.9%	
Total(n)	92	340	2,004	33	146	962	53	194	1,042	
Mean	3.37	2.98	3.00	3.36	3.05	3.01	3.34	2.91	2.98	
Standard deviation	0.83	0.99	0.98	0.82	0.95	0.98	0.88	1.03	0.98	
Significance	-	***	***	-		*	-	**	**	
Effect size	-	0.39	0.38	-	0.33	0.36	-	0.42	0.37	
Departmental support for work/life balance										
Very satisfied	37.6%	30.5%	27.8%	36.4%	31.4%	27.5%	42.6%	29.4%	28.2%	Job Satisfaction: Workplace
Satisfied	45.2%	39.7%	41.2%	45.5%	46.2%	44.8%	40.7%	32.0%	37.0%	
Marginally satisfied	10.8%	20.5%	21.1%	12.1%	16.6%	19.3%	9.3%	25.2%	23.2%	
Not satisfied	6.5%	9.3%	9.9%	6.1%	5.8%	8.4%	7.4%	13.4%	11.7%	
Total(n)	93	340	2,003	33	146	959	54	194	1,044	
Mean	3.14	2.91	2.87	3.12	3.03	2.91	3.19	2.77	2.82	

Standard deviation	0.85	0.94	0.93	0.86	0.84	0.89	0.89	1.02	0.97	
Significance	-	*	**	-			-	**	**	
Effect size	-	0.24	0.29	-	0.11	0.24	-	0.41	0.38	
Institutional support for work/life balance										
Very satisfied	22.8%	14.9%	13.7%	30.3%	17.5%	13.8%	20.8%	12.0%	13.7%	
Satisfied	40.2%	38.2%	38.1%	36.4%	38.6%	39.2%	37.7%	37.6%	36.9%	
Marginally satisfied	17.4%	28.9%	29.6%	15.2%	30.7%	30.6%	20.8%	26.7%	28.6%	
Not satisfied	19.6%	18.0%	18.5%	18.2%	13.1%	16.4%	20.8%	23.7%	20.9%	
Total(n)	92	338	1,998	33	145	959	53	193	1,039	
Mean	2.66	2.50	2.47	2.79	2.60	2.50	2.58	2.38	2.43	
Standard deviation	1.04	0.95	0.95	1.08	0.92	0.92	1.05	0.97	0.97	
Significance	-			-			-			
Effect size	-	0.17	0.20	-	0.21	0.32	-	0.21	0.15	
Prospects for career advancement										
Very satisfied	12.0%	9.6%	9.9%	15.2%	9.0%	9.8%	11.3%	10.3%	10.1%	
Satisfied	46.7%	36.3%	40.6%	45.5%	37.6%	42.1%	47.2%	34.7%	38.9%	
Marginally satisfied	25.0%	34.8%	29.4%	18.2%	38.8%	30.4%	28.3%	30.1%	28.3%	
Not satisfied	16.3%	19.4%	20.1%	21.2%	14.6%	17.8%	13.2%	24.9%	22.6%	
Total(n)	92	340	2,001	33	146	957	53	194	1,044	
Mean	2.54	2.36	2.40	2.55	2.41	2.44	2.57	2.30	2.36	
Standard deviation	0.91	0.90	0.92	1.00	0.84	0.89	0.87	0.96	0.94	
Significance	-			-			-			
Effect size	-	0.20	0.15	-	0.17	0.12	-	0.28	0.22	
How satisfied are you with the following aspects of your job?										
Relative equity of salary and job benefits										
Very satisfied	10.8%	5.5%	6.6%	15.2%	6.3%	7.5%	9.3%	4.7%	5.6%	
Satisfied	31.2%	29.2%	33.4%	27.3%	27.8%	35.0%	31.5%	30.9%	31.5%	
Marginally satisfied	25.8%	31.2%	30.9%	30.3%	34.5%	29.8%	24.1%	27.3%	32.0%	
Not satisfied	32.3%	34.1%	29.2%	27.3%	31.5%	27.7%	35.2%	37.2%	30.8%	
Total(n)	93	329	1,977	33	143	954	54	186	1,023	
Mean	2.20	2.06	2.17	2.30	2.09	2.22	2.15	2.03	2.12	
Standard deviation	1.02	0.92	0.93	1.05	0.91	0.94	1.02	0.93	0.91	
Significance	-			-			-			
Effect size	-	0.15	0.03	-	0.23	0.09	-	0.13	0.03	
Flexibility in relation to family matters or emergencies										
Very satisfied	50.5%	42.8%	38.9%	48.5%	47.3%	40.1%	53.7%	37.6%	37.6%	
Satisfied	37.6%	39.2%	44.4%	42.4%	37.5%	45.2%	31.5%	41.1%	43.6%	
Marginally satisfied	9.7%	13.3%	12.4%	6.1%	10.3%	10.3%	13.0%	16.7%	14.8%	
Not satisfied	2.2%	4.7%	4.3%	3.0%	4.9%	4.4%	1.9%	4.5%	4.1%	
Total(n)	93	338	1,991	33	144	954	54	194	1,037	
Mean	3.37	3.20	3.18	3.36	3.27	3.21	3.37	3.12	3.15	
Standard deviation	0.75	0.84	0.81	0.74	0.84	0.80	0.78	0.84	0.82	
Significance	-		*	-			-			
Effect size	-	0.20	0.23	-	0.11	0.19	-	0.30	0.27	
Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)										
Very satisfied	28.6%	27.5%	23.4%	27.3%	30.9%	24.4%	32.7%	23.6%	22.3%	

Job Satisfaction: Compensation

Job Satisfaction: Workplace

Job Satisfaction: Workplace

Job Satisfaction: Workplace

Satisfied	46.2%	43.8%	48.4%	57.6%	46.2%	50.7%	34.6%	41.2%	45.8%	Satisfaction: Workplace
Marginally satisfied	18.7%	18.7%	18.1%	6.1%	12.0%	15.5%	26.9%	26.5%	21.0%	
Not satisfied	6.6%	9.9%	10.1%	9.1%	10.9%	9.4%	5.8%	8.7%	10.9%	
Total(n)	91	334	1,958	33	143	939	52	191	1,019	
Mean	2.97	2.89	2.85	3.03	2.97	2.90	2.94	2.80	2.79	
Standard deviation	0.86	0.92	0.89	0.85	0.93	0.87	0.92	0.90	0.91	
Significance	-			-			-			
Effect size	-	0.09	0.13	-	0.06	0.15	-	0.16	0.16	
Overall job										
Very satisfied	26.9%	24.0%	24.0%	30.3%	24.0%	23.4%	25.9%	23.9%	24.7%	
Satisfied	55.9%	48.6%	52.1%	51.5%	47.4%	52.7%	55.6%	50.1%	51.4%	
Marginally satisfied	14.0%	22.8%	19.8%	15.2%	24.4%	19.4%	14.8%	21.0%	20.3%	
Not satisfied	3.2%	4.6%	4.1%	3.0%	4.2%	4.5%	3.7%	5.0%	3.6%	
Total(n)	93	339	2,000	33	145	958	54	194	1,042	
Mean	3.06	2.92	2.96	3.09	2.91	2.95	3.04	2.93	2.97	
Standard deviation	0.73	0.80	0.78	0.77	0.80	0.78	0.75	0.80	0.77	
Significance	-			-			-			
Effect size	-	0.18	0.13	-	0.23	0.18	-	0.14	0.09	
Please indicate the extent to which each of the following has been a source of stress for you during the past year:										
Managing household responsibilities										
Extensive	24.2%	20.9%	21.8%	15.2%	17.5%	18.6%	28.8%	24.8%	25.4%	
Somewhat	51.6%	56.9%	55.6%	45.5%	56.4%	56.7%	57.7%	57.4%	54.4%	
Not at all	24.2%	22.3%	22.6%	39.4%	26.1%	24.7%	13.5%	17.9%	20.2%	
Total(n)	91	325	1,930	33	139	915	52	186	1,015	
Mean	2.00	1.99	1.99	1.76	1.91	1.94	2.15	2.07	2.05	
Standard deviation	0.70	0.66	0.67	0.71	0.65	0.66	0.64	0.65	0.67	
Significance	-			-			-			
Effect size	-	0.02	0.01	-	-0.23	-0.27	-	0.12	0.15	
Child care										
Extensive	20.4%	15.6%	20.7%	15.8%	10.3%	16.7%	18.5%	23.7%	26.0%	
Somewhat	34.7%	40.1%	38.6%	31.6%	40.8%	40.5%	40.7%	39.0%	36.2%	
Not at all	44.9%	44.3%	40.7%	52.6%	48.9%	42.8%	40.7%	37.2%	37.8%	
Total(n)	49	179	1,079	19	91	547	27	88	532	
Mean	1.76	1.71	1.80	1.63	1.61	1.74	1.78	1.87	1.88	
Standard deviation	0.78	0.72	0.76	0.76	0.67	0.73	0.75	0.77	0.79	
Significance	-			-			-			
Effect size	-	0.07	-0.05	-	0.03	-0.15	-	-0.12	-0.13	
My physical health										
Extensive	12.4%	13.9%	13.8%	6.5%	9.5%	12.4%	17.3%	19.0%	15.3%	
Somewhat	51.7%	46.4%	50.0%	45.2%	46.8%	49.4%	51.9%	45.9%	50.8%	
Not at all	36.0%	39.7%	36.2%	48.4%	43.7%	38.2%	30.8%	35.1%	33.9%	
Total(n)	89	319	1,925	31	136	919	52	183	1,006	
Mean	1.76	1.74	1.78	1.58	1.66	1.74	1.87	1.84	1.81	
Standard deviation	0.66	0.69	0.67	0.62	0.64	0.66	0.69	0.72	0.68	
Significance	-			-			-			

Effect size	-	0.03	-0.03	-	-0.13	-0.24	-	0.04	0.09	
My emotional well-being										
Extensive	25.3%	19.2%	20.0%	18.2%	18.1%	18.8%	32.7%	20.4%	21.3%	
Somewhat	52.7%	48.8%	50.3%	42.4%	46.6%	47.3%	55.8%	51.4%	53.6%	
Not at all	22.0%	31.9%	29.7%	39.4%	35.2%	33.9%	11.5%	28.2%	25.1%	
Total(n)	91	329	1,950	33	139	933	52	190	1,017	
Mean	2.03	1.87	1.90	1.79	1.83	1.85	2.21	1.92	1.96	
Standard deviation	0.69	0.70	0.70	0.74	0.71	0.71	0.64	0.69	0.68	
Significance	-			-			-	**	**	
Effect size	-	0.23	0.19	-	-0.06	-0.08	-	0.42	0.37	
Please indicate the extent to which each of the following has been a source of stress for you during the past year:										
Review/promotion process										
Extensive	11.8%	16.6%	18.4%	11.1%	16.6%	18.6%	10.8%	16.6%	18.1%	
Somewhat	44.1%	41.2%	41.3%	40.7%	34.4%	36.9%	51.4%	48.3%	46.1%	
Not at all	44.1%	42.1%	40.3%	48.1%	48.9%	44.5%	37.8%	35.1%	35.8%	
Total(n)	68	286	1,682	27	119	805	37	167	877	
Mean	1.68	1.75	1.78	1.63	1.68	1.74	1.73	1.82	1.82	
Standard deviation	0.68	0.72	0.73	0.69	0.74	0.75	0.65	0.70	0.71	
Significance	-			-			-			
Effect size	-	-0.10	-0.14	-	-0.07	-0.15	-	-0.13	-0.13	
Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)										
Extensive	3.7%	7.2%	7.2%	0.0%	5.9%	5.3%	6.4%	8.5%	9.2%	
Somewhat	25.9%	20.3%	22.4%	25.0%	17.6%	17.4%	25.5%	23.1%	27.8%	
Not at all	70.4%	72.6%	70.4%	75.0%	76.5%	77.3%	68.1%	68.5%	63.0%	
Total(n)	81	281	1,738	28	116	811	47	165	927	
Mean	1.33	1.35	1.37	1.25	1.29	1.28	1.38	1.40	1.46	
Standard deviation	0.55	0.61	0.61	0.44	0.57	0.55	0.61	0.64	0.66	
Significance	-			-			-			
Effect size	-	-0.03	-0.07	-	-0.07	-0.05	-	-0.03	-0.12	
Committee work										
Extensive	12.2%	10.8%	13.6%	15.2%	8.7%	11.2%	11.8%	13.3%	16.2%	
Somewhat	47.8%	50.3%	53.5%	30.3%	51.1%	54.5%	58.8%	49.5%	52.4%	
Not at all	40.0%	38.8%	32.9%	54.5%	40.3%	34.3%	29.4%	37.2%	31.4%	
Total(n)	90	330	1,907	33	141	905	51	189	1,002	Career Related Stress
Mean	1.72	1.72	1.81	1.61	1.68	1.77	1.82	1.76	1.85	
Standard deviation	0.67	0.65	0.65	0.75	0.62	0.63	0.62	0.67	0.67	
Significance	-			-			-			
Effect size	-	0.00	-0.14	-	-0.11	-0.25	-	0.09	-0.04	
Please indicate the extent to which each of the following has been a source of stress for you during the past year:										
Faculty meetings										
Extensive	4.4%	9.4%	10.0%	3.0%	6.0%	7.9%	5.8%	13.1%	12.2%	
Somewhat	40.7%	47.3%	47.3%	27.3%	50.7%	50.0%	51.9%	43.6%	44.4%	
Not at all	54.9%	43.3%	42.7%	69.7%	43.3%	42.1%	42.3%	43.3%	43.4%	
Total(n)	91	325	1,939	33	137	926	52	188	1,013	

Mean	1.49	1.66	1.67	1.33	1.63	1.66	1.63	1.70	1.69	
Standard deviation	0.58	0.64	0.65	0.54	0.59	0.62	0.60	0.69	0.68	
Significance	-	*	**	-	**	**	-			
Effect size	-	-0.27	-0.28	-	-0.51	-0.53	-	-0.10	-0.09	
Students										
Extensive	9.8%	18.1%	13.9%	12.1%	12.1%	11.0%	7.5%	25.0%	17.1%	
Somewhat	67.4%	53.6%	57.3%	51.5%	61.4%	59.1%	79.2%	44.5%	55.4%	
Not at all	22.8%	28.3%	28.8%	36.4%	26.5%	29.9%	13.2%	30.5%	27.5%	
Total(n)	92	331	1,968	33	142	940	53	189	1,028	Career Related Stress
Mean	1.87	1.90	1.85	1.76	1.86	1.81	1.94	1.95	1.90	
Standard deviation	0.56	0.67	0.64	0.66	0.60	0.61	0.46	0.74	0.66	
Significance	-			-			-			
Effect size	-	-0.04	0.03	-	-0.17	-0.08	-	-0.01	0.06	
Research or publishing demands										
Extensive	9.1%	21.7%	19.5%	10.7%	24.7%	18.6%	9.3%	17.8%	20.5%	
Somewhat	44.2%	42.3%	47.5%	39.3%	41.9%	46.1%	48.8%	42.9%	49.2%	
Not at all	46.8%	36.0%	33.0%	50.0%	33.4%	35.3%	41.9%	39.4%	30.3%	
Total(n)	77	289	1,784	28	132	876	43	157	908	Career Related Stress
Mean	1.62	1.86	1.86	1.61	1.91	1.83	1.67	1.78	1.90	
Standard deviation	0.65	0.75	0.71	0.69	0.76	0.72	0.64	0.72	0.71	
Significance	-	*	**	-			-		*	
Effect size	-	-0.32	-0.34	-	-0.39	-0.31	-	-0.15	-0.32	
Please indicate the extent to which each of the following has been a source of stress for you during the past year:										
Institutional procedures and "red tape"										
Extensive	16.9%	29.1%	25.7%	15.2%	29.8%	27.3%	17.6%	28.3%	23.9%	
Somewhat	48.3%	46.6%	49.2%	57.6%	47.4%	49.6%	43.1%	45.7%	48.8%	
Not at all	34.8%	24.3%	25.0%	27.3%	22.8%	23.1%	39.2%	26.0%	27.3%	
Total(n)	89	323	1,913	33	141	928	51	182	985	Career Related Stress
Mean	1.82	2.05	2.01	1.88	2.07	2.04	1.78	2.02	1.97	
Standard deviation	0.70	0.73	0.71	0.65	0.72	0.71	0.73	0.74	0.71	
Significance	-	**	*	-			-	*		
Effect size	-	-0.32	-0.27	-	-0.26	-0.23	-	-0.32	-0.27	
Teaching load										
Extensive	23.9%	22.8%	25.0%	18.2%	21.7%	22.9%	28.3%	24.2%	27.3%	
Somewhat	46.7%	38.8%	44.0%	39.4%	37.0%	43.4%	49.1%	40.9%	44.5%	
Not at all	29.3%	38.4%	31.1%	42.4%	41.3%	33.6%	22.6%	35.0%	28.2%	
Total(n)	92	322	1,961	33	137	936	53	185	1,025	Career Related Stress
Mean	1.95	1.84	1.94	1.76	1.80	1.89	2.06	1.89	1.99	
Standard deviation	0.73	0.77	0.75	0.75	0.77	0.74	0.72	0.76	0.74	
Significance	-			-			-			
Effect size	-	0.14	0.01	-	-0.05	-0.18	-	0.22	0.09	
Lack of personal time										
Extensive	26.1%	22.4%	26.3%	18.8%	17.9%	22.0%	27.8%	27.5%	31.2%	
Somewhat	50.0%	46.5%	45.9%	43.8%	47.4%	46.2%	55.6%	45.6%	45.6%	
Not at all	23.9%	31.0%	27.8%	37.5%	34.8%	31.8%	16.7%	26.9%	23.2%	
Total(n)	92	325	1,962	32	135	935	54	190	1,027	Career Related Stress

Mean	2.02	1.91	1.99	1.81	1.83	1.90	2.11	2.01	2.08	Stress	
Standard deviation	0.71	0.73	0.74	0.74	0.71	0.73	0.66	0.74	0.73		
Significance	-			-			-				
Effect size	-	0.15	0.04	-	-0.03	-0.12	-	0.14	0.04		
Job security											
Extensive	13.5%	14.2%	11.2%	15.6%	14.3%	10.9%	11.8%	14.1%	11.5%	Career Related Stress	
Somewhat	29.2%	27.5%	26.1%	25.0%	25.3%	24.9%	27.5%	30.3%	27.6%		
Not at all	57.3%	58.3%	62.7%	59.4%	60.4%	64.2%	60.8%	55.7%	60.9%		
Total(n)	89	314	1,897	32	135	913	51	179	984		
Mean	1.56	1.56	1.49	1.56	1.54	1.47	1.51	1.58	1.51		
Standard deviation	0.72	0.73	0.69	0.76	0.73	0.68	0.70	0.72	0.69		
Significance	-			-			-				
Effect size	-	0.00	0.10	-	0.03	0.13	-	-0.10	0.00		
Self-imposed high expectations											
Extensive	35.5%	34.4%	34.2%	27.3%	31.9%	30.5%	40.7%	37.2%	38.4%		
Somewhat	57.0%	52.6%	51.0%	63.6%	54.5%	53.2%	51.9%	50.5%	48.5%		
Not at all	7.5%	13.0%	14.8%	9.1%	13.6%	16.4%	7.4%	12.3%	13.1%		
Total(n)	93	328	1,967	33	140	937	54	188	1,030		
Mean	2.28	2.21	2.19	2.18	2.18	2.14	2.33	2.25	2.25		
Standard deviation	0.60	0.65	0.67	0.58	0.65	0.67	0.61	0.66	0.67		
Significance	-			-			-				
Effect size	-	0.11	0.13	-	0.00	0.06	-	0.12	0.12		
Increased work responsibilities											
Extensive	34.8%	25.5%	27.7%	24.2%	18.6%	22.9%	41.5%	33.4%	33.1%		
Somewhat	48.9%	49.4%	49.3%	45.5%	51.6%	49.7%	50.9%	46.9%	48.9%		
Not at all	16.3%	25.1%	23.0%	30.3%	29.8%	27.4%	7.5%	19.7%	18.1%		
Total(n)	92	329	1,943	33	139	926	53	190	1,017		
Mean	2.18	2.00	2.05	1.94	1.89	1.96	2.34	2.14	2.15		
Standard deviation	0.69	0.71	0.71	0.75	0.69	0.71	0.62	0.72	0.70		
Significance	-	*		-			-				
Effect size	-	0.25	0.18	-	0.07	-0.03	-	0.28	0.27		
Institutional budget cuts											
Extensive	33.0%	31.3%	28.6%	30.3%	29.4%	27.8%	36.5%	33.6%	29.5%		
Somewhat	47.3%	44.2%	44.4%	45.5%	42.2%	42.6%	46.2%	46.7%	46.5%		
Not at all	19.8%	24.5%	27.0%	24.2%	28.5%	29.7%	17.3%	19.7%	24.0%		
Total(n)	91	322	1,881	33	141	908	52	181	973		
Mean	2.13	2.07	2.02	2.06	2.01	1.98	2.19	2.14	2.06		
Standard deviation	0.72	0.74	0.75	0.75	0.76	0.76	0.72	0.72	0.73		
Significance	-			-			-				
Effect size	-	0.08	0.15	-	0.07	0.11	-	0.07	0.18		
Have you been sexually harassed at this institution?											
Yes	7.5%	7.2%	7.1%	3.0%	2.9%	2.5%	11.1%	12.1%	12.3%		
No	92.5%	92.8%	92.9%	97.0%	97.1%	97.5%	88.9%	87.9%	87.7%		
Total(n)	93	343	2,031	33	146	977	54	197	1,054		
In the past year, have you:											
Considered leaving academe for another job?											
Yes	38.0%	34.5%	37.5%	30.3%	32.2%	35.2%	41.5%	37.2%	40.1%		

No	62.0%	65.5%	62.5%	69.7%	67.8%	64.8%	58.5%	62.8%	59.9%	
Total(n)	92	337	2,001	33	144	964	53	193	1,037	
Considered leaving this institution for another?										
Yes	32.6%	52.3%	48.2%	27.3%	54.3%	50.2%	35.8%	50.1%	45.9%	
No	67.4%	47.7%	51.8%	72.7%	45.7%	49.8%	64.2%	49.9%	54.1%	
Total(n)	92	338	1,997	33	144	960	53	194	1,037	
Engaged in public service/professional consulting without pay?										
Yes	43.0%	50.1%	48.0%	39.4%	49.7%	47.0%	42.6%	50.6%	49.2%	Civic Minded Practice
No	57.0%	49.9%	52.0%	60.6%	50.3%	53.0%	57.4%	49.4%	50.8%	
Total(n)	93	337	2,001	33	143	961	54	194	1,040	
Received at least one firm job offer elsewhere?										
Yes	18.5%	18.8%	17.1%	21.2%	21.9%	18.9%	17.0%	15.3%	15.1%	
No	81.5%	81.2%	82.9%	78.8%	78.1%	81.1%	83.0%	84.7%	84.9%	
Total(n)	92	337	2,000	33	143	961	53	194	1,039	
For each of the following items, please mark either Yes or No.										
Are you a member of a faculty union?										
Yes	3.2%	7.9%	29.0%	6.1%	8.6%	28.1%	1.9%	7.1%	30.1%	
No	96.8%	92.1%	71.0%	93.9%	91.4%	71.9%	98.1%	92.9%	69.9%	
Total(n)	93	331	1,986	33	141	952	54	190	1,034	
Do you plan to retire within the next three years?										
Yes	12.0%	10.1%	11.1%	15.2%	8.9%	10.2%	9.4%	11.5%	12.1%	
No	88.0%	89.9%	88.9%	84.8%	91.1%	89.8%	90.6%	88.5%	87.9%	
Total(n)	92	332	1,983	33	141	949	53	191	1,034	
For each of the following items, please mark either Yes or No.										
Have you ever interrupted your professional career for more than one year for family reasons?										
Yes	8.7%	7.5%	7.8%	9.1%	2.4%	3.3%	9.4%	13.4%	12.9%	
No	91.3%	92.5%	92.2%	90.9%	97.6%	96.7%	90.6%	86.6%	87.1%	
Total(n)	92	331	1,983	33	141	949	53	190	1,034	
Have you ever been formally recognized for outstanding teaching at this institution?										
Yes	24.7%	46.0%	38.7%	30.3%	54.6%	41.7%	20.4%	36.0%	35.3%	
No	75.3%	54.0%	61.3%	69.7%	45.4%	58.3%	79.6%	64.0%	64.7%	
Total(n)	93	333	1,985	33	142	951	54	191	1,034	
Citizenship status:										
U.S. citizen	98.9%	92.0%	92.9%	97.0%	92.6%	92.7%	100.0%	91.3%	93.2%	
Permanent resident (green card)	1.1%	5.7%	5.2%	3.0%	4.7%	5.2%	0.0%	6.8%	5.2%	
Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)	0.0%	2.3%	1.9%	0.0%	2.7%	2.1%	0.0%	1.9%	1.6%	
None of the above	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	93	341	2,030	33	144	976	54	197	1,054	
How would you characterize your political views?										
Far right	1.1%	0.0%	0.1%	0.0%	0.0%	0.1%	1.9%	0.0%	0.1%	
Conservative	17.2%	12.9%	10.8%	30.3%	12.4%	11.4%	9.3%	13.4%	10.1%	
Middle-of-the-road	31.2%	38.3%	32.8%	33.3%	43.3%	36.9%	25.9%	32.7%	28.3%	
Liberal	39.8%	39.4%	45.1%	24.2%	35.9%	39.9%	51.9%	43.4%	50.9%	
Far left	10.8%	9.4%	11.1%	12.1%	8.3%	11.6%	11.1%	10.6%	10.6%	
Total(n)	93	335	1,984	33	141	951	54	194	1,033	

If given the choice, would you:									
Still come to this institution?									
Definitely yes	49.5%	39.3%	40.0%	48.5%	37.1%	38.1%	51.9%	41.8%	42.2%
Probably yes	31.2%	33.8%	35.9%	36.4%	32.6%	36.4%	29.6%	35.0%	35.4%
Not sure	10.8%	15.7%	15.2%	12.1%	18.0%	15.5%	7.4%	13.1%	14.8%
Probably no	6.5%	7.1%	5.7%	0.0%	8.2%	6.2%	9.3%	5.9%	5.1%
Definitely no	2.2%	4.1%	3.2%	3.0%	4.1%	3.8%	1.9%	4.1%	2.4%
Total(n)	93	338	2,018	33	143	970	54	195	1,048
Mean	4.19	3.97	4.04	4.27	3.91	3.99	4.20	4.04	4.10
Standard deviation	1.01	1.10	1.03	0.91	1.11	1.06	1.05	1.08	0.99
Significance	-			-			-		
Effect size	-	0.20	0.15	-	0.32	0.26	-	0.15	0.10
Still be a college professor?									
Definitely yes	59.8%	64.2%	62.7%	69.7%	62.1%	63.2%	56.6%	66.6%	62.1%
Probably yes	28.3%	23.1%	25.7%	24.2%	21.5%	25.5%	28.3%	25.0%	25.9%
Not sure	4.3%	10.0%	8.3%	3.0%	14.3%	9.3%	5.7%	5.2%	7.2%
Probably no	6.5%	1.8%	2.5%	3.0%	1.4%	1.6%	9.4%	2.3%	3.5%
Definitely no	1.1%	0.8%	0.9%	0.0%	0.6%	0.5%	0.0%	1.0%	1.3%
Total(n)	92	341	2,025	33	144	970	53	197	1,055
Mean	4.39	4.48	4.47	4.61	4.43	4.49	4.32	4.54	4.44
Standard deviation	0.93	0.81	0.82	0.70	0.83	0.77	0.96	0.78	0.87
Significance	-			-			-		
Effect size	-	-0.11	-0.10	-	0.22	0.16	-	-0.28	-0.14
Please select your base institutional salary.									
Less than \$10,000	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.2%	0.1%
\$10,000-19,999	0.0%	0.2%	0.1%	0.0%	0.4%	0.2%	0.0%	0.0%	0.1%
\$20,000-29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$30,000-39,999	1.1%	0.6%	1.0%	3.0%	0.2%	0.9%	0.0%	1.0%	1.0%
\$40,000-49,999	23.7%	11.6%	7.9%	21.2%	11.6%	7.4%	24.1%	11.7%	8.6%
\$50,000-59,999	19.4%	21.1%	16.5%	21.2%	15.1%	13.6%	18.5%	28.1%	19.9%
\$60,000-69,999	28.0%	24.8%	20.7%	24.2%	23.9%	18.8%	31.5%	25.9%	22.9%
\$70,000-79,999	11.8%	15.3%	16.0%	9.1%	12.9%	14.1%	13.0%	18.2%	18.2%
\$80,000-89,999	5.4%	12.6%	13.5%	6.1%	17.9%	16.1%	5.6%	6.3%	10.4%
\$90,000-99,999	0.0%	3.3%	8.5%	0.0%	3.3%	7.8%	0.0%	3.4%	9.2%
\$100,000-124,999	5.4%	6.2%	11.9%	12.1%	9.3%	16.1%	0.0%	2.5%	7.1%
\$125,000-149,999	4.3%	3.4%	3.0%	0.0%	4.6%	4.1%	7.4%	2.0%	1.8%
\$150,000-199,999	0.0%	0.8%	0.7%	0.0%	0.9%	0.7%	0.0%	0.5%	0.8%
\$200,000-249,999	1.1%	0.0%	0.0%	3.0%	0.0%	0.1%	0.0%	0.0%	0.0%
\$250,000-499,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	93	333	1,969	33	143	950	54	190	1,019
Your base institutional salary reported above is based on:									
Less than 9 months	4.3%	4.4%	4.1%	6.1%	4.5%	3.7%	3.7%	4.2%	4.5%
9/10 months	79.6%	79.2%	78.0%	81.8%	80.5%	80.3%	77.8%	77.7%	75.5%
11/12 months	16.1%	16.5%	17.9%	12.1%	15.0%	16.0%	18.5%	18.1%	19.9%
Total(n)	93	334	1,979	33	143	952	54	191	1,027

Highest Degree Earned										
Bachelor's (B.A., B.S., etc.)	3.3%	0.5%	0.7%	3.1%	0.7%	1.1%	3.7%	0.2%	0.2%	
Master's (M.A., M.S.)	10.9%	13.0%	12.0%	9.4%	7.4%	8.3%	13.0%	19.3%	16.1%	
Terminal Master's (M.F.A., M.B.A.)	8.7%	4.6%	4.3%	6.3%	4.3%	4.3%	7.4%	5.1%	4.3%	
J.D.	0.0%	1.5%	0.9%	0.0%	1.8%	1.1%	0.0%	1.2%	0.8%	
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	0.2%	0.2%	0.0%	0.0%	0.3%	0.0%	0.5%	0.2%	
Ph.D.	66.3%	70.9%	74.1%	65.6%	76.7%	78.8%	70.4%	64.4%	68.8%	
Professional Doctorate (Ed.D., Psy.D., etc.)	5.4%	8.6%	6.9%	6.3%	9.1%	5.6%	3.7%	7.9%	8.4%	
Other	5.4%	0.6%	0.7%	9.4%	0.0%	0.4%	1.9%	1.4%	1.1%	
Total(n)	92	342	2,024	32	144	971	54	198	1,053	
Degree Currently Working On										
Bachelor's (B.A., B.S., etc.)	0.0%	0.4%	0.2%	0.0%	0.0%	0.1%	0.0%	0.8%	0.3%	
Master's (M.A., M.S.)	2.2%	0.3%	0.7%	3.1%	0.0%	0.6%	1.9%	0.6%	0.8%	
Terminal Master's (M.F.A., M.B.A.)	1.1%	0.0%	0.1%	0.0%	0.0%	0.2%	0.0%	0.0%	0.1%	
J.D.	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	
Ph.D.	1.1%	4.5%	3.4%	0.0%	6.8%	4.3%	1.9%	1.8%	2.3%	
Professional Doctorate (Ed.D., Psy.D., etc.)	1.1%	1.8%	1.8%	0.0%	0.6%	0.5%	1.9%	3.1%	3.2%	
Other	4.3%	0.7%	0.5%	6.3%	0.5%	0.4%	1.9%	1.0%	0.6%	
None	90.2%	92.4%	93.3%	90.6%	92.1%	94.0%	92.6%	92.7%	92.5%	
Total(n)	92	333	1,979	32	141	951	54	192	1,028	
Are you currently serving in an administrative position as:										
Department chair	16.1%	8.9%	7.6%	14.6%	9.8%	8.8%	17.2%	7.8%	6.3%	
Dean (including Associate or Assistant)	2.7%	2.8%	1.6%	2.4%	2.6%	1.5%	3.1%	3.0%	1.8%	
Vice-president	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.3%	0.1%	
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Provost	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Other	12.5%	11.7%	10.2%	7.3%	12.0%	9.9%	17.2%	11.4%	10.4%	
Not applicable	50.9%	48.6%	52.6%	53.7%	47.0%	50.8%	46.9%	50.3%	54.7%	
Total(n)	112	456	2,651	41	198	1,282	64	258	1,369	
Race/Ethnicity - mark all that apply (total may add to more than 100%)										
American Indian or Alaska Native	2.2%	1.8%	1.9%	0.0%	1.7%	1.3%	1.9%	1.8%	2.5%	
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	3.3%	4.8%	5.2%	6.3%	3.8%	4.9%	1.9%	6.0%	5.7%	
Filipina/o/x	0.0%	0.4%	0.3%	0.0%	0.0%	0.2%	0.0%	0.8%	0.5%	
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	1.1%	0.0%	0.6%	3.1%	0.0%	0.4%	0.0%	0.0%	0.8%	
South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	1.1%	3.3%	2.8%	3.1%	5.4%	3.8%	0.0%	1.0%	1.7%	
Other Asian	0.0%	0.6%	0.5%	0.0%	0.8%	0.4%	0.0%	0.4%	0.5%	
African American/Black	1.1%	11.0%	5.2%	0.0%	7.6%	3.8%	1.9%	14.9%	6.8%	
African	2.2%	1.3%	0.9%	3.1%	0.3%	0.7%	1.9%	2.3%	1.1%	
Caribbean	0.0%	1.0%	0.4%	0.0%	0.3%	0.2%	0.0%	1.7%	0.7%	
Other Black	0.0%	0.3%	0.1%	0.0%	0.0%	0.1%	0.0%	0.5%	0.2%	
Native Hawaiian or Other Pacific Islander	0.0%	0.3%	0.2%	0.0%	0.0%	0.1%	0.0%	0.5%	0.3%	
Mexican American/Chicana/o/x	1.1%	1.9%	2.5%	0.0%	3.0%	2.8%	1.9%	0.7%	2.1%	

Puerto Rican	0.0%	0.6%	0.4%	0.0%	0.5%	0.5%	0.0%	0.7%	0.4%	
Central American	0.0%	0.3%	0.3%	0.0%	0.0%	0.4%	0.0%	0.6%	0.2%	
South American	0.0%	1.3%	1.3%	0.0%	1.1%	1.2%	0.0%	1.5%	1.4%	
Other Hispanic or Latina/o/x	3.3%	1.6%	1.5%	3.1%	2.1%	1.8%	1.9%	1.1%	1.1%	
Middle Eastern	1.1%	2.5%	2.1%	0.0%	3.5%	2.5%	0.0%	1.3%	1.6%	
European	76.1%	66.0%	72.3%	71.9%	69.5%	74.4%	79.6%	62.0%	70.0%	
Other White	12.0%	10.7%	9.8%	9.4%	10.0%	8.1%	13.0%	11.5%	11.7%	
Other	2.2%	2.2%	1.7%	3.1%	1.5%	1.8%	1.9%	3.0%	1.6%	
Total(n)	92	337	1,969	32	142	944	54	195	1,025	
Race/Ethnicity Group (with multiple race category)										
Native American/Alaska Native	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Asian/Pacific Islander	5.4%	7.1%	8.0%	12.5%	8.2%	8.3%	1.9%	6.0%	7.7%	
Black/African American	2.2%	10.4%	5.0%	3.1%	6.6%	3.6%	1.9%	14.7%	6.6%	
Latina/o/x	1.1%	1.6%	2.8%	0.0%	1.6%	3.1%	1.9%	1.6%	2.6%	
White	83.7%	72.4%	77.4%	78.1%	75.3%	78.6%	88.9%	69.2%	76.1%	
Other Race/Ethnicity	2.2%	1.5%	1.2%	3.1%	1.5%	1.4%	1.9%	1.6%	1.0%	
Two or More Races/Ethnicities	4.3%	6.9%	5.5%	3.1%	6.8%	5.0%	3.7%	6.9%	6.0%	
Total (n)	92	337	1,969	32	142	944	54	195	1,025	
Is English your native language?										
Yes	90.3%	85.5%	86.8%	81.8%	84.3%	86.1%	94.4%	86.8%	87.5%	
No	9.7%	14.5%	13.2%	18.2%	15.7%	13.9%	5.6%	13.2%	12.5%	
Total(n)	93	339	2,012	33	141	968	54	198	1,044	
What is your sexual orientation?										
Heterosexual/straight	90.9%	91.6%	91.1%	83.3%	90.1%	91.4%	96.2%	93.3%	90.8%	
Gay	2.3%	3.5%	2.9%	6.7%	6.6%	5.5%	0.0%	0.0%	0.0%	
Lesbian	0.0%	0.7%	1.2%	0.0%	0.0%	0.0%	0.0%	1.6%	2.5%	
Bisexual	5.7%	1.6%	2.2%	10.0%	1.7%	1.4%	1.9%	1.6%	3.1%	
Queer	1.1%	0.3%	0.6%	0.0%	0.4%	0.3%	1.9%	0.2%	0.9%	
Pansexual	0.0%	0.1%	0.3%	0.0%	0.0%	0.2%	0.0%	0.2%	0.5%	
Asexual	0.0%	1.2%	0.9%	0.0%	0.0%	0.2%	0.0%	2.6%	1.7%	
Not listed above	0.0%	0.9%	0.8%	0.0%	1.2%	1.0%	0.0%	0.5%	0.5%	
Total (n)	88	334	1,972	30	139	948	53	195	1,024	
Do you identify as transgender?										
No	99.1%	100.0%	99.9%	100.0%	100.0%	99.9%	100.0%	100.0%	99.9%	
Yes	0.9%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	
Total(n)	111	455	2,648	41	197	1,279	64	258	1,369	
How many children do you have in the following age ranges?										
Under 18 years old										
0	59.0%	53.6%	52.6%	60.7%	48.5%	48.1%	59.6%	59.4%	57.7%	
1	17.9%	17.4%	19.0%	14.3%	17.5%	19.6%	19.1%	17.2%	18.3%	
2	15.4%	21.0%	20.2%	14.3%	23.6%	22.4%	14.9%	18.0%	17.7%	
3	3.8%	5.5%	5.9%	3.6%	6.1%	6.5%	4.3%	4.7%	5.2%	
4+	3.8%	2.5%	2.3%	7.1%	4.2%	3.4%	2.1%	0.6%	1.0%	
Total(n)	78	293	1,717	28	126	811	47	167	906	
18 years or older										
0	43.8%	57.7%	58.1%	37.0%	60.5%	57.1%	49.0%	54.7%	59.2%	
1	16.3%	11.5%	12.6%	18.5%	7.8%	11.8%	14.3%	15.4%	13.5%	

2	23.8%	16.9%	18.3%	25.9%	16.7%	18.7%	22.4%	17.1%	17.9%
3	11.3%	5.9%	5.8%	7.4%	4.4%	6.0%	12.2%	7.5%	5.6%
4+	5.0%	8.0%	5.2%	11.1%	10.6%	6.5%	2.0%	5.3%	3.8%
Total(n)	80	300	1,736	27	120	821	49	180	915
How satisfied are you with the availability of child care at this institution?									
Very satisfied	7.7%	3.7%	8.9%	0.0%	0.0%	5.5%	12.5%	7.6%	12.7%
Satisfied	7.7%	10.4%	16.0%	0.0%	12.3%	20.7%	12.5%	8.4%	10.6%
Marginally satisfied	0.0%	14.6%	15.1%	0.0%	13.9%	14.5%	0.0%	15.2%	15.7%
Not satisfied	84.6%	71.3%	60.1%	100.0%	73.7%	59.3%	75.0%	68.7%	61.0%
Total(n)	13	65	443	4	29	215	8	36	228
Mean	1.38	1.46	1.74	1.00	1.39	1.72	1.63	1.55	1.75
Standard deviation	0.96	0.82	1.02	0.00	0.70	0.97	1.19	0.93	1.08
Significance	-			-			-		
Effect size	-	-0.10	-0.35	-	-0.56	-0.74	-	0.09	-0.11
Aggregated - Salary based on 9/10 months (full-time employees only)									
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$10,000 - \$19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
\$20,000 - \$29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$30,000 - \$39,999	1.4%	0.5%	0.7%	3.7%	0.0%	0.6%	0.0%	1.0%	0.8%
\$40,000 - \$49,999	25.7%	11.4%	7.6%	22.2%	11.3%	6.9%	26.2%	11.6%	8.5%
\$50,000 - \$59,999	21.6%	21.2%	16.6%	25.9%	13.7%	12.9%	19.0%	30.5%	21.2%
\$60,000 - \$69,999	31.1%	26.7%	22.1%	25.9%	26.9%	20.0%	35.7%	26.5%	24.7%
\$70,000 - \$79,999	9.5%	16.0%	16.3%	7.4%	13.4%	14.7%	11.9%	19.3%	18.3%
\$80,000 - \$89,999	2.7%	14.6%	14.5%	3.7%	21.1%	17.6%	2.4%	6.7%	10.7%
\$90,000 - \$99,999	0.0%	2.8%	7.4%	0.0%	4.1%	7.5%	0.0%	1.2%	7.2%
\$100,000 - \$124,999	5.4%	5.3%	12.2%	11.1%	7.5%	16.4%	0.0%	2.7%	7.0%
\$125,000 - \$149,999	2.7%	1.4%	2.2%	0.0%	2.1%	3.0%	4.8%	0.6%	1.3%
\$150,000 - \$199,999	0.0%	0.0%	0.3%	0.0%	0.0%	0.4%	0.0%	0.0%	0.1%
\$200,000 - \$249,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%
\$250,000 - \$499,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	74	251	1,469	27	108	734	42	143	735
Mean	6.73	7.37	7.95	6.78	7.72	8.27	6.69	6.93	7.55
Standard deviation	1.75	1.67	1.92	1.89	1.77	1.98	1.62	1.41	1.76
Significance	-	**	***	-	*	***	-		**
Effect size	-	-0.38	-0.64	-	-0.53	-0.75	-	-0.17	-0.49
Aggregated - Salary based on 11/12 months (full-time employees only)									
Less than \$10,000	0.0%	0.6%	0.2%	0.0%	0.0%	0.0%	0.0%	1.2%	0.4%
\$10,000 - \$19,999	0.0%	0.0%	0.1%	0.0%	0.0%	0.2%	0.0%	0.0%	0.1%
\$20,000 - \$29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$30,000 - \$39,999	0.0%	1.5%	2.0%	0.0%	1.7%	2.1%	0.0%	1.3%	2.0%
\$40,000 - \$49,999	6.7%	11.8%	9.1%	0.0%	15.0%	10.3%	10.0%	8.8%	8.1%
\$50,000 - \$59,999	13.3%	14.8%	13.9%	0.0%	9.6%	13.5%	20.0%	19.7%	14.1%
\$60,000 - \$69,999	13.3%	13.5%	14.7%	0.0%	9.9%	14.8%	20.0%	16.7%	14.6%
\$70,000 - \$79,999	26.7%	15.0%	15.4%	25.0%	11.2%	12.6%	20.0%	18.6%	18.0%
\$80,000 - \$89,999	20.0%	5.0%	9.7%	25.0%	3.5%	8.8%	20.0%	6.3%	10.4%

\$90,000 - \$99,999	0.0%	7.0%	13.0%	0.0%	0.0%	7.9%	0.0%	13.4%	17.7%
\$100,000 - \$124,999	6.7%	12.2%	11.8%	25.0%	22.7%	17.0%	0.0%	2.4%	7.1%
\$125,000 - \$149,999	6.7%	14.0%	7.1%	0.0%	19.9%	10.4%	10.0%	8.6%	4.0%
\$150,000 - \$199,999	0.0%	4.6%	2.9%	0.0%	6.4%	2.4%	0.0%	2.9%	3.4%
\$200,000 - \$249,999	6.7%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$250,000 - \$499,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	15	64	405	4	25	176	10	39	229
Mean	8.47	8.46	8.34	10.50	9.02	8.47	7.70	7.93	8.22
Standard deviation	2.39	2.64	2.33	2.65	2.82	2.45	2.00	2.34	2.21
Significance	-			-			-		
Effect size	-	0.00	0.06	-	0.52	0.83	-	-0.10	-0.24
Please enter the four-digit year that each of the following occurred.									
Year of birth									
1993 or later	1.2%	0.0%	0.1%	0.0%	0.0%	0.1%	2.0%	0.0%	0.1%
1984 - 1992	14.1%	10.0%	10.5%	6.7%	7.2%	8.5%	18.0%	13.1%	12.9%
1979 - 1983	14.1%	17.6%	15.7%	13.3%	16.9%	14.5%	16.0%	18.4%	17.1%
1974 - 1978	7.1%	15.6%	15.5%	10.0%	17.2%	16.1%	6.0%	13.7%	14.8%
1969 - 1973	18.8%	13.5%	14.2%	13.3%	13.6%	14.6%	20.0%	13.5%	13.8%
1964 - 1968	18.8%	14.3%	14.2%	20.0%	17.6%	14.7%	18.0%	10.6%	13.6%
1959 - 1963	5.9%	10.0%	12.0%	6.7%	8.4%	11.6%	6.0%	11.9%	12.5%
1954 - 1958	12.9%	10.3%	10.5%	16.7%	10.6%	11.8%	10.0%	10.0%	9.0%
1949 - 1953	5.9%	5.0%	5.0%	13.3%	3.3%	4.9%	2.0%	7.0%	5.2%
1944 - 1948	1.2%	1.7%	1.3%	0.0%	2.1%	1.7%	2.0%	1.4%	1.0%
1920 - 1943	0.0%	1.9%	0.9%	0.0%	3.2%	1.5%	0.0%	0.4%	0.2%
Earlier than 1920	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	85	327	1,922	30	139	936	50	188	986
Year of first academic appointment:									
1976 or earlier	0.0%	2.2%	1.6%	0.0%	3.6%	2.5%	0.0%	0.5%	0.7%
1977 - 1981	3.6%	2.7%	2.4%	4.9%	3.2%	3.3%	3.2%	2.1%	1.5%
1982 - 1986	0.9%	5.0%	4.8%	0.0%	5.2%	5.5%	1.6%	4.7%	4.0%
1987 - 1991	6.3%	8.2%	8.2%	9.8%	8.9%	9.2%	3.2%	7.4%	7.1%
1992 - 1996	8.1%	10.1%	10.5%	12.2%	10.9%	11.0%	6.3%	9.3%	9.9%
1997 - 2001	18.9%	11.1%	13.3%	19.5%	10.9%	12.9%	14.3%	11.4%	13.6%
2002 - 2006	18.9%	19.7%	18.0%	24.4%	18.5%	17.2%	15.9%	21.2%	19.0%
2007 - 2011	20.7%	15.4%	17.6%	14.6%	15.8%	17.1%	27.0%	14.9%	18.1%
2012 or later	22.5%	25.6%	23.5%	14.6%	23.1%	21.2%	28.6%	28.5%	26.1%
Total(n)	111	452	2,629	41	196	1,275	63	256	1,354
Year of appointment at present institution									
1976 or earlier	0.0%	1.2%	0.8%	0.0%	2.2%	1.3%	0.0%	0.0%	0.3%
1977 - 1981	0.9%	1.0%	1.0%	2.5%	1.5%	1.4%	0.0%	0.3%	0.5%
1982 - 1986	1.9%	2.4%	2.6%	2.5%	2.5%	3.0%	1.7%	2.3%	2.0%
1987 - 1991	2.8%	4.2%	4.9%	5.0%	5.4%	5.8%	1.7%	3.0%	3.8%
1992 - 1996	6.5%	5.9%	7.2%	12.5%	5.2%	6.6%	3.3%	6.7%	7.9%
1997 - 2001	15.9%	13.0%	14.1%	20.0%	12.6%	14.2%	11.7%	13.5%	14.0%
2002 - 2006	17.8%	21.2%	19.4%	17.5%	20.4%	19.1%	15.0%	22.0%	19.8%

2007 - 2011	22.4%	14.4%	17.4%	12.5%	13.8%	17.0%	31.7%	15.2%	17.9%	
2012 or later	31.8%	36.7%	32.6%	27.5%	36.4%	31.6%	35.0%	37.1%	33.7%	
Total(n)	107	440	2,585	40	190	1,253	60	250	1,332	
If tenured, year tenure was awarded										
1976 or earlier	0.0%	0.0%	0.2%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	
1977 - 1981	0.0%	1.8%	0.8%	0.0%	3.0%	1.2%	0.0%	0.0%	0.2%	
1982 - 1986	1.9%	2.0%	1.7%	5.6%	3.4%	2.4%	0.0%	0.0%	0.6%	
1987 - 1991	0.0%	3.3%	3.4%	0.0%	5.6%	5.2%	0.0%	0.0%	1.0%	
1992 - 1996	3.8%	7.3%	7.3%	5.6%	7.5%	7.6%	3.2%	7.1%	7.0%	
1997 - 2001	13.5%	8.6%	10.3%	27.8%	7.6%	10.2%	6.5%	9.9%	10.5%	
2002 - 2006	25.0%	19.6%	21.4%	33.3%	21.6%	22.3%	16.1%	16.9%	20.1%	
2007 - 2011	25.0%	31.0%	27.9%	16.7%	26.5%	26.5%	29.0%	37.3%	29.9%	
2012 or later	30.8%	26.6%	27.0%	11.1%	24.9%	24.2%	45.2%	28.9%	30.8%	
Total(n)	52	214	1,400	18	113	766	31	101	634	
If tenured, year tenure was awarded at Community College										
1976 or earlier	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1977 - 1981	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1982 - 1986	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1987 - 1991	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1992 - 1996	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1997 - 2001	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
2002 - 2006	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
2007 - 2011	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
2012 or later	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Aggregated Major										
Agriculture/natural resources/related (General Area 1)	0.0%	1.9%	1.1%	0.0%	3.6%	1.8%	0.0%	0.0%	0.2%	
Biological and biomedical sciences (General Area 5)	2.2%	6.2%	7.6%	6.1%	7.5%	8.7%	0.0%	4.9%	6.3%	
Business/management/marketing/related (General Area 6)	8.8%	6.7%	6.5%	9.1%	10.5%	8.9%	9.6%	2.4%	3.6%	
Education (General Area 10 and Specific Discipline 2102)	14.3%	11.1%	10.3%	3.0%	5.8%	5.0%	21.2%	17.0%	16.3%	
Engineering technologies/technicians (General Area 11)	1.1%	1.7%	3.4%	3.0%	2.8%	5.2%	0.0%	0.4%	1.4%	
English language and literature/letters (General Area 12)	5.5%	6.8%	5.7%	3.0%	5.1%	4.8%	5.8%	8.7%	6.7%	
Health professions/clinical sciences (General Area 15)	8.8%	9.3%	8.4%	6.1%	5.1%	4.2%	11.5%	14.1%	13.2%	
History or Political Science (Specific Discipline 3007,3009)	2.2%	10.6%	7.1%	3.0%	14.2%	8.8%	1.9%	6.5%	5.2%	
Humanities (General Area 14,24)	3.3%	2.4%	3.3%	9.1%	3.0%	3.6%	0.0%	1.6%	2.9%	
Fine Arts (General Area 2,4,22)	9.9%	5.2%	6.1%	9.1%	6.3%	7.2%	7.7%	4.1%	4.8%	
Mathematics and Statistics (General Area 18)	3.3%	5.1%	4.8%	0.0%	7.1%	6.3%	5.8%	2.8%	3.1%	
Physical Sciences (General Area 25)	5.5%	4.3%	6.1%	9.1%	6.2%	8.1%	3.8%	2.2%	3.8%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	15.4%	14.7%	15.3%	12.1%	13.1%	13.6%	17.3%	16.4%	17.3%	
Other Technical (General Area 8,19,28)	2.2%	1.3%	2.7%	6.1%	1.2%	4.0%	0.0%	1.4%	1.1%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	17.6%	12.8%	11.8%	21.2%	8.6%	9.7%	15.4%	17.5%	14.1%	
Total(n)	91	336	1,965	33	141	952	52	195	1,013	
Aggregated Department										
Agriculture/natural resources/related (General Area 1)	0.0%	2.4%	1.2%	0.0%	3.6%	1.7%	0.0%	1.2%	0.7%	
Biological and biomedical sciences (General Area 5)	2.2%	4.8%	6.6%	6.1%	5.6%	7.5%	0.0%	3.8%	5.6%	
Business/management/marketing/related (General Area 6)	9.9%	10.3%	8.3%	12.1%	13.6%	10.8%	7.7%	6.5%	5.5%	

Education (General Area 10 and Specific Discipline 2102)	4.4%	7.6%	6.2%	0.0%	6.6%	4.7%	7.7%	8.8%	8.0%
Engineering technologies/technicians (General Area 11)	1.1%	0.5%	3.0%	3.0%	0.9%	4.6%	0.0%	0.0%	1.0%
English language and literature/letters (General Area 12)	6.6%	6.4%	5.7%	3.0%	4.6%	4.5%	7.7%	8.4%	7.0%
Health professions/clinical sciences (General Area 15)	12.1%	12.4%	11.3%	6.1%	7.0%	5.3%	17.3%	18.5%	18.2%
History or Political Science (Specific Discipline 3007,3009)	2.2%	10.0%	6.9%	3.0%	15.3%	9.2%	1.9%	4.0%	4.3%
Humanities (General Area 14,24)	3.3%	2.5%	3.2%	9.1%	2.7%	3.2%	0.0%	2.4%	3.2%
Fine Arts (General Area 2,4,22)	9.9%	5.8%	6.4%	9.1%	7.3%	7.4%	7.7%	4.1%	5.1%
Mathematics and Statistics (General Area 18)	4.4%	5.3%	5.3%	0.0%	6.7%	6.4%	7.7%	3.8%	4.1%
Physical Sciences (General Area 25)	4.4%	5.0%	6.5%	9.1%	6.7%	8.5%	1.9%	3.0%	4.1%
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	11.0%	13.7%	13.4%	6.1%	10.3%	11.9%	15.4%	17.7%	15.1%
Other Technical (General Area 8,19,28)	1.1%	2.1%	3.0%	3.0%	2.6%	4.5%	0.0%	1.4%	1.3%
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	27.5%	11.1%	13.0%	30.3%	6.5%	9.7%	25.0%	16.5%	16.8%
Total(n)	91	334	1,956	33	141	951	52	193	1,005
Faculty works in a STEM department									
Yes	18.8%	22.2%	25.4%	19.5%	24.3%	27.6%	20.3%	19.9%	22.9%
No	81.3%	77.8%	74.6%	80.5%	75.7%	72.4%	79.7%	80.1%	77.1%
Total(n)	112	456	2,651	41	198	1,282	64	258	1,369
Optional Question 1									
A	1.1%			3.0%			0.0%		
B	0.0%			0.0%			0.0%		
C	12.1%			18.2%			5.8%		
D	40.7%			48.5%			38.5%		
E	46.2%			30.3%			55.8%		
Total(n)	91			33			52		
Optional Question 2									
A	1.1%			3.0%			0.0%		
B	2.2%			6.1%			0.0%		
C	18.9%			24.2%			15.4%		
D	51.1%			48.5%			51.9%		
E	26.7%			18.2%			32.7%		
Total(n)	90			33			52		
Optional Question 3									
A	1.1%			3.0%			0.0%		
B	1.1%			3.0%			0.0%		
C	16.5%			30.3%			9.6%		
D	50.5%			42.4%			51.9%		
E	30.8%			21.2%			38.5%		
Total(n)	91			33			52		
Optional Question 4									
A	3.3%			3.0%			1.9%		
B	8.8%			9.1%			7.7%		
C	28.6%			42.4%			21.2%		
D	38.5%			36.4%			40.4%		
E	20.9%			9.1%			28.8%		
Total(n)	91			33			52		
Optional Question 5									
A	4.4%			6.1%			1.9%		

B	8.8%	18.2%	3.8%	
C	11.0%	12.1%	7.7%	
D	51.6%	48.5%	55.8%	
E	24.2%	15.2%	30.8%	
Total(n)	91	33	52	
Optional Question 6				
A	1.1%	3.0%	0.0%	
B	4.4%	6.1%	2.0%	
C	32.2%	45.5%	25.5%	
D	41.1%	36.4%	43.1%	
E	21.1%	9.1%	29.4%	
Total(n)	90	33	51	
Optional Question 7				
A	11.2%	15.2%	8.0%	
B	19.1%	30.3%	14.0%	
C	28.1%	33.3%	24.0%	
D	24.7%	9.1%	34.0%	
E	16.9%	12.1%	20.0%	
Total(n)	89	33	50	
Optional Question 8				
A	2.2%	3.0%	0.0%	
B	16.5%	15.2%	15.4%	
C	13.2%	18.2%	9.6%	
D	51.6%	54.5%	53.8%	
E	16.5%	9.1%	21.2%	
Total(n)	91	33	52	
Optional Question 9				
A	3.3%	0.0%	5.9%	
B	3.3%	9.1%	0.0%	
C	24.4%	30.3%	21.6%	
D	35.6%	36.4%	35.3%	
E	33.3%	24.2%	37.3%	
Total(n)	90	33	51	
Optional Question 10				
A	5.6%	6.1%	5.9%	
B	10.0%	9.1%	11.8%	
C	14.4%	21.2%	9.8%	
D	35.6%	42.4%	27.5%	
E	34.4%	21.2%	45.1%	
Total(n)	90	33	51	
Optional Question 11				
A	5.6%	6.1%	5.9%	
B	24.4%	24.2%	23.5%	
C	38.9%	48.5%	35.3%	
D	24.4%	18.2%	27.5%	
E	6.7%	3.0%	7.8%	
Total(n)	90	33	51	

Optional Question 12				
A	5.8%	9.7%	4.1%	
B	12.8%	16.1%	10.2%	
C	34.9%	38.7%	32.7%	
D	33.7%	22.6%	38.8%	
E	12.8%	12.9%	14.3%	
Total(n)	86	31	49	
Optional Question 13				
A	6.7%	12.1%	3.9%	
B	15.6%	21.2%	11.8%	
C	35.6%	30.3%	37.3%	
D	28.9%	21.2%	33.3%	
E	13.3%	15.2%	13.7%	
Total(n)	90	33	51	
Optional Question 14				
A	87.5%	90.6%	86.3%	
B	12.5%	9.4%	13.7%	
C	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	
Total(n)	88	32	51	
Optional Question 15				
A	2.2%	6.1%	0.0%	
B	3.4%	0.0%	5.9%	
C	16.9%	18.2%	15.7%	
D	37.1%	24.2%	43.1%	
E	40.4%	51.5%	35.3%	
Total(n)	89	33	51	
Optional Question 16				
A	6.9%	9.4%	6.0%	
B	18.4%	15.6%	20.0%	
C	28.7%	18.8%	36.0%	
D	35.6%	40.6%	30.0%	
E	10.3%	15.6%	8.0%	
Total(n)	87	32	50	
Optional Question 17				
A	1.1%	3.0%	0.0%	
B	2.2%	0.0%	3.9%	
C	18.0%	15.2%	17.6%	
D	42.7%	48.5%	41.2%	
E	36.0%	33.3%	37.3%	
Total(n)	89	33	51	
Optional Question 18				
A	1.1%	3.0%	0.0%	
B	1.1%	3.0%	0.0%	
C	10.2%	6.1%	12.0%	
D	46.6%	45.5%	48.0%	
E	40.9%	42.4%	40.0%	

Total(n)	88	33	50	
Optional Question 19				
A	9.0%	15.2%	5.9%	
B	18.0%	18.2%	15.7%	
C	24.7%	18.2%	29.4%	
D	38.2%	42.4%	35.3%	
E	10.1%	6.1%	13.7%	
Total(n)	89	33	51	
Optional Question 20				
A	6.7%	9.1%	3.9%	
B	18.9%	9.1%	27.5%	
C	24.4%	33.3%	15.7%	
D	38.9%	42.4%	37.3%	
E	11.1%	6.1%	15.7%	
Total(n)	90	33	51	
Optional Question 21				
A	60.0%	69.7%	49.0%	
B	40.0%	30.3%	51.0%	
C	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	
Total(n)	90	33	51	
Optional Question 22				
A	16.1%	18.2%	14.3%	
B	21.8%	18.2%	26.5%	
C	36.8%	30.3%	36.7%	
D	21.8%	27.3%	20.4%	
E	3.4%	6.1%	2.0%	
Total(n)	87	33	49	
Optional Question 23				
A	0.0%	0.0%	0.0%	
B	2.3%	3.0%	2.0%	
C	15.9%	24.2%	10.2%	
D	46.6%	39.4%	49.0%	
E	35.2%	33.3%	38.8%	
Total(n)	88	33	49	
Optional Question 24				
A	1.1%	0.0%	2.0%	
B	1.1%	0.0%	2.0%	
C	10.2%	12.1%	8.2%	
D	53.4%	54.5%	55.1%	
E	34.1%	33.3%	32.7%	
Total(n)	88	33	49	
Optional Question 25				
A	1.1%	0.0%	2.0%	
B	6.8%	6.3%	8.0%	
C	8.0%	3.1%	10.0%	
D	52.3%	59.4%	46.0%	

E	31.8%	31.3%	34.0%	
Total(n)	88	32	50	
Optional Question 26				
A	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	
C	2.3%	3.1%	2.0%	
D	44.3%	50.0%	38.0%	
E	53.4%	46.9%	60.0%	
Total(n)	88	32	50	
Optional Question 27				
A	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	
C	2.3%	3.1%	2.1%	
D	40.7%	43.8%	35.4%	
E	57.0%	53.1%	62.5%	
Total(n)	86	32	48	
Optional Question 28				
A	0.0%	0.0%	0.0%	
B	11.4%	15.6%	8.0%	
C	9.1%	12.5%	8.0%	
D	46.6%	56.3%	40.0%	
E	33.0%	15.6%	44.0%	
Total(n)	88	32	50	
Optional Question 29				
A	0.0%	0.0%	0.0%	
B	3.4%	0.0%	4.0%	
C	8.0%	12.5%	6.0%	
D	43.2%	50.0%	40.0%	
E	45.5%	37.5%	50.0%	
Total(n)	88	32	50	
Optional Question 30				
A	0.0%	0.0%	0.0%	
B	3.4%	6.3%	2.0%	
C	5.7%	9.4%	4.0%	
D	51.1%	46.9%	54.0%	
E	39.8%	37.5%	40.0%	
Total(n)	88	32	50	

* Faculty who identify as genderqueer/gender non-conforming, identity not listed above, or who chose not to answer the gender identity question are included in the total columns. These identities are not broken out separately in the reports due to their small cell size (any column with fewer than five cases would be suppressed) and the possibility of their responses being associated with a particular faculty member in this anonymous survey.

**2019-20 HERI Faculty Survey
 Institutional Profile Report
 All Respondents**

Washburn University	Total			Men/Trans men			Women/Trans women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
All Respondents	163	742	3,811	61	285	1,617	91	407	1,949	
What is your current gender identity?										
Man/Trans man	37.9%	39.3%	43.4%	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%	
Woman/Trans woman	56.5%	56.1%	52.3%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	
Genderqueer/Gender non-conforming	0.6%	0.7%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Not listed above	5.0%	3.9%	3.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total (n)	161	725	3,727	61	285	1,617	91	407	1,949	
Are you considered a full-time employee of your institution for at least nine months of the current academic year?										
Yes	84.7%	85.8%	87.3%	78.7%	88.0%	89.5%	90.1%	84.5%	85.9%	
No	15.3%	14.2%	12.7%	21.3%	12.0%	10.5%	9.9%	15.5%	14.1%	
Total(n)	163	733	3,759	61	283	1,594	91	401	1,925	
What is your present academic rank?										
Professor	24.5%	21.6%	28.0%	23.0%	27.0%	35.1%	25.3%	17.9%	21.7%	
Associate Professor	17.2%	27.6%	22.4%	14.8%	28.8%	21.9%	19.8%	27.3%	23.3%	
Assistant Professor	16.6%	25.9%	23.6%	13.1%	25.6%	21.0%	19.8%	27.0%	26.4%	
Lecturer	20.9%	9.4%	16.1%	16.4%	6.0%	14.0%	24.2%	11.1%	17.4%	
Instructor	20.9%	15.5%	9.9%	32.8%	12.6%	7.9%	11.0%	16.7%	11.0%	
Graduate Student/Teaching Assistant	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.2%	
Total(n)	163	742	3,810	61	285	1,617	91	407	1,948	
What is your tenure status at this institution?										
Tenured	42.9%	44.9%	48.9%	34.4%	54.4%	56.0%	49.5%	38.6%	43.2%	
On tenure track, but not tenured	14.7%	20.1%	21.0%	14.8%	20.8%	19.6%	15.4%	21.4%	23.2%	
Not on tenure track, but institution has tenure system	35.0%	34.6%	29.8%	37.7%	24.7%	24.2%	31.9%	39.6%	33.3%	
Institution has no tenure system	7.4%	0.4%	0.3%	13.1%	0.0%	0.2%	3.3%	0.5%	0.3%	
Total(n)	163	740	3,799	61	283	1,610	91	407	1,945	
Are you retired from this institution?										
Yes	0.6%	1.4%	1.9%	0.0%	0.7%	2.2%	1.1%	1.7%	1.6%	
No	99.4%	98.6%	98.1%	100.0%	99.3%	97.8%	98.9%	98.3%	98.4%	
Total(n)	161	738	3,800	61	282	1,613	89	406	1,944	
<u>PART-TIME ONLY</u>										
If given the choice, I would prefer to work full-time at this institution										
Yes	38.1%	61.7%	68.0%	33.3%	60.0%	70.0%	50.0%	60.3%	67.5%	
No	61.9%	38.3%	32.0%	66.7%	40.0%	30.0%	50.0%	39.7%	32.5%	
Total(n)	21	94	400	12	30	140	6	58	231	
Have you ever sought a full-time teaching position at this or another institution?										
Yes	31.8%	59.6%	56.3%	15.4%	53.3%	58.6%	66.7%	60.3%	55.4%	
No	68.2%	40.4%	43.7%	84.6%	46.7%	41.4%	33.3%	39.7%	44.6%	
Total(n)	22	94	405	13	30	145	6	58	231	
If yes above, how long ago did you pursue a full-time position at this or another institution?										
Currently seeking a position	28.6%	21.4%	26.3%	50.0%	25.0%	30.6%	0.0%	20.0%	25.8%	

Within the last year	14.3%	10.7%	13.6%	0.0%	12.5%	11.8%	25.0%	11.4%	14.8%	
1 to 2 years ago	14.3%	19.6%	12.3%	0.0%	18.8%	10.6%	25.0%	14.3%	10.2%	
3 to 5 years ago	0.0%	17.9%	15.8%	0.0%	12.5%	15.3%	0.0%	20.0%	14.8%	
More than 5 years ago	42.9%	30.4%	32.0%	50.0%	31.3%	31.8%	50.0%	34.3%	34.4%	
Total(n)	7	56	228	2	16	85	4	35	128	
My full-time professional career is outside of academia										
Yes	68.2%	34.0%	31.3%	84.6%	30.0%	33.8%	50.0%	35.1%	29.7%	
No	31.8%	66.0%	68.7%	15.4%	70.0%	66.2%	50.0%	64.9%	70.3%	
Total(n)	22	94	406	13	30	145	6	57	232	
In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements:										
My part-time position is an important source of income for me										
Strongly agree	31.8%	38.7%	54.6%	23.1%	34.5%	54.5%	50.0%	38.6%	54.1%	
Agree somewhat	31.8%	31.2%	22.9%	38.5%	31.0%	22.4%	16.7%	35.1%	24.7%	
Disagree somewhat	9.1%	17.2%	13.2%	15.4%	20.7%	13.3%	0.0%	15.8%	13.4%	
Strongly disagree	27.3%	12.9%	9.2%	23.1%	13.8%	9.8%	33.3%	10.5%	7.8%	
Total(n)	22	93	401	13	29	143	6	57	231	
Mean	2.68	2.96	3.23	2.62	2.86	3.22	2.83	3.02	3.25	
Standard deviation	1.21	1.04	1.00	1.12	1.06	1.01	1.47	0.99	0.96	
Significance	-		*	-		*	-			
Effect size	-	-0.27	-0.55	-	-0.23	-0.59	-	-0.19	-0.44	
In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements:										
Compensation is not a major consideration in my decision to teach part-time										
Strongly agree	31.8%	27.7%	18.4%	30.8%	24.1%	16.0%	33.3%	25.9%	19.6%	
Agree somewhat	36.4%	28.7%	27.1%	46.2%	31.0%	29.2%	16.7%	31.0%	25.2%	
Disagree somewhat	18.2%	19.1%	23.1%	7.7%	20.7%	21.5%	50.0%	20.7%	24.3%	
Strongly disagree	13.6%	24.5%	31.3%	15.4%	24.1%	33.3%	0.0%	22.4%	30.9%	
Total(n)	22	94	402	13	29	144	6	58	230	
Mean	2.86	2.60	2.33	2.92	2.55	2.28	2.83	2.60	2.33	
Standard deviation	1.04	1.14	1.10	1.04	1.12	1.09	0.98	1.11	1.11	
Significance	-		*	-		*	-			
Effect size	-	0.23	0.48	-	0.33	0.59	-	0.21	0.45	
Part-time teaching is a stepping-stone to a full-time position										
Strongly agree	13.6%	22.1%	24.6%	7.7%	23.3%	20.1%	33.3%	20.7%	27.9%	
Agree somewhat	27.3%	28.4%	28.0%	23.1%	20.0%	27.1%	0.0%	32.8%	30.0%	
Disagree somewhat	27.3%	17.9%	21.1%	30.8%	23.3%	27.1%	33.3%	15.5%	16.3%	
Strongly disagree	31.8%	31.6%	26.3%	38.5%	33.3%	25.7%	33.3%	31.0%	25.8%	
Total(n)	22	95	403	13	30	144	6	58	233	
Mean	2.23	2.41	2.51	2.00	2.33	2.42	2.33	2.43	2.60	
Standard deviation	1.07	1.15	1.13	1.00	1.18	1.08	1.37	1.14	1.15	
Significance	-			-			-			
Effect size	-	-0.16	-0.25	-	-0.28	-0.39	-	-0.09	-0.23	
My part-time position provides benefits (e.g. health insurance, retirement, etc.) that I need										
Strongly agree	9.1%	1.1%	30.0%	7.7%	3.3%	30.8%	16.7%	0.0%	30.5%	
Agree somewhat	0.0%	2.1%	10.4%	0.0%	3.3%	9.8%	0.0%	1.8%	11.2%	

Disagree somewhat	4.5%	9.6%	8.4%	0.0%	16.7%	11.9%	16.7%	7.0%	6.4%
Strongly disagree	86.4%	87.2%	51.2%	92.3%	76.7%	47.6%	66.7%	91.2%	51.9%
Total(n)	22	94	404	13	30	143	6	57	233
Mean	1.32	1.17	2.19	1.23	1.33	2.24	1.67	1.11	2.20
Standard deviation	0.89	0.50	1.34	0.83	0.71	1.33	1.21	0.36	1.35
Significance	-		**	-		**	-	**	
Effect size	-	0.30	-0.65	-	-0.14	-0.76	-	1.56	-0.39
In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements:									
Teaching part-time fits my current lifestyle									
Strongly agree	40.9%	51.6%	46.5%	38.5%	60.0%	46.2%	33.3%	44.8%	45.5%
Agree somewhat	54.5%	29.5%	33.4%	61.5%	26.7%	31.5%	50.0%	32.8%	34.8%
Disagree somewhat	4.5%	7.4%	9.7%	0.0%	6.7%	12.6%	16.7%	6.9%	8.2%
Strongly disagree	0.0%	11.6%	10.4%	0.0%	6.7%	9.8%	0.0%	15.5%	11.6%
Total(n)	22	95	404	13	30	143	6	58	233
Mean	3.36	3.21	3.16	3.38	3.40	3.14	3.17	3.07	3.14
Standard deviation	0.58	1.01	0.98	0.51	0.89	0.98	0.75	1.07	0.99
Significance	-			-			-		
Effect size	-	0.15	0.20	-	-0.02	0.24	-	0.09	0.03
Full-time positions were not available									
Strongly agree	10.0%	40.2%	40.2%	0.0%	34.5%	43.5%	16.7%	40.4%	38.4%
Agree somewhat	30.0%	19.6%	23.7%	27.3%	20.7%	24.6%	50.0%	21.1%	24.1%
Disagree somewhat	35.0%	20.7%	14.7%	45.5%	20.7%	14.5%	16.7%	21.1%	14.3%
Strongly disagree	25.0%	19.6%	21.4%	27.3%	24.1%	17.4%	16.7%	17.5%	23.2%
Total(n)	20	92	388	11	29	138	6	57	224
Mean	2.25	2.80	2.83	2.00	2.66	2.94	2.67	2.84	2.78
Standard deviation	0.97	1.17	1.17	0.77	1.20	1.13	1.03	1.15	1.19
Significance	-		*	-		**	-		
Effect size	-	-0.47	-0.50	-	-0.55	-0.83	-	-0.15	-0.09
My expertise in my chosen profession is relevant to the course(s) I teach									
Strongly agree	95.5%	88.4%	88.8%	92.3%	76.7%	83.3%	100.0%	93.1%	91.8%
Agree somewhat	4.5%	9.5%	8.7%	7.7%	23.3%	13.2%	0.0%	3.4%	6.5%
Disagree somewhat	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%
Strongly disagree	0.0%	2.1%	2.2%	0.0%	0.0%	3.5%	0.0%	3.4%	1.3%
Total(n)	22	95	403	13	30	144	6	58	232
Mean	3.95	3.84	3.84	3.92	3.77	3.76	4.00	3.86	3.89
Standard deviation	0.21	0.51	0.52	0.28	0.43	0.63	0.00	0.58	0.43
Significance	-			-			-		
Effect size	-	0.22	0.21	-	0.35	0.25	-	0.24	0.26
Mark all institutional resources available to you in your last term as part-time faculty									
Use of private office	17.4%	15.8%	16.6%	15.4%	16.7%	20.4%	14.3%	17.2%	15.4%
Shared office space	56.5%	53.7%	62.9%	69.2%	63.3%	61.1%	57.1%	46.6%	63.1%
A personal computer	39.1%	24.2%	32.5%	38.5%	36.7%	38.9%	42.9%	17.2%	29.5%
An email account	95.7%	96.8%	93.2%	100.0%	96.7%	89.2%	85.7%	96.6%	95.9%
A phone/voicemail	43.5%	26.3%	31.5%	46.2%	40.0%	32.5%	42.9%	17.2%	30.7%

Professional development funds	17.4%	11.6%	14.7%	23.1%	10.0%	18.5%	14.3%	13.8%	11.6%
Printer access (i.e., free printing)	56.5%	65.3%	69.9%	61.5%	86.7%	75.2%	57.1%	53.4%	66.8%
Parking privileges	60.9%	25.3%	41.6%	69.2%	20.0%	42.7%	71.4%	25.9%	41.5%
Total(n)	23	95	428	13	30	157	7	58	241
Please indicate your agreement with the following statements.									
Part-time instructors at this institution:									
Are given specific training before teaching									
Strongly agree	9.1%	10.5%	7.9%	7.7%	13.3%	9.0%	16.7%	10.3%	7.3%
Agree somewhat	40.9%	31.6%	23.7%	46.2%	26.7%	23.6%	16.7%	29.3%	22.4%
Disagree somewhat	45.5%	29.5%	30.9%	38.5%	40.0%	34.7%	66.7%	25.9%	28.9%
Strongly disagree	4.5%	28.4%	37.5%	7.7%	20.0%	32.6%	0.0%	34.5%	41.4%
Total(n)	22	95	405	13	30	144	6	58	232
Mean	2.55	2.24	2.02	2.54	2.33	2.09	2.50	2.16	1.96
Standard deviation	0.74	0.99	0.96	0.78	0.96	0.96	0.84	1.02	0.97
Significance	-		*	-			-		
Effect size	-	0.31	0.55	-	0.22	0.47	-	0.33	0.56
Rarely get hired into full-time positions									
Strongly agree	11.8%	29.8%	43.3%	20.0%	35.7%	44.7%	0.0%	27.5%	43.7%
Agree somewhat	29.4%	32.1%	29.6%	20.0%	28.6%	32.6%	33.3%	33.3%	27.9%
Disagree somewhat	47.1%	31.0%	20.7%	40.0%	25.0%	14.4%	66.7%	33.3%	22.8%
Strongly disagree	11.8%	7.1%	6.5%	20.0%	10.7%	8.3%	0.0%	5.9%	5.6%
Total(n)	17	84	372	10	28	132	6	51	215
Mean	2.41	2.85	3.10	2.40	2.89	3.14	2.33	2.82	3.10
Standard deviation	0.87	0.94	0.94	1.07	1.03	0.96	0.52	0.91	0.94
Significance	-		**	-		*	-		*
Effect size	-	-0.47	-0.73	-	-0.48	-0.77	-	-0.54	-0.82
Please indicate your agreement with the following statements.									
Part-time instructors at this institution:									
Receive respect from students									
Strongly agree	68.2%	51.6%	57.5%	92.3%	60.0%	55.3%	50.0%	46.6%	58.6%
Agree somewhat	27.3%	42.1%	37.6%	0.0%	36.7%	39.7%	50.0%	48.3%	37.5%
Disagree somewhat	4.5%	4.2%	3.2%	7.7%	0.0%	3.5%	0.0%	5.2%	2.2%
Strongly disagree	0.0%	2.1%	1.7%	0.0%	3.3%	1.4%	0.0%	0.0%	1.7%
Total(n)	22	95	402	13	30	141	6	58	232
Mean	3.64	3.43	3.51	3.85	3.53	3.49	3.50	3.41	3.53
Standard deviation	0.58	0.68	0.65	0.55	0.68	0.64	0.55	0.59	0.63
Significance	-			-			-		
Effect size	-	0.31	0.20	-	0.47	0.56	-	0.15	-0.05
Are primarily responsible for introductory classes									
Strongly agree	14.3%	29.7%	32.8%	0.0%	42.9%	38.4%	33.3%	25.0%	30.0%
Agree somewhat	33.3%	34.1%	35.1%	38.5%	25.0%	31.9%	16.7%	39.3%	37.3%
Disagree somewhat	42.9%	24.2%	22.7%	46.2%	17.9%	20.3%	50.0%	23.2%	23.2%
Strongly disagree	9.5%	12.1%	9.3%	15.4%	14.3%	9.4%	0.0%	12.5%	9.5%
Total(n)	21	91	387	13	28	138	6	56	220
Mean	2.52	2.81	2.91	2.23	2.96	2.99	2.83	2.77	2.88

Standard deviation	0.87	1.00	0.96	0.73	1.10	0.99	0.98	0.97	0.95	
Significance	-			-	*	**	-			
Effect size	-	-0.29	-0.41	-	-0.66	-0.77	-	0.06	-0.05	
Have no guarantee of employment security										
Strongly agree	33.3%	49.5%	52.9%	30.8%	56.7%	53.1%	33.3%	44.6%	52.8%	
Agree somewhat	38.1%	30.1%	30.4%	30.8%	30.0%	32.9%	50.0%	32.1%	29.7%	
Disagree somewhat	23.8%	17.2%	12.5%	30.8%	10.0%	10.5%	16.7%	19.6%	13.5%	
Strongly disagree	4.8%	3.2%	4.2%	7.7%	3.3%	3.5%	0.0%	3.6%	3.9%	
Total(n)	21	93	401	13	30	143	6	56	229	
Mean	3.00	3.26	3.32	2.85	3.40	3.36	3.17	3.18	3.31	
Standard deviation	0.89	0.86	0.85	0.99	0.81	0.81	0.75	0.88	0.85	
Significance	-			-		*	-			
Effect size	-	-0.30	-0.38	-	-0.68	-0.63	-	-0.01	-0.16	
Please indicate your agreement with the following statements.										
Part-time instructors at this institution:										
Have access to support services (e.g., administrative assistance)										
Strongly agree	50.0%	41.3%	41.3%	53.8%	39.3%	38.6%	50.0%	41.4%	41.2%	
Agree somewhat	36.4%	38.0%	39.0%	38.5%	35.7%	38.6%	16.7%	37.9%	39.1%	
Disagree somewhat	4.5%	14.1%	13.0%	0.0%	25.0%	20.0%	16.7%	10.3%	9.9%	
Strongly disagree	9.1%	6.5%	6.8%	7.7%	0.0%	2.9%	16.7%	10.3%	9.9%	
Total(n)	22	92	400	13	28	140	6	58	233	
Mean	3.27	3.14	3.15	3.38	3.14	3.13	3.00	3.10	3.12	
Standard deviation	0.94	0.90	0.89	0.87	0.80	0.83	1.26	0.97	0.95	
Significance	-			-			-			
Effect size	-	0.14	0.13	-	0.30	0.30	-	-0.10	-0.13	
Are compensated for advising/counseling students										
Strongly agree	14.3%	3.3%	3.3%	16.7%	10.3%	5.0%	16.7%	0.0%	1.8%	
Agree somewhat	23.8%	9.8%	11.2%	33.3%	6.9%	13.6%	0.0%	8.8%	9.4%	
Disagree somewhat	23.8%	21.7%	24.2%	16.7%	20.7%	24.3%	50.0%	22.8%	24.1%	
Strongly disagree	38.1%	65.2%	61.2%	33.3%	62.1%	57.1%	33.3%	68.4%	64.7%	
Total(n)	21	92	392	12	29	140	6	57	224	
Mean	2.14	1.51	1.57	2.33	1.66	1.66	2.00	1.40	1.48	
Standard deviation	1.11	0.81	0.82	1.15	1.01	0.89	1.10	0.65	0.74	
Significance	-	**	**	-		*	-	*		
Effect size	-	0.78	0.70	-	0.66	0.75	-	0.92	0.70	
Are required to attend meetings										
Strongly agree	4.5%	10.8%	11.5%	7.7%	6.9%	11.3%	0.0%	6.9%	10.5%	
Agree somewhat	36.4%	26.9%	21.3%	38.5%	24.1%	23.2%	33.3%	31.0%	21.4%	
Disagree somewhat	40.9%	29.0%	31.8%	30.8%	41.4%	34.5%	66.7%	25.9%	32.3%	
Strongly disagree	18.2%	33.3%	35.3%	23.1%	27.6%	31.0%	0.0%	36.2%	35.8%	
Total(n)	22	93	399	13	29	142	6	58	229	
Mean	2.27	2.15	2.09	2.31	2.10	2.15	2.33	2.09	2.07	
Standard deviation	0.83	1.01	1.01	0.95	0.90	0.99	0.52	0.98	1.00	
Significance	-			-			-			
Effect size	-	0.12	0.18	-	0.23	0.16	-	0.24	0.26	

Please indicate your agreement with the following statements.									
Part-time instructors at this institution:									
Have good working relationships with the administration									
Strongly agree	54.5%	48.4%	44.0%	61.5%	62.1%	43.7%	50.0%	41.4%	43.3%
Agree somewhat	40.9%	40.9%	38.3%	38.5%	31.0%	37.3%	33.3%	44.8%	38.6%
Disagree somewhat	4.5%	8.6%	13.4%	0.0%	0.0%	13.4%	16.7%	13.8%	14.6%
Strongly disagree	0.0%	2.2%	4.2%	0.0%	6.9%	5.6%	0.0%	0.0%	3.4%
Total(n)	22	93	402	13	29	142	6	58	233
Mean	3.50	3.35	3.22	3.62	3.48	3.19	3.33	3.28	3.22
Standard deviation	0.60	0.73	0.83	0.51	0.83	0.87	0.82	0.70	0.82
Significance	-			-			-		
Effect size	-	0.21	0.34	-	0.17	0.49	-	0.07	0.13
Are respected by full-time faculty									
Strongly agree	52.4%	46.8%	39.7%	61.5%	65.5%	42.4%	50.0%	34.5%	36.5%
Agree somewhat	42.9%	31.9%	37.2%	30.8%	24.1%	38.9%	50.0%	37.9%	36.9%
Disagree somewhat	4.8%	16.0%	15.3%	7.7%	10.3%	13.2%	0.0%	20.7%	16.7%
Strongly disagree	0.0%	5.3%	7.9%	0.0%	0.0%	5.6%	0.0%	6.9%	9.9%
Total(n)	21	94	406	13	29	144	6	58	233
Mean	3.48	3.20	3.09	3.54	3.55	3.18	3.50	3.00	3.00
Standard deviation	0.60	0.90	0.93	0.66	0.69	0.87	0.55	0.92	0.96
Significance	-			-			-		
Effect size	-	0.31	0.42	-	-0.01	0.41	-	0.54	0.52
Are paid fairly									
Strongly agree	18.2%	17.0%	11.1%	23.1%	20.7%	9.1%	16.7%	13.8%	11.2%
Agree somewhat	27.3%	33.0%	28.2%	30.8%	37.9%	29.4%	0.0%	31.0%	27.2%
Disagree somewhat	27.3%	22.3%	27.0%	23.1%	17.2%	25.9%	50.0%	24.1%	27.2%
Strongly disagree	27.3%	27.7%	33.7%	23.1%	24.1%	35.7%	33.3%	31.0%	34.5%
Total(n)	22	94	404	13	29	143	6	58	232
Mean	2.36	2.39	2.17	2.54	2.55	2.12	2.00	2.28	2.15
Standard deviation	1.09	1.07	1.02	1.13	1.09	1.00	1.10	1.06	1.02
Significance	-			-			-		
Effect size	-	-0.03	0.19	-	-0.01	0.42	-	-0.26	-0.15
Please indicate your agreement with the following statements.									
Part-time instructors at this institution:									
Have input in course designs									
Strongly agree	59.1%	40.4%	30.7%	69.2%	50.0%	32.6%	50.0%	35.1%	29.4%
Agree somewhat	27.3%	35.1%	37.4%	23.1%	20.0%	34.7%	33.3%	42.1%	38.5%
Disagree somewhat	13.6%	14.9%	20.3%	7.7%	23.3%	24.3%	16.7%	12.3%	18.2%
Strongly disagree	0.0%	9.6%	11.6%	0.0%	6.7%	8.3%	0.0%	10.5%	13.9%
Total(n)	22	94	404	13	30	144	6	57	231
Mean	3.45	3.06	2.87	3.62	3.13	2.92	3.33	3.02	2.84
Standard deviation	0.74	0.97	0.98	0.65	1.01	0.95	0.82	0.95	1.00
Significance	-		**	-		*	-		
Effect size	-	0.40	0.59	-	0.49	0.74	-	0.33	0.49

Are included in faculty governance										
Strongly agree	28.6%	13.0%	10.7%	25.0%	13.3%	12.5%	33.3%	12.3%	9.5%	
Agree somewhat	28.6%	23.9%	32.2%	41.7%	26.7%	38.2%	16.7%	22.8%	27.7%	
Disagree somewhat	33.3%	26.1%	31.2%	33.3%	33.3%	33.3%	16.7%	22.8%	31.6%	
Strongly disagree	9.5%	37.0%	25.9%	0.0%	26.7%	16.0%	33.3%	42.1%	31.2%	
Total(n)	21	92	401	12	30	144	6	57	231	
Mean	2.76	2.13	2.28	2.92	2.27	2.47	2.50	2.05	2.16	
Standard deviation	1.00	1.06	0.97	0.79	1.01	0.91	1.38	1.08	0.97	
Significance	-	*	*	-			-			
Effect size	-	0.59	0.49	-	0.64	0.49	-	0.42	0.35	
Aside from this institution, at how many other institutions do you teach?										
None	90.9%	45.3%	57.9%	100.0%	60.0%	55.6%	66.7%	41.4%	59.7%	
1	9.1%	38.9%	29.8%	0.0%	30.0%	31.3%	33.3%	43.1%	29.6%	
2	0.0%	10.5%	8.9%	0.0%	6.7%	9.0%	0.0%	8.6%	8.2%	
3, 4, 5 or more	0.0%	5.3%	3.4%	0.0%	3.3%	4.2%	0.0%	6.9%	2.6%	
Total(n)	22	95	406	13	30	144	6	58	233	
For the current term, how far in advance of the beginning of the term did you receive your course assignments?										
More than three months	54.5%	10.5%	23.9%	69.2%	10.0%	26.4%	50.0%	12.1%	22.7%	
1-3 months	27.3%	31.6%	43.1%	23.1%	40.0%	43.8%	16.7%	31.0%	43.8%	
3-4 weeks	9.1%	27.4%	18.2%	7.7%	23.3%	20.1%	16.7%	24.1%	15.9%	
1-2 weeks	9.1%	20.0%	9.1%	0.0%	16.7%	5.6%	16.7%	20.7%	11.2%	
Less than 1 week	0.0%	10.5%	5.7%	0.0%	10.0%	4.2%	0.0%	12.1%	6.4%	
Total(n)	22	95	406	13	30	144	6	58	233	
Mean	4.27	3.12	3.70	4.62	3.23	3.83	4.00	3.10	3.65	
Standard deviation	0.98	1.17	1.10	0.65	1.17	1.02	1.26	1.22	1.14	
Significance	-	***	*	-	***	**	-			
Effect Size	-	0.98	0.52	-	1.19	0.77	-	0.74	0.31	
END OF PART-TIME ONLY										
What is your principal activity in your current position at this institution?										
Administration	14.3%	9.5%	6.5%	18.0%	8.5%	5.9%	12.2%	10.0%	7.0%	
Teaching	84.5%	84.0%	87.9%	82.0%	86.2%	88.6%	85.6%	83.7%	87.8%	
Research	0.0%	3.7%	2.3%	0.0%	2.8%	2.8%	0.0%	4.0%	1.9%	
Services to clients and patients	0.0%	0.4%	0.8%	0.0%	0.0%	0.3%	0.0%	0.5%	1.0%	
Other	1.2%	2.5%	2.5%	0.0%	2.5%	2.3%	2.2%	1.8%	2.4%	
Total(n)	161	730	3,725	61	283	1,576	90	399	1,911	
Personally, how important to you is:										
Research										
Essential	23.5%	37.3%	34.1%	30.5%	40.1%	36.5%	19.8%	35.2%	31.8%	
Very important	37.9%	33.1%	34.8%	32.2%	34.9%	33.5%	39.5%	32.7%	36.3%	
Somewhat important	28.1%	23.5%	24.1%	23.7%	20.6%	24.1%	31.4%	26.0%	24.4%	
Not important	10.5%	6.1%	6.9%	13.6%	4.4%	5.9%	9.3%	6.1%	7.5%	
Total(n)	153	710	3,593	59	272	1,527	86	392	1,845	
Mean	2.75	3.02	2.96	2.80	3.11	3.01	2.70	2.97	2.92	
Standard deviation	0.94	0.92	0.93	1.03	0.88	0.92	0.90	0.93	0.93	
Significance	-	**	**	-	*		-	*	*	
Effect size	-	-0.29	-0.23	-	-0.35	-0.23	-	-0.29	-0.24	

Teaching										
Essential	83.3%	81.9%	81.4%	80.3%	82.6%	81.7%	87.8%	82.3%	81.5%	
Very important	16.0%	16.4%	16.9%	18.0%	16.3%	16.8%	12.2%	16.0%	16.8%	
Somewhat important	0.6%	1.4%	1.6%	1.6%	0.7%	1.4%	0.0%	1.5%	1.7%	
Not important	0.0%	0.3%	0.1%	0.0%	0.4%	0.1%	0.0%	0.3%	0.1%	
Total(n)	162	731	3,726	61	282	1,578	90	400	1,910	
Mean	3.83	3.80	3.79	3.79	3.81	3.80	3.88	3.80	3.80	
Standard deviation	0.40	0.45	0.45	0.45	0.43	0.44	0.33	0.45	0.45	
Significance	-			-			-			
Effect size	-	0.07	0.09	-	-0.05	-0.02	-	0.18	0.18	
Personally, how important to you is:										
Service										
Essential	35.9%	30.3%	24.3%	41.7%	26.3%	20.5%	33.3%	32.6%	27.0%	
Very important	46.8%	44.4%	46.8%	41.7%	42.7%	47.1%	49.4%	45.0%	46.3%	
Somewhat important	16.0%	22.8%	26.4%	15.0%	27.4%	28.9%	16.1%	21.4%	25.4%	
Not important	1.3%	2.5%	2.5%	1.7%	3.6%	3.5%	1.1%	1.0%	1.3%	
Total(n)	156	714	3,619	60	274	1,538	87	393	1,857	
Mean	3.17	3.02	2.93	3.23	2.92	2.85	3.15	3.09	2.99	
Standard deviation	0.74	0.79	0.78	0.77	0.82	0.78	0.72	0.76	0.76	
Significance	-	*	***	-	**	***	-			
Effect size	-	0.19	0.31	-	0.38	0.49	-	0.08	0.21	
How many courses are you teaching this term (include all institutions at which you teach)?										
0	4.3%	4.9%	6.1%	6.6%	5.3%	5.4%	3.3%	4.7%	6.7%	
1	13.5%	14.2%	11.0%	23.0%	13.0%	10.5%	6.6%	15.0%	11.4%	
2	23.3%	19.1%	18.9%	13.1%	17.9%	18.3%	30.8%	21.4%	19.7%	
3	20.9%	26.5%	30.3%	16.4%	28.8%	33.5%	22.0%	25.1%	27.7%	
4	25.8%	21.7%	21.5%	29.5%	21.8%	20.9%	25.3%	21.1%	21.7%	
5	12.3%	13.6%	12.2%	11.5%	13.3%	11.3%	12.1%	12.8%	12.8%	
6 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	163	742	3,806	61	285	1,616	91	407	1,947	
How many of the courses that you are teaching this term are:										
General education courses										
0	63.9%	52.8%	56.4%	55.6%	50.0%	54.5%	71.3%	54.7%	57.8%	
1-2	28.5%	35.7%	33.8%	35.2%	38.3%	35.7%	22.5%	34.2%	32.6%	
3-4	6.3%	9.1%	8.2%	7.4%	10.1%	8.9%	6.3%	8.5%	7.7%	
5+	1.4%	2.4%	1.5%	1.9%	1.6%	1.0%	0.0%	2.6%	1.8%	
Total(n)	144	638	3,221	54	248	1,388	80	351	1,645	
Courses required for an undergraduate major										
0	28.3%	14.3%	15.6%	29.1%	14.7%	13.5%	27.5%	13.9%	17.3%	
1-2	41.4%	51.0%	50.7%	47.3%	52.8%	53.1%	37.5%	51.3%	49.7%	
3-4	23.4%	27.4%	28.1%	20.0%	23.8%	27.8%	26.3%	29.4%	27.5%	
5+	6.9%	7.3%	5.6%	3.6%	8.7%	5.6%	8.8%	5.3%	5.4%	
Total(n)	145	672	3,393	55	252	1,455	80	374	1,726	
Other undergraduate credit courses										
0	64.1%	62.1%	60.5%	54.2%	61.5%	59.4%	71.6%	63.0%	61.5%	
1-2	26.0%	31.8%	33.0%	33.3%	32.9%	34.4%	20.3%	31.2%	32.3%	

3-4	8.4%	4.7%	5.4%	10.4%	4.2%	5.3%	6.8%	4.5%	5.1%
5+	1.5%	1.4%	1.1%	2.1%	1.4%	0.9%	1.4%	1.3%	1.2%
Total(n)	131	557	2,784	48	213	1,197	74	311	1,422
Developmental/remedial courses (not for credit)									
0	97.7%	97.6%	97.0%	97.7%	98.6%	97.1%	98.7%	96.8%	96.9%
1-2	2.3%	1.8%	2.4%	2.3%	0.5%	2.1%	1.3%	2.9%	2.6%
3-4	0.0%	0.4%	0.4%	0.0%	1.0%	0.5%	0.0%	0.0%	0.3%
5+	0.0%	0.2%	0.2%	0.0%	0.0%	0.3%	0.0%	0.3%	0.2%
Total(n)	129	552	2,704	43	209	1,154	76	310	1,395
Graduate courses									
0	69.9%	71.6%	68.2%	76.6%	71.4%	72.4%	63.8%	71.6%	64.8%
1-2	22.1%	25.5%	26.3%	17.0%	25.4%	24.4%	26.3%	25.3%	27.7%
3-4	5.9%	2.7%	5.1%	4.3%	3.1%	3.1%	7.5%	2.8%	6.9%
5+	2.2%	0.2%	0.4%	2.1%	0.0%	0.2%	2.5%	0.3%	0.6%
Total(n)	136	585	2,933	47	224	1,245	80	324	1,510
How many of these courses that you are teaching this term are being taught at another institution:									
0	61.4%	52.0%	59.3%	53.6%	53.9%	59.0%	67.0%	51.5%	60.4%
1-2	19.0%	24.2%	22.2%	21.4%	22.8%	21.8%	17.0%	24.5%	22.3%
3-4	15.7%	18.7%	15.1%	21.4%	18.7%	16.3%	11.4%	18.8%	13.7%
5+	3.9%	5.1%	3.5%	3.6%	4.5%	3.0%	4.5%	5.2%	3.6%
Total(n)	153	702	3,520	56	267	1,512	88	388	1,786
What types of courses do you primarily teach?									
<small>(based on faculty who indicated they were not teaching this term)</small>									
Undergraduate credit courses	28.6%	63.9%	51.9%	50.0%	53.3%	52.8%	0.0%	73.7%	51.9%
Graduate courses	0.0%	13.9%	17.0%	0.0%	6.7%	16.9%	0.0%	21.1%	17.6%
Developmental/remedial courses	0.0%	2.8%	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%
I do not teach	71.4%	19.4%	29.8%	50.0%	40.0%	30.3%	100.0%	5.3%	29.0%
Total(n)	7	36	235	4	15	89	3	19	131
In the past year, have you worked with or taught undergraduate students at this institution?									
Yes	82.8%	91.1%	90.9%	83.6%	92.6%	92.9%	83.5%	90.1%	89.5%
No	17.2%	8.9%	9.1%	16.4%	7.4%	7.1%	16.5%	9.9%	10.5%
Total(n)	163	739	3,789	61	285	1,609	91	405	1,938
In the past year, have you worked with or taught graduate students at this institution?									
Yes	33.1%	39.2%	44.3%	26.2%	36.7%	41.0%	40.7%	41.0%	47.2%
No	66.9%	60.8%	55.7%	73.8%	63.3%	59.0%	59.3%	59.0%	52.8%
Total(n)	163	732	3,758	61	281	1,596	91	402	1,921
ONLY FACULTY WHO TAUGHT OR WORKED WITH GRADUATE STUDENTS AT THIS INSTITUTION									
In the past year, to what extent have you:									
Met with graduate students to discuss their research interests									
To a very large extent	15.1%	21.1%	22.4%	6.7%	23.3%	23.0%	18.9%	20.4%	21.8%
To a large extent	15.1%	23.2%	21.3%	13.3%	25.2%	22.7%	16.2%	22.2%	21.3%
To some extent	32.1%	23.9%	26.1%	26.7%	27.2%	27.0%	32.4%	21.6%	24.8%
To a small extent	20.8%	13.7%	16.1%	33.3%	7.8%	14.5%	16.2%	16.7%	17.1%

Not at all	17.0%	18.0%	14.0%	20.0%	16.5%	12.9%	16.2%	19.1%	15.0%
Total(n)	53	284	1,645	15	103	649	37	162	894
Mentored graduate students									
To a very large extent	26.4%	32.6%	31.9%	6.7%	40.8%	31.8%	32.4%	27.6%	31.9%
To a large extent	32.1%	22.5%	24.5%	33.3%	19.4%	22.3%	32.4%	24.5%	27.0%
To some extent	22.6%	20.0%	22.0%	26.7%	17.5%	24.5%	21.6%	22.7%	20.3%
To a small extent	9.4%	15.4%	12.9%	20.0%	13.6%	12.6%	5.4%	15.3%	12.1%
Not at all	9.4%	9.5%	8.6%	13.3%	8.7%	8.8%	8.1%	9.8%	8.7%
Total(n)	53	285	1,647	15	103	650	37	163	896
Helped graduate students access professional networks									
To a very large extent	18.5%	18.7%	18.6%	12.5%	21.4%	18.1%	21.6%	17.9%	18.8%
To a large extent	18.5%	19.7%	22.3%	18.8%	22.3%	22.9%	18.9%	16.7%	21.8%
To some extent	29.6%	25.7%	27.7%	25.0%	21.4%	26.2%	29.7%	29.0%	28.4%
To a small extent	14.8%	18.7%	17.2%	18.8%	17.5%	18.1%	13.5%	20.4%	16.9%
Not at all	18.5%	17.3%	14.3%	25.0%	17.5%	14.7%	16.2%	16.0%	14.2%
Total(n)	54	284	1,649	16	103	652	37	162	895
In the past year, to what extent have you:									
Presented with graduate students at conferences									
To a very large extent	0.0%	11.2%	7.5%	0.0%	12.6%	8.1%	0.0%	11.0%	7.1%
To a large extent	5.8%	14.0%	9.4%	7.1%	10.7%	8.6%	2.7%	17.1%	10.1%
To some extent	9.6%	11.2%	11.7%	0.0%	15.5%	11.6%	13.5%	8.5%	11.7%
To a small extent	7.7%	8.4%	9.5%	7.1%	9.7%	9.5%	8.1%	7.3%	9.5%
Not at all	76.9%	55.2%	62.0%	85.7%	51.5%	62.2%	75.7%	56.1%	61.6%
Total(n)	52	286	1,656	14	103	653	37	164	901
Published with graduate students									
To a very large extent	1.9%	7.0%	5.4%	0.0%	11.8%	6.9%	2.7%	4.9%	4.5%
To a large extent	0.0%	9.2%	6.9%	0.0%	5.9%	7.4%	0.0%	11.7%	6.8%
To some extent	9.6%	12.0%	10.6%	14.3%	13.7%	10.0%	5.4%	9.8%	10.9%
To a small extent	7.7%	8.8%	7.3%	7.1%	8.8%	6.5%	8.1%	9.2%	7.7%
Not at all	80.8%	63.0%	69.8%	78.6%	59.8%	69.2%	83.8%	64.4%	70.1%
Total(n)	52	284	1,648	14	102	650	37	163	897
Included graduate students in research grant writing									
To a very large extent	0.0%	5.6%	3.3%	0.0%	7.8%	3.7%	0.0%	4.3%	2.9%
To a large extent	0.0%	5.6%	4.5%	0.0%	6.8%	5.2%	0.0%	5.6%	4.0%
To some extent	1.9%	8.5%	7.8%	0.0%	8.7%	7.1%	2.7%	7.4%	8.0%
To a small extent	3.8%	7.7%	8.7%	0.0%	6.8%	9.2%	5.4%	8.0%	8.9%
Not at all	94.2%	72.5%	75.7%	100.0%	69.9%	74.8%	91.9%	74.7%	76.2%
Total(n)	52	284	1,652	14	103	652	37	162	899
In the past year, how many letters of recommendation have you written for graduate students?									
0	20.4%	22.9%	20.7%	31.3%	22.3%	19.6%	16.2%	24.5%	21.7%
1-5	57.4%	50.0%	50.2%	62.5%	52.4%	50.9%	54.1%	46.0%	49.3%
6-10	13.0%	14.1%	15.8%	0.0%	10.7%	15.4%	18.9%	16.0%	16.2%
11-20	9.3%	8.8%	8.7%	6.3%	11.7%	9.4%	10.8%	8.0%	8.4%
21 or more	0.0%	4.2%	4.6%	0.0%	2.9%	4.6%	0.0%	5.5%	4.5%
Total(n)	54	284	1,645	16	103	648	37	163	895

In the past year, how many master's thesis committees have you served on or are currently serving?									
0	64.2%	50.9%	46.2%	66.7%	44.0%	41.8%	64.9%	54.3%	49.7%
1	7.5%	9.9%	11.9%	6.7%	11.0%	12.0%	8.1%	7.3%	11.1%
2	1.9%	11.7%	10.1%	0.0%	13.0%	12.3%	2.7%	11.6%	8.8%
3-4	13.2%	8.1%	10.8%	20.0%	10.0%	10.9%	8.1%	7.9%	10.3%
5-9	9.4%	9.9%	11.0%	6.7%	12.0%	11.4%	10.8%	9.1%	10.7%
10 or more	3.8%	9.5%	10.1%	0.0%	10.0%	11.6%	5.4%	9.8%	9.4%
Total(n)	53	283	1,649	15	100	649	37	164	900
In the past year, how many of these master's thesis committees have you chaired or are currently chairing?									
0	36.8%	35.3%	37.4%	40.0%	37.5%	36.3%	38.5%	30.7%	37.8%
1	21.1%	23.7%	20.1%	40.0%	28.6%	23.1%	15.4%	21.3%	17.5%
2	5.3%	15.8%	16.7%	0.0%	7.1%	14.9%	7.7%	24.0%	19.5%
3-4	15.8%	16.5%	14.8%	20.0%	19.6%	15.6%	15.4%	16.0%	13.1%
5-9	15.8%	5.0%	7.5%	0.0%	1.8%	5.8%	15.4%	6.7%	9.5%
10 or more	5.3%	3.6%	3.5%	0.0%	5.4%	4.2%	7.7%	1.3%	2.7%
Total(n)	19	139	885	5	56	377	13	75	452
How many dissertation committees have you served on or are currently serving?									
0	76.9%	79.9%	79.2%	86.7%	75.0%	80.4%	72.2%	82.9%	77.9%
1	9.6%	11.0%	9.2%	6.7%	12.0%	7.8%	11.1%	10.4%	10.5%
2	5.8%	3.2%	3.2%	6.7%	4.0%	2.6%	5.6%	2.4%	3.5%
3-4	7.7%	3.9%	3.8%	0.0%	6.0%	4.3%	11.1%	3.0%	3.7%
5-9	0.0%	1.4%	3.3%	0.0%	2.0%	3.7%	0.0%	0.6%	2.9%
10 or more	0.0%	0.7%	1.2%	0.0%	1.0%	1.1%	0.0%	0.6%	1.5%
Total(n)	52	283	1,634	15	100	644	36	164	891
In the past year, how many of these dissertation committees have you chaired or are currently chairing?									
0	50.0%	66.7%	60.9%	50.0%	56.0%	60.0%	50.0%	78.6%	61.1%
1	16.7%	22.8%	17.9%	50.0%	32.0%	19.2%	10.0%	10.7%	17.1%
2	33.3%	7.0%	7.5%	0.0%	8.0%	7.2%	40.0%	7.1%	6.7%
3-4	0.0%	3.5%	9.3%	0.0%	4.0%	9.6%	0.0%	3.6%	9.8%
5-9	0.0%	0.0%	3.3%	0.0%	0.0%	3.2%	0.0%	0.0%	3.6%
10 or more	0.0%	0.0%	1.2%	0.0%	0.0%	0.8%	0.0%	0.0%	1.6%
Total(n)	12	57	335	2	25	125	10	28	193
Rate your agreement with the following statements:									
Graduate students in this program must compete for research opportunities									
Strongly agree	9.8%	13.7%	15.8%	6.7%	11.1%	15.5%	11.4%	14.9%	16.0%
Somewhat agree	13.7%	32.2%	30.4%	13.3%	37.4%	33.7%	14.3%	29.2%	27.7%
Somewhat disagree	37.3%	22.6%	24.7%	40.0%	25.3%	25.2%	34.3%	21.4%	24.5%
Strongly disagree	39.2%	31.5%	29.1%	40.0%	26.3%	25.6%	40.0%	34.4%	31.9%
Total(n)	51	270	1,543	15	99	606	35	154	846
Mean	1.94	2.28	2.33	1.87	2.33	2.39	1.97	2.25	2.28
Standard deviation	0.97	1.05	1.06	0.92	0.99	1.03	1.01	1.09	1.08
Significance	-	*	**	-	-	-	-	-	-
Effect size	-	-0.32	-0.37	-	-0.46	-0.50	-	-0.26	-0.29

It is important for graduate students to spend at least one term as a teaching assistant to develop teaching skills									
Strongly agree	17.3%	32.5%	31.3%	20.0%	33.3%	31.8%	16.7%	31.6%	30.5%
Somewhat agree	19.2%	35.4%	32.1%	20.0%	37.4%	36.3%	19.4%	33.6%	28.7%
Somewhat disagree	25.0%	16.4%	18.3%	13.3%	14.1%	16.1%	27.8%	18.4%	20.7%
Strongly disagree	38.5%	15.7%	18.3%	46.7%	15.2%	15.9%	36.1%	16.4%	20.1%
Total(n)	52	268	1,539	15	99	604	36	152	846
Mean	2.15	2.85	2.76	2.13	2.89	2.84	2.17	2.80	2.70
Standard deviation	1.13	1.05	1.08	1.25	1.04	1.04	1.11	1.06	1.11
Significance	-	***	***	-	*	**	-	**	**
Effect size	-	-0.67	-0.56	-	-0.73	-0.68	-	-0.59	-0.48
This graduate program enrolls too few international students									
Strongly agree	11.8%	15.8%	12.9%	13.3%	23.7%	12.8%	11.4%	10.0%	12.6%
Somewhat agree	23.5%	30.6%	30.6%	26.7%	24.7%	29.2%	20.0%	34.0%	31.8%
Somewhat disagree	47.1%	33.2%	38.0%	33.3%	33.0%	39.0%	54.3%	35.3%	37.7%
Strongly disagree	17.6%	20.4%	18.5%	26.7%	18.6%	19.0%	14.3%	20.7%	17.9%
Total(n)	51	265	1,520	15	97	600	35	150	831
Mean	2.29	2.42	2.38	2.27	2.54	2.36	2.29	2.33	2.39
Standard deviation	0.90	0.99	0.93	1.03	1.05	0.93	0.86	0.92	0.92
Significance	-			-			-		
Effect size	-	-0.13	-0.10	-	-0.26	-0.10	-	-0.04	-0.11
Rate your agreement with the following statements:									
Graduate students work well together in this program									
Strongly agree	59.6%	45.1%	49.6%	46.7%	40.8%	43.4%	63.9%	48.3%	53.9%
Somewhat agree	28.8%	46.6%	43.6%	46.7%	51.0%	47.8%	22.2%	44.3%	40.7%
Somewhat disagree	9.6%	6.0%	5.7%	0.0%	7.1%	7.5%	13.9%	4.7%	4.4%
Strongly disagree	1.9%	2.3%	1.2%	6.7%	1.0%	1.3%	0.0%	2.7%	1.0%
Total(n)	52	266	1,531	15	98	601	36	149	838
Mean	3.46	3.35	3.42	3.33	3.32	3.33	3.50	3.38	3.48
Standard deviation	0.75	0.70	0.65	0.82	0.65	0.67	0.74	0.70	0.63
Significance	-			-			-		
Effect size	-	0.16	0.06	-	0.02	0.00	-	0.17	0.03
I have encountered instances of academic dishonesty among graduate students									
Strongly agree	5.9%	7.8%	7.2%	6.7%	6.1%	7.1%	5.7%	7.2%	6.4%
Somewhat agree	15.7%	27.8%	24.2%	6.7%	24.2%	23.1%	20.0%	30.7%	25.9%
Somewhat disagree	23.5%	25.2%	22.7%	6.7%	22.2%	20.9%	31.4%	26.1%	23.3%
Strongly disagree	54.9%	39.3%	45.9%	80.0%	47.5%	48.9%	42.9%	35.9%	44.3%
Total(n)	51	270	1,543	15	99	607	35	153	844
Mean	1.73	2.04	1.93	1.40	1.89	1.88	1.89	2.09	1.94
Standard deviation	0.94	0.99	0.99	0.91	0.98	1.00	0.93	0.98	0.98
Significance	-	*		-			-		
Effect size	-	-0.31	-0.20	-	-0.50	-0.48	-	-0.20	-0.05
Rate your agreement with the following statements:									
Graduate students in this program are trained to conduct research responsibly and ethically									
Strongly agree	60.4%	42.3%	46.5%	46.2%	36.1%	40.6%	64.7%	46.3%	50.5%

Somewhat agree	29.2%	41.9%	40.5%	38.5%	45.4%	43.9%	26.5%	39.6%	38.1%
Somewhat disagree	4.2%	9.8%	8.9%	7.7%	13.4%	11.1%	2.9%	7.4%	7.4%
Strongly disagree	6.3%	6.0%	4.1%	7.7%	5.2%	4.3%	5.9%	6.7%	4.0%
Total(n)	48	265	1,529	13	97	601	34	149	834
Mean	3.44	3.20	3.29	3.23	3.12	3.21	3.50	3.26	3.35
Standard deviation	0.85	0.85	0.80	0.93	0.83	0.81	0.83	0.86	0.78
Significance	-			-			-		
Effect size	-	0.28	0.19	-	0.13	0.02	-	0.28	0.19
Graduate students in this program receive adequate instruction on becoming good teachers									
Strongly agree	10.0%	15.2%	22.0%	23.1%	9.4%	16.5%	5.6%	17.6%	25.7%
Somewhat agree	26.0%	37.3%	32.4%	38.5%	37.5%	34.4%	22.2%	37.2%	29.9%
Somewhat disagree	26.0%	29.3%	25.7%	15.4%	34.4%	30.2%	27.8%	27.0%	23.2%
Strongly disagree	38.0%	18.3%	19.9%	23.1%	18.8%	18.9%	44.4%	18.2%	21.1%
Total(n)	50	263	1,517	13	96	593	36	148	835
Mean	2.08	2.49	2.56	2.62	2.38	2.49	1.89	2.54	2.60
Standard deviation	1.03	0.96	1.04	1.12	0.90	0.98	0.95	0.99	1.08
Significance	-	**	**	-			-	***	***
Effect size	-	-0.43	-0.46	-	0.27	0.13	-	-0.66	-0.66
Rate your agreement with the following statements:									
Faculty in my department are good mentors for graduate students									
Strongly agree	67.3%	42.8%	48.4%	66.7%	37.8%	44.5%	66.7%	44.7%	51.8%
Somewhat agree	25.0%	46.8%	41.6%	26.7%	53.1%	44.8%	25.0%	42.8%	38.7%
Somewhat disagree	5.8%	6.3%	7.8%	6.7%	7.1%	8.4%	5.6%	6.6%	7.2%
Strongly disagree	1.9%	4.1%	2.2%	0.0%	2.0%	2.3%	2.8%	5.9%	2.3%
Total(n)	52	269	1,544	15	98	607	36	152	843
Mean	3.58	3.28	3.36	3.60	3.27	3.31	3.56	3.26	3.40
Standard deviation	0.70	0.76	0.72	0.63	0.68	0.72	0.73	0.83	0.72
Significance	-	**	*	-			-	*	
Effect size	-	0.39	0.31	-	0.49	0.40	-	0.36	0.22
Most graduate students in this program move on to faculty positions									
Strongly agree	0.0%	4.9%	3.7%	0.0%	3.1%	2.2%	0.0%	5.9%	4.7%
Somewhat agree	13.7%	14.7%	14.3%	21.4%	13.4%	13.4%	11.1%	14.5%	14.3%
Somewhat disagree	25.5%	35.3%	34.4%	28.6%	37.1%	34.1%	25.0%	35.5%	35.1%
Strongly disagree	60.8%	45.1%	47.6%	50.0%	46.4%	50.3%	63.9%	44.1%	45.9%
Total(n)	51	266	1,518	14	97	598	36	152	832
Mean	1.53	1.79	1.74	1.71	1.73	1.67	1.47	1.82	1.78
Standard deviation	0.73	0.87	0.84	0.83	0.81	0.79	0.70	0.89	0.86
Significance	-	*		-			-	*	*
Effect size	-	-0.30	-0.25	-	-0.02	0.05	-	-0.39	-0.36
Most graduate students in this program move into positions outside of academia									
Strongly agree	73.1%	49.8%	49.2%	53.3%	48.0%	46.9%	80.6%	49.3%	50.9%
Somewhat agree	17.3%	34.8%	34.1%	20.0%	36.7%	35.6%	16.7%	33.6%	32.5%
Somewhat disagree	7.7%	12.4%	11.1%	20.0%	12.2%	12.3%	2.8%	13.8%	10.8%
Strongly disagree	1.9%	3.0%	5.6%	6.7%	3.1%	5.3%	0.0%	3.3%	5.8%
Total(n)	52	267	1,527	15	98	604	36	152	833

Mean	3.62	3.31	3.27	3.20	3.30	3.24	3.78	3.29	3.29	
Standard deviation	0.72	0.80	0.87	1.01	0.80	0.86	0.48	0.83	0.88	
Significance	-	**	**	-			-	***	***	
Effect size	-	0.39	0.40	-	-0.13	-0.05	-	0.59	0.56	
During the past three years, have you:										
Advised student groups involved in service/volunteer work	56.9%	56.6%	54.6%	55.7%	57.3%	54.4%	60.0%	56.1%	54.4%	Civic Minded Practice
Total(n)	160	724	3,721	61	281	1,589	90	394	1,896	
Collaborated with the local community on research/teaching to address their needs	58.6%	53.5%	49.2%	59.0%	53.2%	45.6%	60.0%	54.1%	52.2%	Civic Minded Practice
Total(n)	162	731	3,745	61	282	1,591	90	401	1,919	
Conducted research or writing focused on international/global issues	24.4%	29.4%	30.9%	23.0%	32.7%	33.2%	26.1%	27.3%	29.3%	
Total(n)	160	721	3,706	61	281	1,583	88	392	1,893	
Conducted research or writing focused on racial or ethnic minorities	28.5%	35.3%	31.0%	23.0%	31.8%	25.6%	33.3%	38.3%	35.3%	
Total(n)	158	717	3,685	61	277	1,572	87	394	1,888	
Conducted research or writing focused on women or gender issues	26.4%	23.6%	26.3%	19.7%	17.4%	19.3%	31.8%	27.6%	31.8%	
Total(n)	159	708	3,656	61	276	1,562	88	387	1,872	
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) issues	12.7%	9.5%	12.5%	14.8%	10.8%	10.2%	11.5%	7.8%	13.5%	
Total(n)	158	705	3,650	61	277	1,558	87	385	1,866	
Conducted research or writing focused on biomedical science fields	12.1%	20.9%	15.8%	11.5%	19.0%	16.2%	12.8%	22.5%	15.4%	
Total(n)	157	703	3,629	61	274	1,551	86	383	1,852	
Engaged in academic research that spans multiple disciplines	53.5%	60.8%	62.1%	50.8%	67.4%	65.1%	58.0%	56.9%	59.5%	
Total(n)	159	724	3,714	61	282	1,586	88	394	1,894	
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)	48.8%	43.8%	45.5%	50.0%	45.9%	47.3%	50.0%	41.9%	43.9%	
Total(n)	160	726	3,729	60	283	1,588	90	396	1,904	
Written research grants	23.4%	39.8%	37.9%	20.3%	42.7%	38.0%	24.7%	38.0%	38.3%	
Total(n)	158	724	3,682	59	281	1,570	89	395	1,880	
Received funding for your work from foundations	18.0%	18.9%	19.0%	21.3%	22.4%	19.7%	16.7%	16.3%	18.6%	
Total(n)	161	721	3,679	61	277	1,561	90	398	1,887	
Received funding for your work from state or federal government	19.4%	24.5%	22.4%	18.0%	27.7%	25.6%	20.2%	23.0%	19.9%	
Total(n)	160	721	3,683	61	278	1,561	89	396	1,891	
Received funding for your work from business or industry	11.3%	8.1%	7.3%	14.8%	10.9%	9.5%	10.1%	6.1%	5.2%	
Total(n)	160	713	3,634	61	275	1,541	89	393	1,868	
During the past three years, have you:										
Taught an honors course	17.4%	17.3%	16.2%	13.1%	14.7%	17.3%	21.3%	17.9%	15.0%	
Total(n)	161	724	3,720	61	279	1,579	89	396	1,906	
Taught an interdisciplinary course	26.7%	37.3%	34.6%	25.0%	37.5%	35.4%	27.8%	36.1%	33.4%	
Total(n)	161	715	3,670	60	275	1,552	90	393	1,886	
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ+ studies)	13.0%	14.6%	12.8%	13.1%	12.7%	10.2%	13.3%	16.5%	14.9%	
Total(n)	162	718	3,709	61	276	1,570	90	395	1,906	
Taught a service learning course	24.1%	23.4%	19.1%	18.0%	18.7%	15.5%	26.7%	26.0%	22.1%	
Total(n)	162	718	3,709	61	278	1,573	90	393	1,904	
Taught a course exclusively online	73.3%	64.6%	42.3%	71.7%	61.8%	39.5%	74.4%	67.8%	44.9%	
Total(n)	161	720	3,713	60	275	1,573	90	397	1,906	

Participated in organized activities around enhancing pedagogy or student learning	78.4%	74.0%	72.4%	60.7%	66.2%	65.9%	91.1%	79.4%	78.1%
Total(n)	162	727	3,732	61	281	1,581	90	399	1,917
Taught a seminar for first-year students	12.3%	19.2%	17.1%	13.1%	17.8%	17.0%	12.2%	19.4%	17.2%
Total(n)	162	724	3,720	61	281	1,578	90	396	1,907
Participated in the development of curriculum (enhancing an existing course or creating a new course)	83.3%	84.4%	82.8%	72.1%	82.1%	82.0%	91.1%	85.8%	83.4%
Total(n)	162	729	3,743	61	280	1,584	90	400	1,920
In the past year, to what extent have you:									
Presented with undergraduate students at conferences									
To a very large extent	3.7%	8.0%	6.2%	3.3%	7.2%	6.6%	4.4%	8.7%	5.9%
To a large extent	2.5%	8.3%	5.5%	3.3%	9.7%	6.4%	2.2%	7.2%	5.1%
To some extent	9.3%	10.2%	10.5%	15.0%	7.6%	10.9%	5.6%	12.3%	10.0%
To a small extent	5.6%	8.0%	7.8%	6.7%	9.0%	8.0%	5.6%	7.7%	7.7%
Not at all	78.9%	65.5%	70.0%	71.7%	66.4%	68.2%	82.2%	64.1%	71.2%
Total(n)	161	714	3,635	60	277	1,534	90	390	1,875
Published with undergraduates									
To a very large extent	1.9%	3.4%	2.4%	1.7%	4.4%	3.0%	2.2%	2.8%	1.7%
To a large extent	0.0%	4.8%	3.4%	0.0%	6.6%	5.0%	0.0%	3.6%	2.4%
To some extent	4.4%	7.9%	6.6%	8.3%	9.9%	7.6%	2.2%	5.4%	5.6%
To a small extent	1.9%	7.4%	6.7%	3.3%	6.6%	7.0%	1.1%	8.5%	6.4%
Not at all	91.9%	76.5%	80.9%	86.7%	72.5%	77.4%	94.4%	79.5%	84.0%
Total(n)	160	705	3,608	60	273	1,519	89	386	1,864
Engaged undergraduates on your research project(s)									
To a very large extent	6.3%	15.7%	11.8%	10.2%	18.0%	13.4%	3.3%	15.1%	11.0%
To a large extent	6.3%	10.9%	9.1%	6.8%	11.9%	10.2%	6.7%	10.5%	8.3%
To some extent	11.9%	11.8%	15.1%	11.9%	11.5%	16.8%	11.1%	12.1%	13.5%
To a small extent	8.1%	10.6%	10.8%	10.2%	11.9%	11.8%	7.8%	9.5%	10.2%
Not at all	67.5%	51.0%	53.1%	61.0%	46.8%	47.8%	71.1%	52.8%	56.9%
Total(n)	160	714	3,640	59	278	1,536	90	390	1,875
Worked with undergraduates on their research project(s)									
To a very large extent	10.6%	17.0%	15.1%	11.7%	21.6%	15.7%	10.0%	15.1%	14.6%
To a large extent	13.0%	12.3%	13.6%	10.0%	10.8%	14.3%	14.4%	13.8%	13.2%
To some extent	16.1%	15.9%	19.2%	20.0%	16.2%	21.8%	13.3%	15.6%	17.0%
To a small extent	8.1%	12.1%	12.5%	8.3%	15.5%	13.5%	8.9%	8.9%	11.5%
Not at all	52.2%	42.7%	39.6%	50.0%	36.0%	34.6%	53.3%	46.7%	43.6%
Total(n)	161	717	3,652	60	278	1,543	90	392	1,880
How would you rate the overall experience of working with undergraduates on research projects?									
Excellent	12.4%	18.7%	20.0%	11.5%	18.7%	21.9%	11.2%	19.9%	18.7%
Good	31.7%	33.0%	34.5%	32.8%	35.6%	35.2%	31.5%	29.7%	33.8%
Fair	8.7%	12.4%	11.2%	9.8%	15.1%	12.7%	9.0%	11.0%	10.2%
Poor	0.6%	1.8%	1.6%	1.6%	2.9%	2.3%	0.0%	1.3%	1.1%
I have not worked with undergraduates on research projects	46.6%	34.1%	32.7%	44.3%	27.7%	27.8%	48.3%	38.1%	36.3%
Total(n)	161	716	3,655	61	278	1,544	89	391	1,880
How many undergraduates do you currently advise?									
None	35.0%	34.4%	37.8%	37.7%	27.0%	33.2%	33.3%	38.7%	41.2%
1-5	10.6%	16.7%	13.3%	11.5%	20.1%	15.4%	10.0%	15.5%	11.7%

6-10	11.9%	12.0%	9.3%	9.8%	16.5%	11.3%	13.3%	8.1%	7.8%
11-20	20.0%	15.3%	14.0%	18.0%	16.9%	15.6%	18.9%	14.5%	13.0%
21-30	11.9%	7.6%	9.4%	8.2%	7.2%	9.4%	15.6%	7.9%	9.2%
31 or more	10.6%	14.0%	16.2%	14.8%	12.2%	15.1%	8.9%	15.3%	17.0%
Total(n)	160	719	3,631	61	278	1,535	90	393	1,867
During the past year, how often have you done each of the following with your undergraduate advisees?									
Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)									
Frequently	58.7%	62.7%	56.6%	50.0%	56.4%	50.0%	61.7%	67.2%	62.0%
Occasionally	35.6%	34.0%	38.3%	36.8%	39.6%	43.6%	36.7%	30.7%	34.3%
Not at All	5.8%	3.2%	5.1%	13.2%	4.0%	6.4%	1.7%	2.1%	3.6%
Total(n)	104	467	2,221	38	202	1,008	60	238	1,083
Mean	2.53	2.60	2.52	2.37	2.52	2.44	2.60	2.65	2.58
Standard deviation	0.61	0.55	0.59	0.71	0.57	0.61	0.53	0.52	0.56
Significance	-			-			-		
Effect size	-	-0.13	0.02	-	-0.26	-0.11	-	-0.10	0.04
Helped them plan their course of study									
Frequently	83.7%	74.1%	68.4%	81.6%	73.8%	65.4%	85.0%	73.6%	71.5%
Occasionally	13.5%	21.6%	26.7%	13.2%	23.3%	30.4%	13.3%	20.9%	22.9%
Not at All	2.9%	4.3%	4.8%	5.3%	3.0%	4.2%	1.7%	5.4%	5.5%
Total(n)	104	467	2,227	38	202	1,013	60	239	1,085
Mean	2.81	2.70	2.64	2.76	2.71	2.61	2.83	2.68	2.66
Standard deviation	0.46	0.55	0.57	0.54	0.52	0.57	0.42	0.57	0.58
Significance	-		**	-			-		*
Effect size	-	0.20	0.30	-	0.10	0.26	-	0.26	0.29
Discussed their academic performance									
Frequently	69.2%	69.2%	63.2%	68.4%	65.3%	59.2%	68.3%	71.4%	66.3%
Occasionally	27.9%	29.6%	33.8%	26.3%	33.7%	37.3%	30.0%	26.9%	31.2%
Not at All	2.9%	1.3%	3.0%	5.3%	1.0%	3.5%	1.7%	1.7%	2.5%
Total(n)	104	467	2,220	38	202	1,007	60	238	1,082
Mean	2.66	2.68	2.60	2.63	2.64	2.56	2.67	2.70	2.64
Standard deviation	0.53	0.49	0.55	0.59	0.50	0.56	0.51	0.50	0.53
Significance	-			-			-		
Effect size	-	-0.04	0.11	-	-0.02	0.13	-	-0.06	0.06
Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)									
Frequently	48.1%	57.8%	58.4%	52.6%	54.5%	53.3%	45.0%	61.8%	63.5%
Occasionally	43.3%	37.5%	36.4%	36.8%	40.1%	41.2%	46.7%	33.6%	31.6%
Not at All	8.7%	4.7%	5.2%	10.5%	5.4%	5.5%	8.3%	4.6%	4.9%
Total(n)	104	467	2,226	38	202	1,010	60	238	1,085
Mean	2.39	2.53	2.53	2.42	2.49	2.48	2.37	2.57	2.59
Standard deviation	0.64	0.59	0.59	0.68	0.60	0.60	0.64	0.58	0.58
Significance	-	*	*	-			-	*	**
Effect size	-	-0.24	-0.24	-	-0.12	-0.10	-	-0.34	-0.38
Discussed career and post-graduation goals									
Frequently	75.7%	71.2%	71.1%	78.9%	65.3%	65.4%	74.6%	75.8%	76.5%

Occasionally	21.4%	27.5%	27.0%	15.8%	32.7%	32.4%	25.4%	23.3%	22.0%	
Not at All	2.9%	1.3%	1.8%	5.3%	2.0%	2.2%	0.0%	0.8%	1.5%	
Total(n)	103	469	2,230	38	202	1,013	59	240	1,086	
Mean	2.73	2.70	2.69	2.74	2.63	2.63	2.75	2.75	2.75	
Standard deviation	0.51	0.49	0.50	0.55	0.52	0.53	0.44	0.45	0.47	
Significance	-			-			-			
Effect size	-	0.06	0.08	-	0.21	0.21	-	0.00	0.00	
During the past year, have you taken advantage of any of the following professional development opportunities provided by this institution?										
Funded workshops focused on teaching										
Yes	76.1%	60.9%	53.9%	63.3%	54.7%	46.4%	85.2%	64.0%	60.0%	
No	18.9%	25.4%	36.8%	30.0%	31.8%	44.8%	10.2%	21.8%	30.6%	
Not eligible	1.3%	4.2%	2.9%	3.3%	4.5%	2.4%	0.0%	3.4%	3.1%	
Not available	3.8%	9.6%	6.3%	3.3%	9.0%	6.4%	4.5%	10.9%	6.3%	
Total(n)	159	698	3,545	60	267	1,488	88	386	1,838	
Funded workshops focused on research skills development										
Yes	13.4%	18.0%	12.8%	15.3%	14.8%	10.5%	11.5%	19.5%	14.4%	
No	70.7%	55.2%	67.0%	67.8%	60.2%	71.7%	71.3%	52.5%	64.3%	
Not eligible	1.3%	6.6%	4.2%	3.4%	7.2%	3.5%	0.0%	5.5%	4.4%	
Not available	14.6%	20.2%	16.0%	13.6%	17.8%	14.3%	17.2%	22.4%	16.9%	
Total(n)	157	687	3,517	59	264	1,480	87	379	1,822	
Funded workshops focused on grant writing										
Yes	10.7%	13.8%	8.5%	8.3%	12.9%	7.9%	12.5%	14.4%	9.0%	
No	74.2%	60.8%	73.3%	73.3%	62.9%	76.7%	72.7%	59.4%	71.2%	
Not eligible	3.1%	5.8%	4.2%	8.3%	5.7%	3.2%	0.0%	5.2%	4.9%	
Not available	11.9%	19.6%	13.9%	10.0%	18.6%	12.2%	14.8%	20.9%	15.0%	
Total(n)	159	688	3,521	60	264	1,480	88	382	1,828	
Paid sabbatical leave										
Yes	6.2%	5.6%	6.7%	1.6%	5.2%	7.0%	9.0%	5.8%	6.7%	
No	65.8%	55.1%	60.2%	70.5%	62.8%	66.7%	60.7%	49.6%	54.8%	
Not eligible	24.8%	26.2%	26.5%	23.0%	20.8%	20.4%	28.1%	30.2%	31.3%	
Not available	3.1%	13.1%	6.6%	4.9%	11.2%	5.9%	2.2%	14.4%	7.2%	
Total(n)	161	695	3,541	61	269	1,492	89	381	1,829	
Travel funds paid by the institution										
Yes	54.5%	46.6%	55.4%	50.8%	43.2%	54.5%	59.8%	50.5%	57.5%	
No	35.9%	36.1%	34.1%	40.7%	42.1%	38.0%	31.0%	31.2%	30.2%	
Not eligible	4.5%	7.8%	6.1%	5.1%	7.5%	4.2%	4.6%	7.3%	7.3%	
Not available	5.1%	9.5%	4.4%	3.4%	7.1%	3.3%	4.6%	11.0%	5.0%	
Total(n)	156	693	3,531	59	266	1,479	87	382	1,832	
Internal grants for research										
Yes	18.4%	22.8%	28.0%	11.7%	23.5%	28.6%	22.7%	22.5%	28.3%	
No	74.7%	57.5%	58.8%	78.3%	61.2%	61.6%	71.6%	55.6%	56.4%	
Not eligible	5.1%	11.2%	8.1%	6.7%	8.6%	5.6%	4.5%	12.5%	9.8%	
Not available	1.9%	8.5%	5.1%	3.3%	6.7%	4.2%	1.1%	9.4%	5.6%	
Total(n)	158	697	3,525	60	268	1,481	88	383	1,826	
Training for administrative leadership										
Yes	19.3%	14.2%	11.2%	18.0%	12.0%	11.0%	20.2%	15.5%	11.5%	
No	65.2%	61.1%	67.8%	65.6%	68.9%	73.1%	65.2%	57.1%	64.4%	

Not eligible	5.0%	9.7%	9.4%	6.6%	7.5%	6.4%	4.5%	10.8%	11.1%	
Not available	10.6%	15.1%	11.6%	9.8%	11.6%	9.5%	10.1%	16.6%	12.9%	
Total(n)	161	691	3,524	61	267	1,483	89	380	1,822	
Training for promoting inclusion and facilitating difficult conversations										
Yes	58.2%	23.1%	32.8%	56.7%	17.5%	26.4%	63.2%	26.8%	38.3%	
No	37.3%	56.2%	55.2%	35.0%	65.7%	63.7%	34.5%	50.3%	48.3%	
Not eligible	2.5%	5.2%	3.8%	5.0%	4.5%	3.0%	1.1%	4.9%	4.2%	
Not available	1.9%	15.5%	8.2%	3.3%	12.3%	6.9%	1.1%	18.0%	9.2%	
Total(n)	158	696	3,541	60	268	1,491	87	384	1,832	
Incentives to develop new courses										
Yes	20.9%	25.9%	18.5%	23.0%	27.2%	18.3%	19.8%	24.9%	18.5%	
No	68.4%	51.4%	62.8%	63.9%	56.0%	66.3%	70.9%	48.8%	60.5%	
Not eligible	3.2%	5.3%	5.4%	4.9%	4.1%	4.2%	2.3%	5.2%	6.0%	
Not available	7.6%	17.5%	13.3%	8.2%	12.7%	11.2%	7.0%	21.0%	15.0%	
Total(n)	158	699	3,546	61	268	1,491	86	385	1,837	
During the past year, have you taken advantage of any of the following professional development opportunities provided by this institution?										
Incentives to integrate technology into your classroom										
Yes	33.8%	38.1%	26.7%	32.8%	41.6%	25.1%	33.0%	36.1%	27.8%	
No	56.9%	46.1%	59.8%	55.7%	47.2%	64.0%	58.0%	45.7%	56.9%	
Not eligible	3.1%	3.6%	3.5%	4.9%	3.4%	2.8%	2.3%	2.9%	3.6%	
Not available	6.3%	12.2%	10.1%	6.6%	7.9%	8.0%	6.8%	15.3%	11.6%	
Total(n)	160	698	3,541	61	267	1,484	88	385	1,837	
Resources to integrate culturally-competent practices into your classroom										
Yes	45.6%	26.5%	26.9%	41.0%	21.9%	18.9%	51.1%	29.4%	33.2%	
No	48.8%	50.4%	58.5%	50.8%	59.9%	68.8%	44.3%	44.5%	50.8%	
Not eligible	1.3%	3.3%	3.0%	1.6%	2.6%	2.6%	1.1%	2.9%	3.1%	
Not available	4.4%	19.8%	11.6%	6.6%	15.6%	9.8%	3.4%	23.2%	13.0%	
Total(n)	160	698	3,537	61	269	1,490	88	384	1,830	
How many of the following have you published?										
Articles in academic or professional journals										
None	36.9%	29.8%	25.0%	40.0%	27.0%	21.1%	32.6%	30.6%	26.9%	Scholarly Productivity
1-2	21.9%	19.3%	19.7%	20.0%	16.1%	18.0%	23.6%	21.8%	21.7%	
3-4	13.8%	12.1%	13.9%	16.7%	12.4%	13.0%	13.5%	11.7%	14.7%	
5-10	13.8%	17.0%	19.0%	10.0%	16.9%	19.8%	15.7%	17.6%	18.8%	
11-20	8.8%	12.1%	12.4%	10.0%	13.9%	14.6%	7.9%	11.4%	10.7%	
21-50	4.4%	7.8%	7.8%	1.7%	10.1%	9.9%	6.7%	6.5%	6.1%	
51+	0.6%	1.9%	2.2%	1.7%	3.7%	3.6%	0.0%	0.5%	1.1%	
Total(n)	160	701	3,601	60	267	1,518	89	386	1,858	
Mean	2.51	2.93	3.06	2.42	3.20	3.33	2.63	2.79	2.87	
Standard deviation	1.57	1.74	1.71	1.55	1.86	1.78	1.58	1.64	1.62	
Significance	-	**	***	-	**	***	-	-	-	
Effect size	-	-0.24	-0.32	-	-0.42	-0.51	-	-0.10	-0.15	
Chapters in edited volumes										
None	66.5%	62.4%	57.8%	71.2%	60.2%	56.3%	62.2%	63.6%	59.0%	
1-2	21.5%	22.5%	23.8%	18.6%	22.6%	24.7%	24.4%	22.0%	23.2%	
3-4	5.7%	9.3%	11.0%	8.5%	10.7%	10.8%	4.4%	8.9%	11.3%	

5-10	5.7%	4.8%	5.2%	1.7%	5.7%	5.6%	7.8%	4.5%	4.8%	Scholarly Productivity
11-20	0.6%	0.7%	1.5%	0.0%	0.0%	1.8%	1.1%	1.0%	1.2%	
21-50	0.0%	0.3%	0.4%	0.0%	0.8%	0.5%	0.0%	0.0%	0.4%	
51+	0.0%	0.0%	0.2%	0.0%	0.0%	0.3%	0.0%	0.0%	0.1%	
Total(n)	158	689	3,504	59	261	1,472	90	382	1,818	
Mean	1.53	1.60	1.71	1.41	1.65	1.75	1.61	1.57	1.67	
Standard deviation	0.89	0.93	1.03	0.72	0.97	1.08	0.97	0.90	0.99	
Significance	-		*	-		*	-			
Effect size	-	-0.08	-0.17	-	-0.25	-0.31	-	0.04	-0.06	
How many of the following have you published?										
Books, manuals, monographs, or research reports										
None	71.3%	68.7%	65.4%	75.4%	64.9%	61.5%	68.6%	71.1%	68.8%	
1-2	19.7%	19.7%	22.2%	11.5%	20.2%	23.1%	26.7%	19.4%	21.5%	
3-4	6.4%	7.3%	6.5%	9.8%	8.8%	7.8%	3.5%	6.0%	5.4%	
5-10	0.6%	3.2%	3.9%	0.0%	4.2%	5.0%	1.2%	2.9%	3.1%	
11-20	1.9%	0.7%	1.1%	3.3%	1.1%	1.7%	0.0%	0.5%	0.5%	
21-50	0.0%	0.3%	0.8%	0.0%	0.8%	0.9%	0.0%	0.0%	0.7%	
51+	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	
Total(n)	157	687	3,550	61	262	1,490	86	381	1,839	
Mean	1.42	1.49	1.56	1.44	1.59	1.65	1.37	1.42	1.47	
Standard deviation	0.80	0.88	0.97	0.92	0.98	1.05	0.61	0.78	0.87	
Significance	-			-			-			
Effect size	-	-0.08	-0.14	-	-0.15	-0.20	-	-0.06	-0.11	
Other, such as patents or computer software products										
None	90.9%	93.4%	90.8%	90.0%	89.7%	86.7%	92.9%	95.8%	94.2%	
1-2	5.2%	4.5%	5.7%	3.3%	6.5%	7.5%	6.0%	3.1%	4.0%	
3-4	1.3%	1.0%	1.8%	1.7%	2.3%	2.8%	0.0%	0.3%	0.8%	
5-10	0.6%	0.6%	0.9%	1.7%	0.8%	1.4%	0.0%	0.5%	0.5%	
11-20	0.0%	0.3%	0.4%	0.0%	0.4%	0.8%	0.0%	0.3%	0.2%	
21-50	0.6%	0.0%	0.3%	1.7%	0.0%	0.5%	0.0%	0.0%	0.2%	
51+	1.3%	0.1%	0.2%	1.7%	0.4%	0.3%	1.2%	0.0%	0.1%	
Total(n)	154	687	3,502	60	261	1,473	84	381	1,815	
Mean	1.21	1.10	1.16	1.30	1.17	1.25	1.13	1.06	1.09	
Standard deviation	0.87	0.48	0.63	1.09	0.63	0.79	0.69	0.36	0.47	
Significance	-	*		-			-			
Effect size	-	0.23	0.08	-	0.21	0.06	-	0.19	0.09	
In the past <u>three</u> years, how many exhibitions, recordings, or performances in the fine or applied arts have you presented?										
None	85.1%	82.4%	82.4%	90.2%	80.0%	81.2%	84.4%	84.1%	83.9%	
1-2	4.3%	4.9%	4.7%	1.6%	5.2%	4.5%	6.7%	4.6%	4.7%	
3-4	1.9%	3.4%	3.5%	0.0%	3.7%	3.4%	3.3%	3.6%	3.6%	
5-10	5.0%	5.1%	4.2%	4.9%	5.2%	4.5%	4.4%	4.9%	3.8%	
11-20	1.2%	2.7%	2.4%	1.6%	4.1%	2.6%	0.0%	1.5%	1.9%	
21+	2.5%	1.6%	2.9%	1.6%	1.9%	3.8%	1.1%	1.3%	2.1%	
Total(n)	161	709	3,612	61	270	1,520	90	391	1,866	
Mean	1.40	1.45	1.48	1.31	1.54	1.54	1.32	1.39	1.41	

Standard deviation	1.11	1.12	1.20	1.03	1.22	1.29	0.88	1.02	1.09	
Significance	-			-			-			
Effect size	-	-0.04	-0.07	-	-0.19	-0.18	-	-0.07	-0.08	
How many of these exhibitions, recordings or performances were:										
Solo/Individual										
None	28.6%	27.8%	26.4%	20.0%	31.3%	25.9%	41.7%	28.3%	27.5%	
1-2	28.6%	40.7%	35.1%	20.0%	33.3%	29.6%	33.3%	45.3%	41.0%	
3-4	19.0%	13.0%	15.7%	20.0%	12.5%	14.8%	16.7%	13.2%	15.6%	
5-10	14.3%	11.1%	13.7%	20.0%	12.5%	16.0%	8.3%	9.4%	11.5%	
11-20	4.8%	3.7%	4.9%	0.0%	8.3%	6.6%	0.0%	0.0%	2.9%	
21+	4.8%	3.7%	4.2%	20.0%	2.1%	7.0%	0.0%	3.8%	1.6%	
Total(n)	21	108	527	5	48	243	12	53	244	
Mean	2.52	2.33	2.48	3.20	2.40	2.69	1.92	2.19	2.26	
Standard deviation	1.44	1.30	1.36	1.92	1.38	1.52	1.00	1.18	1.16	
Significance	-			-			-			
Effect size	-	0.15	0.03	-	0.58	0.34	-	-0.23	-0.29	
How many of these exhibitions, recordings or performances were:										
Collaborative										
None	8.7%	12.5%	13.0%	0.0%	8.0%	11.9%	15.4%	14.8%	13.7%	
1-2	34.8%	37.5%	32.3%	33.3%	42.0%	28.4%	46.2%	34.4%	35.5%	
3-4	17.4%	15.8%	16.7%	16.7%	8.0%	16.4%	7.7%	21.3%	18.1%	
5-10	17.4%	17.5%	17.4%	16.7%	20.0%	19.4%	23.1%	18.0%	15.7%	
11-20	8.7%	11.7%	12.1%	16.7%	14.0%	13.1%	7.7%	8.2%	10.2%	
21+	13.0%	5.0%	8.5%	16.7%	8.0%	10.8%	0.0%	3.3%	6.8%	
Total(n)	23	120	610	6	50	268	13	61	293	
Mean	3.22	2.93	3.09	3.67	3.14	3.26	2.62	2.80	2.94	
Standard deviation	1.57	1.41	1.50	1.63	1.50	1.55	1.26	1.31	1.44	
Significance	-			-			-			
Effect size	-	0.21	0.09	-	0.35	0.26	-	-0.14	-0.22	
In the past three years, how many of your professional writings have been published or accepted for publication?										
0	44.7%	37.8%	34.8%	55.0%	33.6%	31.7%	38.9%	39.3%	36.6%	
1	13.0%	14.0%	14.3%	10.0%	13.1%	14.1%	15.6%	14.2%	14.2%	
2	17.4%	12.1%	14.0%	11.7%	12.7%	14.5%	18.9%	12.4%	14.0%	
3	8.7%	11.1%	12.0%	11.7%	9.3%	12.0%	5.6%	12.9%	12.2%	
4	4.3%	5.4%	7.0%	5.0%	6.0%	7.5%	4.4%	4.7%	6.8%	
5	3.7%	6.7%	5.6%	1.7%	9.0%	6.3%	5.6%	5.4%	5.0%	
6	2.5%	3.4%	3.3%	1.7%	4.5%	3.4%	3.3%	2.8%	3.2%	
7-10	3.1%	5.6%	5.2%	1.7%	7.5%	6.0%	4.4%	4.9%	4.8%	
More than 10	2.5%	3.9%	3.8%	1.7%	4.5%	4.4%	3.3%	3.4%	3.2%	
Total(n)	161	701	3,576	60	268	1,512	90	387	1,846	
Mean	2.66	3.17	3.21	2.32	3.50	3.39	2.93	3.02	3.09	
Standard deviation	2.12	2.43	2.36	1.91	2.57	2.43	2.31	2.33	2.30	
Significance	-	*	**	-	***	***	-			
Effect size	-	-0.21	-0.23	-	-0.46	-0.44	-	-0.04	-0.07	
										Scholarly Productivity

How many of these professional writings in the past three years were solo-authored?									
0	40.5%	44.2%	41.8%	48.0%	42.3%	41.5%	38.5%	47.6%	43.6%
1	27.4%	23.3%	24.8%	24.0%	21.5%	22.7%	26.9%	22.3%	25.3%
2	10.7%	12.1%	13.4%	8.0%	13.5%	13.9%	11.5%	11.2%	13.3%
3	9.5%	7.8%	8.5%	4.0%	8.6%	8.4%	11.5%	7.8%	8.3%
4	4.8%	2.8%	3.4%	8.0%	3.1%	3.9%	3.8%	2.4%	3.0%
5	2.4%	3.1%	2.7%	4.0%	3.1%	2.8%	1.9%	2.4%	2.6%
6	1.2%	1.0%	0.8%	0.0%	1.2%	0.9%	1.9%	1.0%	0.7%
7-10	1.2%	2.3%	2.4%	4.0%	3.1%	3.4%	0.0%	1.9%	1.6%
More than 10	2.4%	3.4%	2.2%	0.0%	3.7%	2.6%	3.8%	3.4%	1.6%
Total(n)	84	387	2,092	25	163	938	52	206	1,044
Mean	2.43	2.47	2.44	2.32	2.60	2.55	2.52	2.36	2.30
Standard deviation	1.86	2.04	1.90	1.89	2.13	2.02	1.95	2.00	1.75
Significance	-			-			-		
Effect size	-	-0.02	-0.01	-	-0.13	-0.11	-	0.08	0.13
How many of these professional writings in the past three years were co-authored?									
0	20.0%	17.9%	19.7%	25.0%	21.0%	21.6%	18.0%	16.3%	18.0%
1	27.5%	21.8%	23.0%	12.5%	21.6%	22.3%	32.0%	21.4%	22.8%
2	27.5%	16.9%	17.7%	29.2%	15.6%	16.1%	26.0%	18.1%	19.4%
3	10.0%	13.9%	13.3%	25.0%	10.8%	12.2%	4.0%	16.3%	14.3%
4	7.5%	8.7%	8.0%	4.2%	10.2%	8.6%	10.0%	7.0%	7.7%
5	1.3%	6.7%	5.6%	0.0%	8.4%	6.4%	2.0%	5.6%	4.7%
6	2.5%	3.2%	3.0%	0.0%	2.4%	2.8%	4.0%	3.7%	3.1%
7-10	3.8%	7.2%	6.0%	4.2%	7.2%	6.4%	4.0%	7.9%	6.2%
More than 10	0.0%	3.7%	3.8%	0.0%	3.0%	3.6%	0.0%	3.7%	3.8%
Total(n)	80	403	2,152	24	167	954	50	215	1,081
Mean	2.90	3.65	3.49	2.92	3.56	3.48	2.98	3.70	3.51
Standard deviation	1.72	2.30	2.26	1.64	2.30	2.29	1.83	2.29	2.23
Significance	-	**	*	-			-	*	
Effect size	-	-0.33	-0.26	-	-0.28	-0.24	-	-0.31	-0.24
During the present term, how many hours per week on average do you spend on each of the following?									
Scheduled teaching (give actual, not credit hours)									
None	8.4%	4.9%	5.2%	8.5%	6.3%	4.9%	8.1%	4.3%	5.7%
1-4	21.9%	22.5%	15.6%	22.0%	19.7%	13.1%	22.1%	24.0%	17.4%
5-8	24.5%	26.2%	25.5%	13.6%	27.2%	25.0%	32.6%	26.1%	26.4%
9-12	22.6%	26.4%	32.6%	23.7%	33.1%	35.8%	23.3%	22.6%	30.2%
13-16	9.7%	10.7%	11.6%	13.6%	7.5%	11.8%	5.8%	12.7%	11.1%
17-20	6.5%	5.2%	4.9%	8.5%	3.5%	5.0%	5.8%	6.5%	5.1%
21+	6.5%	4.0%	4.6%	10.2%	2.8%	4.4%	2.3%	3.8%	4.0%
Total(n)	155	671	3,403	59	254	1,430	86	371	1,761
Mean	3.48	3.47	3.63	3.78	3.37	3.69	3.23	3.50	3.55
Standard deviation	1.60	1.42	1.39	1.78	1.31	1.35	1.37	1.45	1.40
Significance	-			-	*		-		*
Effect size	-	0.01	-0.11	-	0.31	0.07	-	-0.19	-0.23

Preparing for teaching (including reading student papers and grading)									
None	4.0%	3.9%	4.8%	5.4%	5.0%	4.5%	3.6%	3.5%	5.2%
1-4	9.3%	14.9%	11.3%	12.5%	16.3%	11.9%	8.3%	13.1%	10.6%
5-8	23.2%	25.3%	22.7%	32.1%	26.0%	22.7%	19.0%	25.1%	22.3%
9-12	25.2%	20.8%	22.6%	21.4%	21.3%	24.3%	23.8%	21.5%	21.7%
13-16	10.6%	12.0%	14.0%	12.5%	13.2%	14.2%	9.5%	11.2%	13.5%
17-20	11.3%	12.1%	11.2%	8.9%	10.5%	10.6%	11.9%	12.8%	11.7%
21+	16.6%	11.1%	13.5%	7.1%	7.8%	11.8%	23.8%	12.8%	14.9%
Total(n)	151	669	3,401	56	258	1,426	84	367	1,764
Mean	4.29	4.03	4.17	3.79	3.84	4.11	4.58	4.13	4.22
Standard deviation	1.71	1.67	1.70	1.56	1.61	1.65	1.81	1.69	1.73
Significance	-			-			-	*	
Effect size	-	0.16	0.07	-	-0.03	-0.19	-	0.27	0.21
During the present term, how many hours per week on average do you spend on each of the following?									
Advising or counseling students									
None	14.6%	15.3%	12.5%	20.3%	14.9%	13.3%	10.3%	15.4%	11.9%
1-4	49.0%	54.1%	57.9%	44.1%	56.3%	59.4%	52.9%	52.8%	56.5%
5-8	22.9%	18.1%	20.4%	25.4%	18.8%	18.9%	19.5%	18.3%	21.9%
9-12	8.9%	6.5%	5.6%	6.8%	5.4%	4.5%	11.5%	7.0%	6.4%
13-16	2.5%	2.8%	1.5%	0.0%	2.3%	1.8%	4.6%	3.5%	1.5%
17-20	1.3%	1.2%	1.0%	1.7%	1.1%	1.2%	1.1%	1.1%	0.8%
21+	0.6%	1.9%	1.0%	1.7%	1.1%	0.8%	0.0%	1.9%	1.0%
Total(n)	157	678	3,436	59	261	1,442	87	371	1,779
Mean	2.42	2.38	2.33	2.34	2.32	2.29	2.51	2.41	2.36
Standard deviation	1.07	1.17	1.00	1.15	1.06	0.99	1.06	1.19	0.99
Significance	-			-			-		
Effect size	-	0.03	0.09	-	0.02	0.05	-	0.08	0.15
Committee work and meetings									
None	16.1%	12.9%	12.8%	24.1%	14.6%	13.1%	10.3%	11.9%	12.1%
1-4	50.3%	49.6%	47.8%	53.4%	50.8%	49.9%	47.1%	48.0%	45.6%
5-8	15.5%	21.7%	24.5%	12.1%	22.3%	23.3%	18.4%	21.6%	26.0%
9-12	10.3%	7.2%	8.0%	5.2%	5.0%	7.4%	13.8%	9.2%	9.0%
13-16	3.9%	3.8%	3.5%	3.4%	3.8%	3.4%	4.6%	4.3%	3.4%
17-20	1.3%	2.4%	1.7%	0.0%	1.9%	1.4%	2.3%	2.4%	2.0%
21+	2.6%	2.4%	1.7%	1.7%	1.5%	1.5%	3.4%	2.7%	1.9%
Total(n)	155	676	3,413	58	260	1,431	87	371	1,770
Mean	2.50	2.56	2.54	2.17	2.45	2.48	2.76	2.64	2.60
Standard deviation	1.30	1.28	1.19	1.14	1.19	1.15	1.39	1.32	1.22
Significance	-			-		*	-		
Effect size	-	-0.05	-0.03	-	-0.24	-0.27	-	0.09	0.13
Research and scholarly writing									
None	48.1%	29.6%	27.2%	47.5%	24.9%	23.7%	48.8%	30.5%	29.0%
1-4	35.3%	32.7%	37.3%	40.7%	33.0%	35.7%	31.4%	33.2%	39.2%
5-8	7.7%	18.8%	18.4%	3.4%	19.9%	20.8%	10.5%	19.2%	17.0%
9-12	4.5%	8.7%	8.0%	5.1%	6.9%	8.4%	4.7%	9.7%	7.5%
13-16	1.3%	4.0%	3.7%	3.4%	6.5%	4.6%	0.0%	2.4%	2.7%

17-20	0.6%	1.6%	2.1%	0.0%	2.7%	2.4%	1.2%	1.1%	1.9%	
21+	2.6%	4.6%	3.4%	0.0%	6.1%	4.4%	3.5%	3.8%	2.6%	
Total(n)	156	676	3,418	59	261	1,439	86	370	1,766	
Mean	1.88	2.48	2.44	1.76	2.70	2.59	1.93	2.39	2.32	
Standard deviation	1.26	1.54	1.45	0.99	1.67	1.52	1.36	1.44	1.37	
Significance	-	***	***	-	***	***	-	**	**	
Effect size	-	-0.39	-0.39	-	-0.56	-0.55	-	-0.32	-0.28	
During the present term, how many hours per week on average do you spend on each of the following?										
Other creative products/performances										
None	75.7%	66.1%	69.6%	76.8%	66.8%	67.2%	76.5%	66.9%	72.5%	
1-4	15.8%	22.6%	19.8%	12.5%	21.5%	19.9%	20.0%	23.0%	19.0%	
5-8	2.0%	5.2%	5.2%	3.6%	4.7%	6.3%	0.0%	5.5%	4.4%	
9-12	2.6%	3.7%	2.5%	3.6%	5.1%	3.2%	1.2%	2.7%	2.0%	
13-16	0.7%	0.6%	1.0%	0.0%	0.8%	1.4%	1.2%	0.3%	0.7%	
17-20	1.3%	0.6%	0.9%	1.8%	0.4%	1.1%	0.0%	0.8%	0.8%	
21+	2.0%	1.0%	1.0%	1.8%	0.8%	1.0%	1.2%	0.8%	0.7%	
Total(n)	152	667	3,393	56	256	1,419	85	366	1,762	
Mean	1.49	1.56	1.52	1.50	1.56	1.59	1.35	1.52	1.45	
Standard deviation	1.18	1.04	1.05	1.21	1.03	1.11	0.90	0.98	0.95	
Significance	-			-			-			
Effect size	-	-0.07	-0.03	-	-0.06	-0.08	-	-0.17	-0.11	
Community or public service										
None	41.4%	36.3%	39.5%	47.5%	40.0%	44.5%	36.8%	34.0%	35.6%	
1-4	43.3%	46.0%	45.7%	37.3%	44.6%	41.7%	48.3%	45.9%	48.6%	
5-8	8.9%	12.2%	10.2%	8.5%	8.8%	8.8%	8.0%	15.2%	11.4%	
9-12	5.7%	3.6%	2.9%	6.8%	5.0%	3.4%	5.7%	3.0%	2.7%	
13-16	0.0%	0.9%	0.8%	0.0%	1.2%	1.0%	0.0%	0.8%	0.8%	
17-20	0.0%	0.6%	0.4%	0.0%	0.0%	0.3%	0.0%	0.5%	0.3%	
21+	0.6%	0.4%	0.5%	0.0%	0.4%	0.4%	1.1%	0.5%	0.5%	
Total(n)	157	672	3,418	59	260	1,440	87	368	1,765	
Mean	1.82	1.90	1.83	1.75	1.84	1.77	1.89	1.95	1.87	
Standard deviation	0.93	0.95	0.92	0.88	0.93	0.92	0.98	0.95	0.89	
Significance	-			-			-			
Effect size	-	-0.08	-0.01	-	-0.10	-0.02	-	-0.06	0.02	
Outside consulting/freelance work										
None	79.2%	77.2%	76.6%	78.0%	77.0%	75.6%	81.0%	78.3%	78.1%	
1-4	16.2%	14.2%	15.8%	18.6%	14.0%	16.3%	13.1%	13.6%	14.9%	
5-8	2.6%	5.1%	4.6%	3.4%	5.4%	4.9%	2.4%	4.6%	4.3%	
9-12	1.3%	1.8%	1.6%	0.0%	1.2%	1.6%	2.4%	1.9%	1.3%	
13-16	0.0%	0.4%	0.4%	0.0%	0.8%	0.6%	0.0%	0.3%	0.2%	
17-20	0.0%	0.7%	0.4%	0.0%	1.2%	0.6%	0.0%	0.5%	0.3%	
21+	0.6%	0.6%	0.7%	0.0%	0.4%	0.6%	1.2%	0.8%	0.9%	
Total(n)	154	670	3,405	59	257	1,432	84	368	1,761	
Mean	1.29	1.39	1.37	1.25	1.40	1.39	1.32	1.37	1.35	
Standard deviation	0.73	0.91	0.87	0.51	0.93	0.88	0.88	0.91	0.85	

Civic Minded Practice

Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.11	-0.09	-	-0.16	-0.16	-	-0.05	-0.04	
Household/childcare duties										
None	10.9%	14.2%	11.8%	13.6%	20.8%	16.6%	5.8%	9.0%	7.5%	
1-4	19.9%	15.2%	15.7%	28.8%	15.1%	16.0%	15.1%	14.4%	14.9%	
5-8	13.5%	20.9%	21.6%	11.9%	18.5%	21.5%	15.1%	22.6%	21.5%	
9-12	16.0%	17.0%	16.1%	5.1%	20.5%	17.2%	23.3%	16.3%	15.6%	
13-16	10.9%	9.1%	9.7%	10.2%	8.9%	9.8%	10.5%	9.3%	10.0%	
17-20	8.3%	6.4%	6.6%	10.2%	4.2%	5.7%	8.1%	7.1%	7.3%	
21+	20.5%	17.3%	18.5%	20.3%	12.0%	13.1%	22.1%	21.3%	23.2%	
Total(n)	156	671	3,403	59	259	1,430	86	367	1,764	
Mean	4.03	3.80	3.90	3.81	3.42	3.57	4.30	4.09	4.20	
Standard deviation	2.06	1.99	1.98	2.21	1.92	1.92	1.91	1.98	1.98	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.12	0.07	-	0.20	0.13	-	0.11	0.05	
During the present term, how many hours per week on average do you spend on each of the following?										
Serving as a caregiver for another adult										
None	83.1%	83.3%	84.2%	98.3%	88.0%	88.1%	75.6%	81.1%	82.3%	
1-4	7.8%	7.9%	8.1%	0.0%	6.2%	6.3%	11.6%	8.5%	8.9%	
5-8	5.8%	3.0%	2.6%	1.7%	2.7%	2.2%	9.3%	3.6%	2.9%	
9-12	1.9%	1.8%	1.7%	0.0%	1.2%	1.2%	1.2%	1.9%	1.8%	
13-16	1.3%	1.2%	0.9%	0.0%	1.2%	0.6%	2.3%	1.4%	1.3%	
17-20	0.0%	0.3%	0.8%	0.0%	0.0%	0.6%	0.0%	0.5%	0.9%	
21+	0.0%	2.5%	1.7%	0.0%	0.8%	1.1%	0.0%	3.0%	1.9%	
Total(n)	154	669	3,382	58	259	1,423	86	366	1,754	
Mean	1.31	1.41	1.36	1.03	1.24	1.26	1.43	1.48	1.41	
Standard deviation	0.78	1.17	1.08	0.26	0.83	0.90	0.89	1.27	1.15	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.09	-0.05	-	-0.25	-0.26	-	-0.04	0.02	
Other employment outside of academia										
None	76.8%	81.5%	84.2%	69.0%	86.5%	87.8%	80.2%	78.5%	81.5%	
1-4	6.5%	5.8%	5.4%	6.9%	5.0%	4.4%	7.0%	6.0%	5.9%	
5-8	3.9%	3.6%	3.1%	5.2%	1.9%	2.5%	3.5%	4.6%	3.6%	
9-12	0.6%	2.2%	1.5%	1.7%	0.8%	0.7%	0.0%	3.3%	2.1%	
13-16	3.9%	1.2%	0.9%	1.7%	0.0%	0.4%	5.8%	1.9%	1.4%	
17-20	0.6%	0.7%	1.0%	0.0%	0.4%	0.8%	1.2%	0.8%	1.0%	
21+	7.7%	4.9%	3.9%	15.5%	5.4%	3.4%	2.3%	4.9%	4.4%	
Total(n)	155	670	3,405	58	259	1,428	86	368	1,769	
Mean	1.81	1.58	1.48	2.22	1.46	1.38	1.57	1.66	1.57	
Standard deviation	1.79	1.49	1.37	2.21	1.43	1.25	1.40	1.54	1.46	
Significance	-	-	**	-	**	***	-	-	-	
Effect size	-	0.15	0.24	-	0.53	0.67	-	-0.06	0.00	
Personal time (e.g., exercise, hobbies, relaxing)										
None	2.6%	4.3%	3.4%	5.2%	1.9%	3.4%	1.2%	5.4%	3.3%	
1-4	23.2%	31.1%	26.4%	13.8%	25.9%	22.8%	29.1%	32.1%	28.3%	
5-8	35.5%	33.1%	35.5%	39.7%	33.6%	34.2%	30.2%	34.0%	37.1%	

9-12	18.7%	16.6%	17.8%	13.8%	17.0%	19.1%	24.4%	17.4%	17.0%	
13-16	8.4%	6.2%	7.9%	12.1%	8.1%	8.7%	5.8%	5.2%	7.1%	
17-20	5.8%	3.9%	4.4%	6.9%	4.6%	5.6%	5.8%	3.8%	3.7%	
21+	5.8%	4.8%	4.7%	8.6%	8.9%	6.2%	3.5%	2.2%	3.5%	
Total(n)	155	673	3,397	58	259	1,423	86	368	1,761	
Mean	3.48	3.20	3.32	3.69	3.53	3.49	3.36	3.05	3.22	
Standard deviation	1.45	1.40	1.39	1.59	1.55	1.47	1.34	1.27	1.31	
Significance	-	*		-			-	*		
Effect size	-	0.20	0.12	-	0.10	0.14	-	0.24	0.11	
In your interactions with undergraduates, how often in the past year did you encourage them to:										
Ask questions in class										
Frequently	85.4%	91.9%	91.3%	92.9%	91.0%	91.5%	81.0%	92.0%	91.2%	
Occasionally	4.6%	5.3%	4.1%	3.6%	6.7%	5.3%	4.8%	4.4%	3.1%	
Not at all	9.9%	2.9%	4.5%	3.6%	2.4%	3.2%	14.3%	3.6%	5.7%	
Total(n)	151	663	3,350	56	255	1,414	84	362	1,724	
Mean	2.75	2.89	2.87	2.89	2.89	2.88	2.67	2.88	2.86	
Standard deviation	0.62	0.39	0.45	0.41	0.39	0.41	0.72	0.42	0.49	
Significance	-	***	**	-			-	***	***	
Effect size	-	-0.36	-0.27	-	0.00	0.02	-	-0.50	-0.39	
Support their opinions with a logical argument										
Frequently	70.9%	78.2%	77.3%	76.8%	78.8%	76.9%	65.5%	77.3%	77.7%	
Occasionally	16.6%	16.3%	16.6%	14.3%	16.9%	17.4%	20.2%	16.3%	15.8%	
Not at all	12.6%	5.4%	6.2%	8.9%	4.3%	5.7%	14.3%	6.4%	6.5%	
Total(n)	151	662	3,348	56	255	1,412	84	361	1,730	
Mean	2.58	2.73	2.71	2.68	2.75	2.71	2.51	2.71	2.71	
Standard deviation	0.71	0.55	0.57	0.64	0.53	0.57	0.74	0.58	0.58	
Significance	-	**	**	-			-	**	**	
Effect size	-	-0.27	-0.23	-	-0.13	-0.05	-	-0.34	-0.34	
In your interactions with undergraduates, how often in the past year did you encourage them to:										
Seek solutions to problems and explain them to others										
Frequently	66.9%	73.2%	72.8%	71.4%	69.4%	71.3%	64.3%	75.8%	73.9%	
Occasionally	19.9%	21.5%	21.0%	23.2%	25.1%	23.0%	17.9%	19.0%	19.6%	
Not at all	13.2%	5.3%	6.2%	5.4%	5.5%	5.7%	17.9%	5.2%	6.5%	
Total(n)	151	664	3,362	56	255	1,414	84	363	1,735	
Mean	2.54	2.68	2.67	2.66	2.64	2.66	2.46	2.71	2.67	
Standard deviation	0.72	0.57	0.59	0.58	0.58	0.58	0.78	0.56	0.59	
Significance	-	**	**	-			-	***	**	
Effect size	-	-0.25	-0.22	-	0.03	0.00	-	-0.45	-0.36	
Analyze multiple sources of information before coming to a conclusion										
Frequently	58.9%	66.6%	65.7%	57.1%	65.8%	62.9%	58.8%	66.6%	67.4%	
Occasionally	27.2%	27.4%	26.5%	33.9%	29.2%	29.8%	23.5%	26.8%	24.4%	
Not at all	13.9%	6.0%	7.8%	8.9%	5.1%	7.3%	17.6%	6.6%	8.2%	
Total(n)	151	668	3,375	56	257	1,421	85	365	1,740	
Mean	2.45	2.61	2.58	2.48	2.61	2.56	2.41	2.60	2.59	

Standard deviation	0.73	0.60	0.63	0.66	0.58	0.63	0.78	0.61	0.64	
Significance	-	**	*	-			-	*	*	
Effect size	-	-0.27	-0.21	-	-0.22	-0.13	-	-0.31	-0.28	
Evaluate the quality or reliability of information they receive										
Frequently	56.6%	67.8%	67.6%	62.5%	67.7%	66.5%	52.9%	67.7%	68.1%	
Occasionally	28.9%	27.7%	25.5%	26.8%	28.0%	27.2%	30.6%	27.3%	24.6%	
Not at all	14.5%	4.5%	6.9%	10.7%	4.3%	6.3%	16.5%	5.0%	7.4%	
Total(n)	152	665	3,368	56	257	1,420	85	362	1,735	
Mean	2.42	2.63	2.61	2.52	2.63	2.60	2.36	2.63	2.61	
Standard deviation	0.73	0.57	0.61	0.69	0.56	0.61	0.75	0.58	0.62	
Significance	-	***	***	-			-	***	***	
Effect size	-	-0.37	-0.31	-	-0.20	-0.13	-	-0.47	-0.40	
Take risks for potential gains										
Frequently	30.2%	34.8%	36.1%	32.1%	33.9%	34.6%	26.2%	35.4%	37.3%	
Occasionally	45.6%	42.7%	41.2%	51.8%	44.4%	41.9%	44.0%	42.3%	41.0%	
Not at all	24.2%	22.5%	22.7%	16.1%	21.8%	23.4%	29.8%	22.3%	21.7%	
Total(n)	149	667	3,344	56	257	1,412	84	364	1,721	
Mean	2.06	2.12	2.13	2.16	2.12	2.11	1.96	2.13	2.16	
Standard deviation	0.74	0.75	0.75	0.68	0.74	0.75	0.75	0.75	0.75	
Significance	-			-			-		*	
Effect size	-	-0.08	-0.09	-	0.05	0.07	-	-0.23	-0.27	
In your interactions with undergraduates, how often in the past year did you encourage them to:										
Seek alternative solutions to a problem										
Frequently	59.5%	59.9%	62.4%	57.4%	57.4%	61.0%	62.7%	62.2%	63.5%	
Occasionally	27.0%	36.2%	31.3%	35.2%	38.7%	33.8%	21.7%	33.7%	29.5%	
Not at all	13.5%	3.9%	6.3%	7.4%	3.9%	5.2%	15.7%	4.1%	7.0%	
Total(n)	148	663	3,350	54	256	1,414	83	362	1,726	
Mean	2.46	2.56	2.56	2.50	2.54	2.56	2.47	2.58	2.57	
Standard deviation	0.72	0.57	0.61	0.64	0.57	0.59	0.75	0.57	0.62	
Significance	-			-			-			
Effect size	-	-0.18	-0.16	-	-0.07	-0.10	-	-0.19	-0.16	
Look up scientific research articles and resources										
Frequently	44.3%	57.2%	55.4%	39.3%	54.8%	51.5%	48.2%	59.1%	58.8%	
Occasionally	36.2%	29.6%	30.0%	41.1%	31.0%	33.3%	31.3%	28.5%	26.8%	
Not at all	19.5%	13.2%	14.6%	19.6%	14.3%	15.2%	20.5%	12.4%	14.4%	
Total(n)	149	659	3,353	56	252	1,412	83	362	1,733	
Mean	2.25	2.44	2.41	2.20	2.40	2.36	2.28	2.47	2.44	
Standard deviation	0.76	0.71	0.73	0.75	0.73	0.73	0.79	0.71	0.73	
Significance	-	**	**	-			-	*		
Effect size	-	-0.27	-0.22	-	-0.27	-0.22	-	-0.27	-0.22	
Explore topics on their own, even though it was not required for a class										
Frequently	40.1%	50.5%	49.2%	28.6%	50.6%	47.5%	47.1%	50.3%	50.6%	
Occasionally	44.7%	40.9%	42.0%	60.7%	38.8%	44.4%	35.3%	42.5%	40.2%	
Not at all	15.1%	8.6%	8.8%	10.7%	10.6%	8.1%	17.6%	7.2%	9.2%	
Total(n)	152	662	3,356	56	255	1,412	85	362	1,734	
Mean	2.25	2.42	2.40	2.18	2.40	2.39	2.29	2.43	2.41	

Standard deviation	0.70	0.65	0.65	0.61	0.67	0.63	0.75	0.62	0.65	
Significance	-	**	**	-	*	*	-			
Effect size	-	-0.26	-0.23	-	-0.33	-0.33	-	-0.23	-0.18	
Accept mistakes as part of the learning process										
Frequently	73.3%	71.2%	74.0%	71.4%	68.9%	71.3%	73.8%	73.9%	76.9%	
Occasionally	16.7%	24.8%	20.6%	21.4%	26.8%	24.2%	13.1%	21.7%	16.9%	
Not at all	10.0%	4.1%	5.3%	7.1%	4.3%	4.4%	13.1%	4.4%	6.2%	
Total(n)	150	666	3,368	56	257	1,419	84	364	1,738	
Mean	2.63	2.67	2.69	2.64	2.65	2.67	2.61	2.70	2.71	
Standard deviation	0.66	0.55	0.57	0.62	0.56	0.56	0.71	0.55	0.58	
Significance	-			-			-			
Effect size	-	-0.07	-0.11	-	-0.02	-0.05	-	-0.16	-0.17	
In your interactions with undergraduates, how often in the past year did you encourage them to:										
Recognize biases that affect their thinking										
Frequently	45.4%	54.6%	55.0%	35.7%	49.8%	48.9%	54.1%	58.3%	60.4%	
Occasionally	36.2%	36.5%	34.7%	46.4%	40.0%	39.8%	28.2%	33.1%	30.4%	
Not at all	18.4%	8.9%	10.3%	17.9%	10.2%	11.2%	17.6%	8.6%	9.2%	
Total(n)	152	661	3,350	56	255	1,408	85	362	1,733	
Mean	2.27	2.46	2.45	2.18	2.40	2.38	2.36	2.50	2.51	
Standard deviation	0.75	0.65	0.67	0.72	0.67	0.68	0.77	0.65	0.66	
Significance	-	**	**	-	*	*	-		*	
Effect size	-	-0.29	-0.27	-	-0.33	-0.29	-	-0.22	-0.23	
How frequently in the courses you taught in the past year have you given at least one assignment that required students to:										
Write in the specific style or format of your discipline										
Frequently	61.2%	64.7%	64.8%	56.4%	61.4%	59.8%	65.9%	66.7%	68.9%	
Occasionally	24.5%	24.7%	25.2%	23.6%	28.7%	29.5%	23.2%	22.2%	21.5%	
Not at all	14.3%	10.5%	10.0%	20.0%	10.0%	10.8%	11.0%	11.1%	9.5%	
Total(n)	147	655	3,345	55	251	1,404	82	360	1,731	
Mean	2.47	2.54	2.55	2.36	2.51	2.49	2.55	2.56	2.59	
Standard deviation	0.73	0.68	0.67	0.80	0.67	0.68	0.69	0.69	0.66	
Significance	-			-			-			
Effect size	-	-0.10	-0.12	-	-0.22	-0.19	-	-0.01	-0.06	
Describe how different perspectives would affect the interpretation of a question or issue in your discipline										
Frequently	50.0%	48.7%	49.7%	40.0%	45.4%	42.2%	55.4%	51.2%	54.8%	
Occasionally	31.1%	37.4%	35.3%	32.7%	39.8%	38.9%	32.5%	35.2%	33.6%	
Not at all	18.9%	13.9%	14.9%	27.3%	14.7%	19.0%	12.0%	13.6%	11.7%	
Total(n)	148	657	3,341	55	251	1,402	83	361	1,733	
Mean	2.31	2.35	2.35	2.13	2.31	2.23	2.43	2.38	2.43	
Standard deviation	0.77	0.71	0.73	0.82	0.71	0.75	0.70	0.71	0.69	
Significance	-			-			-			
Effect size	-	-0.06	-0.05	-	-0.25	-0.13	-	0.07	0.00	
Discuss the ethical or moral implications of a course of action										
Frequently	54.4%	46.1%	47.2%	47.3%	40.5%	39.7%	59.5%	50.4%	52.6%	
Occasionally	30.9%	39.9%	36.9%	34.5%	44.8%	41.5%	28.6%	36.0%	33.9%	

Not at all	14.8%	14.0%	15.9%	18.2%	14.7%	18.8%	11.9%	13.6%	13.6%	
Total(n)	149	659	3,355	55	252	1,410	84	361	1,733	
Mean	2.40	2.32	2.31	2.29	2.26	2.21	2.48	2.37	2.39	
Standard deviation	0.73	0.71	0.73	0.76	0.70	0.74	0.70	0.71	0.71	
Significance	-			-			-			
Effect size	-	0.11	0.12	-	0.04	0.11	-	0.15	0.13	
Apply mathematical concepts and computational thinking										
Frequently	31.1%	33.3%	32.8%	38.2%	41.5%	40.1%	27.7%	28.3%	27.2%	
Occasionally	33.1%	30.9%	30.7%	32.7%	31.2%	31.1%	33.7%	30.5%	30.3%	
Not at all	35.8%	35.8%	36.5%	29.1%	27.3%	28.8%	38.6%	41.3%	42.5%	
Total(n)	148	660	3,358	55	253	1,411	83	361	1,736	
Mean	1.95	1.98	1.96	2.09	2.14	2.11	1.89	1.87	1.85	
Standard deviation	0.82	0.83	0.83	0.82	0.82	0.82	0.81	0.82	0.82	
Significance	-			-			-			
Effect size	-	-0.04	-0.01	-	-0.06	-0.02	-	0.02	0.05	
In how many of the courses that you teach do you use each of the following?										
Class discussions										
All	62.3%	70.2%	71.1%	59.3%	70.3%	65.5%	64.6%	70.0%	75.8%	Student-Centered Pedagogy
Most	21.9%	17.5%	15.5%	25.9%	15.0%	16.8%	20.7%	19.0%	14.3%	
Some	13.0%	11.1%	11.1%	11.1%	14.2%	14.9%	13.4%	9.1%	7.7%	
None	2.7%	1.2%	2.4%	3.7%	0.4%	2.8%	1.2%	2.0%	2.1%	
Total(n)	146	641	3,273	54	246	1,379	82	353	1,693	
Mean	3.44	3.57	3.55	3.41	3.55	3.45	3.49	3.57	3.64	
Standard deviation	0.82	0.74	0.78	0.84	0.75	0.84	0.77	0.74	0.72	
Significance	-			-			-			
Effect size	-	-0.18	-0.14	-	-0.19	-0.05	-	-0.11	-0.21	
Cooperative learning (small groups)										
All	38.4%	44.9%	52.9%	30.2%	36.6%	42.1%	42.2%	49.7%	61.7%	Student-Centered Pedagogy
Most	29.5%	18.8%	19.5%	32.1%	20.3%	21.5%	31.3%	19.2%	18.0%	
Some	21.2%	29.7%	21.0%	24.5%	35.4%	27.5%	20.5%	25.4%	15.7%	
None	11.0%	6.5%	6.6%	13.2%	7.7%	8.9%	6.0%	5.6%	4.5%	
Total(n)	146	643	3,267	53	246	1,369	83	354	1,698	
Mean	2.95	3.02	3.19	2.79	2.86	2.97	3.10	3.13	3.37	
Standard deviation	1.02	1.00	0.98	1.03	1.01	1.03	0.93	0.98	0.91	
Significance	-		**	-			-		**	
Effect size	-	-0.07	-0.24	-	-0.07	-0.17	-	-0.03	-0.30	
Experiential learning/Field studies										
All	15.0%	14.1%	17.2%	18.5%	13.6%	14.8%	9.6%	14.1%	18.6%	Student-Centered Pedagogy
Most	12.9%	14.6%	15.5%	11.1%	13.2%	14.0%	15.7%	15.8%	16.6%	
Some	30.6%	35.6%	32.8%	27.8%	38.4%	33.5%	32.5%	33.9%	32.1%	
None	41.5%	35.7%	34.5%	42.6%	34.7%	37.7%	42.2%	36.2%	32.6%	
Total(n)	147	638	3,277	54	242	1,375	83	354	1,700	
Mean	2.01	2.07	2.15	2.06	2.06	2.06	1.93	2.08	2.21	
Standard deviation	1.07	1.03	1.08	1.14	1.01	1.05	0.99	1.04	1.09	
Significance	-			-			-		*	
Effect size	-	-0.06	-0.13	-	0.00	0.00	-	-0.14	-0.26	

Performances/Demonstrations										
All	21.9%	20.0%	21.3%	24.1%	18.8%	19.0%	18.1%	20.7%	22.6%	
Most	12.3%	16.9%	16.9%	3.7%	12.7%	16.1%	18.1%	18.7%	17.3%	
Some	28.8%	28.8%	26.2%	37.0%	32.7%	27.7%	25.3%	26.3%	25.0%	
None	37.0%	34.3%	35.7%	35.2%	35.9%	37.1%	38.6%	34.3%	35.1%	
Total(n)	146	639	3,281	54	245	1,382	83	353	1,697	
Mean	2.19	2.23	2.24	2.17	2.14	2.17	2.16	2.26	2.28	
Standard deviation	1.16	1.12	1.15	1.16	1.11	1.12	1.13	1.14	1.16	
Significance	-			-			-			
Effect size	-	-0.04	-0.04	-	0.03	0.00	-	-0.09	-0.10	
In how many of the courses that you teach do you use each of the following?										
Group projects										
All	16.4%	21.6%	26.9%	17.0%	22.4%	23.3%	14.5%	21.3%	29.5%	
Most	21.2%	20.9%	21.3%	17.0%	17.9%	22.3%	25.3%	22.8%	21.1%	
Some	37.7%	36.3%	33.0%	41.5%	37.8%	34.2%	37.3%	36.0%	31.9%	
None	24.7%	21.2%	18.8%	24.5%	22.0%	20.2%	22.9%	19.9%	17.4%	
Total(n)	146	645	3,302	53	246	1,387	83	356	1,709	
Mean	2.29	2.43	2.56	2.26	2.41	2.49	2.31	2.46	2.63	
Standard deviation	1.02	1.05	1.08	1.02	1.06	1.06	0.99	1.04	1.08	
Significance	-		**	-			-		**	
Effect size	-	-0.13	-0.25	-	-0.14	-0.22	-	-0.14	-0.30	
Extensive lecturing										
All	18.5%	20.0%	17.2%	24.1%	24.7%	23.6%	14.6%	15.9%	12.0%	
Most	21.2%	25.8%	25.0%	25.9%	30.0%	29.3%	20.7%	22.4%	20.9%	
Some	37.0%	35.6%	37.0%	31.5%	35.4%	34.6%	40.2%	37.1%	39.7%	
None	23.3%	18.6%	20.7%	18.5%	9.9%	12.5%	24.4%	24.6%	27.4%	
Total(n)	146	640	3,291	54	243	1,380	82	353	1,704	
Mean	2.35	2.47	2.39	2.56	2.70	2.64	2.26	2.29	2.18	
Standard deviation	1.03	1.01	1.00	1.06	0.95	0.98	0.99	1.01	0.97	
Significance	-			-			-			
Effect size	-	-0.12	-0.04	-	-0.15	-0.08	-	-0.03	0.08	
Multiple drafts of written work										
All	12.4%	13.8%	14.8%	11.3%	9.3%	12.2%	11.0%	16.7%	17.0%	
Most	18.6%	19.4%	19.5%	9.4%	22.3%	18.9%	26.8%	17.6%	20.1%	
Some	34.5%	42.6%	40.6%	35.8%	47.0%	42.4%	34.1%	39.7%	38.8%	
None	34.5%	24.1%	25.1%	43.4%	21.5%	26.5%	28.0%	26.1%	24.1%	
Total(n)	145	643	3,300	53	247	1,388	82	353	1,707	
Mean	2.09	2.23	2.24	1.89	2.19	2.17	2.21	2.25	2.30	
Standard deviation	1.01	0.97	0.99	0.99	0.88	0.96	0.98	1.02	1.02	
Significance	-			-	*	*	-			
Effect size	-	-0.14	-0.15	-	-0.34	-0.29	-	-0.04	-0.09	
Reflective writing/Journaling										
All	10.3%	14.9%	16.1%	9.3%	7.3%	10.3%	9.8%	19.9%	20.5%	
Most	17.1%	17.4%	15.9%	5.6%	13.8%	11.9%	25.6%	19.6%	19.1%	
Some	35.6%	32.9%	32.4%	31.5%	34.1%	32.3%	41.5%	32.2%	32.4%	
None	37.0%	34.9%	35.6%	53.7%	44.7%	45.5%	23.2%	28.3%	28.0%	
Total(n)	146	645	3,301	54	246	1,382	82	357	1,715	
										Student-Centered Pedagogy
										Student-Centered Pedagogy

Mean	2.01	2.12	2.13	1.70	1.84	1.87	2.22	2.31	2.32	Pedagogy
Standard deviation	0.98	1.05	1.07	0.94	0.92	0.99	0.92	1.09	1.09	
Significance	-			-			-			
Effect size	-	-0.10	-0.11	-	-0.15	-0.17	-	-0.08	-0.09	
Community service as part of coursework										
All	2.1%	4.8%	3.8%	3.7%	4.5%	3.1%	1.2%	5.1%	4.2%	Civic Minded Practice
Most	2.1%	7.5%	6.3%	3.7%	4.5%	3.5%	0.0%	9.6%	8.4%	
Some	27.4%	21.5%	21.4%	22.2%	19.6%	17.8%	29.3%	22.0%	24.2%	
None	68.5%	66.3%	68.5%	70.4%	71.4%	75.6%	69.5%	63.4%	63.2%	
Total(n)	146	643	3,294	54	245	1,385	82	355	1,706	
Mean	1.38	1.51	1.45	1.41	1.42	1.34	1.33	1.56	1.54	
Standard deviation	0.63	0.83	0.78	0.74	0.78	0.69	0.55	0.86	0.82	
Significance	-			-			-	*	*	
Effect size	-	-0.16	-0.09	-	-0.01	0.10	-	-0.27	-0.26	
Electronic quizzes with immediate feedback in class										
All	21.8%	20.0%	12.5%	18.5%	16.6%	11.2%	25.3%	22.2%	13.4%	
Most	15.6%	19.5%	13.7%	16.7%	23.1%	13.7%	15.7%	17.1%	14.1%	
Some	29.3%	23.4%	23.1%	27.8%	22.7%	21.4%	31.3%	24.2%	24.7%	
None	33.3%	37.2%	50.7%	37.0%	37.7%	53.7%	27.7%	36.5%	47.8%	
Total(n)	147	646	3,303	54	247	1,390	83	356	1,710	
Mean	2.26	2.22	1.88	2.17	2.19	1.82	2.39	2.25	1.93	
Standard deviation	1.14	1.15	1.06	1.13	1.11	1.05	1.15	1.17	1.07	
Significance	-		***	-		*	-		***	
Effect size	-	0.03	0.36	-	-0.02	0.33	-	0.12	0.43	
Real-life problems										
All	45.9%	41.0%	41.1%	38.9%	30.4%	31.7%	48.8%	47.9%	47.7%	
Most	24.0%	28.1%	28.0%	25.9%	30.8%	30.7%	25.6%	26.1%	25.7%	
Some	22.6%	24.1%	23.1%	24.1%	31.6%	27.5%	20.7%	19.3%	20.2%	
None	7.5%	6.8%	7.8%	11.1%	7.3%	10.1%	4.9%	6.7%	6.4%	
Total(n)	146	648	3,307	54	247	1,389	82	357	1,711	
Mean	3.08	3.03	3.02	2.93	2.84	2.84	3.18	3.15	3.15	
Standard deviation	0.99	0.96	0.98	1.04	0.94	0.99	0.93	0.96	0.96	
Significance	-			-			-			
Effect size	-	0.05	0.06	-	0.10	0.09	-	0.03	0.03	
In how many of the courses that you teach do you use each of the following?										
Student inquiry to drive learning										
All	28.3%	30.4%	33.8%	24.1%	24.7%	28.0%	29.3%	35.1%	37.9%	Student-Centered Pedagogy
Most	30.3%	30.2%	28.2%	27.8%	29.1%	27.0%	32.9%	30.6%	29.0%	
Some	29.7%	30.4%	28.8%	29.6%	38.5%	33.7%	30.5%	24.4%	25.3%	
None	11.7%	9.0%	9.2%	18.5%	7.7%	11.3%	7.3%	9.8%	7.8%	
Total(n)	145	645	3,297	54	247	1,384	82	356	1,708	
Mean	2.75	2.82	2.87	2.57	2.71	2.72	2.84	2.91	2.97	
Standard deviation	1.00	0.97	0.99	1.06	0.93	1.00	0.94	0.99	0.97	
Significance	-			-			-			
Effect size	-	-0.07	-0.12	-	-0.15	-0.15	-	-0.07	-0.13	
Readings on racial and ethnic issues										
All	20.0%	20.4%	20.8%	9.6%	13.1%	14.3%	25.3%	25.4%	25.5%	

Most	15.9%	12.7%	13.2%	5.8%	12.7%	10.3%	21.7%	12.7%	15.4%	
Some	24.1%	31.0%	28.1%	32.7%	28.7%	27.0%	20.5%	31.5%	28.9%	
None	40.0%	35.9%	37.9%	51.9%	45.5%	48.5%	32.5%	30.3%	30.2%	
Total(n)	145	632	3,237	52	244	1,365	83	346	1,672	
Mean	2.16	2.18	2.17	1.73	1.93	1.90	2.40	2.33	2.36	
Standard deviation	1.16	1.13	1.15	0.95	1.05	1.07	1.19	1.16	1.16	
Significance	-			-			-			
Effect size	-	-0.02	-0.01	-	-0.19	-0.16	-	0.06	0.03	
Readings on women or gender issues										
All	15.1%	14.9%	17.6%	8.0%	8.1%	12.4%	19.0%	19.1%	21.0%	
Most	15.1%	11.0%	11.3%	8.0%	11.9%	9.0%	20.3%	10.9%	13.3%	
Some	21.6%	29.6%	27.1%	22.0%	25.8%	24.4%	24.1%	30.5%	29.2%	
None	48.2%	44.5%	44.0%	62.0%	54.2%	54.3%	36.7%	39.6%	36.5%	
Total(n)	139	618	3,167	50	236	1,327	79	341	1,646	
Mean	1.97	1.96	2.03	1.62	1.74	1.79	2.22	2.09	2.19	
Standard deviation	1.12	1.07	1.12	0.95	0.96	1.04	1.14	1.12	1.14	
Significance	-			-			-			
Effect size	-	0.01	-0.05	-	-0.13	-0.16	-	0.12	0.03	
Supplemental instruction outside of class and office hours										
All	29.0%	22.0%	19.8%	25.0%	16.0%	16.4%	31.3%	26.2%	22.5%	
Most	20.7%	15.9%	17.4%	19.2%	21.4%	19.3%	20.5%	10.8%	15.3%	
Some	29.0%	38.4%	36.6%	26.9%	41.2%	38.4%	32.5%	37.6%	35.3%	
None	21.4%	23.7%	26.3%	28.8%	21.4%	25.9%	15.7%	25.4%	26.9%	
Total(n)	145	628	3,221	52	243	1,359	83	343	1,662	
Mean	2.57	2.36	2.31	2.40	2.32	2.26	2.67	2.38	2.33	
Standard deviation	1.12	1.07	1.06	1.16	0.99	1.02	1.08	1.13	1.10	
Significance	-	*	**	-			-	*	**	
Effect size	-	0.20	0.25	-	0.08	0.14	-	0.26	0.31	
In how many of the courses that you teach do you use each of the following?										
Student presentations										
All	17.2%	26.0%	28.6%	15.4%	18.5%	21.4%	16.9%	30.7%	34.2%	
Most	29.0%	24.8%	25.4%	25.0%	26.7%	25.7%	34.9%	24.4%	25.8%	
Some	40.0%	36.9%	33.9%	42.3%	39.5%	39.3%	38.6%	34.4%	29.5%	
None	13.8%	12.3%	12.0%	17.3%	15.2%	13.6%	9.6%	10.6%	10.5%	
Total(n)	145	634	3,248	52	243	1,365	83	349	1,680	
Mean	2.50	2.65	2.71	2.38	2.49	2.55	2.59	2.75	2.84	
Standard deviation	0.94	1.00	1.01	0.95	0.96	0.97	0.88	1.01	1.02	
Significance	-		*	-			-		*	
Effect size	-	-0.15	-0.21	-	-0.11	-0.18	-	-0.16	-0.25	
Student evaluations of each others' work										
All	9.7%	11.6%	15.6%	3.8%	9.9%	11.7%	13.3%	13.0%	18.3%	
Most	15.2%	17.9%	18.1%	21.2%	17.3%	16.2%	10.8%	19.3%	20.1%	
Some	41.4%	42.3%	39.9%	42.3%	41.2%	40.6%	42.2%	42.7%	39.5%	
None	33.8%	28.2%	26.5%	32.7%	31.7%	31.5%	33.7%	25.1%	22.1%	
Total(n)	145	631	3,240	52	243	1,362	83	347	1,675	
Mean	2.01	2.13	2.23	1.96	2.05	2.08	2.04	2.20	2.35	
Standard deviation	0.94	0.95	1.01	0.84	0.94	0.97	0.99	0.96	1.02	

Student-Centered Pedagogy

Student-Centered Pedagogy

Significance	-		*	-			-		**	
Effect size	-	-0.13	-0.22	-	-0.10	-0.12	-	-0.17	-0.30	
Grading on a curve										
All	7.6%	6.5%	6.0%	11.5%	10.8%	8.1%	6.0%	4.3%	4.6%	
Most	6.2%	8.8%	7.8%	7.7%	12.9%	10.5%	4.8%	5.8%	5.7%	
Some	20.7%	22.9%	20.7%	25.0%	25.8%	23.3%	16.9%	20.5%	18.4%	
None	65.5%	61.8%	65.5%	55.8%	50.4%	58.1%	72.3%	69.4%	71.3%	
Total(n)	145	628	3,228	52	240	1,358	83	346	1,670	
Mean	1.56	1.60	1.54	1.75	1.84	1.69	1.45	1.45	1.44	
Standard deviation	0.91	0.90	0.87	1.03	1.02	0.95	0.84	0.79	0.80	
Significance	-			-			-			
Effect size	-	-0.04	0.02	-	-0.09	0.06	-	0.00	0.01	
Rubric-based assessment										
All	45.5%	46.9%	46.0%	26.9%	36.2%	35.4%	55.4%	53.6%	54.6%	
Most	24.8%	26.4%	25.8%	26.9%	29.2%	30.0%	25.3%	24.2%	22.5%	
Some	20.7%	19.3%	20.2%	32.7%	24.3%	23.7%	13.3%	16.7%	17.2%	
None	9.0%	7.4%	8.0%	13.5%	10.3%	10.9%	6.0%	5.5%	5.7%	
Total(n)	145	633	3,236	52	243	1,360	83	347	1,673	
Mean	3.07	3.13	3.10	2.67	2.91	2.90	3.30	3.26	3.26	
Standard deviation	1.01	0.97	0.99	1.02	1.01	1.01	0.92	0.93	0.94	
Significance	-			-			-			
Effect size	-	-0.06	-0.03	-	-0.24	-0.23	-	0.04	0.04	
Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions)										
All	20.3%	13.0%	13.0%	13.5%	8.6%	9.6%	24.7%	16.4%	15.8%	
Most	16.1%	18.5%	16.7%	17.3%	17.3%	15.6%	14.8%	19.0%	17.5%	
Some	37.8%	37.0%	36.8%	40.4%	38.3%	36.9%	37.0%	35.3%	36.5%	
None	25.9%	31.5%	33.5%	28.8%	35.8%	37.9%	23.5%	29.3%	30.3%	
Total(n)	143	632	3,238	52	243	1,363	81	348	1,675	
Mean	2.31	2.13	2.09	2.15	1.99	1.97	2.41	2.22	2.19	
Standard deviation	1.07	1.00	1.01	1.00	0.94	0.96	1.10	1.04	1.04	
Significance	-		*	-			-			
Effect size	-	0.18	0.22	-	0.17	0.19	-	0.18	0.21	
How frequently do you incorporate the following forms of technology into your courses?										
Videos or podcasts										
Frequently	49.3%	50.6%	49.6%	39.6%	44.4%	42.5%	54.2%	54.9%	55.0%	
Occasionally	45.2%	40.5%	40.8%	52.8%	44.4%	45.3%	42.2%	37.9%	37.9%	
Not at all	5.5%	8.9%	9.5%	7.5%	11.3%	12.2%	3.6%	7.2%	7.2%	
Total(n)	146	629	3,240	53	239	1,357	83	346	1,677	
Mean	2.44	2.42	2.40	2.32	2.33	2.30	2.51	2.48	2.48	
Standard deviation	0.60	0.65	0.66	0.61	0.67	0.67	0.57	0.63	0.63	
Significance	-			-			-			
Effect size	-	0.03	0.06	-	-0.01	0.03	-	0.05	0.05	
Simulations/animations										
Frequently	26.8%	25.3%	22.1%	26.5%	19.8%	19.9%	26.5%	29.9%	23.6%	

Occasionally	40.1%	39.7%	41.4%	34.7%	46.4%	44.1%	45.8%	35.1%	39.2%	
Not at all	33.1%	35.0%	36.5%	38.8%	33.8%	35.9%	27.7%	35.1%	37.2%	
Total(n)	142	625	3,195	49	237	1,344	83	345	1,654	
Mean	1.94	1.90	1.86	1.88	1.86	1.84	1.99	1.95	1.86	
Standard deviation	0.77	0.77	0.75	0.81	0.72	0.73	0.74	0.81	0.77	
Significance	-			-			-			
Effect size	-	0.05	0.11	-	0.03	0.05	-	0.05	0.17	
Online homework or virtual labs										
Frequently	49.3%	47.8%	38.6%	45.3%	45.5%	37.6%	49.4%	49.3%	39.7%	
Occasionally	32.2%	34.6%	33.8%	34.0%	36.8%	32.8%	31.3%	32.9%	34.2%	
Not at all	18.5%	17.6%	27.6%	20.8%	17.8%	29.6%	19.3%	17.9%	26.1%	
Total(n)	146	630	3,240	53	242	1,362	83	347	1,676	
Mean	2.31	2.30	2.11	2.25	2.28	2.08	2.30	2.31	2.14	
Standard deviation	0.77	0.75	0.81	0.78	0.75	0.82	0.78	0.76	0.80	
Significance	-		**	-			-			
Effect size	-	0.01	0.25	-	-0.04	0.21	-	-0.01	0.20	
Online discussion boards										
Frequently	31.7%	42.8%	28.3%	22.6%	40.3%	24.2%	37.8%	44.5%	31.2%	
Occasionally	40.0%	36.1%	36.4%	39.6%	35.7%	34.5%	41.5%	36.4%	38.5%	
Not at all	28.3%	21.0%	35.4%	37.7%	23.9%	41.3%	20.7%	19.1%	30.3%	
Total(n)	145	628	3,226	53	238	1,355	82	346	1,665	
Mean	2.03	2.22	1.93	1.85	2.16	1.83	2.17	2.25	2.01	
Standard deviation	0.78	0.77	0.79	0.77	0.79	0.79	0.75	0.76	0.78	
Significance	-	**		-	**		-			
Effect size	-	-0.25	0.13	-	-0.39	0.03	-	-0.11	0.21	
Audience response systems to gauge students' understanding (e.g., clickers)										
Frequently	6.3%	11.5%	8.6%	5.8%	8.3%	7.9%	6.1%	13.1%	9.4%	
Occasionally	23.6%	26.2%	21.1%	23.1%	22.4%	17.9%	23.2%	28.8%	24.2%	
Not at all	70.1%	62.3%	70.3%	71.2%	69.3%	74.2%	70.7%	58.1%	66.4%	
Total(n)	144	626	3,235	52	241	1,364	82	344	1,668	
Mean	1.36	1.49	1.38	1.35	1.39	1.34	1.35	1.55	1.43	
Standard deviation	0.60	0.69	0.64	0.59	0.64	0.62	0.60	0.71	0.66	
Significance	-	*		-			-	*		
Effect size	-	-0.19	-0.03	-	-0.06	0.02	-	-0.28	-0.12	
Please indicate the extent to which you agree it is your role to:										
Encourage students to become agents of social change										
Strongly agree	44.4%	46.9%	45.4%	26.9%	39.0%	33.8%	58.0%	51.4%	54.2%	Civic Minded Values
Somewhat agree	37.3%	40.0%	39.3%	40.4%	42.8%	44.6%	34.6%	38.7%	36.2%	
Somewhat disagree	12.0%	8.3%	9.7%	17.3%	11.0%	13.8%	7.4%	7.2%	6.5%	
Strongly disagree	6.3%	4.8%	5.6%	15.4%	7.2%	7.9%	0.0%	2.6%	3.1%	
Total(n)	142	623	3,187	52	236	1,336	81	346	1,654	
Mean	3.20	3.29	3.24	2.79	3.14	3.04	3.51	3.39	3.42	
Standard deviation	0.89	0.81	0.85	1.02	0.88	0.89	0.63	0.73	0.75	
Significance	-			-	*	*	-			
Effect size	-	-0.11	-0.05	-	-0.40	-0.28	-	0.16	0.12	
Prepare students for employment after college										
Strongly agree	84.5%	79.6%	77.1%	84.3%	75.8%	72.1%	86.6%	82.5%	81.5%	

Somewhat agree	15.5%	19.0%	20.3%	15.7%	22.0%	24.5%	13.4%	16.9%	16.7%	
Somewhat disagree	0.0%	1.3%	2.2%	0.0%	2.1%	2.8%	0.0%	0.3%	1.4%	
Strongly disagree	0.0%	0.2%	0.5%	0.0%	0.0%	0.5%	0.0%	0.3%	0.4%	
Total(n)	142	627	3,192	51	236	1,334	82	349	1,660	
Mean	3.85	3.78	3.74	3.84	3.74	3.68	3.87	3.82	3.79	
Standard deviation	0.36	0.46	0.51	0.37	0.49	0.55	0.34	0.42	0.47	
Significance	-		*	-		*	-			
Effect size	-	0.15	0.22	-	0.20	0.29	-	0.12	0.17	
Prepare students for graduate or advanced education										
Strongly agree	58.7%	63.7%	59.8%	51.0%	61.8%	56.6%	62.2%	66.5%	62.5%	
Somewhat agree	35.0%	32.6%	35.7%	43.1%	36.1%	38.9%	31.7%	29.5%	33.2%	
Somewhat disagree	4.2%	3.2%	3.9%	3.9%	1.7%	3.7%	3.7%	3.4%	3.9%	
Strongly disagree	2.1%	0.5%	0.6%	2.0%	0.4%	0.8%	2.4%	0.6%	0.5%	
Total(n)	143	628	3,195	51	238	1,340	82	349	1,657	
Mean	3.50	3.60	3.55	3.43	3.59	3.51	3.54	3.62	3.58	
Standard deviation	0.68	0.58	0.60	0.67	0.55	0.61	0.69	0.58	0.59	
Significance	-			-			-			
Effect size	-	-0.17	-0.08	-	-0.29	-0.13	-	-0.14	-0.07	
Develop students' moral character										
Strongly agree	40.3%	41.7%	39.5%	30.8%	37.0%	35.0%	48.2%	43.8%	42.5%	Undergraduate Education Goal: Personal Development
Somewhat agree	47.2%	46.7%	47.6%	55.8%	47.1%	49.3%	39.8%	47.6%	47.0%	
Somewhat disagree	11.8%	8.9%	10.3%	11.5%	11.8%	11.9%	12.0%	7.4%	9.1%	
Strongly disagree	0.7%	2.7%	2.6%	1.9%	4.2%	3.7%	0.0%	1.1%	1.4%	
Total(n)	144	629	3,201	52	238	1,342	83	349	1,661	
Mean	3.27	3.27	3.24	3.15	3.17	3.16	3.36	3.34	3.31	
Standard deviation	0.69	0.73	0.74	0.70	0.79	0.77	0.69	0.67	0.69	
Significance	-			-			-			
Effect size	-	0.00	0.04	-	-0.03	-0.01	-	0.03	0.07	
Provide for students' emotional development										
Strongly agree	31.9%	36.6%	35.2%	19.2%	31.4%	28.3%	40.2%	38.3%	40.1%	Undergraduate Education Goal: Personal Development
Somewhat agree	45.8%	47.4%	46.7%	51.9%	48.3%	48.2%	41.5%	48.7%	46.2%	
Somewhat disagree	17.4%	12.5%	14.5%	21.2%	15.3%	17.7%	15.9%	10.7%	11.8%	
Strongly disagree	4.9%	3.5%	3.7%	7.7%	5.1%	5.8%	2.4%	2.3%	1.9%	
Total(n)	144	626	3,193	52	236	1,338	82	347	1,655	
Mean	3.05	3.17	3.13	2.83	3.06	2.99	3.20	3.23	3.24	
Standard deviation	0.83	0.78	0.79	0.83	0.82	0.83	0.79	0.73	0.73	
Significance	-			-			-			
Effect size	-	-0.15	-0.10	-	-0.28	-0.19	-	-0.04	-0.05	
Please indicate the extent to which you agree it is your role to:										
Help students develop personal values										
Strongly agree	37.2%	40.7%	40.4%	25.0%	39.7%	35.6%	47.0%	39.7%	43.8%	Undergraduate Education Goal: Personal Development
Somewhat agree	47.6%	47.4%	46.1%	50.0%	44.4%	48.0%	43.4%	51.3%	45.1%	
Somewhat disagree	13.1%	9.4%	11.0%	23.1%	11.7%	12.4%	8.4%	7.8%	9.9%	
Strongly disagree	2.1%	2.6%	2.5%	1.9%	4.2%	4.0%	1.2%	1.2%	1.1%	
Total(n)	145	627	3,192	52	239	1,341	83	345	1,655	
Mean	3.20	3.26	3.24	2.98	3.20	3.15	3.36	3.30	3.32	
Standard deviation	0.74	0.73	0.75	0.75	0.80	0.79	0.69	0.66	0.70	

Significance	-			-			-			
Effect size	-	-0.08	-0.05	-	-0.28	-0.22	-	0.09	0.06	
Enhance students' knowledge of and appreciation for other racial/ethnic groups										
Strongly agree	50.0%	51.8%	52.3%	32.7%	41.8%	40.2%	63.4%	58.0%	61.7%	Civic Minded Values
Somewhat agree	40.3%	36.9%	35.3%	48.1%	41.8%	41.8%	32.9%	34.2%	31.3%	
Somewhat disagree	6.3%	8.3%	8.4%	13.5%	11.3%	11.6%	1.2%	6.3%	5.7%	
Strongly disagree	3.5%	3.0%	4.0%	5.8%	5.0%	6.5%	2.4%	1.4%	1.4%	
Total(n)	144	628	3,198	52	239	1,341	82	348	1,660	
Mean	3.37	3.37	3.36	3.08	3.21	3.16	3.57	3.49	3.53	
Standard deviation	0.75	0.76	0.80	0.84	0.83	0.87	0.65	0.68	0.67	
Significance	-			-			-			
Effect size	-	0.00	0.01	-	-0.16	-0.09	-	0.12	0.06	
Promote students' ability to write effectively										
Strongly agree	65.3%	70.0%	70.7%	63.5%	66.5%	67.0%	65.9%	71.7%	73.7%	
Somewhat agree	30.6%	25.5%	24.9%	26.9%	29.7%	28.4%	34.1%	23.7%	22.0%	
Somewhat disagree	3.5%	3.5%	3.4%	7.7%	2.5%	3.3%	0.0%	4.0%	3.5%	
Strongly disagree	0.7%	1.0%	1.1%	1.9%	1.3%	1.3%	0.0%	0.6%	0.8%	
Total(n)	144	631	3,198	52	239	1,341	82	350	1,660	
Mean	3.60	3.65	3.65	3.52	3.62	3.61	3.66	3.67	3.68	
Standard deviation	0.59	0.60	0.60	0.73	0.60	0.62	0.48	0.58	0.58	
Significance	-			-			-			
Effect size	-	-0.08	-0.08	-	-0.17	-0.15	-	-0.02	-0.03	
Encourage respect for different beliefs										
Strongly agree	73.6%	71.1%	70.7%	55.8%	61.8%	59.6%	85.4%	76.8%	79.4%	Undergraduate Education Goal: Personal Development
Somewhat agree	22.2%	24.9%	24.3%	34.6%	31.9%	32.8%	13.4%	20.6%	17.7%	
Somewhat disagree	3.5%	2.5%	3.4%	7.7%	3.4%	4.9%	1.2%	2.3%	2.5%	
Strongly disagree	0.7%	1.4%	1.6%	1.9%	2.9%	2.7%	0.0%	0.3%	0.5%	
Total(n)	144	630	3,201	52	238	1,340	82	349	1,662	
Mean	3.69	3.66	3.64	3.44	3.53	3.49	3.84	3.74	3.76	
Standard deviation	0.57	0.60	0.63	0.73	0.70	0.71	0.40	0.51	0.51	
Significance	-			-			-			
Effect size	-	0.05	0.08	-	-0.13	-0.07	-	0.20	0.16	
Please indicate your agreement with each of the following statements:										
The chief benefit of a college education is that it increases one's earning power										
Strongly agree	17.6%	24.8%	17.6%	17.3%	27.4%	19.3%	17.3%	22.0%	16.2%	
Somewhat agree	54.2%	51.6%	49.9%	59.6%	50.6%	46.0%	51.9%	52.8%	52.9%	
Somewhat disagree	20.4%	19.6%	23.7%	15.4%	17.3%	23.7%	22.2%	22.3%	24.2%	
Strongly disagree	7.7%	3.9%	8.8%	7.7%	4.6%	11.0%	8.6%	3.0%	6.8%	
Total(n)	142	616	3,132	52	237	1,323	81	337	1,613	
Mean	2.82	2.97	2.76	2.87	3.01	2.74	2.78	2.94	2.78	
Standard deviation	0.81	0.78	0.84	0.79	0.80	0.89	0.84	0.75	0.79	
Significance	-	*		-			-			
Effect size	-	-0.19	0.07	-	-0.18	0.15	-	-0.21	0.00	

Please indicate your agreement with each of the following statements:										
A racially/ethnically diverse student body enhances the educational experience of all students										
Strongly agree	77.5%	76.9%	77.6%	67.3%	68.5%	69.2%	86.4%	83.6%	86.1%	
Somewhat agree	19.7%	21.1%	19.5%	28.8%	28.2%	26.2%	12.3%	15.8%	13.1%	
Somewhat disagree	2.1%	1.6%	2.0%	1.9%	2.5%	3.0%	1.2%	0.6%	0.6%	
Strongly disagree	0.7%	0.3%	0.9%	1.9%	0.8%	1.7%	0.0%	0.0%	0.2%	
Total(n)	142	620	3,137	52	238	1,322	81	341	1,621	
Mean	3.74	3.75	3.74	3.62	3.64	3.63	3.85	3.83	3.85	
Standard deviation	0.53	0.49	0.53	0.63	0.58	0.63	0.39	0.39	0.39	
Significance	-			-			-			
Effect size	-	-0.02	0.00	-	-0.03	-0.02	-	0.05	0.00	
Colleges have a responsibility to work with their surrounding communities to address local issues										
Strongly agree	59.4%	64.7%	61.7%	50.0%	59.9%	54.0%	67.1%	67.2%	68.4%	Civic Minded Values
Somewhat agree	37.1%	32.3%	34.1%	40.4%	35.0%	39.6%	32.9%	31.4%	29.3%	
Somewhat disagree	2.8%	2.7%	3.4%	7.7%	4.6%	5.0%	0.0%	1.5%	2.0%	
Strongly disagree	0.7%	0.3%	0.8%	1.9%	0.4%	1.4%	0.0%	0.0%	0.2%	
Total(n)	143	620	3,141	52	237	1,323	82	341	1,619	
Mean	3.55	3.61	3.57	3.38	3.54	3.46	3.67	3.66	3.66	
Standard deviation	0.59	0.56	0.60	0.72	0.61	0.66	0.47	0.51	0.53	
Significance	-			-			-			
Effect size	-	-0.11	-0.03	-	-0.26	-0.12	-	0.02	0.02	
Please indicate your agreement with each of the following statements:										
Private funding sources often prevent researchers from being completely objective in the conduct of their work										
Strongly agree	10.0%	14.0%	15.3%	13.7%	13.9%	15.2%	7.5%	13.9%	15.3%	
Somewhat agree	50.0%	45.3%	47.8%	41.2%	45.1%	47.1%	55.0%	45.8%	48.5%	
Somewhat disagree	32.9%	33.6%	29.6%	43.1%	33.3%	30.4%	26.3%	33.4%	29.2%	
Strongly disagree	7.1%	7.1%	7.3%	2.0%	7.6%	7.3%	11.3%	6.9%	7.0%	
Total(n)	140	607	3,082	51	237	1,309	80	332	1,584	
Mean	2.63	2.66	2.71	2.67	2.65	2.70	2.59	2.67	2.72	
Standard deviation	0.76	0.80	0.81	0.74	0.81	0.81	0.79	0.80	0.80	
Significance	-			-			-			
Effect size	-	-0.04	-0.10	-	0.02	-0.04	-	-0.10	-0.16	
I try to dispel perceptions of competition in my classroom										
Strongly agree	33.1%	31.3%	33.8%	26.9%	19.0%	25.3%	38.3%	39.0%	40.0%	
Somewhat agree	38.7%	42.3%	42.0%	30.8%	45.1%	42.6%	45.7%	40.5%	42.2%	
Somewhat disagree	22.5%	21.3%	19.3%	34.6%	27.4%	24.5%	13.6%	17.4%	15.3%	
Strongly disagree	5.6%	5.1%	4.8%	7.7%	8.4%	7.6%	2.5%	3.0%	2.4%	
Total(n)	142	610	3,077	52	237	1,300	81	333	1,586	
Mean	2.99	3.00	3.05	2.77	2.75	2.86	3.20	3.16	3.20	
Standard deviation	0.89	0.85	0.85	0.94	0.86	0.88	0.77	0.81	0.78	
Significance	-			-			-			
Effect size	-	-0.01	-0.07	-	0.02	-0.10	-	0.05	0.00	

Students' use of personal devices and laptops in the classroom serve as more of distraction than an educational resource									
Strongly agree	9.0%	16.8%	19.3%	11.5%	21.1%	21.4%	8.4%	13.8%	17.6%
Somewhat agree	30.6%	36.7%	35.7%	23.1%	33.3%	36.6%	31.3%	38.5%	35.0%
Somewhat disagree	36.8%	30.9%	31.0%	44.2%	30.4%	28.8%	34.9%	31.2%	32.8%
Strongly disagree	23.6%	15.7%	14.0%	21.2%	15.2%	13.2%	25.3%	16.5%	14.6%
Total(n)	144	619	3,125	52	237	1,317	83	340	1,613
Mean	2.25	2.55	2.60	2.25	2.60	2.66	2.23	2.50	2.56
Standard deviation	0.92	0.95	0.95	0.93	0.98	0.96	0.93	0.93	0.94
Significance	-	***	***	-	*	**	-	*	**
Effect size	-	-0.32	-0.37	-	-0.36	-0.43	-	-0.29	-0.35
I feel I have the skills to facilitate conversation about diversity issues in the classroom									
Strongly agree	39.9%	41.5%	38.4%	40.4%	38.1%	34.0%	41.5%	42.2%	40.8%
Somewhat agree	46.2%	42.6%	41.8%	40.4%	45.3%	40.9%	46.3%	41.9%	43.3%
Somewhat disagree	9.8%	12.7%	15.3%	9.6%	11.9%	18.1%	11.0%	13.3%	13.4%
Strongly disagree	4.2%	3.3%	4.5%	9.6%	4.7%	7.0%	1.2%	2.7%	2.4%
Total(n)	143	615	3,116	52	236	1,315	82	339	1,608
Mean	3.22	3.22	3.14	3.12	3.17	3.02	3.28	3.24	3.23
Standard deviation	0.79	0.79	0.84	0.94	0.81	0.89	0.71	0.78	0.77
Significance	-			-			-		
Effect size	-	0.00	0.10	-	-0.06	0.11	-	0.05	0.06
I achieve a healthy balance between my personal life and my professional life									
Strongly agree	25.9%	26.9%	24.2%	28.8%	32.2%	25.7%	22.0%	23.3%	22.5%
Somewhat agree	39.9%	39.1%	40.2%	36.5%	42.8%	41.3%	42.7%	37.8%	39.6%
Somewhat disagree	21.7%	25.0%	23.9%	26.9%	19.1%	22.8%	18.3%	28.6%	25.0%
Strongly disagree	12.6%	8.9%	11.7%	7.7%	5.9%	10.2%	17.1%	10.3%	12.9%
Total(n)	143	616	3,130	52	236	1,317	82	339	1,617
Mean	2.79	2.84	2.77	2.87	3.01	2.83	2.70	2.74	2.72
Standard deviation	0.97	0.92	0.95	0.93	0.87	0.93	1.00	0.93	0.95
Significance	-			-			-		
Effect size	-	-0.05	0.02	-	-0.16	0.04	-	-0.04	-0.02
I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar									
Strongly agree	17.1%	25.8%	24.0%	9.6%	20.3%	20.2%	20.0%	28.9%	26.7%
Somewhat agree	36.4%	29.1%	30.8%	32.7%	25.3%	24.9%	40.0%	32.7%	36.1%
Somewhat disagree	24.3%	30.6%	29.5%	25.0%	34.6%	33.3%	22.5%	27.7%	26.2%
Strongly disagree	22.1%	14.5%	15.8%	32.7%	19.8%	21.7%	17.5%	10.7%	10.9%
Total(n)	140	612	3,101	52	237	1,311	80	336	1,599
Mean	2.49	2.66	2.63	2.19	2.46	2.44	2.63	2.80	2.79
Standard deviation	1.02	1.02	1.01	1.01	1.03	1.04	1.00	0.98	0.96
Significance	-			-			-		
Effect size	-	-0.17	-0.14	-	-0.26	-0.24	-	-0.17	-0.17
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:									
This institution has effective hiring practices and policies that increase faculty diversity									
Strongly agree	30.4%	25.3%	21.5%	21.6%	26.5%	24.5%	34.2%	24.9%	18.6%

Somewhat agree	47.1%	45.3%	47.6%	60.8%	45.2%	47.4%	39.2%	44.1%	48.3%	Diversity Climate
Somewhat disagree	15.9%	22.0%	22.2%	15.7%	20.4%	19.5%	16.5%	24.3%	24.6%	
Strongly disagree	6.5%	7.4%	8.7%	2.0%	7.8%	8.5%	10.1%	6.7%	8.5%	
Total(n)	138	596	3,072	51	230	1,312	79	329	1,577	
Mean	3.01	2.89	2.82	3.02	2.90	2.88	2.97	2.87	2.77	
Standard deviation	0.85	0.87	0.87	0.68	0.88	0.88	0.96	0.86	0.85	
Significance	-		*	-			-		*	
Effect size	-	0.14	0.22	-	0.14	0.16	-	0.12	0.24	
Student Affairs staff have the support and respect of faculty										
Strongly agree	39.0%	26.1%	24.8%	28.6%	23.6%	23.9%	44.3%	28.0%	25.2%	
Somewhat agree	49.3%	52.6%	54.9%	59.2%	55.6%	53.7%	44.3%	50.5%	56.6%	
Somewhat disagree	8.1%	18.4%	16.6%	8.2%	18.7%	18.0%	7.6%	17.8%	15.1%	
Strongly disagree	3.7%	2.9%	3.7%	4.1%	2.2%	4.4%	3.8%	3.7%	3.0%	
Total(n)	136	586	3,004	49	225	1,291	79	325	1,538	
Mean	3.24	3.02	3.01	3.12	3.00	2.97	3.29	3.03	3.04	
Standard deviation	0.75	0.75	0.75	0.73	0.72	0.77	0.77	0.78	0.72	
Significance	-	**	***	-			-	**	**	
Effect size	-	0.29	0.31	-	0.17	0.19	-	0.33	0.35	
There is a lot of campus racial conflict here										
Strongly agree	4.3%	4.3%	5.8%	0.0%	2.6%	4.7%	7.6%	5.7%	6.7%	
Somewhat agree	20.3%	11.5%	20.7%	12.0%	10.1%	16.7%	27.8%	12.2%	23.9%	
Somewhat disagree	37.0%	43.8%	43.9%	38.0%	41.7%	42.8%	36.7%	45.2%	45.3%	
Strongly disagree	38.4%	40.4%	29.6%	50.0%	45.6%	35.8%	27.8%	36.9%	24.2%	
Total(n)	138	601	3,067	50	228	1,309	79	336	1,577	
Mean	1.91	1.80	2.03	1.62	1.70	1.90	2.15	1.87	2.13	
Standard deviation	0.87	0.81	0.86	0.70	0.76	0.84	0.92	0.84	0.85	
Significance	-			-		*	-	**		
Effect size	-	0.14	-0.14	-	-0.11	-0.33	-	0.33	0.02	
My research is valued by faculty in my department										
Strongly agree	36.7%	31.2%	29.0%	29.8%	33.5%	29.7%	39.2%	30.7%	28.6%	Respect
Somewhat agree	46.9%	42.8%	45.4%	48.9%	46.3%	46.7%	47.3%	40.8%	44.4%	
Somewhat disagree	9.4%	18.3%	17.0%	10.6%	12.8%	15.6%	9.5%	21.0%	18.4%	
Strongly disagree	7.0%	7.8%	8.6%	10.6%	7.5%	7.9%	4.1%	7.5%	8.6%	
Total(n)	128	580	2,964	47	227	1,274	74	319	1,519	
Mean	3.13	2.97	2.95	2.98	3.06	2.98	3.22	2.95	2.93	
Standard deviation	0.85	0.90	0.89	0.92	0.87	0.88	0.78	0.90	0.90	
Significance	-		*	-			-	*	**	
Effect size	-	0.18	0.20	-	-0.09	0.00	-	0.30	0.32	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
My teaching is valued by faculty in my department										
Strongly agree	61.3%	51.9%	52.5%	54.0%	55.0%	55.1%	66.7%	50.7%	50.8%	Respect
Somewhat agree	30.7%	36.0%	36.6%	38.0%	35.1%	35.3%	25.6%	35.5%	37.2%	
Somewhat disagree	6.6%	8.6%	7.2%	8.0%	6.1%	6.0%	5.1%	10.4%	8.2%	
Strongly disagree	1.5%	3.5%	3.7%	0.0%	3.9%	3.6%	2.6%	3.3%	3.8%	
Total(n)	137	605	3,096	50	231	1,312	78	335	1,595	
Mean	3.52	3.36	3.38	3.46	3.41	3.42	3.56	3.34	3.35	

Standard deviation	0.69	0.78	0.78	0.65	0.77	0.76	0.71	0.79	0.79	
Significance	-	*	*	-			-	*	*	
Effect size	-	0.21	0.18	-	0.06	0.05	-	0.28	0.27	
My service is valued by faculty in my department										
Strongly agree	58.7%	47.8%	46.3%	56.0%	50.0%	47.1%	60.8%	46.3%	45.8%	Respect
Somewhat agree	32.6%	36.6%	38.8%	32.0%	36.5%	38.7%	34.2%	36.4%	39.1%	
Somewhat disagree	7.2%	10.3%	9.4%	12.0%	8.7%	8.9%	3.8%	11.3%	9.7%	
Strongly disagree	1.4%	5.3%	5.5%	0.0%	4.8%	5.3%	1.3%	6.0%	5.4%	
Total(n)	138	604	3,090	50	230	1,309	79	335	1,592	
Mean	3.49	3.27	3.26	3.44	3.32	3.28	3.54	3.23	3.25	
Standard deviation	0.70	0.85	0.84	0.70	0.82	0.83	0.64	0.87	0.84	
Significance	-	**	**	-			-	**	**	
Effect size	-	0.26	0.27	-	0.15	0.19	-	0.36	0.35	
Faculty are sufficiently involved in campus decision-making										
Strongly agree	25.5%	11.0%	14.3%	24.5%	10.9%	14.8%	27.8%	11.0%	14.1%	
Somewhat agree	50.4%	50.1%	49.6%	53.1%	54.1%	49.9%	45.6%	47.1%	49.6%	
Somewhat disagree	14.6%	26.6%	24.2%	10.2%	23.1%	22.8%	19.0%	28.7%	25.2%	
Strongly disagree	9.5%	12.3%	11.8%	12.2%	11.8%	12.5%	7.6%	13.1%	11.2%	
Total(n)	137	593	3,058	49	229	1,309	79	327	1,568	
Mean	2.92	2.60	2.66	2.90	2.64	2.67	2.94	2.56	2.67	
Standard deviation	0.88	0.84	0.86	0.92	0.83	0.88	0.88	0.86	0.85	
Significance	-	***	***	-			-	***	**	
Effect size	-	0.38	0.30	-	0.31	0.26	-	0.44	0.32	
The faculty are typically at odds with campus administration										
Strongly agree	5.9%	11.6%	11.3%	8.2%	11.0%	12.6%	5.1%	11.9%	10.0%	
Somewhat agree	19.3%	40.5%	39.6%	18.4%	37.7%	38.4%	21.8%	43.3%	40.7%	
Somewhat disagree	40.7%	39.5%	40.8%	32.7%	40.8%	39.8%	44.9%	37.8%	42.1%	
Strongly disagree	34.1%	8.4%	8.2%	40.8%	10.5%	9.2%	28.2%	7.0%	7.2%	
Total(n)	135	593	3,031	49	228	1,305	78	328	1,549	
Mean	1.97	2.55	2.54	1.94	2.49	2.54	2.04	2.60	2.53	
Standard deviation	0.88	0.81	0.80	0.97	0.83	0.83	0.84	0.79	0.77	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.72	-0.71	-	-0.66	-0.72	-	-0.71	-0.64	
Faculty here respect each other										
Strongly agree	49.3%	32.7%	31.1%	48.0%	32.6%	30.9%	53.1%	33.7%	32.4%	Respect
Somewhat agree	43.6%	52.8%	54.3%	46.0%	55.2%	56.2%	39.5%	50.3%	52.0%	
Somewhat disagree	5.7%	11.0%	11.4%	6.0%	8.3%	9.5%	6.2%	12.3%	12.5%	
Strongly disagree	1.4%	3.5%	3.2%	0.0%	3.9%	3.4%	1.2%	3.6%	3.1%	
Total(n)	140	600	3,085	50	230	1,319	81	332	1,581	
Mean	3.41	3.15	3.13	3.42	3.17	3.15	3.44	3.14	3.14	
Standard deviation	0.67	0.75	0.73	0.61	0.74	0.72	0.67	0.77	0.74	
Significance	-	***	***	-	*	**	-	**	***	
Effect size	-	0.35	0.38	-	0.34	0.38	-	0.39	0.41	
Administrators consider faculty concerns when making policy										
Strongly agree	31.4%	11.1%	12.0%	36.0%	12.3%	11.7%	30.8%	10.6%	12.6%	
Somewhat agree	48.2%	47.8%	48.5%	44.0%	48.7%	49.2%	47.4%	46.2%	48.3%	
Somewhat disagree	13.1%	29.0%	27.6%	12.0%	25.0%	26.5%	15.4%	32.2%	28.6%	
Strongly disagree	7.3%	12.1%	11.8%	8.0%	14.0%	12.7%	6.4%	10.9%	10.5%	

Total(n)	137	594	3,057	50	228	1,312	78	329	1,565	
Mean	3.04	2.58	2.61	3.08	2.59	2.60	3.03	2.57	2.63	
Standard deviation	0.86	0.84	0.85	0.90	0.88	0.85	0.85	0.82	0.83	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.55	0.51	-	0.56	0.56	-	0.56	0.48	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
This institution takes responsibility for educating underprepared students										
Strongly agree	52.9%	27.8%	22.7%	50.0%	25.5%	22.6%	54.4%	28.6%	22.9%	Diversity Climate
Somewhat agree	31.9%	48.1%	49.2%	30.0%	51.1%	49.5%	32.9%	46.4%	48.9%	
Somewhat disagree	12.3%	17.3%	19.8%	18.0%	15.2%	19.6%	10.1%	19.0%	20.4%	
Strongly disagree	2.9%	6.8%	8.2%	2.0%	8.2%	8.3%	2.5%	6.0%	7.8%	
Total(n)	138	601	3,053	50	231	1,314	79	332	1,557	
Mean	3.35	2.97	2.87	3.28	2.94	2.86	3.39	2.98	2.87	
Standard deviation	0.81	0.85	0.86	0.83	0.86	0.86	0.77	0.85	0.85	
Significance	-	***	***	-	*	***	-	***	***	
Effect size	-	0.45	0.56	-	0.40	0.49	-	0.48	0.61	
The criteria for advancement and promotion decisions are clear										
Strongly agree	35.8%	26.0%	29.6%	36.0%	30.4%	31.9%	36.7%	23.8%	28.6%	
Somewhat agree	41.6%	46.0%	44.1%	46.0%	44.9%	43.4%	38.0%	46.1%	44.7%	
Somewhat disagree	18.2%	20.9%	18.4%	16.0%	18.5%	16.3%	20.3%	22.9%	19.6%	
Strongly disagree	4.4%	7.1%	7.9%	2.0%	6.2%	8.4%	5.1%	7.2%	7.2%	
Total(n)	137	593	3,053	50	227	1,308	79	332	1,569	
Mean	3.09	2.91	2.95	3.16	3.00	2.99	3.06	2.86	2.95	
Standard deviation	0.84	0.86	0.89	0.77	0.86	0.90	0.88	0.86	0.88	
Significance	-	*		-			-			
Effect size	-	0.21	0.16	-	0.19	0.19	-	0.23	0.13	
Most of the students I teach lack the basic skills for college level work										
Strongly agree	9.4%	18.9%	10.8%	8.0%	18.7%	10.9%	8.6%	19.5%	10.5%	
Somewhat agree	36.0%	36.5%	30.7%	36.0%	38.7%	30.5%	35.8%	34.8%	30.5%	
Somewhat disagree	35.3%	36.2%	42.7%	40.0%	36.5%	42.2%	33.3%	36.0%	43.7%	
Strongly disagree	19.4%	8.3%	15.8%	16.0%	6.1%	16.4%	22.2%	9.6%	15.3%	
Total(n)	139	602	3,080	50	230	1,314	81	333	1,582	
Mean	2.35	2.66	2.37	2.36	2.70	2.36	2.31	2.64	2.36	
Standard deviation	0.90	0.88	0.87	0.85	0.84	0.88	0.92	0.90	0.86	
Significance	-	***		-	*		-	**		
Effect size	-	-0.35	-0.02	-	-0.40	0.00	-	-0.37	-0.06	
There is adequate support for faculty development										
Strongly agree	42.0%	15.0%	16.8%	48.0%	14.5%	16.5%	41.8%	16.3%	17.2%	
Somewhat agree	37.7%	45.5%	44.7%	36.0%	46.3%	45.8%	35.4%	44.6%	44.3%	
Somewhat disagree	13.8%	26.8%	26.4%	12.0%	30.4%	25.5%	16.5%	24.4%	26.7%	
Strongly disagree	6.5%	12.8%	12.1%	4.0%	8.8%	12.2%	6.3%	14.8%	11.7%	
Total(n)	138	594	3,051	50	227	1,298	79	332	1,574	
Mean	3.15	2.63	2.66	3.28	2.67	2.66	3.13	2.62	2.67	
Standard deviation	0.90	0.89	0.90	0.83	0.83	0.89	0.91	0.93	0.89	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.58	0.54	-	0.73	0.70	-	0.55	0.52	

Faculty are not prepared to deal with conflict over diversity issues in the classroom									
Strongly agree	6.6%	8.7%	10.8%	8.0%	5.3%	9.1%	6.4%	10.4%	11.7%
Somewhat agree	38.2%	41.7%	44.4%	40.0%	43.6%	41.7%	38.5%	41.3%	47.6%
Somewhat disagree	38.2%	41.6%	38.5%	38.0%	42.7%	42.1%	39.7%	40.7%	35.2%
Strongly disagree	16.9%	8.0%	6.4%	14.0%	8.4%	7.1%	15.4%	7.6%	5.4%
Total(n)	136	587	3,007	50	225	1,284	78	327	1,549
Mean	2.35	2.51	2.60	2.42	2.46	2.53	2.36	2.54	2.66
Standard deviation	0.84	0.76	0.76	0.84	0.73	0.76	0.82	0.78	0.75
Significance	-	*	***	-			-		***
Effect size	-	-0.21	-0.33	-	-0.05	-0.14	-	-0.23	-0.40
This institution takes mentoring into consideration in the promotion process									
Strongly agree	14.3%	10.6%	9.4%	12.2%	12.8%	8.5%	15.8%	9.1%	10.1%
Somewhat agree	48.1%	38.6%	37.4%	49.0%	41.1%	40.1%	47.4%	35.9%	35.0%
Somewhat disagree	26.3%	35.3%	36.2%	22.4%	32.4%	35.8%	28.9%	37.8%	37.3%
Strongly disagree	11.3%	15.5%	17.0%	16.3%	13.7%	15.6%	7.9%	17.2%	17.6%
Total(n)	133	573	2,921	49	219	1,251	76	320	1,499
Mean	2.65	2.44	2.39	2.57	2.53	2.41	2.71	2.37	2.38
Standard deviation	0.86	0.88	0.88	0.91	0.88	0.85	0.83	0.87	0.89
Significance	-	*	***	-			-	**	**
Effect size	-	0.24	0.30	-	0.05	0.19	-	0.39	0.37
Faculty of color are treated fairly here									
Strongly agree	46.3%	37.8%	31.2%	57.1%	43.6%	36.4%	35.9%	33.5%	26.2%
Somewhat agree	39.0%	45.4%	46.0%	34.7%	44.9%	46.9%	43.6%	45.2%	45.7%
Somewhat disagree	10.3%	13.7%	17.7%	6.1%	9.3%	13.0%	14.1%	17.5%	22.2%
Strongly disagree	4.4%	3.1%	5.0%	2.0%	2.2%	3.7%	6.4%	3.7%	5.9%
Total(n)	136	590	2,961	49	227	1,280	78	325	1,512
Mean	3.27	3.18	3.03	3.47	3.30	3.16	3.09	3.09	2.92
Standard deviation	0.82	0.78	0.83	0.71	0.73	0.79	0.87	0.81	0.84
Significance	-		***	-		**	-		
Effect size	-	0.12	0.29	-	0.23	0.39	-	0.00	0.20
Women faculty are treated fairly here									
Strongly agree	50.0%	34.1%	32.8%	61.2%	48.0%	42.4%	38.8%	24.7%	24.6%
Somewhat agree	35.5%	44.4%	44.3%	32.7%	41.9%	43.4%	40.0%	45.1%	45.3%
Somewhat disagree	11.6%	17.2%	17.5%	6.1%	8.8%	11.1%	16.3%	24.4%	22.9%
Strongly disagree	2.9%	4.4%	5.5%	0.0%	1.3%	3.1%	5.0%	5.8%	7.1%
Total(n)	138	593	3,019	49	227	1,285	80	328	1,560
Mean	3.33	3.08	3.04	3.55	3.37	3.25	3.13	2.89	2.87
Standard deviation	0.79	0.83	0.85	0.61	0.70	0.77	0.86	0.84	0.86
Significance	-	**	***	-		**	-	*	**
Effect size	-	0.30	0.34	-	0.26	0.39	-	0.29	0.30
LGBTQ+ faculty are treated fairly here									
Strongly agree	45.9%	30.1%	31.9%	52.1%	37.7%	39.1%	37.7%	25.3%	25.5%
Somewhat agree	42.1%	53.8%	50.7%	41.7%	52.9%	48.3%	45.5%	53.8%	53.2%
Somewhat disagree	7.5%	12.9%	13.9%	4.2%	7.2%	9.7%	10.4%	17.1%	17.6%
Strongly disagree	4.5%	3.1%	3.5%	2.1%	2.2%	2.8%	6.5%	3.8%	3.8%
Total(n)	133	574	2,912	48	223	1,267	77	316	1,484
Mean	3.29	3.11	3.11	3.44	3.26	3.24	3.14	3.01	3.00

Diversity
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Standard deviation	0.80	0.74	0.76	0.68	0.69	0.74	0.85	0.76	0.76	
Significance	-	*	**	-			-			
Effect size	-	0.24	0.24	-	0.26	0.27	-	0.17	0.18	
Indicate how important you believe each priority listed below is at your college or university:										
Increase or maintain institutional affordability										
Highest priority	29.6%	26.2%	26.8%	26.5%	28.8%	27.4%	29.9%	24.5%	26.1%	Institutional Priority: Commitment to Diversity
High priority	45.9%	57.9%	55.2%	55.1%	55.7%	54.5%	41.6%	59.7%	56.3%	
Medium priority	22.2%	13.1%	14.9%	18.4%	14.2%	14.8%	24.7%	12.6%	14.8%	
Low priority	2.2%	2.8%	3.1%	0.0%	1.4%	3.3%	3.9%	3.1%	2.7%	
Total(n)	135	573	2,952	49	219	1,257	77	318	1,516	
Mean	3.03	3.08	3.06	3.08	3.12	3.06	2.97	3.06	3.06	
Standard deviation	0.78	0.71	0.73	0.67	0.69	0.74	0.84	0.70	0.72	
Significance	-			-			-			
Effect size	-	-0.07	-0.04	-	-0.06	0.03	-	-0.13	-0.13	
Indicate how important you believe each priority listed below is at your college or university:										
Develop a sense of community among students and faculty										
Highest priority	32.6%	22.9%	21.8%	28.6%	27.2%	21.3%	35.1%	20.6%	21.8%	
High priority	40.0%	45.0%	44.1%	44.9%	42.4%	44.1%	35.1%	46.3%	44.5%	
Medium priority	24.4%	25.5%	26.5%	22.4%	25.3%	26.7%	27.3%	25.3%	26.3%	
Low priority	3.0%	6.6%	7.6%	4.1%	5.1%	7.9%	2.6%	7.8%	7.5%	
Total(n)	135	576	2,943	49	217	1,247	77	320	1,516	
Mean	3.02	2.84	2.80	2.98	2.92	2.79	3.03	2.80	2.81	
Standard deviation	0.83	0.85	0.86	0.83	0.85	0.87	0.86	0.86	0.86	
Significance	-	*	**	-			-	*	*	
Effect size	-	0.21	0.26	-	0.07	0.22	-	0.27	0.26	
Facilitate student involvement in community service										
Highest priority	17.0%	12.1%	11.8%	18.4%	12.8%	10.6%	15.6%	11.5%	12.4%	Institutional Priority: Civic Engagement
High priority	37.8%	37.4%	37.8%	32.7%	36.1%	36.5%	42.9%	38.9%	39.1%	
Medium priority	39.3%	39.4%	37.8%	38.8%	40.6%	39.2%	39.0%	38.0%	36.8%	
Low priority	5.9%	11.1%	12.6%	10.2%	10.5%	13.7%	2.6%	11.5%	11.8%	
Total(n)	135	578	2,959	49	219	1,259	77	321	1,521	
Mean	2.66	2.51	2.49	2.59	2.51	2.44	2.71	2.50	2.52	
Standard deviation	0.83	0.85	0.86	0.91	0.85	0.86	0.76	0.84	0.86	
Significance	-		*	-			-	*		
Effect size	-	0.18	0.20	-	0.09	0.17	-	0.25	0.22	
Help students learn how to bring about change in society										
Highest priority	14.2%	14.7%	13.6%	12.5%	15.0%	12.2%	13.0%	14.0%	14.4%	
High priority	32.1%	32.4%	33.5%	25.0%	33.2%	31.4%	37.7%	32.4%	35.1%	
Medium priority	42.5%	38.0%	37.1%	41.7%	37.3%	38.9%	44.2%	38.0%	36.1%	
Low priority	11.2%	14.9%	15.7%	20.8%	14.5%	17.5%	5.2%	15.6%	14.4%	
Total(n)	134	577	2,959	48	220	1,260	77	321	1,524	
Mean	2.49	2.47	2.45	2.29	2.49	2.38	2.58	2.45	2.50	
Standard deviation	0.87	0.92	0.91	0.94	0.92	0.91	0.78	0.92	0.91	
Significance	-			-			-			

Effect size	-	0.02	0.04	-	-0.22	-0.10	-	0.14	0.09	
Increase or maintain institutional prestige										
Highest priority	20.7%	19.0%	17.1%	20.4%	21.7%	17.4%	18.2%	16.3%	16.9%	Institutional Priority: Increase Prestige
High priority	31.1%	38.4%	38.6%	36.7%	38.0%	37.4%	28.6%	40.3%	39.6%	
Medium priority	40.0%	31.7%	32.1%	32.7%	28.5%	31.7%	45.5%	34.4%	32.6%	
Low priority	8.1%	10.9%	12.3%	10.2%	11.8%	13.4%	7.8%	9.1%	10.9%	
Total(n)	135	578	2,964	49	221	1,267	77	320	1,518	
Mean	2.64	2.66	2.60	2.67	2.70	2.59	2.57	2.64	2.62	
Standard deviation	0.90	0.91	0.91	0.92	0.94	0.93	0.88	0.86	0.89	
Significance	-			-			-			
Effect size	-	-0.02	0.04	-	-0.03	0.09	-	-0.08	-0.06	
Indicate how important you believe each priority listed below is at your college or university:										
Hire faculty "stars"										
Highest priority	4.4%	7.5%	4.9%	4.1%	6.9%	4.7%	2.6%	7.5%	5.1%	Institutional Priority: Increase Prestige
High priority	15.6%	19.1%	14.7%	18.4%	19.8%	13.9%	11.7%	18.2%	15.5%	
Medium priority	38.5%	34.5%	33.6%	36.7%	32.3%	29.5%	40.3%	36.4%	36.2%	
Low priority	41.5%	38.9%	46.7%	40.8%	41.0%	51.9%	45.5%	37.9%	43.2%	
Total(n)	135	571	2,921	49	217	1,254	77	319	1,498	
Mean	1.83	1.95	1.78	1.86	1.93	1.71	1.71	1.95	1.82	
Standard deviation	0.85	0.94	0.87	0.87	0.94	0.87	0.78	0.93	0.87	
Significance	-			-			-	*		
Effect size	-	-0.13	0.06	-	-0.07	0.17	-	-0.26	-0.13	
Recruit more traditionally underrepresented students										
Highest priority	13.3%	24.8%	19.8%	14.3%	26.1%	18.1%	11.7%	24.1%	20.7%	Institutional Priority: Commitment to Diversity
High priority	41.5%	36.5%	40.6%	42.9%	34.9%	40.6%	42.9%	37.6%	41.1%	
Medium priority	34.8%	26.5%	29.9%	32.7%	27.5%	30.6%	36.4%	25.4%	29.8%	
Low priority	10.4%	12.2%	9.7%	10.2%	11.5%	10.7%	9.1%	12.9%	8.4%	
Total(n)	135	573	2,950	49	218	1,263	77	319	1,514	
Mean	2.58	2.74	2.71	2.61	2.76	2.66	2.57	2.73	2.74	
Standard deviation	0.85	0.97	0.89	0.86	0.97	0.89	0.82	0.97	0.88	
Significance	-			-			-			
Effect size	-	-0.16	-0.15	-	-0.15	-0.06	-	-0.16	-0.19	
Increase the selectivity of the student body through more competitive admissions criteria										
Highest priority	3.0%	5.2%	5.3%	2.0%	7.8%	6.8%	1.3%	3.5%	4.1%	Institutional Priority: Increase Prestige
High priority	14.1%	19.9%	19.1%	18.4%	20.5%	19.9%	11.5%	19.2%	18.1%	
Medium priority	24.4%	33.2%	34.2%	30.6%	36.1%	33.7%	17.9%	30.9%	34.8%	
Low priority	58.5%	41.6%	41.4%	49.0%	35.6%	39.7%	69.2%	46.4%	43.1%	
Total(n)	135	572	2,935	49	219	1,258	78	317	1,505	
Mean	1.61	1.89	1.88	1.73	2.00	1.94	1.45	1.80	1.83	
Standard deviation	0.84	0.90	0.90	0.84	0.94	0.93	0.75	0.87	0.86	
Significance	-	**	***	-			-	**	***	
Effect size	-	-0.31	-0.30	-	-0.29	-0.23	-	-0.40	-0.44	
Promote gender diversity in the faculty and administration										
Highest priority	14.3%	13.8%	17.0%	12.2%	11.9%	16.7%	11.8%	13.7%	16.5%	
High priority	33.1%	31.0%	35.5%	34.7%	34.2%	39.4%	34.2%	29.4%	32.7%	

Medium priority	36.1%	34.9%	34.3%	36.7%	36.5%	33.1%	38.2%	34.5%	36.2%	Institutional Priority: Commitment to Diversity
Low priority	16.5%	20.3%	13.2%	16.3%	17.4%	10.8%	15.8%	22.4%	14.6%	
Total(n)	133	567	2,932	49	219	1,257	76	313	1,505	
Mean	2.45	2.38	2.56	2.43	2.41	2.62	2.42	2.35	2.51	
Standard deviation	0.93	0.96	0.92	0.91	0.91	0.89	0.90	0.98	0.93	
Significance	-			-			-			
Effect size	-	0.07	-0.12	-	0.02	-0.21	-	0.07	-0.10	
Indicate how important you believe each priority listed below is at your college or university:										
Promote racial and ethnic diversity in the faculty and administration										
Highest priority	19.5%	19.2%	22.3%	12.2%	15.9%	20.6%	21.1%	21.3%	23.4%	Institutional Priority: Commitment to Diversity
High priority	38.3%	33.4%	35.5%	46.9%	35.5%	37.8%	35.5%	31.5%	33.8%	
Medium priority	27.8%	30.1%	29.6%	26.5%	33.2%	30.4%	30.3%	28.0%	29.3%	
Low priority	14.3%	17.4%	12.6%	14.3%	15.5%	11.2%	13.2%	19.1%	13.4%	
Total(n)	133	569	2,941	49	220	1,261	76	314	1,510	
Mean	2.63	2.54	2.67	2.57	2.52	2.68	2.64	2.55	2.67	
Standard deviation	0.96	0.99	0.96	0.89	0.94	0.92	0.96	1.03	0.98	
Significance	-			-			-			
Effect size	-	0.09	-0.04	-	0.05	-0.12	-	0.09	-0.03	
Provide resources for faculty to engage in community-based teaching or research										
Highest priority	15.2%	13.4%	12.7%	14.9%	12.7%	11.9%	17.1%	13.0%	13.1%	Institutional Priority: Civic Engagement
High priority	36.4%	30.1%	31.4%	36.2%	30.5%	31.2%	35.5%	29.8%	31.8%	
Medium priority	35.6%	36.2%	35.4%	27.7%	38.6%	38.2%	40.8%	34.9%	33.5%	
Low priority	12.9%	20.4%	20.5%	21.3%	18.2%	18.7%	6.6%	22.2%	21.6%	
Total(n)	132	569	2,927	47	220	1,254	76	315	1,502	
Mean	2.54	2.36	2.36	2.45	2.38	2.36	2.63	2.34	2.36	
Standard deviation	0.90	0.95	0.95	1.00	0.93	0.92	0.85	0.96	0.96	
Significance	-	*	*	-			-	*	*	
Effect size	-	0.19	0.19	-	0.08	0.10	-	0.30	0.28	
Create and sustain partnerships with surrounding communities										
Highest priority	29.9%	20.2%	17.4%	26.5%	17.6%	16.0%	31.6%	21.8%	18.1%	Institutional Priority: Civic Engagement
High priority	40.3%	41.4%	39.9%	46.9%	45.2%	38.9%	35.5%	38.6%	41.3%	
Medium priority	27.6%	28.6%	31.8%	22.4%	26.7%	34.4%	31.6%	30.4%	30.2%	
Low priority	2.2%	9.8%	10.8%	4.1%	10.4%	10.8%	1.3%	9.2%	10.4%	
Total(n)	134	573	2,942	49	221	1,260	76	316	1,507	
Mean	2.98	2.72	2.64	2.96	2.70	2.60	2.97	2.73	2.67	
Standard deviation	0.82	0.90	0.89	0.82	0.88	0.88	0.83	0.91	0.89	
Significance	-	**	***	-		**	-	*	**	
Effect size	-	0.29	0.38	-	0.30	0.41	-	0.26	0.34	
Indicate how important you believe each priority listed below is at your college or university:										
Pursue extramural funding										
Highest priority	17.2%	19.6%	12.3%	12.5%	21.4%	12.6%	20.8%	18.0%	11.8%	
High priority	29.7%	33.8%	31.8%	33.3%	34.5%	31.7%	22.2%	33.4%	32.4%	
Medium priority	35.9%	28.8%	37.3%	39.6%	27.7%	38.1%	36.1%	29.9%	37.0%	

Low priority	17.2%	17.7%	18.6%	14.6%	16.4%	17.6%	20.8%	18.6%	18.7%	
Total(n)	128	565	2,887	48	220	1,250	72	311	1,471	
Mean	2.47	2.55	2.38	2.44	2.61	2.39	2.43	2.51	2.37	
Standard deviation	0.97	1.00	0.92	0.90	1.00	0.92	1.05	0.99	0.92	
Significance	-			-			-			
Effect size	-	-0.08	0.10	-	-0.17	0.05	-	-0.08	0.07	
Strengthen links with the for-profit, corporate sector										
Highest priority	16.9%	12.3%	9.7%	19.1%	13.6%	9.8%	16.0%	11.0%	9.2%	
High priority	33.8%	29.1%	26.4%	25.5%	28.2%	25.8%	37.3%	29.1%	26.5%	
Medium priority	29.2%	34.8%	36.5%	25.5%	38.2%	36.2%	30.7%	33.3%	37.5%	
Low priority	20.0%	23.8%	27.5%	29.8%	20.0%	28.2%	16.0%	26.5%	26.8%	
Total(n)	130	563	2,891	47	220	1,250	75	309	1,473	
Mean	2.48	2.30	2.18	2.34	2.35	2.17	2.53	2.25	2.18	
Standard deviation	1.00	0.97	0.94	1.11	0.95	0.95	0.95	0.97	0.93	
Significance	-		***	-			-	*	**	
Effect size	-	0.19	0.32	-	-0.01	0.18	-	0.29	0.38	
Develop leadership ability among students										
Highest priority	26.7%	17.7%	18.4%	26.5%	16.7%	16.8%	24.7%	17.9%	19.1%	
High priority	41.5%	41.1%	42.0%	40.8%	42.8%	40.7%	42.9%	39.6%	42.8%	
Medium priority	28.9%	33.1%	31.7%	28.6%	32.0%	33.8%	29.9%	34.9%	30.8%	
Low priority	3.0%	8.1%	7.9%	4.1%	8.6%	8.6%	2.6%	7.5%	7.3%	
Total(n)	135	577	2,948	49	222	1,262	77	318	1,511	
Mean	2.92	2.68	2.71	2.90	2.68	2.66	2.90	2.68	2.74	
Standard deviation	0.82	0.86	0.86	0.85	0.85	0.86	0.80	0.85	0.85	
Significance	-	**	**	-			-	*		
Effect size	-	0.28	0.24	-	0.26	0.28	-	0.26	0.19	
Indicate how important you believe each priority listed below is at your college or university:										
Develop an appreciation for multiculturalism										
Highest priority	24.2%	23.5%	25.7%	21.3%	20.0%	21.6%	25.0%	26.0%	28.7%	Institutional Priority: Commitment to Diversity
High priority	38.6%	40.8%	40.7%	31.9%	42.3%	42.8%	40.8%	40.1%	39.3%	
Medium priority	33.3%	26.7%	26.2%	44.7%	28.2%	27.9%	28.9%	25.1%	25.1%	
Low priority	3.8%	9.1%	7.4%	2.1%	9.5%	7.7%	5.3%	8.8%	6.9%	
Total(n)	132	574	2,946	47	220	1,259	76	319	1,513	
Mean	2.83	2.79	2.85	2.72	2.73	2.78	2.86	2.83	2.90	
Standard deviation	0.84	0.91	0.89	0.83	0.89	0.87	0.86	0.91	0.90	
Significance	-			-			-			
Effect size	-	0.04	-0.02	-	-0.01	-0.07	-	0.03	-0.04	
Prepare students for the workplace										
Highest priority	50.4%	44.9%	41.5%	51.0%	43.9%	40.6%	46.8%	45.8%	42.2%	
High priority	37.0%	40.3%	42.5%	30.6%	43.0%	43.2%	42.9%	38.6%	42.4%	
Medium priority	11.1%	12.4%	13.7%	14.3%	10.4%	13.3%	10.4%	13.1%	13.8%	
Low priority	1.5%	2.4%	2.4%	4.1%	2.7%	3.0%	0.0%	2.5%	1.6%	
Total(n)	135	581	2,966	49	221	1,267	77	321	1,519	
Mean	3.36	3.28	3.23	3.29	3.28	3.21	3.36	3.28	3.25	
Standard deviation	0.74	0.77	0.77	0.87	0.76	0.78	0.67	0.78	0.75	
Significance	-			-			-			

Effect size	-	0.10	0.17	-	0.01	0.10	-	0.10	0.15
Please indicate the extent to which you:									
Feel that the training you received in graduate school prepared you well for your role as a faculty member									
To a very large extent	22.8%	30.1%	26.8%	15.9%	35.5%	27.0%	28.2%	27.3%	26.7%
To a large extent	30.1%	32.1%	33.2%	36.4%	30.3%	33.7%	26.8%	31.7%	32.4%
To some extent	32.5%	27.5%	29.1%	31.8%	26.1%	28.5%	32.4%	28.7%	30.1%
To a small extent	11.4%	7.4%	8.3%	11.4%	4.7%	8.4%	11.3%	9.6%	8.1%
Not at all	3.3%	3.0%	2.5%	4.5%	3.3%	2.4%	1.4%	2.7%	2.7%
Total(n)	123	539	2,753	44	211	1,164	71	293	1,421
Mean	3.58	3.79	3.73	3.48	3.90	3.74	3.69	3.71	3.72
Standard deviation	1.06	1.05	1.02	1.05	1.05	1.02	1.05	1.05	1.03
Significance	-	*		-	*		-		
Effect size	-	-0.20	-0.15	-	-0.40	-0.25	-	-0.02	-0.03
Experience close alignment between your work and your personal values									
To a very large extent	42.3%	38.0%	36.2%	39.1%	39.2%	34.7%	46.7%	36.4%	37.2%
To a large extent	44.6%	41.3%	43.1%	41.3%	44.7%	44.5%	44.0%	39.6%	42.5%
To some extent	8.5%	17.0%	16.8%	15.2%	12.4%	16.8%	5.3%	20.8%	16.9%
To a small extent	3.1%	3.0%	2.9%	2.2%	2.8%	3.3%	2.7%	2.6%	2.5%
Not at all	1.5%	0.7%	1.0%	2.2%	0.9%	0.8%	1.3%	0.6%	1.0%
Total(n)	130	560	2,847	46	217	1,200	75	308	1,471
Mean	4.23	4.13	4.11	4.13	4.18	4.09	4.32	4.08	4.12
Standard deviation	0.85	0.85	0.85	0.91	0.82	0.84	0.81	0.85	0.84
Significance	-			-			-	*	*
Effect size	-	0.12	0.14	-	-0.06	0.05	-	0.28	0.24
Mentor faculty									
To a very large extent	15.3%	17.4%	14.7%	10.6%	18.5%	14.7%	18.7%	17.4%	14.4%
To a large extent	29.8%	22.1%	21.1%	27.7%	27.3%	24.2%	32.0%	18.1%	18.7%
To some extent	20.6%	25.2%	29.8%	21.3%	23.6%	30.7%	18.7%	26.3%	29.4%
To a small extent	14.5%	15.6%	16.0%	12.8%	13.9%	14.4%	13.3%	16.8%	17.5%
Not at all	19.8%	19.7%	18.4%	27.7%	16.7%	15.9%	17.3%	21.4%	20.1%
Total(n)	131	552	2,817	47	216	1,184	75	304	1,465
Mean	3.06	3.02	2.98	2.81	3.17	3.07	3.21	2.93	2.90
Standard deviation	1.36	1.37	1.30	1.39	1.34	1.27	1.37	1.38	1.32
Significance	-			-			-		*
Effect size	-	0.03	0.06	-	-0.27	-0.20	-	0.20	0.23
Mentor undergraduate students									
To a very large extent	36.4%	35.1%	34.2%	34.0%	33.3%	33.6%	37.3%	35.6%	34.1%
To a large extent	27.9%	30.8%	29.7%	23.4%	33.8%	31.7%	32.0%	29.4%	29.0%
To some extent	14.0%	18.3%	19.1%	12.8%	17.4%	19.2%	14.7%	20.1%	19.4%
To a small extent	9.3%	9.7%	9.3%	14.9%	9.4%	9.4%	4.0%	10.0%	9.0%
Not at all	12.4%	6.1%	7.7%	14.9%	6.1%	6.1%	12.0%	4.9%	8.5%
Total(n)	129	556	2,833	47	213	1,189	75	309	1,471
Mean	3.67	3.79	3.74	3.47	3.79	3.77	3.79	3.81	3.71
Standard deviation	1.38	1.20	1.23	1.47	1.18	1.19	1.32	1.17	1.26
Significance	-			-			-		
Effect size	-	-0.10	-0.06	-	-0.27	-0.25	-	-0.02	0.06

Please indicate the extent to which you:									
Mentor graduate students									
To a very large extent	10.8%	19.2%	17.8%	6.4%	19.3%	15.6%	12.0%	19.4%	19.2%
To a large extent	13.1%	16.5%	16.5%	12.8%	22.0%	17.1%	14.7%	12.3%	15.9%
To some extent	16.9%	12.6%	14.6%	14.9%	9.6%	14.3%	18.7%	15.2%	14.9%
To a small extent	9.2%	9.1%	12.5%	12.8%	7.3%	11.9%	6.7%	10.0%	13.2%
Not at all	50.0%	42.5%	38.6%	53.2%	41.7%	41.1%	48.0%	43.0%	36.7%
Total(n)	130	562	2,835	47	218	1,194	75	309	1,467
Mean	2.25	2.61	2.62	2.06	2.70	2.54	2.36	2.55	2.68
Standard deviation	1.45	1.61	1.55	1.34	1.63	1.53	1.49	1.59	1.56
Significance	-	*	**	-	*	*	-	-	-
Effect size	-	-0.22	-0.24	-	-0.39	-0.31	-	-0.12	-0.21
Been mentored by at least one professional in academia									
To a very large extent	25.6%	27.1%	25.1%	21.7%	25.3%	22.0%	29.7%	29.2%	27.3%
To a large extent	25.6%	26.3%	24.4%	23.9%	26.7%	24.3%	27.0%	24.7%	24.7%
To some extent	22.5%	22.7%	24.8%	21.7%	25.3%	26.9%	21.6%	21.4%	23.7%
To a small extent	17.8%	12.9%	15.7%	17.4%	13.8%	16.5%	18.9%	12.3%	15.1%
Not at all	8.5%	11.1%	10.0%	15.2%	8.8%	10.3%	2.7%	12.3%	9.2%
Total(n)	129	560	2,853	46	217	1,202	74	308	1,475
Mean	3.42	3.46	3.39	3.20	3.46	3.31	3.62	3.46	3.46
Standard deviation	1.28	1.31	1.29	1.38	1.25	1.27	1.18	1.35	1.28
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.03	0.02	-	-0.21	-0.09	-	0.12	0.13
Participated in training in preparation to be a mentor (e.g., workshops, programs)									
To a very large extent	10.0%	12.0%	8.1%	10.6%	10.6%	7.0%	9.5%	13.0%	8.6%
To a large extent	13.8%	14.3%	11.0%	12.8%	15.6%	9.7%	16.2%	12.3%	11.8%
To some extent	22.3%	18.8%	20.2%	17.0%	18.8%	21.1%	24.3%	18.8%	19.7%
To a small extent	18.5%	15.5%	18.3%	23.4%	15.6%	20.0%	13.5%	15.3%	17.1%
Not at all	35.4%	39.5%	42.4%	36.2%	39.4%	42.2%	36.5%	40.6%	42.8%
Total(n)	130	560	2,853	47	218	1,205	74	308	1,475
Mean	2.45	2.44	2.24	2.38	2.42	2.19	2.49	2.42	2.26
Standard deviation	1.36	1.43	1.32	1.38	1.41	1.27	1.38	1.44	1.34
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.01	0.16	-	-0.03	0.15	-	0.05	0.17
Accessed the National Research Mentoring Network (NRMN) resource									
To a very large extent	1.5%	2.3%	1.6%	2.1%	4.1%	1.9%	0.0%	1.0%	1.2%
To a large extent	0.8%	3.4%	2.0%	0.0%	1.8%	1.6%	1.4%	3.9%	2.1%
To some extent	5.4%	7.2%	4.0%	6.4%	7.3%	4.5%	5.4%	7.2%	3.5%
To a small extent	6.9%	7.4%	4.9%	8.5%	6.4%	5.1%	6.8%	7.8%	4.9%
Not at all	85.4%	79.7%	87.5%	83.0%	80.3%	86.9%	86.5%	80.1%	88.3%
Total(n)	130	556	2,842	47	218	1,201	74	306	1,473
Mean	1.26	1.41	1.25	1.30	1.43	1.26	1.22	1.38	1.23
Standard deviation	0.73	0.93	0.76	0.78	1.00	0.78	0.60	0.86	0.72
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.16	0.01	-	-0.13	0.05	-	-0.19	-0.01

How would you rate the overall quality of your mentoring relationship with your faculty mentee(s)?										
Excellent	28.1%	33.6%	32.3%	24.2%	35.0%	31.7%	32.7%	32.6%	32.7%	
Good	57.3%	45.5%	48.4%	63.6%	41.8%	48.8%	50.9%	48.9%	48.6%	
Fair	13.5%	15.3%	15.0%	12.1%	16.9%	15.7%	14.5%	13.7%	14.2%	
Poor	1.0%	5.6%	4.3%	0.0%	6.2%	3.7%	1.8%	4.7%	4.6%	
Total(n)	96	431	2,199	33	177	967	55	233	1,108	
Mean	3.13	3.07	3.09	3.12	3.06	3.09	3.15	3.09	3.09	
Standard deviation	0.67	0.84	0.80	0.60	0.88	0.79	0.73	0.80	0.80	
Significance	-			-			-			
Effect size	-	0.07	0.05	-	0.07	0.04	-	0.08	0.08	
How would you rate the overall quality of your mentoring relationship with your undergraduate mentee(s)?										
Excellent	40.0%	43.2%	42.5%	46.2%	45.4%	41.0%	37.5%	42.7%	43.9%	
Good	50.0%	46.4%	48.9%	41.0%	43.3%	49.2%	56.3%	47.3%	48.4%	
Fair	9.1%	9.6%	7.7%	12.8%	10.8%	8.9%	4.7%	8.9%	6.8%	
Poor	0.9%	0.8%	1.0%	0.0%	0.5%	0.8%	1.6%	1.1%	0.9%	
Total(n)	110	502	2,506	39	194	1,077	64	281	1,288	
Mean	3.29	3.32	3.33	3.33	3.34	3.30	3.30	3.32	3.35	
Standard deviation	0.67	0.68	0.66	0.70	0.69	0.66	0.63	0.68	0.65	
Significance	-			-			-			
Effect size	-	-0.04	-0.06	-	-0.01	0.05	-	-0.03	-0.08	
How would you rate the overall quality of your mentoring relationship with your graduate mentee(s)?										
Excellent	39.0%	46.2%	44.5%	30.0%	44.4%	42.6%	44.4%	48.8%	45.7%	
Good	54.2%	43.3%	43.7%	65.0%	43.5%	44.7%	50.0%	42.0%	43.4%	
Fair	5.1%	9.5%	10.2%	5.0%	11.3%	11.2%	2.8%	8.0%	9.7%	
Poor	1.7%	1.0%	1.5%	0.0%	0.8%	1.5%	2.8%	1.2%	1.3%	
Total(n)	59	305	1,623	20	124	669	36	162	858	
Mean	3.31	3.35	3.31	3.25	3.31	3.28	3.36	3.38	3.33	
Standard deviation	0.65	0.69	0.71	0.55	0.70	0.72	0.68	0.69	0.70	
Significance	-			-			-			
Effect size	-	-0.06	0.00	-	-0.09	-0.04	-	-0.03	0.04	
How satisfied are you with the following aspects of your job?										
Salary										
Very satisfied	8.7%	9.0%	8.3%	4.3%	7.9%	8.8%	12.5%	9.5%	7.5%	
Satisfied	34.6%	30.1%	36.4%	34.8%	27.6%	36.3%	33.3%	30.9%	36.6%	
Marginally satisfied	33.1%	33.9%	32.4%	45.7%	35.0%	31.4%	25.0%	34.5%	33.8%	
Not satisfied	23.6%	27.0%	22.9%	15.2%	29.4%	23.5%	29.2%	25.0%	22.1%	
Total(n)	127	555	2,828	46	214	1,189	72	304	1,463	
Mean	2.28	2.21	2.30	2.28	2.14	2.31	2.29	2.25	2.29	
Standard deviation	0.92	0.94	0.91	0.78	0.93	0.93	1.03	0.94	0.90	
Significance	-			-			-			
Effect size	-	0.07	-0.02	-	0.15	-0.03	-	0.04	0.00	
Health benefits										
Very satisfied	25.0%	24.8%	29.7%	21.7%	21.4%	27.8%	28.4%	27.1%	31.0%	
Satisfied	46.9%	44.7%	43.5%	45.7%	47.4%	44.4%	47.3%	43.1%	43.6%	
										Job Satisfaction: Compensation

Marginally satisfied	20.3%	18.2%	17.0%	23.9%	19.5%	17.1%	17.6%	16.7%	16.3%	Job Satisfaction: Compensation
Not satisfied	7.8%	12.2%	9.8%	8.7%	11.6%	10.7%	6.8%	13.0%	9.1%	
Total(n)	128	548	2,809	46	215	1,190	74	299	1,450	
Mean	2.89	2.82	2.93	2.80	2.79	2.89	2.97	2.84	2.96	
Standard deviation	0.87	0.94	0.92	0.88	0.91	0.93	0.86	0.97	0.91	
Significance	-			-			-			
Effect size	-	0.07	-0.04	-	0.01	-0.10	-	0.13	0.01	
How satisfied are you with the following aspects of your job?										
Retirement benefits										
Very satisfied	31.0%	23.8%	26.6%	29.8%	23.5%	26.3%	33.8%	24.1%	27.2%	Job Satisfaction: Compensation
Satisfied	45.7%	43.6%	45.7%	42.6%	46.0%	46.2%	47.3%	41.9%	45.5%	
Marginally satisfied	14.7%	21.2%	19.1%	19.1%	20.7%	18.6%	10.8%	21.5%	19.1%	
Not satisfied	8.5%	11.4%	8.6%	8.5%	9.9%	8.9%	8.1%	12.5%	8.2%	
Total(n)	129	551	2,818	47	213	1,196	74	303	1,452	
Mean	2.99	2.80	2.90	2.94	2.83	2.90	3.07	2.78	2.92	
Standard deviation	0.90	0.93	0.89	0.92	0.90	0.89	0.88	0.95	0.89	
Significance	-	*		-			-	*		
Effect size	-	0.20	0.10	-	0.12	0.04	-	0.31	0.17	
Opportunity for scholarly pursuits										
Very satisfied	18.6%	11.6%	10.5%	17.0%	11.7%	11.5%	20.3%	10.9%	9.5%	Job Satisfaction: Compensation
Satisfied	38.8%	38.8%	40.2%	40.4%	38.8%	40.8%	35.1%	39.7%	40.7%	
Marginally satisfied	27.9%	29.5%	30.8%	29.8%	29.0%	29.7%	28.4%	30.1%	31.2%	
Not satisfied	14.7%	20.1%	18.5%	12.8%	20.6%	18.0%	16.2%	19.2%	18.6%	
Total(n)	129	552	2,825	47	214	1,200	74	302	1,454	
Mean	2.61	2.42	2.43	2.62	2.42	2.46	2.59	2.42	2.41	
Standard deviation	0.95	0.94	0.91	0.92	0.94	0.92	0.99	0.92	0.90	
Significance	-	*	*	-			-			
Effect size	-	0.20	0.20	-	0.21	0.17	-	0.18	0.20	
Teaching load										
Very satisfied	19.1%	13.7%	11.5%	23.4%	14.2%	11.3%	18.7%	12.5%	11.0%	Job Satisfaction: Compensation
Satisfied	50.4%	44.5%	43.9%	46.8%	43.4%	44.5%	48.0%	45.0%	43.9%	
Marginally satisfied	15.3%	22.5%	25.3%	17.0%	21.9%	24.5%	16.0%	23.8%	26.3%	
Not satisfied	15.3%	19.2%	19.3%	12.8%	20.5%	19.7%	17.3%	18.6%	18.8%	
Total(n)	131	568	2,863	47	219	1,208	75	311	1,478	
Mean	2.73	2.53	2.48	2.81	2.51	2.47	2.68	2.51	2.47	
Standard deviation	0.94	0.95	0.93	0.95	0.97	0.93	0.97	0.94	0.92	
Significance	-	*	**	-		*	-			
Effect size	-	0.21	0.27	-	0.31	0.37	-	0.18	0.23	
Quality of students										
Very satisfied	15.4%	12.0%	17.9%	14.9%	10.0%	16.7%	17.6%	13.5%	19.3%	Job Satisfaction: Compensation
Satisfied	51.5%	43.8%	49.4%	51.1%	38.4%	45.1%	50.0%	46.6%	52.5%	
Marginally satisfied	23.1%	32.7%	24.5%	23.4%	33.8%	26.1%	21.6%	31.8%	22.9%	
Not satisfied	10.0%	11.5%	8.2%	10.6%	17.8%	12.1%	10.8%	8.0%	5.3%	
Total(n)	130	566	2,859	47	219	1,208	74	311	1,480	
Mean	2.72	2.56	2.77	2.70	2.41	2.66	2.74	2.66	2.86	
Standard deviation	0.84	0.85	0.84	0.86	0.90	0.89	0.88	0.81	0.78	
Significance	-			-	*		-			

Effect size	-	0.19	-0.06	-	0.32	0.04	-	0.10	-0.15	
Autonomy and independence										
Very satisfied	49.6%	40.5%	42.4%	42.6%	40.4%	40.5%	56.0%	40.5%	44.1%	Job Satisfaction: Workplace
Satisfied	42.0%	44.2%	43.9%	48.9%	44.0%	45.5%	34.7%	44.0%	42.7%	
Marginally satisfied	8.4%	12.4%	10.7%	8.5%	12.4%	10.4%	9.3%	12.9%	10.6%	
Not satisfied	0.0%	2.8%	3.0%	0.0%	3.2%	3.6%	0.0%	2.6%	2.6%	
Total(n)	131	563	2,858	47	218	1,208	75	309	1,477	
Mean	3.41	3.22	3.26	3.34	3.22	3.23	3.47	3.22	3.28	
Standard deviation	0.64	0.77	0.77	0.64	0.78	0.77	0.66	0.77	0.76	
Significance	-	**	*	-			-	**	*	
Effect size	-	0.25	0.19	-	0.15	0.14	-	0.32	0.25	
Departmental leadership										
Very satisfied	55.4%	36.7%	38.4%	53.2%	37.2%	40.0%	58.1%	36.5%	37.4%	Job Satisfaction: Workplace
Satisfied	30.8%	36.7%	35.8%	34.0%	39.9%	35.3%	27.0%	34.3%	36.7%	
Marginally satisfied	10.8%	16.2%	15.2%	10.6%	14.7%	13.7%	10.8%	17.0%	15.9%	
Not satisfied	3.1%	10.4%	10.6%	2.1%	8.3%	11.0%	4.1%	12.2%	10.0%	
Total(n)	130	567	2,860	47	218	1,208	74	312	1,476	
Mean	3.38	3.00	3.02	3.38	3.06	3.04	3.39	2.95	3.01	
Standard deviation	0.80	0.97	0.98	0.77	0.92	0.99	0.84	1.01	0.97	
Significance	-	***	***	-	*	*	-	***	***	
Effect size	-	0.39	0.37	-	0.35	0.34	-	0.44	0.39	
Departmental support for work/life balance										
Very satisfied	37.4%	31.0%	27.8%	38.3%	31.2%	27.8%	41.3%	30.3%	27.7%	
Satisfied	45.8%	38.8%	41.5%	48.9%	45.4%	44.1%	38.7%	34.9%	40.0%	
Marginally satisfied	12.2%	19.8%	20.1%	8.5%	16.1%	18.7%	14.7%	22.5%	21.1%	
Not satisfied	4.6%	10.5%	10.6%	4.3%	7.3%	9.5%	5.3%	12.4%	11.2%	
Total(n)	131	562	2,849	47	218	1,203	75	307	1,473	
Mean	3.16	2.90	2.86	3.21	3.00	2.90	3.16	2.83	2.84	
Standard deviation	0.81	0.96	0.94	0.78	0.88	0.91	0.87	1.00	0.95	
Significance	-	**	***	-		*	-	**	**	
Effect size	-	0.27	0.32	-	0.24	0.34	-	0.33	0.34	
Institutional support for work/life balance										
Very satisfied	24.6%	15.4%	14.7%	27.7%	18.5%	14.5%	25.7%	12.7%	14.6%	
Satisfied	44.6%	41.3%	38.8%	48.9%	43.1%	40.9%	36.5%	40.3%	36.9%	
Marginally satisfied	16.9%	27.3%	28.0%	10.6%	26.4%	26.8%	23.0%	27.9%	29.6%	
Not satisfied	13.8%	16.1%	18.5%	12.8%	12.0%	17.8%	14.9%	19.2%	18.9%	
Total(n)	130	560	2,843	47	216	1,200	74	308	1,468	
Mean	2.80	2.56	2.50	2.91	2.68	2.52	2.73	2.46	2.47	
Standard deviation	0.97	0.94	0.96	0.95	0.91	0.95	1.01	0.94	0.96	
Significance	-	**	***	-		**	-	*	*	
Effect size	-	0.26	0.31	-	0.25	0.41	-	0.29	0.27	
Prospects for career advancement										
Very satisfied	16.4%	10.2%	9.8%	19.1%	13.4%	10.6%	16.4%	8.5%	9.2%	Job Satisfaction: Compensation
Satisfied	43.0%	34.6%	39.3%	42.6%	34.6%	41.3%	42.5%	34.6%	38.7%	
Marginally satisfied	27.3%	31.4%	28.0%	23.4%	34.6%	26.2%	28.8%	29.4%	29.0%	
Not satisfied	13.3%	23.8%	22.8%	14.9%	17.5%	21.9%	12.3%	27.5%	23.0%	
Total(n)	128	558	2,837	47	217	1,197	73	306	1,467	
Mean	2.63	2.31	2.36	2.66	2.44	2.41	2.63	2.24	2.34	

Standard deviation	0.91	0.95	0.94	0.96	0.93	0.94	0.91	0.95	0.93	
Significance	-	***	**	-			-	**	**	
Effect size	-	0.34	0.29	-	0.24	0.27	-	0.41	0.31	
How satisfied are you with the following aspects of your job?										
Relative equity of salary and job benefits										
Very satisfied	11.5%	6.8%	7.3%	14.9%	9.3%	8.7%	10.8%	4.4%	5.9%	Job Satisfaction: Workplace
Satisfied	36.9%	27.7%	32.2%	34.0%	27.6%	36.2%	36.5%	28.9%	30.0%	
Marginally satisfied	24.6%	31.9%	31.1%	29.8%	35.5%	28.0%	21.6%	28.9%	33.8%	
Not satisfied	26.9%	33.7%	29.3%	21.3%	27.6%	27.2%	31.1%	37.9%	30.3%	
Total(n)	130	546	2,819	47	214	1,197	74	298	1,448	
Mean	2.33	2.08	2.18	2.43	2.19	2.26	2.27	2.00	2.12	
Standard deviation	1.00	0.94	0.94	0.99	0.95	0.95	1.02	0.92	0.91	
Significance	-	**		-			-	*		
Effect size	-	0.27	0.16	-	0.25	0.18	-	0.29	0.16	
Flexibility in relation to family matters or emergencies										
Very satisfied	51.1%	40.1%	36.6%	51.1%	43.8%	36.8%	54.7%	37.5%	36.6%	Job Satisfaction: Workplace
Satisfied	38.9%	42.8%	46.4%	40.4%	43.8%	48.1%	33.3%	41.7%	45.5%	
Marginally satisfied	8.4%	14.1%	12.9%	6.4%	9.2%	10.5%	10.7%	17.5%	14.4%	
Not satisfied	1.5%	3.0%	4.1%	2.1%	3.2%	4.6%	1.3%	3.2%	3.5%	
Total(n)	131	561	2,837	47	217	1,198	75	309	1,465	
Mean	3.40	3.20	3.15	3.40	3.28	3.17	3.41	3.14	3.15	
Standard deviation	0.71	0.79	0.80	0.71	0.76	0.79	0.74	0.81	0.79	
Significance	-	**	***	-		*	-	**	**	
Effect size	-	0.25	0.31	-	0.16	0.29	-	0.33	0.33	
Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)										
Very satisfied	28.3%	25.8%	21.8%	27.7%	29.6%	22.8%	31.9%	24.0%	21.2%	Job Satisfaction: Workplace
Satisfied	48.0%	46.2%	48.8%	53.2%	48.6%	50.6%	40.3%	43.0%	47.4%	
Marginally satisfied	15.0%	18.7%	19.1%	6.4%	14.8%	17.8%	20.8%	21.3%	20.0%	
Not satisfied	8.7%	9.3%	10.3%	12.8%	6.9%	8.8%	6.9%	11.7%	11.4%	
Total(n)	127	550	2,773	47	216	1,177	72	300	1,430	
Mean	2.96	2.89	2.82	2.96	3.01	2.87	2.97	2.79	2.78	
Standard deviation	0.89	0.90	0.89	0.93	0.85	0.86	0.90	0.94	0.91	
Significance	-			-			-			
Effect size	-	0.08	0.16	-	-0.06	0.10	-	0.19	0.21	
Overall job										
Very satisfied	29.8%	24.5%	23.7%	31.9%	23.9%	23.4%	29.3%	25.2%	24.1%	Job Satisfaction: Workplace
Satisfied	57.3%	50.8%	53.5%	55.3%	52.3%	53.7%	56.0%	49.8%	54.1%	
Marginally satisfied	10.7%	20.8%	18.5%	10.6%	22.0%	17.8%	12.0%	19.7%	18.3%	
Not satisfied	2.3%	3.9%	4.3%	2.1%	1.8%	5.1%	2.7%	5.2%	3.6%	
Total(n)	131	563	2,854	47	218	1,205	75	309	1,476	
Mean	3.15	2.96	2.97	3.17	2.98	2.95	3.12	2.95	2.99	
Standard deviation	0.69	0.78	0.77	0.70	0.73	0.78	0.72	0.81	0.75	
Significance	-	*	**	-			-			
Effect size	-	0.24	0.23	-	0.26	0.28	-	0.21	0.17	

Please indicate the extent to which each of the following has been a source of stress for you during the past year:									
Managing household responsibilities									
Extensive	21.6%	22.0%	21.7%	15.2%	17.7%	17.2%	25.4%	25.1%	25.2%
Somewhat	52.8%	54.6%	55.4%	47.8%	55.0%	57.7%	56.3%	54.2%	54.2%
Not at all	25.6%	23.4%	22.9%	37.0%	27.3%	25.2%	18.3%	20.7%	20.5%
Total(n)	125	542	2,734	46	209	1,141	71	299	1,431
Mean	1.96	1.99	1.99	1.78	1.90	1.92	2.07	2.04	2.05
Standard deviation	0.69	0.67	0.67	0.70	0.67	0.65	0.66	0.68	0.68
Significance	-			-			-		
Effect size	-	-0.04	-0.04	-	-0.18	-0.22	-	0.04	0.03
Child care									
Extensive	20.0%	20.3%	22.9%	13.3%	14.2%	17.8%	21.6%	26.2%	28.1%
Somewhat	34.3%	38.3%	36.8%	36.7%	40.3%	39.8%	35.1%	37.6%	35.0%
Not at all	45.7%	41.3%	40.3%	50.0%	45.5%	42.4%	43.2%	36.2%	36.9%
Total(n)	70	300	1,510	30	134	679	37	149	751
Mean	1.74	1.79	1.83	1.63	1.69	1.75	1.78	1.90	1.91
Standard deviation	0.77	0.76	0.78	0.72	0.71	0.74	0.79	0.79	0.80
Significance	-			-			-		
Effect size	-	-0.07	-0.12	-	-0.08	-0.16	-	-0.15	-0.16
My physical health									
Extensive	15.1%	15.5%	13.7%	8.9%	12.1%	12.8%	19.2%	16.9%	14.1%
Somewhat	50.0%	46.8%	50.7%	48.9%	46.6%	50.0%	47.9%	47.3%	51.0%
Not at all	34.9%	37.6%	35.6%	42.2%	41.3%	37.2%	32.9%	35.8%	34.9%
Total(n)	126	534	2,729	45	206	1,150	73	296	1,422
Mean	1.80	1.78	1.78	1.67	1.71	1.76	1.86	1.81	1.79
Standard deviation	0.68	0.70	0.67	0.64	0.67	0.66	0.71	0.70	0.67
Significance	-			-			-		
Effect size	-	0.03	0.03	-	-0.06	-0.14	-	0.07	0.10
My emotional well-being									
Extensive	23.4%	18.9%	19.1%	14.9%	15.9%	17.6%	31.5%	20.0%	20.1%
Somewhat	52.3%	49.5%	50.8%	48.9%	46.4%	47.4%	52.1%	51.8%	54.2%
Not at all	24.2%	31.7%	30.1%	36.2%	37.7%	35.0%	16.4%	28.2%	25.7%
Total(n)	128	546	2,766	47	207	1,165	73	305	1,442
Mean	1.99	1.87	1.89	1.79	1.78	1.83	2.15	1.92	1.94
Standard deviation	0.69	0.70	0.69	0.69	0.70	0.70	0.68	0.69	0.67
Significance	-			-			-	*	**
Effect size	-	0.17	0.14	-	0.01	-0.06	-	0.33	0.31
Please indicate the extent to which each of the following has been a source of stress for you during the past year:									
Review/promotion process									
Extensive	12.9%	17.3%	18.5%	10.5%	16.6%	17.8%	14.0%	16.5%	18.3%
Somewhat	38.7%	39.2%	40.6%	36.8%	34.9%	36.9%	44.0%	43.8%	44.6%
Not at all	48.4%	43.6%	41.0%	52.6%	48.6%	45.3%	42.0%	39.8%	37.1%
Total(n)	93	452	2,349	38	175	1,004	50	249	1,206
Mean	1.65	1.74	1.78	1.58	1.68	1.73	1.72	1.77	1.81

Standard deviation	0.70	0.74	0.74	0.68	0.74	0.75	0.70	0.71	0.72	
Significance	-			-			-			
Effect size	-	-0.12	-0.18	-	-0.14	-0.20	-	-0.07	-0.13	
Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)										
Extensive	3.5%	7.2%	7.9%	0.0%	6.8%	5.3%	6.2%	6.0%	8.7%	
Somewhat	23.9%	27.8%	26.1%	22.0%	25.6%	20.3%	24.6%	29.3%	30.3%	
Not at all	72.6%	65.0%	66.0%	78.0%	67.6%	74.4%	69.2%	64.7%	61.0%	
Total(n)	113	472	2,473	41	176	1,020	65	266	1,301	
Mean	1.31	1.42	1.42	1.22	1.39	1.31	1.37	1.41	1.48	
Standard deviation	0.54	0.62	0.63	0.42	0.61	0.57	0.60	0.60	0.65	
Significance	-			-			-			
Effect size	-	-0.18	-0.17	-	-0.28	-0.16	-	-0.07	-0.17	
Committee work										
Extensive	11.8%	14.7%	14.8%	11.6%	12.5%	12.7%	12.9%	17.0%	17.0%	
Somewhat	47.1%	48.6%	50.8%	30.2%	47.0%	51.3%	57.1%	49.1%	51.0%	
Not at all	41.2%	36.7%	34.3%	58.1%	40.5%	36.0%	30.0%	33.9%	32.0%	
Total(n)	119	510	2,573	43	200	1,095	70	277	1,323	Career Related Stress
Mean	1.71	1.78	1.81	1.53	1.72	1.77	1.83	1.83	1.85	
Standard deviation	0.67	0.68	0.67	0.70	0.67	0.66	0.64	0.69	0.68	
Significance	-			-		*	-			
Effect size	-	-0.10	-0.15	-	-0.28	-0.36	-	0.00	-0.03	
Please indicate the extent to which each of the following has been a source of stress for you during the past year:										
Faculty meetings										
Extensive	5.0%	10.3%	11.1%	2.4%	7.0%	8.9%	6.9%	12.9%	12.4%	
Somewhat	40.5%	41.7%	43.3%	28.6%	43.5%	45.9%	50.0%	38.7%	41.4%	
Not at all	54.5%	48.0%	45.5%	69.0%	49.5%	45.1%	43.1%	48.4%	46.2%	
Total(n)	121	523	2,659	42	200	1,130	72	287	1,367	
Mean	1.50	1.62	1.66	1.33	1.58	1.64	1.64	1.64	1.66	
Standard deviation	0.59	0.66	0.67	0.53	0.62	0.64	0.61	0.70	0.69	
Significance	-		**	-	*	**	-			
Effect size	-	-0.18	-0.24	-	-0.40	-0.48	-	0.00	-0.03	
Students										
Extensive	10.8%	16.4%	11.7%	10.6%	9.4%	9.5%	10.8%	21.3%	13.6%	
Somewhat	58.5%	53.3%	57.3%	46.8%	59.4%	56.4%	66.2%	48.8%	58.4%	
Not at all	30.8%	30.3%	31.0%	42.6%	31.1%	34.2%	23.0%	29.9%	28.0%	
Total(n)	130	548	2,787	47	212	1,174	74	301	1,446	Career Related Stress
Mean	1.80	1.86	1.81	1.68	1.78	1.75	1.88	1.91	1.86	
Standard deviation	0.62	0.67	0.62	0.66	0.60	0.61	0.57	0.71	0.63	
Significance	-			-			-			
Effect size	-	-0.09	-0.02	-	-0.17	-0.11	-	-0.04	0.03	
Research or publishing demands										
Extensive	10.7%	17.8%	16.5%	8.3%	17.8%	13.4%	13.1%	18.4%	19.7%	
Somewhat	43.7%	44.5%	47.2%	36.1%	44.5%	46.6%	49.2%	44.7%	47.5%	
Not at all	45.6%	37.7%	36.3%	55.6%	37.7%	40.0%	37.7%	36.9%	32.8%	
Total(n)	103	461	2,412	36	191	1,065	61	244	1,212	Career Related Stress
Mean	1.65	1.80	1.80	1.53	1.80	1.73	1.75	1.82	1.87	

Standard deviation	0.67	0.72	0.70	0.65	0.72	0.68	0.67	0.72	0.71	
Significance	-		*	-	*		-			
Effect size	-	-0.21	-0.21	-	-0.38	-0.29	-	-0.10	-0.17	
Please indicate the extent to which each of the following has been a source of stress for you during the past year:										
Institutional procedures and "red tape"										
Extensive	14.5%	26.6%	24.3%	13.3%	26.5%	25.7%	15.5%	27.6%	23.4%	Career Related Stress
Somewhat	40.3%	45.1%	47.2%	46.7%	45.1%	48.6%	38.0%	44.8%	46.6%	
Not at all	45.2%	28.3%	28.5%	40.0%	28.4%	25.7%	46.5%	27.6%	30.0%	
Total(n)	124	523	2,671	45	204	1,146	71	286	1,365	
Mean	1.69	1.98	1.96	1.73	1.98	2.00	1.69	2.00	1.93	
Standard deviation	0.71	0.74	0.73	0.69	0.74	0.72	0.73	0.74	0.73	
Significance	-	***	***	-	*	*	-	**	**	
Effect size	-	-0.39	-0.37	-	-0.34	-0.38	-	-0.42	-0.33	
Teaching load										
Extensive	18.9%	21.6%	23.6%	14.9%	19.9%	22.0%	22.5%	22.2%	25.2%	Career Related Stress
Somewhat	44.1%	39.7%	43.9%	34.0%	38.3%	44.0%	47.9%	42.4%	44.6%	
Not at all	37.0%	38.6%	32.5%	51.1%	41.7%	34.0%	29.6%	35.4%	30.2%	
Total(n)	127	536	2,754	47	206	1,165	71	297	1,429	
Mean	1.82	1.83	1.91	1.64	1.78	1.88	1.93	1.87	1.95	
Standard deviation	0.73	0.76	0.74	0.74	0.76	0.74	0.72	0.75	0.74	
Significance	-			-		*	-			
Effect size	-	-0.01	-0.12	-	-0.18	-0.32	-	0.08	-0.03	
Lack of personal time										
Extensive	22.5%	24.7%	27.5%	13.0%	16.5%	22.3%	27.0%	29.1%	31.8%	Career Related Stress
Somewhat	44.2%	41.3%	43.8%	39.1%	41.3%	43.6%	48.6%	42.1%	44.0%	
Not at all	33.3%	34.0%	28.7%	47.8%	42.2%	34.0%	24.3%	28.8%	24.2%	
Total(n)	129	538	2,773	46	206	1,173	74	299	1,436	
Mean	1.89	1.91	1.99	1.65	1.74	1.88	2.03	2.00	2.08	
Standard deviation	0.74	0.76	0.75	0.71	0.72	0.74	0.72	0.76	0.74	
Significance	-			-		*	-			
Effect size	-	-0.03	-0.13	-	-0.13	-0.31	-	0.04	-0.07	
Job security										
Extensive	12.1%	14.5%	12.6%	10.9%	14.6%	11.9%	12.9%	13.0%	12.6%	Career Related Stress
Somewhat	29.8%	27.3%	26.6%	26.1%	24.8%	25.3%	28.6%	29.8%	27.8%	
Not at all	58.1%	58.1%	60.7%	63.0%	60.7%	62.8%	58.6%	57.2%	59.5%	
Total(n)	124	523	2,683	46	206	1,146	70	285	1,384	
Mean	1.54	1.56	1.52	1.48	1.54	1.49	1.54	1.56	1.53	
Standard deviation	0.70	0.73	0.71	0.69	0.74	0.70	0.72	0.71	0.71	
Significance	-			-			-			
Effect size	-	-0.03	0.03	-	-0.08	-0.01	-	-0.03	0.01	
Self-imposed high expectations										
Extensive	34.4%	34.7%	33.7%	25.5%	28.1%	29.3%	41.3%	39.9%	38.1%	Career Related Stress
Somewhat	48.9%	49.1%	50.3%	48.9%	52.4%	51.9%	45.3%	46.3%	48.8%	
Not at all	16.8%	16.2%	16.0%	25.5%	19.5%	18.9%	13.3%	13.8%	13.1%	
Total(n)	131	542	2,787	47	210	1,176	75	298	1,448	
Mean	2.18	2.18	2.18	2.00	2.09	2.10	2.28	2.26	2.25	

Standard deviation	0.70	0.69	0.68	0.72	0.69	0.69	0.69	0.69	0.67	
Significance	-			-			-			
Effect size	-	0.00	0.00	-	-0.13	-0.14	-	0.03	0.04	
Increased work responsibilities										
Extensive	30.5%	27.2%	27.7%	19.6%	19.2%	23.2%	38.4%	31.6%	31.7%	
Somewhat	49.2%	46.0%	47.2%	43.5%	48.6%	48.3%	50.7%	45.8%	46.8%	
Not at all	20.3%	26.8%	25.2%	37.0%	32.2%	28.5%	11.0%	22.6%	21.5%	
Total(n)	128	541	2,747	46	208	1,160	73	301	1,425	
Mean	2.10	2.00	2.03	1.83	1.87	1.95	2.27	2.09	2.10	
Standard deviation	0.71	0.74	0.73	0.74	0.71	0.72	0.65	0.73	0.72	
Significance	-			-			-		*	
Effect size	-	0.14	0.10	-	-0.06	-0.17	-	0.25	0.24	
Institutional budget cuts										
Extensive	33.1%	32.2%	28.6%	30.4%	28.4%	29.2%	37.0%	34.0%	27.7%	
Somewhat	43.3%	41.7%	43.4%	39.1%	42.8%	41.8%	42.5%	41.8%	44.7%	
Not at all	23.6%	26.1%	28.1%	30.4%	28.8%	29.0%	20.5%	24.2%	27.6%	
Total(n)	127	521	2,648	46	208	1,132	73	285	1,361	
Mean	2.09	2.06	2.01	2.00	2.00	2.00	2.16	2.10	2.00	
Standard deviation	0.75	0.76	0.75	0.79	0.76	0.76	0.75	0.76	0.74	
Significance	-			-			-			
Effect size	-	0.04	0.11	-	0.00	0.00	-	0.08	0.22	
Have you been sexually harassed at this institution?										
Yes	5.3%	6.3%	7.4%	2.1%	1.4%	2.6%	7.9%	9.2%	10.4%	
No	94.7%	93.7%	92.6%	97.9%	98.6%	97.4%	92.1%	90.8%	89.6%	
Total(n)	132	575	2,947	47	221	1,252	76	315	1,514	
In the past year, have you:										
Considered leaving academe for another job?										
Yes	30.2%	35.4%	37.1%	23.4%	31.2%	35.3%	34.2%	37.1%	37.9%	
No	69.8%	64.6%	62.9%	76.6%	68.8%	64.7%	65.8%	62.9%	62.1%	
Total(n)	129	562	2,868	47	218	1,216	73	307	1,473	
Considered leaving this institution for another?										
Yes	27.9%	48.0%	44.6%	25.5%	48.6%	47.2%	30.1%	47.2%	42.3%	
No	72.1%	52.0%	55.4%	74.5%	51.4%	52.8%	69.9%	52.8%	57.7%	
Total(n)	129	561	2,864	47	216	1,210	73	309	1,476	
Engaged in public service/professional consulting without pay?										
Yes	46.9%	47.0%	48.1%	46.8%	44.9%	47.5%	47.3%	48.4%	48.2%	Civic Minded Practice
No	53.1%	53.0%	51.9%	53.2%	55.1%	52.5%	52.7%	51.6%	51.8%	
Total(n)	130	558	2,858	47	216	1,212	74	308	1,475	
Received at least one firm job offer elsewhere?										
Yes	18.8%	19.5%	18.1%	17.4%	16.3%	18.6%	20.5%	19.4%	16.7%	
No	81.3%	80.5%	81.9%	82.6%	83.7%	81.4%	79.5%	80.6%	83.3%	
Total(n)	128	559	2,854	46	215	1,210	73	309	1,475	
For each of the following items, please mark either Yes or No.										
Are you a member of a faculty union?										
Yes	2.3%	21.5%	39.6%	4.3%	22.4%	38.6%	1.3%	21.1%	40.6%	
No	97.7%	78.5%	60.4%	95.7%	77.6%	61.4%	98.7%	78.9%	59.4%	
Total(n)	131	554	2,843	47	214	1,201	75	304	1,469	

Do you plan to retire within the next three years?									
Yes	13.8%	9.0%	12.3%	12.8%	7.5%	11.8%	13.5%	8.8%	11.6%
No	86.2%	91.0%	87.7%	87.2%	92.5%	88.2%	86.5%	91.2%	88.4%
Total(n)	130	556	2,836	47	214	1,198	74	306	1,468
For each of the following items, please mark either Yes or No.									
Have you ever interrupted your professional career for more than one year for family reasons?									
Yes	9.2%	11.4%	9.2%	8.5%	4.2%	4.8%	10.8%	16.1%	12.3%
No	90.8%	88.6%	90.8%	91.5%	95.8%	95.2%	89.2%	83.9%	87.7%
Total(n)	130	554	2,835	47	214	1,196	74	304	1,467
Have you ever been formally recognized for outstanding teaching at this institution?									
Yes	26.7%	34.8%	30.4%	29.8%	41.9%	32.3%	25.3%	30.1%	29.0%
No	73.3%	65.2%	69.6%	70.2%	58.1%	67.7%	74.7%	69.9%	71.0%
Total(n)	131	557	2,840	47	215	1,200	75	306	1,468
Citizenship status:									
U.S. citizen	98.5%	92.2%	94.0%	97.9%	90.0%	92.8%	98.7%	93.4%	94.6%
Permanent resident (green card)	0.8%	6.4%	4.6%	2.1%	8.2%	5.4%	0.0%	5.4%	4.1%
Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)	0.8%	1.2%	1.4%	0.0%	1.8%	1.8%	1.3%	0.9%	1.2%
None of the above	0.0%	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%	0.3%	0.1%
Total(n)	132	574	2,943	47	219	1,251	76	316	1,514
How would you characterize your political views?									
Far right	1.5%	0.2%	0.2%	0.0%	0.5%	0.2%	1.3%	0.0%	0.2%
Conservative	19.1%	12.4%	10.3%	30.4%	11.6%	10.8%	13.2%	12.7%	9.0%
Middle-of-the-road	34.4%	35.3%	31.0%	37.0%	43.5%	35.5%	30.3%	29.0%	26.7%
Liberal	36.6%	40.7%	46.0%	21.7%	33.3%	40.8%	47.4%	47.6%	52.1%
Far left	8.4%	11.4%	12.6%	10.9%	11.1%	12.7%	7.9%	10.7%	12.1%
Total(n)	131	555	2,858	46	216	1,224	76	307	1,473
If given the choice, would you:									
Still come to this institution?									
Definitely yes	56.8%	40.8%	43.2%	53.2%	37.8%	41.5%	59.2%	42.8%	45.1%
Probably yes	28.0%	36.3%	35.4%	36.2%	37.8%	35.6%	25.0%	35.5%	36.2%
Not sure	9.1%	14.2%	13.2%	8.5%	15.7%	13.8%	7.9%	13.1%	12.6%
Probably no	4.5%	5.5%	5.2%	0.0%	5.5%	5.4%	6.6%	5.1%	4.3%
Definitely no	1.5%	3.2%	2.9%	2.1%	3.2%	3.7%	1.3%	3.5%	1.9%
Total(n)	132	564	2,915	47	217	1,242	76	313	1,498
Mean	4.34	4.06	4.11	4.38	4.01	4.06	4.34	4.09	4.18
Standard deviation	0.93	1.03	1.01	0.82	1.03	1.05	0.97	1.04	0.94
Significance	-	**	*	-	*	*	-		
Effect size	-	0.27	0.23	-	0.36	0.30	-	0.24	0.17
Still be a college professor?									
Definitely yes	62.6%	64.8%	63.5%	63.8%	61.5%	64.2%	62.7%	67.4%	63.2%
Probably yes	29.0%	24.7%	26.4%	31.9%	25.2%	25.8%	26.7%	23.4%	26.5%
Not sure	3.1%	8.1%	7.2%	2.1%	11.0%	6.9%	4.0%	6.6%	7.8%
Probably no	4.6%	1.9%	2.2%	2.1%	1.8%	2.2%	6.7%	1.9%	2.2%
Definitely no	0.8%	0.5%	0.7%	0.0%	0.5%	0.9%	0.0%	0.6%	0.3%
Total(n)	131	571	2,925	47	218	1,239	75	316	1,507

Mean	4.48	4.51	4.50	4.57	4.45	4.50	4.45	4.55	4.50
Standard deviation	0.83	0.77	0.78	0.65	0.80	0.79	0.86	0.76	0.76
Significance	-			-			-		
Effect size	-	-0.04	-0.03	-	0.15	0.09	-	-0.13	-0.07
Please select your base institutional salary.									
Less than \$10,000	0.0%	0.2%	0.2%	0.0%	0.0%	0.1%	0.0%	0.4%	0.2%
\$10,000-19,999	0.0%	0.4%	0.3%	0.0%	0.5%	0.3%	0.0%	0.0%	0.2%
\$20,000-29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
\$30,000-39,999	0.9%	0.8%	1.5%	2.6%	0.5%	1.4%	0.0%	1.1%	1.4%
\$40,000-49,999	20.4%	12.7%	8.2%	20.5%	10.6%	5.9%	19.1%	12.3%	9.7%
\$50,000-59,999	17.7%	19.8%	14.6%	17.9%	16.5%	12.6%	17.6%	23.4%	17.0%
\$60,000-69,999	23.0%	18.0%	16.8%	20.5%	18.6%	15.5%	25.0%	16.5%	17.4%
\$70,000-79,999	12.4%	15.7%	15.9%	12.8%	14.4%	13.9%	11.8%	17.6%	17.9%
\$80,000-89,999	6.2%	12.1%	13.2%	5.1%	13.8%	14.2%	7.4%	11.1%	12.4%
\$90,000-99,999	1.8%	8.6%	10.7%	0.0%	8.0%	11.0%	2.9%	9.2%	10.6%
\$100,000-124,999	9.7%	8.8%	14.9%	15.4%	13.8%	19.9%	5.9%	5.4%	10.4%
\$125,000-149,999	4.4%	2.5%	3.0%	2.6%	2.7%	4.3%	5.9%	2.7%	2.1%
\$150,000-199,999	2.7%	0.4%	0.7%	0.0%	0.5%	0.7%	4.4%	0.4%	0.7%
\$200,000-249,999	0.9%	0.0%	0.0%	2.6%	0.0%	0.1%	0.0%	0.0%	0.0%
\$250,000-499,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	113	479	2,464	39	188	1,077	68	261	1,249
Your base institutional salary reported above is based on:									
Less than 9 months	3.5%	5.8%	4.7%	5.1%	7.3%	4.4%	2.9%	5.0%	5.0%
9/10 months	76.1%	73.0%	73.3%	76.9%	73.3%	75.7%	75.0%	73.3%	71.3%
11/12 months	20.4%	21.2%	21.9%	17.9%	19.4%	19.9%	22.1%	21.8%	23.7%
Total(n)	113	482	2,479	39	191	1,082	68	262	1,259
Total salary from teaching at this institution for this academic year for part-time faculty.									
Less than \$5,000	47.1%	23.7%	10.6%	37.5%	26.9%	9.2%	50.0%	20.5%	10.4%
\$5,000-9,999	35.3%	40.8%	26.1%	50.0%	42.3%	25.8%	16.7%	43.2%	26.7%
\$10,000-14,999	11.8%	19.7%	17.0%	12.5%	19.2%	18.3%	16.7%	18.2%	16.8%
\$15,000-19,999	0.0%	10.5%	12.9%	0.0%	7.7%	14.2%	0.0%	11.4%	11.4%
\$20,000-24,999	0.0%	2.6%	7.5%	0.0%	0.0%	5.8%	0.0%	4.5%	8.9%
\$25,000-29,999	0.0%	0.0%	6.3%	0.0%	0.0%	6.7%	0.0%	0.0%	6.4%
\$30,000-34,999	5.9%	0.0%	3.2%	0.0%	0.0%	1.7%	16.7%	0.0%	4.5%
\$35,000-39,999	0.0%	1.3%	3.2%	0.0%	0.0%	3.3%	0.0%	2.3%	3.5%
\$40,000-44,999	0.0%	0.0%	3.4%	0.0%	0.0%	2.5%	0.0%	0.0%	4.0%
\$45,000-49,999	0.0%	0.0%	1.4%	0.0%	0.0%	1.7%	0.0%	0.0%	1.5%
\$50,000-59,999	0.0%	0.0%	2.9%	0.0%	0.0%	4.2%	0.0%	0.0%	2.5%
\$60,000-69,999	0.0%	0.0%	2.9%	0.0%	0.0%	5.0%	0.0%	0.0%	1.5%
\$70,000-79,999	0.0%	0.0%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%
\$80,000-89,999	0.0%	0.0%	0.9%	0.0%	0.0%	0.8%	0.0%	0.0%	0.5%
\$90,000-99,999	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%
\$100,000 or more	0.0%	1.3%	0.3%	0.0%	3.8%	0.8%	0.0%	0.0%	0.0%
Total(n)	17	76	348	8	26	120	6	44	202

Per-Course earnings for part-time faculty.									
Less than \$500	0.0%	1.4%	2.7%	0.0%	0.0%	1.7%	0.0%	2.3%	3.1%
\$500-999	25.0%	12.2%	9.6%	25.0%	16.0%	10.3%	33.3%	9.1%	9.3%
\$1,000-1,499	12.5%	9.5%	9.0%	0.0%	16.0%	7.7%	16.7%	6.8%	9.3%
\$1,500-1,999	12.5%	8.1%	6.3%	12.5%	0.0%	3.4%	0.0%	11.4%	7.8%
\$2,000-2,499	31.3%	17.6%	8.1%	62.5%	24.0%	11.1%	0.0%	13.6%	6.2%
\$2,500-2,999	0.0%	23.0%	13.6%	0.0%	16.0%	15.4%	0.0%	27.3%	13.0%
\$3,000-3,499	0.0%	10.8%	11.7%	0.0%	16.0%	10.3%	0.0%	9.1%	12.4%
\$3,500-3,999	6.3%	10.8%	5.7%	0.0%	4.0%	3.4%	16.7%	13.6%	6.7%
\$4,000-4,499	0.0%	5.4%	6.0%	0.0%	8.0%	5.1%	0.0%	4.5%	6.7%
\$4,500-4,999	0.0%	0.0%	3.9%	0.0%	0.0%	3.4%	0.0%	0.0%	3.6%
\$5,000-5,499	6.3%	0.0%	9.0%	0.0%	0.0%	10.3%	16.7%	0.0%	8.8%
\$5,500-5,999	0.0%	0.0%	2.4%	0.0%	0.0%	2.6%	0.0%	0.0%	2.6%
\$6,000-6,499	0.0%	0.0%	5.1%	0.0%	0.0%	7.7%	0.0%	0.0%	4.1%
\$6,500-6,999	6.3%	0.0%	0.9%	0.0%	0.0%	1.7%	16.7%	0.0%	0.5%
\$7,000-7,499	0.0%	0.0%	1.5%	0.0%	0.0%	1.7%	0.0%	0.0%	1.6%
\$7,500-7,999	0.0%	1.4%	1.5%	0.0%	0.0%	0.9%	0.0%	2.3%	2.1%
\$8,000-8,499	0.0%	0.0%	0.3%	0.0%	0.0%	0.9%	0.0%	0.0%	0.0%
\$8,500-8,999	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%
\$9,000-9,499	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%
\$9,500-9,999	0.0%	0.0%	0.3%	0.0%	0.0%	0.9%	0.0%	0.0%	0.0%
\$10,000 or more	0.0%	0.0%	1.2%	0.0%	0.0%	1.7%	0.0%	0.0%	1.0%
Total(n)	16	74	332	8	25	117	6	44	193
Highest Degree Earned									
Bachelor's (B.A., B.S., etc.)	3.9%	1.0%	1.6%	2.2%	1.8%	2.2%	4.0%	0.6%	1.2%
Master's (M.A., M.S.)	13.2%	20.0%	18.3%	13.3%	9.6%	12.8%	13.3%	24.6%	22.1%
Terminal Master's (M.F.A., M.B.A.)	7.8%	5.1%	5.8%	8.9%	5.9%	6.0%	5.3%	4.4%	5.1%
J.D.	7.0%	1.2%	1.1%	8.9%	1.4%	1.1%	6.7%	1.3%	1.1%
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	0.5%	0.3%	0.0%	0.0%	0.4%	0.0%	0.6%	0.2%
Ph.D.	52.7%	63.8%	65.0%	51.1%	74.0%	72.0%	57.3%	59.3%	60.8%
Professional Doctorate (Ed.D., Psy.D., etc.)	10.1%	7.0%	6.7%	6.7%	6.8%	4.7%	10.7%	7.3%	8.1%
Other	5.4%	1.4%	1.2%	8.9%	0.5%	0.7%	2.7%	1.9%	1.5%
Total(n)	129	574	2,938	45	219	1,246	75	317	1,511
Degree Currently Working On									
Bachelor's (B.A., B.S., etc.)	0.0%	0.4%	0.2%	0.0%	0.0%	0.2%	0.0%	0.7%	0.3%
Master's (M.A., M.S.)	2.3%	1.4%	1.2%	2.2%	1.4%	1.3%	2.7%	1.0%	1.1%
Terminal Master's (M.F.A., M.B.A.)	0.8%	0.2%	0.6%	0.0%	0.5%	0.6%	0.0%	0.0%	0.4%
J.D.	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
Ph.D.	0.8%	4.5%	3.2%	0.0%	3.7%	3.2%	1.4%	4.9%	3.2%
Professional Doctorate (Ed.D., Psy.D., etc.)	1.6%	2.5%	1.4%	2.2%	0.9%	0.6%	1.4%	3.6%	2.1%
Other	4.7%	1.1%	0.7%	6.5%	0.9%	0.5%	2.7%	1.0%	0.8%
None	89.8%	89.9%	92.5%	89.1%	92.6%	93.6%	91.8%	88.9%	92.0%
Total(n)	128	557	2,830	46	215	1,200	73	307	1,459
Are you currently serving in an administrative position as:									
Department chair	11.0%	6.9%	6.4%	9.8%	7.7%	8.0%	12.1%	6.1%	5.2%

Dean (including Associate or Assistant)	4.3%	2.6%	1.3%	3.3%	2.8%	1.1%	5.5%	2.7%	1.4%
Vice-president	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.1%
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Provost	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Other	11.7%	10.4%	9.4%	9.8%	9.8%	8.9%	14.3%	10.3%	9.5%
Not applicable	52.1%	54.7%	55.6%	50.8%	53.7%	54.2%	50.5%	56.3%	57.4%
Total(n)	163	742	3,811	61	285	1,617	91	407	1,949
Race/Ethnicity - mark all that apply (total may add to more than 100%)									
American Indian or Alaska Native	2.3%	1.1%	1.4%	2.2%	0.9%	1.3%	1.3%	1.3%	1.4%
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	2.3%	6.6%	5.5%	4.3%	7.4%	5.2%	1.3%	6.7%	6.0%
Filipina/o/x	0.0%	0.4%	0.6%	0.0%	0.0%	0.4%	0.0%	0.6%	0.8%
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.8%	0.5%	0.8%	2.2%	0.0%	0.6%	0.0%	1.0%	1.2%
South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	1.5%	3.8%	2.4%	2.2%	5.5%	3.1%	1.3%	2.6%	2.0%
Other Asian	0.0%	0.4%	0.4%	0.0%	0.5%	0.3%	0.0%	0.3%	0.3%
African American/Black	2.3%	12.3%	4.5%	2.2%	8.8%	3.9%	2.6%	13.8%	4.8%
African	1.5%	1.3%	0.8%	2.2%	0.9%	1.0%	1.3%	1.3%	0.5%
Caribbean	0.0%	0.7%	0.3%	0.0%	0.5%	0.2%	0.0%	1.0%	0.4%
Other Black	0.0%	0.2%	0.1%	0.0%	0.0%	0.1%	0.0%	0.3%	0.1%
Native Hawaiian or Other Pacific Islander	0.0%	0.4%	0.2%	0.0%	0.0%	0.2%	0.0%	0.3%	0.1%
Mexican American/Chicana/o/x	0.8%	3.2%	3.3%	0.0%	3.7%	2.9%	1.3%	2.6%	3.5%
Puerto Rican	0.0%	0.5%	0.5%	0.0%	0.5%	0.6%	0.0%	0.6%	0.4%
Central American	0.0%	0.2%	0.3%	0.0%	0.0%	0.5%	0.0%	0.3%	0.1%
South American	0.0%	1.3%	1.2%	0.0%	1.4%	1.2%	0.0%	1.3%	1.2%
Other Hispanic or Latina/o/x	2.3%	1.6%	1.3%	2.2%	1.8%	1.4%	1.3%	1.6%	1.2%
Middle Eastern	0.8%	1.8%	2.3%	0.0%	2.8%	2.7%	0.0%	1.3%	2.0%
European	76.2%	60.5%	71.9%	78.3%	61.8%	73.9%	75.0%	60.3%	70.7%
Other White	13.1%	10.7%	10.2%	6.5%	9.7%	7.4%	17.1%	11.5%	12.2%
Other	1.5%	2.1%	2.0%	2.2%	2.3%	2.6%	1.3%	1.9%	1.2%
Total(n)	130	560	2,833	46	217	1,213	76	312	1,472
Race/Ethnicity Group (with multiple race category)									
Native American/Alaska Native	0.8%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%
Asian/Pacific Islander	4.6%	9.8%	8.1%	8.7%	12.4%	8.2%	2.6%	8.7%	8.4%
Black/African American	3.1%	12.5%	4.6%	4.3%	8.8%	3.6%	2.6%	13.8%	4.9%
Latina/o/x	0.8%	3.2%	3.6%	0.0%	2.8%	3.8%	1.3%	3.5%	3.5%
White	85.4%	67.0%	77.0%	80.4%	68.2%	77.4%	89.5%	67.0%	77.0%
Other Race/Ethnicity	1.5%	1.8%	1.5%	2.2%	2.3%	2.1%	1.3%	1.3%	0.9%
Two or More Races/Ethnicities	3.8%	5.7%	5.2%	4.3%	5.5%	4.9%	2.6%	5.8%	5.4%
Total (n)	130	560	2,833	46	217	1,213	76	312	1,472
Is English your native language?									
Yes	92.4%	85.1%	88.7%	87.2%	80.0%	86.6%	94.7%	87.4%	89.6%
No	7.6%	14.9%	11.3%	12.8%	20.0%	13.4%	5.3%	12.6%	10.4%
Total(n)	132	571	2,923	47	215	1,243	76	317	1,500
What is your sexual orientation?									
Heterosexual/straight	92.8%	90.2%	88.6%	88.6%	90.1%	90.9%	97.3%	91.6%	88.5%
Gay	2.4%	2.7%	2.7%	4.5%	6.6%	5.8%	0.0%	0.3%	0.1%
Lesbian	0.0%	1.8%	2.3%	0.0%	0.0%	0.0%	0.0%	3.2%	3.7%

Bisexual	4.0%	2.4%	2.8%	6.8%	1.4%	1.4%	1.4%	2.9%	3.7%
Queer	0.8%	1.1%	1.6%	0.0%	0.5%	0.4%	1.4%	0.6%	1.8%
Pansexual	0.0%	0.2%	0.6%	0.0%	0.0%	0.3%	0.0%	0.3%	0.9%
Asexual	0.0%	0.5%	0.5%	0.0%	0.0%	0.1%	0.0%	0.6%	0.7%
Not listed above	0.0%	1.1%	0.9%	0.0%	1.4%	1.1%	0.0%	0.3%	0.5%
Total (n)	125	551	2,823	44	212	1,214	74	311	1,470
Do you identify as transgender?									
No	99.4%	99.9%	99.5%	100.0%	100.0%	99.8%	100.0%	100.0%	99.8%
Yes	0.6%	0.1%	0.5%	0.0%	0.0%	0.2%	0.0%	0.0%	0.2%
Total(n)	162	739	3,793	61	284	1,612	91	407	1,949
How many children do you have in the following age ranges?									
Under 18 years old									
0	54.2%	57.4%	57.1%	51.2%	49.7%	53.0%	56.5%	61.8%	59.1%
1	20.6%	16.6%	18.5%	14.6%	17.1%	19.3%	24.2%	16.0%	18.2%
2	15.0%	19.9%	17.8%	17.1%	26.2%	19.7%	12.9%	16.4%	16.8%
3	4.7%	5.1%	5.2%	4.9%	5.3%	5.8%	4.8%	5.1%	4.7%
4+	5.6%	1.0%	1.6%	12.2%	1.6%	2.1%	1.6%	0.7%	1.2%
Total(n)	107	488	2,443	41	187	1,026	62	275	1,289
18 years or older									
0	37.3%	55.1%	56.6%	34.1%	55.2%	52.1%	40.0%	55.8%	61.7%
1	19.5%	12.4%	13.4%	24.4%	10.4%	14.5%	17.1%	13.8%	12.6%
2	25.4%	19.7%	19.4%	22.0%	18.0%	20.5%	25.7%	20.3%	17.5%
3	13.6%	8.1%	6.8%	12.2%	9.8%	8.4%	14.3%	6.9%	5.6%
4+	4.2%	4.7%	3.8%	7.3%	6.6%	4.6%	2.9%	3.3%	2.7%
Total(n)	118	492	2,529	41	183	1,065	70	276	1,314
How satisfied are you with the availability of child care at this institution?									
Very satisfied	6.3%	5.2%	10.9%	0.0%	0.0%	7.7%	11.1%	9.1%	13.4%
Satisfied	6.3%	15.5%	17.6%	0.0%	20.0%	22.4%	11.1%	10.9%	14.0%
Marginally satisfied	12.5%	15.5%	16.2%	16.7%	15.0%	15.4%	11.1%	16.4%	16.9%
Not satisfied	75.0%	63.9%	55.2%	83.3%	65.0%	54.5%	66.7%	63.6%	55.7%
Total(n)	16	97	567	6	40	246	9	55	307
Mean	1.44	1.62	1.84	1.17	1.55	1.83	1.67	1.65	1.85
Standard deviation	0.89	0.93	1.07	0.41	0.81	1.03	1.12	1.00	1.10
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.19	-0.37	-	-0.47	-0.64	-	0.02	-0.16
Aggregated - Salary based on 9/10 months (full-time employees only)									
Less than \$10,000	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
\$10,000 - \$19,999	0.0%	0.0%	0.2%	0.0%	0.0%	0.1%	0.0%	0.0%	0.2%
\$20,000 - \$29,999	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
\$30,000 - \$39,999	1.2%	0.6%	1.3%	3.3%	0.0%	1.1%	0.0%	1.1%	1.2%
\$40,000 - \$49,999	23.3%	12.6%	7.7%	23.3%	10.1%	5.3%	21.6%	13.2%	9.6%
\$50,000 - \$59,999	19.8%	20.4%	14.7%	23.3%	16.7%	12.6%	17.6%	24.7%	17.4%
\$60,000 - \$69,999	26.7%	20.7%	18.2%	23.3%	21.7%	16.1%	29.4%	17.9%	19.2%
\$70,000 - \$79,999	10.5%	15.8%	16.7%	10.0%	12.3%	14.4%	11.8%	19.5%	18.8%
\$80,000 - \$89,999	4.7%	13.2%	14.0%	3.3%	15.9%	14.8%	5.9%	11.6%	13.3%
\$90,000 - \$99,999	2.3%	7.5%	9.7%	0.0%	8.7%	10.5%	3.9%	6.8%	9.2%
\$100,000 - \$124,999	8.1%	7.8%	14.7%	13.3%	12.3%	20.9%	3.9%	4.2%	9.2%

Total(n)	123	543	2,764	44	213	1,201	71	301	1,417
Year of first academic appointment:									
1976 or earlier	1.2%	2.0%	2.0%	1.6%	2.8%	2.7%	1.1%	1.5%	1.3%
1977 - 1981	5.6%	2.4%	2.6%	6.6%	3.5%	3.9%	5.6%	1.7%	1.5%
1982 - 1986	2.5%	4.1%	4.7%	0.0%	5.3%	6.0%	4.4%	3.0%	3.4%
1987 - 1991	5.6%	5.7%	6.9%	9.8%	5.3%	8.2%	2.2%	5.9%	5.4%
1992 - 1996	8.0%	10.3%	11.1%	11.5%	11.3%	12.4%	6.7%	9.9%	10.4%
1997 - 2001	15.4%	11.8%	13.3%	13.1%	11.3%	13.8%	13.3%	11.6%	12.8%
2002 - 2006	16.7%	19.2%	17.1%	18.0%	20.6%	16.4%	14.4%	18.3%	17.9%
2007 - 2011	18.5%	20.1%	18.4%	16.4%	20.2%	16.7%	22.2%	20.5%	20.3%
2012 or later	26.5%	24.3%	23.8%	23.0%	19.5%	19.7%	30.0%	27.7%	27.0%
Total(n)	162	736	3,769	61	282	1,607	90	405	1,929
Year of appointment at present institution									
1976 or earlier	1.3%	0.8%	0.8%	1.7%	1.4%	1.1%	1.2%	0.3%	0.4%
1977 - 1981	2.6%	0.7%	1.4%	5.1%	1.1%	1.9%	1.2%	0.3%	0.8%
1982 - 1986	2.6%	1.9%	2.7%	1.7%	2.2%	3.6%	3.5%	1.5%	1.9%
1987 - 1991	3.8%	3.5%	4.9%	6.8%	4.0%	5.8%	2.3%	3.0%	3.7%
1992 - 1996	5.8%	5.7%	8.3%	8.5%	5.8%	8.8%	4.7%	5.3%	7.9%
1997 - 2001	12.8%	11.4%	13.5%	13.6%	11.9%	14.5%	11.6%	11.1%	12.5%
2002 - 2006	15.4%	20.7%	17.5%	13.6%	20.9%	17.7%	12.8%	21.0%	18.0%
2007 - 2011	19.9%	19.7%	18.8%	15.3%	18.4%	17.4%	25.6%	20.0%	19.8%
2012 or later	35.9%	35.5%	32.2%	33.9%	34.3%	29.1%	37.2%	37.5%	34.9%
Total(n)	156	719	3,693	59	277	1,582	86	395	1,886
If tenured, year tenure was awarded									
1976 or earlier	0.0%	0.3%	0.4%	0.0%	0.7%	0.6%	0.0%	0.0%	0.0%
1977 - 1981	1.5%	0.6%	0.6%	0.0%	0.7%	0.7%	2.3%	0.6%	0.4%
0.0%									
0.9%									
0.0%									
1.9%									
4.5%									
6.2%									
7.8%									
11.1%									
16.2%									
20.4%									
32.5%									
26.0%									
38.3%									
33.2%									
Total(n)	68	323	1,810	21	149	881	43	154	823
If tenured, year tenure was awarded at Community College									
1976 or earlier	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
1977 - 1981	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
1982 - 1986	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
1987 - 1991	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
1992 - 1996	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
1997 - 2001	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2002 - 2006	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2007 - 2011	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2012 or later	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	0	0	0	0	0	0	0	0	0
Aggregated Major									
Agriculture/natural resources/related (General Area 1)	0.0%	1.4%	0.7%	0.0%	1.9%	0.9%	0.0%	0.6%	0.3%
Biological and biomedical sciences (General Area 5)	2.3%	8.5%	6.8%	4.3%	10.7%	8.0%	1.4%	7.7%	6.1%

* Faculty who identify as genderqueer/gender non-conforming, identity not listed above, or who chose not to answer the gender identity question are included in the total columns. These identities are not broken out separately in the reports due to their small cell size (any column with fewer than five cases would be suppressed) and the possibility of their responses being associated with a particular faculty member in this anonymous survey.

Business/management/marketing/related (General Area 6)	7.0%	6.2%	5.5%	8.5%	10.7%	8.1%	6.8%	3.2%	3.5%
Education (General Area 10 and Specific Discipline 2102)	14.0%	13.3%	13.7%	4.3%	8.4%	7.7%	19.2%	16.0%	18.2%
Engineering technologies/technicians (General Area 11)	0.8%	1.8%	3.2%	2.1%	3.3%	5.7%	0.0%	0.6%	1.1%
English language and literature/letters (General Area 12)	3.9%	6.6%	5.5%	2.1%	6.0%	5.0%	4.1%	6.7%	5.8%
Health professions/clinical sciences (General Area 15)	14.7%	10.1%	8.7%	6.4%	2.3%	3.6%	20.5%	14.7%	12.9%
History or Political Science (Specific Discipline 3007,3009)	2.3%	4.1%	4.4%	4.3%	6.5%	5.9%	1.4%	2.9%	3.6%
Humanities (General Area 14,24)	2.3%	2.7%	4.1%	6.4%	2.3%	4.4%	0.0%	2.9%	3.9%
Fine Arts (General Area 2,4,22)	7.0%	5.9%	7.4%	6.4%	7.4%	8.4%	5.5%	4.8%	6.4%
Mathematics and Statistics (General Area 18)	2.3%	3.2%	4.2%	0.0%	6.0%	5.7%	4.1%	1.3%	2.9%
Physical Sciences (General Area 25)	4.7%	4.3%	5.5%	8.5%	7.9%	8.3%	2.7%	2.2%	3.7%
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	14.7%	17.2%	14.9%	12.8%	13.0%	12.0%	16.4%	19.2%	16.9%
Other Technical (General Area 8,19,28)	1.6%	2.0%	2.5%	4.3%	3.3%	4.5%	0.0%	1.3%	1.0%
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	22.5%	12.9%	12.8%	29.8%	10.2%	11.7%	17.8%	16.0%	13.8%
Total(n)	129	564	2,851	47	215	1,223	73	313	1,462
Aggregated Department									
Agriculture/natural resources/related (General Area 1)	0.0%	1.2%	0.7%	0.0%	1.9%	0.9%	0.0%	0.6%	0.5%
Biological and biomedical sciences (General Area 5)	2.3%	7.8%	6.3%	4.3%	8.4%	7.1%	1.4%	7.7%	5.8%
Business/management/marketing/related (General Area 6)	9.3%	7.8%	6.3%	14.9%	12.6%	8.7%	5.5%	4.8%	4.5%
Education (General Area 10 and Specific Discipline 2102)	5.4%	9.2%	9.4%	0.0%	7.9%	6.1%	8.2%	9.3%	12.0%
Engineering technologies/technicians (General Area 11)	0.8%	0.7%	2.9%	2.1%	1.9%	5.5%	0.0%	0.0%	0.8%
English language and literature/letters (General Area 12)	4.7%	6.2%	5.4%	2.1%	5.6%	4.5%	5.5%	6.7%	6.2%
Health professions/clinical sciences (General Area 15)	17.1%	12.4%	10.5%	6.4%	5.1%	4.7%	24.7%	17.0%	15.0%
History or Political Science (Specific Discipline 3007,3009)	1.6%	3.7%	4.2%	2.1%	7.4%	5.7%	1.4%	1.6%	3.4%
Humanities (General Area 14,24)	2.3%	2.3%	4.0%	6.4%	1.9%	4.3%	0.0%	2.6%	3.9%
Fine Arts (General Area 2,4,22)	7.0%	5.9%	7.7%	6.4%	7.9%	8.4%	5.5%	4.5%	6.8%
Mathematics and Statistics (General Area 18)	3.1%	3.7%	4.9%	0.0%	6.0%	6.2%	5.5%	1.9%	3.8%
Physical Sciences (General Area 25)	3.9%	5.3%	5.9%	8.5%	9.3%	8.8%	1.4%	3.2%	4.0%
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	8.5%	15.3%	12.9%	6.4%	9.3%	10.8%	11.0%	19.2%	14.4%
Other Technical (General Area 8,19,28)	0.8%	2.8%	2.7%	2.1%	5.1%	4.8%	0.0%	1.3%	1.0%
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	33.3%	15.5%	16.1%	38.3%	9.8%	13.6%	30.1%	19.6%	17.9%
Total(n)	129	563	2,840	47	215	1,221	73	312	1,455
Faculty works in a STEM department									
Yes	21.5%	22.9%	23.0%	18.0%	27.4%	27.0%	25.3%	20.1%	20.4%
No	78.5%	77.1%	77.0%	82.0%	72.6%	73.0%	74.7%	79.9%	79.6%
Total(n)	163	742	3,811	61	285	1,617	91	407	1,949
Optional Question 1									
A	1.6%			2.1%			1.4%		
B	0.0%			0.0%			0.0%		
C	10.4%			14.9%			4.3%		
D	44.8%			57.4%			37.7%		
E	43.2%			25.5%			56.5%		
Total(n)	125			47			69		
Optional Question 2									
A	1.6%			2.1%			1.4%		
B	2.4%			6.4%			0.0%		
C	20.2%			25.5%			15.9%		

D	50.0%	48.9%	49.3%	
E	25.8%	17.0%	33.3%	
Total(n)	124	47	69	
Optional Question 3				
A	1.6%	2.1%	1.4%	
B	1.6%	4.3%	0.0%	
C	19.2%	31.9%	10.1%	
D	46.4%	40.4%	47.8%	
E	31.2%	21.3%	40.6%	
Total(n)	125	47	69	
Optional Question 4				
A	3.2%	2.1%	2.9%	
B	8.7%	8.5%	8.6%	
C	29.4%	40.4%	22.9%	
D	38.9%	42.6%	37.1%	
E	19.8%	6.4%	28.6%	
Total(n)	126	47	70	
Optional Question 5				
A	4.8%	4.3%	4.3%	
B	10.3%	14.9%	5.7%	
C	18.3%	23.4%	14.3%	
D	44.4%	42.6%	48.6%	
E	22.2%	14.9%	27.1%	
Total(n)	126	47	70	
Optional Question 6				
A	1.6%	2.1%	1.5%	
B	4.8%	8.5%	1.5%	
C	33.1%	40.4%	29.4%	
D	38.7%	36.2%	39.7%	
E	21.8%	12.8%	27.9%	
Total(n)	124	47	68	
Optional Question 7				
A	10.6%	10.6%	10.4%	
B	18.7%	27.7%	13.4%	
C	30.1%	36.2%	25.4%	
D	24.4%	12.8%	32.8%	
E	16.3%	12.8%	17.9%	
Total(n)	123	47	67	
Optional Question 8				
A	2.4%	2.1%	1.4%	
B	15.7%	12.8%	16.9%	
C	15.7%	19.1%	11.3%	
D	48.8%	55.3%	49.3%	
E	17.3%	10.6%	21.1%	
Total(n)	127	47	71	
Optional Question 9				
A	4.0%	0.0%	7.4%	
B	4.0%	8.5%	1.5%	

C	27.4%	36.2%	20.6%	
D	31.5%	27.7%	35.3%	
E	33.1%	27.7%	35.3%	
Total(n)	124	47	68	
Optional Question 10				
A	4.8%	4.3%	5.7%	
B	9.5%	6.4%	12.9%	
C	13.5%	17.0%	11.4%	
D	38.9%	48.9%	28.6%	
E	33.3%	23.4%	41.4%	
Total(n)	126	47	70	
Optional Question 11				
A	4.8%	4.3%	5.8%	
B	21.6%	17.0%	24.6%	
C	39.2%	46.8%	34.8%	
D	24.8%	23.4%	26.1%	
E	9.6%	8.5%	8.7%	
Total(n)	125	47	69	
Optional Question 12				
A	6.7%	11.1%	4.6%	
B	10.1%	11.1%	9.2%	
C	38.7%	42.2%	36.9%	
D	31.1%	22.2%	35.4%	
E	13.4%	13.3%	13.8%	
Total(n)	119	45	65	
Optional Question 13				
A	6.5%	10.6%	4.5%	
B	13.0%	19.1%	9.0%	
C	38.2%	34.0%	41.8%	
D	28.5%	21.3%	31.3%	
E	13.8%	14.9%	13.4%	
Total(n)	123	47	67	
Optional Question 14				
A	75.2%	73.9%	78.9%	
B	24.8%	26.1%	21.1%	
C	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	
Total(n)	125	46	71	
Optional Question 15				
A	3.2%	6.4%	1.4%	
B	4.8%	2.1%	7.1%	
C	25.6%	29.8%	20.0%	
D	32.0%	23.4%	37.1%	
E	34.4%	38.3%	34.3%	
Total(n)	125	47	70	
Optional Question 16				
A	7.3%	8.7%	7.2%	

B	17.9%	17.4%	18.8%	
C	36.6%	28.3%	40.6%	
D	30.9%	34.8%	27.5%	
E	7.3%	10.9%	5.8%	
Total(n)	123	46	69	
Optional Question 17				
A	1.6%	2.1%	1.4%	
B	3.2%	2.1%	4.3%	
C	26.4%	27.7%	22.9%	
D	38.4%	42.6%	37.1%	
E	30.4%	25.5%	34.3%	
Total(n)	125	47	70	
Optional Question 18				
A	1.6%	2.1%	1.5%	
B	2.4%	4.3%	1.5%	
C	19.5%	19.1%	17.6%	
D	44.7%	42.6%	47.1%	
E	31.7%	31.9%	32.4%	
Total(n)	123	47	68	
Optional Question 19				
A	8.0%	12.8%	5.7%	
B	18.4%	19.1%	15.7%	
C	32.0%	27.7%	34.3%	
D	32.0%	34.0%	31.4%	
E	9.6%	6.4%	12.9%	
Total(n)	125	47	70	
Optional Question 20				
A	7.1%	6.4%	7.0%	
B	16.5%	10.6%	22.5%	
C	26.0%	36.2%	14.1%	
D	35.4%	40.4%	33.8%	
E	15.0%	6.4%	22.5%	
Total(n)	127	47	71	
Optional Question 21				
A	46.1%	53.2%	37.5%	
B	53.9%	46.8%	62.5%	
C	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	
Total(n)	128	47	72	
Optional Question 22				
A	12.4%	13.0%	11.9%	
B	16.5%	15.2%	19.4%	
C	50.4%	43.5%	50.7%	
D	18.2%	23.9%	16.4%	
E	2.5%	4.3%	1.5%	
Total(n)	121	46	67	

Optional Question 23				
A	0.8%	0.0%	1.5%	
B	1.6%	2.1%	1.5%	
C	17.1%	25.5%	11.9%	
D	48.8%	44.7%	47.8%	
E	31.7%	27.7%	37.3%	
Total(n)	123	47	67	
Optional Question 24				
A	1.6%	0.0%	2.9%	
B	0.8%	0.0%	1.5%	
C	11.3%	12.8%	10.3%	
D	51.6%	55.3%	48.5%	
E	34.7%	31.9%	36.8%	
Total(n)	124	47	68	
Optional Question 25				
A	2.4%	0.0%	4.2%	
B	6.3%	6.5%	7.0%	
C	11.1%	8.7%	11.3%	
D	53.2%	58.7%	47.9%	
E	27.0%	26.1%	29.6%	
Total(n)	126	46	71	
Optional Question 26				
A	0.8%	0.0%	1.4%	
B	1.6%	2.2%	1.4%	
C	3.2%	4.3%	2.8%	
D	46.0%	52.2%	38.0%	
E	48.4%	41.3%	56.3%	
Total(n)	126	46	71	
Optional Question 27				
A	0.8%	0.0%	1.5%	
B	1.6%	4.3%	0.0%	
C	3.3%	6.5%	1.5%	
D	44.7%	45.7%	39.7%	
E	49.6%	43.5%	57.4%	
Total(n)	123	46	68	
Optional Question 28				
A	0.8%	0.0%	1.4%	
B	12.7%	17.4%	9.9%	
C	9.5%	13.0%	8.5%	
D	48.4%	54.3%	42.3%	
E	28.6%	15.2%	38.0%	
Total(n)	126	46	71	
Optional Question 29				
A	0.8%	0.0%	1.4%	
B	6.3%	4.3%	5.6%	
C	7.1%	10.9%	5.6%	
D	44.4%	50.0%	40.8%	
E	41.3%	34.8%	46.5%	

Total(n)	126	46	71	
Optional Question 30				
A	0.8%	0.0%	1.4%	
B	4.8%	8.7%	2.8%	
C	7.9%	10.9%	7.0%	
D	49.2%	47.8%	47.9%	
E	37.3%	32.6%	40.8%	
Total(n)	126	46	71	

Washburn University	Total			Men/Trans men			Women/Trans women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Part-time Undergraduate Faculty	23	95	428	13	30	157	7	58	241	
What is your current gender identity?										
Man/Trans man	59.1%	32.3%	37.6%	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%	
Woman/Trans woman	31.8%	62.4%	57.7%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	
Genderqueer/Gender non-conforming	0.0%	1.1%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Not listed above	9.1%	4.3%	4.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total (n)	22	93	418	13	30	157	7	58	241	
Are you considered a full-time employee of your institution for at least nine months of the current academic year?										
Yes	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
No	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Total(n)	23	95	428	13	30	157	7	58	241	
What is your present academic rank?										
Professor	4.3%	8.4%	5.8%	7.7%	0.0%	3.8%	0.0%	13.8%	6.6%	
Associate Professor	0.0%	6.3%	2.6%	0.0%	10.0%	3.8%	0.0%	5.2%	2.1%	
Assistant Professor	4.3%	7.4%	1.6%	0.0%	6.7%	1.3%	14.3%	8.6%	2.1%	
Lecturer	8.7%	9.5%	67.8%	7.7%	13.3%	70.7%	14.3%	8.6%	66.8%	
Instructor	82.6%	68.4%	22.0%	84.6%	70.0%	20.4%	71.4%	63.8%	22.0%	
Graduate Student/Teaching Assistant	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%	
Total(n)	23	95	428	13	30	157	7	58	241	
What is your tenure status at this institution?										
Tenured	8.7%	1.1%	3.5%	0.0%	3.3%	4.5%	28.6%	0.0%	2.5%	
On tenure track, but not tenured	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%	
Not on tenure track, but institution has tenure system	87.0%	96.8%	94.8%	92.3%	96.7%	94.8%	71.4%	98.3%	95.4%	
Institution has no tenure system	4.3%	2.1%	1.4%	7.7%	0.0%	0.6%	0.0%	1.7%	1.7%	
Total(n)	23	95	424	13	30	155	7	58	239	
Are you retired from this institution?										
Yes	4.5%	0.0%	4.2%	0.0%	0.0%	7.7%	16.7%	0.0%	2.5%	
No	95.5%	100.0%	95.8%	100.0%	100.0%	92.3%	83.3%	100.0%	97.5%	
Total(n)	22	94	426	13	29	156	6	58	240	
<u>PART-TIME ONLY</u>										
If given the choice, I would prefer to work full-time at this institution										
Yes	38.1%	61.7%	68.0%	33.3%	60.0%	70.0%	50.0%	60.3%	67.5%	
No	61.9%	38.3%	32.0%	66.7%	40.0%	30.0%	50.0%	39.7%	32.5%	
Total(n)	21	94	400	12	30	140	6	58	231	
Have you ever sought a full-time teaching position at this or another institution?										
Yes	31.8%	59.6%	56.3%	15.4%	53.3%	58.6%	66.7%	60.3%	55.4%	
No	68.2%	40.4%	43.7%	84.6%	46.7%	41.4%	33.3%	39.7%	44.6%	
Total(n)	22	94	405	13	30	145	6	58	231	
If yes above, how long ago did you pursue a full-time position at this or another institution?										
Currently seeking a position	28.6%	21.4%	26.3%	50.0%	25.0%	30.6%	0.0%	20.0%	25.8%	
Within the last year	14.3%	10.7%	13.6%	0.0%	12.5%	11.8%	25.0%	11.4%	14.8%	
1 to 2 years ago	14.3%	19.6%	12.3%	0.0%	18.8%	10.6%	25.0%	14.3%	10.2%	

3 to 5 years ago	0.0%	17.9%	15.8%	0.0%	12.5%	15.3%	0.0%	20.0%	14.8%
More than 5 years ago	42.9%	30.4%	32.0%	50.0%	31.3%	31.8%	50.0%	34.3%	34.4%
Total(n)	7	56	228	2	16	85	4	35	128
My full-time professional career is outside of academia									
Yes	68.2%	34.0%	31.3%	84.6%	30.0%	33.8%	50.0%	35.1%	29.7%
No	31.8%	66.0%	68.7%	15.4%	70.0%	66.2%	50.0%	64.9%	70.3%
Total(n)	22	94	406	13	30	145	6	57	232
In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements:									
My part-time position is an important source of income for me									
Strongly agree	31.8%	38.7%	54.6%	23.1%	34.5%	54.5%	50.0%	38.6%	54.1%
Somewhat agree	31.8%	31.2%	22.9%	38.5%	31.0%	22.4%	16.7%	35.1%	24.7%
Somewhat disagree	9.1%	17.2%	13.2%	15.4%	20.7%	13.3%	0.0%	15.8%	13.4%
Strongly disagree	27.3%	12.9%	9.2%	23.1%	13.8%	9.8%	33.3%	10.5%	7.8%
Total(n)	22	93	401	13	29	143	6	57	231
Mean	2.68	2.96	3.23	2.62	2.86	3.22	2.83	3.02	3.25
Standard deviation	1.21	1.04	1.00	1.12	1.06	1.01	1.47	0.99	0.96
Significance	-		*	-		*	-		
Effect size	-	-0.27	-0.55	-	-0.23	-0.59	-	-0.19	-0.44
In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements:									
Compensation is not a major consideration in my decision to teach part-time									
Strongly agree	31.8%	27.7%	18.4%	30.8%	24.1%	16.0%	33.3%	25.9%	19.6%
Somewhat agree	36.4%	28.7%	27.1%	46.2%	31.0%	29.2%	16.7%	31.0%	25.2%
Somewhat disagree	18.2%	19.1%	23.1%	7.7%	20.7%	21.5%	50.0%	20.7%	24.3%
Strongly disagree	13.6%	24.5%	31.3%	15.4%	24.1%	33.3%	0.0%	22.4%	30.9%
Total(n)	22	94	402	13	29	144	6	58	230
Mean	2.86	2.60	2.33	2.92	2.55	2.28	2.83	2.60	2.33
Standard deviation	1.04	1.14	1.10	1.04	1.12	1.09	0.98	1.11	1.11
Significance	-		*	-		*	-		
Effect size	-	0.23	0.48	-	0.33	0.59	-	0.21	0.45
Part-time teaching is a stepping-stone to a full-time position									
Strongly agree	13.6%	22.1%	24.6%	7.7%	23.3%	20.1%	33.3%	20.7%	27.9%
Somewhat agree	27.3%	28.4%	28.0%	23.1%	20.0%	27.1%	0.0%	32.8%	30.0%
Somewhat disagree	27.3%	17.9%	21.1%	30.8%	23.3%	27.1%	33.3%	15.5%	16.3%
Strongly disagree	31.8%	31.6%	26.3%	38.5%	33.3%	25.7%	33.3%	31.0%	25.8%
Total(n)	22	95	403	13	30	144	6	58	233
Mean	2.23	2.41	2.51	2.00	2.33	2.42	2.33	2.43	2.60
Standard deviation	1.07	1.15	1.13	1.00	1.18	1.08	1.37	1.14	1.15
Significance	-			-			-		
Effect size	-	-0.16	-0.25	-	-0.28	-0.39	-	-0.09	-0.23
My part-time position provides benefits (e.g. health insurance, retirement, etc.) that I need									
Strongly agree	9.1%	1.1%	30.0%	7.7%	3.3%	30.8%	16.7%	0.0%	30.5%
Somewhat agree	0.0%	2.1%	10.4%	0.0%	3.3%	9.8%	0.0%	1.8%	11.2%
Somewhat disagree	4.5%	9.6%	8.4%	0.0%	16.7%	11.9%	16.7%	7.0%	6.4%
Strongly disagree	86.4%	87.2%	51.2%	92.3%	76.7%	47.6%	66.7%	91.2%	51.9%
Total(n)	22	94	404	13	30	143	6	57	233

Mean	1.32	1.17	2.19	1.23	1.33	2.24	1.67	1.11	2.20
Standard deviation	0.89	0.50	1.34	0.83	0.71	1.33	1.21	0.36	1.35
Significance	-		**	-		**	-	**	
Effect size	-	0.30	-0.65	-	-0.14	-0.76	-	1.56	-0.39
In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements:									
Teaching part-time fits my current lifestyle									
Strongly agree	40.9%	51.6%	46.5%	38.5%	60.0%	46.2%	33.3%	44.8%	45.5%
Somewhat agree	54.5%	29.5%	33.4%	61.5%	26.7%	31.5%	50.0%	32.8%	34.8%
Somewhat disagree	4.5%	7.4%	9.7%	0.0%	6.7%	12.6%	16.7%	6.9%	8.2%
Strongly disagree	0.0%	11.6%	10.4%	0.0%	6.7%	9.8%	0.0%	15.5%	11.6%
Total(n)	22	95	404	13	30	143	6	58	233
Mean	3.36	3.21	3.16	3.38	3.40	3.14	3.17	3.07	3.14
Standard deviation	0.58	1.01	0.98	0.51	0.89	0.98	0.75	1.07	0.99
Significance	-			-			-		
Effect size	-	0.15	0.20	-	-0.02	0.24	-	0.09	0.03
Full-time positions were not available									
Strongly agree	10.0%	40.2%	40.2%	0.0%	34.5%	43.5%	16.7%	40.4%	38.4%
Somewhat agree	30.0%	19.6%	23.7%	27.3%	20.7%	24.6%	50.0%	21.1%	24.1%
Somewhat disagree	35.0%	20.7%	14.7%	45.5%	20.7%	14.5%	16.7%	21.1%	14.3%
Strongly disagree	25.0%	19.6%	21.4%	27.3%	24.1%	17.4%	16.7%	17.5%	23.2%
Total(n)	20	92	388	11	29	138	6	57	224
Mean	2.25	2.80	2.83	2.00	2.66	2.94	2.67	2.84	2.78
Standard deviation	0.97	1.17	1.17	0.77	1.20	1.13	1.03	1.15	1.19
Significance	-		*	-		**	-		
Effect size	-	-0.47	-0.50	-	-0.55	-0.83	-	-0.15	-0.09
My expertise in my chosen profession is relevant to the course(s) I teach									
Strongly agree	95.5%	88.4%	88.8%	92.3%	76.7%	83.3%	100.0%	93.1%	91.8%
Somewhat agree	4.5%	9.5%	8.7%	7.7%	23.3%	13.2%	0.0%	3.4%	6.5%
Somewhat disagree	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%
Strongly disagree	0.0%	2.1%	2.2%	0.0%	0.0%	3.5%	0.0%	3.4%	1.3%
Total(n)	22	95	403	13	30	144	6	58	232
Mean	3.95	3.84	3.84	3.92	3.77	3.76	4.00	3.86	3.89
Standard deviation	0.21	0.51	0.52	0.28	0.43	0.63	0.00	0.58	0.43
Significance	-			-			-		
Effect size	-	0.22	0.21	-	0.35	0.25	-	0.24	0.26
Mark all institutional resources available to you in your last term as part-time faculty									
Use of private office	17.4%	15.8%	16.6%	15.4%	16.7%	20.4%	14.3%	17.2%	15.4%
Shared office space	56.5%	53.7%	62.9%	69.2%	63.3%	61.1%	57.1%	46.6%	63.1%
A personal computer	39.1%	24.2%	32.5%	38.5%	36.7%	38.9%	42.9%	17.2%	29.5%
An email account	95.7%	96.8%	93.2%	100.0%	96.7%	89.2%	85.7%	96.6%	95.9%
A phone/voicemail	43.5%	26.3%	31.5%	46.2%	40.0%	32.5%	42.9%	17.2%	30.7%
Professional development funds	17.4%	11.6%	14.7%	23.1%	10.0%	18.5%	14.3%	13.8%	11.6%
Printer access (i.e., free printing)	56.5%	65.3%	69.9%	61.5%	86.7%	75.2%	57.1%	53.4%	66.8%
Parking privileges	60.9%	25.3%	41.6%	69.2%	20.0%	42.7%	71.4%	25.9%	41.5%
Total(n)	23	95	428	13	30	157	7	58	241

Please indicate your agreement with the following statements.									
Part-time instructors at this institution:									
Are given specific training before teaching									
Strongly agree	9.1%	10.5%	7.9%	7.7%	13.3%	9.0%	16.7%	10.3%	7.3%
Somewhat agree	40.9%	31.6%	23.7%	46.2%	26.7%	23.6%	16.7%	29.3%	22.4%
Somewhat disagree	45.5%	29.5%	30.9%	38.5%	40.0%	34.7%	66.7%	25.9%	28.9%
Strongly disagree	4.5%	28.4%	37.5%	7.7%	20.0%	32.6%	0.0%	34.5%	41.4%
Total(n)	22	95	405	13	30	144	6	58	232
Mean	2.55	2.24	2.02	2.54	2.33	2.09	2.50	2.16	1.96
Standard deviation	0.74	0.99	0.96	0.78	0.96	0.96	0.84	1.02	0.97
Significance	-		*	-			-		
Effect size	-	0.31	0.55	-	0.22	0.47	-	0.33	0.56
Rarely get hired into full-time positions									
Strongly agree	11.8%	29.8%	43.3%	20.0%	35.7%	44.7%	0.0%	27.5%	43.7%
Somewhat agree	29.4%	32.1%	29.6%	20.0%	28.6%	32.6%	33.3%	33.3%	27.9%
Somewhat disagree	47.1%	31.0%	20.7%	40.0%	25.0%	14.4%	66.7%	33.3%	22.8%
Strongly disagree	11.8%	7.1%	6.5%	20.0%	10.7%	8.3%	0.0%	5.9%	5.6%
Total(n)	17	84	372	10	28	132	6	51	215
Mean	2.41	2.85	3.10	2.40	2.89	3.14	2.33	2.82	3.10
Standard deviation	0.87	0.94	0.94	1.07	1.03	0.96	0.52	0.91	0.94
Significance	-		**	-		*	-		*
Effect size	-	-0.47	-0.73	-	-0.48	-0.77	-	-0.54	-0.82
Please indicate your agreement with the following statements.									
Part-time instructors at this institution:									
Receive respect from students									
Strongly agree	68.2%	51.6%	57.5%	92.3%	60.0%	55.3%	50.0%	46.6%	58.6%
Somewhat agree	27.3%	42.1%	37.6%	0.0%	36.7%	39.7%	50.0%	48.3%	37.5%
Somewhat disagree	4.5%	4.2%	3.2%	7.7%	0.0%	3.5%	0.0%	5.2%	2.2%
Strongly disagree	0.0%	2.1%	1.7%	0.0%	3.3%	1.4%	0.0%	0.0%	1.7%
Total(n)	22	95	402	13	30	141	6	58	232
Mean	3.64	3.43	3.51	3.85	3.53	3.49	3.50	3.41	3.53
Standard deviation	0.58	0.68	0.65	0.55	0.68	0.64	0.55	0.59	0.63
Significance	-			-			-		
Effect size	-	0.31	0.20	-	0.47	0.56	-	0.15	-0.05
Are primarily responsible for introductory classes									
Strongly agree	14.3%	29.7%	32.8%	0.0%	42.9%	38.4%	33.3%	25.0%	30.0%
Somewhat agree	33.3%	34.1%	35.1%	38.5%	25.0%	31.9%	16.7%	39.3%	37.3%
Somewhat disagree	42.9%	24.2%	22.7%	46.2%	17.9%	20.3%	50.0%	23.2%	23.2%
Strongly disagree	9.5%	12.1%	9.3%	15.4%	14.3%	9.4%	0.0%	12.5%	9.5%
Total(n)	21	91	387	13	28	138	6	56	220
Mean	2.52	2.81	2.91	2.23	2.96	2.99	2.83	2.77	2.88
Standard deviation	0.87	1.00	0.96	0.73	1.10	0.99	0.98	0.97	0.95
Significance	-			-	*	**	-		
Effect size	-	-0.29	-0.41	-	-0.66	-0.77	-	0.06	-0.05
Have no guarantee of employment security									
Strongly agree	33.3%	49.5%	52.9%	30.8%	56.7%	53.1%	33.3%	44.6%	52.8%

Somewhat agree	38.1%	30.1%	30.4%	30.8%	30.0%	32.9%	50.0%	32.1%	29.7%	
Somewhat disagree	23.8%	17.2%	12.5%	30.8%	10.0%	10.5%	16.7%	19.6%	13.5%	
Strongly disagree	4.8%	3.2%	4.2%	7.7%	3.3%	3.5%	0.0%	3.6%	3.9%	
Total(n)	21	93	401	13	30	143	6	56	229	
Mean	3.00	3.26	3.32	2.85	3.40	3.36	3.17	3.18	3.31	
Standard deviation	0.89	0.86	0.85	0.99	0.81	0.81	0.75	0.88	0.85	
Significance	-			-		*	-			
Effect size	-	-0.30	-0.38	-	-0.68	-0.63	-	-0.01	-0.16	
Please indicate your agreement with the following statements.										
Part-time instructors at this institution:										
Have access to support services (e.g., administrative assistance)										
Strongly agree	50.0%	41.3%	41.3%	53.8%	39.3%	38.6%	50.0%	41.4%	41.2%	
Somewhat agree	36.4%	38.0%	39.0%	38.5%	35.7%	38.6%	16.7%	37.9%	39.1%	
Somewhat disagree	4.5%	14.1%	13.0%	0.0%	25.0%	20.0%	16.7%	10.3%	9.9%	
Strongly disagree	9.1%	6.5%	6.8%	7.7%	0.0%	2.9%	16.7%	10.3%	9.9%	
Total(n)	22	92	400	13	28	140	6	58	233	
Mean	3.27	3.14	3.15	3.38	3.14	3.13	3.00	3.10	3.12	
Standard deviation	0.94	0.90	0.89	0.87	0.80	0.83	1.26	0.97	0.95	
Significance	-			-			-			
Effect size	-	0.14	0.13	-	0.30	0.30	-	-0.10	-0.13	
Are compensated for advising/counseling students										
Strongly agree	14.3%	3.3%	3.3%	16.7%	10.3%	5.0%	16.7%	0.0%	1.8%	
Somewhat agree	23.8%	9.8%	11.2%	33.3%	6.9%	13.6%	0.0%	8.8%	9.4%	
Somewhat disagree	23.8%	21.7%	24.2%	16.7%	20.7%	24.3%	50.0%	22.8%	24.1%	
Strongly disagree	38.1%	65.2%	61.2%	33.3%	62.1%	57.1%	33.3%	68.4%	64.7%	
Total(n)	21	92	392	12	29	140	6	57	224	
Mean	2.14	1.51	1.57	2.33	1.66	1.66	2.00	1.40	1.48	
Standard deviation	1.11	0.81	0.82	1.15	1.01	0.89	1.10	0.65	0.74	
Significance	-	**	**	-		*	-	*		
Effect size	-	0.78	0.70	-	0.66	0.75	-	0.92	0.70	
Are required to attend meetings										
Strongly agree	4.5%	10.8%	11.5%	7.7%	6.9%	11.3%	0.0%	6.9%	10.5%	
Somewhat agree	36.4%	26.9%	21.3%	38.5%	24.1%	23.2%	33.3%	31.0%	21.4%	
Somewhat disagree	40.9%	29.0%	31.8%	30.8%	41.4%	34.5%	66.7%	25.9%	32.3%	
Strongly disagree	18.2%	33.3%	35.3%	23.1%	27.6%	31.0%	0.0%	36.2%	35.8%	
Total(n)	22	93	399	13	29	142	6	58	229	
Mean	2.27	2.15	2.09	2.31	2.10	2.15	2.33	2.09	2.07	
Standard deviation	0.83	1.01	1.01	0.95	0.90	0.99	0.52	0.98	1.00	
Significance	-			-			-			
Effect size	-	0.12	0.18	-	0.23	0.16	-	0.24	0.26	
Please indicate your agreement with the following statements.										
Part-time instructors at this institution:										
Have good working relationships with the administration										
Strongly agree	54.5%	48.4%	44.0%	61.5%	62.1%	43.7%	50.0%	41.4%	43.3%	
Somewhat agree	40.9%	40.9%	38.3%	38.5%	31.0%	37.3%	33.3%	44.8%	38.6%	
Somewhat disagree	4.5%	8.6%	13.4%	0.0%	0.0%	13.4%	16.7%	13.8%	14.6%	

Strongly disagree	0.0%	2.2%	4.2%	0.0%	6.9%	5.6%	0.0%	0.0%	3.4%
Total(n)	22	93	402	13	29	142	6	58	233
Mean	3.50	3.35	3.22	3.62	3.48	3.19	3.33	3.28	3.22
Standard deviation	0.60	0.73	0.83	0.51	0.83	0.87	0.82	0.70	0.82
Significance	-			-			-		
Effect size	-	0.21	0.34	-	0.17	0.49	-	0.07	0.13
Are respected by full-time faculty									
Strongly agree	52.4%	46.8%	39.7%	61.5%	65.5%	42.4%	50.0%	34.5%	36.5%
Somewhat agree	42.9%	31.9%	37.2%	30.8%	24.1%	38.9%	50.0%	37.9%	36.9%
Somewhat disagree	4.8%	16.0%	15.3%	7.7%	10.3%	13.2%	0.0%	20.7%	16.7%
Strongly disagree	0.0%	5.3%	7.9%	0.0%	0.0%	5.6%	0.0%	6.9%	9.9%
Total(n)	21	94	406	13	29	144	6	58	233
Mean	3.48	3.20	3.09	3.54	3.55	3.18	3.50	3.00	3.00
Standard deviation	0.60	0.90	0.93	0.66	0.69	0.87	0.55	0.92	0.96
Significance	-			-			-		
Effect size	-	0.31	0.42	-	-0.01	0.41	-	0.54	0.52
Are paid fairly									
Strongly agree	18.2%	17.0%	11.1%	23.1%	20.7%	9.1%	16.7%	13.8%	11.2%
Somewhat agree	27.3%	33.0%	28.2%	30.8%	37.9%	29.4%	0.0%	31.0%	27.2%
Somewhat disagree	27.3%	22.3%	27.0%	23.1%	17.2%	25.9%	50.0%	24.1%	27.2%
Strongly disagree	27.3%	27.7%	33.7%	23.1%	24.1%	35.7%	33.3%	31.0%	34.5%
Total(n)	22	94	404	13	29	143	6	58	232
Mean	2.36	2.39	2.17	2.54	2.55	2.12	2.00	2.28	2.15
Standard deviation	1.09	1.07	1.02	1.13	1.09	1.00	1.10	1.06	1.02
Significance	-			-			-		
Effect size	-	-0.03	0.19	-	-0.01	0.42	-	-0.26	-0.15
Please indicate your agreement with the following statements.									
Part-time instructors at this institution:									
Have input in course designs									
Strongly agree	59.1%	40.4%	30.7%	69.2%	50.0%	32.6%	50.0%	35.1%	29.4%
Somewhat agree	27.3%	35.1%	37.4%	23.1%	20.0%	34.7%	33.3%	42.1%	38.5%
Somewhat disagree	13.6%	14.9%	20.3%	7.7%	23.3%	24.3%	16.7%	12.3%	18.2%
Strongly disagree	0.0%	9.6%	11.6%	0.0%	6.7%	8.3%	0.0%	10.5%	13.9%
Total(n)	22	94	404	13	30	144	6	57	231
Mean	3.45	3.06	2.87	3.62	3.13	2.92	3.33	3.02	2.84
Standard deviation	0.74	0.97	0.98	0.65	1.01	0.95	0.82	0.95	1.00
Significance	-		**	-		*	-		
Effect size	-	0.40	0.59	-	0.49	0.74	-	0.33	0.49
Are included in faculty governance									
Strongly agree	28.6%	13.0%	10.7%	25.0%	13.3%	12.5%	33.3%	12.3%	9.5%
Somewhat agree	28.6%	23.9%	32.2%	41.7%	26.7%	38.2%	16.7%	22.8%	27.7%
Somewhat disagree	33.3%	26.1%	31.2%	33.3%	33.3%	33.3%	16.7%	22.8%	31.6%
Strongly disagree	9.5%	37.0%	25.9%	0.0%	26.7%	16.0%	33.3%	42.1%	31.2%
Total(n)	21	92	401	12	30	144	6	57	231
Mean	2.76	2.13	2.28	2.92	2.27	2.47	2.50	2.05	2.16
Standard deviation	1.00	1.06	0.97	0.79	1.01	0.91	1.38	1.08	0.97
Significance	-	*	*	-			-		

Effect size	-	0.59	0.49	-	0.64	0.49	-	0.42	0.35	
Aside from this institution, at how many other institutions do you teach?										
None	90.9%	45.3%	57.9%	100.0%	60.0%	55.6%	66.7%	41.4%	59.7%	
1	9.1%	38.9%	29.8%	0.0%	30.0%	31.3%	33.3%	43.1%	29.6%	
2	0.0%	10.5%	8.9%	0.0%	6.7%	9.0%	0.0%	8.6%	8.2%	
3, 4, 5 or more	0.0%	5.3%	3.4%	0.0%	3.3%	4.2%	0.0%	6.9%	2.6%	
Total(n)	22	95	406	13	30	144	6	58	233	
For the current term, how far in advance of the beginning of the term did you receive your course assignments?										
More than three months	54.5%	10.5%	23.9%	69.2%	10.0%	26.4%	50.0%	12.1%	22.7%	
1-3 months	27.3%	31.6%	43.1%	23.1%	40.0%	43.8%	16.7%	31.0%	43.8%	
3-4 weeks	9.1%	27.4%	18.2%	7.7%	23.3%	20.1%	16.7%	24.1%	15.9%	
1-2 weeks	9.1%	20.0%	9.1%	0.0%	16.7%	5.6%	16.7%	20.7%	11.2%	
Less than 1 week	0.0%	10.5%	5.7%	0.0%	10.0%	4.2%	0.0%	12.1%	6.4%	
Total(n)	22	95	406	13	30	144	6	58	233	
Mean	4.27	3.12	3.70	4.62	3.23	3.83	4.00	3.10	3.65	
Standard deviation	0.98	1.17	1.10	0.65	1.17	1.02	1.26	1.22	1.14	
Significance	-	***	*	-	***	**	-			
Effect Size	-	0.98	0.52	-	1.19	0.77	-	0.74	0.31	
END OF PART-TIME ONLY										
What is your principal activity in your current position at this institution?										
Administration	0.0%	1.1%	1.0%	0.0%	3.3%	2.1%	0.0%	0.0%	0.4%	
Teaching	95.5%	97.9%	95.3%	100.0%	93.3%	95.1%	83.3%	100.0%	95.7%	
Research	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%	
Services to clients and patients	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.9%	
Other	4.5%	1.1%	2.7%	0.0%	3.3%	2.8%	16.7%	0.0%	2.6%	
Total(n)	22	95	407	13	30	144	6	58	234	
Personally, how important to you is:										
Research										
Essential	26.3%	23.4%	21.2%	33.3%	17.2%	15.6%	20.0%	25.9%	22.2%	
Very important	31.6%	35.1%	31.5%	25.0%	34.5%	28.9%	20.0%	36.2%	34.2%	
Somewhat important	21.1%	27.7%	27.4%	8.3%	24.1%	31.9%	60.0%	29.3%	26.2%	
Not important	21.1%	13.8%	19.9%	33.3%	24.1%	23.7%	0.0%	8.6%	17.3%	
Total(n)	19	94	387	12	29	135	5	58	225	
Mean	2.63	2.68	2.54	2.58	2.45	2.36	2.60	2.79	2.61	
Standard deviation	1.12	0.99	1.04	1.31	1.06	1.01	0.89	0.93	1.02	
Significance	-			-			-			
Effect size	-	-0.05	0.09	-	0.12	0.22	-	-0.20	-0.01	
Teaching										
Essential	63.6%	84.2%	82.4%	61.5%	76.7%	74.5%	83.3%	87.9%	88.0%	
Very important	36.4%	14.7%	15.9%	38.5%	23.3%	22.8%	16.7%	10.3%	10.7%	
Somewhat important	0.0%	0.0%	1.5%	0.0%	0.0%	2.8%	0.0%	0.0%	0.9%	
Not important	0.0%	1.1%	0.2%	0.0%	0.0%	0.0%	0.0%	1.7%	0.4%	
Total(n)	22	95	408	13	30	145	6	58	234	
Mean	3.64	3.82	3.80	3.62	3.77	3.72	3.83	3.84	3.86	
Standard deviation	0.49	0.46	0.45	0.51	0.43	0.51	0.41	0.49	0.40	
Significance	-			-			-			
Effect size	-	-0.39	-0.36	-	-0.35	-0.20	-	-0.02	-0.07	

Personally, how important to you is:									
Service									
Essential	28.6%	35.1%	25.3%	25.0%	20.7%	18.1%	50.0%	41.4%	28.8%
Very important	47.6%	33.0%	38.6%	50.0%	27.6%	35.5%	33.3%	36.2%	40.3%
Somewhat important	14.3%	23.4%	28.6%	16.7%	34.5%	35.5%	0.0%	19.0%	26.5%
Not important	9.5%	8.5%	7.4%	8.3%	17.2%	10.9%	16.7%	3.4%	4.4%
Total(n)	21	94	391	12	29	138	6	58	226
Mean	2.95	2.95	2.82	2.92	2.52	2.61	3.17	3.16	2.93
Standard deviation	0.92	0.97	0.90	0.90	1.02	0.91	1.17	0.85	0.85
Significance	-			-			-		
Effect size	-	0.00	0.14	-	0.39	0.34	-	0.01	0.28
How many courses are you teaching this term (include all institutions at which you teach)?									
0	0.0%	1.1%	3.0%	0.0%	0.0%	1.9%	0.0%	1.7%	3.7%
1	47.8%	31.6%	24.8%	53.8%	43.3%	28.7%	28.6%	25.9%	22.0%
2	26.1%	22.1%	26.6%	23.1%	30.0%	22.9%	42.9%	20.7%	29.5%
3	21.7%	16.8%	17.3%	15.4%	3.3%	17.8%	28.6%	25.9%	17.8%
4	0.0%	13.7%	14.7%	0.0%	16.7%	15.3%	0.0%	12.1%	13.7%
5	4.3%	14.7%	13.6%	7.7%	6.7%	13.4%	0.0%	13.8%	13.3%
6 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	23	95	428	13	30	157	7	58	241
How many of the courses that you are teaching this term are:									
General education courses									
0	82.6%	47.7%	45.8%	84.6%	48.3%	44.0%	71.4%	44.0%	44.9%
1-2	13.0%	41.9%	40.9%	7.7%	41.4%	42.6%	28.6%	46.0%	41.1%
3-4	4.3%	5.8%	10.2%	7.7%	6.9%	11.3%	0.0%	6.0%	10.7%
5+	0.0%	4.7%	3.1%	0.0%	3.4%	2.1%	0.0%	4.0%	3.3%
Total(n)	23	86	384	13	29	141	7	50	214
Courses required for an undergraduate major									
0	26.1%	13.3%	13.2%	30.8%	13.8%	15.6%	14.3%	13.0%	11.5%
1-2	65.2%	60.0%	61.3%	61.5%	69.0%	61.9%	71.4%	61.1%	61.5%
3-4	4.3%	16.7%	18.1%	0.0%	13.8%	16.3%	14.3%	18.5%	20.2%
5+	4.3%	10.0%	7.4%	7.7%	3.4%	6.1%	0.0%	7.4%	6.9%
Total(n)	23	90	393	13	29	147	7	54	218
Other undergraduate credit courses									
0	59.1%	58.4%	57.2%	58.3%	74.1%	57.5%	57.1%	51.2%	55.4%
1-2	31.8%	36.4%	36.0%	25.0%	25.9%	35.4%	42.9%	44.2%	38.6%
3-4	9.1%	3.9%	5.0%	16.7%	0.0%	5.5%	0.0%	2.3%	3.8%
5+	0.0%	1.3%	1.8%	0.0%	0.0%	1.6%	0.0%	2.3%	2.2%
Total(n)	22	77	339	12	27	127	7	43	184
Developmental/remedial courses (not for credit)									
0	100.0%	96.1%	94.1%	100.0%	96.4%	93.9%	100.0%	95.1%	93.9%
1-2	0.0%	2.6%	4.5%	0.0%	0.0%	3.8%	0.0%	4.9%	5.6%
3-4	0.0%	1.3%	0.9%	0.0%	3.6%	0.8%	0.0%	0.0%	0.6%
5+	0.0%	0.0%	0.6%	0.0%	0.0%	1.5%	0.0%	0.0%	0.0%
Total(n)	21	76	337	11	28	132	7	41	180
Graduate courses									
0	86.4%	89.7%	90.4%	75.0%	92.9%	91.0%	100.0%	86.0%	90.8%

1-2	13.6%	10.3%	9.3%	25.0%	7.1%	9.0%	0.0%	14.0%	8.6%
3-4	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%
5+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	22	78	343	12	28	133	7	43	185
How many of these courses that you are teaching this term are being taught at another institution:									
0	40.9%	24.5%	30.7%	38.5%	26.7%	33.6%	42.9%	26.3%	30.4%
1-2	50.0%	48.9%	50.0%	46.2%	60.0%	50.7%	57.1%	43.9%	49.1%
3-4	9.1%	16.0%	13.1%	15.4%	10.0%	12.5%	0.0%	17.5%	13.4%
5+	0.0%	10.6%	6.2%	0.0%	3.3%	3.3%	0.0%	12.3%	7.1%
Total(n)	22	94	404	13	30	152	7	57	224
What types of courses do you primarily teach?									
<small>(based on faculty who indicated they were not teaching this term)</small>									
Undergraduate credit courses	0.0%	100.0%	100.0%	0.0%	0.0%	100.0%	0.0%	100.0%	100.0%
Graduate courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Developmental/remedial courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
I do not teach	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	0	1	13	0	0	3	0	1	9
In the past year, have you worked with or taught undergraduate students at this institution?									
Yes	82.6%	88.3%	95.1%	100.0%	93.3%	96.8%	71.4%	86.2%	94.1%
No	17.4%	11.7%	4.9%	0.0%	6.7%	3.2%	28.6%	13.8%	5.9%
Total(n)	23	94	425	13	30	157	7	58	239
In the past year, have you worked with or taught graduate students at this institution?									
Yes	17.4%	12.9%	21.5%	23.1%	3.3%	17.8%	14.3%	16.1%	23.3%
No	82.6%	87.1%	78.5%	76.9%	96.7%	82.2%	85.7%	83.9%	76.7%
Total(n)	23	93	423	13	30	157	7	56	236
ONLY FACULTY WHO TAUGHT OR WORKED WITH GRADUATE STUDENTS AT THIS INSTITUTION									
In the past year, to what extent have you:									
Met with graduate students to discuss their research interests									
To a very large extent	0.0%	0.0%	7.8%	0.0%	0.0%	3.7%	0.0%	0.0%	9.1%
To a large extent	0.0%	8.3%	5.6%	0.0%	0.0%	7.4%	0.0%	11.1%	5.5%
To some extent	25.0%	16.7%	24.4%	33.3%	0.0%	29.6%	0.0%	22.2%	21.8%
To a small extent	50.0%	33.3%	24.4%	33.3%	100.0%	18.5%	100.0%	11.1%	23.6%
Not at all	25.0%	41.7%	37.8%	33.3%	0.0%	40.7%	0.0%	55.6%	40.0%
Total(n)	4	12	90	3	1	27	1	9	55
Mentored graduate students									
To a very large extent	0.0%	0.0%	15.6%	0.0%	0.0%	18.5%	0.0%	0.0%	14.5%
To a large extent	0.0%	16.7%	10.0%	0.0%	0.0%	11.1%	0.0%	22.2%	9.1%
To some extent	25.0%	8.3%	23.3%	33.3%	0.0%	18.5%	0.0%	11.1%	25.5%
To a small extent	50.0%	41.7%	27.8%	66.7%	100.0%	18.5%	0.0%	33.3%	30.9%
Not at all	25.0%	33.3%	23.3%	0.0%	0.0%	33.3%	100.0%	33.3%	20.0%
Total(n)	4	12	90	3	1	27	1	9	55
Helped graduate students access professional networks									
To a very large extent	0.0%	16.7%	11.0%	0.0%	0.0%	10.7%	0.0%	22.2%	12.7%
To a large extent	0.0%	8.3%	17.6%	0.0%	0.0%	21.4%	0.0%	11.1%	16.4%

5-9	0.0%	0.0%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	10.0%
10 or more	0.0%	0.0%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	2	1	18	1	0	5	1	1	10
How many dissertation committees have you served on or are currently serving?									
0	50.0%	100.0%	95.5%	66.7%	100.0%	92.9%	0.0%	100.0%	98.1%
1	50.0%	0.0%	3.4%	33.3%	0.0%	3.6%	100.0%	0.0%	1.9%
2	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
3-4	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
5-9	0.0%	0.0%	1.1%	0.0%	0.0%	3.6%	0.0%	0.0%	0.0%
10 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	4	12	89	3	1	28	1	9	53
In the past year, how many of these dissertation committees have you chaired or are currently chairing?									
0	50.0%	0.0%	75.0%	0.0%	0.0%	50.0%	100.0%	0.0%	100.0%
1	50.0%	0.0%	25.0%	100.0%	0.0%	50.0%	0.0%	0.0%	0.0%
2	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
3-4	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
5-9	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
10 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	2	0	4	1	0	2	1	0	1
Rate your agreement with the following statements:									
Graduate students in this program must compete for research opportunities									
Strongly agree	0.0%	0.0%	15.2%	0.0%	0.0%	13.0%	0.0%	0.0%	18.0%
Somewhat agree	0.0%	50.0%	31.6%	0.0%	100.0%	34.8%	0.0%	42.9%	28.0%
Somewhat disagree	50.0%	10.0%	35.4%	33.3%	0.0%	43.5%	100.0%	14.3%	34.0%
Strongly disagree	50.0%	40.0%	17.7%	66.7%	0.0%	8.7%	0.0%	42.9%	20.0%
Total(n)	4	10	79	3	1	23	1	7	50
Mean	1.50	2.10	2.44	1.33	3.00	2.52	2.00	2.00	2.44
Standard deviation	0.58	0.99	0.96	0.58	.	0.85	.	1.00	1.01
Significance	-			-		*	-		
Effect size	-	-0.61	-0.98	-		-1.40	-	0.00	-0.44
It is important for graduate students to spend at least one term as a teaching assistant to develop teaching skills									
Strongly agree	0.0%	30.0%	41.6%	0.0%	100.0%	34.8%	0.0%	14.3%	45.8%
Somewhat agree	50.0%	60.0%	29.9%	33.3%	0.0%	30.4%	100.0%	71.4%	29.2%
Somewhat disagree	0.0%	10.0%	19.5%	0.0%	0.0%	34.8%	0.0%	14.3%	12.5%
Strongly disagree	50.0%	0.0%	9.1%	66.7%	0.0%	0.0%	0.0%	0.0%	12.5%
Total(n)	4	10	77	3	1	23	1	7	48
Mean	2.00	3.20	3.04	1.67	4.00	3.00	3.00	3.00	3.08
Standard deviation	1.15	0.63	0.99	1.15	.	0.85	.	0.58	1.05
Significance	-	*	*	-		*	-		
Effect size	-	-1.90	-1.05	-		-1.56	-	0.00	-0.08
This graduate program enrolls too few international students									
Strongly agree	0.0%	20.0%	6.8%	0.0%	0.0%	4.5%	0.0%	14.3%	4.3%
Somewhat agree	0.0%	20.0%	25.7%	0.0%	0.0%	22.7%	0.0%	28.6%	28.3%
Somewhat disagree	25.0%	50.0%	48.6%	0.0%	100.0%	50.0%	100.0%	57.1%	50.0%
Strongly disagree	75.0%	10.0%	18.9%	100.0%	0.0%	22.7%	0.0%	0.0%	17.4%
Total(n)	4	10	74	3	1	22	1	7	46

Mean	1.25	2.50	2.20	1.00	2.00	2.09	2.00	2.57	2.20
Standard deviation	0.50	0.97	0.83	0.00	.	0.81	.	0.79	0.78
Significance	-	*	*	-	.	*	-	.	.
Effect size	-	-1.29	-1.14	-	.	-1.35	-	-0.72	-0.26
Rate your agreement with the following statements:									
Graduate students work well together in this program									
Strongly agree	50.0%	10.0%	36.4%	66.7%	100.0%	21.7%	0.0%	0.0%	41.7%
Somewhat agree	25.0%	90.0%	54.5%	33.3%	0.0%	65.2%	0.0%	100.0%	50.0%
Somewhat disagree	25.0%	0.0%	7.8%	0.0%	0.0%	13.0%	100.0%	0.0%	6.3%
Strongly disagree	0.0%	0.0%	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%	2.1%
Total(n)	4	10	77	3	1	23	1	7	48
Mean	3.25	3.10	3.26	3.67	4.00	3.09	2.00	3.00	3.31
Standard deviation	0.96	0.32	0.66	0.58	.	0.60	.	0.00	0.69
Significance	-	.	.	-	.	.	-	.	.
Effect size	-	0.47	-0.02	-	.	0.97	-	.	-1.90
I have encountered instances of academic dishonesty among graduate students									
Strongly agree	0.0%	0.0%	5.3%	0.0%	0.0%	4.5%	0.0%	0.0%	6.3%
Somewhat agree	25.0%	40.0%	15.8%	33.3%	0.0%	9.1%	0.0%	42.9%	18.8%
Somewhat disagree	0.0%	20.0%	22.4%	0.0%	100.0%	22.7%	0.0%	14.3%	18.8%
Strongly disagree	75.0%	40.0%	56.6%	66.7%	0.0%	63.6%	100.0%	42.9%	56.3%
Total(n)	4	10	76	3	1	22	1	7	48
Mean	1.50	2.00	1.70	1.67	2.00	1.55	1.00	2.00	1.75
Standard deviation	1.00	0.94	0.92	1.15	.	0.86	.	1.00	0.98
Significance	-	.	.	-	.	.	-	.	.
Effect size	-	-0.53	-0.22	-	.	0.14	-	-1.00	-0.77
Rate your agreement with the following statements:									
Graduate students in this program are trained to conduct research responsibly and ethically									
Strongly agree	66.7%	20.0%	39.5%	100.0%	0.0%	34.8%	0.0%	14.3%	42.6%
Somewhat agree	33.3%	70.0%	43.4%	0.0%	100.0%	52.2%	100.0%	71.4%	38.3%
Somewhat disagree	0.0%	10.0%	11.8%	0.0%	0.0%	8.7%	0.0%	14.3%	12.8%
Strongly disagree	0.0%	0.0%	5.3%	0.0%	0.0%	4.3%	0.0%	0.0%	6.4%
Total(n)	3	10	76	2	1	23	1	7	47
Mean	3.67	3.10	3.17	4.00	3.00	3.17	3.00	3.00	3.17
Standard deviation	0.58	0.57	0.84	0.00	.	0.78	.	0.58	0.89
Significance	-	.	.	-	.	.	-	.	.
Effect size	-	1.00	0.60	-	.	1.06	-	0.00	-0.19
Graduate students in this program receive adequate instruction on becoming good teachers									
Strongly agree	66.7%	10.0%	26.9%	50.0%	0.0%	21.7%	100.0%	0.0%	24.5%
Somewhat agree	33.3%	60.0%	38.5%	50.0%	100.0%	56.5%	0.0%	57.1%	32.7%
Somewhat disagree	0.0%	10.0%	17.9%	0.0%	0.0%	17.4%	0.0%	14.3%	18.4%
Strongly disagree	0.0%	20.0%	16.7%	0.0%	0.0%	4.3%	0.0%	28.6%	24.5%
Total(n)	3	10	78	2	1	23	1	7	49
Mean	3.67	2.60	2.76	3.50	3.00	2.96	4.00	2.29	2.57
Standard deviation	0.58	0.97	1.03	0.71	.	0.77	.	0.95	1.12
Significance	-	.	.	-	.	.	-	.	.

Effect size	-	1.10	0.88	-	0.70	-	1.80	1.28		
Rate your agreement with the following statements:										
Faculty in my department are good mentors for graduate students										
Strongly agree	75.0%	50.0%	55.1%	66.7%	100.0%	63.6%	100.0%	28.6%	50.0%	
Somewhat agree	25.0%	40.0%	33.3%	33.3%	0.0%	31.8%	0.0%	57.1%	36.0%	
Somewhat disagree	0.0%	10.0%	9.0%	0.0%	0.0%	4.5%	0.0%	14.3%	10.0%	
Strongly disagree	0.0%	0.0%	2.6%	0.0%	0.0%	0.0%	0.0%	0.0%	4.0%	
Total(n)	4	10	78	3	1	22	1	7	50	
Mean	3.75	3.40	3.41	3.67	4.00	3.59	4.00	3.14	3.32	
Standard deviation	0.50	0.70	0.76	0.58	.	0.59	.	0.69	0.82	
Significance	-			-			-			
Effect size	-	0.50	0.45	-	0.14		-	1.25	0.83	
Most graduate students in this program move on to faculty positions										
Strongly agree	0.0%	10.0%	3.9%	0.0%	0.0%	0.0%	0.0%	14.3%	6.3%	
Somewhat agree	66.7%	30.0%	23.7%	50.0%	0.0%	18.2%	100.0%	14.3%	22.9%	
Somewhat disagree	33.3%	40.0%	32.9%	50.0%	100.0%	31.8%	0.0%	42.9%	35.4%	
Strongly disagree	0.0%	20.0%	39.5%	0.0%	0.0%	50.0%	0.0%	28.6%	35.4%	
Total(n)	3	10	76	2	1	22	1	7	48	
Mean	2.67	2.30	1.92	2.50	2.00	1.68	3.00	2.14	2.00	
Standard deviation	0.58	0.95	0.89	0.71	.	0.78	.	1.07	0.92	
Significance	-			-			-			
Effect size	-	0.39	0.84	-	1.05		-	0.80	1.09	
Most graduate students in this program move into positions outside of academia										
Strongly agree	50.0%	30.0%	27.6%	66.7%	0.0%	27.3%	0.0%	28.6%	29.2%	
Somewhat agree	50.0%	60.0%	44.7%	33.3%	100.0%	40.9%	100.0%	57.1%	45.8%	
Somewhat disagree	0.0%	10.0%	17.1%	0.0%	0.0%	22.7%	0.0%	14.3%	16.7%	
Strongly disagree	0.0%	0.0%	10.5%	0.0%	0.0%	9.1%	0.0%	0.0%	8.3%	
Total(n)	4	10	76	3	1	22	1	7	48	
Mean	3.50	3.20	2.89	3.67	3.00	2.86	3.00	3.14	2.96	
Standard deviation	0.58	0.63	0.93	0.58	.	0.94	.	0.69	0.90	
Significance	-			-			-			
Effect size	-	0.48	0.66	-	0.86		-	-0.20	0.04	
During the past three years, have you:										
Advised student groups involved in service/volunteer work	31.8%	25.3%	30.8%	15.4%	20.0%	29.9%	71.4%	29.3%	30.5%	Civic Minded Practice
Total(n)	22	95	426	13	30	157	7	58	239	
Collaborated with the local community on research/teaching to address their needs	47.8%	31.6%	27.9%	38.5%	16.7%	19.7%	85.7%	41.4%	31.7%	Civic Minded Practice
Total(n)	23	95	427	13	30	157	7	58	240	
Conducted research or writing focused on international/global issues	21.7%	16.5%	18.4%	15.4%	10.7%	20.1%	42.9%	21.4%	18.7%	
Total(n)	23	91	418	13	28	154	7	56	235	
Conducted research or writing focused on racial or ethnic minorities	17.4%	25.5%	23.6%	15.4%	17.2%	18.7%	28.6%	31.0%	27.1%	
Total(n)	23	94	424	13	29	155	7	58	240	
Conducted research or writing focused on women or gender issues	13.0%	20.7%	18.6%	7.7%	13.8%	12.9%	28.6%	25.0%	23.0%	
Total(n)	23	92	419	13	29	155	7	56	235	
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) issues	8.7%	9.9%	11.0%	7.7%	6.9%	6.5%	14.3%	12.7%	13.6%	
Total(n)	23	91	419	13	29	155	7	55	235	

Conducted research or writing focused on biomedical science fields	17.4%	13.3%	8.2%	15.4%	10.3%	11.0%	28.6%	14.8%	6.4%
Total(n)	23	90	416	13	29	154	7	54	233
Engaged in academic research that spans multiple disciplines	26.1%	33.7%	34.1%	23.1%	23.3%	33.3%	42.9%	41.4%	35.1%
Total(n)	23	95	425	13	30	156	7	58	239
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)	39.1%	26.6%	30.8%	46.2%	17.2%	30.8%	42.9%	34.5%	31.7%
Total(n)	23	94	426	13	29	156	7	58	240
Written research grants	13.0%	14.7%	11.6%	7.7%	10.0%	9.7%	28.6%	19.0%	13.4%
Total(n)	23	95	424	13	30	155	7	58	239
Received funding for your work from foundations	17.4%	7.4%	8.3%	7.7%	3.4%	7.1%	42.9%	8.6%	8.4%
Total(n)	23	94	422	13	29	154	7	58	238
Received funding for your work from state or federal government	13.0%	12.6%	9.8%	7.7%	10.0%	10.5%	28.6%	15.5%	10.1%
Total(n)	23	95	420	13	30	153	7	58	238
Received funding for your work from business or industry	17.4%	6.5%	4.1%	15.4%	3.4%	3.3%	28.6%	8.8%	4.7%
Total(n)	23	93	416	13	29	152	7	57	235
During the past three years, have you:									
Taught an honors course	4.3%	16.8%	8.9%	0.0%	6.7%	9.6%	14.3%	22.4%	8.7%
Total(n)	23	95	427	13	30	157	7	58	241
Taught an interdisciplinary course	17.4%	21.3%	24.3%	23.1%	13.3%	25.2%	14.3%	24.1%	23.6%
Total(n)	23	94	420	13	30	155	7	58	237
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ+ studies)	4.3%	12.6%	10.8%	7.7%	6.7%	7.1%	0.0%	13.8%	12.9%
Total(n)	23	95	424	13	30	155	7	58	240
Taught a service learning course	21.7%	12.6%	9.9%	7.7%	10.0%	7.7%	42.9%	13.8%	11.7%
Total(n)	23	95	424	13	30	156	7	58	239
Taught a course exclusively online	69.6%	62.1%	34.5%	69.2%	46.7%	32.7%	71.4%	70.7%	35.7%
Total(n)	23	95	426	13	30	156	7	58	241
Participated in organized activities around enhancing pedagogy or student learning	47.8%	47.4%	47.9%	38.5%	30.0%	35.3%	71.4%	56.9%	56.4%
Total(n)	23	95	426	13	30	156	7	58	241
Taught a seminar for first-year students	8.7%	17.0%	15.1%	0.0%	6.7%	11.5%	28.6%	22.8%	17.1%
Total(n)	23	94	425	13	30	156	7	57	240
Participated in the development of curriculum (enhancing an existing course or creating a new course)	56.5%	63.2%	57.4%	46.2%	50.0%	55.5%	85.7%	70.7%	58.1%
Total(n)	23	95	425	13	30	155	7	58	241
In the past year, to what extent have you:									
Presented with undergraduate students at conferences									
To a very large extent	0.0%	1.1%	1.5%	0.0%	0.0%	0.7%	0.0%	1.7%	1.7%
To a large extent	4.5%	1.1%	1.5%	0.0%	0.0%	2.8%	16.7%	1.7%	0.9%
To some extent	0.0%	2.1%	2.7%	0.0%	0.0%	2.1%	0.0%	3.4%	3.0%
To a small extent	4.5%	4.2%	3.9%	0.0%	6.7%	3.4%	16.7%	3.4%	4.3%
Not at all	90.9%	91.6%	90.4%	100.0%	93.3%	91.0%	66.7%	89.7%	90.1%
Total(n)	22	95	407	13	30	145	6	58	233
Published with undergraduates									
To a very large extent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
To a large extent	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.9%
To some extent	0.0%	4.2%	2.5%	0.0%	0.0%	3.5%	0.0%	5.2%	1.7%
To a small extent	0.0%	4.2%	2.0%	0.0%	3.3%	2.8%	0.0%	5.2%	1.7%

Not at all	100.0%	91.6%	95.0%	100.0%	96.7%	93.7%	100.0%	89.7%	95.7%
Total(n)	22	95	404	13	30	143	6	58	232
Engaged undergraduates on your research project(s)									
To a very large extent	0.0%	1.1%	1.5%	0.0%	0.0%	1.4%	0.0%	1.7%	1.7%
To a large extent	0.0%	2.1%	2.2%	0.0%	0.0%	0.7%	0.0%	3.4%	3.4%
To some extent	13.6%	7.4%	6.9%	0.0%	3.3%	9.0%	50.0%	8.6%	5.6%
To a small extent	9.1%	7.4%	6.6%	7.7%	6.7%	6.2%	16.7%	8.6%	7.3%
Not at all	77.3%	82.1%	82.8%	92.3%	90.0%	82.8%	33.3%	77.6%	82.0%
Total(n)	22	95	407	13	30	145	6	58	233
Worked with undergraduates on their research project(s)									
To a very large extent	0.0%	5.3%	6.7%	0.0%	6.7%	5.5%	0.0%	5.2%	8.2%
To a large extent	0.0%	6.3%	6.7%	0.0%	3.3%	5.5%	0.0%	8.6%	7.3%
To some extent	18.2%	8.4%	11.1%	15.4%	3.3%	11.0%	33.3%	10.3%	11.2%
To a small extent	9.1%	7.4%	9.4%	7.7%	6.7%	9.7%	16.7%	8.6%	9.5%
Not at all	72.7%	72.6%	66.3%	76.9%	80.0%	68.3%	50.0%	67.2%	63.8%
Total(n)	22	95	406	13	30	145	6	58	232
How would you rate the overall experience of working with undergraduates on research projects?									
Excellent	9.1%	17.0%	13.1%	15.4%	13.3%	12.5%	0.0%	19.0%	13.8%
Good	13.6%	11.7%	15.8%	7.7%	10.0%	11.1%	33.3%	13.8%	19.4%
Fair	9.1%	5.3%	6.7%	0.0%	0.0%	6.3%	33.3%	8.6%	6.5%
Poor	0.0%	0.0%	0.2%	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%
I have not worked with undergraduates on research projects	68.2%	66.0%	64.1%	76.9%	76.7%	69.4%	33.3%	58.6%	60.3%
Total(n)	22	94	404	13	30	144	6	58	232
How many undergraduates do you currently advise?									
None	80.0%	84.2%	81.6%	84.6%	80.0%	81.1%	66.7%	84.5%	81.3%
1-5	5.0%	3.2%	7.7%	0.0%	3.3%	9.8%	16.7%	3.4%	6.5%
6-10	0.0%	3.2%	2.0%	0.0%	3.3%	1.4%	0.0%	3.4%	2.6%
11-20	15.0%	4.2%	3.0%	15.4%	6.7%	3.5%	16.7%	3.4%	3.0%
21-30	0.0%	2.1%	1.7%	0.0%	0.0%	0.7%	0.0%	3.4%	2.2%
31 or more	0.0%	3.2%	4.0%	0.0%	6.7%	3.5%	0.0%	1.7%	4.3%
Total(n)	20	95	402	13	30	143	6	58	230
During the past year, how often have you done each of the following with your undergraduate advisees?									
Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)									
Frequently	25.0%	53.3%	54.8%	0.0%	66.7%	53.8%	50.0%	44.4%	58.1%
Occasionally	75.0%	33.3%	32.9%	100.0%	16.7%	34.6%	50.0%	44.4%	32.6%
Not at All	0.0%	13.3%	12.3%	0.0%	16.7%	11.5%	0.0%	11.1%	9.3%
Total(n)	4	15	73	2	6	26	2	9	43
Mean	2.25	2.40	2.42	2.00	2.50	2.42	2.50	2.33	2.49
Standard deviation	0.50	0.74	0.71	0.00	0.84	0.70	0.71	0.71	0.67
Significance	-			-			-		
Effect size	-	-0.20	-0.24	-	-0.60	-0.60	-	0.24	0.01
Helped them plan their course of study									
Frequently	25.0%	40.0%	43.8%	0.0%	33.3%	40.7%	50.0%	44.4%	45.2%
Occasionally	50.0%	40.0%	32.9%	50.0%	33.3%	33.3%	50.0%	44.4%	35.7%
Not at All	25.0%	20.0%	23.3%	50.0%	33.3%	25.9%	0.0%	11.1%	19.0%

Total(n)	4	15	73	2	6	27	2	9	42	
Mean	2.00	2.20	2.21	1.50	2.00	2.15	2.50	2.33	2.26	
Standard deviation	0.82	0.77	0.80	0.71	0.89	0.82	0.71	0.71	0.77	
Significance	-			-			-			
Effect size	-	-0.26	-0.26	-	-0.56	-0.79	-	0.24	0.31	
Discussed their academic performance										
Frequently	50.0%	53.3%	66.2%	50.0%	66.7%	77.8%	50.0%	44.4%	60.5%	
Occasionally	50.0%	40.0%	28.4%	50.0%	33.3%	22.2%	50.0%	44.4%	32.6%	
Not at All	0.0%	6.7%	5.4%	0.0%	0.0%	0.0%	0.0%	11.1%	7.0%	
Total(n)	4	15	74	2	6	27	2	9	43	
Mean	2.50	2.47	2.61	2.50	2.67	2.78	2.50	2.33	2.53	
Standard deviation	0.58	0.64	0.59	0.71	0.52	0.42	0.71	0.71	0.63	
Significance	-			-			-			
Effect size	-	0.05	-0.19	-	-0.33	-0.67	-	0.24	-0.05	
Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)										
Frequently	25.0%	57.1%	50.7%	0.0%	66.7%	44.4%	50.0%	50.0%	54.8%	
Occasionally	50.0%	14.3%	26.0%	100.0%	0.0%	33.3%	0.0%	25.0%	21.4%	
Not at All	25.0%	28.6%	23.3%	0.0%	33.3%	22.2%	50.0%	25.0%	23.8%	
Total(n)	4	14	73	2	6	27	2	8	42	
Mean	2.00	2.29	2.27	2.00	2.33	2.22	2.00	2.25	2.31	
Standard deviation	0.82	0.91	0.82	0.00	1.03	0.80	1.41	0.89	0.84	
Significance	-			-			-			
Effect size	-	-0.32	-0.33	-	-0.32	-0.28	-	-0.28	-0.37	
Discussed career and post-graduation goals										
Frequently	50.0%	53.3%	63.5%	50.0%	66.7%	70.4%	50.0%	44.4%	60.5%	
Occasionally	50.0%	40.0%	28.4%	50.0%	33.3%	29.6%	50.0%	44.4%	27.9%	
Not at All	0.0%	6.7%	8.1%	0.0%	0.0%	0.0%	0.0%	11.1%	11.6%	
Total(n)	4	15	74	2	6	27	2	9	43	
Mean	2.50	2.47	2.55	2.50	2.67	2.70	2.50	2.33	2.49	
Standard deviation	0.58	0.64	0.64	0.71	0.52	0.47	0.71	0.71	0.70	
Significance	-			-			-			
Effect size	-	0.05	-0.08	-	-0.33	-0.43	-	0.24	0.01	
During the past year, have you taken advantage of any of the following professional development opportunities provided by this institution?										
Funded workshops focused on teaching										
Yes	36.4%	41.9%	33.7%	30.8%	40.0%	29.6%	66.7%	43.9%	36.7%	
No	54.5%	32.3%	41.5%	53.8%	36.7%	50.0%	33.3%	31.6%	35.8%	
Not eligible	4.5%	14.0%	11.9%	7.7%	20.0%	10.6%	0.0%	8.8%	12.8%	
Not available	4.5%	11.8%	12.9%	7.7%	3.3%	9.9%	0.0%	15.8%	14.6%	
Total(n)	22	93	395	13	30	142	6	57	226	
Funded workshops focused on research skills development										
Yes	4.5%	3.3%	2.8%	7.7%	3.4%	3.5%	0.0%	3.6%	2.7%	
No	77.3%	53.8%	61.5%	61.5%	51.7%	66.0%	100.0%	58.9%	58.9%	
Not eligible	4.5%	22.0%	16.1%	7.7%	31.0%	13.5%	0.0%	14.3%	17.9%	
Not available	13.6%	20.9%	19.6%	23.1%	13.8%	17.0%	0.0%	23.2%	20.5%	
Total(n)	22	91	392	13	29	141	6	56	224	
Funded workshops focused on grant writing										
Yes	4.5%	2.2%	2.0%	0.0%	3.3%	2.8%	16.7%	1.8%	1.8%	

No	72.7%	51.6%	60.7%	61.5%	50.0%	66.2%	83.3%	56.1%	56.9%
Not eligible	13.6%	23.7%	18.5%	23.1%	26.7%	13.4%	0.0%	19.3%	22.2%
Not available	9.1%	22.6%	18.8%	15.4%	20.0%	17.6%	0.0%	22.8%	19.1%
Total(n)	22	93	394	13	30	142	6	57	225
Paid sabbatical leave									
Yes	0.0%	1.1%	0.3%	0.0%	0.0%	0.0%	0.0%	1.8%	0.4%
No	59.1%	26.6%	38.1%	46.2%	33.3%	43.3%	66.7%	24.6%	33.3%
Not eligible	31.8%	48.9%	46.2%	38.5%	50.0%	44.7%	33.3%	45.6%	48.0%
Not available	9.1%	23.4%	15.5%	15.4%	16.7%	12.1%	0.0%	28.1%	18.2%
Total(n)	22	94	394	13	30	141	6	57	225
Travel funds paid by the institution									
Yes	9.1%	7.6%	9.7%	7.7%	6.7%	12.2%	16.7%	9.1%	9.0%
No	63.6%	31.5%	43.8%	61.5%	36.7%	49.6%	66.7%	30.9%	37.7%
Not eligible	18.2%	41.3%	32.8%	23.1%	43.3%	28.8%	16.7%	36.4%	36.8%
Not available	9.1%	19.6%	13.6%	7.7%	13.3%	9.4%	0.0%	23.6%	16.6%
Total(n)	22	92	390	13	30	139	6	55	223
Internal grants for research									
Yes	4.8%	3.2%	2.8%	0.0%	0.0%	3.5%	16.7%	5.3%	2.7%
No	76.2%	40.4%	49.9%	69.2%	53.3%	56.7%	83.3%	36.8%	44.6%
Not eligible	14.3%	38.3%	34.1%	23.1%	36.7%	30.5%	0.0%	35.1%	37.1%
Not available	4.8%	18.1%	13.2%	7.7%	10.0%	9.2%	0.0%	22.8%	15.6%
Total(n)	21	94	393	13	30	141	6	57	224
Training for administrative leadership									
Yes	0.0%	5.4%	2.3%	0.0%	3.3%	1.4%	0.0%	7.1%	2.7%
No	72.7%	39.8%	49.2%	69.2%	53.3%	57.9%	83.3%	35.7%	42.8%
Not eligible	13.6%	32.3%	31.8%	23.1%	26.7%	25.0%	0.0%	30.4%	36.5%
Not available	13.6%	22.6%	16.7%	7.7%	16.7%	15.7%	16.7%	26.8%	18.0%
Total(n)	22	93	390	13	30	140	6	56	222
Training for promoting inclusion and facilitating difficult conversations									
Yes	27.3%	10.6%	19.5%	23.1%	3.3%	12.8%	50.0%	14.0%	23.1%
No	54.5%	44.7%	45.7%	46.2%	60.0%	56.7%	50.0%	38.6%	38.2%
Not eligible	13.6%	21.3%	19.3%	23.1%	20.0%	16.3%	0.0%	19.3%	21.3%
Not available	4.5%	23.4%	15.5%	7.7%	16.7%	14.2%	0.0%	28.1%	17.3%
Total(n)	22	94	394	13	30	141	6	57	225
Incentives to develop new courses									
Yes	9.1%	10.6%	9.4%	7.7%	6.7%	11.3%	16.7%	14.0%	8.0%
No	72.7%	41.5%	48.9%	61.5%	53.3%	51.8%	83.3%	38.6%	46.5%
Not eligible	13.6%	23.4%	23.3%	23.1%	20.0%	21.3%	0.0%	19.3%	24.8%
Not available	4.5%	24.5%	18.5%	7.7%	20.0%	15.6%	0.0%	28.1%	20.8%
Total(n)	22	94	395	13	30	141	6	57	226
During the past year, have you taken advantage of any of the following professional development opportunities provided by this institution?									
Incentives to integrate technology into your classroom									
Yes	18.2%	20.4%	17.8%	23.1%	13.8%	17.9%	16.7%	24.6%	17.6%
No	68.2%	40.9%	51.0%	53.8%	48.3%	54.3%	83.3%	40.4%	48.5%
Not eligible	9.1%	19.4%	15.5%	15.4%	20.7%	14.3%	0.0%	14.0%	15.9%
Not available	4.5%	19.4%	15.7%	7.7%	17.2%	13.6%	0.0%	21.1%	18.1%
Total(n)	22	93	394	13	29	140	6	57	227

Resources to integrate culturally-competent practices into your classroom										
Yes	27.3%	18.1%	18.1%	30.8%	13.3%	10.7%	33.3%	22.8%	22.2%	
No	63.6%	41.5%	48.6%	53.8%	50.0%	60.0%	66.7%	38.6%	41.3%	
Not eligible	4.5%	17.0%	14.0%	7.7%	16.7%	12.1%	0.0%	12.3%	15.1%	
Not available	4.5%	23.4%	19.3%	7.7%	20.0%	17.1%	0.0%	26.3%	21.3%	
Total(n)	22	94	393	13	30	140	6	57	225	
How many of the following have you published?										
Articles in academic or professional journals										
None	72.7%	65.9%	57.7%	69.2%	72.4%	51.3%	66.7%	61.8%	60.7%	Scholarly Productivity
1-2	9.1%	16.5%	21.3%	7.7%	6.9%	21.1%	16.7%	23.6%	23.6%	
3-4	0.0%	8.8%	8.3%	0.0%	10.3%	9.9%	0.0%	7.3%	6.6%	
5-10	18.2%	6.6%	8.1%	23.1%	6.9%	9.9%	16.7%	5.5%	6.6%	
11-20	0.0%	1.1%	2.2%	0.0%	3.4%	3.9%	0.0%	0.0%	0.9%	
21-50	0.0%	1.1%	1.7%	0.0%	0.0%	2.0%	0.0%	1.8%	1.7%	
51+	0.0%	0.0%	0.7%	0.0%	0.0%	2.0%	0.0%	0.0%	0.0%	
Total(n)	22	91	409	13	29	152	6	55	229	
Mean	1.64	1.64	1.84	1.77	1.62	2.08	1.67	1.64	1.69	
Standard deviation	1.18	1.08	1.27	1.30	1.15	1.48	1.21	1.04	1.09	
Significance	-			-			-			
Effect size	-	0.00	-0.16	-	0.13	-0.21	-	0.03	-0.02	
Chapters in edited volumes										
None	82.6%	82.2%	81.4%	92.3%	90.0%	80.8%	57.1%	75.5%	82.2%	Scholarly Productivity
1-2	13.0%	12.2%	12.7%	7.7%	6.7%	13.9%	28.6%	17.0%	12.4%	
3-4	0.0%	3.3%	4.2%	0.0%	0.0%	3.3%	0.0%	5.7%	4.0%	
5-10	4.3%	2.2%	1.2%	0.0%	3.3%	1.3%	14.3%	1.9%	0.9%	
11-20	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%	
21-50	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
51+	0.0%	0.0%	0.2%	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%	
Total(n)	23	90	403	13	30	151	7	53	225	
Mean	1.26	1.26	1.27	1.08	1.17	1.28	1.71	1.34	1.25	
Standard deviation	0.69	0.63	0.68	0.28	0.59	0.74	1.11	0.68	0.61	
Significance	-			-			-			
Effect size	-	0.00	-0.01	-	-0.15	-0.27	-	0.54	0.75	
How many of the following have you published?										
Books, manuals, monographs, or research reports										
None	81.8%	82.4%	75.3%	92.3%	83.3%	69.3%	50.0%	79.6%	79.3%	Scholarly Productivity
1-2	13.6%	14.3%	18.8%	7.7%	10.0%	22.0%	33.3%	18.5%	16.7%	
3-4	4.5%	1.1%	2.2%	0.0%	0.0%	2.7%	16.7%	1.9%	1.3%	
5-10	0.0%	1.1%	2.2%	0.0%	3.3%	4.0%	0.0%	0.0%	1.3%	
11-20	0.0%	1.1%	1.2%	0.0%	3.3%	2.0%	0.0%	0.0%	0.9%	
21-50	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%	
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	22	91	405	13	30	150	6	54	227	
Mean	1.23	1.24	1.36	1.08	1.33	1.47	1.67	1.22	1.29	
Standard deviation	0.53	0.64	0.78	0.28	0.92	0.89	0.82	0.46	0.71	
Significance	-			-			-	*		
Effect size	-	-0.02	-0.17	-	-0.27	-0.44	-	0.98	0.54	

Other, such as patents or computer software products									
None	95.5%	91.3%	92.0%	92.3%	93.3%	91.3%	100.0%	89.1%	92.4%
1-2	0.0%	6.5%	5.0%	0.0%	6.7%	4.7%	0.0%	7.3%	4.9%
3-4	4.5%	0.0%	0.5%	7.7%	0.0%	0.7%	0.0%	0.0%	0.4%
5-10	0.0%	1.1%	1.0%	0.0%	0.0%	1.3%	0.0%	1.8%	0.9%
11-20	0.0%	1.1%	0.7%	0.0%	0.0%	1.3%	0.0%	1.8%	0.4%
21-50	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.9%
51+	0.0%	0.0%	0.2%	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%
Total(n)	22	92	402	13	30	149	6	55	225
Mean	1.09	1.14	1.16	1.15	1.07	1.19	1.00	1.20	1.15
Standard deviation	0.43	0.57	0.68	0.55	0.25	0.79	0.00	0.70	0.65
Significance	-			-			-		
Effect size	-	-0.09	-0.10	-	0.32	-0.05	-	-0.29	-0.23
In the past <u>three</u> years, how many exhibitions, recordings, or performances in the fine or applied arts have you presented?									
None	91.3%	78.3%	79.9%	92.3%	76.7%	82.9%	85.7%	76.4%	77.2%
1-2	8.7%	7.6%	5.6%	7.7%	6.7%	3.9%	14.3%	9.1%	6.5%
3-4	0.0%	4.3%	3.9%	0.0%	6.7%	3.9%	0.0%	3.6%	3.9%
5-10	0.0%	5.4%	5.1%	0.0%	6.7%	3.3%	0.0%	5.5%	6.5%
11-20	0.0%	2.2%	1.9%	0.0%	0.0%	1.3%	0.0%	3.6%	2.6%
21+	0.0%	2.2%	3.6%	0.0%	3.3%	4.6%	0.0%	1.8%	3.4%
Total(n)	23	92	412	13	30	152	7	55	232
Mean	1.09	1.52	1.55	1.08	1.57	1.50	1.14	1.56	1.61
Standard deviation	0.29	1.17	1.26	0.28	1.22	1.27	0.38	1.21	1.31
Significance	-			-			-		
Effect size	-	-0.37	-0.37	-	-0.40	-0.33	-	-0.35	-0.36
How many of these exhibitions, recordings or performances were:									
Solo/Individual									
None	100.0%	21.1%	20.3%	100.0%	57.1%	25.0%	100.0%	0.0%	19.0%
1-2	0.0%	63.2%	48.4%	0.0%	42.9%	40.0%	0.0%	75.0%	50.0%
3-4	0.0%	15.8%	15.6%	0.0%	0.0%	10.0%	0.0%	25.0%	19.0%
5-10	0.0%	0.0%	4.7%	0.0%	0.0%	0.0%	0.0%	0.0%	7.1%
11-20	0.0%	0.0%	4.7%	0.0%	0.0%	5.0%	0.0%	0.0%	4.8%
21+	0.0%	0.0%	6.3%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%
Total(n)	2	19	64	1	7	20	1	12	42
Mean	1.00	1.95	2.44	1.00	1.43	2.80	1.00	2.25	2.29
Standard deviation	0.00	0.62	1.34	.	0.53	1.88	.	0.45	1.02
Significance	-	*		-			-		
Effect size	-	-1.53	-1.07	-	-0.81	-0.96	-	-2.78	-1.26
How many of these exhibitions, recordings or performances were:									
Collaborative									
None	0.0%	10.0%	7.3%	0.0%	0.0%	12.0%	0.0%	15.4%	3.8%
1-2	100.0%	40.0%	32.9%	100.0%	57.1%	32.0%	100.0%	30.8%	34.0%
3-4	0.0%	10.0%	18.3%	0.0%	0.0%	12.0%	0.0%	15.4%	20.8%
5-10	0.0%	25.0%	19.5%	0.0%	28.6%	20.0%	0.0%	23.1%	18.9%
11-20	0.0%	5.0%	11.0%	0.0%	0.0%	12.0%	0.0%	7.7%	11.3%
21+	0.0%	10.0%	11.0%	0.0%	14.3%	12.0%	0.0%	7.7%	11.3%

Total(n)	2	20	82	1	7	25	1	13	53	
Mean	2.00	3.05	3.27	2.00	3.14	3.24	2.00	3.00	3.34	
Standard deviation	0.00	1.50	1.48	.	1.57	1.61	.	1.53	1.44	
Significance	-			-			-			
Effect size	-	-0.70	-0.86	-	-0.73	-0.77	-	-0.65	-0.93	
In the past three years, how many of your professional writings have been published or accepted for publication?										
0	81.8%	73.9%	72.2%	83.3%	76.7%	69.3%	71.4%	70.9%	74.2%	Scholarly Productivity
1	0.0%	15.2%	14.1%	0.0%	6.7%	13.1%	0.0%	21.8%	14.8%	
2	13.6%	3.3%	4.9%	16.7%	3.3%	4.6%	14.3%	3.6%	5.7%	
3	0.0%	3.3%	2.2%	0.0%	6.7%	3.9%	0.0%	1.8%	0.9%	
4	0.0%	1.1%	1.0%	0.0%	0.0%	0.7%	0.0%	0.0%	0.4%	
5	4.5%	1.1%	1.7%	0.0%	3.3%	2.6%	14.3%	0.0%	0.9%	
6	0.0%	1.1%	1.2%	0.0%	0.0%	0.7%	0.0%	1.8%	1.7%	
7-10	0.0%	1.1%	1.0%	0.0%	3.3%	2.0%	0.0%	0.0%	0.4%	
More than 10	0.0%	0.0%	1.7%	0.0%	0.0%	3.3%	0.0%	0.0%	0.9%	
Total(n)	22	92	410	12	30	153	7	55	229	
Mean	1.50	1.55	1.71	1.33	1.73	1.93	2.00	1.45	1.55	
Standard deviation	1.22	1.29	1.62	0.78	1.68	1.97	1.91	1.00	1.36	
Significance	-			-			-			
Effect size	-	-0.04	-0.13	-	-0.24	-0.30	-	0.55	0.33	
How many of these professional writings in the past three years were solo-authored?										
0	50.0%	33.3%	28.3%	50.0%	0.0%	26.2%	50.0%	50.0%	30.4%	
1	0.0%	33.3%	36.8%	0.0%	28.6%	23.8%	0.0%	37.5%	46.4%	
2	50.0%	12.5%	13.2%	50.0%	14.3%	16.7%	50.0%	12.5%	12.5%	
3	0.0%	8.3%	6.6%	0.0%	28.6%	9.5%	0.0%	0.0%	3.6%	
4	0.0%	4.2%	2.8%	0.0%	0.0%	2.4%	0.0%	0.0%	1.8%	
5	0.0%	4.2%	3.8%	0.0%	14.3%	4.8%	0.0%	0.0%	1.8%	
6	0.0%	0.0%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%	1.8%	
7-10	0.0%	4.2%	3.8%	0.0%	14.3%	9.5%	0.0%	0.0%	0.0%	
More than 10	0.0%	0.0%	3.8%	0.0%	0.0%	7.1%	0.0%	0.0%	1.8%	
Total(n)	4	24	106	2	7	42	2	16	56	
Mean	2.00	2.50	2.75	2.00	4.14	3.43	2.00	1.63	2.23	
Standard deviation	1.15	1.79	2.11	1.41	2.19	2.61	1.41	0.72	1.53	
Significance	-			-			-			
Effect size	-	-0.28	-0.36	-	-0.98	-0.55	-	0.51	-0.15	
How many of these professional writings in the past three years were co-authored?										
0	25.0%	38.9%	40.0%	50.0%	80.0%	46.2%	0.0%	25.0%	36.4%	
1	0.0%	33.3%	36.7%	0.0%	20.0%	38.5%	0.0%	41.7%	34.1%	
2	50.0%	5.6%	8.9%	50.0%	0.0%	5.1%	50.0%	8.3%	11.4%	
3	25.0%	11.1%	4.4%	0.0%	0.0%	2.6%	50.0%	16.7%	6.8%	
4	0.0%	5.6%	2.2%	0.0%	0.0%	0.0%	0.0%	0.0%	2.3%	
5	0.0%	0.0%	2.2%	0.0%	0.0%	2.6%	0.0%	0.0%	2.3%	
6	0.0%	5.6%	2.2%	0.0%	0.0%	0.0%	0.0%	8.3%	4.5%	
7-10	0.0%	0.0%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%	2.3%	
More than 10	0.0%	0.0%	2.2%	0.0%	0.0%	5.1%	0.0%	0.0%	0.0%	

Total(n)	4	18	90	2	5	39	2	12	44
Mean	2.75	2.33	2.27	2.00	1.20	2.10	3.50	2.58	2.41
Standard deviation	1.26	1.68	1.80	1.41	0.45	1.90	0.71	1.73	1.78
Significance	-			-			-		
Effect size	-	0.25	0.27	-	1.78	-0.05	-	0.53	0.61
During the present term, how many hours per week on average do you spend on each of the following?									
Scheduled teaching (give actual, not credit hours)									
None	13.6%	2.2%	3.7%	15.4%	3.3%	0.7%	0.0%	1.9%	5.6%
1-4	36.4%	42.2%	30.3%	46.2%	46.7%	29.4%	33.3%	37.7%	29.6%
5-8	27.3%	25.6%	26.6%	7.7%	26.7%	27.2%	50.0%	26.4%	26.9%
9-12	4.5%	17.8%	21.4%	7.7%	16.7%	19.9%	0.0%	20.8%	22.7%
13-16	9.1%	1.1%	7.1%	15.4%	0.0%	9.6%	0.0%	1.9%	6.0%
17-20	4.5%	4.4%	3.4%	0.0%	3.3%	5.1%	16.7%	3.8%	2.3%
21+	4.5%	6.7%	7.4%	7.7%	3.3%	8.1%	0.0%	7.5%	6.9%
Total(n)	22	90	379	13	30	136	6	53	216
Mean	2.91	3.13	3.38	2.92	2.87	3.56	3.17	3.25	3.29
Standard deviation	1.60	1.49	1.52	1.80	1.28	1.54	1.47	1.51	1.49
Significance	-			-			-		
Effect size	-	-0.15	-0.31	-	0.04	-0.42	-	-0.05	-0.08
Preparing for teaching (including reading student papers and grading)									
None	0.0%	0.0%	2.9%	0.0%	0.0%	1.5%	0.0%	0.0%	3.7%
1-4	36.4%	30.2%	22.5%	46.2%	41.4%	29.1%	33.3%	22.0%	18.1%
5-8	31.8%	25.6%	27.2%	30.8%	24.1%	25.4%	33.3%	28.0%	27.3%
9-12	27.3%	12.8%	15.3%	15.4%	17.2%	16.4%	33.3%	10.0%	15.7%
13-16	4.5%	10.5%	11.4%	7.7%	13.8%	11.2%	0.0%	10.0%	11.1%
17-20	0.0%	10.5%	8.2%	0.0%	3.4%	5.2%	0.0%	16.0%	10.6%
21+	0.0%	10.5%	12.4%	0.0%	0.0%	11.2%	0.0%	14.0%	13.4%
Total(n)	22	86	378	13	29	134	6	50	216
Mean	3.00	3.77	3.84	2.85	3.14	3.67	3.00	4.12	3.98
Standard deviation	0.93	1.71	1.73	0.99	1.22	1.67	0.89	1.79	1.76
Significance	-	*	*	-			-		
Effect size	-	-0.45	-0.49	-	-0.24	-0.49	-	-0.63	-0.56
During the present term, how many hours per week on average do you spend on each of the following?									
Advising or counseling students									
None	45.5%	53.3%	36.0%	53.8%	70.0%	42.0%	33.3%	41.5%	32.3%
1-4	40.9%	40.0%	55.2%	38.5%	23.3%	50.0%	50.0%	52.8%	59.1%
5-8	4.5%	5.6%	6.7%	0.0%	6.7%	5.8%	0.0%	5.7%	6.8%
9-12	4.5%	0.0%	1.8%	7.7%	0.0%	2.2%	0.0%	0.0%	1.8%
13-16	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
17-20	4.5%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%
21+	0.0%	1.1%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	22	90	386	13	30	138	6	53	220
Mean	1.86	1.58	1.76	1.62	1.37	1.68	2.33	1.64	1.78
Standard deviation	1.21	0.83	0.71	0.87	0.61	0.68	1.86	0.59	0.65
Significance	-			-			-	*	

Effect size	-	0.34	0.14	-	0.41	-0.09	-	1.17	0.85
Committee work and meetings									
None	66.7%	67.4%	66.6%	76.9%	76.7%	77.4%	33.3%	64.2%	61.3%
1-4	28.6%	28.1%	31.1%	23.1%	23.3%	21.9%	50.0%	30.2%	35.9%
5-8	4.8%	2.2%	1.8%	0.0%	0.0%	0.7%	16.7%	3.8%	2.3%
9-12	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
13-16	0.0%	1.1%	0.3%	0.0%	0.0%	0.0%	0.0%	1.9%	0.5%
17-20	0.0%	1.1%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
21+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	21	89	380	13	30	137	6	53	217
Mean	1.38	1.43	1.37	1.23	1.23	1.23	1.83	1.45	1.42
Standard deviation	0.59	0.81	0.60	0.44	0.43	0.44	0.75	0.75	0.59
Significance	-			-			-		
Effect size	-	-0.06	0.02	-	0.00	0.00	-	0.51	0.69
Research and scholarly writing									
None	68.2%	64.4%	66.1%	69.2%	73.3%	67.9%	50.0%	56.6%	64.4%
1-4	27.3%	11.1%	19.3%	30.8%	13.3%	19.0%	33.3%	9.4%	19.6%
5-8	4.5%	12.2%	8.4%	0.0%	6.7%	8.0%	16.7%	17.0%	9.1%
9-12	0.0%	3.3%	2.6%	0.0%	0.0%	2.9%	0.0%	5.7%	2.7%
13-16	0.0%	3.3%	1.6%	0.0%	3.3%	0.7%	0.0%	3.8%	1.4%
17-20	0.0%	3.3%	1.3%	0.0%	3.3%	0.7%	0.0%	3.8%	1.8%
21+	0.0%	2.2%	0.8%	0.0%	0.0%	0.7%	0.0%	3.8%	0.9%
Total(n)	22	90	383	13	30	137	6	53	219
Mean	1.36	1.89	1.61	1.31	1.57	1.55	1.67	2.17	1.66
Standard deviation	0.58	1.52	1.12	0.48	1.22	1.02	0.82	1.70	1.18
Significance	-			-			-		
Effect size	-	-0.35	-0.22	-	-0.21	-0.24	-	-0.29	0.01
During the present term, how many hours per week on average do you spend on each of the following?									
Other creative products/performances									
None	86.4%	68.9%	66.0%	84.6%	73.3%	70.6%	83.3%	66.0%	63.8%
1-4	13.6%	17.8%	22.0%	15.4%	16.7%	17.6%	16.7%	20.8%	23.4%
5-8	0.0%	7.8%	6.5%	0.0%	0.0%	4.4%	0.0%	9.4%	7.8%
9-12	0.0%	4.4%	3.7%	0.0%	10.0%	5.9%	0.0%	1.9%	2.8%
13-16	0.0%	1.1%	0.3%	0.0%	0.0%	0.0%	0.0%	1.9%	0.5%
17-20	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.9%
21+	0.0%	0.0%	1.0%	0.0%	0.0%	1.5%	0.0%	0.0%	0.9%
Total(n)	22	90	382	13	30	136	6	53	218
Mean	1.14	1.51	1.56	1.15	1.47	1.53	1.17	1.53	1.59
Standard deviation	0.35	0.90	1.02	0.38	0.94	1.07	0.41	0.89	1.04
Significance	-			-			-		
Effect size	-	-0.41	-0.41	-	-0.34	-0.36	-	-0.40	-0.40
Community or public service									
None	59.1%	54.4%	51.2%	61.5%	63.3%	57.4%	50.0%	47.2%	46.6%
1-4	22.7%	31.1%	36.8%	30.8%	26.7%	29.4%	0.0%	34.0%	41.1%
5-8	9.1%	10.0%	7.0%	7.7%	6.7%	7.4%	16.7%	13.2%	7.3%
9-12	4.5%	1.1%	2.3%	0.0%	0.0%	2.9%	16.7%	1.9%	2.3%
13-16	0.0%	0.0%	0.5%	0.0%	0.0%	0.7%	0.0%	0.0%	0.5%

17-20	0.0%	2.2%	1.0%	0.0%	0.0%	0.7%	0.0%	3.8%	1.4%	Civic Minded Practice	
21+	4.5%	1.1%	1.0%	0.0%	3.3%	1.5%	16.7%	0.0%	0.9%		
Total(n)	22	90	383	13	30	136	6	53	219		
Mean	1.82	1.72	1.72	1.46	1.60	1.68	2.83	1.85	1.77		
Standard deviation	1.44	1.12	1.04	0.66	1.19	1.11	2.40	1.13	1.03		
Significance	-			-			-		*		
Effect size	-	0.09	0.10	-	-0.12	-0.20	-	0.87	1.03		
Outside consulting/freelance work											
None	63.6%	58.0%	66.4%	61.5%	69.0%	69.9%	66.7%	48.1%	62.2%		
1-4	31.8%	21.6%	17.6%	30.8%	13.8%	14.7%	33.3%	28.8%	20.7%		
5-8	4.5%	8.0%	7.9%	7.7%	6.9%	8.1%	0.0%	9.6%	8.3%		
9-12	0.0%	5.7%	2.4%	0.0%	3.4%	2.9%	0.0%	5.8%	1.8%		
13-16	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.9%		
17-20	0.0%	3.4%	2.1%	0.0%	3.4%	2.2%	0.0%	3.8%	1.8%		
21+	0.0%	3.4%	3.1%	0.0%	3.4%	2.2%	0.0%	3.8%	4.1%		
Total(n)	22	88	381	13	29	136	6	52	217		
Mean	1.41	1.92	1.72	1.46	1.76	1.64	1.33	2.08	1.81		
Standard deviation	0.59	1.52	1.39	0.66	1.53	1.30	0.52	1.56	1.47		
Significance	-			-			-				
Effect size	-	-0.34	-0.22	-	-0.20	-0.14	-	-0.48	-0.33		
Household/childcare duties											
None	22.7%	24.4%	17.3%	15.4%	40.0%	25.0%	16.7%	11.3%	11.4%		
1-4	27.3%	17.8%	18.1%	30.8%	23.3%	16.9%	16.7%	17.0%	19.6%		
5-8	13.6%	22.2%	18.3%	15.4%	20.0%	20.6%	16.7%	24.5%	17.4%		
9-12	0.0%	7.8%	12.8%	0.0%	6.7%	13.2%	0.0%	7.5%	11.9%		
13-16	13.6%	5.6%	7.9%	15.4%	0.0%	7.4%	16.7%	9.4%	8.2%		
17-20	9.1%	7.8%	7.9%	7.7%	6.7%	5.9%	16.7%	7.5%	8.2%		
21+	13.6%	14.4%	17.8%	15.4%	3.3%	11.0%	16.7%	22.6%	23.3%		
Total(n)	22	90	382	13	30	136	6	53	219		
Mean	3.36	3.33	3.71	3.54	2.37	3.23	4.00	4.00	4.04		
Standard deviation	2.19	2.10	2.09	2.18	1.65	1.97	2.37	2.11	2.12		
Significance	-			-			-				
Effect size	-	0.01	-0.17	-	0.71	0.16	-	0.00	-0.02		
During the present term, how many hours per week on average do you spend on each of the following?											
Serving as a caregiver for another adult											
None	86.4%	79.8%	76.8%	100.0%	80.0%	75.0%	66.7%	78.8%	77.8%		
1-4	0.0%	10.1%	11.1%	0.0%	10.0%	12.5%	0.0%	11.5%	10.6%		
5-8	9.1%	2.2%	3.2%	0.0%	3.3%	4.4%	33.3%	1.9%	2.8%		
9-12	4.5%	0.0%	1.8%	0.0%	0.0%	1.5%	0.0%	0.0%	1.9%		
13-16	0.0%	1.1%	1.8%	0.0%	3.3%	2.2%	0.0%	0.0%	1.9%		
17-20	0.0%	1.1%	1.1%	0.0%	0.0%	0.7%	0.0%	1.9%	0.9%		
21+	0.0%	5.6%	4.2%	0.0%	3.3%	3.7%	0.0%	5.8%	4.2%		
Total(n)	22	89	379	13	30	136	6	52	216		
Mean	1.32	1.58	1.61	1.00	1.50	1.60	1.67	1.60	1.59		
Standard deviation	0.84	1.54	1.45	0.00	1.33	1.39	1.03	1.56	1.44		
Significance	-			-			-				

Effect size	-	-0.17	-0.20	-	-0.38	-0.43	-	0.04	0.06	
Other employment outside of academia										
None	27.3%	48.9%	50.7%	7.7%	56.7%	59.7%	50.0%	43.1%	44.2%	
1-4	4.5%	9.1%	8.2%	7.7%	3.3%	6.0%	0.0%	13.7%	9.7%	
5-8	9.1%	4.5%	5.8%	7.7%	3.3%	3.7%	16.7%	5.9%	6.9%	
9-12	4.5%	2.3%	3.4%	7.7%	0.0%	0.7%	0.0%	2.0%	5.1%	
13-16	4.5%	2.3%	2.9%	7.7%	0.0%	1.5%	0.0%	3.9%	4.1%	
17-20	0.0%	4.5%	4.8%	0.0%	3.3%	3.0%	0.0%	3.9%	5.5%	
21+	50.0%	28.4%	24.1%	61.5%	33.3%	25.4%	33.3%	27.5%	24.4%	
Total(n)	22	88	377	13	30	134	6	51	217	
Mean	4.55	3.27	3.11	5.46	3.27	2.89	3.33	3.31	3.29	
Standard deviation	2.70	2.67	2.56	2.22	2.85	2.62	2.94	2.61	2.54	
Significance	-	*	*	-	*	***	-			
Effect size	-	0.48	0.56	-	0.77	0.98	-	0.01	0.02	
Personal time (e.g., exercise, hobbies, relaxing)										
None	0.0%	2.2%	1.8%	0.0%	3.3%	2.2%	0.0%	1.9%	1.8%	
1-4	27.3%	25.6%	25.0%	23.1%	6.7%	17.8%	33.3%	32.1%	27.5%	
5-8	45.5%	33.3%	34.7%	38.5%	40.0%	33.3%	50.0%	28.3%	37.2%	
9-12	9.1%	22.2%	18.9%	7.7%	20.0%	24.4%	16.7%	26.4%	17.4%	
13-16	4.5%	3.3%	8.4%	7.7%	6.7%	7.4%	0.0%	1.9%	7.3%	
17-20	4.5%	4.4%	4.2%	7.7%	6.7%	5.9%	0.0%	3.8%	3.2%	
21+	9.1%	8.9%	6.8%	15.4%	16.7%	8.9%	0.0%	5.7%	5.5%	
Total(n)	22	90	380	13	30	135	6	53	218	
Mean	3.41	3.48	3.47	3.85	4.07	3.70	2.83	3.28	3.33	
Standard deviation	1.53	1.52	1.45	1.82	1.70	1.51	0.75	1.39	1.37	
Significance	-			-			-			
Effect size	-	-0.05	-0.04	-	-0.13	0.10	-	-0.32	-0.36	
In your interactions with undergraduates, how often in the past year did you encourage them to:										
Ask questions in class										
Frequently	95.5%	89.5%	94.7%	100.0%	93.3%	92.7%	100.0%	85.7%	95.3%	
Occasionally	4.5%	7.0%	3.7%	0.0%	6.7%	6.6%	0.0%	8.2%	2.3%	
Not at all	0.0%	3.5%	1.6%	0.0%	0.0%	0.7%	0.0%	6.1%	2.3%	
Total(n)	22	86	379	13	30	137	6	49	215	
Mean	2.95	2.86	2.93	3.00	2.93	2.92	3.00	2.80	2.93	
Standard deviation	0.21	0.44	0.31	0.00	0.25	0.30	0.00	0.54	0.33	
Significance	-			-			-			
Effect size	-	0.20	0.06	-	0.28	0.27	-	0.37	0.21	
Support their opinions with a logical argument										
Frequently	72.7%	70.9%	80.7%	84.6%	63.3%	79.4%	50.0%	73.5%	82.8%	
Occasionally	18.2%	20.9%	16.1%	7.7%	36.7%	18.4%	50.0%	14.3%	13.5%	
Not at all	9.1%	8.1%	3.2%	7.7%	0.0%	2.2%	0.0%	12.2%	3.7%	
Total(n)	22	86	378	13	30	136	6	49	215	
Mean	2.64	2.63	2.78	2.77	2.63	2.77	2.50	2.61	2.79	
Standard deviation	0.66	0.63	0.49	0.60	0.49	0.47	0.55	0.70	0.49	
Significance	-			-			-			
Effect size	-	0.02	-0.29	-	0.29	0.00	-	-0.16	-0.59	

In your interactions with undergraduates, how often in the past year did you encourage them to:										
Seek solutions to problems and explain them to others										
Frequently	86.4%	74.1%	76.0%	84.6%	69.0%	71.1%	100.0%	75.5%	78.7%	
Occasionally	13.6%	16.5%	20.3%	15.4%	24.1%	24.4%	0.0%	14.3%	18.5%	
Not at all	0.0%	9.4%	3.7%	0.0%	6.9%	4.4%	0.0%	10.2%	2.8%	
Total(n)	22	85	379	13	29	135	6	49	216	
Mean	2.86	2.65	2.72	2.85	2.62	2.67	3.00	2.65	2.76	
Standard deviation	0.35	0.65	0.52	0.38	0.62	0.56	0.00	0.66	0.49	
Significance	-			-			-			
Effect size	-	0.32	0.27	-	0.37	0.32	-	0.53	0.49	
Analyze multiple sources of information before coming to a conclusion	72.7%	65.1%	69.8%	76.9%	73.3%	65.9%	66.7%	61.2%	72.1%	
Occasionally	22.7%	22.1%	23.5%	15.4%	16.7%	28.9%	33.3%	24.5%	20.9%	
Not at all	4.5%	12.8%	6.6%	7.7%	10.0%	5.2%	0.0%	14.3%	7.0%	
Total(n)	22	86	378	13	30	135	6	49	215	
Mean	2.68	2.52	2.63	2.69	2.63	2.61	2.67	2.47	2.65	
Standard deviation	0.57	0.71	0.60	0.63	0.67	0.59	0.52	0.74	0.61	
Significance	-			-			-			
Effect size	-	0.23	0.08	-	0.09	0.14	-	0.27	0.03	
Evaluate the quality or reliability of information they receive										
Frequently	68.2%	60.5%	70.2%	76.9%	70.0%	69.9%	50.0%	55.1%	70.7%	
Occasionally	18.2%	31.4%	24.0%	7.7%	26.7%	27.2%	50.0%	34.7%	21.9%	
Not at all	13.6%	8.1%	5.8%	15.4%	3.3%	2.9%	0.0%	10.2%	7.4%	
Total(n)	22	86	379	13	30	136	6	49	215	
Mean	2.55	2.52	2.64	2.62	2.67	2.67	2.50	2.45	2.63	
Standard deviation	0.74	0.65	0.59	0.77	0.55	0.53	0.55	0.68	0.62	
Significance	-			-			-			
Effect size	-	0.05	-0.15	-	-0.09	-0.09	-	0.07	-0.21	
Take risks for potential gains										
Frequently	33.3%	41.9%	39.3%	30.8%	50.0%	40.4%	33.3%	36.7%	37.6%	
Occasionally	61.9%	31.4%	39.3%	69.2%	30.0%	39.7%	66.7%	36.7%	41.8%	
Not at all	4.8%	26.7%	21.5%	0.0%	20.0%	19.9%	0.0%	26.5%	20.7%	
Total(n)	21	86	377	13	30	136	6	49	213	
Mean	2.29	2.15	2.18	2.31	2.30	2.21	2.33	2.10	2.17	
Standard deviation	0.56	0.82	0.76	0.48	0.79	0.75	0.52	0.80	0.75	
Significance	-			-			-			
Effect size	-	0.17	0.14	-	0.01	0.13	-	0.29	0.21	
In your interactions with undergraduates, how often in the past year did you encourage them to:										
Seek alternative solutions to a problem										
Frequently	66.7%	54.7%	64.7%	58.3%	56.7%	58.2%	100.0%	55.1%	68.1%	
Occasionally	28.6%	40.7%	31.8%	41.7%	43.3%	40.3%	0.0%	38.8%	28.2%	
Not at all	4.8%	4.7%	3.4%	0.0%	0.0%	1.5%	0.0%	6.1%	3.7%	
Total(n)	21	86	377	12	30	134	6	49	216	
Mean	2.62	2.50	2.61	2.58	2.57	2.57	3.00	2.49	2.64	
Standard deviation	0.59	0.59	0.55	0.51	0.50	0.53	0.00	0.62	0.55	
Significance	-			-			-			

Effect size	-	0.20	0.02	-	0.02	0.02	-	0.82	0.65	
Look up scientific research articles and resources										
Frequently	36.4%	51.8%	52.7%	30.8%	55.2%	48.5%	66.7%	51.0%	55.3%	
Occasionally	50.0%	25.9%	31.4%	53.8%	20.7%	33.6%	33.3%	28.6%	29.3%	
Not at all	13.6%	22.4%	16.0%	15.4%	24.1%	17.9%	0.0%	20.4%	15.3%	
Total(n)	22	85	376	13	29	134	6	49	215	
Mean	2.23	2.29	2.37	2.15	2.31	2.31	2.67	2.31	2.40	
Standard deviation	0.69	0.81	0.74	0.69	0.85	0.76	0.52	0.80	0.74	
Significance	-			-			-			
Effect size	-	-0.07	-0.19	-	-0.19	-0.21	-	0.45	0.36	
Explore topics on their own, even though it was not required for a class										
Frequently	31.8%	48.8%	53.3%	15.4%	43.3%	55.6%	66.7%	51.0%	53.5%	
Occasionally	68.2%	32.6%	38.2%	84.6%	33.3%	34.1%	33.3%	34.7%	39.5%	
Not at all	0.0%	18.6%	8.5%	0.0%	23.3%	10.4%	0.0%	14.3%	7.0%	
Total(n)	22	86	377	13	30	135	6	49	215	
Mean	2.32	2.30	2.45	2.15	2.20	2.45	2.67	2.37	2.47	
Standard deviation	0.48	0.77	0.65	0.38	0.81	0.68	0.52	0.73	0.62	
Significance	-			-			-			
Effect size	-	0.03	-0.20	-	-0.06	-0.44	-	0.41	0.32	
Accept mistakes as part of the learning process										
Frequently	72.7%	73.3%	77.6%	69.2%	70.0%	75.7%	100.0%	77.6%	80.2%	
Occasionally	22.7%	22.1%	20.5%	23.1%	23.3%	22.1%	0.0%	18.4%	18.0%	
Not at all	4.5%	4.7%	1.8%	7.7%	6.7%	2.2%	0.0%	4.1%	1.8%	
Total(n)	22	86	380	13	30	136	6	49	217	
Mean	2.68	2.69	2.76	2.62	2.63	2.74	3.00	2.73	2.78	
Standard deviation	0.57	0.56	0.47	0.65	0.61	0.49	0.00	0.53	0.46	
Significance	-			-			-			
Effect size	-	-0.02	-0.17	-	-0.02	-0.24	-	0.51	0.48	
In your interactions with undergraduates, how often in the past year did you encourage them to:										
Recognize biases that affect their thinking										
Frequently	45.5%	53.5%	61.0%	38.5%	56.7%	59.0%	83.3%	51.0%	63.9%	
Occasionally	45.5%	34.9%	32.1%	53.8%	26.7%	33.6%	16.7%	42.9%	30.1%	
Not at all	9.1%	11.6%	6.9%	7.7%	16.7%	7.5%	0.0%	6.1%	6.0%	
Total(n)	22	86	377	13	30	134	6	49	216	
Mean	2.36	2.42	2.54	2.31	2.40	2.51	2.83	2.45	2.58	
Standard deviation	0.66	0.69	0.62	0.63	0.77	0.63	0.41	0.61	0.60	
Significance	-			-			-			
Effect size	-	-0.09	-0.29	-	-0.12	-0.32	-	0.62	0.42	
How frequently in the courses you taught in the past year have you given at least one assignment that required students to:										
Write in the specific style or format of your discipline										
Frequently	40.0%	57.6%	66.5%	54.5%	51.7%	60.7%	16.7%	59.2%	70.4%	
Occasionally	35.0%	24.7%	20.8%	18.2%	31.0%	23.7%	50.0%	20.4%	19.0%	
Not at all	25.0%	17.6%	12.7%	27.3%	17.2%	15.6%	33.3%	20.4%	10.6%	
Total(n)	20	85	379	11	29	135	6	49	216	
Mean	2.15	2.40	2.54	2.27	2.34	2.45	1.83	2.39	2.60	
Standard deviation	0.81	0.77	0.71	0.90	0.77	0.75	0.75	0.81	0.67	

Significance	-		*	-			-		**	
Effect size	-	-0.32	-0.55	-	-0.09	-0.24	-	-0.69	-1.15	
Describe how different perspectives would affect the interpretation of a question or issue in your discipline										
Frequently	40.0%	48.2%	51.6%	45.5%	48.3%	49.3%	33.3%	51.0%	54.0%	
Occasionally	35.0%	29.4%	31.0%	27.3%	31.0%	30.9%	50.0%	26.5%	31.6%	
Not at all	25.0%	22.4%	17.5%	27.3%	20.7%	19.9%	16.7%	22.4%	14.4%	
Total(n)	20	85	378	11	29	136	6	49	215	
Mean	2.15	2.26	2.34	2.18	2.28	2.29	2.17	2.29	2.40	
Standard deviation	0.81	0.80	0.76	0.87	0.80	0.78	0.75	0.82	0.73	
Significance	-			-			-			
Effect size	-	-0.14	-0.25	-	-0.13	-0.14	-	-0.15	-0.32	
Discuss the ethical or moral implications of a course of action										
Frequently	65.0%	42.4%	51.6%	81.8%	31.0%	49.6%	50.0%	49.0%	54.4%	
Occasionally	25.0%	37.6%	31.2%	18.2%	48.3%	32.6%	33.3%	30.6%	29.8%	
Not at all	10.0%	20.0%	17.2%	0.0%	20.7%	17.8%	16.7%	20.4%	15.8%	
Total(n)	20	85	378	11	29	135	6	49	215	
Mean	2.55	2.22	2.34	2.82	2.10	2.32	2.33	2.29	2.39	
Standard deviation	0.69	0.76	0.76	0.40	0.72	0.76	0.82	0.79	0.75	
Significance	-			-	**	*	-			
Effect size	-	0.43	0.28	-	1.00	0.66	-	0.05	-0.08	
Apply mathematical concepts and computational thinking										
Frequently	30.0%	22.4%	24.1%	36.4%	37.9%	36.0%	33.3%	14.3%	17.2%	
Occasionally	45.0%	24.7%	29.1%	27.3%	31.0%	25.7%	66.7%	24.5%	31.6%	
Not at all	25.0%	52.9%	46.8%	36.4%	31.0%	38.2%	0.0%	61.2%	51.2%	
Total(n)	20	85	378	11	29	136	6	49	215	
Mean	2.05	1.69	1.77	2.00	2.07	1.98	2.33	1.53	1.66	
Standard deviation	0.76	0.82	0.81	0.89	0.84	0.86	0.52	0.74	0.76	
Significance	-			-			-	*	*	
Effect size	-	0.44	0.35	-	-0.08	0.02	-	1.08	0.88	
In how many of the courses that you teach do you use each of the following?										
Class discussions										
All	55.0%	73.2%	75.2%	72.7%	67.9%	65.9%	33.3%	75.5%	80.5%	Student-Centered Pedagogy
Most	15.0%	13.4%	11.2%	18.2%	21.4%	13.6%	16.7%	8.2%	9.0%	
Some	25.0%	9.8%	11.2%	9.1%	10.7%	18.2%	50.0%	10.2%	7.6%	
None	5.0%	3.7%	2.5%	0.0%	0.0%	2.3%	0.0%	6.1%	2.9%	
Total(n)	20	82	367	11	28	132	6	49	210	
Mean	3.20	3.56	3.59	3.64	3.57	3.43	2.83	3.53	3.67	
Standard deviation	1.01	0.82	0.78	0.67	0.69	0.87	0.98	0.92	0.74	
Significance	-		*	-			-		**	
Effect size	-	-0.44	-0.50	-	0.10	0.24	-	-0.76	-1.14	
Cooperative learning (small groups)										
All	30.0%	37.3%	54.3%	36.4%	34.5%	39.1%	16.7%	39.6%	64.8%	Student-Centered Pedagogy
Most	20.0%	14.5%	15.5%	18.2%	13.8%	20.3%	33.3%	14.6%	11.9%	
Some	20.0%	31.3%	19.0%	18.2%	41.4%	27.8%	33.3%	25.0%	13.8%	
None	30.0%	16.9%	11.1%	27.3%	10.3%	12.8%	16.7%	20.8%	9.5%	
Total(n)	20	83	368	11	29	133	6	48	210	
Mean	2.50	2.72	3.13	2.64	2.72	2.86	2.50	2.73	3.32	

Standard deviation	1.24	1.14	1.08	1.29	1.07	1.08	1.05	1.20	1.03	
Significance	-		*	-			-			
Effect size	-	-0.19	-0.58	-	-0.07	-0.20	-	-0.19	-0.80	
Experiential learning/Field studies										
All	20.0%	10.7%	17.6%	27.3%	13.8%	16.5%	0.0%	8.2%	18.9%	Student-Centered Pedagogy
Most	10.0%	17.9%	13.2%	9.1%	13.8%	11.3%	16.7%	22.4%	14.6%	
Some	15.0%	28.6%	25.9%	9.1%	34.5%	26.3%	33.3%	24.5%	25.9%	
None	55.0%	42.9%	43.2%	54.5%	37.9%	45.9%	50.0%	44.9%	40.6%	
Total(n)	20	84	370	11	29	133	6	49	212	
Mean	1.95	1.96	2.05	2.09	2.03	1.98	1.67	1.94	2.12	
Standard deviation	1.23	1.02	1.13	1.38	1.05	1.11	0.82	1.01	1.14	
Significance	-			-			-			
Effect size	-	-0.01	-0.09	-	0.06	0.10	-	-0.27	-0.39	
Performances/Demonstrations										
All	30.0%	20.5%	31.1%	27.3%	17.2%	21.6%	33.3%	22.9%	37.6%	
Most	15.0%	19.3%	17.2%	18.2%	10.3%	16.4%	16.7%	22.9%	17.4%	
Some	10.0%	27.7%	25.7%	18.2%	31.0%	27.6%	0.0%	27.1%	23.5%	
None	45.0%	32.5%	26.0%	36.4%	41.4%	34.3%	50.0%	27.1%	21.6%	
Total(n)	20	83	373	11	29	134	6	48	213	
Mean	2.30	2.28	2.53	2.36	2.03	2.25	2.33	2.42	2.71	
Standard deviation	1.34	1.13	1.18	1.29	1.12	1.15	1.51	1.13	1.18	
Significance	-			-			-			
Effect size	-	0.02	-0.19	-	0.29	0.10	-	-0.08	-0.32	
In how many of the courses that you teach do you use each of the following?										
Group projects										
All	15.0%	14.3%	28.2%	18.2%	17.2%	20.9%	0.0%	10.2%	31.9%	Student-Centered Pedagogy
Most	15.0%	14.3%	15.3%	18.2%	6.9%	18.7%	16.7%	16.3%	13.6%	
Some	10.0%	27.4%	27.1%	0.0%	37.9%	29.1%	33.3%	24.5%	26.8%	
None	60.0%	44.0%	29.5%	63.6%	37.9%	31.3%	50.0%	49.0%	27.7%	
Total(n)	20	84	373	11	29	134	6	49	213	
Mean	1.85	1.99	2.42	1.91	2.03	2.29	1.67	1.88	2.50	
Standard deviation	1.18	1.08	1.18	1.30	1.09	1.12	0.82	1.03	1.20	
Significance	-		*	-			-			
Effect size	-	-0.13	-0.48	-	-0.11	-0.34	-	-0.20	-0.69	
Extensive lecturing										
All	30.0%	17.9%	22.2%	27.3%	31.0%	31.9%	33.3%	10.2%	16.4%	
Most	15.0%	16.7%	19.0%	9.1%	10.3%	21.5%	33.3%	20.4%	16.9%	
Some	20.0%	32.1%	34.0%	18.2%	48.3%	34.1%	16.7%	22.4%	34.7%	
None	35.0%	33.3%	24.9%	45.5%	10.3%	12.6%	16.7%	46.9%	31.9%	
Total(n)	20	84	374	11	29	135	6	49	213	
Mean	2.40	2.19	2.39	2.18	2.62	2.73	2.83	1.94	2.18	
Standard deviation	1.27	1.09	1.09	1.33	1.05	1.05	1.17	1.05	1.06	
Significance	-			-			-			
Effect size	-	0.19	0.01	-	-0.42	-0.52	-	0.85	0.61	
Multiple drafts of written work										
All	5.0%	14.3%	19.0%	9.1%	10.3%	15.7%	0.0%	16.3%	20.1%	
Most	5.0%	14.3%	16.3%	0.0%	13.8%	15.7%	16.7%	16.3%	16.8%	
Some	20.0%	29.8%	28.6%	18.2%	34.5%	32.1%	33.3%	24.5%	26.6%	

None	70.0%	41.7%	36.1%	72.7%	41.4%	36.6%	50.0%	42.9%	36.4%	
Total(n)	20	84	374	11	29	134	6	49	214	
Mean	1.45	2.01	2.18	1.45	1.93	2.10	1.67	2.06	2.21	
Standard deviation	0.83	1.07	1.12	0.93	1.00	1.07	0.82	1.13	1.14	
Significance	-	*	**	-			-			
Effect size	-	-0.52	-0.65	-	-0.48	-0.61	-	-0.35	-0.47	
Reflective writing/Journaling										
All	10.0%	26.2%	25.6%	9.1%	10.3%	15.7%	16.7%	32.7%	30.2%	Student-Centered Pedagogy
Most	5.0%	8.3%	15.7%	0.0%	3.4%	14.9%	16.7%	12.2%	16.3%	
Some	25.0%	22.6%	21.6%	18.2%	20.7%	17.9%	33.3%	24.5%	24.2%	
None	60.0%	42.9%	37.1%	72.7%	65.5%	51.5%	33.3%	30.6%	29.3%	
Total(n)	20	84	375	11	29	134	6	49	215	
Mean	1.65	2.18	2.30	1.45	1.59	1.95	2.17	2.47	2.47	
Standard deviation	0.99	1.24	1.21	0.93	0.98	1.14	1.17	1.24	1.20	
Significance	-		*	-			-			
Effect size	-	-0.43	-0.54	-	-0.14	-0.44	-	-0.24	-0.25	
Community service as part of coursework										
All	5.0%	3.6%	3.8%	9.1%	6.9%	3.7%	0.0%	0.0%	3.3%	Civic Minded Practice
Most	0.0%	3.6%	3.8%	0.0%	0.0%	2.2%	0.0%	6.1%	4.7%	
Some	15.0%	16.7%	15.6%	9.1%	17.2%	14.2%	33.3%	18.4%	16.4%	
None	80.0%	76.2%	76.9%	81.8%	75.9%	79.9%	66.7%	75.5%	75.6%	
Total(n)	20	84	372	11	29	134	6	49	213	
Mean	1.30	1.35	1.34	1.36	1.38	1.30	1.33	1.31	1.36	
Standard deviation	0.73	0.72	0.73	0.92	0.82	0.69	0.52	0.58	0.72	
Significance	-			-			-			
Effect size	-	-0.07	-0.05	-	-0.02	0.09	-	0.03	-0.04	
Electronic quizzes with immediate feedback in class										
All	25.0%	22.6%	16.2%	27.3%	17.2%	16.3%	33.3%	24.5%	14.9%	
Most	15.0%	17.9%	11.7%	18.2%	20.7%	10.4%	16.7%	16.3%	13.0%	
Some	25.0%	19.0%	18.1%	18.2%	17.2%	20.7%	33.3%	22.4%	18.6%	
None	35.0%	40.5%	54.0%	36.4%	44.8%	52.6%	16.7%	36.7%	53.5%	
Total(n)	20	84	376	11	29	135	6	49	215	
Mean	2.30	2.23	1.90	2.36	2.10	1.90	2.67	2.29	1.89	
Standard deviation	1.22	1.21	1.14	1.29	1.18	1.13	1.21	1.21	1.12	
Significance	-			-			-			
Effect size	-	0.06	0.35	-	0.22	0.41	-	0.31	0.70	
Real-life problems										
All	50.0%	42.9%	44.0%	45.5%	27.6%	32.6%	66.7%	51.0%	50.9%	
Most	25.0%	26.2%	24.3%	27.3%	20.7%	23.0%	33.3%	26.5%	23.4%	
Some	25.0%	15.5%	20.0%	27.3%	34.5%	29.6%	0.0%	6.1%	14.5%	
None	0.0%	15.5%	11.7%	0.0%	17.2%	14.8%	0.0%	16.3%	11.2%	
Total(n)	20	84	375	11	29	135	6	49	214	
Mean	3.25	2.96	3.01	3.18	2.59	2.73	3.67	3.12	3.14	
Standard deviation	0.85	1.10	1.05	0.87	1.09	1.07	0.52	1.11	1.04	
Significance	-			-			-			
Effect size	-	0.26	0.23	-	0.54	0.42	-	0.50	0.51	

In how many of the courses that you teach do you use each of the following?										
Student inquiry to drive learning										
All	25.0%	49.4%	44.8%	27.3%	48.3%	40.7%	16.7%	52.1%	48.1%	Student-Centered Pedagogy
Most	35.0%	9.6%	22.5%	27.3%	10.3%	18.5%	66.7%	8.3%	24.5%	
Some	15.0%	21.7%	19.3%	9.1%	24.1%	24.4%	16.7%	20.8%	15.6%	
None	25.0%	19.3%	13.4%	36.4%	17.2%	16.3%	0.0%	18.8%	11.8%	
Total(n)	20	83	373	11	29	135	6	48	212	
Mean	2.60	2.89	2.99	2.45	2.90	2.84	3.00	2.94	3.09	
Standard deviation	1.14	1.22	1.09	1.29	1.21	1.13	0.63	1.23	1.05	
Significance	-			-			-			
Effect size	-	-0.24	-0.36	-	-0.37	-0.35	-	0.05	-0.09	
Readings on racial and ethnic issues										
All	5.3%	22.9%	30.3%	0.0%	6.9%	21.1%	16.7%	32.7%	35.4%	
Most	15.8%	9.6%	10.9%	0.0%	10.3%	9.8%	16.7%	10.2%	11.0%	
Some	15.8%	25.3%	18.6%	20.0%	27.6%	19.5%	16.7%	24.5%	18.2%	
None	63.2%	42.2%	40.2%	80.0%	55.2%	49.6%	50.0%	32.7%	35.4%	
Total(n)	19	83	366	10	29	133	6	49	209	
Mean	1.63	2.13	2.31	1.20	1.69	2.02	2.00	2.43	2.46	
Standard deviation	0.96	1.20	1.28	0.42	0.93	1.20	1.26	1.26	1.29	
Significance	-		*	-		*	-			
Effect size	-	-0.42	-0.53	-	-0.53	-0.68	-	-0.34	-0.36	
Readings on women or gender issues										
All	5.3%	19.8%	24.2%	0.0%	7.4%	17.1%	16.7%	28.6%	28.2%	
Most	10.5%	8.6%	12.0%	0.0%	7.4%	10.1%	16.7%	10.2%	13.1%	
Some	15.8%	28.4%	20.3%	20.0%	25.9%	19.4%	16.7%	28.6%	20.9%	
None	68.4%	43.2%	43.5%	80.0%	59.3%	53.5%	50.0%	32.7%	37.9%	
Total(n)	19	81	359	10	27	129	6	49	206	
Mean	1.53	2.05	2.17	1.20	1.63	1.91	2.00	2.35	2.32	
Standard deviation	0.90	1.15	1.22	0.42	0.93	1.15	1.26	1.22	1.24	
Significance	-		*	-			-			
Effect size	-	-0.45	-0.52	-	-0.46	-0.62	-	-0.29	-0.26	
Supplemental instruction outside of class and office hours										
All	15.8%	24.4%	28.1%	10.0%	17.2%	19.1%	33.3%	31.3%	34.8%	
Most	15.8%	8.5%	9.9%	10.0%	10.3%	13.0%	16.7%	6.3%	7.7%	
Some	26.3%	34.1%	30.9%	30.0%	44.8%	35.1%	33.3%	27.1%	27.1%	
None	42.1%	32.9%	31.1%	50.0%	27.6%	32.8%	16.7%	35.4%	30.4%	
Total(n)	19	82	363	10	29	131	6	48	207	
Mean	2.05	2.24	2.35	1.80	2.17	2.18	2.67	2.33	2.47	
Standard deviation	1.13	1.16	1.19	1.03	1.04	1.09	1.21	1.26	1.25	
Significance	-			-			-			
Effect size	-	-0.16	-0.25	-	-0.36	-0.35	-	0.27	0.16	
In how many of the courses that you teach do you use each of the following?										
Student presentations										
All	21.1%	16.9%	31.2%	30.0%	6.9%	16.9%	16.7%	24.5%	40.5%	Student-Centered Pedagogy
Most	10.5%	18.1%	18.4%	10.0%	20.7%	19.2%	16.7%	16.3%	18.1%	
Some	26.3%	38.6%	29.6%	30.0%	44.8%	37.7%	16.7%	34.7%	25.7%	
None	42.1%	26.5%	20.8%	30.0%	27.6%	26.2%	50.0%	24.5%	15.7%	
Total(n)	19	82	363	10	29	131	6	48	207	

Total(n)	19	83	365	10	29	130	6	49	210	Pedagogy
Mean	2.11	2.25	2.60	2.40	2.07	2.27	2.00	2.41	2.83	
Standard deviation	1.20	1.03	1.13	1.26	0.88	1.03	1.26	1.12	1.13	
Significance	-			-			-			
Effect size	-	-0.14	-0.43	-	0.38	0.13	-	-0.37	-0.73	
Student evaluations of each others' work										
All	0.0%	14.5%	21.3%	0.0%	13.8%	14.5%	0.0%	16.3%	25.2%	Student-Centered Pedagogy
Most	10.5%	16.9%	17.8%	20.0%	13.8%	13.7%	0.0%	20.4%	20.5%	
Some	26.3%	28.9%	30.1%	40.0%	27.6%	32.1%	16.7%	28.6%	29.0%	
None	63.2%	39.8%	30.9%	40.0%	44.8%	39.7%	83.3%	34.7%	25.2%	
Total(n)	19	83	366	10	29	131	6	49	210	
Mean	1.47	2.06	2.30	1.80	1.97	2.03	1.17	2.18	2.46	
Standard deviation	0.70	1.07	1.12	0.79	1.09	1.06	0.41	1.09	1.12	
Significance	-	*	**	-			-	*	**	
Effect size	-	-0.55	-0.74	-	-0.16	-0.22	-	-0.93	-1.15	
Grading on a curve										
All	10.5%	11.4%	9.4%	20.0%	15.4%	15.0%	0.0%	10.4%	7.2%	
Most	5.3%	2.5%	5.6%	0.0%	0.0%	7.1%	16.7%	4.2%	5.3%	
Some	36.8%	22.8%	17.5%	20.0%	30.8%	23.6%	50.0%	14.6%	13.4%	
None	47.4%	63.3%	67.5%	60.0%	53.8%	54.3%	33.3%	70.8%	74.2%	
Total(n)	19	79	360	10	26	127	6	48	209	
Mean	1.79	1.62	1.57	1.80	1.77	1.83	1.83	1.54	1.45	
Standard deviation	0.98	0.99	0.96	1.23	1.07	1.09	0.75	0.99	0.89	
Significance	-			-			-			
Effect size	-	0.17	0.23	-	0.03	-0.03	-	0.29	0.43	
Rubric-based assessment										
All	36.8%	54.9%	52.7%	30.0%	46.4%	42.3%	50.0%	60.4%	61.1%	
Most	5.3%	15.9%	19.0%	10.0%	10.7%	25.4%	0.0%	16.7%	13.5%	
Some	31.6%	15.9%	17.0%	30.0%	28.6%	18.5%	33.3%	10.4%	17.3%	
None	26.3%	13.4%	11.3%	30.0%	14.3%	13.8%	16.7%	12.5%	8.2%	
Total(n)	19	82	364	10	28	130	6	48	208	
Mean	2.53	3.12	3.13	2.40	2.89	2.96	2.83	3.25	3.27	
Standard deviation	1.26	1.12	1.06	1.26	1.17	1.08	1.33	1.08	1.02	
Significance	-	*	*	-			-			
Effect size	-	-0.53	-0.57	-	-0.42	-0.52	-	-0.39	-0.43	
Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions)										
All	15.8%	18.3%	16.8%	30.0%	17.2%	10.7%	0.0%	18.8%	19.7%	
Most	0.0%	22.0%	16.5%	0.0%	17.2%	13.7%	0.0%	27.1%	18.3%	
Some	26.3%	20.7%	28.6%	10.0%	13.8%	29.8%	50.0%	22.9%	28.8%	
None	57.9%	39.0%	38.2%	60.0%	51.7%	45.8%	50.0%	31.3%	33.2%	
Total(n)	19	82	364	10	29	131	6	48	208	
Mean	1.74	2.20	2.12	2.00	2.00	1.89	1.50	2.33	2.25	
Standard deviation	1.10	1.15	1.10	1.41	1.20	1.01	0.55	1.12	1.12	
Significance	-			-			-			
Effect size	-	-0.40	-0.35	-	0.00	0.11	-	-0.74	-0.67	

How frequently do you incorporate the following forms of technology into your courses?									
Videos or podcasts									
Frequently	36.8%	54.8%	52.3%	30.0%	41.4%	40.2%	33.3%	61.2%	60.7%
Occasionally	47.4%	29.8%	34.7%	50.0%	37.9%	42.4%	66.7%	26.5%	29.4%
Not at all	15.8%	15.5%	13.0%	20.0%	20.7%	17.4%	0.0%	12.2%	10.0%
Total(n)	19	84	369	10	29	132	6	49	211
Mean	2.21	2.39	2.39	2.10	2.21	2.23	2.33	2.49	2.51
Standard deviation	0.71	0.74	0.71	0.74	0.77	0.73	0.52	0.71	0.67
Significance	-			-			-		
Effect size	-	-0.24	-0.25	-	-0.14	-0.18	-	-0.23	-0.27
Simulations/animations									
Frequently	16.7%	26.5%	22.9%	11.1%	17.9%	18.5%	16.7%	32.7%	25.8%
Occasionally	44.4%	28.9%	34.7%	33.3%	35.7%	36.9%	66.7%	26.5%	34.0%
Not at all	38.9%	44.6%	42.4%	55.6%	46.4%	44.6%	16.7%	40.8%	40.2%
Total(n)	18	83	363	9	28	130	6	49	209
Mean	1.78	1.82	1.80	1.56	1.71	1.74	2.00	1.92	1.86
Standard deviation	0.73	0.83	0.79	0.73	0.76	0.75	0.63	0.86	0.80
Significance	-			-			-		
Effect size	-	-0.05	-0.03	-	-0.20	-0.24	-	0.09	0.18
Online homework or virtual labs									
Frequently	47.4%	59.0%	44.0%	40.0%	51.7%	43.2%	50.0%	62.5%	45.2%
Occasionally	42.1%	20.5%	24.7%	40.0%	20.7%	22.7%	50.0%	20.8%	24.8%
Not at all	10.5%	20.5%	31.3%	20.0%	27.6%	34.1%	0.0%	16.7%	30.0%
Total(n)	19	83	368	10	29	132	6	48	210
Mean	2.37	2.39	2.13	2.20	2.24	2.09	2.50	2.46	2.15
Standard deviation	0.68	0.81	0.86	0.79	0.87	0.88	0.55	0.77	0.86
Significance	-			-			-		
Effect size	-	-0.02	0.28	-	-0.05	0.13	-	0.05	0.41
Online discussion boards									
Frequently	21.1%	56.1%	34.1%	30.0%	40.7%	29.8%	0.0%	65.3%	36.2%
Occasionally	26.3%	14.6%	22.3%	10.0%	25.9%	26.7%	50.0%	10.2%	20.8%
Not at all	52.6%	29.3%	43.7%	60.0%	33.3%	43.5%	50.0%	24.5%	43.0%
Total(n)	19	82	364	10	27	131	6	49	207
Mean	1.68	2.27	1.90	1.70	2.07	1.86	1.50	2.41	1.93
Standard deviation	0.82	0.89	0.88	0.95	0.87	0.85	0.55	0.86	0.89
Significance	-	**		-			-	*	
Effect size	-	-0.66	-0.25	-	-0.43	-0.19	-	-1.06	-0.48
Audience response systems to gauge students' understanding (e.g., clickers)									
Frequently	11.1%	7.1%	8.2%	0.0%	6.9%	9.0%	16.7%	4.1%	7.2%
Occasionally	5.6%	19.0%	16.6%	0.0%	3.4%	15.0%	16.7%	28.6%	17.8%
Not at all	83.3%	73.8%	75.2%	100.0%	89.7%	75.9%	66.7%	67.3%	75.0%
Total(n)	18	84	367	9	29	133	6	49	208
Mean	1.28	1.33	1.33	1.00	1.17	1.33	1.50	1.37	1.32
Standard deviation	0.67	0.61	0.62	0.00	0.54	0.64	0.84	0.57	0.60
Significance	-			-			-		
Effect size	-	-0.08	-0.08	-	-0.31	-0.52	-	0.23	0.30

Please indicate the extent to which you agree it is your role to:										
Encourage students to become agents of social change										
Strongly agree	31.6%	43.9%	45.6%	20.0%	35.7%	38.9%	66.7%	50.0%	51.0%	Civic Minded Values
Somewhat agree	36.8%	35.4%	36.8%	30.0%	46.4%	38.9%	33.3%	31.3%	36.5%	
Somewhat disagree	10.5%	14.6%	10.2%	10.0%	14.3%	12.2%	0.0%	14.6%	8.2%	
Strongly disagree	21.1%	6.1%	7.4%	40.0%	3.6%	9.9%	0.0%	4.2%	4.3%	
Total(n)	19	82	364	10	28	131	6	48	208	
Mean	2.79	3.17	3.21	2.30	3.14	3.07	3.67	3.27	3.34	
Standard deviation	1.13	0.90	0.90	1.25	0.80	0.95	0.52	0.87	0.81	
Significance	-			-	*	*	-			
Effect size	-	-0.42	-0.47	-	-1.05	-0.81	-	0.46	0.41	
Prepare students for employment after college										
Strongly agree	78.9%	71.4%	71.2%	100.0%	69.0%	63.6%	83.3%	71.4%	76.1%	
Somewhat agree	21.1%	25.0%	23.8%	0.0%	27.6%	31.1%	16.7%	26.5%	19.1%	
Somewhat disagree	0.0%	2.4%	3.6%	0.0%	3.4%	5.3%	0.0%	0.0%	2.4%	
Strongly disagree	0.0%	1.2%	1.4%	0.0%	0.0%	0.0%	0.0%	2.0%	2.4%	
Total(n)	19	84	365	10	29	132	6	49	209	
Mean	3.79	3.67	3.65	4.00	3.66	3.58	3.83	3.67	3.69	
Standard deviation	0.42	0.59	0.62	0.00	0.55	0.59	0.41	0.59	0.64	
Significance	-			-		*	-			
Effect size	-	0.20	0.23	-	0.62	0.71	-	0.27	0.22	
Prepare students for graduate or advanced education										
Strongly agree	47.4%	58.3%	58.5%	60.0%	55.2%	53.8%	50.0%	57.1%	60.9%	
Somewhat agree	42.1%	31.0%	34.1%	30.0%	37.9%	41.7%	50.0%	30.6%	30.4%	
Somewhat disagree	10.5%	9.5%	6.6%	10.0%	6.9%	4.5%	0.0%	10.2%	7.2%	
Strongly disagree	0.0%	1.2%	0.8%	0.0%	0.0%	0.0%	0.0%	2.0%	1.4%	
Total(n)	19	84	364	10	29	132	6	49	207	
Mean	3.37	3.46	3.50	3.50	3.48	3.49	3.50	3.43	3.51	
Standard deviation	0.68	0.72	0.66	0.71	0.63	0.59	0.55	0.76	0.70	
Significance	-			-			-			
Effect size	-	-0.13	-0.20	-	0.03	0.02	-	0.09	-0.01	
Develop students' moral character										
Strongly agree	36.8%	36.1%	45.0%	30.0%	37.9%	38.9%	66.7%	33.3%	49.0%	Undergraduate Education Goal: Personal Development
Somewhat agree	57.9%	42.2%	41.4%	60.0%	31.0%	43.5%	33.3%	52.1%	40.8%	
Somewhat disagree	5.3%	14.5%	10.5%	10.0%	20.7%	13.0%	0.0%	10.4%	8.7%	
Strongly disagree	0.0%	7.2%	3.0%	0.0%	10.3%	4.6%	0.0%	4.2%	1.5%	
Total(n)	19	83	362	10	29	131	6	48	206	
Mean	3.32	3.07	3.28	3.20	2.97	3.17	3.67	3.15	3.37	
Standard deviation	0.58	0.89	0.77	0.63	1.02	0.82	0.52	0.77	0.71	
Significance	-			-			-			
Effect size	-	0.28	0.05	-	0.23	0.04	-	0.68	0.42	
Provide for students' emotional development										
Strongly agree	15.8%	33.7%	40.3%	20.0%	34.5%	32.8%	16.7%	29.2%	43.7%	Undergraduate Education Goal: Personal Development
Somewhat agree	52.6%	47.0%	43.1%	40.0%	34.5%	42.7%	50.0%	58.3%	44.7%	
Somewhat disagree	21.1%	12.0%	13.0%	20.0%	27.6%	20.6%	33.3%	4.2%	8.7%	
Strongly disagree	10.5%	7.2%	3.6%	20.0%	3.4%	3.8%	0.0%	8.3%	2.9%	
Total(n)	19	83	362	10	29	131	6	48	206	
Mean	2.74	3.07	3.20	2.60	3.00	3.05	2.83	3.08	3.29	

Standard deviation	0.87	0.87	0.80	1.07	0.89	0.83	0.75	0.82	0.75	
Significance	-		*	-			-			
Effect size	-	-0.38	-0.58	-	-0.45	-0.54	-	-0.30	-0.61	
Please indicate the extent to which you agree it is your role to:										
Help students develop personal values										
Strongly agree	31.6%	36.1%	47.8%	30.0%	37.9%	42.7%	50.0%	31.3%	51.0%	Undergraduate Education Goal: Personal Development
Somewhat agree	63.2%	44.6%	40.9%	60.0%	37.9%	41.2%	50.0%	54.2%	41.7%	
Somewhat disagree	5.3%	14.5%	9.1%	10.0%	20.7%	13.0%	0.0%	10.4%	6.3%	
Strongly disagree	0.0%	4.8%	2.2%	0.0%	3.4%	3.1%	0.0%	4.2%	1.0%	
Total(n)	19	83	362	10	29	131	6	48	206	
Mean	3.26	3.12	3.34	3.20	3.10	3.24	3.50	3.13	3.43	
Standard deviation	0.56	0.83	0.74	0.63	0.86	0.79	0.55	0.76	0.66	
Significance	-			-			-			
Effect size	-	0.17	-0.11	-	0.12	-0.05	-	0.49	0.11	
Enhance students' knowledge of and appreciation for other racial/ethnic groups										
Strongly agree	31.6%	50.6%	55.8%	30.0%	41.4%	45.8%	50.0%	56.3%	62.5%	Civic Minded Values
Somewhat agree	47.4%	31.3%	30.2%	40.0%	27.6%	37.4%	33.3%	35.4%	26.9%	
Somewhat disagree	15.8%	13.3%	10.2%	20.0%	27.6%	11.5%	16.7%	4.2%	8.7%	
Strongly disagree	5.3%	4.8%	3.8%	10.0%	3.4%	5.3%	0.0%	4.2%	1.9%	
Total(n)	19	83	364	10	29	131	6	48	208	
Mean	3.05	3.28	3.38	2.90	3.07	3.24	3.33	3.44	3.50	
Standard deviation	0.85	0.87	0.82	0.99	0.92	0.86	0.82	0.77	0.74	
Significance	-			-			-			
Effect size	-	-0.26	-0.40	-	-0.18	-0.40	-	-0.14	-0.23	
Promote students' ability to write effectively										
Strongly agree	47.4%	61.9%	64.3%	60.0%	51.7%	59.5%	33.3%	69.4%	67.3%	
Somewhat agree	47.4%	31.0%	27.2%	30.0%	41.4%	34.4%	66.7%	26.5%	24.0%	
Somewhat disagree	5.3%	4.8%	6.3%	10.0%	6.9%	3.8%	0.0%	2.0%	7.7%	
Strongly disagree	0.0%	2.4%	2.2%	0.0%	0.0%	2.3%	0.0%	2.0%	1.0%	
Total(n)	19	84	364	10	29	131	6	49	208	
Mean	3.42	3.52	3.54	3.50	3.45	3.51	3.33	3.63	3.58	
Standard deviation	0.61	0.70	0.71	0.71	0.63	0.68	0.52	0.64	0.68	
Significance	-			-			-			
Effect size	-	-0.14	-0.17	-	0.08	-0.01	-	-0.47	-0.37	
Encourage respect for different beliefs										
Strongly agree	57.9%	61.9%	70.5%	40.0%	48.3%	59.5%	100.0%	69.4%	79.5%	Undergraduate Education Goal: Personal Development
Somewhat agree	36.8%	32.1%	24.3%	50.0%	41.4%	32.8%	0.0%	28.6%	17.1%	
Somewhat disagree	5.3%	2.4%	3.3%	10.0%	6.9%	5.3%	0.0%	0.0%	2.4%	
Strongly disagree	0.0%	3.6%	1.9%	0.0%	3.4%	2.3%	0.0%	2.0%	1.0%	
Total(n)	19	84	366	10	29	131	6	49	210	
Mean	3.53	3.52	3.63	3.30	3.34	3.50	4.00	3.65	3.75	
Standard deviation	0.61	0.72	0.64	0.67	0.77	0.71	0.00	0.60	0.54	
Significance	-			-			-			
Effect size	-	0.01	-0.16	-	-0.05	-0.28	-	0.58	0.46	
Please indicate your agreement with each of the following statements:										
The chief benefit of a college education is that it increases one's earning power										
Strongly agree	21.1%	26.3%	18.0%	20.0%	21.4%	18.1%	16.7%	30.4%	18.6%	

Somewhat agree	57.9%	50.0%	52.9%	70.0%	67.9%	52.0%	50.0%	39.1%	52.8%	
Somewhat disagree	15.8%	20.0%	20.9%	0.0%	10.7%	22.0%	33.3%	26.1%	20.1%	
Strongly disagree	5.3%	3.8%	8.3%	10.0%	0.0%	7.9%	0.0%	4.3%	8.5%	
Total(n)	19	80	350	10	28	127	6	46	199	
Mean	2.95	2.99	2.81	3.00	3.11	2.80	2.83	2.96	2.81	
Standard deviation	0.78	0.79	0.83	0.82	0.57	0.83	0.75	0.87	0.84	
Significance	-			-			-			
Effect size	-	-0.05	0.17	-	-0.19	0.24	-	-0.15	0.02	
Please indicate your agreement with each of the following statements:										
A racially/ethnically diverse student body enhances the educational experience of all students										
Strongly agree	84.2%	73.8%	79.0%	80.0%	71.4%	72.4%	100.0%	73.9%	85.0%	
Somewhat agree	15.8%	23.8%	17.6%	20.0%	25.0%	22.8%	0.0%	23.9%	13.0%	
Somewhat disagree	0.0%	1.3%	2.0%	0.0%	0.0%	2.4%	0.0%	2.2%	1.5%	
Strongly disagree	0.0%	1.3%	1.4%	0.0%	3.6%	2.4%	0.0%	0.0%	0.5%	
Total(n)	19	80	352	10	28	127	6	46	200	
Mean	3.84	3.70	3.74	3.80	3.64	3.65	4.00	3.72	3.83	
Standard deviation	0.37	0.56	0.56	0.42	0.68	0.65	0.00	0.50	0.45	
Significance	-			-			-			
Effect size	-	0.25	0.18	-	0.24	0.23	-	0.56	0.38	
Colleges have a responsibility to work with their surrounding communities to address local issues										
Strongly agree	68.4%	63.8%	63.4%	60.0%	64.3%	61.4%	83.3%	60.9%	66.0%	Civic Minded Values
Somewhat agree	31.6%	33.8%	32.1%	40.0%	32.1%	31.5%	16.7%	37.0%	32.0%	
Somewhat disagree	0.0%	2.5%	4.0%	0.0%	3.6%	6.3%	0.0%	2.2%	1.5%	
Strongly disagree	0.0%	0.0%	0.6%	0.0%	0.0%	0.8%	0.0%	0.0%	0.5%	
Total(n)	19	80	352	10	28	127	6	46	200	
Mean	3.68	3.61	3.58	3.60	3.61	3.54	3.83	3.59	3.64	
Standard deviation	0.48	0.54	0.60	0.52	0.57	0.65	0.41	0.54	0.54	
Significance	-			-			-			
Effect size	-	0.13	0.17	-	-0.02	0.09	-	0.44	0.35	
Please indicate your agreement with each of the following statements:										
Private funding sources often prevent researchers from being completely objective in the conduct of their work										
Strongly agree	21.1%	9.2%	18.5%	30.0%	3.6%	15.4%	0.0%	9.3%	19.6%	
Somewhat agree	31.6%	51.3%	51.8%	20.0%	50.0%	54.5%	50.0%	55.8%	52.4%	
Somewhat disagree	42.1%	30.3%	23.8%	50.0%	35.7%	23.6%	33.3%	25.6%	22.8%	
Strongly disagree	5.3%	9.2%	6.0%	0.0%	10.7%	6.5%	16.7%	9.3%	5.3%	
Total(n)	19	76	336	10	28	123	6	43	189	
Mean	2.68	2.61	2.83	2.80	2.46	2.79	2.33	2.65	2.86	
Standard deviation	0.89	0.78	0.80	0.92	0.74	0.78	0.82	0.78	0.79	
Significance	-			-			-			
Effect size	-	0.09	-0.19	-	0.46	0.01	-	-0.41	-0.67	
I try to dispel perceptions of competition in my classroom										
Strongly agree	21.1%	39.7%	36.8%	10.0%	25.0%	28.8%	33.3%	44.4%	40.3%	
Somewhat agree	36.8%	33.3%	41.7%	30.0%	35.7%	44.0%	66.7%	33.3%	42.9%	
Somewhat disagree	31.6%	23.1%	17.7%	40.0%	28.6%	20.8%	0.0%	22.2%	15.3%	

Strongly disagree	10.5%	3.8%	3.8%	20.0%	10.7%	6.4%	0.0%	0.0%	1.5%	
Total(n)	19	78	345	10	28	125	6	45	196	
Mean	2.68	3.09	3.12	2.30	2.75	2.95	3.33	3.22	3.22	
Standard deviation	0.95	0.89	0.83	0.95	0.97	0.87	0.52	0.79	0.76	
Significance	-		*	-		*	-			
Effect size	-	-0.46	-0.53	-	-0.46	-0.75	-	0.14	0.14	
Students' use of personal devices and laptops in the classroom serve as more of distraction than an educational resource										
Strongly agree	5.3%	13.9%	23.6%	10.0%	3.6%	24.0%	0.0%	17.8%	23.2%	
Somewhat agree	21.1%	40.5%	35.1%	20.0%	42.9%	35.2%	16.7%	40.0%	35.9%	
Somewhat disagree	36.8%	26.6%	25.9%	30.0%	32.1%	26.4%	50.0%	24.4%	24.7%	
Strongly disagree	36.8%	19.0%	15.5%	40.0%	21.4%	14.4%	33.3%	17.8%	16.2%	
Total(n)	19	79	348	10	28	125	6	45	198	
Mean	1.95	2.49	2.67	2.00	2.29	2.69	1.83	2.58	2.66	
Standard deviation	0.91	0.96	1.00	1.05	0.85	1.00	0.75	0.99	1.01	
Significance	-	*	**	-		*	-		*	
Effect size	-	-0.56	-0.72	-	-0.34	-0.69	-	-0.76	-0.82	
I feel I have the skills to facilitate conversation about diversity issues in the classroom										
Strongly agree	47.4%	40.5%	43.3%	50.0%	39.3%	41.3%	50.0%	41.3%	44.7%	
Somewhat agree	42.1%	41.8%	40.1%	30.0%	46.4%	40.5%	50.0%	37.0%	39.2%	
Somewhat disagree	0.0%	16.5%	13.5%	0.0%	10.7%	12.7%	0.0%	21.7%	14.6%	
Strongly disagree	10.5%	1.3%	3.2%	20.0%	3.6%	5.6%	0.0%	0.0%	1.5%	
Total(n)	19	79	349	10	28	126	6	46	199	
Mean	3.26	3.22	3.23	3.10	3.21	3.17	3.50	3.20	3.27	
Standard deviation	0.93	0.76	0.80	1.20	0.79	0.86	0.55	0.78	0.76	
Significance	-			-			-			
Effect size	-	0.05	0.04	-	-0.14	-0.08	-	0.38	0.30	
I achieve a healthy balance between my personal life and my professional life										
Strongly agree	31.6%	31.6%	35.1%	40.0%	32.1%	33.1%	16.7%	26.1%	34.7%	
Somewhat agree	52.6%	39.2%	36.6%	30.0%	50.0%	43.3%	83.3%	37.0%	33.7%	
Somewhat disagree	15.8%	20.3%	18.9%	30.0%	14.3%	16.5%	0.0%	26.1%	20.6%	
Strongly disagree	0.0%	8.9%	9.4%	0.0%	3.6%	7.1%	0.0%	10.9%	11.1%	
Total(n)	19	79	350	10	28	127	6	46	199	
Mean	3.16	2.94	2.97	3.10	3.11	3.02	3.17	2.78	2.92	
Standard deviation	0.69	0.94	0.96	0.88	0.79	0.89	0.41	0.96	1.00	
Significance	-			-			-			
Effect size	-	0.23	0.20	-	-0.01	0.09	-	0.41	0.25	
I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar										
Strongly agree	5.6%	19.2%	23.8%	0.0%	10.7%	24.8%	0.0%	24.4%	24.0%	
Somewhat agree	22.2%	25.6%	33.3%	20.0%	32.1%	33.6%	33.3%	22.2%	33.2%	
Somewhat disagree	38.9%	35.9%	27.5%	50.0%	39.3%	26.4%	16.7%	35.6%	29.1%	
Strongly disagree	33.3%	19.2%	15.4%	30.0%	17.9%	15.2%	50.0%	17.8%	13.8%	
Total(n)	18	78	345	10	28	125	6	45	196	
Mean	2.00	2.45	2.66	1.90	2.36	2.68	1.83	2.53	2.67	
Standard deviation	0.91	1.01	1.01	0.74	0.91	1.01	0.98	1.06	0.99	
Significance	-		**	-		*	-		*	
Effect size	-	-0.45	-0.65	-	-0.51	-0.77	-	-0.66	-0.85	

Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
This institution has effective hiring practices and policies that increase faculty diversity										
Strongly agree	31.6%	21.1%	22.3%	20.0%	22.2%	25.0%	42.9%	22.0%	21.1%	Diversity Climate
Somewhat agree	63.2%	50.7%	52.3%	80.0%	59.3%	50.7%	42.9%	46.3%	53.2%	
Somewhat disagree	5.3%	25.4%	20.5%	0.0%	18.5%	19.9%	14.3%	29.3%	21.1%	
Strongly disagree	0.0%	2.8%	4.9%	0.0%	0.0%	4.4%	0.0%	2.4%	4.7%	
Total(n)	19	71	346	10	27	136	7	41	190	
Mean	3.26	2.90	2.92	3.20	3.04	2.96	3.29	2.88	2.91	
Standard deviation	0.56	0.76	0.79	0.42	0.65	0.79	0.76	0.78	0.78	
Significance	-			-			-			
Effect size	-	0.47	0.43	-	0.25	0.30	-	0.53	0.49	
Student Affairs staff have the support and respect of faculty										
Strongly agree	47.1%	20.0%	27.2%	37.5%	30.8%	30.8%	57.1%	14.6%	24.9%	
Somewhat agree	52.9%	61.4%	55.9%	62.5%	57.7%	54.1%	42.9%	63.4%	57.8%	
Somewhat disagree	0.0%	17.1%	14.2%	0.0%	11.5%	13.5%	0.0%	19.5%	14.1%	
Strongly disagree	0.0%	1.4%	2.7%	0.0%	0.0%	1.5%	0.0%	2.4%	3.2%	
Total(n)	17	70	338	8	26	133	7	41	185	
Mean	3.47	3.00	3.08	3.38	3.19	3.14	3.57	2.90	3.04	
Standard deviation	0.51	0.66	0.72	0.52	0.63	0.70	0.53	0.66	0.72	
Significance	-	**	*	-			-	*		
Effect size	-	0.71	0.54	-	0.30	0.34	-	1.02	0.74	
There is a lot of campus racial conflict here										
Strongly agree	0.0%	4.0%	4.6%	0.0%	0.0%	3.0%	0.0%	4.5%	5.2%	
Somewhat agree	10.5%	14.7%	15.3%	11.1%	7.4%	12.8%	14.3%	20.5%	17.3%	
Somewhat disagree	36.8%	37.3%	41.6%	22.2%	29.6%	33.8%	57.1%	43.2%	46.1%	
Strongly disagree	52.6%	44.0%	38.4%	66.7%	63.0%	50.4%	28.6%	31.8%	31.4%	
Total(n)	19	75	346	9	27	133	7	44	191	
Mean	1.58	1.79	1.86	1.44	1.44	1.68	1.86	1.98	1.96	
Standard deviation	0.69	0.84	0.84	0.73	0.64	0.81	0.69	0.85	0.84	
Significance	-			-			-			
Effect size	-	-0.25	-0.33	-	0.00	-0.30	-	-0.14	-0.12	
My research is valued by faculty in my department										
Strongly agree	12.5%	11.9%	12.4%	14.3%	15.4%	10.4%	14.3%	10.5%	12.8%	Respect
Somewhat agree	62.5%	37.3%	46.6%	42.9%	46.2%	52.8%	85.7%	31.6%	40.9%	
Somewhat disagree	12.5%	32.8%	23.5%	28.6%	26.9%	21.6%	0.0%	34.2%	26.2%	
Strongly disagree	12.5%	17.9%	17.6%	14.3%	11.5%	15.2%	0.0%	23.7%	20.1%	
Total(n)	16	67	307	7	26	125	7	38	164	
Mean	2.75	2.43	2.54	2.57	2.65	2.58	3.14	2.29	2.46	
Standard deviation	0.86	0.92	0.92	0.98	0.89	0.87	0.38	0.96	0.96	
Significance	-			-			-	*		
Effect size	-	0.35	0.23	-	-0.09	-0.01	-	0.89	0.71	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
My teaching is valued by faculty in my department										
Strongly agree	57.9%	38.7%	44.2%	55.6%	48.1%	48.5%	71.4%	29.5%	40.0%	
Somewhat agree	31.6%	45.3%	39.6%	33.3%	51.9%	38.1%	28.6%	43.2%	41.0%	

Somewhat disagree	10.5%	13.3%	11.4%	11.1%	0.0%	9.0%	0.0%	22.7%	13.8%	Respect
Strongly disagree	0.0%	2.7%	4.8%	0.0%	0.0%	4.5%	0.0%	4.5%	5.1%	
Total(n)	19	75	351	9	27	134	7	44	195	
Mean	3.47	3.20	3.23	3.44	3.48	3.31	3.71	2.98	3.16	
Standard deviation	0.70	0.77	0.84	0.73	0.51	0.82	0.49	0.85	0.85	
Significance	-			-			-	*		
Effect size	-	0.35	0.29	-	-0.08	0.16	-	0.86	0.65	
My service is valued by faculty in my department										
Strongly agree	47.4%	31.5%	33.7%	55.6%	38.5%	30.3%	42.9%	25.6%	34.0%	Respect
Somewhat agree	42.1%	42.5%	43.3%	33.3%	50.0%	49.2%	57.1%	39.5%	40.3%	
Somewhat disagree	5.3%	17.8%	14.0%	11.1%	11.5%	12.1%	0.0%	20.9%	15.7%	
Strongly disagree	5.3%	8.2%	9.0%	0.0%	0.0%	8.3%	0.0%	14.0%	9.9%	
Total(n)	19	73	344	9	26	132	7	43	191	
Mean	3.32	2.97	3.02	3.44	3.27	3.02	3.43	2.77	2.98	
Standard deviation	0.82	0.91	0.92	0.73	0.67	0.87	0.53	1.00	0.95	
Significance	-			-			-			
Effect size	-	0.38	0.33	-	0.25	0.48	-	0.66	0.47	
Faculty are sufficiently involved in campus decision-making										
Strongly agree	16.7%	14.3%	14.4%	25.0%	22.2%	15.2%	14.3%	10.0%	14.3%	
Somewhat agree	72.2%	47.1%	49.7%	75.0%	51.9%	51.5%	57.1%	42.5%	47.3%	
Somewhat disagree	11.1%	28.6%	26.6%	0.0%	14.8%	20.5%	28.6%	40.0%	31.9%	
Strongly disagree	0.0%	10.0%	9.3%	0.0%	11.1%	12.9%	0.0%	7.5%	6.6%	
Total(n)	18	70	334	8	27	132	7	40	182	
Mean	3.06	2.66	2.69	3.25	2.85	2.69	2.86	2.55	2.69	
Standard deviation	0.54	0.85	0.83	0.46	0.91	0.88	0.69	0.78	0.80	
Significance	-			-			-			
Effect size	-	0.47	0.45	-	0.44	0.64	-	0.40	0.21	
The faculty are typically at odds with campus administration										
Strongly agree	0.0%	7.4%	8.0%	0.0%	0.0%	7.6%	0.0%	10.5%	8.6%	
Somewhat agree	22.2%	33.8%	34.7%	22.2%	29.6%	36.6%	28.6%	36.8%	33.1%	
Somewhat disagree	33.3%	39.7%	42.9%	22.2%	48.1%	39.7%	42.9%	36.8%	45.7%	
Strongly disagree	44.4%	19.1%	14.4%	55.6%	22.2%	16.0%	28.6%	15.8%	12.6%	
Total(n)	18	68	326	9	27	131	7	38	175	
Mean	1.78	2.29	2.36	1.67	2.07	2.36	2.00	2.42	2.38	
Standard deviation	0.81	0.86	0.83	0.87	0.73	0.84	0.82	0.89	0.81	
Significance	-	*	**	-		*	-			
Effect size	-	-0.59	-0.70	-	-0.55	-0.82	-	-0.47	-0.47	
Faculty here respect each other										
Strongly agree	52.6%	39.7%	35.8%	66.7%	55.6%	35.1%	57.1%	31.0%	37.4%	Respect
Somewhat agree	36.8%	39.7%	47.4%	33.3%	33.3%	50.0%	28.6%	42.9%	44.7%	
Somewhat disagree	5.3%	20.5%	13.6%	0.0%	11.1%	11.9%	14.3%	26.2%	14.7%	
Strongly disagree	5.3%	0.0%	3.2%	0.0%	0.0%	3.0%	0.0%	0.0%	3.2%	
Total(n)	19	73	346	9	27	134	7	42	190	
Mean	3.37	3.19	3.16	3.67	3.44	3.17	3.43	3.05	3.16	
Standard deviation	0.83	0.76	0.77	0.50	0.70	0.75	0.79	0.76	0.79	
Significance	-			-			-			
Effect size	-	0.24	0.27	-	0.33	0.67	-	0.50	0.34	
Administrators consider faculty concerns when making policy										
Strongly agree	38.9%	15.9%	14.0%	55.6%	19.2%	13.5%	33.3%	12.5%	14.2%	

Somewhat agree	44.4%	50.7%	51.2%	44.4%	61.5%	54.1%	33.3%	47.5%	49.2%	
Somewhat disagree	11.1%	24.6%	24.7%	0.0%	15.4%	21.8%	33.3%	30.0%	27.9%	
Strongly disagree	5.6%	8.7%	10.1%	0.0%	3.8%	10.5%	0.0%	10.0%	8.7%	
Total(n)	18	69	336	9	26	133	6	40	183	
Mean	3.17	2.74	2.69	3.56	2.96	2.71	3.00	2.63	2.69	
Standard deviation	0.86	0.83	0.84	0.53	0.72	0.83	0.89	0.84	0.82	
Significance	-		*	-	*	**	-			
Effect size	-	0.52	0.57	-	0.83	1.02	-	0.44	0.38	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
This institution takes responsibility for educating underprepared students										
Strongly agree	36.8%	24.7%	21.8%	55.6%	29.6%	25.2%	28.6%	23.3%	19.7%	Diversity Climate
Somewhat agree	52.6%	41.1%	46.5%	44.4%	44.4%	43.7%	57.1%	39.5%	48.4%	
Somewhat disagree	5.3%	28.8%	24.4%	0.0%	18.5%	22.2%	14.3%	32.6%	26.1%	
Strongly disagree	5.3%	5.5%	7.3%	0.0%	7.4%	8.9%	0.0%	4.7%	5.9%	
Total(n)	19	73	344	9	27	135	7	43	188	
Mean	3.21	2.85	2.83	3.56	2.96	2.85	3.14	2.81	2.82	
Standard deviation	0.79	0.86	0.85	0.53	0.90	0.90	0.69	0.85	0.81	
Significance	-			-		*	-			
Effect size	-	0.42	0.45	-	0.67	0.79	-	0.39	0.40	
The criteria for advancement and promotion decisions are clear										
Strongly agree	22.2%	11.6%	17.5%	11.1%	19.2%	20.2%	42.9%	7.3%	15.3%	
Somewhat agree	50.0%	43.5%	37.8%	88.9%	34.6%	37.2%	14.3%	46.3%	38.3%	
Somewhat disagree	22.2%	33.3%	30.8%	0.0%	38.5%	27.9%	42.9%	31.7%	32.8%	
Strongly disagree	5.6%	11.6%	13.9%	0.0%	7.7%	14.7%	0.0%	14.6%	13.7%	
Total(n)	18	69	331	9	26	129	7	41	183	
Mean	2.89	2.55	2.59	3.11	2.65	2.63	3.00	2.46	2.55	
Standard deviation	0.83	0.85	0.93	0.33	0.89	0.97	1.00	0.84	0.91	
Significance	-			-			-			
Effect size	-	0.40	0.32	-	0.52	0.49	-	0.64	0.49	
Most of the students I teach lack the basic skills for college level work										
Strongly agree	5.6%	12.0%	12.8%	0.0%	11.1%	12.6%	14.3%	13.6%	12.4%	
Somewhat agree	16.7%	36.0%	32.2%	0.0%	29.6%	35.6%	28.6%	38.6%	30.4%	
Somewhat disagree	50.0%	44.0%	41.0%	55.6%	55.6%	38.5%	42.9%	36.4%	42.8%	
Strongly disagree	27.8%	8.0%	14.0%	44.4%	3.7%	13.3%	14.3%	11.4%	14.4%	
Total(n)	18	75	351	9	27	135	7	44	194	
Mean	2.00	2.52	2.44	1.56	2.48	2.47	2.43	2.55	2.41	
Standard deviation	0.84	0.81	0.89	0.53	0.75	0.88	0.98	0.87	0.88	
Significance	-	*	*	-	**	**	-			
Effect size	-	-0.64	-0.49	-	-1.23	-1.03	-	-0.14	0.02	
There is adequate support for faculty development										
Strongly agree	31.6%	12.2%	16.2%	33.3%	18.5%	19.2%	42.9%	9.3%	13.8%	
Somewhat agree	68.4%	44.6%	43.5%	66.7%	44.4%	46.9%	57.1%	44.2%	42.6%	
Somewhat disagree	0.0%	35.1%	31.8%	0.0%	29.6%	23.1%	0.0%	37.2%	36.2%	
Strongly disagree	0.0%	8.1%	8.5%	0.0%	7.4%	10.8%	0.0%	9.3%	7.4%	
Total(n)	19	74	340	9	27	130	7	43	188	
Mean	3.32	2.61	2.67	3.33	2.74	2.75	3.43	2.53	2.63	
Standard deviation	0.48	0.81	0.85	0.50	0.86	0.89	0.53	0.80	0.81	

Significance	-	***	**	-	-	-	-	**	*	
Effect size	-	0.88	0.76	-	0.69	0.65	-	1.13	0.99	
Faculty are not prepared to deal with conflict over diversity issues in the classroom										
Strongly agree	0.0%	7.0%	7.8%	0.0%	0.0%	8.5%	0.0%	7.3%	5.5%	
Somewhat agree	16.7%	32.4%	36.3%	22.2%	37.0%	26.2%	14.3%	31.7%	44.5%	
Somewhat disagree	50.0%	49.3%	45.9%	44.4%	48.1%	54.6%	57.1%	51.2%	41.2%	
Strongly disagree	33.3%	11.3%	9.9%	33.3%	14.8%	10.8%	28.6%	9.8%	8.8%	
Total(n)	18	71	333	9	27	130	7	41	182	
Mean	1.83	2.35	2.42	1.89	2.22	2.32	1.86	2.37	2.47	
Standard deviation	0.71	0.78	0.77	0.78	0.70	0.78	0.69	0.77	0.73	
Significance	-	*	**	-	-	-	-	-	*	
Effect size	-	-0.67	-0.77	-	-0.47	-0.55	-	-0.66	-0.84	
This institution takes mentoring into consideration in the promotion process										
Strongly agree	16.7%	12.3%	8.6%	11.1%	21.7%	8.3%	28.6%	7.7%	8.1%	
Somewhat agree	50.0%	40.0%	37.7%	55.6%	34.8%	36.7%	42.9%	41.0%	37.0%	
Somewhat disagree	27.8%	30.8%	34.8%	22.2%	34.8%	38.3%	28.6%	30.8%	34.1%	
Strongly disagree	5.6%	16.9%	18.8%	11.1%	8.7%	16.7%	0.0%	20.5%	20.8%	
Total(n)	18	65	313	9	23	120	7	39	173	
Mean	2.78	2.48	2.36	2.67	2.70	2.37	3.00	2.36	2.32	
Standard deviation	0.81	0.92	0.88	0.87	0.93	0.86	0.82	0.90	0.90	
Significance	-	-	*	-	-	-	-	-	-	
Effect size	-	0.33	0.48	-	-0.03	0.35	-	0.71	0.76	
Faculty of color are treated fairly here										
Strongly agree	57.9%	43.5%	44.2%	66.7%	55.6%	48.0%	42.9%	35.9%	42.1%	Diversity Climate
Somewhat agree	42.1%	37.7%	38.0%	33.3%	33.3%	38.4%	57.1%	41.0%	36.5%	
Somewhat disagree	0.0%	17.4%	14.6%	0.0%	11.1%	11.2%	0.0%	20.5%	18.0%	
Strongly disagree	0.0%	1.4%	3.1%	0.0%	0.0%	2.4%	0.0%	2.6%	3.4%	
Total(n)	19	69	321	9	27	125	7	39	178	
Mean	3.58	3.23	3.23	3.67	3.44	3.32	3.43	3.10	3.17	
Standard deviation	0.51	0.79	0.81	0.50	0.70	0.77	0.53	0.82	0.84	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.44	0.43	-	0.33	0.45	-	0.40	0.31	
Women faculty are treated fairly here										
Strongly agree	52.6%	40.8%	46.5%	66.7%	59.3%	54.8%	28.6%	31.7%	42.2%	Diversity Climate
Somewhat agree	47.4%	35.2%	36.0%	33.3%	33.3%	34.9%	71.4%	36.6%	35.8%	
Somewhat disagree	0.0%	19.7%	13.3%	0.0%	7.4%	8.7%	0.0%	26.8%	16.6%	
Strongly disagree	0.0%	4.2%	4.2%	0.0%	0.0%	1.6%	0.0%	4.9%	5.3%	
Total(n)	19	71	331	9	27	126	7	41	187	
Mean	3.53	3.13	3.25	3.67	3.52	3.43	3.29	2.95	3.15	
Standard deviation	0.51	0.88	0.84	0.50	0.64	0.72	0.49	0.89	0.89	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.45	0.33	-	0.23	0.33	-	0.38	0.16	
LGBTQ+ faculty are treated fairly here										
Strongly agree	52.9%	37.3%	43.0%	62.5%	50.0%	48.4%	42.9%	31.6%	40.6%	Diversity Climate
Somewhat agree	41.2%	47.8%	44.0%	37.5%	42.3%	41.1%	42.9%	52.6%	45.1%	
Somewhat disagree	0.0%	14.9%	11.1%	0.0%	7.7%	8.9%	0.0%	15.8%	12.6%	
Strongly disagree	5.9%	0.0%	1.9%	0.0%	0.0%	1.6%	14.3%	0.0%	1.7%	
Total(n)	17	67	316	8	26	124	7	38	175	

Mean	3.41	3.22	3.28	3.63	3.42	3.36	3.14	3.16	3.25	
Standard deviation	0.80	0.69	0.73	0.52	0.64	0.71	1.07	0.68	0.74	
Significance	-			-			-			
Effect size	-	0.28	0.18	-	0.33	0.38	-	-0.03	-0.15	
Indicate how important you believe each priority listed below is at your college or university:										
Increase or maintain institutional affordability										
Highest priority	38.9%	21.9%	25.3%	33.3%	18.2%	28.0%	50.0%	25.6%	24.5%	Institutional Priority: Commitment to Diversity
High priority	38.9%	56.3%	52.7%	44.4%	54.5%	51.2%	33.3%	59.0%	54.9%	
Medium priority	22.2%	18.8%	18.0%	22.2%	22.7%	15.2%	16.7%	15.4%	18.5%	
Low priority	0.0%	3.1%	4.0%	0.0%	4.5%	5.6%	0.0%	0.0%	2.2%	
Total(n)	18	64	328	9	22	125	6	39	184	
Mean	3.17	2.97	2.99	3.11	2.86	3.02	3.33	3.10	3.02	
Standard deviation	0.79	0.73	0.77	0.78	0.77	0.81	0.82	0.64	0.72	
Significance	-			-			-			
Effect size	-	0.27	0.23	-	0.32	0.11	-	0.36	0.43	
Indicate how important you believe each priority listed below is at your college or university:										
Develop a sense of community among students and faculty										
Highest priority	38.9%	22.7%	25.4%	44.4%	27.3%	24.2%	33.3%	22.5%	26.7%	
High priority	44.4%	47.0%	41.7%	44.4%	40.9%	42.7%	50.0%	50.0%	41.2%	
Medium priority	16.7%	25.8%	24.5%	11.1%	22.7%	21.0%	16.7%	25.0%	26.2%	
Low priority	0.0%	4.5%	8.5%	0.0%	9.1%	12.1%	0.0%	2.5%	5.9%	
Total(n)	18	66	331	9	22	124	6	40	187	
Mean	3.22	2.88	2.84	3.33	2.86	2.79	3.17	2.93	2.89	
Standard deviation	0.73	0.81	0.90	0.71	0.94	0.95	0.75	0.76	0.87	
Significance	-			-			-			
Effect size	-	0.42	0.42	-	0.50	0.57	-	0.32	0.32	
Facilitate student involvement in community service										
Highest priority	27.8%	12.3%	11.5%	33.3%	18.2%	9.6%	16.7%	10.0%	12.8%	Institutional Priority: Civic Engagement
High priority	33.3%	36.9%	36.9%	22.2%	22.7%	36.0%	50.0%	45.0%	38.0%	
Medium priority	38.9%	40.0%	36.6%	44.4%	50.0%	36.8%	33.3%	32.5%	34.8%	
Low priority	0.0%	10.8%	15.1%	0.0%	9.1%	17.6%	0.0%	12.5%	14.4%	
Total(n)	18	65	331	9	22	125	6	40	187	
Mean	2.89	2.51	2.45	2.89	2.50	2.38	2.83	2.53	2.49	
Standard deviation	0.83	0.85	0.88	0.93	0.91	0.89	0.75	0.85	0.89	
Significance	-		*	-			-			
Effect size	-	0.45	0.50	-	0.43	0.57	-	0.35	0.38	
Help students learn how to bring about change in society										
Highest priority	16.7%	15.2%	17.4%	11.1%	13.6%	17.5%	16.7%	17.5%	17.6%	
High priority	38.9%	36.4%	37.5%	33.3%	31.8%	34.9%	50.0%	37.5%	39.6%	
Medium priority	38.9%	40.9%	34.2%	44.4%	50.0%	34.9%	33.3%	35.0%	32.6%	
Low priority	5.6%	7.6%	10.8%	11.1%	4.5%	12.7%	0.0%	10.0%	10.2%	
Total(n)	18	66	333	9	22	126	6	40	187	
Mean	2.67	2.59	2.62	2.44	2.55	2.57	2.83	2.63	2.65	
Standard deviation	0.84	0.84	0.90	0.88	0.80	0.92	0.75	0.90	0.89	
Significance	-			-			-			

Effect size	-	0.10	0.06	-	-0.14	-0.14	-	0.22	0.20	
Increase or maintain institutional prestige										
Highest priority	33.3%	25.0%	21.8%	44.4%	18.2%	18.9%	16.7%	30.8%	24.3%	Institutional Priority: Increase Prestige
High priority	33.3%	39.1%	38.1%	33.3%	40.9%	36.2%	50.0%	35.9%	37.8%	
Medium priority	33.3%	31.3%	29.6%	22.2%	36.4%	32.3%	33.3%	28.2%	28.1%	
Low priority	0.0%	4.7%	10.6%	0.0%	4.5%	12.6%	0.0%	5.1%	9.7%	
Total(n)	18	64	331	9	22	127	6	39	185	
Mean	3.00	2.84	2.71	3.22	2.73	2.61	2.83	2.92	2.77	
Standard deviation	0.84	0.86	0.92	0.83	0.83	0.93	0.75	0.90	0.93	
Significance	-			-			-			
Effect size	-	0.19	0.32	-	0.59	0.66	-	-0.10	0.06	
Indicate how important you believe each priority listed below is at your college or university:										
Hire faculty "stars"										
Highest priority	11.1%	12.7%	8.1%	11.1%	4.8%	4.0%	0.0%	17.9%	11.1%	Institutional Priority: Increase Prestige
High priority	22.2%	20.6%	21.7%	22.2%	14.3%	19.4%	33.3%	25.6%	23.9%	
Medium priority	55.6%	39.7%	35.1%	55.6%	47.6%	31.5%	50.0%	33.3%	36.1%	
Low priority	11.1%	27.0%	35.1%	11.1%	33.3%	45.2%	16.7%	23.1%	28.9%	
Total(n)	18	63	322	9	21	124	6	39	180	
Mean	2.33	2.19	2.03	2.33	1.90	1.82	2.17	2.38	2.17	
Standard deviation	0.84	0.98	0.95	0.87	0.83	0.88	0.75	1.04	0.97	
Significance	-			-			-			
Effect size	-	0.14	0.32	-	0.52	0.58	-	-0.20	0.00	
Recruit more traditionally underrepresented students										
Highest priority	5.6%	19.7%	20.9%	0.0%	18.2%	19.7%	0.0%	20.0%	21.9%	Institutional Priority: Commitment to Diversity
High priority	50.0%	37.9%	44.2%	55.6%	36.4%	42.5%	66.7%	37.5%	44.8%	
Medium priority	38.9%	37.9%	29.7%	33.3%	45.5%	32.3%	33.3%	35.0%	28.4%	
Low priority	5.6%	4.5%	5.2%	11.1%	0.0%	5.5%	0.0%	7.5%	4.9%	
Total(n)	18	66	330	9	22	127	6	40	183	
Mean	2.56	2.73	2.81	2.44	2.73	2.76	2.67	2.70	2.84	
Standard deviation	0.70	0.83	0.82	0.73	0.77	0.83	0.52	0.88	0.82	
Significance	-			-			-			
Effect size	-	-0.20	-0.30	-	-0.38	-0.39	-	-0.03	-0.21	
Increase the selectivity of the student body through more competitive admissions criteria										
Highest priority	5.9%	6.5%	5.0%	0.0%	9.1%	7.2%	0.0%	5.6%	3.9%	Institutional Priority: Increase Prestige
High priority	17.6%	21.0%	25.5%	11.1%	18.2%	24.8%	33.3%	22.2%	24.7%	
Medium priority	52.9%	37.1%	36.6%	66.7%	36.4%	33.6%	33.3%	36.1%	38.2%	
Low priority	23.5%	35.5%	32.9%	22.2%	36.4%	34.4%	33.3%	36.1%	33.1%	
Total(n)	17	62	322	9	22	125	6	36	178	
Mean	2.06	1.98	2.02	1.89	2.00	2.05	2.00	1.97	1.99	
Standard deviation	0.83	0.91	0.89	0.60	0.98	0.94	0.89	0.91	0.86	
Significance	-			-			-			
Effect size	-	0.09	0.04	-	-0.11	-0.17	-	0.03	0.01	
Promote gender diversity in the faculty and administration										
Highest priority	17.6%	16.1%	21.6%	11.1%	13.6%	23.4%	16.7%	18.9%	20.8%	Institutional
High priority	29.4%	33.9%	34.8%	33.3%	45.5%	41.1%	33.3%	27.0%	30.3%	
Medium priority	52.9%	33.9%	32.6%	55.6%	31.8%	26.6%	50.0%	32.4%	37.1%	

Low priority	0.0%	16.1%	11.0%	0.0%	9.1%	8.9%	0.0%	21.6%	11.8%	Priority: Commitment to Diversity
Total(n)	17	62	319	9	22	124	6	37	178	
Mean	2.65	2.50	2.67	2.56	2.64	2.79	2.67	2.43	2.60	
Standard deviation	0.79	0.95	0.94	0.73	0.85	0.90	0.82	1.04	0.95	
Significance	-			-			-			
Effect size	-	0.16	-0.02	-	-0.09	-0.26	-	0.23	0.07	
Indicate how important you believe each priority listed below is at your college or university:										
Promote racial and ethnic diversity in the faculty and administration										
Highest priority	23.5%	21.0%	24.8%	11.1%	22.7%	26.6%	33.3%	21.6%	24.3%	Institutional Priority: Commitment to Diversity
High priority	35.3%	35.5%	37.2%	44.4%	40.9%	37.9%	33.3%	32.4%	36.5%	
Medium priority	41.2%	29.0%	27.2%	44.4%	27.3%	25.0%	33.3%	27.0%	28.2%	
Low priority	0.0%	14.5%	10.8%	0.0%	9.1%	10.5%	0.0%	18.9%	11.0%	
Total(n)	17	62	323	9	22	124	6	37	181	
Mean	2.82	2.63	2.76	2.67	2.77	2.81	3.00	2.57	2.74	
Standard deviation	0.81	0.98	0.95	0.71	0.92	0.95	0.89	1.04	0.95	
Significance	-			-			-			
Effect size	-	0.19	0.06	-	-0.11	-0.15	-	0.41	0.27	
Provide resources for faculty to engage in community-based teaching or research										
Highest priority	17.6%	9.8%	12.4%	25.0%	13.6%	11.7%	16.7%	8.3%	13.6%	Institutional Priority: Civic Engagement
High priority	29.4%	34.4%	35.6%	25.0%	40.9%	38.3%	33.3%	30.6%	33.5%	
Medium priority	47.1%	44.3%	33.7%	50.0%	40.9%	34.2%	50.0%	44.4%	33.5%	
Low priority	5.9%	11.5%	18.4%	0.0%	4.5%	15.8%	0.0%	16.7%	19.3%	
Total(n)	17	61	315	8	22	120	6	36	176	
Mean	2.59	2.43	2.42	2.75	2.64	2.46	2.67	2.31	2.41	
Standard deviation	0.87	0.83	0.93	0.89	0.79	0.90	0.82	0.86	0.95	
Significance	-			-			-			
Effect size	-	0.19	0.18	-	0.14	0.32	-	0.42	0.27	
Create and sustain partnerships with surrounding communities										
Highest priority	38.9%	18.8%	17.3%	55.6%	27.3%	20.3%	16.7%	15.8%	16.7%	Institutional Priority: Civic Engagement
High priority	33.3%	51.6%	41.2%	33.3%	45.5%	37.4%	50.0%	55.3%	43.9%	
Medium priority	27.8%	25.0%	28.8%	11.1%	27.3%	28.5%	33.3%	21.1%	27.2%	
Low priority	0.0%	4.7%	12.7%	0.0%	0.0%	13.8%	0.0%	7.9%	12.2%	
Total(n)	18	64	323	9	22	123	6	38	180	
Mean	3.11	2.84	2.63	3.44	3.00	2.64	2.83	2.79	2.65	
Standard deviation	0.83	0.78	0.91	0.73	0.76	0.96	0.75	0.81	0.90	
Significance	-		*	-		*	-			
Effect size	-	0.35	0.53	-	0.58	0.83	-	0.05	0.20	
Indicate how important you believe each priority listed below is at your college or university:										
Pursue extramural funding										
Highest priority	18.8%	8.2%	9.1%	37.5%	9.5%	10.9%	0.0%	8.1%	8.1%	
High priority	25.0%	37.7%	37.2%	12.5%	33.3%	33.6%	33.3%	40.5%	40.1%	
Medium priority	50.0%	34.4%	34.6%	37.5%	52.4%	39.5%	66.7%	24.3%	31.4%	
Low priority	6.3%	19.7%	19.1%	12.5%	4.8%	16.0%	0.0%	27.0%	20.3%	
Total(n)	16	61	309	8	21	119	6	37	172	

Mean	2.56	2.34	2.36	2.75	2.48	2.39	2.33	2.30	2.36	
Standard deviation	0.89	0.89	0.89	1.16	0.75	0.89	0.52	0.97	0.90	
Significance	-			-			-			
Effect size	-	0.25	0.22	-	0.36	0.40	-	0.03	-0.03	
Strengthen links with the for-profit, corporate sector										
Highest priority	27.8%	8.2%	8.4%	44.4%	14.3%	9.2%	16.7%	5.6%	7.6%	
High priority	44.4%	37.7%	30.1%	44.4%	28.6%	26.9%	50.0%	41.7%	32.2%	
Medium priority	22.2%	32.8%	36.9%	11.1%	42.9%	41.2%	16.7%	27.8%	35.1%	
Low priority	5.6%	21.3%	24.6%	0.0%	14.3%	22.7%	16.7%	25.0%	25.1%	
Total(n)	18	61	309	9	21	119	6	36	171	
Mean	2.94	2.33	2.22	3.33	2.43	2.23	2.67	2.28	2.22	
Standard deviation	0.87	0.91	0.91	0.71	0.93	0.91	1.03	0.91	0.91	
Significance	-	*	**	-	*	***	-			
Effect size	-	0.67	0.79	-	0.97	1.21	-	0.43	0.49	
Develop leadership ability among students										
Highest priority	22.2%	22.7%	28.6%	33.3%	22.7%	26.0%	16.7%	25.0%	30.6%	
High priority	50.0%	39.4%	38.8%	44.4%	40.9%	40.7%	66.7%	37.5%	36.6%	
Medium priority	27.8%	36.4%	27.1%	22.2%	36.4%	26.0%	16.7%	35.0%	28.4%	
Low priority	0.0%	1.5%	5.5%	0.0%	0.0%	7.3%	0.0%	2.5%	4.4%	
Total(n)	18	66	325	9	22	123	6	40	183	
Mean	2.94	2.83	2.90	3.11	2.86	2.85	3.00	2.85	2.93	
Standard deviation	0.73	0.80	0.88	0.78	0.77	0.89	0.63	0.83	0.87	
Significance	-			-			-			
Effect size	-	0.14	0.05	-	0.32	0.29	-	0.18	0.08	
Indicate how important you believe each priority listed below is at your college or university:										
Develop an appreciation for multiculturalism										
Highest priority	23.5%	24.2%	33.3%	25.0%	22.7%	30.6%	33.3%	27.5%	35.5%	Institutional Priority: Commitment to Diversity
High priority	47.1%	42.4%	42.5%	37.5%	36.4%	42.7%	33.3%	45.0%	42.6%	
Medium priority	29.4%	28.8%	19.9%	37.5%	36.4%	20.2%	33.3%	25.0%	19.7%	
Low priority	0.0%	4.5%	4.3%	0.0%	4.5%	6.5%	0.0%	2.5%	2.2%	
Total(n)	17	66	327	8	22	124	6	40	183	
Mean	2.94	2.86	3.05	2.88	2.77	2.98	3.00	2.98	3.11	
Standard deviation	0.75	0.84	0.84	0.83	0.87	0.88	0.89	0.80	0.79	
Significance	-			-			-			
Effect size	-	0.10	-0.13	-	0.13	-0.11	-	0.03	-0.14	
Prepare students for the workplace										
Highest priority	33.3%	34.8%	37.0%	33.3%	40.9%	36.3%	33.3%	32.5%	38.2%	
High priority	55.6%	43.9%	45.5%	44.4%	45.5%	47.6%	66.7%	45.0%	44.1%	
Medium priority	11.1%	21.2%	14.2%	22.2%	13.6%	11.3%	0.0%	22.5%	15.6%	
Low priority	0.0%	0.0%	3.3%	0.0%	0.0%	4.8%	0.0%	0.0%	2.2%	
Total(n)	18	66	330	9	22	124	6	40	186	
Mean	3.22	3.14	3.16	3.11	3.27	3.15	3.33	3.10	3.18	
Standard deviation	0.65	0.74	0.79	0.78	0.70	0.81	0.52	0.74	0.77	
Significance	-			-			-			
Effect size	-	0.11	0.08	-	-0.23	-0.05	-	0.31	0.19	

Please indicate the extent to which you:									
Feel that the training you received in graduate school prepared you well for your role as a faculty member									
To a very large extent	21.4%	40.9%	32.9%	12.5%	47.6%	35.8%	25.0%	39.0%	31.0%
To a large extent	21.4%	21.2%	27.2%	37.5%	28.6%	25.5%	0.0%	17.1%	29.3%
To some extent	35.7%	22.7%	28.2%	37.5%	9.5%	27.4%	25.0%	29.3%	29.3%
To a small extent	7.1%	10.6%	8.1%	0.0%	9.5%	6.6%	25.0%	12.2%	8.6%
Not at all	14.3%	4.5%	3.7%	12.5%	4.8%	4.7%	25.0%	2.4%	1.7%
Total(n)	14	66	298	8	21	106	4	41	174
Mean	3.29	3.83	3.78	3.38	4.05	3.81	2.75	3.78	3.79
Standard deviation	1.33	1.21	1.10	1.19	1.20	1.14	1.71	1.17	1.03
Significance	-			-			-		
Effect size	-	-0.45	-0.45	-	-0.56	-0.38	-	-0.88	-1.01
Experience close alignment between your work and your personal values									
To a very large extent	46.7%	48.5%	46.8%	37.5%	52.2%	45.5%	75.0%	46.3%	48.6%
To a large extent	33.3%	38.2%	36.1%	25.0%	30.4%	30.4%	25.0%	41.5%	39.7%
To some extent	20.0%	8.8%	13.5%	37.5%	8.7%	19.6%	0.0%	9.8%	9.5%
To a small extent	0.0%	4.4%	2.6%	0.0%	8.7%	3.6%	0.0%	2.4%	2.2%
Not at all	0.0%	0.0%	1.0%	0.0%	0.0%	0.9%	0.0%	0.0%	0.0%
Total(n)	15	68	310	8	23	112	4	41	179
Mean	4.27	4.31	4.25	4.00	4.26	4.16	4.75	4.32	4.35
Standard deviation	0.80	0.82	0.86	0.93	0.96	0.93	0.50	0.76	0.74
Significance	-			-			-		
Effect size	-	-0.05	0.02	-	-0.27	-0.17	-	0.57	0.54
Mentor faculty									
To a very large extent	13.3%	12.5%	9.9%	0.0%	18.2%	11.2%	25.0%	10.0%	7.3%
To a large extent	13.3%	7.8%	10.9%	12.5%	13.6%	13.1%	25.0%	5.0%	10.1%
To some extent	20.0%	15.6%	18.5%	12.5%	27.3%	21.5%	25.0%	10.0%	16.3%
To a small extent	6.7%	18.8%	19.8%	0.0%	13.6%	13.1%	0.0%	22.5%	25.3%
Not at all	46.7%	45.3%	40.9%	75.0%	27.3%	41.1%	25.0%	52.5%	41.0%
Total(n)	15	64	303	8	22	107	4	40	178
Mean	2.40	2.23	2.29	1.63	2.82	2.40	3.25	1.98	2.17
Standard deviation	1.55	1.42	1.36	1.19	1.47	1.42	1.71	1.33	1.27
Significance	-			-	*		-		
Effect size	-	0.12	0.08	-	-0.81	-0.54	-	0.95	0.85
Mentor undergraduate students									
To a very large extent	35.7%	17.9%	23.5%	12.5%	26.1%	24.1%	75.0%	12.2%	22.5%
To a large extent	14.3%	17.9%	25.8%	12.5%	17.4%	22.2%	25.0%	19.5%	28.1%
To some extent	7.1%	26.9%	22.9%	0.0%	17.4%	19.4%	0.0%	34.1%	26.4%
To a small extent	35.7%	19.4%	15.4%	62.5%	21.7%	20.4%	0.0%	19.5%	12.4%
Not at all	7.1%	17.9%	12.4%	12.5%	17.4%	13.9%	0.0%	14.6%	10.7%
Total(n)	14	67	306	8	23	108	4	41	178
Mean	3.36	2.99	3.33	2.50	3.13	3.22	4.75	2.95	3.39
Standard deviation	1.50	1.35	1.32	1.31	1.49	1.38	0.50	1.22	1.26
Significance	-			-			-	**	*
Effect size	-	0.27	0.02	-	-0.42	-0.52	-	1.48	1.08

Please indicate the extent to which you:									
Mentor graduate students									
To a very large extent	14.3%	7.6%	9.1%	0.0%	0.0%	5.5%	25.0%	9.8%	10.1%
To a large extent	0.0%	6.1%	10.4%	0.0%	9.1%	11.9%	0.0%	4.9%	9.5%
To some extent	7.1%	16.7%	15.6%	0.0%	22.7%	11.9%	0.0%	14.6%	18.4%
To a small extent	14.3%	6.1%	12.7%	12.5%	0.0%	10.1%	25.0%	9.8%	14.0%
Not at all	64.3%	63.6%	52.1%	87.5%	68.2%	60.6%	50.0%	61.0%	48.0%
Total(n)	14	66	307	8	22	109	4	41	179
Mean	1.86	1.88	2.12	1.13	1.73	1.92	2.25	1.93	2.20
Standard deviation	1.46	1.32	1.38	0.35	1.12	1.31	1.89	1.37	1.39
Significance	-			-			-		
Effect size	-	-0.02	-0.19	-	-0.54	-0.60	-	0.23	0.04
Been mentored by at least one professional in academia									
To a very large extent	20.0%	26.9%	24.3%	0.0%	30.4%	27.0%	50.0%	24.4%	22.3%
To a large extent	13.3%	14.9%	18.1%	25.0%	13.0%	10.8%	0.0%	17.1%	21.8%
To some extent	6.7%	22.4%	22.7%	0.0%	13.0%	21.6%	25.0%	26.8%	24.6%
To a small extent	20.0%	14.9%	17.5%	25.0%	21.7%	19.8%	0.0%	12.2%	16.8%
Not at all	40.0%	20.9%	17.5%	50.0%	21.7%	20.7%	25.0%	19.5%	14.5%
Total(n)	15	67	309	8	23	111	4	41	179
Mean	2.53	3.12	3.14	2.00	3.09	3.04	3.50	3.15	3.21
Standard deviation	1.64	1.49	1.42	1.31	1.59	1.50	1.91	1.44	1.35
Significance	-			-			-		
Effect size	-	-0.40	-0.43	-	-0.69	-0.69	-	0.24	0.21
Participated in training in preparation to be a mentor (e.g., workshops, programs)									
To a very large extent	26.7%	9.1%	6.9%	12.5%	4.3%	4.5%	50.0%	12.5%	8.0%
To a large extent	0.0%	7.6%	10.2%	0.0%	4.3%	11.7%	0.0%	7.5%	9.1%
To some extent	13.3%	12.1%	12.5%	12.5%	21.7%	12.6%	25.0%	7.5%	12.6%
To a small extent	6.7%	13.6%	15.4%	0.0%	13.0%	15.3%	0.0%	15.0%	15.4%
Not at all	53.3%	57.6%	55.1%	75.0%	56.5%	55.9%	25.0%	57.5%	54.9%
Total(n)	15	66	305	8	23	111	4	40	175
Mean	2.40	1.97	1.98	1.75	1.87	1.94	3.50	2.03	2.00
Standard deviation	1.76	1.36	1.31	1.49	1.18	1.25	1.91	1.46	1.33
Significance	-			-			-		*
Effect size	-	0.32	0.32	-	-0.10	-0.15	-	1.01	1.13
Accessed the National Research Mentoring Network (NRMN) resource									
To a very large extent	6.7%	1.5%	2.3%	0.0%	0.0%	1.8%	0.0%	0.0%	1.7%
To a large extent	6.7%	3.1%	2.3%	0.0%	0.0%	2.7%	25.0%	2.6%	1.7%
To some extent	0.0%	6.2%	4.3%	0.0%	8.7%	6.3%	0.0%	5.1%	2.9%
To a small extent	6.7%	3.1%	1.6%	0.0%	0.0%	0.0%	25.0%	5.1%	2.9%
Not at all	80.0%	86.2%	89.5%	100.0%	91.3%	89.2%	50.0%	87.2%	90.9%
Total(n)	15	65	305	8	23	111	4	39	175
Mean	1.53	1.31	1.26	1.00	1.17	1.28	2.00	1.23	1.21
Standard deviation	1.25	0.85	0.83	0.00	0.58	0.84	1.41	0.67	0.73
Significance	-			-			-		*
Effect size	-	0.26	0.33	-	-0.29	-0.33	-	1.15	1.08
How would you rate the overall quality of your mentoring relationship with your faculty mentee(s)?									
Excellent	14.3%	20.6%	30.7%	0.0%	20.0%	25.9%	33.3%	21.1%	32.0%

Good	85.7%	38.2%	44.0%	100.0%	46.7%	53.4%	66.7%	31.6%	41.2%	
Fair	0.0%	35.3%	18.7%	0.0%	26.7%	13.8%	0.0%	42.1%	20.6%	
Poor	0.0%	5.9%	6.6%	0.0%	6.7%	6.9%	0.0%	5.3%	6.2%	
Total(n)	7	34	166	2	15	58	3	19	97	
Mean	3.14	2.74	2.99	3.00	2.80	2.98	3.33	2.68	2.99	
Standard deviation	0.38	0.86	0.87	0.00	0.86	0.83	0.58	0.89	0.88	
Significance	-			-			-			
Effect size	-	0.47	0.17	-	0.23	0.02	-	0.73	0.39	
How would you rate the overall quality of your mentoring relationship with your undergraduate mentee(s)?										
Excellent	23.1%	33.3%	37.5%	14.3%	38.9%	27.3%	50.0%	31.3%	42.9%	
Good	53.8%	52.9%	51.0%	57.1%	38.9%	60.2%	50.0%	59.4%	46.9%	
Fair	23.1%	11.8%	11.2%	28.6%	22.2%	12.5%	0.0%	6.3%	9.5%	
Poor	0.0%	2.0%	0.4%	0.0%	0.0%	0.0%	0.0%	3.1%	0.7%	
Total(n)	13	51	251	7	18	88	4	32	147	
Mean	3.00	3.18	3.25	2.86	3.17	3.15	3.50	3.19	3.32	
Standard deviation	0.71	0.71	0.66	0.69	0.79	0.62	0.58	0.69	0.67	
Significance	-			-			-			
Effect size	-	-0.25	-0.38	-	-0.39	-0.47	-	0.45	0.27	
How would you rate the overall quality of your mentoring relationship with your graduate mentee(s)?										
Excellent	25.0%	25.0%	29.0%	0.0%	16.7%	23.1%	50.0%	30.8%	30.9%	
Good	50.0%	55.0%	51.9%	100.0%	66.7%	56.4%	50.0%	46.2%	53.1%	
Fair	25.0%	15.0%	15.3%	0.0%	16.7%	17.9%	0.0%	15.4%	13.6%	
Poor	0.0%	5.0%	3.8%	0.0%	0.0%	2.6%	0.0%	7.7%	2.5%	
Total(n)	4	20	131	1	6	39	2	13	81	
Mean	3.00	3.00	3.06	3.00	3.00	3.00	3.50	3.00	3.12	
Standard deviation	0.82	0.79	0.77	-	0.63	0.73	0.71	0.91	0.73	
Significance	-			-			-			
Effect size	-	0.00	-0.08	-	0.00	0.00	-	0.55	0.52	
How satisfied are you with the following aspects of your job?										
Salary										
Very satisfied	0.0%	7.6%	5.6%	0.0%	9.5%	3.7%	0.0%	4.9%	5.6%	
Satisfied	28.6%	28.8%	32.4%	14.3%	47.6%	34.6%	50.0%	17.1%	30.3%	
Marginally satisfied	57.1%	30.3%	32.4%	71.4%	14.3%	29.0%	25.0%	41.5%	34.3%	
Not satisfied	14.3%	33.3%	29.7%	14.3%	28.6%	32.7%	25.0%	36.6%	29.8%	
Total(n)	14	66	306	7	21	107	4	41	178	
Mean	2.14	2.11	2.14	2.00	2.38	2.09	2.25	1.90	2.12	
Standard deviation	0.66	0.96	0.91	0.58	1.02	0.91	0.96	0.86	0.90	
Significance	-			-			-			
Effect size	-	0.03	0.00	-	-0.37	-0.10	-	0.41	0.14	
Health benefits										
Very satisfied	7.7%	5.2%	24.6%	14.3%	14.3%	26.4%	0.0%	0.0%	24.4%	
Satisfied	38.5%	10.3%	27.8%	28.6%	14.3%	27.4%	50.0%	5.9%	26.9%	
Marginally satisfied	30.8%	12.1%	14.1%	28.6%	9.5%	12.3%	25.0%	14.7%	15.0%	
Not satisfied	23.1%	72.4%	33.5%	28.6%	61.9%	34.0%	25.0%	79.4%	33.8%	
Total(n)	13	58	284	7	21	106	4	34	160	
Mean	2.31	1.48	2.44	2.29	1.81	2.46	2.25	1.26	2.42	
										Job Satisfaction: Compensation
										Job Satisfaction: Compensation

Standard deviation	0.95	0.88	1.19	1.11	1.17	1.21	0.96	0.57	1.19	
Significance	-	**		-			-	**		
Effect size	-	0.94	-0.11	-	0.41	-0.14	-	1.74	-0.14	
How satisfied are you with the following aspects of your job?										
Retirement benefits										
Very satisfied	14.3%	4.9%	13.4%	12.5%	14.3%	14.8%	25.0%	0.0%	13.4%	Job Satisfaction: Compensation
Satisfied	21.4%	14.8%	33.7%	12.5%	14.3%	32.4%	25.0%	13.5%	32.9%	
Marginally satisfied	28.6%	11.5%	21.0%	37.5%	9.5%	22.2%	0.0%	13.5%	20.1%	
Not satisfied	35.7%	68.9%	32.0%	37.5%	61.9%	30.6%	50.0%	73.0%	33.5%	
Total(n)	14	61	291	8	21	108	4	37	164	
Mean	2.14	1.56	2.29	2.00	1.81	2.31	2.25	1.41	2.26	
Standard deviation	1.10	0.92	1.06	1.07	1.17	1.06	1.50	0.72	1.07	
Significance	-	*		-			-			
Effect size	-	0.63	-0.14	-	0.16	-0.29	-	1.17	-0.01	
Opportunity for scholarly pursuits										
Very satisfied	21.4%	9.8%	7.6%	12.5%	23.8%	8.5%	50.0%	2.7%	6.7%	Job Satisfaction: Compensation
Satisfied	28.6%	19.7%	29.5%	25.0%	23.8%	33.0%	0.0%	16.2%	27.0%	
Marginally satisfied	42.9%	26.2%	28.5%	50.0%	19.0%	23.6%	50.0%	32.4%	32.5%	
Not satisfied	7.1%	44.3%	34.4%	12.5%	33.3%	34.9%	0.0%	48.6%	33.7%	
Total(n)	14	61	288	8	21	106	4	37	163	
Mean	2.64	1.95	2.10	2.38	2.38	2.15	3.00	1.73	2.07	
Standard deviation	0.93	1.02	0.97	0.92	1.20	1.00	1.15	0.84	0.94	
Significance	-	*	*	-			-	**		
Effect size	-	0.68	0.56	-	0.00	0.23	-	1.51	0.99	
Teaching load										
Very satisfied	26.7%	15.5%	12.7%	25.0%	17.4%	7.1%	50.0%	14.0%	15.5%	Job Satisfaction: Compensation
Satisfied	60.0%	46.5%	49.0%	62.5%	60.9%	56.3%	25.0%	37.2%	44.8%	
Marginally satisfied	13.3%	14.1%	20.1%	12.5%	8.7%	17.0%	25.0%	18.6%	23.2%	
Not satisfied	0.0%	23.9%	18.2%	0.0%	13.0%	19.6%	0.0%	30.2%	16.6%	
Total(n)	15	71	314	8	23	112	4	43	181	
Mean	3.13	2.54	2.56	3.13	2.83	2.51	3.25	2.35	2.59	
Standard deviation	0.64	1.03	0.93	0.64	0.89	0.89	0.96	1.07	0.94	
Significance	-	*	*	-			-			
Effect size	-	0.57	0.61	-	0.34	0.70	-	0.84	0.70	
Quality of students										
Very satisfied	13.3%	18.6%	18.9%	12.5%	26.1%	18.9%	25.0%	16.3%	19.3%	
Satisfied	66.7%	41.4%	48.7%	75.0%	47.8%	45.0%	50.0%	34.9%	50.3%	
Marginally satisfied	13.3%	37.1%	26.9%	12.5%	21.7%	27.0%	0.0%	46.5%	27.1%	
Not satisfied	6.7%	2.9%	5.4%	0.0%	4.3%	9.0%	25.0%	2.3%	3.3%	
Total(n)	15	70	312	8	23	111	4	43	181	
Mean	2.87	2.76	2.81	3.00	2.96	2.74	2.75	2.65	2.86	
Standard deviation	0.74	0.79	0.80	0.53	0.82	0.87	1.26	0.78	0.76	
Significance	-			-			-			
Effect size	-	0.14	0.08	-	0.05	0.30	-	0.13	-0.14	
Autonomy and independence										
Very satisfied	66.7%	41.2%	47.2%	62.5%	43.5%	48.6%	100.0%	41.5%	47.8%	
Satisfied	33.3%	50.0%	44.0%	37.5%	43.5%	40.5%	0.0%	51.2%	45.5%	
Marginally satisfied	0.0%	5.9%	7.4%	0.0%	8.7%	9.0%	0.0%	4.9%	6.2%	

Not satisfied	0.0%	2.9%	1.3%	0.0%	4.3%	1.8%	0.0%	2.4%	0.6%	Job Satisfaction: Workplace
Total(n)	15	68	309	8	23	111	4	41	178	
Mean	3.67	3.29	3.37	3.63	3.26	3.36	4.00	3.32	3.40	
Standard deviation	0.49	0.71	0.68	0.52	0.81	0.72	0.00	0.69	0.63	
Significance	-			-			-			
Effect size	-	0.54	0.44	-	0.46	0.38	-	0.99	0.95	
Departmental leadership										
Very satisfied	46.7%	36.6%	42.3%	50.0%	39.1%	50.9%	75.0%	32.6%	37.3%	Job Satisfaction: Workplace
Satisfied	40.0%	42.3%	34.5%	50.0%	52.2%	30.4%	0.0%	37.2%	36.7%	
Marginally satisfied	13.3%	14.1%	16.5%	0.0%	8.7%	11.6%	25.0%	18.6%	18.6%	
Not satisfied	0.0%	7.0%	6.8%	0.0%	0.0%	7.1%	0.0%	11.6%	7.3%	
Total(n)	15	71	310	8	23	112	4	43	177	
Mean	3.33	3.08	3.12	3.50	3.30	3.25	3.50	2.91	3.04	
Standard deviation	0.72	0.89	0.92	0.53	0.63	0.93	1.00	1.00	0.93	
Significance	-			-			-			
Effect size	-	0.28	0.23	-	0.32	0.27	-	0.59	0.49	
Departmental support for work/life balance										
Very satisfied	40.0%	32.8%	29.9%	37.5%	34.8%	32.1%	75.0%	30.0%	29.1%	Job Satisfaction: Workplace
Satisfied	53.3%	40.3%	44.1%	62.5%	47.8%	44.0%	0.0%	37.5%	44.0%	
Marginally satisfied	6.7%	16.4%	15.8%	0.0%	13.0%	14.7%	25.0%	20.0%	16.0%	
Not satisfied	0.0%	10.4%	10.2%	0.0%	4.3%	9.2%	0.0%	12.5%	10.9%	
Total(n)	15	67	304	8	23	109	4	40	175	
Mean	3.33	2.96	2.94	3.38	3.13	2.99	3.50	2.85	2.91	
Standard deviation	0.62	0.96	0.93	0.52	0.81	0.92	1.00	1.00	0.94	
Significance	-			-			-			
Effect size	-	0.39	0.42	-	0.31	0.42	-	0.65	0.63	
Institutional support for work/life balance										
Very satisfied	26.7%	14.9%	18.3%	25.0%	17.4%	18.3%	50.0%	12.5%	18.5%	Job Satisfaction: Workplace
Satisfied	66.7%	49.3%	47.2%	75.0%	56.5%	50.5%	25.0%	45.0%	45.1%	
Marginally satisfied	6.7%	25.4%	20.6%	0.0%	21.7%	16.5%	25.0%	30.0%	23.1%	
Not satisfied	0.0%	10.4%	14.0%	0.0%	4.3%	14.7%	0.0%	12.5%	13.3%	
Total(n)	15	67	301	8	23	109	4	40	173	
Mean	3.20	2.69	2.70	3.25	2.87	2.72	3.25	2.58	2.69	
Standard deviation	0.56	0.86	0.93	0.46	0.76	0.93	0.96	0.87	0.92	
Significance	-	*	*	-			-			
Effect size	-	0.59	0.54	-	0.50	0.57	-	0.77	0.61	
Prospects for career advancement										
Very satisfied	28.6%	6.2%	7.0%	25.0%	13.0%	6.5%	50.0%	2.6%	6.4%	Job Satisfaction: Compensation
Satisfied	42.9%	16.9%	23.5%	50.0%	17.4%	24.1%	25.0%	12.8%	22.2%	
Marginally satisfied	28.6%	27.7%	24.2%	25.0%	39.1%	26.9%	25.0%	23.1%	22.8%	
Not satisfied	0.0%	49.2%	45.3%	0.0%	30.4%	42.6%	0.0%	61.5%	48.5%	
Total(n)	14	65	298	8	23	108	4	39	171	
Mean	3.00	1.80	1.92	3.00	2.13	1.94	3.25	1.56	1.87	
Standard deviation	0.78	0.94	0.98	0.76	1.01	0.97	0.96	0.82	0.98	
Significance	-	***	***	-	*	**	-	***	**	
Effect size	-	1.28	1.10	-	0.86	1.09	-	2.06	1.41	

How satisfied are you with the following aspects of your job?										
Relative equity of salary and job benefits										
Very satisfied	13.3%	6.1%	7.0%	12.5%	13.0%	8.2%	25.0%	0.0%	5.8%	Job Satisfaction: Workplace
Satisfied	53.3%	24.2%	26.5%	50.0%	30.4%	31.8%	50.0%	20.0%	23.1%	
Marginally satisfied	26.7%	19.7%	28.1%	37.5%	30.4%	27.3%	0.0%	15.0%	27.7%	
Not satisfied	6.7%	50.0%	38.4%	0.0%	26.1%	32.7%	25.0%	65.0%	43.4%	
Total(n)	15	66	302	8	23	110	4	40	173	
Mean	2.73	1.86	2.02	2.75	2.30	2.15	2.75	1.55	1.91	
Standard deviation	0.80	0.99	0.96	0.71	1.02	0.98	1.26	0.81	0.95	
Significance	-	**	**	-			-	*		
Effect size	-	0.88	0.74	-	0.44	0.61	-	1.48	0.88	
Flexibility in relation to family matters or emergencies										
Very satisfied	40.0%	26.9%	30.7%	37.5%	26.1%	29.4%	75.0%	26.8%	33.1%	Job Satisfaction: Workplace
Satisfied	53.3%	50.7%	47.9%	50.0%	60.9%	49.5%	25.0%	46.3%	45.7%	
Marginally satisfied	6.7%	17.9%	17.2%	12.5%	4.3%	14.7%	0.0%	24.4%	17.7%	
Not satisfied	0.0%	4.5%	4.3%	0.0%	8.7%	6.4%	0.0%	2.4%	3.4%	
Total(n)	15	67	303	8	23	109	4	41	175	
Mean	3.33	3.00	3.05	3.25	3.04	3.02	3.75	2.98	3.09	
Standard deviation	0.62	0.80	0.81	0.71	0.82	0.84	0.50	0.79	0.80	
Significance	-			-			-			
Effect size	-	0.41	0.35	-	0.26	0.27	-	0.97	0.83	
Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)										
Very satisfied	21.4%	12.9%	17.8%	25.0%	21.7%	18.9%	25.0%	5.6%	17.9%	Job Satisfaction: Workplace
Satisfied	57.1%	41.9%	43.0%	50.0%	39.1%	42.5%	50.0%	44.4%	43.2%	
Marginally satisfied	7.1%	22.6%	22.7%	12.5%	21.7%	22.6%	0.0%	22.2%	22.2%	
Not satisfied	14.3%	22.6%	16.4%	12.5%	17.4%	16.0%	25.0%	27.8%	16.7%	
Total(n)	14	62	286	8	23	106	4	36	162	
Mean	2.86	2.45	2.62	2.88	2.65	2.64	2.75	2.28	2.62	
Standard deviation	0.95	0.99	0.96	0.99	1.03	0.97	1.26	0.94	0.97	
Significance	-			-			-			
Effect size	-	0.41	0.25	-	0.22	0.25	-	0.50	0.13	
Overall job										
Very satisfied	33.3%	22.1%	23.2%	25.0%	30.4%	24.1%	50.0%	17.1%	22.5%	Job Satisfaction: Workplace
Satisfied	66.7%	45.6%	49.2%	75.0%	52.2%	48.2%	50.0%	41.5%	50.0%	
Marginally satisfied	0.0%	27.9%	22.5%	0.0%	17.4%	20.5%	0.0%	34.1%	23.6%	
Not satisfied	0.0%	4.4%	5.1%	0.0%	0.0%	7.1%	0.0%	7.3%	3.9%	
Total(n)	15	68	311	8	23	112	4	41	178	
Mean	3.33	2.85	2.90	3.25	3.13	2.89	3.50	2.68	2.91	
Standard deviation	0.49	0.82	0.81	0.46	0.69	0.85	0.58	0.85	0.78	
Significance	-	*	*	-			-			
Effect size	-	0.59	0.53	-	0.17	0.42	-	0.96	0.76	
Please indicate the extent to which each of the following has been a source of stress for you during the past year:										
Managing household responsibilities										
Extensive	23.1%	15.2%	18.5%	28.6%	18.2%	18.4%	25.0%	12.5%	18.9%	Job Satisfaction: Workplace
Somewhat	53.8%	43.9%	53.0%	42.9%	36.4%	49.0%	50.0%	50.0%	58.0%	
Not at all	23.1%	40.9%	28.6%	28.6%	45.5%	32.7%	25.0%	37.5%	23.1%	

Total(n)	13	66	287	7	22	98	4	40	169
Mean	2.00	1.74	1.90	2.00	1.73	1.86	2.00	1.75	1.96
Standard deviation	0.71	0.71	0.68	0.82	0.77	0.70	0.82	0.67	0.65
Significance	-			-			-		
Effect size	-	0.37	0.15	-	0.35	0.20	-	0.37	0.06
Child care									
Extensive	33.3%	14.3%	19.9%	20.0%	22.2%	18.5%	100.0%	11.1%	20.5%
Somewhat	16.7%	28.6%	31.6%	20.0%	22.2%	29.6%	0.0%	33.3%	34.6%
Not at all	50.0%	57.1%	48.5%	60.0%	55.6%	51.9%	0.0%	55.6%	44.9%
Total(n)	6	28	136	5	9	54	1	18	78
Mean	1.83	1.57	1.71	1.60	1.67	1.67	3.00	1.56	1.76
Standard deviation	0.98	0.74	0.78	0.89	0.87	0.78	.	0.70	0.78
Significance	-			-			-		
Effect size	-	0.35	0.15	-	-0.08	-0.09	-	2.06	1.59
My physical health									
Extensive	28.6%	11.9%	12.7%	25.0%	13.6%	11.8%	25.0%	9.8%	11.7%
Somewhat	64.3%	40.3%	43.3%	62.5%	31.8%	44.1%	75.0%	43.9%	45.0%
Not at all	7.1%	47.8%	44.0%	12.5%	54.5%	44.1%	0.0%	46.3%	43.3%
Total(n)	14	67	291	8	22	102	4	41	171
Mean	2.21	1.64	1.69	2.13	1.59	1.68	2.25	1.63	1.68
Standard deviation	0.58	0.69	0.69	0.64	0.73	0.68	0.50	0.66	0.67
Significance	-	**	**	-			-		
Effect size	-	0.83	0.75	-	0.74	0.66	-	0.94	0.85
My emotional well-being									
Extensive	7.1%	17.6%	16.4%	0.0%	17.4%	17.5%	25.0%	17.1%	15.2%
Somewhat	71.4%	38.2%	42.7%	75.0%	26.1%	37.9%	75.0%	46.3%	47.4%
Not at all	21.4%	44.1%	41.0%	25.0%	56.5%	44.7%	0.0%	36.6%	37.4%
Total(n)	14	68	293	8	23	103	4	41	171
Mean	1.86	1.74	1.75	1.75	1.61	1.73	2.25	1.80	1.78
Standard deviation	0.53	0.75	0.72	0.46	0.78	0.74	0.50	0.71	0.69
Significance	-			-			-		
Effect size	-	0.16	0.15	-	0.18	0.03	-	0.63	0.68
Please indicate the extent to which each of the following has been a source of stress for you during the past year:									
Review/promotion process									
Extensive	0.0%	5.7%	15.0%	0.0%	7.7%	15.3%	0.0%	5.0%	14.9%
Somewhat	0.0%	37.1%	41.8%	0.0%	38.5%	40.0%	0.0%	35.0%	44.7%
Not at all	100.0%	57.1%	43.2%	100.0%	53.8%	44.7%	0.0%	60.0%	40.4%
Total(n)	6	35	213	5	13	85	0	20	114
Mean	1.00	1.49	1.72	1.00	1.54	1.71	.	1.45	1.75
Standard deviation	0.00	0.61	0.71	0.00	0.66	0.72	.	0.60	0.70
Significance	-		*	-		*	-		
Effect size	-	-0.80	-1.01	-	-0.82	-0.99	-		
Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)									
Extensive	0.0%	6.0%	6.8%	0.0%	0.0%	2.2%	0.0%	6.5%	7.7%
Somewhat	25.0%	26.0%	23.7%	14.3%	6.3%	25.8%	50.0%	38.7%	23.2%
Not at all	75.0%	68.0%	69.5%	85.7%	93.8%	71.9%	50.0%	54.8%	69.0%

Total(n)	12	50	249	7	16	89	4	31	142	
Mean	1.25	1.38	1.37	1.14	1.06	1.30	1.50	1.52	1.39	
Standard deviation	0.45	0.60	0.61	0.38	0.25	0.51	0.58	0.63	0.63	
Significance	-			-			-			
Effect size	-	-0.22	-0.20	-	0.32	-0.31	-	-0.03	0.17	
Committee work										
Extensive	0.0%	0.0%	2.5%	0.0%	0.0%	1.6%	0.0%	0.0%	2.4%	
Somewhat	50.0%	18.2%	18.6%	25.0%	15.4%	15.9%	75.0%	16.7%	20.0%	
Not at all	50.0%	81.8%	78.9%	75.0%	84.6%	82.5%	25.0%	83.3%	77.6%	
Total(n)	8	33	161	4	13	63	4	18	85	Career Related Stress
Mean	1.50	1.18	1.24	1.25	1.15	1.19	1.75	1.17	1.25	
Standard deviation	0.53	0.39	0.48	0.50	0.38	0.43	0.50	0.38	0.49	
Significance	-			-			-	*	*	
Effect size	-	0.82	0.54	-	0.26	0.14	-	1.53	1.02	
Please indicate the extent to which each of the following has been a source of stress for you during the past year:										
Faculty meetings										
Extensive	0.0%	0.0%	2.5%	0.0%	0.0%	0.0%	0.0%	0.0%	3.7%	
Somewhat	11.1%	8.9%	18.6%	0.0%	0.0%	13.5%	25.0%	11.5%	20.4%	
Not at all	88.9%	91.1%	78.9%	100.0%	100.0%	86.5%	75.0%	88.5%	75.9%	
Total(n)	9	45	199	4	15	74	4	26	108	
Mean	1.11	1.09	1.24	1.00	1.00	1.14	1.25	1.12	1.28	
Standard deviation	0.33	0.29	0.48	0.00	0.00	0.34	0.50	0.33	0.53	
Significance	-			-			-			
Effect size	-	0.07	-0.27	-		-0.41	-	0.39	-0.06	
Students										
Extensive	6.7%	10.8%	8.1%	0.0%	4.8%	7.8%	25.0%	12.5%	7.5%	
Somewhat	53.3%	50.8%	52.9%	37.5%	47.6%	48.5%	75.0%	55.0%	57.2%	
Not at all	40.0%	38.5%	39.0%	62.5%	47.6%	43.7%	0.0%	32.5%	35.3%	
Total(n)	15	65	295	8	21	103	4	40	173	Career Related Stress
Mean	1.67	1.72	1.69	1.38	1.57	1.64	2.25	1.80	1.72	
Standard deviation	0.62	0.65	0.61	0.52	0.60	0.62	0.50	0.65	0.59	
Significance	-			-			-			
Effect size	-	-0.08	-0.03	-	-0.32	-0.42	-	0.69	0.90	
Research or publishing demands										
Extensive	0.0%	6.3%	7.2%	0.0%	0.0%	4.9%	0.0%	5.9%	7.5%	
Somewhat	28.6%	28.1%	24.8%	0.0%	7.7%	16.4%	66.7%	47.1%	33.8%	
Not at all	71.4%	65.6%	68.0%	100.0%	92.3%	78.7%	33.3%	47.1%	58.8%	
Total(n)	7	32	153	4	13	61	3	17	80	Career Related Stress
Mean	1.29	1.41	1.39	1.00	1.08	1.26	1.67	1.59	1.49	
Standard deviation	0.49	0.61	0.62	0.00	0.28	0.54	0.58	0.62	0.64	
Significance	-			-			-			
Effect size	-	-0.20	-0.16	-	-0.29	-0.48	-	0.13	0.28	
Please indicate the extent to which each of the following has been a source of stress for you during the past year:										
Institutional procedures and "red tape"										
Extensive	0.0%	10.0%	11.2%	0.0%	6.3%	9.3%	0.0%	9.4%	11.3%	
Somewhat	7.7%	32.0%	40.7%	0.0%	25.0%	39.5%	25.0%	37.5%	42.6%	Career Related

Not at all	92.3%	58.0%	48.1%	100.0%	68.8%	51.2%	75.0%	53.1%	46.1%	Career Related Stress
Total(n)	13	50	241	6	16	86	4	32	141	
Mean	1.08	1.52	1.63	1.00	1.38	1.58	1.25	1.56	1.65	
Standard deviation	0.28	0.68	0.68	0.00	0.62	0.66	0.50	0.67	0.68	
Significance	-	*	**	-		*	-			
Effect size	-	-0.65	-0.81	-	-0.61	-0.88	-	-0.46	-0.59	
Teaching load										Career Related Stress
Extensive	0.0%	10.6%	14.7%	0.0%	0.0%	12.4%	0.0%	15.0%	16.1%	
Somewhat	40.0%	27.3%	30.5%	12.5%	18.2%	26.7%	75.0%	35.0%	33.9%	
Not at all	60.0%	62.1%	54.8%	87.5%	81.8%	61.0%	25.0%	50.0%	50.0%	
Total(n)	15	66	292	8	22	105	4	40	168	
Mean	1.40	1.48	1.60	1.13	1.18	1.51	1.75	1.65	1.66	
Standard deviation	0.51	0.68	0.73	0.35	0.39	0.71	0.50	0.74	0.74	
Significance	-			-			-			
Effect size	-	-0.12	-0.27	-	-0.13	-0.54	-	0.14	0.12	
Lack of personal time										Career Related Stress
Extensive	6.7%	15.9%	20.5%	0.0%	8.7%	17.1%	25.0%	19.4%	22.5%	
Somewhat	26.7%	28.6%	35.0%	12.5%	26.1%	33.3%	50.0%	30.6%	38.8%	
Not at all	66.7%	55.6%	44.5%	87.5%	65.2%	49.5%	25.0%	50.0%	38.8%	
Total(n)	15	63	283	8	23	105	4	36	160	
Mean	1.40	1.60	1.76	1.13	1.43	1.68	2.00	1.69	1.84	
Standard deviation	0.63	0.75	0.77	0.35	0.66	0.75	0.82	0.79	0.77	
Significance	-			-		*	-			
Effect size	-	-0.27	-0.47	-	-0.45	-0.73	-	0.39	0.21	
Job security										Career Related Stress
Extensive	7.7%	29.7%	34.4%	0.0%	26.1%	35.5%	33.3%	32.4%	36.0%	
Somewhat	30.8%	26.6%	35.4%	25.0%	13.0%	30.8%	33.3%	35.1%	38.4%	
Not at all	61.5%	43.8%	30.2%	75.0%	60.9%	33.6%	33.3%	32.4%	25.6%	
Total(n)	13	64	288	8	23	107	3	37	164	
Mean	1.46	1.86	2.04	1.25	1.65	2.02	2.00	2.00	2.10	
Standard deviation	0.66	0.85	0.80	0.46	0.88	0.84	1.00	0.82	0.78	
Significance	-		*	-		*	-			
Effect size	-	-0.47	-0.73	-	-0.45	-0.92	-	0.00	-0.13	
Self-imposed high expectations										Career Related Stress
Extensive	33.3%	32.8%	27.2%	12.5%	21.7%	25.5%	100.0%	40.5%	30.2%	
Somewhat	26.7%	31.3%	48.0%	12.5%	34.8%	46.2%	0.0%	29.7%	49.7%	
Not at all	40.0%	35.9%	24.8%	75.0%	43.5%	28.3%	0.0%	29.7%	20.1%	
Total(n)	15	64	294	8	23	106	4	37	169	
Mean	1.93	1.97	2.02	1.38	1.78	1.97	3.00	2.11	2.10	
Standard deviation	0.88	0.84	0.72	0.74	0.80	0.74	0.00	0.84	0.70	
Significance	-			-		*	-	*	*	
Effect size	-	-0.05	-0.13	-	-0.50	-0.80	-	1.06	1.29	
Increased work responsibilities										Career Related Stress
Extensive	14.3%	15.9%	12.6%	0.0%	9.1%	9.8%	50.0%	18.9%	14.0%	
Somewhat	35.7%	28.6%	37.1%	14.3%	18.2%	39.2%	25.0%	37.8%	38.9%	
Not at all	50.0%	55.6%	50.4%	85.7%	72.7%	51.0%	25.0%	43.2%	47.1%	
Total(n)	14	63	278	7	22	102	4	37	157	
Mean	1.64	1.60	1.62	1.14	1.36	1.59	2.25	1.76	1.67	
Standard deviation	0.74	0.75	0.70	0.38	0.66	0.67	0.96	0.76	0.71	

Significance	-			-			-			
Effect size	-	0.05	0.03	-	-0.33	-0.67	-	0.64	0.82	
Institutional budget cuts										
Extensive	15.4%	16.4%	20.6%	0.0%	0.0%	16.8%	50.0%	27.3%	22.7%	
Somewhat	23.1%	34.5%	36.4%	14.3%	42.1%	37.9%	0.0%	30.3%	36.9%	
Not at all	61.5%	49.1%	43.1%	85.7%	57.9%	45.3%	50.0%	42.4%	40.4%	
Total(n)	13	55	253	7	19	95	4	33	141	
Mean	1.54	1.67	1.77	1.14	1.42	1.72	2.00	1.85	1.82	
Standard deviation	0.78	0.75	0.77	0.38	0.51	0.74	1.15	0.83	0.78	
Significance	-			-		*	-			
Effect size	-	-0.17	-0.30	-	-0.55	-0.78	-	0.18	0.23	
Have you been sexually harassed at this institution?										
Yes	0.0%	2.8%	4.4%	0.0%	0.0%	1.6%	0.0%	4.8%	5.8%	
No	100.0%	97.2%	95.6%	100.0%	100.0%	98.4%	100.0%	95.2%	94.2%	
Total(n)	16	71	340	8	24	127	5	42	191	
In the past year, have you:										
Considered leaving academe for another job?										
Yes	6.7%	38.6%	34.1%	0.0%	25.0%	37.4%	25.0%	46.3%	32.6%	
No	93.3%	61.4%	65.9%	100.0%	75.0%	62.6%	75.0%	53.7%	67.4%	
Total(n)	15	70	317	8	24	115	4	41	181	
Considered leaving this institution for another?										
Yes	6.7%	37.7%	35.0%	0.0%	21.7%	38.6%	25.0%	46.3%	32.4%	
No	93.3%	62.3%	65.0%	100.0%	78.3%	61.4%	75.0%	53.7%	67.6%	
Total(n)	15	69	317	8	23	114	4	41	182	
Engaged in public service/professional consulting without pay?										
Yes	40.0%	46.4%	43.4%	50.0%	34.8%	43.9%	50.0%	51.2%	43.6%	Civic Minded Practice
No	60.0%	53.6%	56.6%	50.0%	65.2%	56.1%	50.0%	48.8%	56.4%	
Total(n)	15	69	316	8	23	114	4	41	181	
Received at least one firm job offer elsewhere?										
Yes	0.0%	30.4%	26.2%	0.0%	21.7%	24.6%	0.0%	36.6%	28.0%	
No	100.0%	69.6%	73.8%	100.0%	78.3%	75.4%	100.0%	63.4%	72.0%	
Total(n)	14	69	317	7	23	114	4	41	182	
For each of the following items, please mark either Yes or No.										
Are you a member of a faculty union?										
Yes	0.0%	4.3%	54.1%	0.0%	0.0%	55.3%	0.0%	7.1%	54.7%	
No	100.0%	95.7%	45.9%	100.0%	100.0%	44.7%	100.0%	92.9%	45.3%	
Total(n)	15	70	316	8	23	114	4	42	181	
Do you plan to retire within the next three years?										
Yes	13.3%	5.7%	11.4%	0.0%	0.0%	11.4%	25.0%	7.1%	10.0%	
No	86.7%	94.3%	88.6%	100.0%	100.0%	88.6%	75.0%	92.9%	90.0%	
Total(n)	15	70	315	8	23	114	4	42	180	
For each of the following items, please mark either Yes or No.										
Have you ever interrupted your professional career for more than one year for family reasons?										
Yes	0.0%	25.7%	19.1%	0.0%	17.4%	15.2%	0.0%	28.6%	20.4%	
No	100.0%	74.3%	80.9%	100.0%	82.6%	84.8%	100.0%	71.4%	79.6%	
Total(n)	15	70	314	8	23	112	4	42	181	

Have you ever been formally recognized for outstanding teaching at this institution?									
Yes	20.0%	22.9%	13.3%	25.0%	17.4%	12.3%	25.0%	23.8%	14.4%
No	80.0%	77.1%	86.7%	75.0%	82.6%	87.7%	75.0%	76.2%	85.6%
Total(n)	15	70	316	8	23	114	4	42	181
Citizenship status:									
U.S. citizen	93.8%	98.6%	97.9%	100.0%	100.0%	97.6%	80.0%	97.6%	97.9%
Permanent resident (green card)	0.0%	0.0%	1.2%	0.0%	0.0%	1.6%	0.0%	0.0%	1.1%
Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)	6.3%	0.0%	0.3%	0.0%	0.0%	0.8%	20.0%	0.0%	0.0%
None of the above	0.0%	1.4%	0.6%	0.0%	0.0%	0.0%	0.0%	2.4%	1.1%
Total(n)	16	71	339	8	24	127	5	42	190
How would you characterize your political views?									
Far right	6.7%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%
Conservative	20.0%	16.2%	11.4%	42.9%	16.7%	11.2%	0.0%	15.4%	10.6%
Middle-of-the-road	53.3%	38.2%	35.8%	57.1%	41.7%	44.0%	60.0%	33.3%	30.6%
Liberal	20.0%	33.8%	41.7%	0.0%	33.3%	32.8%	40.0%	38.5%	48.3%
Far left	0.0%	11.8%	10.8%	0.0%	8.3%	12.0%	0.0%	12.8%	10.0%
Total(n)	15	68	324	7	24	125	5	39	180
If given the choice, would you:									
Still come to this institution?									
Definitely yes	75.0%	53.5%	55.7%	62.5%	62.5%	52.4%	80.0%	50.0%	57.6%
Probably yes	18.8%	32.4%	30.7%	37.5%	25.0%	28.6%	0.0%	33.3%	31.5%
Not sure	6.3%	11.3%	9.3%	0.0%	12.5%	11.9%	20.0%	11.9%	8.2%
Probably no	0.0%	0.0%	2.4%	0.0%	0.0%	4.0%	0.0%	0.0%	1.6%
Definitely no	0.0%	2.8%	1.8%	0.0%	0.0%	3.2%	0.0%	4.8%	1.1%
Total(n)	16	71	332	8	24	126	5	42	184
Mean	4.69	4.34	4.36	4.63	4.50	4.23	4.60	4.24	4.43
Standard deviation	0.60	0.89	0.88	0.52	0.72	1.02	0.89	1.01	0.80
Significance	-			-			-		
Effect size	-	0.39	0.38	-	0.18	0.39	-	0.36	0.21
Still be a college professor?									
Definitely yes	75.0%	66.2%	65.4%	50.0%	58.3%	62.4%	100.0%	71.4%	67.6%
Probably yes	25.0%	25.4%	23.9%	50.0%	29.2%	24.0%	0.0%	21.4%	23.9%
Not sure	0.0%	7.0%	7.2%	0.0%	12.5%	8.8%	0.0%	4.8%	5.9%
Probably no	0.0%	1.4%	2.7%	0.0%	0.0%	4.0%	0.0%	2.4%	2.1%
Definitely no	0.0%	0.0%	0.9%	0.0%	0.0%	0.8%	0.0%	0.0%	0.5%
Total(n)	16	71	335	8	24	125	5	42	188
Mean	4.75	4.56	4.50	4.50	4.46	4.43	5.00	4.62	4.56
Standard deviation	0.45	0.69	0.81	0.53	0.72	0.87	0.00	0.70	0.75
Significance	-			-			-		
Effect size	-	0.28	0.31	-	0.06	0.08	-	0.54	0.59
Total salary from teaching at this institution for this academic year for part-time faculty.									
Less than \$5,000	40.0%	22.5%	10.8%	37.5%	25.0%	8.8%	25.0%	21.4%	11.1%
\$5,000-9,999	40.0%	40.8%	25.7%	50.0%	41.7%	25.4%	25.0%	42.9%	26.7%
\$10,000-14,999	13.3%	21.1%	16.5%	12.5%	20.8%	17.5%	25.0%	19.0%	16.7%
\$15,000-19,999	0.0%	9.9%	12.7%	0.0%	8.3%	14.0%	0.0%	9.5%	11.1%
\$20,000-24,999	0.0%	2.8%	7.6%	0.0%	0.0%	6.1%	0.0%	4.8%	8.9%
\$25,000-29,999	0.0%	0.0%	6.7%	0.0%	0.0%	7.0%	0.0%	0.0%	6.7%

\$30,000-34,999	6.7%	0.0%	3.2%	0.0%	0.0%	1.8%	25.0%	0.0%	4.4%
\$35,000-39,999	0.0%	1.4%	3.5%	0.0%	0.0%	3.5%	0.0%	2.4%	3.9%
\$40,000-44,999	0.0%	0.0%	2.9%	0.0%	0.0%	2.6%	0.0%	0.0%	2.8%
\$45,000-49,999	0.0%	0.0%	1.6%	0.0%	0.0%	1.8%	0.0%	0.0%	1.7%
\$50,000-59,999	0.0%	0.0%	3.2%	0.0%	0.0%	4.4%	0.0%	0.0%	2.8%
\$60,000-69,999	0.0%	0.0%	3.2%	0.0%	0.0%	5.3%	0.0%	0.0%	1.7%
\$70,000-79,999	0.0%	0.0%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%
\$80,000-89,999	0.0%	0.0%	0.6%	0.0%	0.0%	0.9%	0.0%	0.0%	0.0%
\$90,000-99,999	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%
\$100,000 or more	0.0%	1.4%	0.3%	0.0%	4.2%	0.9%	0.0%	0.0%	0.0%
Total(n)	15	71	315	8	24	114	4	42	180
Per-Course earnings for part-time faculty.									
Less than \$500	0.0%	1.4%	2.3%	0.0%	0.0%	0.9%	0.0%	2.4%	2.9%
\$500-999	21.4%	13.0%	10.4%	25.0%	17.4%	10.0%	25.0%	9.5%	10.5%
\$1,000-1,499	7.1%	8.7%	8.4%	0.0%	13.0%	7.3%	0.0%	7.1%	9.3%
\$1,500-1,999	14.3%	8.7%	6.7%	12.5%	0.0%	3.6%	0.0%	11.9%	8.1%
\$2,000-2,499	35.7%	18.8%	8.4%	62.5%	26.1%	11.8%	0.0%	14.3%	6.4%
\$2,500-2,999	0.0%	20.3%	13.0%	0.0%	13.0%	14.5%	0.0%	26.2%	13.4%
\$3,000-3,499	0.0%	11.6%	11.7%	0.0%	17.4%	10.0%	0.0%	9.5%	12.2%
\$3,500-3,999	7.1%	10.1%	5.7%	0.0%	4.3%	3.6%	25.0%	11.9%	6.4%
\$4,000-4,499	0.0%	5.8%	6.4%	0.0%	8.7%	4.5%	0.0%	4.8%	7.6%
\$4,500-4,999	0.0%	0.0%	3.7%	0.0%	0.0%	3.6%	0.0%	0.0%	2.9%
\$5,000-5,499	7.1%	0.0%	9.4%	0.0%	0.0%	10.9%	25.0%	0.0%	8.7%
\$5,500-5,999	0.0%	0.0%	2.3%	0.0%	0.0%	2.7%	0.0%	0.0%	2.3%
\$6,000-6,499	0.0%	0.0%	5.4%	0.0%	0.0%	8.2%	0.0%	0.0%	4.1%
\$6,500-6,999	7.1%	0.0%	0.7%	0.0%	0.0%	1.8%	25.0%	0.0%	0.0%
\$7,000-7,499	0.0%	0.0%	1.3%	0.0%	0.0%	1.8%	0.0%	0.0%	1.2%
\$7,500-7,999	0.0%	1.4%	1.3%	0.0%	0.0%	0.9%	0.0%	2.4%	1.7%
\$8,000-8,499	0.0%	0.0%	0.3%	0.0%	0.0%	0.9%	0.0%	0.0%	0.0%
\$8,500-8,999	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%
\$9,000-9,499	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%
\$9,500-9,999	0.0%	0.0%	0.3%	0.0%	0.0%	0.9%	0.0%	0.0%	0.0%
\$10,000 or more	0.0%	0.0%	1.3%	0.0%	0.0%	1.8%	0.0%	0.0%	1.2%
Total(n)	14	69	299	8	23	110	4	42	172
Highest Degree Earned									
Bachelor's (B.A., B.S., etc.)	12.5%	4.2%	4.4%	0.0%	8.3%	6.3%	20.0%	2.4%	3.7%
Master's (M.A., M.S.)	25.0%	52.1%	49.6%	25.0%	45.8%	44.9%	20.0%	57.1%	53.7%
Terminal Master's (M.F.A., M.B.A.)	12.5%	4.2%	9.4%	25.0%	8.3%	11.0%	0.0%	0.0%	7.9%
J.D.	18.8%	1.4%	2.4%	37.5%	0.0%	2.4%	0.0%	2.4%	2.6%
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	1.4%	0.3%	0.0%	0.0%	0.0%	0.0%	2.4%	0.5%
Ph.D.	18.8%	26.8%	25.4%	0.0%	33.3%	31.5%	60.0%	23.8%	21.6%
Professional Doctorate (Ed.D., Psy.D., etc.)	6.3%	4.2%	5.9%	0.0%	0.0%	3.1%	0.0%	7.1%	6.3%
Other	6.3%	5.6%	2.7%	12.5%	4.2%	0.8%	0.0%	4.8%	3.7%
Total(n)	16	71	339	8	24	127	5	42	190
Degree Currently Working On									
Bachelor's (B.A., B.S., etc.)	0.0%	1.4%	0.6%	0.0%	0.0%	0.0%	0.0%	2.4%	1.1%
Master's (M.A., M.S.)	6.7%	8.6%	4.8%	0.0%	12.5%	5.3%	25.0%	4.9%	3.9%
Terminal Master's (M.F.A., M.B.A.)	0.0%	0.0%	0.6%	0.0%	0.0%	0.9%	0.0%	0.0%	0.6%

J.D.	0.0%	0.0%	0.3%	0.0%	0.0%	0.9%	0.0%	0.0%	0.0%	
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Ph.D.	0.0%	8.6%	4.8%	0.0%	4.2%	4.4%	0.0%	12.2%	5.6%	
Professional Doctorate (Ed.D., Psy.D., etc.)	0.0%	4.3%	1.6%	0.0%	0.0%	0.9%	0.0%	7.3%	2.2%	
Other	0.0%	4.3%	1.9%	0.0%	4.2%	0.9%	0.0%	2.4%	1.7%	
None	93.3%	72.9%	85.3%	100.0%	79.2%	86.7%	75.0%	70.7%	84.8%	
Total(n)	15	70	313	8	24	113	4	41	178	
Are you currently serving in an administrative position as:										
Department chair	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%	
Dean (including Associate or Assistant)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Vice-president	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Provost	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Other	0.0%	3.2%	1.9%	0.0%	3.3%	2.5%	0.0%	3.4%	1.7%	
Not applicable	65.2%	70.5%	71.3%	61.5%	76.7%	70.7%	57.1%	67.2%	71.8%	
Total(n)	23	95	428	13	30	157	7	58	241	
Race/Ethnicity - mark all that apply (total may add to more than 100%)										
American Indian or Alaska Native	0.0%	0.0%	1.8%	0.0%	0.0%	2.4%	0.0%	0.0%	1.6%	
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	0.0%	0.0%	3.0%	0.0%	0.0%	0.8%	0.0%	0.0%	4.9%	
Filipina/o/x	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%	
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.0%	0.0%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%	1.6%	
South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	6.7%	0.0%	0.9%	0.0%	0.0%	0.8%	20.0%	0.0%	0.5%	
Other Asian	0.0%	0.0%	0.3%	0.0%	0.0%	0.8%	0.0%	0.0%	0.0%	
African American/Black	6.7%	20.0%	7.6%	12.5%	12.5%	7.1%	0.0%	24.4%	7.7%	
African	0.0%	1.4%	0.6%	0.0%	4.2%	0.8%	0.0%	0.0%	0.5%	
Caribbean	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%	
Other Black	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Mexican American/Chicana/o/x	0.0%	1.4%	4.3%	0.0%	0.0%	4.0%	0.0%	0.0%	3.8%	
Puerto Rican	0.0%	0.0%	0.6%	0.0%	0.0%	0.8%	0.0%	0.0%	0.5%	
Central American	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%	
South American	0.0%	0.0%	1.5%	0.0%	0.0%	0.8%	0.0%	0.0%	1.6%	
Other Hispanic or Latina/o/x	0.0%	1.4%	1.2%	0.0%	0.0%	0.8%	0.0%	2.4%	1.6%	
Middle Eastern	0.0%	1.4%	4.6%	0.0%	0.0%	4.8%	0.0%	2.4%	4.9%	
European	73.3%	64.3%	69.0%	87.5%	75.0%	70.6%	40.0%	61.0%	68.3%	
Other White	13.3%	11.4%	11.9%	0.0%	8.3%	11.9%	40.0%	12.2%	12.0%	
Other	0.0%	2.9%	2.7%	0.0%	0.0%	3.2%	0.0%	2.4%	1.6%	
Total(n)	15	70	329	8	24	126	5	41	183	
Race/Ethnicity Group (with multiple race category)										
Native American/Alaska Native	0.0%	0.0%	0.3%	0.0%	0.0%	0.8%	0.0%	0.0%	0.0%	
Asian/Pacific Islander	6.7%	0.0%	4.3%	0.0%	0.0%	1.6%	20.0%	0.0%	6.0%	
Black/African American	6.7%	21.4%	7.6%	12.5%	16.7%	4.8%	0.0%	24.4%	9.3%	
Latina/o/x	0.0%	0.0%	4.3%	0.0%	0.0%	5.6%	0.0%	0.0%	3.3%	
White	86.7%	72.9%	74.5%	87.5%	83.3%	78.6%	80.0%	70.7%	73.2%	
Other Race/Ethnicity	0.0%	2.9%	2.1%	0.0%	0.0%	3.2%	0.0%	2.4%	0.5%	

Two or More Races/Ethnicities	0.0%	2.9%	7.0%	0.0%	0.0%	5.6%	0.0%	2.4%	7.7%
Total (n)	15	70	329	8	24	126	5	41	183
Is English your native language?									
Yes	93.8%	97.1%	93.7%	100.0%	95.7%	90.5%	80.0%	97.6%	95.7%
No	6.3%	2.9%	6.3%	0.0%	4.3%	9.5%	20.0%	2.4%	4.3%
Total(n)	16	70	335	8	23	126	5	42	187
What is your sexual orientation?									
Heterosexual/straight	92.9%	94.0%	90.0%	100.0%	100.0%	93.4%	100.0%	92.5%	89.0%
Gay	7.1%	0.0%	1.3%	0.0%	0.0%	3.3%	0.0%	0.0%	0.0%
Lesbian	0.0%	1.5%	1.9%	0.0%	0.0%	0.0%	0.0%	2.5%	2.2%
Bisexual	0.0%	3.0%	2.2%	0.0%	0.0%	0.8%	0.0%	5.0%	2.7%
Queer	0.0%	1.5%	2.2%	0.0%	0.0%	0.0%	0.0%	0.0%	3.3%
Pansexual	0.0%	0.0%	1.3%	0.0%	0.0%	0.8%	0.0%	0.0%	1.6%
Asexual	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%
Not listed above	0.0%	0.0%	0.9%	0.0%	0.0%	1.6%	0.0%	0.0%	0.5%
Total (n)	14	67	320	8	23	122	4	40	182
Do you identify as transgender?									
No	100.0%	98.9%	99.5%	100.0%	100.0%	100.0%	100.0%	100.0%	99.6%
Yes	0.0%	1.1%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%
Total(n)	23	95	424	13	30	156	7	58	241
How many children do you have in the following age ranges?									
Under 18 years old									
0	50.0%	73.7%	66.7%	42.9%	80.0%	67.4%	50.0%	71.8%	65.4%
1	16.7%	8.8%	16.3%	14.3%	0.0%	14.7%	25.0%	10.3%	17.3%
2	16.7%	8.8%	12.1%	14.3%	20.0%	14.7%	25.0%	5.1%	10.9%
3	0.0%	7.0%	3.4%	0.0%	0.0%	2.1%	0.0%	10.3%	4.5%
4+	16.7%	1.8%	1.5%	28.6%	0.0%	1.1%	0.0%	2.6%	1.9%
Total(n)	12	57	264	7	15	95	4	39	156
18 years or older									
0	31.3%	44.3%	49.0%	25.0%	31.8%	38.8%	40.0%	55.9%	58.7%
1	18.8%	11.5%	13.5%	12.5%	13.6%	14.7%	40.0%	5.9%	12.0%
2	25.0%	26.2%	21.1%	25.0%	22.7%	25.0%	0.0%	26.5%	16.8%
3	25.0%	14.8%	11.8%	37.5%	27.3%	16.4%	20.0%	8.8%	9.6%
4+	0.0%	3.3%	4.6%	0.0%	4.5%	5.2%	0.0%	2.9%	3.0%
Total(n)	16	61	304	8	22	116	5	34	167
How satisfied are you with the availability of child care at this institution?									
Very satisfied	0.0%	0.0%	28.6%	0.0%	0.0%	14.3%	0.0%	0.0%	30.0%
Satisfied	0.0%	0.0%	21.4%	0.0%	0.0%	14.3%	0.0%	0.0%	25.0%
Marginally satisfied	50.0%	0.0%	3.6%	50.0%	0.0%	14.3%	0.0%	0.0%	0.0%
Not satisfied	50.0%	100.0%	46.4%	50.0%	0.0%	57.1%	0.0%	100.0%	45.0%
Total(n)	2	1	28	2	0	7	0	1	20
Mean	1.50	1.00	2.32	1.50	.	1.86	.	1.00	2.40
Standard deviation	0.71	.	1.33	0.71	.	1.21	.	.	1.35
Significance	-			-			-		
Effect size	-		-0.62	-		-0.30	-		
Please enter the four-digit year that each of the following occurred.									
Year of birth									
1993 or later	0.0%	1.5%	1.9%	0.0%	4.3%	1.7%	0.0%	0.0%	2.3%

1982 - 1986	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
1987 - 1991	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
1992 - 1996	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
1997 - 2001	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2002 - 2006	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2007 - 2011	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2012 or later	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	0	0	0	0	0	0	0	0	0
Aggregated Major									
Agriculture/natural resources/related (General Area 1)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Biological and biomedical sciences (General Area 5)	6.3%	7.1%	3.6%	0.0%	8.7%	2.4%	20.0%	4.8%	4.3%
Business/management/marketing/related (General Area 6)	6.3%	11.4%	6.4%	12.5%	17.4%	9.8%	0.0%	7.1%	3.8%
Education (General Area 10 and Specific Discipline 2102)	12.5%	18.6%	17.0%	0.0%	8.7%	11.4%	20.0%	23.8%	18.4%
Engineering technologies/technicians (General Area 11)	0.0%	0.0%	2.7%	0.0%	0.0%	6.5%	0.0%	0.0%	0.0%
English language and literature/letters (General Area 12)	0.0%	10.0%	9.4%	0.0%	13.0%	8.1%	0.0%	9.5%	10.3%
Health professions/clinical sciences (General Area 15)	18.8%	5.7%	5.5%	0.0%	0.0%	2.4%	40.0%	7.1%	7.0%
History or Political Science (Specific Discipline 3007,3009)	0.0%	1.4%	4.2%	0.0%	4.3%	7.3%	0.0%	0.0%	2.7%
Humanities (General Area 14,24)	0.0%	4.3%	4.8%	0.0%	0.0%	4.9%	0.0%	7.1%	4.9%
Fine Arts (General Area 2,4,22)	0.0%	7.1%	10.3%	0.0%	8.7%	7.3%	0.0%	7.1%	13.0%
Mathematics and Statistics (General Area 18)	0.0%	2.9%	5.2%	0.0%	8.7%	5.7%	0.0%	0.0%	4.3%
Physical Sciences (General Area 25)	6.3%	2.9%	4.2%	12.5%	8.7%	8.1%	0.0%	0.0%	2.2%
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	12.5%	15.7%	12.4%	12.5%	8.7%	10.6%	20.0%	19.0%	14.1%
Other Technical (General Area 8,19,28)	0.0%	1.4%	0.9%	0.0%	4.3%	1.6%	0.0%	0.0%	0.5%
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	37.5%	11.4%	13.3%	62.5%	8.7%	13.8%	0.0%	14.3%	14.6%
Total(n)	16	70	330	8	23	123	5	42	185
Aggregated Department									
Agriculture/natural resources/related (General Area 1)	0.0%	0.0%	0.6%	0.0%	0.0%	0.8%	0.0%	0.0%	0.5%
Biological and biomedical sciences (General Area 5)	6.3%	8.6%	3.6%	0.0%	8.7%	2.4%	20.0%	7.1%	4.3%
Business/management/marketing/related (General Area 6)	18.8%	8.6%	6.3%	37.5%	13.0%	8.1%	0.0%	4.8%	4.8%
Education (General Area 10 and Specific Discipline 2102)	12.5%	10.0%	9.6%	0.0%	4.3%	3.2%	20.0%	11.9%	12.4%
Engineering technologies/technicians (General Area 11)	0.0%	0.0%	2.4%	0.0%	0.0%	5.6%	0.0%	0.0%	0.0%
English language and literature/letters (General Area 12)	0.0%	10.0%	7.8%	0.0%	13.0%	6.5%	0.0%	9.5%	9.1%
Health professions/clinical sciences (General Area 15)	18.8%	5.7%	7.5%	0.0%	0.0%	4.8%	40.0%	7.1%	8.6%
History or Political Science (Specific Discipline 3007,3009)	0.0%	1.4%	4.2%	0.0%	4.3%	7.3%	0.0%	0.0%	2.7%
Humanities (General Area 14,24)	0.0%	4.3%	6.3%	0.0%	0.0%	8.9%	0.0%	7.1%	4.8%
Fine Arts (General Area 2,4,22)	0.0%	8.6%	11.4%	0.0%	8.7%	7.3%	0.0%	9.5%	14.5%
Mathematics and Statistics (General Area 18)	0.0%	4.3%	6.6%	0.0%	13.0%	8.9%	0.0%	0.0%	4.8%
Physical Sciences (General Area 25)	6.3%	7.1%	5.4%	12.5%	17.4%	10.5%	0.0%	2.4%	2.7%
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	0.0%	17.1%	11.7%	0.0%	4.3%	9.7%	0.0%	23.8%	12.9%
Other Technical (General Area 8,19,28)	0.0%	2.9%	1.8%	0.0%	8.7%	4.0%	0.0%	0.0%	0.5%
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	37.5%	11.4%	14.5%	50.0%	4.3%	12.1%	20.0%	16.7%	17.2%
Total(n)	16	70	332	8	23	124	5	42	186
Faculty works in a STEM department									
Yes	21.7%	17.9%	19.2%	7.7%	33.3%	25.5%	42.9%	10.3%	14.9%
No	78.3%	82.1%	80.8%	92.3%	66.7%	74.5%	57.1%	89.7%	85.1%
Total(n)	23	95	428	13	30	157	7	58	241

Optional Question 1				
A	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	
C	12.5%	12.5%	0.0%	
D	56.3%	75.0%	20.0%	
E	31.3%	12.5%	80.0%	
Total(n)	16	8	5	
Optional Question 2				
A	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	
C	31.3%	37.5%	20.0%	
D	50.0%	50.0%	40.0%	
E	18.8%	12.5%	40.0%	
Total(n)	16	8	5	
Optional Question 3				
A	0.0%	0.0%	0.0%	
B	6.3%	12.5%	0.0%	
C	37.5%	25.0%	40.0%	
D	37.5%	50.0%	20.0%	
E	18.8%	12.5%	40.0%	
Total(n)	16	8	5	
Optional Question 4				
A	0.0%	0.0%	0.0%	
B	12.5%	12.5%	20.0%	
C	31.3%	37.5%	20.0%	
D	43.8%	50.0%	40.0%	
E	12.5%	0.0%	20.0%	
Total(n)	16	8	5	
Optional Question 5				
A	0.0%	0.0%	0.0%	
B	20.0%	12.5%	0.0%	
C	40.0%	62.5%	25.0%	
D	33.3%	25.0%	75.0%	
E	6.7%	0.0%	0.0%	
Total(n)	15	8	4	
Optional Question 6				
A	0.0%	0.0%	0.0%	
B	6.3%	12.5%	0.0%	
C	37.5%	37.5%	40.0%	
D	31.3%	37.5%	20.0%	
E	25.0%	12.5%	40.0%	
Total(n)	16	8	5	
Optional Question 7				
A	0.0%	0.0%	0.0%	
B	31.3%	25.0%	40.0%	
C	43.8%	50.0%	40.0%	
D	6.3%	12.5%	0.0%	
E	18.8%	12.5%	20.0%	
Total(n)	16	8	5	

Optional Question 8				
A	0.0%	0.0%	0.0%	
B	6.3%	0.0%	20.0%	
C	31.3%	37.5%	0.0%	
D	37.5%	50.0%	40.0%	
E	25.0%	12.5%	40.0%	
Total(n)	16	8	5	
Optional Question 9				
A	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	
C	46.7%	50.0%	25.0%	
D	20.0%	12.5%	50.0%	
E	33.3%	37.5%	25.0%	
Total(n)	15	8	4	
Optional Question 10				
A	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	
C	12.5%	12.5%	20.0%	
D	62.5%	75.0%	40.0%	
E	25.0%	12.5%	40.0%	
Total(n)	16	8	5	
Optional Question 11				
A	0.0%	0.0%	0.0%	
B	12.5%	0.0%	40.0%	
C	25.0%	12.5%	20.0%	
D	31.3%	50.0%	20.0%	
E	31.3%	37.5%	20.0%	
Total(n)	16	8	5	
Optional Question 12				
A	0.0%	0.0%	0.0%	
B	6.7%	0.0%	25.0%	
C	46.7%	50.0%	50.0%	
D	26.7%	37.5%	0.0%	
E	20.0%	12.5%	25.0%	
Total(n)	15	8	4	
Optional Question 13				
A	0.0%	0.0%	0.0%	
B	6.3%	12.5%	0.0%	
C	50.0%	50.0%	80.0%	
D	25.0%	25.0%	0.0%	
E	18.8%	12.5%	20.0%	
Total(n)	16	8	5	
Optional Question 14				
A	12.5%	12.5%	20.0%	
B	87.5%	87.5%	80.0%	
C	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	
Total(n)	16	8	5	

Optional Question 15				
A	0.0%	0.0%	0.0%	
B	6.7%	0.0%	25.0%	
C	80.0%	87.5%	50.0%	
D	6.7%	12.5%	0.0%	
E	6.7%	0.0%	25.0%	
Total(n)	15	8	4	
Optional Question 16				
A	0.0%	0.0%	0.0%	
B	12.5%	12.5%	20.0%	
C	75.0%	75.0%	60.0%	
D	12.5%	12.5%	20.0%	
E	0.0%	0.0%	0.0%	
Total(n)	16	8	5	
Optional Question 17				
A	0.0%	0.0%	0.0%	
B	6.3%	0.0%	20.0%	
C	75.0%	87.5%	60.0%	
D	12.5%	12.5%	0.0%	
E	6.3%	0.0%	20.0%	
Total(n)	16	8	5	
Optional Question 18				
A	0.0%	0.0%	0.0%	
B	6.3%	0.0%	20.0%	
C	68.8%	75.0%	60.0%	
D	25.0%	25.0%	20.0%	
E	0.0%	0.0%	0.0%	
Total(n)	16	8	5	
Optional Question 19				
A	0.0%	0.0%	0.0%	
B	25.0%	25.0%	20.0%	
C	68.8%	75.0%	60.0%	
D	6.3%	0.0%	20.0%	
E	0.0%	0.0%	0.0%	
Total(n)	16	8	5	
Optional Question 20				
A	0.0%	0.0%	0.0%	
B	6.3%	0.0%	20.0%	
C	62.5%	75.0%	20.0%	
D	18.8%	25.0%	20.0%	
E	12.5%	0.0%	40.0%	
Total(n)	16	8	5	
Optional Question 21				
A	31.3%	25.0%	40.0%	
B	68.8%	75.0%	60.0%	
C	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	
Total(n)	16	8	5	

Optional Question 22				
A	0.0%	0.0%	0.0%	
B	6.3%	12.5%	0.0%	
C	75.0%	62.5%	80.0%	
D	18.8%	25.0%	20.0%	
E	0.0%	0.0%	0.0%	
Total(n)	16	8	5	
Optional Question 23				
A	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	
C	25.0%	37.5%	20.0%	
D	75.0%	62.5%	80.0%	
E	0.0%	0.0%	0.0%	
Total(n)	16	8	5	
Optional Question 24				
A	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	
C	18.8%	25.0%	20.0%	
D	68.8%	62.5%	60.0%	
E	12.5%	12.5%	20.0%	
Total(n)	16	8	5	
Optional Question 25				
A	6.3%	0.0%	20.0%	
B	0.0%	0.0%	0.0%	
C	25.0%	37.5%	0.0%	
D	56.3%	50.0%	60.0%	
E	12.5%	12.5%	20.0%	
Total(n)	16	8	5	
Optional Question 26				
A	0.0%	0.0%	0.0%	
B	6.3%	12.5%	0.0%	
C	6.3%	12.5%	0.0%	
D	62.5%	62.5%	40.0%	
E	25.0%	12.5%	60.0%	
Total(n)	16	8	5	
Optional Question 27				
A	0.0%	0.0%	0.0%	
B	6.3%	12.5%	0.0%	
C	12.5%	25.0%	0.0%	
D	56.3%	50.0%	40.0%	
E	25.0%	12.5%	60.0%	
Total(n)	16	8	5	
Optional Question 28				
A	6.3%	0.0%	20.0%	
B	12.5%	25.0%	0.0%	
C	12.5%	25.0%	0.0%	
D	56.3%	37.5%	60.0%	
E	12.5%	12.5%	20.0%	
Total(n)	16	8	5	

Optional Question 29				
A	0.0%	0.0%	0.0%	
B	12.5%	12.5%	0.0%	
C	12.5%	12.5%	20.0%	
D	50.0%	62.5%	20.0%	
E	25.0%	12.5%	60.0%	
Total(n)	16	8	5	
Optional Question 30				
A	0.0%	0.0%	0.0%	
B	6.3%	12.5%	0.0%	
C	18.8%	25.0%	20.0%	
D	50.0%	50.0%	20.0%	
E	25.0%	12.5%	60.0%	
Total(n)	16	8	5	

**2019-20 HERI Faculty Survey
 Institutional Profile Report
 Full-Time Academic Administrators**

Washburn University	Total			Men/Trans men			Women/Trans women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Full-time Academic Administrators	44	142	624	14	55	277	29	76	305	
What is your current gender identity?										
Man/Trans man	31.8%	39.6%	45.3%	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%	
Woman/Trans woman	65.9%	54.7%	49.8%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	
Genderqueer/Gender non-conforming	0.0%	2.2%	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Not listed above	2.3%	3.6%	3.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total (n)	44	139	612	14	55	277	29	76	305	
Are you considered a full-time employee of your institution for at least nine months of the current academic year?										
Yes	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
No	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	44	142	624	14	55	277	29	76	305	
What is your present academic rank?										
Professor	40.9%	33.8%	47.4%	50.0%	40.0%	53.1%	37.9%	27.6%	41.3%	
Associate Professor	27.3%	36.6%	30.8%	21.4%	41.8%	29.6%	27.6%	35.5%	33.8%	
Assistant Professor	18.2%	15.5%	13.6%	14.3%	10.9%	11.2%	20.7%	18.4%	15.1%	
Lecturer	6.8%	10.6%	4.8%	0.0%	3.6%	3.2%	10.3%	14.5%	6.2%	
Instructor	6.8%	3.5%	3.4%	14.3%	3.6%	2.9%	3.4%	3.9%	3.6%	
Graduate Student/Teaching Assistant	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	44	142	624	14	55	277	29	76	305	
What is your tenure status at this institution?										
Tenured	65.9%	67.4%	77.8%	57.1%	81.5%	84.1%	69.0%	56.6%	72.5%	
On tenure track, but not tenured	20.5%	10.6%	10.6%	28.6%	9.3%	9.4%	17.2%	13.2%	12.5%	
Not on tenure track, but institution has tenure system	9.1%	21.3%	11.4%	7.1%	9.3%	6.5%	10.3%	28.9%	14.8%	
Institution has no tenure system	4.5%	0.7%	0.2%	7.1%	0.0%	0.0%	3.4%	1.3%	0.3%	
Total(n)	44	141	623	14	54	276	29	76	305	
Are you retired from this institution?										
Yes	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
No	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Total(n)	44	141	623	14	54	276	29	76	305	
What is your principal activity in your current position at this institution?										
Administration	38.6%	31.9%	25.1%	50.0%	29.1%	21.3%	34.5%	36.0%	29.1%	
Teaching	61.4%	64.5%	71.2%	50.0%	67.3%	75.1%	65.5%	62.7%	67.9%	
Research	0.0%	2.1%	1.6%	0.0%	1.8%	1.8%	0.0%	1.3%	1.0%	
Services to clients and patients	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	
Other	0.0%	1.4%	1.6%	0.0%	1.8%	1.8%	0.0%	0.0%	1.3%	
Total(n)	44	141	621	14	55	277	29	75	302	
Personally, how important to you is:										
Research										
Essential	19.0%	37.6%	33.6%	30.8%	44.4%	36.1%	14.3%	34.2%	31.2%	
Very important	40.5%	35.5%	39.2%	38.5%	38.9%	37.5%	42.9%	32.9%	39.9%	

Somewhat important	31.0%	19.1%	23.0%	23.1%	16.7%	23.8%	32.1%	21.1%	23.2%	
Not important	9.5%	7.8%	4.3%	7.7%	0.0%	2.6%	10.7%	11.8%	5.7%	
Total(n)	42	141	605	13	54	269	28	76	298	
Mean	2.69	3.03	3.02	2.92	3.28	3.07	2.61	2.89	2.97	
Standard deviation	0.90	0.94	0.86	0.95	0.74	0.84	0.88	1.01	0.88	
Significance	-	*	*	-			-		*	
Effect size	-	-0.36	-0.38	-	-0.49	-0.18	-	-0.28	-0.41	
Teaching										
Essential	77.3%	79.6%	80.4%	71.4%	70.9%	82.7%	79.3%	86.8%	78.6%	
Very important	20.5%	19.0%	17.7%	21.4%	29.1%	16.6%	20.7%	10.5%	18.4%	
Somewhat important	2.3%	1.4%	1.9%	7.1%	0.0%	0.7%	0.0%	2.6%	3.0%	
Not important	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	44	142	623	14	55	277	29	76	304	
Mean	3.75	3.78	3.78	3.64	3.71	3.82	3.79	3.84	3.76	
Standard deviation	0.49	0.45	0.46	0.63	0.46	0.40	0.41	0.43	0.49	
Significance	-			-			-			
Effect size	-	-0.07	-0.07	-	-0.15	-0.45	-	-0.12	0.06	
Personally, how important to you is:										
Service										
Essential	41.9%	37.1%	29.3%	64.3%	33.3%	25.4%	32.1%	41.3%	32.3%	
Very important	46.5%	50.7%	54.6%	14.3%	50.0%	54.4%	60.7%	49.3%	56.0%	
Somewhat important	11.6%	10.7%	15.2%	21.4%	14.8%	19.5%	7.1%	9.3%	11.0%	
Not important	0.0%	1.4%	0.8%	0.0%	1.9%	0.7%	0.0%	0.0%	0.7%	
Total(n)	43	140	610	14	54	272	28	75	300	
Mean	3.30	3.24	3.12	3.43	3.15	3.04	3.25	3.32	3.20	
Standard deviation	0.67	0.70	0.68	0.85	0.74	0.69	0.59	0.64	0.65	
Significance	-			-		*	-			
Effect size	-	0.09	0.26	-	0.38	0.57	-	-0.11	0.08	
How many courses are you teaching this term (include all institutions at which you teach)?										
0	9.1%	9.2%	10.0%	14.3%	9.1%	8.0%	6.9%	9.2%	11.8%	
1	15.9%	20.4%	19.3%	35.7%	16.4%	18.5%	6.9%	26.3%	21.3%	
2	38.6%	27.5%	27.9%	28.6%	30.9%	30.8%	44.8%	26.3%	26.2%	
3	25.0%	24.6%	24.1%	14.3%	23.6%	23.6%	27.6%	21.1%	23.0%	
4	9.1%	13.4%	12.5%	7.1%	18.2%	12.3%	10.3%	10.5%	12.5%	
5	2.3%	4.9%	6.3%	0.0%	1.8%	6.9%	3.4%	6.6%	5.2%	
6 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	44	142	623	14	55	276	29	76	305	
How many of the courses that you are teaching this term are:										
General education courses										
0	70.3%	59.1%	63.1%	54.5%	56.8%	62.8%	76.0%	62.3%	64.7%	
1-2	27.0%	36.5%	34.6%	45.5%	40.9%	34.6%	20.0%	34.4%	34.1%	
3-4	2.7%	4.3%	2.3%	0.0%	2.3%	2.6%	4.0%	3.3%	1.2%	
5+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	37	115	517	11	44	234	25	61	249	

Courses required for an undergraduate major										
0	31.6%	21.1%	22.6%	45.5%	28.9%	21.0%	26.9%	14.7%	24.0%	
1-2	52.6%	55.3%	56.7%	45.5%	48.9%	58.8%	57.7%	60.3%	55.3%	
3-4	15.8%	20.3%	17.6%	9.1%	20.0%	17.7%	15.4%	20.6%	16.8%	
5+	0.0%	3.3%	3.1%	0.0%	2.2%	2.5%	0.0%	4.4%	3.8%	
Total(n)	38	123	541	11	45	243	26	68	262	
Other undergraduate credit courses										
0	62.2%	65.4%	62.6%	54.5%	52.6%	57.3%	68.0%	75.9%	68.3%	
1-2	24.3%	29.8%	33.6%	45.5%	36.8%	37.7%	16.0%	24.1%	30.8%	
3-4	10.8%	3.8%	2.6%	0.0%	7.9%	3.5%	12.0%	0.0%	0.4%	
5+	2.7%	1.0%	1.1%	0.0%	2.6%	1.5%	4.0%	0.0%	0.4%	
Total(n)	37	104	455	11	38	199	25	58	227	
Developmental/remedial courses (not for credit)										
0	100.0%	100.0%	98.9%	100.0%	100.0%	98.4%	100.0%	100.0%	99.1%	
1-2	0.0%	0.0%	1.1%	0.0%	0.0%	1.6%	0.0%	0.0%	0.9%	
3-4	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
5+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	33	101	443	9	36	192	23	56	222	
Graduate courses										
0	61.8%	70.4%	64.4%	60.0%	65.1%	66.8%	60.9%	75.0%	63.9%	
1-2	35.3%	28.7%	29.9%	40.0%	32.6%	29.5%	34.8%	25.0%	28.3%	
3-4	2.9%	0.9%	5.6%	0.0%	2.3%	3.7%	4.3%	0.0%	7.8%	
5+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	34	108	481	10	43	217	23	56	230	
How many of these courses that you are teaching this term are being taught at another institution:										
0	70.0%	59.7%	68.8%	66.7%	64.0%	68.0%	74.1%	56.5%	69.9%	
1-2	22.5%	27.9%	21.4%	25.0%	22.0%	21.7%	22.2%	33.3%	22.3%	
3-4	7.5%	10.9%	8.0%	8.3%	12.0%	8.3%	3.7%	8.7%	6.7%	
5+	0.0%	1.6%	1.8%	0.0%	2.0%	2.0%	0.0%	1.4%	1.1%	
Total(n)	40	129	560	12	50	253	27	69	269	
What types of courses do you primarily teach? (based on faculty who indicated they were not teaching this term)										
Undergraduate credit courses	25.0%	69.2%	49.2%	50.0%	60.0%	60.9%	0.0%	71.4%	41.7%	
Graduate courses	0.0%	7.7%	23.8%	0.0%	0.0%	13.0%	0.0%	14.3%	27.8%	
Developmental/remedial courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
I do not teach	75.0%	23.1%	27.0%	50.0%	40.0%	26.1%	100.0%	14.3%	30.6%	
Total(n)	4	13	63	2	5	23	2	7	36	
In the past year, have you worked with or taught undergraduate students at this institution?										
Yes	88.6%	92.9%	89.0%	78.6%	90.9%	92.7%	93.1%	93.3%	86.5%	
No	11.4%	7.1%	11.0%	21.4%	9.1%	7.3%	6.9%	6.7%	13.5%	
Total(n)	44	141	621	14	55	275	29	75	304	
In the past year, have you worked with or taught graduate students at this institution?										
Yes	43.2%	41.4%	51.9%	42.9%	41.5%	45.0%	44.8%	40.8%	57.3%	
No	56.8%	58.6%	48.1%	57.1%	58.5%	55.0%	55.2%	59.2%	42.7%	

Total(n)	44	140	613	14	53	271	29	76	300
ONLY FACULTY WHO TAUGHT OR WORKED WITH GRADUATE STUDENTS AT THIS INSTITUTION									
In the past year, to what extent have you:									
Met with graduate students to discuss their research interests									
To a very large extent	21.1%	17.2%	20.7%	0.0%	22.7%	20.7%	30.8%	16.1%	18.8%
To a large extent	5.3%	24.1%	24.5%	16.7%	27.3%	27.3%	0.0%	19.4%	23.5%
To some extent	26.3%	27.6%	27.1%	33.3%	31.8%	29.8%	23.1%	22.6%	25.3%
To a small extent	26.3%	17.2%	15.6%	33.3%	4.5%	10.7%	23.1%	29.0%	20.0%
Not at all	21.1%	13.8%	12.1%	16.7%	13.6%	11.6%	23.1%	12.9%	12.4%
Total(n)	19	58	314	6	22	121	13	31	170
Mentored graduate students									
To a very large extent	26.3%	31.0%	33.4%	0.0%	45.5%	31.7%	38.5%	22.6%	33.3%
To a large extent	31.6%	17.2%	22.9%	50.0%	18.2%	22.5%	23.1%	12.9%	24.0%
To some extent	31.6%	31.0%	26.1%	50.0%	22.7%	29.2%	23.1%	38.7%	24.0%
To a small extent	5.3%	12.1%	12.4%	0.0%	9.1%	11.7%	7.7%	12.9%	12.9%
Not at all	5.3%	8.6%	5.1%	0.0%	4.5%	5.0%	7.7%	12.9%	5.8%
Total(n)	19	58	314	6	22	120	13	31	171
Helped graduate students access professional networks									
To a very large extent	15.8%	10.3%	18.1%	0.0%	18.2%	19.0%	23.1%	6.5%	16.5%
To a large extent	10.5%	25.9%	22.2%	16.7%	27.3%	22.3%	7.7%	19.4%	21.2%
To some extent	36.8%	24.1%	29.5%	50.0%	18.2%	28.1%	30.8%	29.0%	30.6%
To a small extent	15.8%	24.1%	19.7%	16.7%	18.2%	20.7%	15.4%	32.3%	20.6%
Not at all	21.1%	15.5%	10.5%	16.7%	18.2%	9.9%	23.1%	12.9%	11.2%
Total(n)	19	58	315	6	22	121	13	31	170
In the past year, to what extent have you:									
Presented with graduate students at conferences									
To a very large extent	0.0%	5.2%	6.6%	0.0%	9.1%	5.7%	0.0%	3.2%	6.4%
To a large extent	5.3%	6.9%	8.2%	0.0%	0.0%	4.9%	7.7%	9.7%	9.4%
To some extent	0.0%	19.0%	16.1%	0.0%	31.8%	18.9%	0.0%	9.7%	14.6%
To a small extent	0.0%	10.3%	9.8%	0.0%	18.2%	10.7%	0.0%	6.5%	9.4%
Not at all	94.7%	58.6%	59.3%	100.0%	40.9%	59.8%	92.3%	71.0%	60.2%
Total(n)	19	58	317	6	22	122	13	31	171
Published with graduate students									
To a very large extent	0.0%	3.4%	5.4%	0.0%	4.5%	4.9%	0.0%	3.2%	4.7%
To a large extent	0.0%	5.2%	5.4%	0.0%	0.0%	4.9%	0.0%	6.5%	4.7%
To some extent	5.3%	19.0%	12.6%	0.0%	22.7%	9.0%	7.7%	16.1%	15.8%
To a small extent	0.0%	10.3%	8.5%	0.0%	22.7%	11.5%	0.0%	3.2%	7.0%
Not at all	94.7%	62.1%	68.1%	100.0%	50.0%	69.7%	92.3%	71.0%	67.8%
Total(n)	19	58	317	6	22	122	13	31	171
Included graduate students in research grant writing									
To a very large extent	0.0%	3.5%	2.9%	0.0%	4.5%	1.6%	0.0%	3.3%	3.5%
To a large extent	0.0%	3.5%	5.7%	0.0%	9.1%	7.4%	0.0%	0.0%	4.1%
To some extent	0.0%	10.5%	8.9%	0.0%	9.1%	4.1%	0.0%	6.7%	11.2%

To a small extent	0.0%	5.3%	10.5%	0.0%	4.5%	13.9%	0.0%	3.3%	8.8%
Not at all	100.0%	77.2%	72.1%	100.0%	72.7%	73.0%	100.0%	86.7%	72.4%
Total(n)	19	57	315	6	22	122	13	30	170
In the past year, how many letters of recommendation have you written for graduate students?									
0	31.6%	21.1%	14.3%	33.3%	9.1%	10.7%	30.8%	30.0%	15.9%
1-5	36.8%	54.4%	54.9%	50.0%	68.2%	58.7%	30.8%	43.3%	52.4%
6-10	15.8%	12.3%	16.2%	0.0%	13.6%	17.4%	23.1%	10.0%	15.9%
11-20	15.8%	10.5%	8.9%	16.7%	9.1%	7.4%	15.4%	13.3%	9.4%
21 or more	0.0%	1.8%	5.7%	0.0%	0.0%	5.8%	0.0%	3.3%	6.5%
Total(n)	19	57	315	6	22	121	13	30	170
In the past year, how many master's thesis committees have you served on or are currently serving?									
0	63.2%	44.6%	40.2%	66.7%	50.0%	37.8%	61.5%	48.4%	44.4%
1	5.3%	14.3%	12.9%	0.0%	15.0%	10.1%	7.7%	9.7%	13.6%
2	0.0%	16.1%	12.5%	0.0%	20.0%	16.8%	0.0%	12.9%	10.7%
3-4	21.1%	5.4%	11.6%	33.3%	0.0%	10.9%	15.4%	9.7%	10.7%
5-9	5.3%	7.1%	10.0%	0.0%	5.0%	10.1%	7.7%	6.5%	8.9%
10 or more	5.3%	12.5%	12.9%	0.0%	10.0%	14.3%	7.7%	12.9%	11.8%
Total(n)	19	56	311	6	20	119	13	31	169
In the past year, how many of these master's thesis committees have you chaired or are currently chairing?									
0	28.6%	38.7%	37.1%	50.0%	40.0%	31.1%	20.0%	31.3%	41.5%
1	28.6%	22.6%	17.2%	50.0%	40.0%	23.0%	20.0%	18.8%	16.0%
2	0.0%	12.9%	18.3%	0.0%	0.0%	23.0%	0.0%	25.0%	16.0%
3-4	14.3%	12.9%	14.5%	0.0%	20.0%	16.2%	20.0%	12.5%	9.6%
5-9	28.6%	9.7%	8.6%	0.0%	0.0%	4.1%	40.0%	12.5%	12.8%
10 or more	0.0%	3.2%	4.3%	0.0%	0.0%	2.7%	0.0%	0.0%	4.3%
Total(n)	7	31	186	2	10	74	5	16	94
How many dissertation committees have you served on or are currently serving?									
0	66.7%	71.9%	78.4%	83.3%	61.9%	76.9%	58.3%	80.6%	79.4%
1	16.7%	15.8%	10.3%	0.0%	19.0%	8.5%	25.0%	12.9%	11.8%
2	11.1%	7.0%	3.9%	16.7%	14.3%	5.1%	8.3%	3.2%	3.5%
3-4	5.6%	1.8%	3.9%	0.0%	4.8%	6.8%	8.3%	0.0%	2.4%
5-9	0.0%	3.5%	2.9%	0.0%	0.0%	1.7%	0.0%	3.2%	2.4%
10 or more	0.0%	0.0%	0.6%	0.0%	0.0%	0.9%	0.0%	0.0%	0.6%
Total(n)	18	57	310	6	21	117	12	31	170
In the past year, how many of these dissertation committees have you chaired or are currently chairing?									
0	66.7%	81.3%	69.7%	100.0%	87.5%	70.4%	60.0%	83.3%	70.6%
1	0.0%	12.5%	18.2%	0.0%	12.5%	11.1%	0.0%	0.0%	23.5%
2	33.3%	6.3%	6.1%	0.0%	0.0%	3.7%	40.0%	16.7%	5.9%
3-4	0.0%	0.0%	4.5%	0.0%	0.0%	11.1%	0.0%	0.0%	0.0%
5-9	0.0%	0.0%	1.5%	0.0%	0.0%	3.7%	0.0%	0.0%	0.0%
10 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	6	16	66	1	8	27	5	6	34

Rate your agreement with the following statements:									
Graduate students in this program must compete for research opportunities									
Strongly agree	10.5%	7.1%	10.1%	0.0%	0.0%	10.3%	15.4%	13.3%	10.1%
Somewhat agree	10.5%	28.6%	30.6%	16.7%	45.5%	31.9%	7.7%	13.3%	27.4%
Somewhat disagree	26.3%	19.6%	25.4%	50.0%	22.7%	31.0%	15.4%	20.0%	22.6%
Strongly disagree	52.6%	44.6%	33.9%	33.3%	31.8%	26.7%	61.5%	53.3%	39.9%
Total(n)	19	56	307	6	22	116	13	30	168
Mean	1.79	1.98	2.17	1.83	2.14	2.26	1.77	1.87	2.08
Standard deviation	1.03	1.02	1.01	0.75	0.89	0.97	1.17	1.11	1.04
Significance	-			-			-		
Effect size	-	-0.19	-0.38	-	-0.35	-0.44	-	-0.09	-0.30
It is important for graduate students to spend at least one term as a teaching assistant to develop teaching skills									
Strongly agree	15.8%	30.9%	27.5%	0.0%	18.2%	24.3%	23.1%	41.4%	27.5%
Somewhat agree	10.5%	34.5%	33.1%	16.7%	40.9%	43.5%	7.7%	31.0%	26.9%
Somewhat disagree	36.8%	16.4%	18.7%	33.3%	27.3%	13.9%	38.5%	6.9%	23.4%
Strongly disagree	36.8%	18.2%	20.7%	50.0%	13.6%	18.3%	30.8%	20.7%	22.2%
Total(n)	19	55	305	6	22	115	13	29	167
Mean	2.05	2.78	2.68	1.67	2.64	2.74	2.23	2.93	2.60
Standard deviation	1.08	1.08	1.09	0.82	0.95	1.03	1.17	1.16	1.11
Significance	-	*	*	-	*	*	-		
Effect size	-	-0.68	-0.58	-	-1.02	-1.04	-	-0.60	-0.33
This graduate program enrolls too few international students									
Strongly agree	15.8%	17.9%	12.7%	0.0%	28.6%	14.0%	23.1%	13.3%	12.5%
Somewhat agree	21.1%	41.1%	34.3%	33.3%	28.6%	30.7%	15.4%	50.0%	35.7%
Somewhat disagree	52.6%	21.4%	32.7%	66.7%	23.8%	33.3%	46.2%	20.0%	33.3%
Strongly disagree	10.5%	19.6%	20.3%	0.0%	19.0%	21.9%	15.4%	16.7%	18.5%
Total(n)	19	56	306	6	21	114	13	30	168
Mean	2.42	2.57	2.40	2.33	2.67	2.37	2.46	2.60	2.42
Standard deviation	0.90	1.01	0.95	0.52	1.11	0.98	1.05	0.93	0.93
Significance	-			-			-		
Effect size	-	-0.15	0.02	-	-0.31	-0.04	-	-0.15	0.04
Rate your agreement with the following statements:									
Graduate students work well together in this program									
Strongly agree	52.6%	43.6%	49.7%	50.0%	22.7%	42.1%	53.8%	60.7%	55.2%
Somewhat agree	42.1%	49.1%	45.7%	50.0%	68.2%	52.6%	38.5%	39.3%	41.2%
Somewhat disagree	5.3%	5.5%	4.0%	0.0%	9.1%	4.4%	7.7%	0.0%	3.6%
Strongly disagree	0.0%	1.8%	0.7%	0.0%	0.0%	0.9%	0.0%	0.0%	0.0%
Total(n)	19	55	302	6	22	114	13	28	165
Mean	3.47	3.35	3.44	3.50	3.14	3.36	3.46	3.61	3.52
Standard deviation	0.61	0.67	0.61	0.55	0.56	0.61	0.66	0.50	0.57
Significance	-			-			-		
Effect size	-	0.18	0.05	-	0.64	0.23	-	-0.30	-0.11
I have encountered instances of academic dishonesty among graduate students									
Strongly agree	0.0%	5.4%	9.2%	0.0%	0.0%	6.9%	0.0%	6.9%	8.5%

Somewhat agree	21.1%	32.1%	29.8%	0.0%	40.9%	31.9%	30.8%	27.6%	30.3%
Somewhat disagree	26.3%	30.4%	21.3%	16.7%	22.7%	19.8%	30.8%	34.5%	23.0%
Strongly disagree	52.6%	32.1%	39.7%	83.3%	36.4%	41.4%	38.5%	31.0%	38.2%
Total(n)	19	56	305	6	22	116	13	29	165
Mean	1.68	2.11	2.09	1.17	2.05	2.04	1.92	2.10	2.09
Standard deviation	0.82	0.93	1.03	0.41	0.90	1.01	0.86	0.94	1.01
Significance	-			-	*	*	-		
Effect size	-	-0.46	-0.40	-	-0.98	-0.86	-	-0.19	-0.17
Rate your agreement with the following statements:									
Graduate students in this program are trained to conduct research responsibly and ethically									
Strongly agree	50.0%	41.1%	47.6%	33.3%	36.4%	46.6%	58.3%	48.3%	47.3%
Somewhat agree	38.9%	44.6%	42.7%	50.0%	45.5%	44.0%	33.3%	41.4%	42.5%
Somewhat disagree	11.1%	7.1%	6.5%	16.7%	13.6%	6.9%	8.3%	3.4%	6.6%
Strongly disagree	0.0%	7.1%	3.3%	0.0%	4.5%	2.6%	0.0%	6.9%	3.6%
Total(n)	18	56	307	6	22	116	12	29	167
Mean	3.39	3.20	3.35	3.17	3.14	3.34	3.50	3.31	3.34
Standard deviation	0.70	0.86	0.74	0.75	0.83	0.72	0.67	0.85	0.76
Significance	-			-			-		
Effect size	-	0.22	0.05	-	0.04	-0.24	-	0.22	0.21
Graduate students in this program receive adequate instruction on becoming good teachers									
Strongly agree	5.3%	12.5%	20.2%	16.7%	4.5%	19.8%	0.0%	20.7%	21.0%
Somewhat agree	26.3%	39.3%	33.6%	33.3%	45.5%	32.8%	23.1%	34.5%	32.3%
Somewhat disagree	26.3%	25.0%	25.4%	16.7%	36.4%	30.2%	30.8%	17.2%	23.4%
Strongly disagree	42.1%	23.2%	20.8%	33.3%	13.6%	17.2%	46.2%	27.6%	23.4%
Total(n)	19	56	307	6	22	116	13	29	167
Mean	1.95	2.41	2.53	2.33	2.41	2.55	1.77	2.48	2.51
Standard deviation	0.97	0.99	1.04	1.21	0.80	1.00	0.83	1.12	1.07
Significance	-		*	-			-	*	*
Effect size	-	-0.46	-0.56	-	-0.10	-0.22	-	-0.63	-0.69
Rate your agreement with the following statements:									
Faculty in my department are good mentors for graduate students									
Strongly agree	78.9%	38.2%	46.9%	83.3%	31.8%	48.3%	76.9%	46.4%	48.5%
Somewhat agree	15.8%	52.7%	45.2%	0.0%	59.1%	44.0%	23.1%	42.9%	43.0%
Somewhat disagree	5.3%	5.5%	6.6%	16.7%	4.5%	5.2%	0.0%	7.1%	7.9%
Strongly disagree	0.0%	3.6%	1.3%	0.0%	4.5%	2.6%	0.0%	3.6%	0.6%
Total(n)	19	55	305	6	22	116	13	28	165
Mean	3.74	3.25	3.38	3.67	3.18	3.38	3.77	3.32	3.39
Standard deviation	0.56	0.73	0.67	0.82	0.73	0.71	0.44	0.77	0.66
Significance	-	**	*	-			-		*
Effect size	-	0.67	0.54	-	0.67	0.41	-	0.58	0.58
Most graduate students in this program move on to faculty positions									
Strongly agree	0.0%	1.8%	2.3%	0.0%	0.0%	2.6%	0.0%	3.4%	1.8%
Somewhat agree	10.5%	12.5%	11.1%	16.7%	18.2%	12.1%	7.7%	6.9%	9.0%

Somewhat disagree	15.8%	25.0%	36.8%	16.7%	18.2%	40.5%	15.4%	27.6%	34.1%	
Strongly disagree	73.7%	60.7%	49.8%	66.7%	63.6%	44.8%	76.9%	62.1%	55.1%	
Total(n)	19	56	307	6	22	116	13	29	167	
Mean	1.37	1.55	1.66	1.50	1.55	1.72	1.31	1.52	1.57	
Standard deviation	0.68	0.78	0.77	0.84	0.80	0.78	0.63	0.78	0.73	
Significance	-			-			-			
Effect size	-	-0.23	-0.38	-	-0.06	-0.28	-	-0.27	-0.36	
Most graduate students in this program move into positions outside of academia										
Strongly agree	78.9%	54.5%	54.2%	66.7%	54.5%	46.6%	84.6%	53.6%	60.8%	
Somewhat agree	10.5%	36.4%	33.7%	0.0%	40.9%	41.4%	15.4%	32.1%	27.1%	
Somewhat disagree	10.5%	7.3%	8.5%	33.3%	4.5%	9.5%	0.0%	10.7%	7.8%	
Strongly disagree	0.0%	1.8%	3.6%	0.0%	0.0%	2.6%	0.0%	3.6%	4.2%	
Total(n)	19	55	306	6	22	116	13	28	166	
Mean	3.68	3.44	3.39	3.33	3.50	3.32	3.85	3.36	3.45	
Standard deviation	0.67	0.71	0.79	1.03	0.60	0.75	0.38	0.83	0.81	
Significance	-			-			-			
Effect size	-	0.34	0.37	-	-0.28	0.01	-	0.59	0.49	
During the past three years, have you:										
Advised student groups involved in service/volunteer work	54.5%	68.1%	64.2%	57.1%	70.9%	65.3%	51.7%	65.3%	62.5%	Civic Minded Practice
Total(n)	44	141	623	14	55	277	29	75	304	
Collaborated with the local community on research/teaching to address their needs	68.2%	64.1%	60.7%	64.3%	69.1%	58.2%	69.0%	60.5%	62.6%	Civic Minded Practice
Total(n)	44	142	621	14	55	275	29	76	305	
Conducted research or writing focused on international/global issues	22.7%	33.1%	33.4%	21.4%	41.8%	36.1%	24.1%	24.7%	28.9%	
Total(n)	44	139	617	14	55	274	29	73	301	
Conducted research or writing focused on racial or ethnic minorities	31.8%	34.3%	34.4%	28.6%	30.2%	27.6%	34.5%	37.8%	40.4%	
Total(n)	44	137	613	14	53	272	29	74	302	
Conducted research or writing focused on women or gender issues	34.1%	23.0%	30.2%	14.3%	15.1%	22.6%	44.8%	27.8%	35.6%	
Total(n)	44	135	603	14	53	270	29	72	295	
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) issues	15.9%	5.2%	12.4%	7.1%	3.8%	9.3%	20.7%	4.2%	13.4%	
Total(n)	44	134	605	14	53	269	29	72	298	
Conducted research or writing focused on biomedical science fields	9.1%	20.5%	15.3%	7.1%	23.5%	19.9%	10.3%	18.1%	11.5%	
Total(n)	44	132	600	14	51	267	29	72	295	
Engaged in academic research that spans multiple disciplines	60.5%	68.1%	70.1%	64.3%	83.6%	74.0%	60.7%	56.0%	66.1%	
Total(n)	43	141	615	14	55	273	28	75	301	
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)	48.8%	51.4%	53.4%	38.5%	56.4%	56.0%	55.2%	44.6%	49.8%	
Total(n)	43	140	618	13	55	275	29	74	301	
Written research grants	27.3%	44.2%	43.7%	21.4%	50.9%	42.0%	27.6%	36.5%	45.8%	
Total(n)	44	138	606	14	53	269	29	74	297	
Received funding for your work from foundations	15.9%	23.7%	21.1%	28.6%	28.3%	21.2%	10.3%	18.7%	20.7%	
Total(n)	44	139	615	14	53	273	29	75	300	
Received funding for your work from state or federal government	27.3%	25.5%	27.5%	21.4%	30.2%	30.5%	27.6%	23.0%	25.4%	
Total(n)	44	137	611	14	53	272	29	74	299	

Received funding for your work from business or industry	13.6%	11.5%	8.7%	14.3%	14.8%	10.8%	13.8%	8.0%	6.3%
Total(n)	44	139	610	14	54	269	29	75	301
During the past three years, have you:									
Taught an honors course	22.7%	17.7%	15.1%	14.3%	14.5%	13.8%	27.6%	18.7%	15.8%
Total(n)	44	141	622	14	55	276	29	75	304
Taught an interdisciplinary course	40.9%	45.7%	40.7%	35.7%	43.4%	38.9%	41.4%	44.6%	40.1%
Total(n)	44	138	610	14	53	270	29	74	299
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ+ studies)	29.5%	14.4%	13.8%	21.4%	17.0%	9.5%	31.0%	12.0%	16.4%
Total(n)	44	139	618	14	53	273	29	75	304
Taught a service learning course	25.0%	32.9%	26.3%	21.4%	27.8%	20.1%	24.1%	36.0%	32.2%
Total(n)	44	140	619	14	54	274	29	75	304
Taught a course exclusively online	81.8%	65.0%	42.5%	71.4%	66.7%	42.0%	86.2%	66.7%	43.9%
Total(n)	44	140	619	14	54	274	29	75	303
Participated in organized activities around enhancing pedagogy or student learning	90.9%	81.6%	81.2%	85.7%	80.0%	77.2%	93.1%	80.0%	84.2%
Total(n)	44	141	622	14	55	276	29	75	304
Taught a seminar for first-year students	18.2%	24.8%	17.6%	21.4%	23.6%	16.4%	13.8%	25.3%	18.1%
Total(n)	44	141	620	14	55	274	29	75	304
Participated in the development of curriculum (enhancing an existing course or creating a new course)	93.2%	92.9%	93.4%	92.9%	94.5%	91.7%	93.1%	90.7%	94.4%
Total(n)	44	141	621	14	55	276	29	75	303
In the past year, to what extent have you:									
Presented with undergraduate students at conferences									
To a very large extent	9.1%	9.9%	6.9%	14.3%	10.9%	7.0%	6.9%	8.0%	6.3%
To a large extent	2.3%	7.1%	5.8%	0.0%	9.1%	4.8%	3.4%	6.7%	7.2%
To some extent	4.5%	12.1%	14.1%	7.1%	10.9%	14.3%	3.4%	14.7%	13.8%
To a small extent	2.3%	10.6%	9.2%	7.1%	16.4%	11.4%	0.0%	8.0%	7.2%
Not at all	81.8%	60.3%	64.0%	71.4%	52.7%	62.6%	86.2%	62.7%	65.5%
Total(n)	44	141	619	14	55	273	29	75	304
Published with undergraduates									
To a very large extent	2.3%	4.3%	2.0%	0.0%	3.6%	2.2%	3.4%	4.0%	1.7%
To a large extent	0.0%	3.5%	3.6%	0.0%	5.5%	4.8%	0.0%	1.3%	2.7%
To some extent	4.5%	8.5%	9.0%	7.1%	18.2%	10.8%	3.4%	1.3%	6.6%
To a small extent	4.5%	9.9%	9.2%	14.3%	9.1%	9.3%	0.0%	12.0%	9.3%
Not at all	88.6%	73.8%	76.3%	78.6%	63.6%	72.9%	93.1%	81.3%	79.7%
Total(n)	44	141	611	14	55	269	29	75	301
Engaged undergraduates on your research project(s)									
To a very large extent	4.5%	15.6%	12.7%	7.1%	18.2%	13.8%	3.4%	14.7%	12.8%
To a large extent	2.3%	13.5%	10.3%	0.0%	16.4%	10.9%	3.4%	10.7%	9.2%
To some extent	6.8%	12.8%	15.3%	14.3%	12.7%	19.3%	3.4%	14.7%	12.2%
To a small extent	9.1%	17.7%	14.7%	21.4%	16.4%	14.9%	3.4%	17.3%	14.5%
Not at all	77.3%	40.4%	47.0%	57.1%	36.4%	41.1%	86.2%	42.7%	51.3%
Total(n)	44	141	621	14	55	275	29	75	304

Worked with undergraduates on their research project(s)									
To a very large extent	18.2%	19.7%	16.4%	14.3%	25.5%	15.9%	20.7%	17.1%	16.1%
To a large extent	9.1%	12.0%	15.9%	14.3%	12.7%	15.2%	6.9%	10.5%	16.4%
To some extent	13.6%	16.9%	20.7%	14.3%	18.2%	26.4%	13.8%	14.5%	16.1%
To a small extent	4.5%	16.2%	13.3%	7.1%	21.8%	15.2%	3.4%	11.8%	12.5%
Not at all	54.5%	35.2%	33.7%	50.0%	21.8%	27.2%	55.2%	46.1%	39.0%
Total(n)	44	142	623	14	55	276	29	76	305
How would you rate the overall experience of working with undergraduates on research projects?									
Excellent	13.6%	21.8%	22.3%	14.3%	20.0%	25.1%	13.8%	25.0%	20.0%
Good	38.6%	36.6%	40.0%	57.1%	43.6%	41.8%	31.0%	30.3%	38.7%
Fair	2.3%	17.6%	13.5%	0.0%	21.8%	16.4%	3.4%	14.5%	11.5%
Poor	0.0%	0.7%	1.3%	0.0%	1.8%	1.5%	0.0%	0.0%	1.0%
I have not worked with undergraduates on research projects	45.5%	23.2%	22.8%	28.6%	12.7%	15.3%	51.7%	30.3%	28.9%
Total(n)	44	142	622	14	55	275	29	76	305
How many undergraduates do you currently advise?									
None	22.7%	23.2%	25.5%	42.9%	16.4%	19.6%	13.8%	28.9%	31.0%
1-5	9.1%	16.2%	12.9%	7.1%	23.6%	14.2%	10.3%	13.2%	12.9%
6-10	13.6%	9.2%	7.6%	7.1%	14.5%	8.0%	17.2%	3.9%	6.6%
11-20	25.0%	17.6%	15.6%	14.3%	9.1%	14.9%	27.6%	23.7%	16.5%
21-30	13.6%	11.3%	14.0%	7.1%	12.7%	17.1%	17.2%	10.5%	10.9%
31 or more	15.9%	22.5%	24.4%	21.4%	23.6%	26.2%	13.8%	19.7%	22.1%
Total(n)	44	142	620	14	55	275	29	76	303
During the past year, how often have you done each of the following with your undergraduate advisees?									
Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)									
Frequently	70.6%	65.1%	57.8%	62.5%	67.4%	52.0%	72.0%	63.0%	63.6%
Occasionally	29.4%	33.0%	38.5%	37.5%	30.4%	43.0%	28.0%	37.0%	34.0%
Not at All	0.0%	1.8%	3.7%	0.0%	2.2%	5.0%	0.0%	0.0%	2.4%
Total(n)	34	109	462	8	46	221	25	54	209
Mean	2.71	2.63	2.54	2.63	2.65	2.47	2.72	2.63	2.61
Standard deviation	0.46	0.52	0.57	0.52	0.53	0.59	0.46	0.49	0.54
Significance	-			-			-		
Effect size	-	0.15	0.30	-	-0.04	0.27	-	0.18	0.20
Helped them plan their course of study									
Frequently	97.1%	79.6%	73.5%	100.0%	73.9%	70.6%	96.0%	83.0%	76.0%
Occasionally	2.9%	20.4%	23.6%	0.0%	26.1%	27.1%	4.0%	17.0%	20.2%
Not at All	0.0%	0.0%	2.8%	0.0%	0.0%	2.3%	0.0%	0.0%	3.8%
Total(n)	34	108	461	8	46	221	25	53	208
Mean	2.97	2.80	2.71	3.00	2.74	2.68	2.96	2.83	2.72
Standard deviation	0.17	0.40	0.51	0.00	0.44	0.51	0.20	0.38	0.53
Significance	-	*	**	-			-		*
Effect size	-	0.43	0.51	-	0.59	0.63	-	0.34	0.45

Discussed their academic performance										
Frequently	76.5%	70.4%	63.8%	87.5%	69.6%	59.7%	72.0%	71.7%	65.9%	
Occasionally	20.6%	29.6%	34.7%	12.5%	30.4%	38.9%	24.0%	28.3%	32.2%	
Not at All	2.9%	0.0%	1.5%	0.0%	0.0%	1.4%	4.0%	0.0%	1.9%	
Total(n)	34	108	461	8	46	221	25	53	208	
Mean	2.74	2.70	2.62	2.88	2.70	2.58	2.68	2.72	2.64	
Standard deviation	0.51	0.46	0.52	0.35	0.47	0.52	0.56	0.45	0.52	
Significance	-			-			-			
Effect size	-	0.09	0.23	-	0.38	0.58	-	-0.09	0.08	
Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)										
Frequently	58.8%	61.5%	64.6%	62.5%	63.0%	62.7%	56.0%	59.3%	66.0%	
Occasionally	35.3%	36.7%	33.0%	25.0%	34.8%	35.0%	40.0%	38.9%	31.6%	
Not at All	5.9%	1.8%	2.4%	12.5%	2.2%	2.3%	4.0%	1.9%	2.4%	
Total(n)	34	109	461	8	46	220	25	54	209	
Mean	2.53	2.60	2.62	2.50	2.61	2.60	2.52	2.57	2.64	
Standard deviation	0.61	0.53	0.53	0.76	0.54	0.53	0.59	0.54	0.53	
Significance	-			-			-			
Effect size	-	-0.13	-0.17	-	-0.20	-0.19	-	-0.09	-0.23	
Discussed career and post-graduation goals										
Frequently	82.4%	72.5%	72.9%	87.5%	69.6%	67.0%	80.0%	72.2%	77.5%	
Occasionally	17.6%	27.5%	26.6%	12.5%	30.4%	32.6%	20.0%	27.8%	22.0%	
Not at All	0.0%	0.0%	0.4%	0.0%	0.0%	0.5%	0.0%	0.0%	0.5%	
Total(n)	34	109	462	8	46	221	25	54	209	
Mean	2.82	2.72	2.73	2.88	2.70	2.67	2.80	2.72	2.77	
Standard deviation	0.39	0.45	0.46	0.35	0.47	0.48	0.41	0.45	0.43	
Significance	-			-			-			
Effect size	-	0.22	0.20	-	0.38	0.44	-	0.18	0.07	
During the past year, have you taken advantage of any of the following professional development opportunities provided by this institution?										
Funded workshops focused on teaching										
Yes	76.7%	72.5%	60.1%	57.1%	74.5%	56.9%	85.7%	69.7%	62.9%	
No	18.6%	18.3%	34.9%	35.7%	18.2%	40.2%	10.7%	19.7%	30.8%	
Not eligible	2.3%	2.1%	0.8%	7.1%	0.0%	0.4%	0.0%	2.6%	0.7%	
Not available	2.3%	7.0%	4.2%	0.0%	7.3%	2.5%	3.6%	7.9%	5.6%	
Total(n)	43	142	619	14	55	276	28	76	302	
Funded workshops focused on research skills development										
Yes	11.9%	17.0%	14.0%	14.3%	14.8%	11.4%	11.1%	17.1%	15.5%	
No	78.6%	60.3%	69.8%	78.6%	63.0%	75.8%	77.8%	59.2%	66.3%	
Not eligible	2.4%	3.5%	1.6%	7.1%	3.7%	1.5%	0.0%	2.6%	1.0%	
Not available	7.1%	19.1%	14.6%	0.0%	18.5%	11.4%	11.1%	21.1%	17.2%	
Total(n)	42	141	616	14	54	273	27	76	303	
Funded workshops focused on grant writing										
Yes	11.6%	15.6%	9.7%	14.3%	22.2%	11.0%	10.7%	10.5%	8.6%	
No	76.7%	63.1%	77.0%	78.6%	53.7%	77.7%	75.0%	68.4%	77.0%	
Not eligible	2.3%	2.8%	1.6%	7.1%	3.7%	1.5%	0.0%	1.3%	1.3%	

Not available	9.3%	18.4%	11.7%	0.0%	20.4%	9.9%	14.3%	19.7%	13.2%
Total(n)	43	141	617	14	54	273	28	76	304
Paid sabbatical leave									
Yes	6.8%	7.1%	8.1%	0.0%	7.3%	8.0%	10.3%	6.7%	8.3%
No	65.9%	65.2%	71.2%	85.7%	67.3%	74.9%	55.2%	61.3%	67.3%
Not eligible	25.0%	15.6%	16.2%	14.3%	7.3%	11.6%	31.0%	22.7%	20.5%
Not available	2.3%	12.1%	4.5%	0.0%	18.2%	5.5%	3.4%	9.3%	4.0%
Total(n)	44	141	618	14	55	275	29	75	303
Travel funds paid by the institution									
Yes	88.4%	65.0%	71.6%	92.3%	62.3%	69.2%	86.2%	71.1%	75.9%
No	9.3%	28.6%	25.0%	7.7%	32.1%	28.6%	10.3%	22.4%	20.8%
Not eligible	2.3%	1.4%	1.5%	0.0%	0.0%	0.4%	3.4%	2.6%	1.7%
Not available	0.0%	5.0%	1.9%	0.0%	5.7%	1.8%	0.0%	3.9%	1.7%
Total(n)	43	140	617	13	53	273	29	76	303
Internal grants for research									
Yes	13.6%	25.4%	30.7%	7.1%	34.5%	32.2%	17.2%	17.1%	29.9%
No	81.8%	60.6%	61.7%	85.7%	56.4%	61.5%	79.3%	64.5%	61.5%
Not eligible	2.3%	9.9%	4.4%	7.1%	3.6%	2.2%	0.0%	15.8%	5.9%
Not available	2.3%	4.2%	3.2%	0.0%	5.5%	4.0%	3.4%	2.6%	2.6%
Total(n)	44	142	616	14	55	273	29	76	304
Training for administrative leadership									
Yes	54.5%	34.5%	34.0%	57.1%	30.9%	33.5%	51.7%	38.2%	35.9%
No	36.4%	52.1%	54.2%	42.9%	58.2%	58.9%	34.5%	47.4%	49.7%
Not eligible	0.0%	2.1%	2.3%	0.0%	0.0%	1.1%	0.0%	3.9%	2.6%
Not available	9.1%	11.3%	9.5%	0.0%	10.9%	6.5%	13.8%	10.5%	11.8%
Total(n)	44	142	620	14	55	275	29	76	304
Training for promoting inclusion and facilitating difficult conversations									
Yes	83.7%	29.6%	45.0%	84.6%	34.5%	40.4%	82.8%	25.0%	49.5%
No	16.3%	57.7%	47.9%	15.4%	54.5%	53.8%	17.2%	60.5%	42.6%
Not eligible	0.0%	0.7%	0.8%	0.0%	0.0%	1.1%	0.0%	1.3%	0.3%
Not available	0.0%	12.0%	6.3%	0.0%	10.9%	4.7%	0.0%	13.2%	7.5%
Total(n)	43	142	620	13	55	275	29	76	305
Incentives to develop new courses									
Yes	25.0%	31.9%	20.6%	28.6%	37.0%	22.9%	20.7%	28.9%	18.4%
No	68.2%	57.4%	66.0%	71.4%	55.6%	65.5%	69.0%	59.2%	66.4%
Not eligible	0.0%	1.4%	3.1%	0.0%	0.0%	2.2%	0.0%	2.6%	3.3%
Not available	6.8%	9.2%	10.3%	0.0%	7.4%	9.5%	10.3%	9.2%	11.8%
Total(n)	44	141	620	14	54	275	29	76	304
During the past year, have you taken advantage of any of the following professional development opportunities provided by this institution?									
Incentives to integrate technology into your classroom									
Yes	38.6%	47.9%	29.0%	42.9%	63.6%	27.7%	34.5%	38.2%	29.6%
No	52.3%	45.1%	62.3%	50.0%	32.7%	64.2%	55.2%	53.9%	61.2%
Not eligible	2.3%	0.7%	2.3%	7.1%	0.0%	1.8%	0.0%	1.3%	2.3%
Not available	6.8%	6.3%	6.5%	0.0%	3.6%	6.2%	10.3%	6.6%	6.9%
Total(n)	44	142	620	14	55	274	29	76	304

Resources to integrate culturally-competent practices into your classroom										
Yes	63.6%	28.9%	31.7%	71.4%	27.3%	24.0%	58.6%	28.9%	37.8%	
No	34.1%	52.8%	58.3%	28.6%	56.4%	67.6%	37.9%	50.0%	51.0%	
Not eligible	0.0%	1.4%	1.9%	0.0%	1.8%	2.2%	0.0%	1.3%	1.3%	
Not available	2.3%	16.9%	8.1%	0.0%	14.5%	6.2%	3.4%	19.7%	9.9%	
Total(n)	44	142	619	14	55	275	29	76	304	
How many of the following have you published?										
Articles in academic or professional journals										
None	20.5%	20.6%	14.5%	28.6%	16.4%	12.7%	17.2%	21.3%	15.1%	Scholarly Productivity
1-2	29.5%	17.7%	16.3%	21.4%	14.5%	15.6%	34.5%	20.0%	16.1%	
3-4	18.2%	10.6%	15.8%	21.4%	5.5%	11.6%	17.2%	14.7%	20.1%	
5-10	20.5%	25.5%	24.8%	14.3%	20.0%	23.6%	20.7%	30.7%	27.3%	
11-20	6.8%	12.8%	16.4%	14.3%	25.5%	21.0%	3.4%	5.3%	11.8%	
21-50	4.5%	11.3%	9.2%	0.0%	16.4%	11.2%	6.9%	8.0%	7.9%	
51+	0.0%	1.4%	3.1%	0.0%	1.8%	4.3%	0.0%	0.0%	1.6%	
Total(n)	44	141	621	14	55	276	29	75	304	
Mean	2.77	3.32	3.52	2.64	3.80	3.76	2.79	3.03	3.35	
Standard deviation	1.41	1.71	1.64	1.45	1.79	1.70	1.42	1.52	1.54	
Significance	-		**	-	*	*	-			
Effect size	-	-0.32	-0.46	-	-0.65	-0.66	-	-0.16	-0.36	
Chapters in edited volumes										
None	53.5%	50.4%	43.4%	53.8%	44.4%	45.8%	55.2%	52.6%	40.9%	Scholarly Productivity
1-2	34.9%	29.8%	29.1%	38.5%	31.5%	30.9%	31.0%	28.9%	28.0%	
3-4	9.3%	13.5%	17.5%	7.7%	16.7%	14.9%	10.3%	13.2%	20.6%	
5-10	2.3%	5.7%	7.9%	0.0%	7.4%	6.5%	3.4%	3.9%	8.4%	
11-20	0.0%	0.7%	1.7%	0.0%	0.0%	1.5%	0.0%	1.3%	1.7%	
21-50	0.0%	0.0%	0.3%	0.0%	0.0%	0.4%	0.0%	0.0%	0.3%	
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	43	141	594	13	54	262	29	76	296	
Mean	1.60	1.77	1.96	1.54	1.87	1.88	1.62	1.72	2.03	
Standard deviation	0.76	0.94	1.06	0.66	0.95	1.03	0.82	0.93	1.08	
Significance	-		*	-			-		*	
Effect size	-	-0.18	-0.34	-	-0.35	-0.33	-	-0.11	-0.38	
How many of the following have you published?										
Books, manuals, monographs, or research reports										
None	72.7%	64.7%	57.2%	64.3%	61.1%	55.9%	79.3%	67.6%	60.5%	
1-2	18.2%	20.1%	26.2%	14.3%	20.4%	25.9%	20.7%	20.3%	25.4%	
3-4	4.5%	10.8%	9.0%	14.3%	13.0%	10.0%	0.0%	9.5%	7.7%	
5-10	0.0%	3.6%	5.2%	0.0%	5.6%	5.6%	0.0%	2.7%	4.7%	
11-20	4.5%	0.0%	1.5%	7.1%	0.0%	2.2%	0.0%	0.0%	0.7%	
21-50	0.0%	0.0%	0.5%	0.0%	0.0%	0.4%	0.0%	0.0%	0.7%	
51+	0.0%	0.7%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	
Total(n)	44	139	610	14	54	270	29	74	299	
Mean	1.45	1.57	1.70	1.71	1.63	1.73	1.21	1.47	1.63	

Standard deviation	0.95	0.95	1.04	1.20	0.92	1.04	0.41	0.78	0.99
Significance	-			-			-		*
Effect size	-	-0.13	-0.24	-	0.09	-0.02	-	-0.33	-0.42
Other, such as patents or computer software products									
None	95.3%	94.9%	92.1%	85.7%	94.4%	89.6%	100.0%	94.5%	94.5%
1-2	0.0%	3.6%	4.5%	0.0%	3.7%	4.8%	0.0%	4.1%	3.8%
3-4	0.0%	0.7%	1.5%	0.0%	0.0%	2.6%	0.0%	1.4%	0.7%
5-10	2.3%	0.0%	0.7%	7.1%	0.0%	0.7%	0.0%	0.0%	0.7%
11-20	0.0%	0.7%	0.8%	0.0%	1.9%	1.9%	0.0%	0.0%	0.0%
21-50	2.3%	0.0%	0.2%	7.1%	0.0%	0.4%	0.0%	0.0%	0.0%
51+	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%
Total(n)	43	137	596	14	54	270	28	73	291
Mean	1.19	1.08	1.15	1.57	1.11	1.21	1.00	1.07	1.09
Standard deviation	0.88	0.42	0.62	1.50	0.57	0.75	0.00	0.30	0.49
Significance	-			-			-		
Effect size	-	0.26	0.06	-	0.81	0.48	-	-0.23	-0.18
In the past <u>three</u> years, how many exhibitions, recordings, or performances in the fine or applied arts have you presented?									
None	86.4%	82.4%	82.7%	92.9%	87.3%	82.2%	86.2%	81.6%	84.9%
1-2	4.5%	7.0%	5.0%	0.0%	5.5%	4.7%	6.9%	7.9%	4.3%
3-4	2.3%	2.1%	3.0%	0.0%	1.8%	2.5%	3.4%	2.6%	3.6%
5-10	2.3%	6.3%	5.3%	0.0%	1.8%	4.7%	3.4%	7.9%	5.2%
11-20	2.3%	2.1%	1.9%	7.1%	3.6%	2.9%	0.0%	0.0%	0.3%
21+	2.3%	0.0%	2.1%	0.0%	0.0%	2.9%	0.0%	0.0%	1.6%
Total(n)	44	142	623	14	55	276	29	76	305
Mean	1.36	1.39	1.45	1.29	1.29	1.50	1.24	1.37	1.37
Standard deviation	1.08	0.96	1.13	1.07	0.90	1.23	0.69	0.88	0.99
Significance	-			-			-		
Effect size	-	-0.03	-0.08	-	0.00	-0.17	-	-0.15	-0.13
How many of these exhibitions, recordings or performances were:									
Solo/Individual									
None	20.0%	38.1%	31.1%	0.0%	42.9%	32.6%	33.3%	50.0%	33.3%
1-2	20.0%	42.9%	40.0%	0.0%	42.9%	34.9%	33.3%	40.0%	47.2%
3-4	20.0%	4.8%	12.2%	0.0%	0.0%	9.3%	33.3%	0.0%	11.1%
5-10	20.0%	9.5%	12.2%	100.0%	0.0%	14.0%	0.0%	10.0%	8.3%
11-20	20.0%	4.8%	3.3%	0.0%	14.3%	7.0%	0.0%	0.0%	0.0%
21+	0.0%	0.0%	1.1%	0.0%	0.0%	2.3%	0.0%	0.0%	0.0%
Total(n)	5	21	90	1	7	43	3	10	36
Mean	3.00	2.00	2.20	4.00	2.00	2.35	2.00	1.70	1.94
Standard deviation	1.58	1.14	1.17	.	1.41	1.38	1.00	0.95	0.89
Significance	-			-			-		
Effect size	-	0.88	0.68	-	1.42	1.20	-	0.32	0.07
How many of these exhibitions, recordings or performances were:									
Collaborative									
None	20.0%	4.3%	8.8%	0.0%	16.7%	11.1%	33.3%	0.0%	6.8%

1-2	40.0%	47.8%	34.3%	100.0%	50.0%	26.7%	33.3%	46.2%	40.9%	
3-4	0.0%	21.7%	19.6%	0.0%	0.0%	17.8%	0.0%	30.8%	22.7%	
5-10	20.0%	17.4%	17.6%	0.0%	16.7%	17.8%	33.3%	23.1%	15.9%	
11-20	0.0%	8.7%	11.8%	0.0%	16.7%	13.3%	0.0%	0.0%	9.1%	
21+	20.0%	0.0%	7.8%	0.0%	0.0%	13.3%	0.0%	0.0%	4.5%	
Total(n)	5	23	102	1	6	45	3	13	44	
Mean	3.00	2.78	3.13	2.00	2.67	3.36	2.33	2.77	2.93	
Standard deviation	2.00	1.09	1.43	.	1.51	1.60	1.53	0.83	1.28	
Significance	-			-			-			
Effect size	-	0.20	-0.09	-	-0.44	-0.85	-	-0.53	-0.47	
In the past <u>three</u> years, how many of your professional writings have been published or accepted for publication?										
0	31.8%	29.8%	24.3%	35.7%	23.6%	24.7%	31.0%	34.2%	23.4%	
1	20.5%	17.7%	15.4%	7.1%	12.7%	13.5%	27.6%	18.4%	16.5%	
2	22.7%	14.2%	17.6%	7.1%	18.2%	16.7%	27.6%	13.2%	18.5%	
3	11.4%	14.9%	16.8%	21.4%	10.9%	17.5%	6.9%	18.4%	17.5%	
4	4.5%	5.0%	7.4%	14.3%	7.3%	7.3%	0.0%	3.9%	7.9%	
5	4.5%	5.7%	6.3%	7.1%	9.1%	7.3%	3.4%	2.6%	5.0%	
6	4.5%	7.1%	4.4%	7.1%	10.9%	4.7%	3.4%	5.3%	4.3%	
7-10	0.0%	2.1%	4.9%	0.0%	3.6%	5.8%	0.0%	1.3%	4.3%	
More than 10	0.0%	3.5%	2.9%	0.0%	3.6%	2.5%	0.0%	2.6%	2.6%	
Total(n)	44	141	618	14	55	275	29	76	303	
Mean	2.68	3.25	3.46	3.21	3.76	3.54	2.41	2.91	3.39	
Standard deviation	1.70	2.27	2.22	2.08	2.40	2.26	1.48	2.07	2.15	
Significance	-		*	-			-		*	Scholarly Productivity
Effect size	-	-0.25	-0.35	-	-0.23	-0.15	-	-0.24	-0.46	
How many of these professional writings in the past three years were solo-authored?										
0	44.8%	42.7%	41.6%	44.4%	44.4%	41.9%	42.1%	47.8%	42.9%	
1	31.0%	24.7%	26.2%	11.1%	19.4%	23.1%	42.1%	23.9%	27.6%	
2	6.9%	12.4%	13.0%	0.0%	13.9%	13.4%	10.5%	10.9%	13.3%	
3	6.9%	6.7%	8.7%	11.1%	5.6%	8.6%	5.3%	8.7%	8.6%	
4	6.9%	3.4%	4.0%	22.2%	5.6%	3.8%	0.0%	2.2%	4.3%	
5	3.4%	3.4%	2.1%	11.1%	2.8%	2.7%	0.0%	0.0%	1.0%	
6	0.0%	2.2%	0.9%	0.0%	2.8%	1.6%	0.0%	2.2%	0.5%	
7-10	0.0%	2.2%	2.4%	0.0%	2.8%	3.8%	0.0%	2.2%	1.4%	
More than 10	0.0%	2.2%	0.9%	0.0%	2.8%	1.1%	0.0%	2.2%	0.5%	
Total(n)	29	89	423	9	36	186	19	46	210	
Mean	2.10	2.47	2.35	2.89	2.58	2.49	1.79	2.26	2.19	
Standard deviation	1.42	1.99	1.74	2.09	2.14	1.93	0.85	1.88	1.51	
Significance	-			-			-			
Effect size	-	-0.19	-0.14	-	0.14	0.21	-	-0.25	-0.26	
How many of these professional writings in the past three years were co-authored?										
0	21.4%	21.7%	16.5%	25.0%	22.5%	20.9%	21.1%	19.6%	13.1%	
1	39.3%	23.9%	23.9%	12.5%	15.0%	18.8%	52.6%	30.4%	26.2%	

2	21.4%	21.7%	22.0%	25.0%	27.5%	18.8%	15.8%	19.6%	27.1%
3	10.7%	9.8%	15.3%	37.5%	7.5%	19.4%	0.0%	13.0%	12.6%
4	7.1%	7.6%	6.7%	0.0%	10.0%	6.8%	10.5%	4.3%	6.5%
5	0.0%	5.4%	5.6%	0.0%	10.0%	6.3%	0.0%	2.2%	4.2%
6	0.0%	3.3%	2.1%	0.0%	2.5%	1.6%	0.0%	4.3%	2.3%
7-10	0.0%	2.2%	4.2%	0.0%	5.0%	4.7%	0.0%	0.0%	3.7%
More than 10	0.0%	4.3%	3.7%	0.0%	0.0%	2.6%	0.0%	6.5%	4.2%
Total(n)	28	92	431	8	40	191	19	46	214
Mean	2.43	3.24	3.40	2.75	3.33	3.37	2.26	3.15	3.39
Standard deviation	1.17	2.15	2.09	1.28	2.02	2.08	1.15	2.17	2.06
Significance	-		*	-			-		*
Effect size	-	-0.38	-0.46	-	-0.29	-0.30	-	-0.41	-0.55
During the present term, how many hours per week on average do you spend on each of the following?									
Scheduled teaching (give actual, not credit hours)									
None	4.7%	9.3%	9.8%	7.1%	11.3%	8.1%	3.6%	7.9%	11.7%
1-4	27.9%	33.6%	26.1%	42.9%	32.1%	23.9%	21.4%	36.8%	28.7%
5-8	37.2%	28.6%	31.0%	28.6%	30.2%	33.1%	42.9%	27.6%	31.0%
9-12	18.6%	18.6%	22.5%	14.3%	20.8%	22.4%	21.4%	15.8%	21.7%
13-16	4.7%	5.7%	6.4%	7.1%	5.7%	8.5%	3.6%	5.3%	3.7%
17-20	2.3%	2.1%	2.3%	0.0%	0.0%	2.6%	3.6%	3.9%	2.3%
21+	4.7%	2.1%	2.0%	0.0%	0.0%	1.5%	3.6%	2.6%	1.0%
Total(n)	43	140	613	14	53	272	28	76	300
Mean	3.16	2.93	3.04	2.71	2.77	3.13	3.25	2.96	2.88
Standard deviation	1.34	1.29	1.29	1.07	1.09	1.26	1.27	1.36	1.22
Significance	-			-			-		
Effect size	-	0.18	0.09	-	-0.06	-0.33	-	0.21	0.30
Preparing for teaching (including reading student papers and grading)									
None	7.1%	7.1%	8.8%	7.7%	9.1%	7.3%	7.1%	6.7%	10.6%
1-4	4.8%	20.6%	16.7%	7.7%	25.5%	15.4%	3.6%	16.0%	17.5%
5-8	31.0%	23.4%	26.1%	53.8%	20.0%	28.6%	21.4%	26.7%	24.2%
9-12	28.6%	22.7%	22.6%	23.1%	23.6%	23.4%	28.6%	22.7%	22.2%
13-16	9.5%	10.6%	12.7%	7.7%	9.1%	11.0%	10.7%	9.3%	13.2%
17-20	11.9%	11.3%	8.1%	0.0%	10.9%	9.5%	17.9%	13.3%	7.0%
21+	7.1%	4.3%	5.0%	0.0%	1.8%	4.8%	10.7%	5.3%	5.3%
Total(n)	42	141	616	13	55	273	28	75	302
Mean	3.93	3.60	3.58	3.15	3.38	3.63	4.29	3.73	3.52
Standard deviation	1.55	1.58	1.57	0.99	1.55	1.53	1.67	1.61	1.60
Significance	-			-			-		*
Effect size	-	0.21	0.22	-	-0.15	-0.31	-	0.35	0.48
During the present term, how many hours per week on average do you spend on each of the following?									
Advising or counseling students									
None	9.1%	7.7%	6.0%	14.3%	5.5%	6.2%	6.9%	9.2%	5.9%

1-4	50.0%	52.8%	57.3%	50.0%	58.2%	58.5%	51.7%	50.0%	56.6%	
5-8	27.3%	23.2%	24.0%	35.7%	27.3%	24.4%	20.7%	21.1%	24.3%	
9-12	9.1%	8.5%	7.6%	0.0%	3.6%	4.7%	13.8%	11.8%	9.2%	
13-16	4.5%	3.5%	2.4%	0.0%	1.8%	2.9%	6.9%	5.3%	2.3%	
17-20	0.0%	2.8%	1.6%	0.0%	3.6%	2.2%	0.0%	1.3%	0.7%	
21+	0.0%	1.4%	1.1%	0.0%	0.0%	1.1%	0.0%	1.3%	1.0%	
Total(n)	44	142	620	14	55	275	29	76	304	
Mean	2.50	2.61	2.53	2.21	2.49	2.51	2.62	2.63	2.51	
Standard deviation	0.95	1.18	1.04	0.70	1.00	1.06	1.05	1.19	0.98	
Significance	-			-			-			
Effect size	-	-0.09	-0.03	-	-0.28	-0.28	-	-0.01	0.11	
Committee work and meetings										
None	6.8%	0.7%	1.0%	14.3%	1.8%	1.1%	3.4%	0.0%	0.7%	
1-4	25.0%	35.2%	31.2%	35.7%	38.2%	31.7%	20.7%	31.6%	29.0%	
5-8	15.9%	26.8%	33.2%	21.4%	27.3%	33.6%	13.8%	26.3%	33.0%	
9-12	29.5%	18.3%	15.9%	14.3%	12.7%	14.8%	34.5%	23.7%	18.2%	
13-16	9.1%	6.3%	8.5%	7.1%	7.3%	9.6%	10.3%	6.6%	7.3%	
17-20	4.5%	6.3%	4.7%	0.0%	9.1%	4.4%	6.9%	5.3%	5.6%	
21+	9.1%	6.3%	5.5%	7.1%	3.6%	4.8%	10.3%	6.6%	6.3%	
Total(n)	44	142	615	14	55	271	29	76	303	
Mean	3.59	3.39	3.36	2.93	3.27	3.32	3.90	3.47	3.44	
Standard deviation	1.66	1.51	1.43	1.64	1.50	1.40	1.63	1.46	1.45	
Significance	-			-			-			
Effect size	-	0.13	0.16	-	-0.23	-0.28	-	0.29	0.32	
Research and scholarly writing										
None	45.5%	24.6%	19.7%	42.9%	16.4%	18.6%	44.8%	27.6%	19.9%	
1-4	45.5%	43.0%	46.8%	50.0%	47.3%	47.8%	44.8%	43.4%	47.4%	
5-8	6.8%	18.3%	20.4%	0.0%	16.4%	22.3%	10.3%	19.7%	19.5%	
9-12	0.0%	7.7%	6.6%	0.0%	9.1%	5.5%	0.0%	5.3%	7.3%	
13-16	2.3%	3.5%	3.1%	7.1%	5.5%	2.9%	0.0%	2.6%	2.6%	
17-20	0.0%	0.7%	1.0%	0.0%	1.8%	0.7%	0.0%	0.0%	1.0%	
21+	0.0%	2.1%	2.4%	0.0%	3.6%	2.2%	0.0%	1.3%	2.3%	
Total(n)	44	142	618	14	55	274	29	76	302	
Mean	1.68	2.33	2.39	1.79	2.60	2.37	1.66	2.17	2.38	
Standard deviation	0.80	1.26	1.25	1.05	1.44	1.19	0.67	1.11	1.23	
Significance	-	**	***	-			-	*	**	
Effect size	-	-0.52	-0.57	-	-0.56	-0.49	-	-0.46	-0.59	
During the present term, how many hours per week on average do you spend on each of the following?										
Other creative products/performances										
None	73.8%	64.5%	71.6%	58.3%	66.0%	67.9%	82.8%	66.2%	77.4%	
1-4	19.0%	26.8%	20.4%	25.0%	24.5%	21.8%	17.2%	27.0%	17.3%	
5-8	7.1%	3.6%	4.2%	16.7%	3.8%	5.9%	0.0%	4.1%	2.7%	
9-12	0.0%	2.9%	2.0%	0.0%	3.8%	2.6%	0.0%	1.4%	1.3%	
13-16	0.0%	0.7%	0.8%	0.0%	0.0%	0.7%	0.0%	0.0%	0.3%	

17-20	0.0%	0.7%	0.7%	0.0%	0.0%	0.7%	0.0%	1.4%	0.7%	
21+	0.0%	0.7%	0.3%	0.0%	1.9%	0.4%	0.0%	0.0%	0.3%	
Total(n)	42	138	612	12	53	271	29	74	301	
Mean	1.33	1.54	1.43	1.58	1.55	1.50	1.17	1.46	1.33	
Standard deviation	0.61	0.98	0.88	0.79	1.07	0.93	0.38	0.83	0.79	
Significance	-			-			-			
Effect size	-	-0.21	-0.11	-	0.03	0.09	-	-0.35	-0.20	
Community or public service										
None	34.1%	31.2%	32.6%	28.6%	27.3%	35.4%	37.9%	33.3%	30.6%	
1-4	43.2%	48.2%	49.4%	35.7%	50.9%	44.2%	48.3%	46.7%	53.2%	
5-8	9.1%	14.9%	13.5%	21.4%	10.9%	15.0%	0.0%	20.0%	13.3%	
9-12	13.6%	2.8%	2.8%	14.3%	7.3%	3.6%	13.8%	0.0%	2.0%	
13-16	0.0%	1.4%	1.0%	0.0%	3.6%	1.1%	0.0%	0.0%	1.0%	
17-20	0.0%	1.4%	0.5%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	
21+	0.0%	0.0%	0.3%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	Civic Minded Practice
Total(n)	44	141	617	14	55	274	29	75	301	
Mean	2.02	1.99	1.93	2.21	2.09	1.93	1.90	1.87	1.90	
Standard deviation	1.00	0.97	0.90	1.05	1.01	0.95	0.98	0.72	0.77	
Significance	-			-			-			
Effect size	-	0.03	0.10	-	0.12	0.29	-	0.04	0.00	
Outside consulting/freelance work										
None	88.6%	76.4%	76.3%	100.0%	72.2%	74.7%	86.2%	82.7%	79.7%	
1-4	11.4%	17.9%	17.7%	0.0%	20.4%	18.3%	13.8%	12.0%	15.0%	
5-8	0.0%	2.1%	3.4%	0.0%	3.7%	4.0%	0.0%	1.3%	3.0%	
9-12	0.0%	2.1%	1.6%	0.0%	1.9%	1.1%	0.0%	2.7%	2.0%	
13-16	0.0%	1.4%	0.6%	0.0%	1.9%	1.1%	0.0%	1.3%	0.3%	
17-20	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
21+	0.0%	0.0%	0.3%	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%	
Total(n)	44	140	616	14	54	273	29	75	301	
Mean	1.11	1.34	1.34	1.00	1.41	1.38	1.14	1.28	1.28	
Standard deviation	0.32	0.76	0.75	0.00	0.81	0.86	0.35	0.75	0.65	
Significance	-		*	-			-			
Effect size	-	-0.30	-0.31	-	-0.51	-0.44	-	-0.19	-0.22	
Household/childcare duties										
None	7.0%	7.0%	9.9%	21.4%	9.1%	11.0%	0.0%	6.6%	8.2%	
1-4	16.3%	13.4%	16.0%	21.4%	16.4%	17.9%	14.3%	7.9%	13.1%	
5-8	14.0%	21.8%	22.1%	14.3%	18.2%	24.9%	14.3%	25.0%	21.3%	
9-12	23.3%	23.9%	17.4%	14.3%	27.3%	16.1%	25.0%	25.0%	18.0%	
13-16	7.0%	9.2%	9.5%	0.0%	7.3%	9.5%	10.7%	9.2%	9.5%	
17-20	4.7%	4.9%	6.1%	7.1%	1.8%	5.1%	3.6%	7.9%	6.9%	
21+	27.9%	19.7%	18.9%	21.4%	20.0%	15.4%	32.1%	18.4%	23.0%	
Total(n)	43	142	619	14	55	273	28	76	305	
Mean	4.33	4.08	3.95	3.57	3.93	3.72	4.71	4.20	4.20	
Standard deviation	2.04	1.86	1.95	2.31	1.91	1.89	1.86	1.80	1.97	
Significance	-			-			-			

Effect size	-	0.13	0.19	-	-0.19	-0.08	-	0.28	0.26	
During the present term, how many hours per week on average do you spend on each of the following?										
Serving as a caregiver for another adult										
None	84.1%	85.6%	86.1%	92.9%	90.6%	90.7%	82.8%	86.7%	86.1%	
1-4	9.1%	7.2%	7.9%	0.0%	3.8%	5.2%	10.3%	8.0%	7.6%	
5-8	6.8%	2.2%	1.8%	7.1%	3.8%	1.9%	6.9%	1.3%	1.3%	
9-12	0.0%	1.4%	1.1%	0.0%	0.0%	0.4%	0.0%	1.3%	1.3%	
13-16	0.0%	0.0%	0.7%	0.0%	0.0%	0.4%	0.0%	0.0%	1.0%	
17-20	0.0%	0.0%	0.7%	0.0%	0.0%	0.7%	0.0%	0.0%	0.7%	
21+	0.0%	3.6%	1.8%	0.0%	1.9%	0.7%	0.0%	2.7%	2.0%	
Total(n)	44	139	610	14	53	269	29	75	302	
Mean	1.23	1.37	1.32	1.14	1.23	1.20	1.24	1.31	1.33	
Standard deviation	0.57	1.21	1.04	0.53	0.91	0.80	0.58	1.07	1.09	
Significance	-			-			-			
Effect size	-	-0.12	-0.09	-	-0.10	-0.08	-	-0.07	-0.08	
Other employment outside of academia										
None	90.9%	91.4%	92.7%	92.9%	94.4%	95.2%	89.7%	90.7%	91.7%	
1-4	4.5%	3.6%	3.7%	7.1%	3.7%	2.2%	3.4%	1.3%	3.3%	
5-8	2.3%	1.4%	1.3%	0.0%	0.0%	1.1%	3.4%	2.7%	1.7%	
9-12	0.0%	2.9%	1.0%	0.0%	1.9%	0.7%	0.0%	4.0%	1.3%	
13-16	2.3%	0.7%	0.6%	0.0%	0.0%	0.4%	3.4%	1.3%	1.0%	
17-20	0.0%	0.0%	0.3%	0.0%	0.0%	0.4%	0.0%	0.0%	0.3%	
21+	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	
Total(n)	44	140	616	14	54	272	29	75	303	
Mean	1.18	1.18	1.15	1.07	1.09	1.10	1.24	1.24	1.20	
Standard deviation	0.69	0.66	0.68	0.27	0.45	0.52	0.83	0.80	0.81	
Significance	-			-			-			
Effect size	-	0.00	0.04	-	-0.04	-0.06	-	0.00	0.05	
Personal time (e.g., exercise, hobbies, relaxing)										
None	0.0%	7.1%	3.4%	0.0%	5.6%	3.0%	0.0%	8.0%	3.6%	
1-4	25.6%	25.0%	25.2%	7.1%	18.5%	19.2%	32.1%	24.0%	27.6%	
5-8	27.9%	36.4%	37.0%	42.9%	40.7%	40.2%	21.4%	38.7%	36.5%	
9-12	23.3%	17.9%	18.0%	28.6%	18.5%	18.1%	21.4%	16.0%	17.1%	
13-16	11.6%	5.0%	7.8%	7.1%	3.7%	8.1%	14.3%	6.7%	7.9%	
17-20	7.0%	5.0%	4.5%	7.1%	3.7%	4.8%	7.1%	6.7%	4.9%	
21+	4.7%	3.6%	4.1%	7.1%	9.3%	6.6%	3.6%	0.0%	2.3%	
Total(n)	43	140	616	14	54	271	28	75	304	
Mean	3.60	3.18	3.31	3.86	3.44	3.50	3.54	3.09	3.22	
Standard deviation	1.42	1.38	1.36	1.35	1.55	1.44	1.45	1.26	1.30	
Significance	-			-			-			
Effect size	-	0.30	0.21	-	0.27	0.25	-	0.36	0.25	

In your interactions with undergraduates, how often in the past year did you encourage them to:									
Ask questions in class									
Frequently	92.5%	94.4%	90.0%	92.3%	94.5%	93.0%	92.3%	94.7%	88.2%
Occasionally	0.0%	2.1%	4.3%	0.0%	3.6%	4.4%	0.0%	0.0%	3.4%
Not at all	7.5%	3.5%	5.8%	7.7%	1.8%	2.6%	7.7%	5.3%	8.4%
Total(n)	40	142	608	13	55	272	26	76	296
Mean	2.85	2.91	2.84	2.85	2.93	2.90	2.85	2.89	2.80
Standard deviation	0.53	0.39	0.50	0.55	0.33	0.37	0.54	0.45	0.58
Significance	-			-			-		
Effect size	-	-0.15	0.02	-	-0.24	-0.14	-	-0.09	0.09
Support their opinions with a logical argument									
Frequently	75.6%	82.3%	75.2%	69.2%	83.6%	77.9%	77.8%	80.0%	72.6%
Occasionally	17.1%	14.2%	18.2%	23.1%	14.5%	17.3%	14.8%	14.7%	18.9%
Not at all	7.3%	3.5%	6.6%	7.7%	1.8%	4.8%	7.4%	5.3%	8.4%
Total(n)	41	141	606	13	55	272	27	75	296
Mean	2.68	2.79	2.69	2.62	2.82	2.73	2.70	2.75	2.64
Standard deviation	0.61	0.49	0.59	0.65	0.43	0.54	0.61	0.55	0.63
Significance	-			-			-		
Effect size	-	-0.22	-0.02	-	-0.47	-0.20	-	-0.09	0.10
In your interactions with undergraduates, how often in the past year did you encourage them to:									
Seek solutions to problems and explain them to others									
Frequently	73.2%	67.6%	70.3%	76.9%	61.8%	71.6%	70.4%	72.4%	70.1%
Occasionally	19.5%	27.5%	23.2%	15.4%	34.5%	24.4%	22.2%	21.1%	21.5%
Not at all	7.3%	4.9%	6.6%	7.7%	3.6%	4.1%	7.4%	6.6%	8.4%
Total(n)	41	142	609	13	55	271	27	76	298
Mean	2.66	2.63	2.64	2.69	2.58	2.68	2.63	2.66	2.62
Standard deviation	0.62	0.58	0.60	0.63	0.57	0.55	0.63	0.60	0.64
Significance	-			-			-		
Effect size	-	0.05	0.03	-	0.19	0.02	-	-0.05	0.02
Analyze multiple sources of information before coming to a conclusion									
Occasionally	68.3%	71.8%	67.1%	46.2%	70.9%	65.8%	77.8%	71.1%	67.6%
Not at all	17.1%	25.4%	25.9%	38.5%	27.3%	29.8%	7.4%	25.0%	23.4%
Total(n)	14.6%	2.8%	7.0%	15.4%	1.8%	4.4%	14.8%	3.9%	9.0%
Total(n)	41	142	611	13	55	272	27	76	299
Mean	2.54	2.69	2.60	2.31	2.69	2.61	2.63	2.67	2.59
Standard deviation	0.74	0.52	0.62	0.75	0.50	0.57	0.74	0.55	0.65
Significance	-			-	*		-		
Effect size	-	-0.29	-0.10	-	-0.76	-0.53	-	-0.07	0.06
Evaluate the quality or reliability of information they receive									
Frequently	63.4%	71.1%	69.0%	46.2%	76.4%	68.5%	74.1%	65.8%	68.9%
Occasionally	26.8%	25.4%	23.9%	38.5%	20.0%	24.9%	18.5%	30.3%	23.4%
Not at all	9.8%	3.5%	7.2%	15.4%	3.6%	6.6%	7.4%	3.9%	7.7%
Total(n)	41	142	612	13	55	273	27	76	299
Mean	2.54	2.68	2.62	2.31	2.73	2.62	2.67	2.62	2.61

Standard deviation	0.67	0.54	0.62	0.75	0.53	0.61	0.62	0.56	0.63
Significance	-			-	*		-		
Effect size	-	-0.26	-0.13	-	-0.79	-0.51	-	0.09	0.10
Take risks for potential gains									
Frequently	26.8%	39.7%	38.6%	15.4%	38.2%	37.5%	33.3%	41.3%	39.7%
Occasionally	53.7%	45.4%	40.6%	69.2%	45.5%	41.3%	44.4%	44.0%	40.3%
Not at all	19.5%	14.9%	20.9%	15.4%	16.4%	21.2%	22.2%	14.7%	20.0%
Total(n)	41	141	604	13	55	269	27	75	295
Mean	2.07	2.25	2.18	2.00	2.22	2.16	2.11	2.27	2.20
Standard deviation	0.69	0.70	0.75	0.58	0.71	0.75	0.75	0.70	0.75
Significance	-			-			-		
Effect size	-	-0.26	-0.15	-	-0.31	-0.21	-	-0.23	-0.12
In your interactions with undergraduates, how often in the past year did you encourage them to:									
Seek alternative solutions to a problem									
Frequently	68.3%	64.1%	63.2%	61.5%	63.6%	64.9%	70.4%	67.1%	62.1%
Occasionally	24.4%	33.8%	31.1%	30.8%	34.5%	32.1%	22.2%	30.3%	29.9%
Not at all	7.3%	2.1%	5.8%	7.7%	1.8%	3.0%	7.4%	2.6%	8.1%
Total(n)	41	142	608	13	55	271	27	76	298
Mean	2.61	2.62	2.57	2.54	2.62	2.62	2.63	2.64	2.54
Standard deviation	0.63	0.53	0.60	0.66	0.53	0.54	0.63	0.53	0.64
Significance	-			-			-		
Effect size	-	-0.02	0.07	-	-0.15	-0.15	-	-0.02	0.14
Look up scientific research articles and resources									
Frequently	43.9%	58.9%	54.0%	38.5%	66.7%	53.1%	44.4%	55.3%	55.2%
Occasionally	41.5%	28.4%	30.9%	38.5%	22.2%	31.7%	44.4%	31.6%	30.1%
Not at all	14.6%	12.8%	15.1%	23.1%	11.1%	15.1%	11.1%	13.2%	14.7%
Total(n)	41	141	609	13	54	271	27	76	299
Mean	2.29	2.46	2.39	2.15	2.56	2.38	2.33	2.42	2.40
Standard deviation	0.72	0.71	0.74	0.80	0.69	0.73	0.68	0.72	0.73
Significance	-			-			-		
Effect size	-	-0.24	-0.14	-	-0.59	-0.32	-	-0.13	-0.10
Explore topics on their own, even though it was not required for a class									
Frequently	43.9%	55.3%	50.2%	38.5%	66.7%	52.2%	44.4%	48.7%	48.3%
Occasionally	43.9%	38.3%	40.5%	46.2%	27.8%	41.5%	44.4%	44.7%	40.6%
Not at all	12.2%	6.4%	9.4%	15.4%	5.6%	6.3%	11.1%	6.6%	11.1%
Total(n)	41	141	608	13	54	270	27	76	298
Mean	2.32	2.49	2.41	2.23	2.61	2.46	2.33	2.42	2.37
Standard deviation	0.69	0.62	0.66	0.73	0.60	0.61	0.68	0.62	0.68
Significance	-			-			-		
Effect size	-	-0.27	-0.14	-	-0.63	-0.38	-	-0.15	-0.06
Accept mistakes as part of the learning process									
Frequently	82.9%	76.1%	74.8%	76.9%	70.9%	74.6%	85.2%	81.6%	76.2%
Occasionally	9.8%	21.8%	19.8%	15.4%	27.3%	22.8%	7.4%	15.8%	16.1%
Not at all	7.3%	2.1%	5.4%	7.7%	1.8%	2.6%	7.4%	2.6%	7.7%
Total(n)	41	142	610	13	55	272	27	76	298

Mean	2.76	2.74	2.69	2.69	2.69	2.72	2.78	2.79	2.68
Standard deviation	0.58	0.49	0.57	0.63	0.50	0.50	0.58	0.47	0.61
Significance	-			-			-		
Effect size	-	0.04	0.12	-	0.00	-0.06	-	-0.02	0.16
In your interactions with undergraduates, how often in the past year did you encourage them to:									
Recognize biases that affect their thinking									
Frequently	56.1%	55.3%	55.8%	30.8%	45.5%	49.6%	70.4%	62.7%	60.8%
Occasionally	26.8%	36.9%	35.3%	46.2%	45.5%	41.9%	14.8%	29.3%	30.1%
Not at all	17.1%	7.8%	8.9%	23.1%	9.1%	8.5%	14.8%	8.0%	9.1%
Total(n)	41	141	607	13	55	272	27	75	296
Mean	2.39	2.48	2.47	2.08	2.36	2.41	2.56	2.55	2.52
Standard deviation	0.77	0.64	0.65	0.76	0.65	0.64	0.75	0.64	0.66
Significance	-			-			-		
Effect size	-	-0.14	-0.12	-	-0.43	-0.52	-	0.02	0.06
How frequently in the courses you taught in the past year have you given at least one assignment that required students to:									
Write in the specific style or format of your discipline									
Frequently	72.1%	68.1%	66.0%	64.3%	70.4%	61.2%	78.6%	67.1%	70.3%
Occasionally	23.3%	21.3%	24.2%	28.6%	16.7%	26.4%	17.9%	22.4%	22.0%
Not at all	4.7%	10.6%	9.8%	7.1%	13.0%	12.5%	3.6%	10.5%	7.7%
Total(n)	43	141	615	14	54	273	28	76	300
Mean	2.67	2.57	2.56	2.57	2.57	2.49	2.75	2.57	2.63
Standard deviation	0.57	0.68	0.66	0.65	0.72	0.71	0.52	0.68	0.62
Significance	-			-			-		
Effect size	-	0.15	0.17	-	0.00	0.11	-	0.26	0.19
Describe how different perspectives would affect the interpretation of a question or issue in your discipline									
Frequently	53.5%	48.6%	51.8%	35.7%	47.3%	42.0%	60.7%	51.3%	59.1%
Occasionally	34.9%	42.3%	37.0%	50.0%	40.0%	41.6%	28.6%	42.1%	34.2%
Not at all	11.6%	9.2%	11.2%	14.3%	12.7%	16.4%	10.7%	6.6%	6.6%
Total(n)	43	142	614	14	55	274	28	76	301
Mean	2.42	2.39	2.41	2.21	2.35	2.26	2.50	2.45	2.52
Standard deviation	0.70	0.65	0.68	0.70	0.70	0.72	0.69	0.62	0.62
Significance	-			-			-		
Effect size	-	0.05	0.01	-	-0.20	-0.07	-	0.08	-0.03
Discuss the ethical or moral implications of a course of action									
Frequently	51.2%	50.7%	52.4%	42.9%	50.9%	44.5%	53.6%	51.3%	57.7%
Occasionally	39.5%	41.5%	35.0%	57.1%	43.6%	41.6%	32.1%	39.5%	30.0%
Not at all	9.3%	7.7%	12.7%	0.0%	5.5%	13.9%	14.3%	9.2%	12.3%
Total(n)	43	142	615	14	55	274	28	76	300
Mean	2.42	2.43	2.40	2.43	2.45	2.31	2.39	2.42	2.45
Standard deviation	0.66	0.63	0.70	0.51	0.60	0.70	0.74	0.66	0.70
Significance	-			-			-		
Effect size	-	-0.02	0.03	-	-0.03	0.17	-	-0.05	-0.09

Apply mathematical concepts and computational thinking										
Frequently	20.9%	26.8%	28.0%	28.6%	34.5%	34.5%	14.3%	22.4%	22.6%	
Occasionally	32.6%	35.9%	35.0%	35.7%	38.2%	35.3%	32.1%	32.9%	34.6%	
Not at all	46.5%	37.3%	37.0%	35.7%	27.3%	30.2%	53.6%	44.7%	42.9%	
Total(n)	43	142	617	14	55	275	28	76	301	
Mean	1.74	1.89	1.91	1.93	2.07	2.04	1.61	1.78	1.80	
Standard deviation	0.79	0.80	0.80	0.83	0.79	0.80	0.74	0.79	0.78	
Significance	-			-			-			
Effect size	-	-0.19	-0.21	-	-0.18	-0.14	-	-0.22	-0.24	
In how many of the courses that you teach do you use each of the following?										
Class discussions										
All	67.4%	78.0%	75.6%	71.4%	76.4%	70.4%	64.3%	80.0%	79.6%	Student-Centered Pedagogy
Most	23.3%	9.9%	12.8%	21.4%	7.3%	12.8%	25.0%	13.3%	13.6%	
Some	7.0%	9.9%	9.7%	7.1%	14.5%	14.6%	7.1%	4.0%	4.8%	
None	2.3%	2.1%	2.0%	0.0%	1.8%	2.2%	3.6%	2.7%	2.0%	
Total(n)	43	141	610	14	55	274	28	75	294	
Mean	3.56	3.64	3.62	3.64	3.58	3.51	3.50	3.71	3.71	
Standard deviation	0.73	0.75	0.74	0.63	0.81	0.82	0.79	0.67	0.65	
Significance	-			-			-			
Effect size	-	-0.11	-0.08	-	0.07	0.16	-	-0.31	-0.32	
Cooperative learning (small groups)										
All	42.9%	47.5%	52.9%	30.8%	38.2%	43.5%	46.4%	50.7%	59.2%	Student-Centered Pedagogy
Most	33.3%	19.1%	18.1%	30.8%	21.8%	17.8%	35.7%	20.0%	19.4%	
Some	21.4%	27.7%	23.2%	38.5%	32.7%	31.6%	14.3%	24.0%	16.7%	
None	2.4%	5.7%	5.9%	0.0%	7.3%	7.1%	3.6%	5.3%	4.7%	
Total(n)	42	141	609	13	55	269	28	75	299	
Mean	3.17	3.09	3.18	2.92	2.91	2.98	3.25	3.16	3.33	
Standard deviation	0.85	0.99	0.98	0.86	1.01	1.02	0.84	0.97	0.92	
Significance	-			-			-			
Effect size	-	0.08	-0.01	-	0.01	-0.06	-	0.09	-0.09	
Experiential learning/Field studies										
All	18.6%	17.3%	17.7%	21.4%	18.9%	17.0%	14.3%	17.3%	18.1%	Student-Centered Pedagogy
Most	9.3%	14.4%	14.9%	7.1%	20.8%	13.7%	10.7%	10.7%	16.1%	
Some	25.6%	34.5%	35.7%	21.4%	28.3%	33.6%	28.6%	36.0%	35.9%	
None	46.5%	33.8%	31.8%	50.0%	32.1%	35.8%	46.4%	36.0%	29.9%	
Total(n)	43	139	611	14	53	271	28	75	298	
Mean	2.00	2.15	2.18	2.00	2.26	2.12	1.93	2.09	2.22	
Standard deviation	1.15	1.08	1.07	1.24	1.11	1.08	1.09	1.08	1.07	
Significance	-			-			-			
Effect size	-	-0.14	-0.17	-	-0.23	-0.11	-	-0.15	-0.27	
Performances/Demonstrations										
All	14.0%	19.3%	19.0%	14.3%	21.8%	18.6%	10.7%	17.6%	18.7%	
Most	9.3%	12.9%	16.6%	0.0%	7.3%	16.1%	14.3%	17.6%	17.4%	
Some	32.6%	27.1%	27.0%	42.9%	29.1%	26.6%	28.6%	24.3%	28.1%	
None	44.2%	40.7%	37.4%	42.9%	41.8%	38.7%	46.4%	40.5%	35.8%	

Total(n)	43	140	615	14	55	274	28	74	299	
Mean	1.93	2.11	2.17	1.86	2.09	2.15	1.89	2.12	2.19	
Standard deviation	1.06	1.14	1.13	1.03	1.17	1.13	1.03	1.13	1.12	
Significance	-			-			-			
Effect size	-	-0.16	-0.21	-	-0.20	-0.26	-	-0.20	-0.27	
In how many of the courses that you teach do you use each of the following?										
Group projects										
All	21.4%	24.3%	25.4%	23.1%	29.6%	26.7%	17.9%	21.3%	24.4%	Student-Centered Pedagogy
Most	23.8%	22.1%	23.5%	15.4%	24.1%	22.7%	28.6%	22.7%	24.4%	
Some	33.3%	40.0%	35.8%	53.8%	37.0%	33.3%	25.0%	40.0%	37.8%	
None	21.4%	13.6%	15.3%	7.7%	9.3%	17.2%	28.6%	16.0%	13.4%	
Total(n)	42	140	614	13	54	273	28	75	299	
Mean	2.45	2.57	2.59	2.54	2.74	2.59	2.36	2.49	2.60	
Standard deviation	1.06	1.00	1.03	0.97	0.99	1.06	1.10	1.01	1.00	
Significance	-			-			-			
Effect size	-	-0.12	-0.14	-	-0.20	-0.05	-	-0.13	-0.24	
Extensive lecturing										
All	9.3%	18.6%	15.3%	14.3%	29.1%	22.1%	7.1%	12.2%	10.4%	
Most	18.6%	22.1%	22.7%	28.6%	27.3%	26.8%	14.3%	16.2%	17.7%	
Some	51.2%	37.9%	38.3%	50.0%	29.1%	34.2%	50.0%	45.9%	42.5%	
None	20.9%	21.4%	23.7%	7.1%	14.5%	16.9%	28.6%	25.7%	29.4%	
Total(n)	43	140	613	14	55	272	28	74	299	
Mean	2.16	2.38	2.30	2.50	2.71	2.54	2.00	2.15	2.09	
Standard deviation	0.87	1.02	1.00	0.85	1.05	1.02	0.86	0.95	0.94	
Significance	-			-			-			
Effect size	-	-0.22	-0.14	-	-0.20	-0.04	-	-0.16	-0.10	
Multiple drafts of written work										
All	20.9%	16.3%	15.4%	14.3%	18.2%	13.9%	25.0%	14.7%	16.7%	
Most	16.3%	24.1%	22.8%	0.0%	23.6%	22.3%	25.0%	22.7%	23.1%	
Some	37.2%	40.4%	42.8%	57.1%	36.4%	43.4%	25.0%	45.3%	42.5%	
None	25.6%	19.1%	19.0%	28.6%	21.8%	20.4%	25.0%	17.3%	17.7%	
Total(n)	43	141	615	14	55	274	28	75	299	
Mean	2.33	2.38	2.35	2.00	2.38	2.30	2.50	2.35	2.39	
Standard deviation	1.08	0.97	0.96	0.96	1.03	0.95	1.14	0.94	0.96	
Significance	-			-			-			
Effect size	-	-0.05	-0.02	-	-0.37	-0.32	-	0.16	0.11	
Reflective writing/Journaling										
All	11.6%	18.4%	14.8%	14.3%	16.4%	12.0%	10.7%	20.0%	17.7%	Student-Centered Pedagogy
Most	25.6%	18.4%	17.4%	14.3%	14.5%	13.9%	32.1%	20.0%	19.7%	
Some	30.2%	35.5%	37.5%	14.3%	32.7%	36.5%	39.3%	38.7%	38.7%	
None	32.6%	27.7%	30.4%	57.1%	36.4%	37.6%	17.9%	21.3%	24.0%	
Total(n)	43	141	616	14	55	274	28	75	300	
Mean	2.16	2.28	2.17	1.86	2.11	2.00	2.36	2.39	2.31	
Standard deviation	1.02	1.06	1.02	1.17	1.08	1.00	0.91	1.04	1.03	
Significance	-			-			-			

Effect size	-	-0.11	-0.01	-	-0.23	-0.14	-	-0.03	0.05	
Community service as part of coursework										
All	2.3%	5.7%	3.8%	7.1%	9.1%	3.7%	0.0%	4.0%	4.0%	Civic Minded Practice
Most	0.0%	7.8%	7.2%	0.0%	5.5%	5.1%	0.0%	9.3%	8.3%	
Some	30.2%	32.6%	26.9%	21.4%	29.1%	21.2%	32.1%	32.0%	31.0%	
None	67.4%	53.9%	62.2%	71.4%	56.4%	70.0%	67.9%	54.7%	56.7%	
Total(n)	43	141	613	14	55	273	28	75	300	
Mean	1.37	1.65	1.53	1.43	1.67	1.42	1.32	1.63	1.60	
Standard deviation	0.62	0.85	0.79	0.85	0.94	0.75	0.48	0.82	0.81	
Significance	-	*		-			-			
Effect size	-	-0.33	-0.20	-	-0.26	0.01	-	-0.38	-0.35	
Electronic quizzes with immediate feedback in class										
All	20.9%	22.0%	10.9%	21.4%	25.5%	10.6%	21.4%	21.3%	11.7%	
Most	11.6%	14.2%	12.2%	14.3%	23.6%	13.5%	10.7%	9.3%	11.7%	
Some	32.6%	26.2%	24.0%	21.4%	18.2%	20.1%	39.3%	30.7%	27.2%	
None	34.9%	37.6%	52.9%	42.9%	32.7%	55.8%	28.6%	38.7%	49.3%	
Total(n)	43	141	613	14	55	274	28	75	298	
Mean	2.19	2.21	1.81	2.14	2.42	1.79	2.25	2.13	1.86	
Standard deviation	1.14	1.17	1.03	1.23	1.20	1.04	1.11	1.15	1.03	
Significance	-		*	-			-			
Effect size	-	-0.02	0.37	-	-0.23	0.34	-	0.10	0.38	
Real-life problems										
All	53.5%	42.6%	41.6%	35.7%	36.4%	32.4%	60.7%	46.7%	49.5%	
Most	16.3%	27.7%	30.1%	21.4%	29.1%	36.4%	14.3%	28.0%	23.6%	
Some	25.6%	22.7%	21.9%	35.7%	23.6%	23.9%	21.4%	20.0%	21.2%	
None	4.7%	7.1%	6.4%	7.1%	10.9%	7.4%	3.6%	5.3%	5.7%	
Total(n)	43	141	611	14	55	272	28	75	297	
Mean	3.19	3.06	3.07	2.86	2.91	2.94	3.32	3.16	3.17	
Standard deviation	0.98	0.97	0.94	1.03	1.02	0.93	0.94	0.93	0.95	
Significance	-			-			-			
Effect size	-	0.13	0.13	-	-0.05	-0.09	-	0.17	0.16	
In how many of the courses that you teach do you use each of the following?										
Student inquiry to drive learning										
All	32.6%	30.7%	34.2%	14.3%	29.1%	30.8%	39.3%	33.8%	36.0%	Student- Centered Pedagogy
Most	30.2%	32.1%	28.6%	35.7%	29.1%	27.5%	28.6%	33.8%	30.0%	
Some	30.2%	27.9%	29.7%	42.9%	29.1%	32.2%	25.0%	24.3%	27.6%	
None	7.0%	9.3%	7.5%	7.1%	12.7%	9.5%	7.1%	8.1%	6.4%	
Total(n)	43	140	612	14	55	273	28	74	297	
Mean	2.88	2.84	2.89	2.57	2.75	2.79	3.00	2.93	2.96	
Standard deviation	0.96	0.97	0.96	0.85	1.02	0.99	0.98	0.96	0.95	
Significance	-			-			-			
Effect size	-	0.04	-0.01	-	-0.18	-0.22	-	0.07	0.04	
Readings on racial and ethnic issues										
All	27.9%	23.4%	20.2%	7.1%	23.6%	14.3%	35.7%	21.3%	24.2%	
Most	20.9%	13.5%	15.6%	7.1%	12.7%	11.7%	28.6%	14.7%	18.9%	

Some	25.6%	34.8%	33.1%	50.0%	21.8%	30.4%	14.3%	44.0%	35.7%	
None	25.6%	28.4%	31.1%	35.7%	41.8%	43.6%	21.4%	20.0%	21.2%	
Total(n)	43	141	610	14	55	273	28	75	297	
Mean	2.51	2.32	2.25	1.86	2.18	1.97	2.79	2.37	2.46	
Standard deviation	1.16	1.12	1.10	0.86	1.22	1.06	1.17	1.04	1.08	
Significance	-			-			-			
Effect size	-	0.17	0.24	-	-0.26	-0.10	-	0.40	0.31	
Readings on women or gender issues										
All	21.4%	15.1%	17.8%	7.1%	9.4%	10.7%	29.6%	16.0%	22.4%	
Most	21.4%	18.0%	15.3%	14.3%	22.6%	13.4%	25.9%	16.0%	16.3%	
Some	21.4%	28.1%	29.2%	21.4%	13.2%	26.7%	22.2%	36.0%	32.0%	
None	35.7%	38.8%	37.8%	57.1%	54.7%	49.2%	22.2%	32.0%	29.3%	
Total(n)	42	139	596	14	53	262	27	75	294	
Mean	2.29	2.09	2.13	1.71	1.87	1.85	2.63	2.16	2.32	
Standard deviation	1.17	1.08	1.11	0.99	1.07	1.02	1.15	1.05	1.12	
Significance	-			-			-			
Effect size	-	0.19	0.14	-	-0.15	-0.14	-	0.45	0.28	
Supplemental instruction outside of class and office hours										
All	37.2%	25.7%	19.2%	42.9%	25.5%	17.9%	32.1%	27.0%	19.4%	
Most	16.3%	12.9%	17.3%	14.3%	12.7%	18.3%	17.9%	9.5%	16.0%	
Some	25.6%	37.1%	38.0%	14.3%	34.5%	39.9%	32.1%	41.9%	37.4%	
None	20.9%	24.3%	25.5%	28.6%	27.3%	23.8%	17.9%	21.6%	27.2%	
Total(n)	43	140	608	14	55	273	28	74	294	
Mean	2.70	2.40	2.30	2.71	2.36	2.30	2.64	2.42	2.28	
Standard deviation	1.19	1.12	1.05	1.33	1.14	1.02	1.13	1.11	1.07	
Significance	-		*	-			-			
Effect size	-	0.27	0.38	-	0.31	0.40	-	0.20	0.34	
In how many of the courses that you teach do you use each of the following?										
Student presentations										
All	14.0%	29.1%	28.4%	7.1%	23.6%	23.4%	17.9%	34.7%	32.0%	
Most	34.9%	32.6%	30.1%	28.6%	41.8%	30.7%	39.3%	28.0%	30.6%	
Some	44.2%	33.3%	32.7%	57.1%	27.3%	33.2%	35.7%	33.3%	31.3%	
None	7.0%	5.0%	8.8%	7.1%	7.3%	12.8%	7.1%	4.0%	6.1%	
Total(n)	43	141	612	14	55	274	28	75	297	
Mean	2.56	2.86	2.78	2.36	2.82	2.65	2.68	2.93	2.89	
Standard deviation	0.83	0.90	0.96	0.74	0.88	0.98	0.86	0.92	0.93	
Significance	-			-			-			
Effect size	-	-0.33	-0.23	-	-0.52	-0.30	-	-0.27	-0.23	
Student evaluations of each others' work										
All	18.6%	17.0%	16.2%	7.1%	14.5%	12.8%	25.0%	20.0%	18.9%	
Most	14.0%	15.6%	18.5%	21.4%	12.7%	16.5%	10.7%	20.0%	20.5%	
Some	34.9%	45.4%	42.2%	35.7%	49.1%	42.9%	32.1%	37.3%	41.1%	
None	32.6%	22.0%	23.1%	35.7%	23.6%	27.8%	32.1%	22.7%	19.5%	
Total(n)	43	141	611	14	55	273	28	75	297	
Mean	2.19	2.28	2.28	2.00	2.18	2.14	2.29	2.37	2.39	
										Student-Centered Pedagogy
										Student-Centered Pedagogy

Standard deviation	1.10	0.99	0.99	0.96	0.96	0.97	1.18	1.05	1.00
Significance	-			-			-		
Effect size	-	-0.09	-0.09	-	-0.19	-0.14	-	-0.08	-0.10
Grading on a curve									
All	4.7%	6.4%	4.7%	14.3%	14.5%	6.6%	0.0%	1.3%	3.4%
Most	4.7%	7.1%	8.7%	7.1%	10.9%	11.7%	3.6%	4.0%	5.4%
Some	16.3%	21.3%	21.3%	28.6%	21.8%	23.4%	10.7%	21.3%	19.2%
None	74.4%	65.2%	65.3%	50.0%	52.7%	58.2%	85.7%	73.3%	72.1%
Total(n)	43	141	611	14	55	273	28	75	297
Mean	1.40	1.55	1.53	1.86	1.87	1.67	1.18	1.33	1.40
Standard deviation	0.79	0.88	0.84	1.10	1.11	0.92	0.48	0.62	0.74
Significance	-			-			-		
Effect size	-	-0.17	-0.15	-	-0.01	0.21	-	-0.24	-0.30
Rubric-based assessment									
All	51.2%	56.0%	45.4%	35.7%	43.6%	35.9%	57.1%	66.7%	54.7%
Most	32.6%	22.0%	28.4%	50.0%	25.5%	30.8%	25.0%	16.0%	25.0%
Some	11.6%	17.0%	19.8%	14.3%	23.6%	25.3%	10.7%	13.3%	15.5%
None	4.7%	5.0%	6.4%	0.0%	7.3%	8.1%	7.1%	4.0%	4.7%
Total(n)	43	141	610	14	55	273	28	75	296
Mean	3.30	3.29	3.13	3.21	3.05	2.95	3.32	3.45	3.30
Standard deviation	0.86	0.92	0.95	0.70	0.99	0.97	0.94	0.87	0.90
Significance	-			-			-		
Effect size	-	0.01	0.18	-	0.16	0.27	-	-0.15	0.02
Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions)									
All	30.2%	15.6%	12.4%	14.3%	18.2%	10.6%	39.3%	16.0%	14.1%
Most	23.3%	20.6%	20.3%	21.4%	20.0%	20.1%	21.4%	20.0%	19.9%
Some	30.2%	40.4%	36.4%	50.0%	36.4%	35.8%	21.4%	42.7%	36.4%
None	16.3%	23.4%	30.9%	14.3%	25.5%	33.6%	17.9%	21.3%	29.6%
Total(n)	43	141	612	14	55	274	28	75	297
Mean	2.67	2.28	2.14	2.36	2.31	2.08	2.82	2.31	2.19
Standard deviation	1.08	1.00	0.99	0.93	1.05	0.98	1.16	0.99	1.01
Significance	-	*	***	-			-	*	**
Effect size	-	0.39	0.54	-	0.05	0.29	-	0.52	0.62
How frequently do you incorporate the following forms of technology into your courses?									
Videos or podcasts									
Frequently	58.1%	54.7%	49.1%	57.1%	55.6%	44.5%	57.1%	58.1%	53.7%
Occasionally	39.5%	37.4%	43.1%	42.9%	40.7%	48.9%	39.3%	31.1%	38.0%
Not at all	2.3%	7.9%	7.8%	0.0%	3.7%	6.6%	3.6%	10.8%	8.3%
Total(n)	43	139	613	14	54	272	28	74	300
Mean	2.56	2.47	2.41	2.57	2.52	2.38	2.54	2.47	2.45
Standard deviation	0.55	0.64	0.63	0.51	0.57	0.61	0.58	0.69	0.64
Significance	-			-			-		
Effect size	-	0.14	0.24	-	0.09	0.31	-	0.10	0.14

Simulations/animations										
Frequently	19.5%	22.7%	20.2%	25.0%	21.8%	20.5%	17.9%	25.3%	19.7%	
Occasionally	43.9%	43.3%	42.2%	33.3%	45.5%	44.0%	46.4%	42.7%	41.7%	
Not at all	36.6%	34.0%	37.6%	41.7%	32.7%	35.4%	35.7%	32.0%	38.6%	
Total(n)	41	141	604	12	55	268	28	75	295	
Mean	1.83	1.89	1.83	1.83	1.89	1.85	1.82	1.93	1.81	
Standard deviation	0.74	0.75	0.74	0.83	0.74	0.73	0.72	0.76	0.74	
Significance	-			-			-			
Effect size	-	-0.08	0.00	-	-0.08	-0.03	-	-0.14	0.01	
Online homework or virtual labs										
Frequently	37.2%	42.0%	35.8%	28.6%	43.6%	37.2%	42.9%	41.9%	36.0%	
Occasionally	34.9%	39.1%	34.5%	35.7%	43.6%	33.2%	32.1%	35.1%	35.7%	
Not at all	27.9%	18.8%	29.6%	35.7%	12.7%	29.6%	25.0%	23.0%	28.3%	
Total(n)	43	138	614	14	55	274	28	74	300	
Mean	2.09	2.23	2.06	1.93	2.31	2.08	2.18	2.19	2.08	
Standard deviation	0.81	0.75	0.81	0.83	0.69	0.82	0.82	0.79	0.80	
Significance	-			-			-			
Effect size	-	-0.19	0.04	-	-0.55	-0.18	-	-0.01	0.13	
Online discussion boards										
Frequently	32.6%	43.5%	29.5%	14.3%	50.9%	28.6%	42.9%	41.7%	30.5%	
Occasionally	46.5%	42.0%	39.2%	57.1%	34.5%	33.0%	39.3%	43.1%	44.6%	
Not at all	20.9%	14.5%	31.3%	28.6%	14.5%	38.5%	17.9%	15.3%	24.8%	
Total(n)	43	138	613	14	55	273	28	72	298	
Mean	2.12	2.29	1.98	1.86	2.36	1.90	2.25	2.26	2.06	
Standard deviation	0.73	0.71	0.78	0.66	0.73	0.81	0.75	0.71	0.74	
Significance	-			-	*		-			
Effect size	-	-0.24	0.18	-	-0.68	-0.05	-	-0.01	0.26	
Audience response systems to gauge students' understanding (e.g., clickers)										
Frequently	2.3%	7.9%	7.5%	7.1%	5.5%	8.0%	0.0%	9.5%	7.3%	
Occasionally	25.6%	28.6%	23.2%	7.1%	32.7%	19.0%	32.1%	28.4%	29.3%	
Not at all	72.1%	63.6%	69.3%	85.7%	61.8%	73.0%	67.9%	62.2%	63.3%	
Total(n)	43	140	616	14	55	274	28	74	300	
Mean	1.30	1.44	1.38	1.21	1.44	1.35	1.32	1.47	1.44	
Standard deviation	0.51	0.64	0.62	0.58	0.60	0.62	0.48	0.67	0.63	
Significance	-			-			-			
Effect size	-	-0.22	-0.13	-	-0.38	-0.23	-	-0.22	-0.19	
Please indicate the extent to which you agree it is your role to:										
Encourage students to become agents of social change										
Strongly agree	51.2%	42.9%	44.6%	35.7%	41.5%	34.4%	60.7%	43.4%	52.2%	Civic Minded Values
Somewhat agree	41.9%	43.6%	40.6%	57.1%	39.6%	46.5%	32.1%	47.4%	37.5%	
Somewhat disagree	7.0%	9.3%	9.6%	7.1%	11.3%	12.1%	7.1%	9.2%	8.0%	
Strongly disagree	0.0%	4.3%	5.2%	0.0%	7.5%	7.0%	0.0%	0.0%	2.3%	
Total(n)	43	140	616	14	53	273	28	76	301	
Mean	3.44	3.25	3.25	3.29	3.15	3.08	3.54	3.34	3.40	
Standard deviation	0.63	0.80	0.83	0.61	0.91	0.86	0.64	0.64	0.73	

Significance	-			-			-			
Effect size	-	0.24	0.23	-	0.15	0.24	-	0.31	0.19	
Prepare students for employment after college										
Strongly agree	78.6%	80.3%	80.1%	76.9%	74.5%	76.3%	78.6%	86.8%	83.8%	
Somewhat agree	21.4%	19.0%	18.4%	23.1%	23.6%	22.3%	21.4%	13.2%	14.9%	
Somewhat disagree	0.0%	0.7%	1.3%	0.0%	1.8%	1.5%	0.0%	0.0%	1.0%	
Strongly disagree	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	
Total(n)	42	142	618	13	55	274	28	76	302	
Mean	3.79	3.80	3.78	3.77	3.73	3.75	3.79	3.87	3.82	
Standard deviation	0.42	0.42	0.45	0.44	0.49	0.47	0.42	0.34	0.43	
Significance	-			-			-			
Effect size	-	-0.02	0.02	-	0.08	0.04	-	-0.24	-0.07	
Prepare students for graduate or advanced education										
Strongly agree	48.8%	63.8%	58.7%	38.5%	72.2%	58.8%	51.7%	63.2%	57.9%	
Somewhat agree	44.2%	34.0%	37.5%	46.2%	25.9%	36.9%	44.8%	34.2%	38.7%	
Somewhat disagree	4.7%	2.1%	3.7%	7.7%	1.9%	4.4%	3.4%	2.6%	3.3%	
Strongly disagree	2.3%	0.0%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	43	141	618	13	54	274	29	76	302	
Mean	3.40	3.62	3.55	3.15	3.70	3.54	3.48	3.61	3.55	
Standard deviation	0.69	0.53	0.57	0.90	0.50	0.58	0.57	0.54	0.56	
Significance	-	*		-	**	*	-			
Effect size	-	-0.42	-0.26	-	-1.10	-0.67	-	-0.24	-0.13	
Develop students' moral character										
Strongly agree	43.2%	42.6%	36.9%	28.6%	40.7%	32.4%	48.3%	43.4%	38.2%	
Somewhat agree	40.9%	48.9%	51.8%	64.3%	48.1%	53.8%	31.0%	51.3%	52.5%	
Somewhat disagree	15.9%	7.1%	9.4%	7.1%	9.3%	10.9%	20.7%	5.3%	8.3%	
Strongly disagree	0.0%	1.4%	1.9%	0.0%	1.9%	2.9%	0.0%	0.0%	1.0%	
Total(n)	44	141	618	14	54	275	29	76	301	Undergraduate Education Goal: Personal Development
Mean	3.27	3.33	3.24	3.21	3.28	3.16	3.28	3.38	3.28	
Standard deviation	0.73	0.67	0.70	0.58	0.71	0.73	0.80	0.59	0.65	
Significance	-			-			-			
Effect size	-	-0.09	0.04	-	-0.10	0.07	-	-0.17	0.00	
Provide for students' emotional development										
Strongly agree	45.5%	38.6%	33.2%	28.6%	30.2%	24.8%	51.7%	43.4%	38.9%	
Somewhat agree	31.8%	48.6%	49.4%	50.0%	50.9%	52.6%	24.1%	47.4%	47.2%	
Somewhat disagree	22.7%	8.6%	14.1%	21.4%	11.3%	17.2%	24.1%	7.9%	12.6%	
Strongly disagree	0.0%	4.3%	3.2%	0.0%	7.5%	5.5%	0.0%	1.3%	1.3%	
Total(n)	44	140	617	14	53	274	29	76	301	Undergraduate Education Goal: Personal Development
Mean	3.23	3.21	3.13	3.07	3.04	2.97	3.28	3.33	3.24	
Standard deviation	0.80	0.78	0.77	0.73	0.85	0.80	0.84	0.68	0.72	
Significance	-			-			-			
Effect size	-	0.03	0.13	-	0.04	0.13	-	-0.07	0.06	
Please indicate the extent to which you agree it is your role to:										
Help students develop personal values										
Strongly agree	40.9%	41.8%	39.7%	28.6%	41.8%	33.0%	48.3%	40.0%	43.7%	

Somewhat agree	40.9%	48.9%	48.6%	42.9%	49.1%	53.3%	37.9%	52.0%	46.0%	Undergraduate Education Goal:
Somewhat disagree	18.2%	7.8%	9.8%	28.6%	9.1%	10.5%	13.8%	6.7%	9.7%	
Strongly disagree	0.0%	1.4%	2.0%	0.0%	0.0%	3.3%	0.0%	1.3%	0.7%	Personal Development
Total(n)	44	141	615	14	55	276	29	75	300	
Mean	3.23	3.31	3.26	3.00	3.33	3.16	3.34	3.31	3.33	
Standard deviation	0.74	0.68	0.71	0.78	0.64	0.74	0.72	0.66	0.67	
Significance	-			-			-			
Effect size	-	-0.12	-0.04	-	-0.52	-0.22	-	0.05	0.01	
Enhance students' knowledge of and appreciation for other racial/ethnic groups										
Strongly agree	56.8%	52.8%	53.9%	28.6%	40.0%	38.4%	69.0%	60.5%	65.6%	Civic Minded Values
Somewhat agree	36.4%	39.4%	34.0%	57.1%	47.3%	43.5%	27.6%	36.8%	28.1%	
Somewhat disagree	2.3%	4.2%	8.7%	7.1%	5.5%	13.0%	0.0%	2.6%	5.0%	
Strongly disagree	4.5%	3.5%	3.4%	7.1%	7.3%	5.1%	3.4%	0.0%	1.3%	
Total(n)	44	142	620	14	55	276	29	76	302	
Mean	3.45	3.42	3.38	3.07	3.20	3.15	3.62	3.58	3.58	
Standard deviation	0.76	0.74	0.78	0.83	0.85	0.83	0.68	0.55	0.65	
Significance	-			-			-			
Effect size	-	0.04	0.09	-	-0.15	-0.10	-	0.07	0.06	
Promote students' ability to write effectively										
Strongly agree	79.5%	76.8%	75.5%	71.4%	74.5%	71.5%	82.8%	77.6%	77.4%	
Somewhat agree	18.2%	21.1%	22.4%	21.4%	21.8%	25.5%	17.2%	21.1%	20.9%	
Somewhat disagree	2.3%	1.4%	1.6%	7.1%	1.8%	2.2%	0.0%	1.3%	1.3%	
Strongly disagree	0.0%	0.7%	0.5%	0.0%	1.8%	0.7%	0.0%	0.0%	0.3%	
Total(n)	44	142	617	14	55	274	29	76	301	
Mean	3.77	3.74	3.73	3.64	3.69	3.68	3.83	3.76	3.75	
Standard deviation	0.48	0.51	0.51	0.63	0.60	0.55	0.38	0.46	0.48	
Significance	-			-			-			
Effect size	-	0.06	0.08	-	-0.08	-0.07	-	0.15	0.17	
Encourage respect for different beliefs										
Strongly agree	81.8%	75.2%	73.5%	71.4%	63.0%	63.5%	86.2%	81.6%	80.5%	Undergraduate Education Goal:
Somewhat agree	15.9%	22.7%	23.3%	28.6%	31.5%	31.8%	10.3%	18.4%	17.9%	
Somewhat disagree	2.3%	2.1%	3.1%	0.0%	5.6%	4.4%	3.4%	0.0%	1.7%	Personal Development
Strongly disagree	0.0%	0.0%	0.2%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	
Total(n)	44	141	618	14	54	274	29	76	302	
Mean	3.80	3.73	3.70	3.71	3.57	3.58	3.83	3.82	3.79	
Standard deviation	0.46	0.49	0.53	0.47	0.60	0.59	0.47	0.39	0.45	
Significance	-			-			-			
Effect size	-	0.14	0.19	-	0.23	0.22	-	0.03	0.09	
Please indicate your agreement with each of the following statements:										
The chief benefit of a college education is that it increases one's earning power										
Strongly agree	7.0%	17.7%	15.0%	7.1%	21.8%	17.8%	7.1%	17.3%	13.6%	
Somewhat agree	60.5%	58.2%	52.6%	64.3%	52.7%	47.5%	60.7%	60.0%	55.3%	
Somewhat disagree	23.3%	22.0%	25.2%	21.4%	23.6%	25.4%	21.4%	21.3%	25.8%	
Strongly disagree	9.3%	2.1%	7.3%	7.1%	1.8%	9.4%	10.7%	1.3%	5.3%	
Total(n)	43	141	620	14	55	276	28	75	302	

Mean	2.65	2.91	2.75	2.71	2.95	2.74	2.64	2.93	2.77	
Standard deviation	0.75	0.69	0.80	0.73	0.73	0.86	0.78	0.66	0.75	
Significance	-	*		-			-			
Effect size	-	-0.38	-0.13	-	-0.33	-0.03	-	-0.44	-0.17	
Please indicate your agreement with each of the following statements:										
A racially/ethnically diverse student body enhances the educational experience of all students										
Strongly agree	86.4%	71.1%	76.7%	71.4%	58.2%	67.5%	93.1%	81.6%	86.1%	
Somewhat agree	11.4%	26.1%	20.7%	21.4%	40.0%	28.8%	6.9%	17.1%	12.9%	
Somewhat disagree	2.3%	2.8%	1.8%	7.1%	1.8%	2.2%	0.0%	1.3%	0.7%	
Strongly disagree	0.0%	0.0%	0.8%	0.0%	0.0%	1.5%	0.0%	0.0%	0.3%	
Total(n)	44	142	618	14	55	274	29	76	303	
Mean	3.84	3.68	3.73	3.64	3.56	3.62	3.93	3.80	3.85	
Standard deviation	0.43	0.52	0.53	0.63	0.54	0.61	0.26	0.43	0.40	
Significance	-			-			-			
Effect size	-	0.31	0.21	-	0.15	0.03	-	0.30	0.20	
Colleges have a responsibility to work with their surrounding communities to address local issues										
Strongly agree	70.5%	66.7%	63.9%	64.3%	61.1%	56.4%	75.9%	71.1%	71.3%	Civic Minded Values
Somewhat agree	29.5%	30.5%	31.9%	35.7%	35.2%	36.7%	24.1%	27.6%	27.1%	
Somewhat disagree	0.0%	2.1%	3.1%	0.0%	1.9%	4.7%	0.0%	1.3%	1.3%	
Strongly disagree	0.0%	0.7%	1.1%	0.0%	1.9%	2.2%	0.0%	0.0%	0.3%	
Total(n)	44	141	620	14	54	275	29	76	303	
Mean	3.70	3.63	3.59	3.64	3.56	3.47	3.76	3.70	3.69	
Standard deviation	0.46	0.57	0.61	0.50	0.63	0.69	0.44	0.49	0.51	
Significance	-			-			-			
Effect size	-	0.12	0.18	-	0.13	0.25	-	0.12	0.14	
Please indicate your agreement with each of the following statements:										
Private funding sources often prevent researchers from being completely objective in the conduct of their work										
Strongly agree	9.1%	14.4%	13.1%	14.3%	10.9%	11.7%	6.9%	16.4%	14.0%	
Somewhat agree	52.3%	41.0%	48.8%	42.9%	47.3%	48.7%	58.6%	34.2%	47.5%	
Somewhat disagree	34.1%	37.4%	30.8%	35.7%	34.5%	32.2%	31.0%	42.5%	31.4%	
Strongly disagree	4.5%	7.2%	7.3%	7.1%	7.3%	7.3%	3.4%	6.8%	7.0%	
Total(n)	44	139	613	14	55	273	29	73	299	
Mean	2.66	2.63	2.68	2.64	2.62	2.65	2.69	2.60	2.69	
Standard deviation	0.71	0.82	0.79	0.84	0.78	0.78	0.66	0.85	0.80	
Significance	-			-			-			
Effect size	-	0.04	-0.03	-	0.03	-0.01	-	0.11	0.00	
I try to dispel perceptions of competition in my classroom										
Strongly agree	43.2%	30.0%	34.1%	35.7%	16.4%	25.3%	48.3%	40.5%	41.9%	
Somewhat agree	31.8%	41.4%	41.3%	21.4%	45.5%	42.1%	37.9%	37.8%	40.9%	
Somewhat disagree	22.7%	19.3%	17.7%	35.7%	27.3%	22.0%	13.8%	13.5%	14.0%	
Strongly disagree	2.3%	9.3%	6.8%	7.1%	10.9%	10.6%	0.0%	8.1%	3.3%	
Total(n)	44	140	615	14	55	273	29	74	301	

Mean	3.16	2.92	3.03	2.86	2.67	2.82	3.34	3.11	3.21
Standard deviation	0.86	0.93	0.89	1.03	0.88	0.93	0.72	0.93	0.80
Significance	-			-			-		
Effect size	-	0.26	0.15	-	0.22	0.04	-	0.25	0.16
Students' use of personal devices and laptops in the classroom serve as more of distraction than an educational resource									
Strongly agree	15.9%	15.5%	15.7%	21.4%	21.8%	17.8%	13.8%	11.8%	12.3%
Somewhat agree	29.5%	30.3%	36.1%	28.6%	25.5%	37.8%	27.6%	31.6%	35.1%
Somewhat disagree	38.6%	38.7%	32.8%	35.7%	41.8%	29.5%	41.4%	36.8%	36.1%
Strongly disagree	15.9%	15.5%	15.4%	14.3%	10.9%	14.9%	17.2%	19.7%	16.6%
Total(n)	44	142	618	14	55	275	29	76	302
Mean	2.45	2.46	2.52	2.57	2.58	2.59	2.38	2.36	2.43
Standard deviation	0.95	0.93	0.93	1.02	0.96	0.95	0.94	0.93	0.91
Significance	-			-			-		
Effect size	-	-0.01	-0.08	-	-0.01	-0.02	-	0.02	-0.05
I feel I have the skills to facilitate conversation about diversity issues in the classroom									
Strongly agree	45.5%	40.1%	38.7%	42.9%	40.0%	35.6%	44.8%	38.2%	39.6%
Somewhat agree	45.5%	43.0%	41.8%	42.9%	45.5%	39.6%	48.3%	43.4%	44.2%
Somewhat disagree	9.1%	14.1%	14.7%	14.3%	10.9%	17.1%	6.9%	15.8%	13.5%
Strongly disagree	0.0%	2.8%	4.8%	0.0%	3.6%	7.6%	0.0%	2.6%	2.6%
Total(n)	44	142	620	14	55	275	29	76	303
Mean	3.36	3.20	3.14	3.29	3.22	3.03	3.38	3.17	3.21
Standard deviation	0.65	0.79	0.84	0.73	0.79	0.91	0.62	0.79	0.77
Significance	-			-			-		
Effect size	-	0.20	0.26	-	0.09	0.29	-	0.27	0.22
I achieve a healthy balance between my personal life and my professional life									
Strongly agree	13.6%	24.1%	21.4%	14.3%	38.9%	22.8%	13.8%	15.8%	19.7%
Somewhat agree	34.1%	40.4%	42.1%	42.9%	40.7%	44.9%	31.0%	42.1%	41.1%
Somewhat disagree	29.5%	27.0%	26.2%	28.6%	18.5%	23.9%	27.6%	31.6%	27.0%
Strongly disagree	22.7%	8.5%	10.4%	14.3%	1.9%	8.5%	27.6%	10.5%	12.2%
Total(n)	44	141	618	14	54	272	29	76	304
Mean	2.39	2.80	2.74	2.57	3.17	2.82	2.31	2.63	2.68
Standard deviation	0.99	0.90	0.91	0.94	0.80	0.88	1.04	0.88	0.93
Significance	-	*	*	-	*		-		*
Effect size	-	-0.46	-0.38	-	-0.75	-0.28	-	-0.36	-0.40
I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar									
Strongly agree	20.9%	22.7%	20.4%	7.1%	16.4%	14.7%	25.0%	24.0%	25.1%
Somewhat agree	25.6%	30.5%	25.8%	14.3%	25.5%	23.5%	32.1%	37.3%	27.1%
Somewhat disagree	32.6%	31.2%	36.3%	42.9%	34.5%	37.9%	28.6%	29.3%	36.3%
Strongly disagree	20.9%	15.6%	17.5%	35.7%	23.6%	23.9%	14.3%	9.3%	11.6%
Total(n)	43	141	617	14	55	272	28	75	303
Mean	2.47	2.60	2.49	1.93	2.35	2.29	2.68	2.76	2.66
Standard deviation	1.05	1.01	1.01	0.92	1.02	0.99	1.02	0.93	0.98
Significance	-			-			-		

Effect size	-	-0.13	-0.02	-	-0.41	-0.36	-	-0.09	0.02	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
This institution has effective hiring practices and policies that increase faculty diversity										
Strongly agree	25.6%	19.9%	18.2%	28.6%	20.0%	19.3%	25.0%	22.7%	15.1%	Diversity Climate
Somewhat agree	44.2%	48.2%	48.5%	50.0%	50.9%	53.3%	42.9%	41.3%	45.7%	
Somewhat disagree	20.9%	21.3%	24.7%	21.4%	18.2%	20.8%	17.9%	25.3%	29.3%	
Strongly disagree	9.3%	10.6%	8.5%	0.0%	10.9%	6.6%	14.3%	10.7%	9.9%	
Total(n)	43	141	620	14	55	274	28	75	304	
Mean	2.86	2.77	2.76	3.07	2.80	2.85	2.79	2.76	2.66	
Standard deviation	0.91	0.89	0.85	0.73	0.89	0.80	0.99	0.93	0.85	
Significance	-			-			-			
Effect size	-	0.10	0.12	-	0.30	0.28	-	0.03	0.15	
Student Affairs staff have the support and respect of faculty										
Strongly agree	27.3%	20.9%	19.3%	21.4%	20.4%	18.1%	31.0%	23.0%	19.5%	
Somewhat agree	59.1%	50.4%	56.1%	71.4%	51.9%	56.1%	51.7%	47.3%	56.7%	
Somewhat disagree	11.4%	23.0%	19.5%	7.1%	24.1%	20.3%	13.8%	21.6%	18.8%	
Strongly disagree	2.3%	5.8%	5.1%	0.0%	3.7%	5.5%	3.4%	8.1%	5.0%	
Total(n)	44	139	610	14	54	271	29	74	298	
Mean	3.11	2.86	2.90	3.14	2.89	2.87	3.10	2.85	2.91	
Standard deviation	0.69	0.81	0.76	0.53	0.77	0.77	0.77	0.87	0.76	
Significance	-			-			-			
Effect size	-	0.31	0.28	-	0.32	0.35	-	0.29	0.25	
There is a lot of campus racial conflict here										
Strongly agree	6.8%	4.2%	5.3%	0.0%	1.8%	4.4%	10.3%	6.6%	6.2%	
Somewhat agree	31.8%	9.9%	23.4%	14.3%	12.7%	17.5%	41.4%	7.9%	28.2%	
Somewhat disagree	34.1%	42.3%	44.0%	35.7%	40.0%	44.9%	31.0%	43.4%	44.3%	
Strongly disagree	27.3%	43.7%	27.3%	50.0%	45.5%	33.2%	17.2%	42.1%	21.3%	
Total(n)	44	142	620	14	55	274	29	76	305	
Mean	2.18	1.75	2.07	1.64	1.71	1.93	2.45	1.79	2.19	
Standard deviation	0.92	0.80	0.85	0.74	0.76	0.82	0.91	0.85	0.84	
Significance	-	**		-			-	***		
Effect size	-	0.54	0.13	-	-0.09	-0.35	-	0.78	0.31	
My research is valued by faculty in my department										
Strongly agree	37.2%	35.0%	33.3%	7.1%	40.0%	33.8%	50.0%	33.8%	33.0%	Respect
Somewhat agree	51.2%	40.1%	46.8%	71.4%	40.0%	50.4%	42.9%	40.8%	44.4%	
Somewhat disagree	9.3%	16.8%	14.9%	14.3%	14.5%	12.8%	7.1%	15.5%	15.5%	
Strongly disagree	2.3%	8.0%	5.0%	7.1%	5.5%	3.0%	0.0%	9.9%	7.1%	
Total(n)	43	137	603	14	55	266	28	71	297	
Mean	3.23	3.02	3.08	2.79	3.15	3.15	3.43	2.99	3.03	
Standard deviation	0.72	0.92	0.82	0.70	0.87	0.75	0.63	0.95	0.88	
Significance	-			-			-	*	*	
Effect size	-	0.23	0.18	-	-0.41	-0.48	-	0.46	0.45	

Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
My teaching is valued by faculty in my department										
Strongly agree	72.1%	57.4%	57.9%	50.0%	67.3%	62.8%	82.1%	54.7%	55.3%	Respect
Somewhat agree	25.6%	34.0%	35.5%	42.9%	27.3%	33.2%	17.9%	36.0%	36.2%	
Somewhat disagree	2.3%	4.3%	4.2%	7.1%	3.6%	2.9%	0.0%	4.0%	4.9%	
Strongly disagree	0.0%	4.3%	2.4%	0.0%	1.8%	1.1%	0.0%	5.3%	3.6%	
Total(n)	43	141	620	14	55	274	28	75	304	
Mean	3.70	3.45	3.49	3.43	3.60	3.58	3.82	3.40	3.43	
Standard deviation	0.51	0.77	0.69	0.65	0.66	0.61	0.39	0.81	0.75	
Significance	-	*		-			-	**	**	
Effect size	-	0.32	0.30	-	-0.26	-0.25	-	0.52	0.52	
My service is valued by faculty in my department										
Strongly agree	72.1%	62.4%	57.9%	64.3%	70.9%	60.6%	75.0%	58.7%	56.6%	Respect
Somewhat agree	25.6%	26.2%	33.2%	28.6%	21.8%	33.6%	25.0%	28.0%	32.9%	
Somewhat disagree	2.3%	6.4%	6.3%	7.1%	3.6%	4.4%	0.0%	8.0%	7.6%	
Strongly disagree	0.0%	5.0%	2.6%	0.0%	3.6%	1.5%	0.0%	5.3%	3.0%	
Total(n)	43	141	620	14	55	274	28	75	304	
Mean	3.70	3.46	3.46	3.57	3.60	3.53	3.75	3.40	3.43	
Standard deviation	0.51	0.82	0.73	0.65	0.74	0.65	0.44	0.85	0.76	
Significance	-		*	-			-	*	*	
Effect size	-	0.29	0.33	-	-0.04	0.06	-	0.41	0.42	
Faculty are sufficiently involved in campus decision-making										
Strongly agree	29.5%	12.9%	18.2%	21.4%	14.5%	19.2%	34.5%	12.2%	17.5%	
Somewhat agree	45.5%	47.1%	49.3%	42.9%	40.0%	49.6%	44.8%	50.0%	50.2%	
Somewhat disagree	15.9%	27.1%	21.7%	14.3%	30.9%	21.0%	17.2%	25.7%	21.8%	
Strongly disagree	9.1%	12.9%	10.8%	21.4%	14.5%	10.1%	3.4%	12.2%	10.6%	
Total(n)	44	140	621	14	55	276	29	74	303	
Mean	2.95	2.60	2.75	2.64	2.55	2.78	3.10	2.62	2.75	
Standard deviation	0.91	0.87	0.88	1.08	0.92	0.87	0.82	0.86	0.87	
Significance	-	*		-			-	*	*	
Effect size	-	0.40	0.23	-	0.10	-0.16	-	0.56	0.40	
The faculty are typically at odds with campus administration										
Strongly agree	6.8%	12.1%	11.3%	14.3%	13.0%	11.3%	3.4%	10.7%	10.9%	
Somewhat agree	15.9%	44.3%	43.1%	14.3%	50.0%	44.2%	17.2%	42.7%	42.9%	
Somewhat disagree	47.7%	35.7%	38.7%	28.6%	27.8%	36.5%	55.2%	38.7%	40.3%	
Strongly disagree	29.5%	7.9%	6.8%	42.9%	9.3%	8.0%	24.1%	8.0%	5.9%	
Total(n)	44	140	617	14	54	274	29	75	303	
Mean	2.00	2.61	2.59	2.00	2.67	2.59	2.00	2.56	2.59	
Standard deviation	0.86	0.80	0.78	1.11	0.82	0.79	0.76	0.79	0.76	
Significance	-	***	***	-	*	**	-	**	***	
Effect size	-	-0.76	-0.76	-	-0.82	-0.75	-	-0.71	-0.78	
Faculty here respect each other										
Strongly agree	45.5%	34.5%	27.6%	50.0%	33.3%	29.5%	44.8%	35.1%	24.8%	
Somewhat agree	52.3%	51.1%	57.8%	50.0%	50.0%	55.6%	51.7%	51.4%	61.3%	
Somewhat disagree	2.3%	10.1%	11.1%	0.0%	11.1%	11.3%	3.4%	9.5%	10.6%	

Strongly disagree	0.0%	4.3%	3.4%	0.0%	5.6%	3.6%	0.0%	4.1%	3.3%	Respect
Total(n)	44	139	619	14	54	275	29	74	302	
Mean	3.43	3.16	3.10	3.50	3.11	3.11	3.41	3.18	3.08	
Standard deviation	0.55	0.77	0.72	0.52	0.82	0.74	0.57	0.76	0.69	
Significance	-	*	**	-			-		*	
Effect size	-	0.35	0.46	-	0.48	0.53	-	0.30	0.48	
Administrators consider faculty concerns when making policy										
Strongly agree	34.9%	12.1%	12.1%	35.7%	10.9%	9.5%	35.7%	14.7%	14.9%	
Somewhat agree	53.5%	44.7%	49.6%	42.9%	45.5%	54.9%	57.1%	41.3%	45.2%	
Somewhat disagree	9.3%	29.8%	26.0%	14.3%	25.5%	25.1%	7.1%	34.7%	27.7%	
Strongly disagree	2.3%	13.5%	12.3%	7.1%	18.2%	10.5%	0.0%	9.3%	12.2%	
Total(n)	43	141	619	14	55	275	28	75	303	
Mean	3.21	2.55	2.62	3.07	2.49	2.63	3.29	2.61	2.63	
Standard deviation	0.71	0.87	0.85	0.92	0.92	0.80	0.60	0.85	0.88	
Significance	-	***	***	-	*	*	-	***	***	
Effect size	-	0.76	0.69	-	0.63	0.55	-	0.80	0.75	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
This institution takes responsibility for educating underprepared students										
Strongly agree	62.8%	27.9%	21.9%	71.4%	25.5%	21.5%	60.7%	33.8%	24.0%	Diversity Climate
Somewhat agree	30.2%	50.0%	49.0%	21.4%	60.0%	52.4%	32.1%	40.5%	46.0%	
Somewhat disagree	7.0%	16.4%	20.9%	7.1%	12.7%	18.9%	7.1%	18.9%	22.0%	
Strongly disagree	0.0%	5.7%	8.1%	0.0%	1.8%	7.3%	0.0%	6.8%	8.0%	
Total(n)	43	140	616	14	55	275	28	74	300	
Mean	3.56	3.00	2.85	3.64	3.09	2.88	3.54	3.01	2.86	
Standard deviation	0.63	0.82	0.86	0.63	0.67	0.83	0.64	0.90	0.87	
Significance	-	***	***	-	**	***	-	**	***	
Effect size	-	0.68	0.83	-	0.82	0.92	-	0.59	0.78	
The criteria for advancement and promotion decisions are clear										
Strongly agree	27.3%	31.4%	33.4%	28.6%	37.0%	36.7%	27.6%	29.3%	31.4%	
Somewhat agree	50.0%	39.3%	45.8%	42.9%	42.6%	44.7%	51.7%	36.0%	46.9%	
Somewhat disagree	18.2%	24.3%	15.6%	21.4%	18.5%	14.2%	17.2%	29.3%	16.8%	
Strongly disagree	4.5%	5.0%	5.2%	7.1%	1.9%	4.4%	3.4%	5.3%	5.0%	
Total(n)	44	140	620	14	54	275	29	75	303	
Mean	3.00	2.97	3.07	2.93	3.15	3.14	3.03	2.89	3.05	
Standard deviation	0.81	0.87	0.83	0.92	0.79	0.82	0.78	0.89	0.82	
Significance	-			-			-			
Effect size	-	0.03	-0.08	-	-0.28	-0.26	-	0.16	-0.02	
Most of the students I teach lack the basic skills for college level work										
Strongly agree	9.1%	18.0%	9.0%	7.1%	12.7%	6.9%	6.9%	23.3%	10.6%	
Somewhat agree	38.6%	30.9%	26.6%	28.6%	38.2%	24.6%	44.8%	26.0%	25.8%	
Somewhat disagree	31.8%	41.7%	46.9%	35.7%	38.2%	50.4%	31.0%	43.8%	46.4%	
Strongly disagree	20.5%	9.4%	17.4%	28.6%	10.9%	18.1%	17.2%	6.8%	17.2%	
Total(n)	44	139	620	14	55	276	29	73	302	
Mean	2.36	2.58	2.27	2.14	2.53	2.20	2.41	2.66	2.30	

Standard deviation	0.92	0.89	0.85	0.95	0.86	0.81	0.87	0.92	0.88	
Significance	-			-			-			
Effect size	-	-0.25	0.11	-	-0.45	-0.07	-	-0.27	0.13	
There is adequate support for faculty development										
Strongly agree	43.2%	13.5%	15.3%	57.1%	16.4%	15.6%	37.9%	13.3%	15.5%	
Somewhat agree	36.4%	43.3%	43.5%	21.4%	47.3%	44.4%	41.4%	41.3%	44.1%	
Somewhat disagree	18.2%	27.7%	26.4%	21.4%	27.3%	26.5%	17.2%	26.7%	26.3%	
Strongly disagree	2.3%	15.6%	14.8%	0.0%	9.1%	13.5%	3.4%	18.7%	14.1%	
Total(n)	44	141	621	14	55	275	29	75	304	
Mean	3.20	2.55	2.59	3.36	2.71	2.62	3.14	2.49	2.61	
Standard deviation	0.82	0.91	0.92	0.84	0.85	0.91	0.83	0.95	0.91	
Significance	-	***	***	-	*	**	-	**	**	
Effect size	-	0.71	0.66	-	0.76	0.81	-	0.68	0.58	
Faculty are not prepared to deal with conflict over diversity issues in the classroom										
Strongly agree	9.3%	5.7%	11.1%	7.1%	5.6%	10.4%	10.7%	5.3%	10.9%	
Somewhat agree	48.8%	54.3%	54.3%	50.0%	53.7%	52.4%	46.4%	56.0%	57.9%	
Somewhat disagree	27.9%	30.7%	29.7%	42.9%	29.6%	31.6%	21.4%	29.3%	27.0%	
Strongly disagree	14.0%	9.3%	4.9%	0.0%	11.1%	5.6%	21.4%	9.3%	4.3%	
Total(n)	43	140	613	14	54	269	28	75	304	
Mean	2.53	2.56	2.72	2.64	2.54	2.68	2.46	2.57	2.75	
Standard deviation	0.85	0.74	0.72	0.63	0.77	0.74	0.96	0.74	0.70	
Significance	-			-			-		*	
Effect size	-	-0.04	-0.26	-	0.13	-0.05	-	-0.15	-0.41	
This institution takes mentoring into consideration in the promotion process										
Strongly agree	12.2%	10.8%	8.5%	21.4%	11.3%	7.5%	7.7%	9.3%	8.8%	
Somewhat agree	46.3%	35.3%	35.5%	35.7%	41.5%	40.3%	53.8%	32.0%	32.5%	
Somewhat disagree	29.3%	38.1%	38.9%	21.4%	32.1%	36.9%	30.8%	41.3%	40.0%	
Strongly disagree	12.2%	15.8%	17.1%	21.4%	15.1%	15.3%	7.7%	17.3%	18.6%	
Total(n)	41	139	602	14	53	268	26	75	295	
Mean	2.59	2.41	2.35	2.57	2.49	2.40	2.62	2.33	2.32	
Standard deviation	0.87	0.88	0.86	1.09	0.89	0.84	0.75	0.88	0.88	
Significance	-			-			-			
Effect size	-	0.20	0.28	-	0.09	0.20	-	0.33	0.34	
Faculty of color are treated fairly here										
Strongly agree	34.9%	36.4%	27.9%	57.1%	40.0%	33.3%	25.0%	33.8%	21.1%	
Somewhat agree	44.2%	47.1%	48.7%	35.7%	50.9%	51.6%	46.4%	43.2%	46.3%	
Somewhat disagree	18.6%	13.6%	18.9%	7.1%	7.3%	12.5%	25.0%	18.9%	25.5%	
Strongly disagree	2.3%	2.9%	4.6%	0.0%	1.8%	2.6%	3.6%	4.1%	7.0%	
Total(n)	43	140	610	14	55	273	28	74	298	Diversity Climate
Mean	3.12	3.17	3.00	3.50	3.29	3.16	2.93	3.07	2.82	
Standard deviation	0.79	0.77	0.81	0.65	0.69	0.73	0.81	0.83	0.85	
Significance	-			-			-			
Effect size	-	-0.06	0.15	-	0.30	0.47	-	-0.17	0.13	
Women faculty are treated fairly here										
Strongly agree	43.2%	34.8%	29.8%	57.1%	45.5%	38.3%	34.5%	26.7%	20.8%	

Somewhat agree	38.6%	43.3%	46.6%	35.7%	47.3%	47.8%	41.4%	37.3%	45.5%	Diversity Climate
Somewhat disagree	18.2%	18.4%	19.1%	7.1%	5.5%	12.0%	24.1%	30.7%	26.7%	
Strongly disagree	0.0%	3.5%	4.5%	0.0%	1.8%	1.8%	0.0%	5.3%	6.9%	
Total(n)	44	141	618	14	55	274	29	75	303	
Mean	3.25	3.09	3.02	3.50	3.36	3.23	3.10	2.85	2.80	
Standard deviation	0.75	0.82	0.82	0.65	0.68	0.73	0.77	0.88	0.85	
Significance	-			-			-			
Effect size	-	0.20	0.28	-	0.21	0.37	-	0.28	0.35	
LGBTQ+ faculty are treated fairly here										
Strongly agree	34.1%	26.6%	28.0%	42.9%	29.6%	33.9%	27.6%	24.3%	21.1%	Diversity Climate
Somewhat agree	47.7%	56.8%	55.6%	50.0%	61.1%	56.1%	48.3%	52.7%	55.8%	
Somewhat disagree	15.9%	12.9%	13.9%	7.1%	3.7%	7.7%	20.7%	20.3%	20.1%	
Strongly disagree	2.3%	3.6%	2.5%	0.0%	5.6%	2.2%	3.4%	2.7%	3.1%	
Total(n)	44	139	604	14	54	271	29	74	294	
Mean	3.14	3.06	3.09	3.36	3.15	3.22	3.00	2.99	2.95	
Standard deviation	0.77	0.73	0.71	0.63	0.74	0.68	0.80	0.75	0.73	
Significance	-			-			-			
Effect size	-	0.11	0.07	-	0.28	0.21	-	0.01	0.07	
Indicate how important you believe each priority listed below is at your college or university:										
Increase or maintain institutional affordability										
Highest priority	30.2%	29.8%	28.4%	28.6%	30.9%	27.3%	28.6%	30.3%	29.6%	Institutional Priority: Commitment to Diversity
High priority	51.2%	56.0%	56.6%	57.1%	54.5%	57.5%	50.0%	56.6%	55.5%	
Medium priority	14.0%	10.6%	12.6%	14.3%	14.5%	13.8%	14.3%	6.6%	11.6%	
Low priority	4.7%	3.5%	2.4%	0.0%	0.0%	1.5%	7.1%	6.6%	3.3%	
Total(n)	43	141	617	14	55	275	28	76	301	
Mean	3.07	3.12	3.11	3.14	3.16	3.11	3.00	3.11	3.11	
Standard deviation	0.80	0.73	0.70	0.66	0.66	0.68	0.86	0.79	0.73	
Significance	-			-			-			
Effect size	-	-0.07	-0.06	-	-0.03	0.04	-	-0.14	-0.15	
Indicate how important you believe each priority listed below is at your college or university:										
Develop a sense of community among students and faculty										
Highest priority	41.9%	27.9%	22.0%	28.6%	25.9%	23.8%	46.4%	30.7%	20.0%	
High priority	27.9%	41.4%	44.1%	35.7%	48.1%	41.6%	25.0%	36.0%	46.8%	
Medium priority	27.9%	21.4%	27.6%	28.6%	22.2%	30.9%	28.6%	20.0%	25.1%	
Low priority	2.3%	9.3%	6.3%	7.1%	3.7%	3.7%	0.0%	13.3%	8.1%	
Total(n)	43	140	605	14	54	269	28	75	295	
Mean	3.09	2.88	2.82	2.86	2.96	2.86	3.18	2.84	2.79	
Standard deviation	0.89	0.93	0.85	0.95	0.80	0.82	0.86	1.01	0.86	
Significance	-		*	-			-		*	
Effect size	-	0.23	0.32	-	-0.13	0.00	-	0.34	0.45	
Facilitate student involvement in community service										
Highest priority	22.7%	16.4%	11.9%	28.6%	18.9%	10.6%	17.2%	15.8%	12.3%	
High priority	29.5%	34.3%	35.9%	7.1%	41.5%	35.5%	41.4%	30.3%	36.2%	

Mean	2.73	2.66	2.68	2.64	2.70	2.63	2.76	2.64	2.70	Diversity
Standard deviation	0.90	1.00	0.90	1.01	1.10	0.89	0.87	0.95	0.90	
Significance	-			-			-			
Effect size	-	0.07	0.06	-	-0.05	0.01	-	0.13	0.07	
Increase the selectivity of the student body through more competitive admissions criteria										
Highest priority	2.3%	4.3%	3.1%	0.0%	9.1%	5.1%	3.4%	1.3%	1.3%	Institutional Priority: Increase Prestige
High priority	18.2%	15.6%	15.8%	21.4%	12.7%	13.9%	17.2%	18.7%	17.0%	
Medium priority	13.6%	29.8%	31.6%	0.0%	43.6%	34.8%	17.2%	18.7%	29.3%	
Low priority	65.9%	50.4%	49.5%	78.6%	34.5%	46.2%	62.1%	61.3%	52.3%	
Total(n)	44	141	614	14	55	273	29	75	300	
Mean	1.57	1.74	1.72	1.43	1.96	1.78	1.62	1.60	1.67	
Standard deviation	0.87	0.88	0.84	0.85	0.92	0.87	0.90	0.84	0.80	
Significance	-			-			-			
Effect size	-	-0.19	-0.18	-	-0.58	-0.40	-	0.02	-0.06	
Promote gender diversity in the faculty and administration										
Highest priority	18.2%	10.7%	14.0%	21.4%	13.0%	15.4%	13.8%	8.0%	12.0%	Institutional Priority: Commitment to Diversity
High priority	27.3%	24.3%	36.4%	21.4%	18.5%	38.1%	31.0%	30.7%	36.2%	
Medium priority	29.5%	37.1%	34.8%	28.6%	46.3%	35.9%	31.0%	32.0%	34.9%	
Low priority	25.0%	27.9%	14.8%	28.6%	22.2%	10.6%	24.1%	29.3%	16.9%	
Total(n)	44	140	615	14	54	273	29	75	301	
Mean	2.39	2.18	2.50	2.36	2.22	2.58	2.34	2.17	2.43	
Standard deviation	1.06	0.96	0.91	1.15	0.95	0.88	1.01	0.95	0.91	
Significance	-			-			-			
Effect size	-	0.22	-0.12	-	0.15	-0.25	-	0.18	-0.10	
Indicate how important you believe each priority listed below is at your college or university:										
Promote racial and ethnic diversity in the faculty and administration										
Highest priority	29.5%	19.1%	20.6%	28.6%	18.2%	20.1%	27.6%	20.0%	20.9%	Institutional Priority: Commitment to Diversity
High priority	29.5%	25.5%	35.2%	28.6%	21.8%	37.6%	31.0%	28.0%	33.6%	
Medium priority	25.0%	34.8%	30.8%	14.3%	43.6%	32.1%	31.0%	29.3%	30.2%	
Low priority	15.9%	20.6%	13.3%	28.6%	16.4%	10.2%	10.3%	22.7%	15.3%	
Total(n)	44	141	616	14	55	274	29	75	301	
Mean	2.73	2.43	2.63	2.57	2.42	2.68	2.76	2.45	2.60	
Standard deviation	1.06	1.02	0.96	1.22	0.98	0.91	0.99	1.06	0.98	
Significance	-			-			-			
Effect size	-	0.29	0.10	-	0.15	-0.12	-	0.29	0.16	
Provide resources for faculty to engage in community-based teaching or research										
Highest priority	18.2%	17.7%	14.4%	14.3%	22.2%	15.7%	20.7%	14.5%	12.3%	Institutional Priority: Civic Engagement
High priority	43.2%	24.1%	29.1%	35.7%	20.4%	28.5%	44.8%	28.9%	31.3%	
Medium priority	31.8%	36.9%	36.5%	28.6%	38.9%	39.1%	34.5%	34.2%	33.3%	
Low priority	6.8%	21.3%	20.0%	21.4%	18.5%	16.8%	0.0%	22.4%	23.0%	
Total(n)	44	141	616	14	54	274	29	76	300	
Mean	2.73	2.38	2.38	2.43	2.46	2.43	2.86	2.36	2.33	
Standard deviation	0.85	1.01	0.96	1.02	1.04	0.95	0.74	0.99	0.96	

Significance	-	*	*	-			-	*	**	
Effect size	-	0.35	0.36	-	-0.03	0.00	-	0.51	0.55	
Create and sustain partnerships with surrounding communities										
Highest priority	38.6%	26.2%	20.6%	42.9%	21.8%	16.4%	34.5%	29.3%	22.6%	Institutional Priority: Civic Engagement
High priority	40.9%	36.9%	38.7%	35.7%	47.3%	44.7%	44.8%	32.0%	35.2%	
Medium priority	18.2%	29.8%	31.6%	14.3%	25.5%	29.8%	20.7%	32.0%	33.2%	
Low priority	2.3%	7.1%	9.2%	7.1%	5.5%	9.1%	0.0%	6.7%	9.0%	
Total(n)	44	141	618	14	55	275	29	75	301	
Mean	3.16	2.82	2.71	3.14	2.85	2.68	3.14	2.84	2.71	
Standard deviation	0.81	0.90	0.90	0.95	0.83	0.85	0.74	0.93	0.92	
Significance	-	*	**	-			-		*	
Effect size	-	0.38	0.50	-	0.35	0.54	-	0.32	0.47	
Indicate how important you believe each priority listed below is at your college or university:										
Pursue extramural funding										
Highest priority	9.5%	23.7%	12.1%	0.0%	25.5%	12.0%	14.8%	24.7%	12.5%	
High priority	42.9%	31.7%	28.6%	57.1%	36.4%	26.3%	33.3%	26.0%	30.6%	
Medium priority	28.6%	23.7%	39.1%	28.6%	20.0%	42.0%	29.6%	27.4%	38.0%	
Low priority	19.0%	20.9%	20.1%	14.3%	18.2%	19.7%	22.2%	21.9%	18.9%	
Total(n)	42	139	611	14	55	274	27	73	297	
Mean	2.43	2.58	2.33	2.43	2.69	2.31	2.41	2.53	2.37	
Standard deviation	0.91	1.07	0.93	0.76	1.05	0.92	1.01	1.09	0.93	
Significance	-			-			-			
Effect size	-	-0.14	0.11	-	-0.25	0.13	-	-0.11	0.04	
Strengthen links with the for-profit, corporate sector										
Highest priority	11.4%	16.9%	9.3%	7.1%	16.4%	8.7%	13.8%	18.4%	10.0%	
High priority	34.1%	26.8%	25.6%	21.4%	32.7%	25.8%	37.9%	22.4%	25.7%	
Medium priority	29.5%	28.9%	38.8%	28.6%	30.9%	39.6%	31.0%	27.6%	38.7%	
Low priority	25.0%	27.5%	26.3%	42.9%	20.0%	25.8%	17.2%	31.6%	25.7%	
Total(n)	44	142	616	14	55	275	29	76	300	
Mean	2.32	2.33	2.18	1.93	2.45	2.17	2.48	2.28	2.20	
Standard deviation	0.98	1.06	0.93	1.00	1.00	0.92	0.95	1.10	0.94	
Significance	-			-			-			
Effect size	-	-0.01	0.15	-	-0.52	-0.26	-	0.18	0.30	
Develop leadership ability among students										
Highest priority	25.0%	20.6%	15.0%	35.7%	23.6%	14.5%	20.7%	18.7%	14.7%	
High priority	38.6%	42.6%	42.4%	21.4%	50.9%	41.8%	44.8%	38.7%	43.3%	
Medium priority	34.1%	27.7%	34.8%	35.7%	21.8%	37.8%	34.5%	32.0%	33.0%	
Low priority	2.3%	9.2%	7.8%	7.1%	3.6%	5.8%	0.0%	10.7%	9.0%	
Total(n)	44	141	615	14	55	275	29	75	300	
Mean	2.86	2.74	2.65	2.86	2.95	2.65	2.86	2.65	2.64	
Standard deviation	0.82	0.89	0.83	1.03	0.78	0.80	0.74	0.91	0.84	
Significance	-			-			-			
Effect size	-	0.13	0.25	-	-0.12	0.26	-	0.23	0.26	

Indicate how important you believe each priority listed below is at your college or university:										
Develop an appreciation for multiculturalism										
Highest priority	27.3%	21.3%	21.6%	21.4%	23.6%	18.6%	27.6%	21.3%	23.3%	Institutional Priority: Commitment to Diversity
High priority	34.1%	39.0%	40.4%	21.4%	38.2%	43.4%	41.4%	40.0%	38.2%	
Medium priority	34.1%	28.4%	30.8%	50.0%	29.1%	31.0%	27.6%	26.7%	31.2%	
Low priority	4.5%	11.3%	7.1%	7.1%	9.1%	6.9%	3.4%	12.0%	7.3%	
Total(n)	44	141	616	14	55	274	29	75	301	
Mean	2.84	2.70	2.76	2.57	2.76	2.74	2.93	2.71	2.77	
Standard deviation	0.89	0.93	0.87	0.94	0.92	0.84	0.84	0.94	0.89	
Significance	-			-			-			
Effect size	-	0.15	0.09	-	-0.21	-0.20	-	0.23	0.18	
Prepare students for the workplace										
Highest priority	47.7%	45.8%	39.6%	57.1%	45.5%	40.4%	41.4%	47.4%	39.2%	
High priority	38.6%	45.1%	46.8%	14.3%	50.9%	46.2%	51.7%	39.5%	48.2%	
Medium priority	11.4%	7.7%	11.2%	21.4%	1.8%	10.2%	6.9%	11.8%	11.6%	
Low priority	2.3%	1.4%	2.4%	7.1%	1.8%	3.3%	0.0%	1.3%	1.0%	
Total(n)	44	142	618	14	55	275	29	76	301	
Mean	3.32	3.35	3.24	3.21	3.40	3.24	3.34	3.33	3.26	
Standard deviation	0.77	0.69	0.74	1.05	0.63	0.76	0.61	0.74	0.70	
Significance	-			-			-			
Effect size	-	-0.04	0.11	-	-0.30	-0.04	-	0.01	0.11	
Please indicate the extent to which you:										
Feel that the training you received in graduate school prepared you well for your role as a faculty member										
To a very large extent	22.5%	25.5%	24.5%	15.4%	32.7%	23.8%	26.9%	22.5%	25.4%	
To a large extent	22.5%	36.5%	34.2%	23.1%	34.5%	34.9%	23.1%	38.0%	33.1%	
To some extent	37.5%	27.0%	30.5%	46.2%	25.5%	30.1%	34.6%	25.4%	30.3%	
To a small extent	17.5%	8.0%	8.9%	15.4%	5.5%	10.0%	15.4%	9.9%	8.4%	
Not at all	0.0%	2.9%	1.8%	0.0%	1.8%	1.1%	0.0%	4.2%	2.8%	
Total(n)	40	137	596	13	55	269	26	71	287	
Mean	3.50	3.74	3.71	3.38	3.91	3.70	3.62	3.65	3.70	
Standard deviation	1.04	1.02	0.99	0.96	0.99	0.98	1.06	1.07	1.03	
Significance	-			-			-			
Effect size	-	-0.24	-0.21	-	-0.54	-0.33	-	-0.03	-0.08	
Experience close alignment between your work and your personal values										
To a very large extent	32.6%	35.3%	36.5%	50.0%	36.4%	37.0%	25.0%	35.6%	35.0%	
To a large extent	58.1%	46.0%	45.9%	35.7%	49.1%	46.2%	67.9%	45.2%	46.3%	
To some extent	9.3%	15.8%	14.0%	14.3%	12.7%	13.9%	7.1%	17.8%	15.0%	
To a small extent	0.0%	2.2%	2.1%	0.0%	0.0%	1.8%	0.0%	1.4%	2.0%	
Not at all	0.0%	0.7%	1.5%	0.0%	1.8%	1.1%	0.0%	0.0%	1.7%	
Total(n)	43	139	614	14	55	273	28	73	300	
Mean	4.23	4.13	4.14	4.36	4.18	4.16	4.18	4.15	4.11	
Standard deviation	0.61	0.81	0.84	0.74	0.80	0.81	0.55	0.76	0.85	
Significance	-			-			-			

Effect size	-	0.12	0.11	-	0.23	0.25	-	0.04	0.08
Mentor faculty									
To a very large extent	22.7%	26.8%	24.7%	21.4%	25.9%	23.2%	24.1%	29.7%	25.7%
To a large extent	43.2%	37.0%	32.5%	21.4%	44.4%	37.1%	51.7%	32.4%	29.0%
To some extent	13.6%	21.7%	30.7%	21.4%	14.8%	30.5%	10.3%	24.3%	30.7%
To a small extent	9.1%	9.4%	6.9%	21.4%	11.1%	5.5%	3.4%	8.1%	8.3%
Not at all	11.4%	5.1%	5.2%	14.3%	3.7%	3.7%	10.3%	5.4%	6.3%
Total(n)	44	138	612	14	54	272	29	74	300
Mean	3.57	3.71	3.65	3.14	3.78	3.71	3.76	3.73	3.59
Standard deviation	1.26	1.12	1.08	1.41	1.08	1.00	1.18	1.14	1.14
Significance	-			-		*	-		
Effect size	-	-0.13	-0.07	-	-0.59	-0.57	-	0.03	0.15
Mentor undergraduate students									
To a very large extent	39.5%	41.6%	37.4%	35.7%	37.7%	37.7%	41.4%	45.2%	36.1%
To a large extent	32.6%	31.4%	33.1%	21.4%	34.0%	36.9%	37.9%	30.1%	31.4%
To some extent	11.6%	15.3%	15.8%	14.3%	15.1%	14.9%	10.3%	15.1%	17.1%
To a small extent	0.0%	10.2%	7.7%	0.0%	11.3%	7.5%	0.0%	9.6%	7.7%
Not at all	16.3%	1.5%	5.9%	28.6%	1.9%	3.0%	10.3%	0.0%	7.7%
Total(n)	43	137	607	14	53	268	29	73	299
Mean	3.79	4.01	3.88	3.36	3.94	3.99	4.00	4.11	3.81
Standard deviation	1.41	1.06	1.17	1.69	1.08	1.05	1.22	0.99	1.22
Significance	-			-		*	-		
Effect size	-	-0.21	-0.08	-	-0.54	-0.60	-	-0.11	0.16
Please indicate the extent to which you:									
Mentor graduate students									
To a very large extent	11.4%	17.9%	21.5%	7.1%	21.8%	17.6%	13.8%	16.2%	23.3%
To a large extent	15.9%	22.1%	18.9%	14.3%	25.5%	18.8%	17.2%	18.9%	19.6%
To some extent	15.9%	10.0%	14.5%	21.4%	12.7%	16.2%	13.8%	8.1%	12.8%
To a small extent	13.6%	10.0%	12.0%	28.6%	10.9%	12.1%	6.9%	8.1%	12.5%
Not at all	43.2%	40.0%	33.1%	28.6%	29.1%	35.3%	48.3%	48.6%	31.8%
Total(n)	44	140	608	14	55	272	29	74	296
Mean	2.39	2.68	2.84	2.43	3.00	2.71	2.41	2.46	2.90
Standard deviation	1.47	1.60	1.57	1.28	1.56	1.53	1.57	1.61	1.59
Significance	-			-			-		
Effect size	-	-0.18	-0.29	-	-0.37	-0.18	-	-0.03	-0.31
Been mentored by at least one professional in academia									
To a very large extent	38.6%	25.9%	27.8%	35.7%	25.5%	24.5%	41.4%	30.1%	31.0%
To a large extent	27.3%	26.6%	26.5%	28.6%	23.6%	27.7%	27.6%	26.0%	25.7%
To some extent	15.9%	21.6%	25.0%	7.1%	30.9%	28.1%	17.2%	15.1%	23.0%
To a small extent	15.9%	13.7%	13.2%	21.4%	9.1%	14.6%	13.8%	16.4%	11.3%
Not at all	2.3%	12.2%	7.5%	7.1%	10.9%	5.1%	0.0%	12.3%	9.0%
Total(n)	44	139	615	14	55	274	29	73	300
Mean	3.84	3.40	3.54	3.64	3.44	3.52	3.97	3.45	3.58
Standard deviation	1.18	1.33	1.23	1.39	1.27	1.16	1.09	1.39	1.28
Significance	-			-			-		

Effect size	-	0.33	0.24	-	0.16	0.10	-	0.37	0.30
Participated in training in preparation to be a mentor (e.g., workshops, programs)									
To a very large extent	6.8%	10.0%	8.9%	7.1%	10.9%	9.8%	6.9%	10.8%	8.3%
To a large extent	25.0%	20.0%	11.8%	28.6%	27.3%	12.4%	24.1%	13.5%	11.3%
To some extent	22.7%	20.0%	24.5%	7.1%	20.0%	24.0%	31.0%	18.9%	24.6%
To a small extent	15.9%	17.1%	22.2%	28.6%	16.4%	24.0%	6.9%	16.2%	21.3%
Not at all	29.5%	32.9%	32.6%	28.6%	25.5%	29.8%	31.0%	40.5%	34.6%
Total(n)	44	140	617	14	55	275	29	74	301
Mean	2.64	2.57	2.42	2.57	2.82	2.48	2.69	2.38	2.38
Standard deviation	1.33	1.38	1.29	1.40	1.38	1.30	1.34	1.41	1.29
Significance	-			-			-		
Effect size	-	0.05	0.17	-	-0.18	0.07	-	0.22	0.24
Accessed the National Research Mentoring Network (NRMN) resource									
To a very large extent	0.0%	2.9%	0.8%	0.0%	7.3%	1.8%	0.0%	0.0%	0.0%
To a large extent	0.0%	1.4%	1.5%	0.0%	0.0%	1.5%	0.0%	2.7%	1.3%
To some extent	2.3%	5.0%	3.1%	0.0%	3.6%	2.6%	3.4%	6.8%	3.3%
To a small extent	6.8%	6.4%	6.3%	0.0%	7.3%	6.6%	10.3%	5.4%	6.0%
Not at all	90.9%	84.3%	88.3%	100.0%	81.8%	87.6%	86.2%	85.1%	89.4%
Total(n)	44	140	616	14	55	274	29	74	302
Mean	1.11	1.32	1.20	1.00	1.44	1.23	1.17	1.27	1.17
Standard deviation	0.39	0.87	0.64	0.00	1.10	0.73	0.47	0.71	0.53
Significance	-			-			-		
Effect size	-	-0.24	-0.14	-	-0.40	-0.32	-	-0.14	0.00
How would you rate the overall quality of your mentoring relationship with your faculty mentee(s)?									
Excellent	27.0%	31.5%	32.3%	33.3%	28.8%	33.6%	25.0%	35.8%	30.9%
Good	54.1%	52.0%	52.4%	41.7%	53.8%	52.1%	58.3%	50.7%	53.5%
Fair	16.2%	11.8%	13.0%	25.0%	11.5%	12.4%	12.5%	10.4%	13.1%
Poor	2.7%	4.7%	2.3%	0.0%	5.8%	1.9%	4.2%	3.0%	2.5%
Total(n)	37	127	569	12	52	259	24	67	275
Mean	3.05	3.10	3.15	3.08	3.06	3.17	3.04	3.19	3.13
Standard deviation	0.74	0.79	0.72	0.79	0.80	0.71	0.75	0.74	0.73
Significance	-			-			-		
Effect size	-	-0.06	-0.14	-	0.03	-0.13	-	-0.20	-0.12
How would you rate the overall quality of your mentoring relationship with your undergraduate mentee(s)?									
Excellent	55.6%	45.3%	41.8%	90.0%	46.9%	42.7%	42.3%	46.4%	41.6%
Good	41.7%	46.9%	51.1%	10.0%	46.9%	50.0%	53.8%	44.9%	51.7%
Fair	2.8%	7.8%	6.4%	0.0%	6.1%	7.3%	3.8%	8.7%	5.6%
Poor	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%
Total(n)	36	128	548	10	49	248	26	69	267
Mean	3.53	3.38	3.34	3.90	3.41	3.35	3.38	3.38	3.34
Standard deviation	0.56	0.63	0.63	0.32	0.61	0.61	0.57	0.64	0.64
Significance	-			-	*	**	-		
Effect size	-	0.24	0.30	-	0.80	0.90	-	0.00	0.06

How would you rate the overall quality of your mentoring relationship with your graduate mentee(s)?									
Excellent	37.5%	45.7%	44.7%	30.0%	46.2%	43.9%	42.9%	52.8%	45.1%
Good	58.3%	44.4%	45.0%	70.0%	43.6%	43.9%	50.0%	38.9%	45.6%
Fair	4.2%	9.9%	9.3%	0.0%	10.3%	11.1%	7.1%	8.3%	8.3%
Poor	0.0%	0.0%	1.0%	0.0%	0.0%	1.2%	0.0%	0.0%	1.0%
Total(n)	24	81	389	10	39	171	14	36	193
Mean	3.33	3.36	3.33	3.30	3.36	3.30	3.36	3.44	3.35
Standard deviation	0.56	0.66	0.69	0.48	0.67	0.71	0.63	0.65	0.68
Significance	-			-			-		
Effect size	-	-0.05	0.00	-	-0.09	0.00	-	-0.12	0.01
How satisfied are you with the following aspects of your job?									
Salary									
Very satisfied	9.3%	12.9%	11.1%	0.0%	11.1%	12.9%	14.3%	16.0%	9.7%
Satisfied	30.2%	28.6%	40.0%	28.6%	29.6%	39.5%	32.1%	26.7%	41.0%
Marginally satisfied	37.2%	31.4%	30.1%	64.3%	38.9%	32.8%	25.0%	26.7%	29.3%
Not satisfied	23.3%	27.1%	18.8%	7.1%	20.4%	14.8%	28.6%	30.7%	20.0%
Total(n)	43	140	612	14	54	271	28	75	300
Mean	2.26	2.27	2.43	2.21	2.31	2.51	2.32	2.28	2.40
Standard deviation	0.93	1.00	0.92	0.58	0.93	0.90	1.06	1.07	0.91
Significance	-			-			-		
Effect size	-	-0.01	-0.18	-	-0.11	-0.33	-	0.04	-0.09
Health benefits									
Very satisfied	27.3%	31.0%	33.2%	21.4%	23.6%	30.9%	31.0%	36.8%	34.9%
Satisfied	43.2%	42.3%	43.3%	35.7%	49.1%	43.6%	48.3%	38.2%	45.1%
Marginally satisfied	27.3%	19.7%	16.3%	42.9%	21.8%	16.4%	17.2%	17.1%	15.5%
Not satisfied	2.3%	7.0%	7.2%	0.0%	5.5%	9.1%	3.4%	7.9%	4.6%
Total(n)	44	142	621	14	55	275	29	76	304
Mean	2.95	2.97	3.02	2.79	2.91	2.96	3.07	3.04	3.10
Standard deviation	0.81	0.89	0.89	0.80	0.82	0.92	0.80	0.93	0.82
Significance	-			-			-		
Effect size	-	-0.02	-0.08	-	-0.15	-0.18	-	0.03	-0.04
How satisfied are you with the following aspects of your job?									
Retirement benefits									
Very satisfied	29.5%	29.8%	33.3%	50.0%	23.6%	34.8%	20.7%	36.0%	33.1%
Satisfied	54.5%	44.7%	44.6%	35.7%	50.9%	41.3%	65.5%	38.7%	47.0%
Marginally satisfied	15.9%	22.0%	17.0%	14.3%	23.6%	17.8%	13.8%	21.3%	16.2%
Not satisfied	0.0%	3.5%	5.2%	0.0%	1.8%	6.2%	0.0%	4.0%	3.6%
Total(n)	44	141	619	14	55	276	29	75	302
Mean	3.14	3.01	3.06	3.36	2.96	3.05	3.07	3.07	3.10
Standard deviation	0.67	0.82	0.84	0.74	0.74	0.88	0.59	0.86	0.79
Significance	-			-			-		
Effect size	-	0.16	0.10	-	0.54	0.35	-	0.00	-0.04
Opportunity for scholarly pursuits									
Very satisfied	9.1%	15.7%	13.1%	14.3%	16.7%	13.8%	6.9%	17.3%	12.5%

Job Satisfaction:
Compensation

Job Satisfaction:
Compensation

Job Satisfaction:
Compensation

Satisfied	43.2%	38.6%	40.5%	50.0%	46.3%	44.7%	41.4%	34.7%	39.1%	Job Satisfaction: Compensation
Marginally satisfied	29.5%	28.6%	31.5%	35.7%	20.4%	31.3%	27.6%	29.3%	29.9%	
Not satisfied	18.2%	17.1%	14.9%	0.0%	16.7%	10.2%	24.1%	18.7%	18.4%	
Total(n)	44	140	619	14	54	275	29	75	304	
Mean	2.43	2.53	2.52	2.79	2.63	2.62	2.31	2.51	2.46	
Standard deviation	0.90	0.96	0.90	0.70	0.96	0.85	0.93	0.99	0.93	
Significance	-			-			-			
Effect size	-	-0.10	-0.10	-	0.17	0.20	-	-0.20	-0.16	
Teaching load										
Very satisfied	15.9%	14.2%	13.9%	21.4%	12.7%	13.8%	13.8%	14.7%	13.2%	Job Satisfaction: Compensation
Satisfied	45.5%	54.6%	49.2%	42.9%	58.2%	52.5%	48.3%	52.0%	47.7%	
Marginally satisfied	18.2%	15.6%	21.6%	28.6%	14.5%	20.3%	13.8%	16.0%	23.2%	
Not satisfied	20.5%	15.6%	15.3%	7.1%	14.5%	13.4%	24.1%	17.3%	15.9%	
Total(n)	44	141	620	14	55	276	29	75	302	
Mean	2.57	2.67	2.62	2.79	2.69	2.67	2.52	2.64	2.58	
Standard deviation	1.00	0.91	0.91	0.89	0.88	0.88	1.02	0.94	0.91	
Significance	-			-			-			
Effect size	-	-0.11	-0.05	-	0.11	0.14	-	-0.13	-0.07	
Quality of students										
Very satisfied	23.3%	11.4%	19.4%	21.4%	9.1%	18.1%	25.0%	13.5%	21.5%	Job Satisfaction: Workplace
Satisfied	44.2%	50.0%	52.1%	42.9%	43.6%	50.4%	42.9%	54.1%	53.0%	
Marginally satisfied	23.3%	29.3%	22.2%	21.4%	34.5%	23.9%	25.0%	24.3%	20.2%	
Not satisfied	9.3%	9.3%	6.3%	14.3%	12.7%	7.6%	7.1%	8.1%	5.3%	
Total(n)	43	140	618	14	55	276	28	74	302	
Mean	2.81	2.64	2.85	2.71	2.49	2.79	2.86	2.73	2.91	
Standard deviation	0.91	0.81	0.80	0.99	0.84	0.83	0.89	0.80	0.79	
Significance	-			-			-			
Effect size	-	0.21	-0.05	-	0.26	-0.10	-	0.16	-0.06	
Autonomy and independence										
Very satisfied	40.9%	43.7%	42.9%	50.0%	47.3%	45.5%	37.9%	42.1%	41.8%	Job Satisfaction: Workplace
Satisfied	52.3%	45.8%	45.7%	42.9%	41.8%	44.8%	55.2%	48.7%	46.4%	
Marginally satisfied	6.8%	9.9%	10.1%	7.1%	9.1%	8.7%	6.9%	9.2%	10.5%	
Not satisfied	0.0%	0.7%	1.3%	0.0%	1.8%	1.1%	0.0%	0.0%	1.3%	
Total(n)	44	142	622	14	55	277	29	76	304	
Mean	3.34	3.32	3.30	3.43	3.35	3.35	3.31	3.33	3.29	
Standard deviation	0.61	0.68	0.70	0.65	0.73	0.68	0.60	0.64	0.70	
Significance	-			-			-			
Effect size	-	0.03	0.06	-	0.11	0.12	-	-0.03	0.03	
Departmental leadership										
Very satisfied	59.1%	39.7%	41.8%	78.6%	40.0%	46.2%	51.7%	42.1%	38.5%	Job Satisfaction: Workplace
Satisfied	31.8%	39.0%	39.1%	14.3%	43.6%	40.0%	37.9%	36.8%	40.1%	
Marginally satisfied	9.1%	12.8%	12.0%	7.1%	12.7%	9.1%	10.3%	10.5%	12.8%	
Not satisfied	0.0%	8.5%	7.1%	0.0%	3.6%	4.7%	0.0%	10.5%	8.6%	
Total(n)	44	141	619	14	55	275	29	76	304	
Mean	3.50	3.10	3.16	3.71	3.20	3.28	3.41	3.11	3.09	
Standard deviation	0.66	0.93	0.89	0.61	0.80	0.82	0.68	0.97	0.92	

Significance	-	**	*	-	*		-		
Effect size	-	0.43	0.38	-	0.64	0.52	-	0.31	0.35
Departmental support for work/life balance									
Very satisfied	45.5%	31.4%	29.1%	57.1%	36.4%	30.1%	41.4%	31.1%	28.9%
Satisfied	40.9%	41.4%	43.7%	42.9%	45.5%	46.7%	41.4%	36.5%	40.9%
Marginally satisfied	11.4%	18.6%	19.0%	0.0%	10.9%	17.4%	13.8%	23.0%	19.9%
Not satisfied	2.3%	8.6%	8.3%	0.0%	7.3%	5.8%	3.4%	9.5%	10.3%
Total(n)	44	140	616	14	55	276	29	74	301
Mean	3.30	2.96	2.94	3.57	3.11	3.01	3.21	2.89	2.88
Standard deviation	0.76	0.92	0.90	0.51	0.88	0.84	0.82	0.96	0.94
Significance	-	*	**	-		*	-		
Effect size	-	0.37	0.40	-	0.52	0.67	-	0.33	0.35
Institutional support for work/life balance									
Very satisfied	25.6%	15.7%	14.5%	42.9%	22.2%	14.2%	17.9%	13.3%	14.8%
Satisfied	32.6%	39.3%	38.5%	35.7%	42.6%	43.1%	32.1%	37.3%	35.2%
Marginally satisfied	25.6%	26.4%	29.8%	7.1%	18.5%	28.5%	35.7%	28.0%	30.3%
Not satisfied	16.3%	18.6%	17.1%	14.3%	16.7%	14.2%	14.3%	21.3%	19.7%
Total(n)	43	140	620	14	54	274	28	75	304
Mean	2.67	2.52	2.50	3.07	2.70	2.57	2.54	2.43	2.45
Standard deviation	1.04	0.97	0.94	1.07	1.00	0.90	0.96	0.98	0.97
Significance	-			-		*	-		
Effect size	-	0.15	0.18	-	0.37	0.56	-	0.11	0.09
Prospects for career advancement									
Very satisfied	23.8%	10.0%	11.0%	28.6%	12.7%	11.2%	22.2%	9.5%	11.2%
Satisfied	40.5%	37.9%	44.3%	35.7%	47.3%	49.6%	44.4%	33.8%	41.3%
Marginally satisfied	21.4%	29.3%	27.1%	28.6%	27.3%	25.0%	18.5%	27.0%	28.1%
Not satisfied	14.3%	22.9%	17.7%	7.1%	12.7%	14.1%	14.8%	29.7%	19.5%
Total(n)	42	140	621	14	55	276	27	74	303
Mean	2.74	2.35	2.48	2.86	2.60	2.58	2.74	2.23	2.44
Standard deviation	0.99	0.94	0.91	0.95	0.87	0.87	0.98	0.99	0.93
Significance	-	*		-			-	*	
Effect size	-	0.41	0.29	-	0.30	0.32	-	0.52	0.32
How satisfied are you with the following aspects of your job?									
Relative equity of salary and job benefits									
Very satisfied	14.0%	3.7%	7.3%	21.4%	9.3%	10.3%	10.7%	0.0%	4.7%
Satisfied	25.6%	28.7%	32.5%	28.6%	37.0%	37.7%	25.0%	25.4%	29.0%
Marginally satisfied	32.6%	32.4%	34.0%	35.7%	33.3%	32.6%	32.1%	29.6%	35.7%
Not satisfied	27.9%	35.3%	26.2%	14.3%	20.4%	19.4%	32.1%	45.1%	30.7%
Total(n)	43	136	615	14	54	273	28	71	300
Mean	2.26	2.01	2.21	2.57	2.35	2.39	2.14	1.80	2.08
Standard deviation	1.03	0.89	0.91	1.02	0.91	0.91	1.01	0.82	0.88
Significance	-			-			-		
Effect size	-	0.28	0.05	-	0.24	0.20	-	0.41	0.07
Flexibility in relation to family matters or emergencies									
Very satisfied	54.5%	46.1%	42.6%	78.6%	52.7%	47.1%	44.8%	46.7%	38.9%

Job
Satisfaction:
Compensation

Job
Satisfaction:
Workplace

Satisfied	34.1%	41.1%	43.4%	21.4%	38.2%	43.1%	37.9%	38.7%	44.9%	Job Satisfaction: Workplace
Marginally satisfied	11.4%	10.6%	11.8%	0.0%	7.3%	8.3%	17.2%	12.0%	13.5%	
Not satisfied	0.0%	2.1%	2.3%	0.0%	1.8%	1.4%	0.0%	2.7%	2.6%	
Total(n)	44	141	620	14	55	276	29	75	303	
Mean	3.43	3.31	3.26	3.79	3.42	3.36	3.28	3.29	3.20	
Standard deviation	0.70	0.75	0.75	0.43	0.71	0.70	0.75	0.78	0.77	
Significance	-			-		*	-			
Effect size	-	0.16	0.23	-	0.52	0.61	-	-0.01	0.10	
Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)										
Very satisfied	25.6%	29.3%	26.5%	35.7%	29.1%	27.4%	21.4%	32.4%	25.2%	Job Satisfaction: Workplace
Satisfied	48.8%	47.1%	48.6%	50.0%	58.2%	54.0%	46.4%	37.8%	45.2%	
Marginally satisfied	20.9%	15.0%	16.3%	7.1%	7.3%	11.3%	28.6%	17.6%	18.9%	
Not satisfied	4.7%	8.6%	8.6%	7.1%	5.5%	7.3%	3.6%	12.2%	10.6%	
Total(n)	43	140	615	14	55	274	28	74	301	
Mean	2.95	2.97	2.93	3.14	3.11	3.01	2.86	2.91	2.85	
Standard deviation	0.82	0.89	0.88	0.86	0.76	0.83	0.80	1.00	0.92	
Significance	-			-			-			
Effect size	-	-0.02	0.02	-	0.04	0.16	-	-0.05	0.01	
Overall job										
Very satisfied	25.0%	24.3%	26.1%	50.0%	22.2%	28.4%	13.8%	29.3%	24.1%	
Satisfied	65.9%	55.0%	54.5%	42.9%	59.3%	56.4%	75.9%	50.7%	54.5%	
Marginally satisfied	6.8%	15.7%	16.7%	0.0%	14.8%	13.1%	10.3%	13.3%	18.5%	
Not satisfied	2.3%	5.0%	2.8%	7.1%	3.7%	2.2%	0.0%	6.7%	3.0%	
Total(n)	44	140	618	14	54	275	29	75	303	
Mean	3.14	2.99	3.04	3.36	3.00	3.11	3.03	3.03	3.00	
Standard deviation	0.63	0.78	0.73	0.84	0.73	0.70	0.50	0.84	0.74	
Significance	-			-			-			
Effect size	-	0.19	0.14	-	0.49	0.36	-	0.00	0.04	
Please indicate the extent to which each of the following has been a source of stress for you during the past year:										
Managing household responsibilities										
Extensive	28.6%	20.9%	19.1%	21.4%	18.5%	17.3%	33.3%	24.3%	20.8%	
Somewhat	57.1%	59.0%	59.0%	50.0%	57.4%	60.2%	59.3%	56.8%	58.1%	
Not at all	14.3%	20.1%	21.9%	28.6%	24.1%	22.6%	7.4%	18.9%	21.1%	
Total(n)	42	139	603	14	54	266	27	74	298	
Mean	2.14	2.01	1.97	1.93	1.94	1.95	2.26	2.05	2.00	
Standard deviation	0.65	0.64	0.64	0.73	0.66	0.63	0.59	0.66	0.65	
Significance	-			-			-		*	
Effect size	-	0.20	0.27	-	-0.02	-0.03	-	0.32	0.40	
Child care										
Extensive	24.0%	19.1%	18.8%	12.5%	17.8%	16.2%	29.4%	22.2%	22.6%	
Somewhat	44.0%	30.3%	35.8%	62.5%	31.1%	35.8%	35.3%	30.6%	36.2%	
Not at all	32.0%	50.6%	45.4%	25.0%	51.1%	48.0%	35.3%	47.2%	41.2%	
Total(n)	25	89	372	8	45	173	17	36	177	

Mean	1.92	1.69	1.73	1.88	1.67	1.68	1.94	1.75	1.81
Standard deviation	0.76	0.78	0.76	0.64	0.77	0.74	0.83	0.81	0.78
Significance	-			-			-		
Effect size	-	0.29	0.25	-	0.27	0.27	-	0.23	0.17
My physical health									
Extensive	14.3%	18.1%	13.3%	7.7%	11.1%	12.4%	17.9%	23.3%	13.9%
Somewhat	45.2%	44.9%	53.1%	38.5%	42.6%	56.0%	46.4%	46.6%	50.0%
Not at all	40.5%	37.0%	33.6%	53.8%	46.3%	31.6%	35.7%	30.1%	36.1%
Total(n)	42	138	601	13	54	266	28	73	296
Mean	1.74	1.81	1.80	1.54	1.65	1.81	1.82	1.93	1.78
Standard deviation	0.70	0.72	0.65	0.66	0.68	0.64	0.72	0.73	0.67
Significance	-			-			-		
Effect size	-	-0.10	-0.09	-	-0.16	-0.42	-	-0.15	0.06
My emotional well-being									
Extensive	27.3%	19.3%	18.0%	21.4%	13.0%	14.4%	31.0%	21.3%	21.3%
Somewhat	54.5%	46.4%	53.8%	50.0%	50.0%	56.5%	55.2%	44.0%	51.2%
Not at all	18.2%	34.3%	28.2%	28.6%	37.0%	29.2%	13.8%	34.7%	27.6%
Total(n)	44	140	610	14	54	271	29	75	301
Mean	2.09	1.85	1.90	1.93	1.76	1.85	2.17	1.87	1.94
Standard deviation	0.68	0.72	0.67	0.73	0.67	0.64	0.66	0.74	0.70
Significance	-			-			-		
Effect size	-	0.33	0.28	-	0.25	0.13	-	0.41	0.33
Please indicate the extent to which each of the following has been a source of stress for you during the past year:									
Review/promotion process									
Extensive	21.2%	13.5%	14.4%	15.4%	12.5%	13.9%	26.3%	13.2%	13.5%
Somewhat	45.5%	31.7%	33.0%	38.5%	29.2%	33.3%	52.6%	33.8%	32.3%
Not at all	33.3%	54.8%	52.6%	46.2%	58.3%	52.7%	21.1%	52.9%	54.1%
Total(n)	33	126	536	13	48	237	19	68	266
Mean	1.88	1.59	1.62	1.69	1.54	1.61	2.05	1.60	1.59
Standard deviation	0.74	0.72	0.72	0.75	0.71	0.72	0.71	0.72	0.72
Significance	-	*	*	-			-	*	**
Effect size	-	0.40	0.36	-	0.21	0.11	-	0.63	0.64
Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)									
Extensive	5.3%	7.8%	7.8%	0.0%	6.5%	5.1%	8.3%	5.6%	7.9%
Somewhat	34.2%	20.2%	24.5%	38.5%	19.6%	18.7%	29.2%	20.8%	29.6%
Not at all	60.5%	72.1%	67.6%	61.5%	73.9%	76.2%	62.5%	73.6%	62.5%
Total(n)	38	129	550	13	46	235	24	72	280
Mean	1.45	1.36	1.40	1.38	1.33	1.29	1.46	1.32	1.45
Standard deviation	0.60	0.62	0.63	0.51	0.60	0.56	0.66	0.58	0.64
Significance	-			-			-		
Effect size	-	0.15	0.08	-	0.08	0.16	-	0.24	0.02
Committee work									
Extensive	18.6%	21.7%	21.8%	7.1%	13.5%	21.2%	25.0%	28.0%	23.2%
Somewhat	55.8%	52.9%	55.2%	57.1%	63.5%	58.7%	53.6%	45.3%	52.0%

Not at all	25.6%	25.4%	23.0%	35.7%	23.1%	20.1%	21.4%	26.7%	24.8%	Career Related Stress
Total(n)	43	138	610	14	52	269	28	75	302	
Mean	1.93	1.96	1.99	1.71	1.90	2.01	2.04	2.01	1.98	
Standard deviation	0.67	0.69	0.67	0.61	0.60	0.64	0.69	0.74	0.69	
Significance	-			-			-			
Effect size	-	-0.04	-0.09	-	-0.32	-0.47	-	0.04	0.09	
Please indicate the extent to which each of the following has been a source of stress for you during the past year:										
Faculty meetings										
Extensive	6.8%	14.6%	12.9%	0.0%	7.8%	9.6%	10.3%	18.7%	14.5%	Career Related Stress
Somewhat	50.0%	48.2%	52.3%	42.9%	54.9%	60.9%	55.2%	41.3%	45.2%	
Not at all	43.2%	37.2%	34.8%	57.1%	37.3%	29.5%	34.5%	40.0%	40.3%	
Total(n)	44	137	612	14	51	271	29	75	303	
Mean	1.64	1.77	1.78	1.43	1.71	1.80	1.76	1.79	1.74	
Standard deviation	0.61	0.69	0.66	0.51	0.61	0.59	0.64	0.74	0.70	
Significance	-			-		*	-			
Effect size	-	-0.19	-0.21	-	-0.46	-0.63	-	-0.04	0.03	
Students										
Extensive	11.4%	18.4%	11.1%	7.1%	11.3%	8.5%	13.8%	23.6%	13.4%	Career Related Stress
Somewhat	61.4%	45.6%	55.3%	50.0%	56.6%	57.4%	65.5%	36.1%	53.8%	
Not at all	27.3%	36.0%	33.6%	42.9%	32.1%	34.2%	20.7%	40.3%	32.8%	
Total(n)	44	136	611	14	53	272	29	72	299	
Mean	1.84	1.82	1.78	1.64	1.79	1.74	1.93	1.83	1.81	
Standard deviation	0.61	0.72	0.63	0.63	0.63	0.60	0.59	0.79	0.65	
Significance	-			-			-			
Effect size	-	0.03	0.10	-	-0.24	-0.17	-	0.13	0.18	
Research or publishing demands										
Extensive	16.2%	14.4%	12.2%	8.3%	20.0%	10.8%	20.8%	10.8%	14.6%	Career Related Stress
Somewhat	37.8%	44.0%	51.0%	25.0%	48.0%	52.1%	45.8%	41.5%	48.2%	
Not at all	45.9%	41.6%	36.9%	66.7%	32.0%	37.1%	33.3%	47.7%	37.1%	
Total(n)	37	125	575	12	50	259	24	65	280	
Mean	1.70	1.73	1.75	1.42	1.88	1.74	1.88	1.63	1.78	
Standard deviation	0.74	0.70	0.66	0.67	0.72	0.64	0.74	0.67	0.68	
Significance	-			-	*		-			
Effect size	-	-0.04	-0.08	-	-0.64	-0.50	-	0.37	0.15	
Please indicate the extent to which each of the following has been a source of stress for you during the past year:										
Institutional procedures and "red tape"										
Extensive	22.7%	39.0%	31.7%	21.4%	37.0%	32.4%	24.1%	42.1%	31.0%	Career Related Stress
Somewhat	50.0%	44.0%	51.1%	64.3%	46.3%	52.2%	41.4%	39.5%	50.5%	
Not at all	27.3%	17.0%	17.2%	14.3%	16.7%	15.4%	34.5%	18.4%	18.5%	
Total(n)	44	141	615	14	54	272	29	76	303	
Mean	1.95	2.22	2.14	2.07	2.20	2.17	1.90	2.24	2.13	
Standard deviation	0.71	0.72	0.69	0.62	0.71	0.67	0.77	0.75	0.69	
Significance	-	*		-			-	*		

Effect size	-	-0.38	-0.28	-	-0.18	-0.15	-	-0.45	-0.33	
Teaching load										
Extensive	19.0%	21.1%	19.2%	14.3%	23.5%	16.5%	22.2%	18.3%	20.4%	Career Related Stress
Somewhat	50.0%	33.8%	43.9%	35.7%	27.5%	45.5%	55.6%	38.0%	43.3%	
Not at all	31.0%	45.1%	37.0%	50.0%	49.0%	38.0%	22.2%	43.7%	36.3%	
Total(n)	42	133	595	14	51	266	27	71	289	
Mean	1.88	1.76	1.82	1.64	1.75	1.79	2.00	1.75	1.84	
Standard deviation	0.71	0.78	0.73	0.74	0.82	0.71	0.68	0.75	0.74	
Significance	-			-			-			
Effect size	-	0.15	0.08	-	-0.13	-0.21	-	0.33	0.22	
Lack of personal time										
Extensive	25.6%	32.1%	29.0%	7.7%	26.9%	21.7%	31.0%	32.4%	34.9%	Career Related Stress
Somewhat	55.8%	37.2%	44.5%	69.2%	30.8%	46.7%	51.7%	43.2%	42.5%	
Not at all	18.6%	30.7%	26.4%	23.1%	42.3%	31.6%	17.2%	24.3%	22.6%	
Total(n)	43	137	613	13	52	272	29	74	301	
Mean	2.07	2.01	2.03	1.85	1.85	1.90	2.14	2.08	2.12	
Standard deviation	0.67	0.80	0.74	0.55	0.83	0.72	0.69	0.75	0.75	
Significance	-			-			-			
Effect size	-	0.08	0.05	-	0.00	-0.07	-	0.08	0.03	
Job security										
Extensive	9.8%	8.3%	6.1%	7.1%	5.9%	5.6%	11.5%	7.1%	4.2%	Career Related Stress
Somewhat	29.3%	25.0%	18.7%	7.1%	21.6%	17.2%	42.3%	28.6%	21.1%	
Not at all	61.0%	66.7%	75.1%	85.7%	72.5%	77.2%	46.2%	64.3%	74.6%	
Total(n)	41	132	587	14	51	267	26	70	284	
Mean	1.49	1.42	1.31	1.21	1.33	1.28	1.65	1.43	1.30	
Standard deviation	0.68	0.64	0.58	0.58	0.59	0.56	0.69	0.63	0.54	
Significance	-			-			-		**	
Effect size	-	0.11	0.31	-	-0.20	-0.13	-	0.35	0.65	
Self-imposed high expectations										
Extensive	40.9%	33.1%	33.9%	28.6%	18.5%	30.5%	48.3%	43.2%	37.7%	Career Related Stress
Somewhat	45.5%	55.4%	51.2%	64.3%	70.4%	54.2%	34.5%	44.6%	47.3%	
Not at all	13.6%	11.5%	14.9%	7.1%	11.1%	15.3%	17.2%	12.2%	15.0%	
Total(n)	44	139	611	14	54	275	29	74	300	
Mean	2.27	2.22	2.19	2.21	2.07	2.15	2.31	2.31	2.23	
Standard deviation	0.69	0.63	0.67	0.58	0.54	0.66	0.76	0.68	0.69	
Significance	-			-			-			
Effect size	-	0.08	0.12	-	0.26	0.09	-	0.00	0.12	
Increased work responsibilities										
Extensive	43.2%	37.9%	39.1%	21.4%	34.0%	36.4%	51.7%	39.5%	41.8%	Career Related Stress
Somewhat	50.0%	42.9%	45.4%	64.3%	39.6%	47.4%	44.8%	47.4%	44.4%	
Not at all	6.8%	19.3%	15.6%	14.3%	26.4%	16.2%	3.4%	13.2%	13.8%	
Total(n)	44	140	617	14	53	272	29	76	304	
Mean	2.36	2.19	2.24	2.07	2.08	2.20	2.48	2.26	2.28	
Standard deviation	0.61	0.74	0.70	0.62	0.78	0.70	0.57	0.68	0.69	
Significance	-			-			-			
Effect size	-	0.23	0.17	-	-0.01	-0.19	-	0.32	0.29	

Institutional budget cuts										
Extensive	47.7%	42.3%	35.1%	50.0%	37.7%	37.5%	48.3%	43.2%	31.4%	
Somewhat	43.2%	38.7%	45.0%	28.6%	39.6%	41.2%	48.3%	37.8%	48.3%	
Not at all	9.1%	19.0%	19.8%	21.4%	22.6%	21.3%	3.4%	18.9%	20.3%	
Total(n)	44	137	606	14	53	272	29	74	296	
Mean	2.39	2.23	2.15	2.29	2.15	2.16	2.45	2.24	2.11	
Standard deviation	0.65	0.75	0.73	0.83	0.77	0.75	0.57	0.76	0.71	
Significance	-		*	-			-		*	
Effect size	-	0.21	0.33	-	0.18	0.17	-	0.28	0.48	
Have you been sexually harassed at this institution?										
Yes	13.6%	8.5%	9.2%	7.1%	3.6%	2.5%	17.2%	10.5%	13.1%	
No	86.4%	91.5%	90.8%	92.9%	96.4%	97.5%	82.8%	89.5%	86.9%	
Total(n)	44	142	622	14	55	276	29	76	305	
In the past year, have you:										
Considered leaving academe for another job?										
Yes	36.4%	39.4%	36.1%	21.4%	29.1%	31.8%	41.4%	42.1%	37.7%	
No	63.6%	60.6%	63.9%	78.6%	70.9%	68.2%	58.6%	57.9%	62.3%	
Total(n)	44	142	621	14	55	277	29	76	302	
Considered leaving this institution for another?										
Yes	38.6%	56.0%	49.7%	35.7%	57.4%	50.9%	37.9%	52.6%	48.2%	
No	61.4%	44.0%	50.3%	64.3%	42.6%	49.1%	62.1%	47.4%	51.8%	
Total(n)	44	141	622	14	54	275	29	76	305	
Engaged in public service/professional consulting without pay?										
Yes	54.5%	57.4%	53.3%	64.3%	57.4%	52.4%	48.3%	59.2%	52.8%	Civic Minded Practice
No	45.5%	42.6%	46.7%	35.7%	42.6%	47.6%	51.7%	40.8%	47.2%	
Total(n)	44	141	621	14	54	275	29	76	305	
Received at least one firm job offer elsewhere?										
Yes	15.9%	21.1%	15.8%	14.3%	18.2%	16.2%	13.8%	18.4%	12.5%	
No	84.1%	78.9%	84.2%	85.7%	81.8%	83.8%	86.2%	81.6%	87.5%	
Total(n)	44	142	621	14	55	277	29	76	304	
For each of the following items, please mark either Yes or No.										
Are you a member of a faculty union?										
Yes	2.3%	15.0%	32.3%	0.0%	16.7%	32.4%	3.4%	14.7%	31.9%	
No	97.7%	85.0%	67.7%	100.0%	83.3%	67.6%	96.6%	85.3%	68.1%	
Total(n)	44	140	617	14	54	272	29	75	304	
Do you plan to retire within the next three years?										
Yes	13.6%	9.9%	12.5%	7.1%	11.1%	12.2%	17.2%	9.2%	11.1%	
No	86.4%	90.1%	87.5%	92.9%	88.9%	87.8%	82.8%	90.8%	88.9%	
Total(n)	44	141	614	14	54	270	29	76	305	
For each of the following items, please mark either Yes or No.										
Have you ever interrupted your professional career for more than one year for family reasons?										
Yes	13.6%	7.1%	5.2%	14.3%	3.7%	1.8%	13.8%	10.7%	7.9%	
No	86.4%	92.9%	94.8%	85.7%	96.3%	98.2%	86.2%	89.3%	92.1%	
Total(n)	44	140	614	14	54	271	29	75	304	

Have you ever been formally recognized for outstanding teaching at this institution?									
Yes	27.3%	51.8%	45.3%	28.6%	57.4%	47.4%	24.1%	48.7%	43.9%
No	72.7%	48.2%	54.7%	71.4%	42.6%	52.6%	75.9%	51.3%	56.1%
Total(n)	44	141	618	14	54	272	29	76	305
Citizenship status:									
U.S. citizen	100.0%	97.9%	95.5%	100.0%	98.2%	96.0%	100.0%	97.4%	94.4%
Permanent resident (green card)	0.0%	2.1%	4.0%	0.0%	1.8%	4.0%	0.0%	2.6%	4.6%
Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%
None of the above	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	44	142	624	14	55	277	29	76	305
How would you characterize your political views?									
Far right	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Conservative	11.4%	15.1%	9.8%	21.4%	13.0%	10.6%	6.9%	14.7%	8.0%
Middle-of-the-road	25.0%	35.3%	30.3%	35.7%	46.3%	32.8%	20.7%	29.3%	28.0%
Liberal	50.0%	38.1%	48.1%	21.4%	29.6%	45.3%	62.1%	46.7%	53.0%
Far left	13.6%	11.5%	11.6%	21.4%	11.1%	11.3%	10.3%	9.3%	11.0%
Total(n)	44	139	613	14	54	274	29	75	300
If given the choice, would you:									
Still come to this institution?									
Definitely yes	50.0%	31.4%	43.0%	50.0%	27.3%	43.0%	51.7%	37.8%	45.2%
Probably yes	40.9%	47.9%	37.4%	35.7%	50.9%	39.7%	41.4%	43.2%	35.3%
Not sure	4.5%	12.1%	12.7%	7.1%	12.7%	11.6%	3.4%	10.8%	12.9%
Probably no	2.3%	5.7%	5.0%	0.0%	7.3%	3.6%	3.4%	4.1%	5.3%
Definitely no	2.3%	2.9%	1.9%	7.1%	1.8%	2.2%	0.0%	4.1%	1.3%
Total(n)	44	140	621	14	55	277	29	74	303
Mean	4.34	3.99	4.14	4.21	3.95	4.18	4.41	4.07	4.18
Standard deviation	0.86	0.96	0.95	1.12	0.93	0.93	0.73	1.01	0.94
Significance	-	*		-			-		
Effect size	-	0.36	0.21	-	0.28	0.03	-	0.34	0.24
Still be a college professor?									
Definitely yes	43.2%	62.4%	64.3%	64.3%	56.4%	65.5%	34.5%	70.7%	64.8%
Probably yes	45.5%	28.4%	27.7%	28.6%	29.1%	28.0%	51.7%	24.0%	26.6%
Not sure	6.8%	8.5%	6.1%	0.0%	12.7%	5.1%	10.3%	5.3%	6.3%
Probably no	4.5%	0.7%	1.4%	7.1%	1.8%	1.1%	3.4%	0.0%	1.6%
Definitely no	0.0%	0.0%	0.5%	0.0%	0.0%	0.4%	0.0%	0.0%	0.7%
Total(n)	44	141	621	14	55	275	29	75	304
Mean	4.27	4.52	4.54	4.50	4.40	4.57	4.17	4.65	4.53
Standard deviation	0.79	0.68	0.72	0.85	0.78	0.68	0.76	0.58	0.74
Significance	-	*	*	-			-	***	*
Effect size	-	-0.37	-0.38	-	0.13	-0.10	-	-0.83	-0.49
Please select your base institutional salary.									
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$10,000-19,999	0.0%	0.0%	0.2%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%
\$20,000-29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$30,000-39,999	0.0%	0.7%	0.3%	0.0%	1.9%	0.4%	0.0%	0.0%	0.0%

\$4,000-4,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$4,500-4,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$5,000-5,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$5,500-5,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$6,000-6,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$6,500-6,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$7,000-7,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$7,500-7,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$8,000-8,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$8,500-8,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$9,000-9,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$9,500-9,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$10,000 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	0	0	0	0	0	0	0	0	0
Highest Degree Earned									
Bachelor's (B.A., B.S., etc.)	0.0%	0.7%	0.3%	0.0%	1.8%	0.7%	0.0%	0.0%	0.0%
Master's (M.A., M.S.)	11.4%	12.0%	9.1%	14.3%	3.6%	8.0%	10.3%	15.8%	10.2%
Terminal Master's (M.F.A., M.B.A.)	2.3%	4.9%	4.8%	0.0%	1.8%	4.3%	3.4%	6.6%	3.9%
J.D.	2.3%	1.4%	0.8%	7.1%	1.8%	0.7%	0.0%	1.3%	1.0%
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	0.7%	0.2%	0.0%	0.0%	0.0%	0.0%	1.3%	0.3%
Ph.D.	68.2%	70.4%	75.9%	64.3%	83.6%	80.4%	69.0%	61.8%	73.4%
Professional Doctorate (Ed.D., Psy.D., etc.)	15.9%	9.2%	8.0%	14.3%	7.3%	5.1%	17.2%	11.8%	10.5%
Other	0.0%	0.7%	0.8%	0.0%	0.0%	0.7%	0.0%	1.3%	0.7%
Total(n)	44	142	623	14	55	276	29	76	305
Degree Currently Working On									
Bachelor's (B.A., B.S., etc.)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Master's (M.A., M.S.)	0.0%	0.0%	0.6%	0.0%	0.0%	1.1%	0.0%	0.0%	0.3%
Terminal Master's (M.F.A., M.B.A.)	0.0%	0.0%	0.5%	0.0%	0.0%	0.4%	0.0%	0.0%	0.3%
J.D.	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Ph.D.	2.3%	2.8%	2.4%	0.0%	5.5%	2.2%	3.4%	1.3%	2.6%
Professional Doctorate (Ed.D., Psy.D., etc.)	4.5%	1.4%	0.8%	7.1%	0.0%	0.4%	3.4%	2.6%	1.3%
Other	2.3%	0.7%	0.8%	0.0%	0.0%	0.0%	3.4%	1.3%	1.0%
None	90.9%	95.1%	94.9%	92.9%	94.5%	96.0%	89.7%	94.7%	94.4%
Total(n)	44	142	622	14	55	276	29	76	304
Are you currently serving in an administrative position as:									
Department chair	40.9%	35.9%	38.9%	42.9%	40.0%	46.6%	37.9%	32.9%	33.1%
Dean (including Associate or Assistant)	15.9%	13.4%	7.7%	14.3%	14.5%	6.5%	17.2%	14.5%	9.2%
Vice-president	0.0%	0.7%	0.2%	0.0%	0.0%	0.0%	0.0%	1.3%	0.3%
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Provost	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Other	43.2%	52.1%	55.8%	42.9%	49.1%	50.5%	44.8%	52.6%	59.0%
Not applicable	0.0%	1.4%	0.5%	0.0%	1.8%	0.4%	0.0%	1.3%	0.7%
Total(n)	44	142	624	14	55	277	29	76	305

Race/Ethnicity - mark all that apply (total may add to more than 100%)									
American Indian or Alaska Native	6.8%	0.0%	1.2%	7.1%	0.0%	0.7%	3.4%	0.0%	1.3%
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	0.0%	2.2%	3.8%	0.0%	3.6%	3.3%	0.0%	1.3%	4.3%
Filipina/o/x	0.0%	0.7%	0.5%	0.0%	0.0%	0.4%	0.0%	1.3%	0.7%
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.0%	0.0%	0.3%	0.0%	0.0%	0.4%	0.0%	0.0%	0.3%
South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	0.0%	2.9%	2.0%	0.0%	7.3%	2.6%	0.0%	0.0%	1.7%
Other Asian	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%
African American/Black	0.0%	13.7%	5.3%	0.0%	14.5%	4.8%	0.0%	13.3%	6.0%
African	0.0%	1.4%	1.0%	0.0%	0.0%	0.7%	0.0%	1.3%	1.0%
Caribbean	0.0%	1.4%	0.5%	0.0%	0.0%	0.0%	0.0%	2.7%	1.0%
Other Black	0.0%	0.7%	0.2%	0.0%	0.0%	0.0%	0.0%	1.3%	0.3%
Native Hawaiian or Other Pacific Islander	0.0%	0.7%	0.2%	0.0%	0.0%	0.0%	0.0%	1.3%	0.3%
Mexican American/Chicana/o/x	0.0%	1.4%	2.0%	0.0%	3.6%	3.3%	0.0%	0.0%	1.0%
Puerto Rican	0.0%	0.7%	0.3%	0.0%	1.8%	0.4%	0.0%	0.0%	0.3%
Central American	0.0%	0.0%	0.2%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%
South American	0.0%	0.0%	0.3%	0.0%	0.0%	0.4%	0.0%	0.0%	0.3%
Other Hispanic or Latina/o/x	4.5%	1.4%	1.5%	7.1%	1.8%	1.5%	3.4%	1.3%	1.3%
Middle Eastern	0.0%	2.2%	1.5%	0.0%	5.5%	2.2%	0.0%	0.0%	1.0%
European	79.5%	65.5%	76.6%	85.7%	60.0%	76.0%	79.3%	69.3%	76.7%
Other White	15.9%	10.8%	10.0%	14.3%	5.5%	7.7%	17.2%	14.7%	11.3%
Other	0.0%	2.2%	2.0%	0.0%	3.6%	2.6%	0.0%	1.3%	1.3%
Total(n)	44	139	607	14	55	271	29	75	300
Race/Ethnicity Group (with multiple race category)									
Native American/Alaska Native	2.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Asian/Pacific Islander	0.0%	5.0%	5.1%	0.0%	10.9%	5.5%	0.0%	1.3%	5.0%
Black/African American	0.0%	15.1%	5.8%	0.0%	12.7%	5.2%	0.0%	16.0%	6.3%
Latina/o/x	2.3%	0.7%	1.5%	0.0%	1.8%	2.2%	3.4%	0.0%	1.0%
White	88.6%	73.4%	80.7%	85.7%	65.5%	79.7%	93.1%	78.7%	81.3%
Other Race/Ethnicity	0.0%	1.4%	1.5%	0.0%	3.6%	2.2%	0.0%	0.0%	1.0%
Two or More Races/Ethnicities	6.8%	4.3%	5.4%	14.3%	5.5%	5.2%	3.4%	4.0%	5.3%
Total (n)	44	139	607	14	55	271	29	75	300
Is English your native language?									
Yes	95.5%	94.4%	92.1%	92.9%	89.1%	91.0%	96.6%	97.4%	92.1%
No	4.5%	5.6%	7.9%	7.1%	10.9%	9.0%	3.4%	2.6%	7.9%
Total(n)	44	142	623	14	55	277	29	76	304
What is your sexual orientation?									
Heterosexual/straight	93.0%	92.8%	89.9%	84.6%	96.4%	91.2%	96.6%	94.7%	91.3%
Gay	2.3%	0.0%	1.8%	7.7%	0.0%	4.0%	0.0%	0.0%	0.0%
Lesbian	0.0%	1.4%	2.3%	0.0%	0.0%	0.0%	0.0%	2.7%	4.0%
Bisexual	2.3%	2.9%	3.1%	7.7%	1.8%	2.9%	0.0%	2.7%	3.0%
Queer	2.3%	0.7%	1.0%	0.0%	0.0%	0.0%	3.4%	0.0%	1.0%
Pansexual	0.0%	0.0%	0.2%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%
Asexual	0.0%	0.7%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%
Not listed above	0.0%	1.4%	1.2%	0.0%	1.8%	1.5%	0.0%	0.0%	0.3%

Total (n)	43	139	604	13	55	272	29	75	299
Do you identify as transgender?									
No	100.0%	100.0%	99.7%	100.0%	100.0%	100.0%	100.0%	100.0%	99.7%
Yes	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%
Total(n)	44	140	620	14	54	275	29	76	305
How many children do you have in the following age ranges?									
Under 18 years old									
0	45.9%	51.2%	53.6%	42.9%	39.6%	49.6%	47.8%	59.1%	54.5%
1	13.5%	22.3%	20.2%	7.1%	16.7%	17.8%	17.4%	27.3%	23.1%
2	29.7%	19.8%	19.2%	28.6%	35.4%	22.2%	30.4%	9.1%	17.8%
3	5.4%	5.0%	5.8%	7.1%	6.3%	8.3%	4.3%	3.0%	3.8%
4+	5.4%	1.7%	1.3%	14.3%	2.1%	2.2%	0.0%	1.5%	0.8%
Total(n)	37	121	521	14	48	230	23	66	264
18 years or older									
0	38.5%	46.0%	50.1%	54.5%	51.1%	45.8%	33.3%	41.2%	55.8%
1	23.1%	18.5%	16.3%	36.4%	17.0%	17.5%	18.5%	20.6%	16.4%
2	30.8%	25.0%	22.2%	9.1%	19.1%	21.7%	37.0%	27.9%	20.8%
3	5.1%	7.3%	7.2%	0.0%	10.6%	10.4%	7.4%	5.9%	4.1%
4+	2.6%	3.2%	4.2%	0.0%	2.1%	4.6%	3.7%	4.4%	3.0%
Total(n)	39	124	545	11	47	240	27	68	269
How satisfied are you with the availability of child care at this institution?									
Very satisfied	10.0%	3.6%	9.2%	0.0%	0.0%	7.1%	12.5%	7.1%	11.0%
Satisfied	10.0%	7.1%	12.2%	0.0%	15.4%	17.9%	12.5%	0.0%	8.2%
Marginally satisfied	0.0%	10.7%	16.0%	0.0%	0.0%	8.9%	0.0%	21.4%	21.9%
Not satisfied	80.0%	78.6%	62.6%	100.0%	84.6%	66.1%	75.0%	71.4%	58.9%
Total(n)	10	28	131	2	13	56	8	14	73
Mean	1.50	1.36	1.68	1.00	1.31	1.66	1.63	1.43	1.71
Standard deviation	1.08	0.78	1.01	0.00	0.75	1.01	1.19	0.85	1.02
Significance	-			-			-		
Effect size	-	0.18	-0.18	-	-0.41	-0.65	-	0.24	-0.08
Aggregated - Salary based on 9/10 months (full-time employees only)									
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$10,000 - \$19,999	0.0%	0.0%	0.2%	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%
\$20,000 - \$29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$30,000 - \$39,999	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$40,000 - \$49,999	7.7%	8.6%	3.6%	14.3%	5.3%	2.0%	5.3%	10.4%	4.8%
\$50,000 - \$59,999	15.4%	17.2%	9.1%	0.0%	5.3%	3.5%	21.1%	27.1%	15.3%
\$60,000 - \$69,999	46.2%	25.8%	18.6%	57.1%	31.6%	20.4%	42.1%	16.7%	14.8%
\$70,000 - \$79,999	19.2%	20.4%	19.6%	14.3%	21.1%	18.4%	21.1%	22.9%	22.2%
\$80,000 - \$89,999	3.8%	8.6%	16.2%	0.0%	7.9%	15.9%	5.3%	10.4%	17.5%
\$90,000 - \$99,999	3.8%	6.5%	10.3%	0.0%	7.9%	10.4%	5.3%	4.2%	9.0%
\$100,000 - \$124,999	3.8%	10.8%	18.9%	14.3%	18.4%	23.4%	0.0%	6.3%	14.8%
\$125,000 - \$149,999	0.0%	2.2%	2.6%	0.0%	2.6%	4.0%	0.0%	2.1%	1.6%
\$150,000 - \$199,999	0.0%	0.0%	0.5%	0.0%	0.0%	1.0%	0.0%	0.0%	0.0%
\$200,000 - \$249,999	0.0%	0.0%	0.2%	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%

\$250,000 - \$499,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	26	93	419	7	38	201	19	48	189
Mean	7.23	7.76	8.58	7.43	8.32	8.95	7.16	7.44	8.26
Standard deviation	1.34	1.83	1.89	1.81	1.86	1.89	1.17	1.76	1.81
Significance	-		***	-		*	-		*
Effect size	-	-0.29	-0.71	-	-0.48	-0.80	-	-0.16	-0.61
Aggregated - Salary based on 11/12 months (full-time employees only)									
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$10,000 - \$19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$20,000 - \$29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$30,000 - \$39,999	0.0%	2.1%	0.6%	0.0%	6.3%	1.6%	0.0%	0.0%	0.0%
\$40,000 - \$49,999	5.9%	4.3%	2.3%	0.0%	6.3%	3.2%	11.1%	0.0%	1.0%
\$50,000 - \$59,999	11.8%	12.8%	5.8%	0.0%	0.0%	1.6%	22.2%	22.2%	8.1%
\$60,000 - \$69,999	5.9%	8.5%	9.4%	0.0%	6.3%	6.3%	11.1%	11.1%	12.1%
\$70,000 - \$79,999	23.5%	14.9%	11.7%	28.6%	18.8%	11.1%	11.1%	11.1%	12.1%
\$80,000 - \$89,999	5.9%	4.3%	7.6%	14.3%	0.0%	12.7%	0.0%	3.7%	4.0%
\$90,000 - \$99,999	0.0%	12.8%	21.1%	0.0%	6.3%	17.5%	0.0%	14.8%	23.2%
\$100,000 - \$124,999	17.6%	23.4%	25.1%	28.6%	43.8%	28.6%	11.1%	14.8%	22.2%
\$125,000 - \$149,999	11.8%	14.9%	11.7%	14.3%	12.5%	14.3%	11.1%	18.5%	11.1%
\$150,000 - \$199,999	11.8%	2.1%	4.7%	0.0%	0.0%	3.2%	22.2%	3.7%	6.1%
\$200,000 - \$249,999	5.9%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%
\$250,000 - \$499,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	17	47	171	7	16	63	9	27	99
Mean	9.53	9.15	9.65	10.43	9.44	9.81	9.00	9.15	9.61
Standard deviation	2.79	2.39	2.04	2.23	2.48	1.98	3.24	2.40	2.06
Significance	-			-			-		
Effect size	-	0.16	-0.06	-	0.40	0.31	-	-0.06	-0.30
Please enter the four-digit year that each of the following occurred.									
Year of birth									
1993 or later	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
1984 - 1992	10.0%	5.1%	3.5%	0.0%	5.5%	2.2%	14.8%	5.5%	4.8%
1979 - 1983	10.0%	11.0%	10.9%	16.7%	10.9%	9.6%	7.4%	11.0%	13.0%
1974 - 1978	10.0%	15.4%	14.4%	8.3%	16.4%	12.9%	11.1%	15.1%	16.7%
1969 - 1973	27.5%	18.4%	17.2%	25.0%	23.6%	17.6%	29.6%	15.1%	17.1%
1964 - 1968	25.0%	16.9%	17.5%	33.3%	10.9%	17.6%	18.5%	19.2%	17.4%
1959 - 1963	2.5%	18.4%	17.0%	0.0%	16.4%	19.1%	3.7%	20.5%	15.0%
1954 - 1958	7.5%	8.8%	12.7%	0.0%	9.1%	14.7%	11.1%	8.2%	9.6%
1949 - 1953	7.5%	5.1%	4.7%	16.7%	5.5%	4.4%	3.7%	5.5%	4.8%
1944 - 1948	0.0%	0.7%	1.7%	0.0%	1.8%	1.5%	0.0%	0.0%	1.4%
1920 - 1943	0.0%	0.0%	0.3%	0.0%	0.0%	0.4%	0.0%	0.0%	0.3%
Earlier than 1920	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	40	136	599	12	55	272	27	73	293

Year of first academic appointment:									
1976 or earlier	0.0%	0.7%	2.1%	0.0%	0.0%	1.4%	0.0%	1.3%	2.3%
1977 - 1981	2.3%	4.2%	3.5%	0.0%	5.5%	5.4%	3.6%	2.6%	1.6%
1982 - 1986	4.7%	7.7%	6.8%	0.0%	9.1%	8.3%	7.1%	5.3%	4.3%
1987 - 1991	9.3%	4.2%	8.8%	21.4%	1.8%	8.3%	3.6%	6.6%	9.2%
1992 - 1996	14.0%	16.2%	17.2%	21.4%	20.0%	21.3%	10.7%	13.2%	14.5%
1997 - 2001	16.3%	14.1%	18.6%	14.3%	9.1%	16.2%	14.3%	17.1%	19.7%
2002 - 2006	16.3%	27.5%	20.3%	7.1%	36.4%	21.3%	21.4%	21.1%	19.7%
2007 - 2011	20.9%	16.2%	15.3%	21.4%	10.9%	12.3%	21.4%	21.1%	19.1%
2012 or later	16.3%	9.2%	7.4%	14.3%	7.3%	5.4%	17.9%	11.8%	9.5%
Total(n)	43	142	622	14	55	277	28	76	304
Year of appointment at present institution									
1976 or earlier	0.0%	0.0%	1.1%	0.0%	0.0%	0.4%	0.0%	0.0%	1.4%
1977 - 1981	2.3%	2.2%	2.0%	0.0%	1.9%	2.5%	3.6%	1.4%	1.0%
1982 - 1986	2.3%	3.6%	3.9%	0.0%	1.9%	4.7%	3.6%	4.2%	2.4%
1987 - 1991	7.0%	2.9%	5.6%	14.3%	3.7%	6.2%	3.6%	1.4%	4.4%
1992 - 1996	7.0%	10.2%	13.0%	7.1%	9.3%	14.2%	7.1%	9.7%	12.2%
1997 - 2001	18.6%	11.7%	17.4%	28.6%	9.3%	16.4%	14.3%	13.9%	18.0%
2002 - 2006	11.6%	32.1%	24.4%	0.0%	44.4%	27.6%	14.3%	23.6%	22.7%
2007 - 2011	20.9%	19.0%	19.2%	14.3%	11.1%	16.7%	25.0%	26.4%	22.0%
2012 or later	30.2%	18.2%	13.4%	35.7%	18.5%	11.3%	28.6%	19.4%	15.9%
Total(n)	43	137	610	14	54	275	28	72	295
If tenured, year tenure was awarded									
1976 or earlier	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
1977 - 1981	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.9%
1982 - 1986	0.0%	0.0%	1.9%	0.0%	0.0%	2.6%	0.0%	0.0%	0.9%
1987 - 1991	7.4%	3.2%	3.5%	0.0%	4.5%	4.8%	11.1%	0.0%	1.4%
1992 - 1996	3.7%	5.3%	6.7%	12.5%	2.3%	6.1%	0.0%	4.8%	5.5%
1997 - 2001	18.5%	11.7%	11.1%	37.5%	9.1%	11.8%	11.1%	14.3%	11.5%
2002 - 2006	22.2%	20.2%	22.5%	25.0%	22.7%	21.8%	22.2%	19.0%	24.3%
2007 - 2011	14.8%	30.9%	29.6%	0.0%	31.8%	29.3%	16.7%	31.0%	28.4%
2012 or later	33.3%	28.7%	24.0%	25.0%	29.5%	23.6%	38.9%	31.0%	27.1%
Total(n)	27	94	479	8	44	229	18	42	218
If tenured, year tenure was awarded at Community College									
1976 or earlier	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
1977 - 1981	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
1982 - 1986	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
1987 - 1991	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
1992 - 1996	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
1997 - 2001	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2002 - 2006	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2007 - 2011	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2012 or later	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	0	0	0	0	0	0	0	0	0
Aggregated Major									
Agriculture/natural resources/related (General Area 1)	0.0%	1.4%	0.7%	0.0%	1.8%	0.4%	0.0%	0.0%	0.3%

Biological and biomedical sciences (General Area 5)	0.0%	6.3%	6.2%	0.0%	12.7%	9.5%	0.0%	2.6%	3.6%
Business/management/marketing/related (General Area 6)	2.3%	7.7%	6.0%	0.0%	14.5%	10.3%	3.6%	3.9%	3.0%
Education (General Area 10 and Specific Discipline 2102)	23.3%	12.7%	15.0%	7.1%	5.5%	8.4%	28.6%	17.1%	20.8%
Engineering technologies/technicians (General Area 11)	0.0%	1.4%	2.6%	0.0%	1.8%	4.0%	0.0%	1.3%	1.3%
English language and literature/letters (General Area 12)	4.7%	7.7%	6.0%	0.0%	3.6%	4.8%	7.1%	9.2%	6.6%
Health professions/clinical sciences (General Area 15)	11.6%	11.3%	8.9%	14.3%	3.6%	3.7%	10.7%	17.1%	14.2%
History or Political Science (Specific Discipline 3007,3009)	4.7%	4.9%	5.4%	7.1%	9.1%	8.1%	3.6%	2.6%	3.3%
Humanities (General Area 14,24)	4.7%	2.1%	3.3%	14.3%	1.8%	2.9%	0.0%	1.3%	3.3%
Fine Arts (General Area 2,4,22)	2.3%	5.6%	6.8%	0.0%	5.5%	8.4%	3.6%	5.3%	4.6%
Mathematics and Statistics (General Area 18)	2.3%	1.4%	2.3%	0.0%	3.6%	3.3%	3.6%	0.0%	1.7%
Physical Sciences (General Area 25)	4.7%	2.8%	5.0%	7.1%	5.5%	7.0%	3.6%	1.3%	4.0%
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	18.6%	21.1%	16.4%	14.3%	21.8%	13.2%	21.4%	19.7%	18.2%
Other Technical (General Area 8,19,28)	0.0%	0.0%	2.4%	0.0%	0.0%	5.1%	0.0%	0.0%	0.3%
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	20.9%	13.4%	13.0%	35.7%	9.1%	11.0%	14.3%	18.4%	14.9%
Total(n)	43	142	615	14	55	273	28	76	303
Aggregated Department									
Agriculture/natural resources/related (General Area 1)	0.0%	2.1%	0.6%	0.0%	1.8%	0.4%	0.0%	1.3%	0.3%
Biological and biomedical sciences (General Area 5)	0.0%	3.5%	5.3%	0.0%	5.5%	7.3%	0.0%	2.6%	3.9%
Business/management/marketing/related (General Area 6)	2.3%	9.9%	6.5%	7.1%	16.4%	9.9%	0.0%	6.6%	4.3%
Education (General Area 10 and Specific Discipline 2102)	4.7%	9.2%	9.6%	0.0%	9.1%	5.9%	7.1%	9.2%	13.5%
Engineering technologies/technicians (General Area 11)	0.0%	0.7%	2.6%	0.0%	1.8%	4.4%	0.0%	0.0%	1.0%
English language and literature/letters (General Area 12)	7.0%	7.0%	5.5%	0.0%	1.8%	4.0%	10.7%	9.2%	6.3%
Health professions/clinical sciences (General Area 15)	18.6%	18.3%	12.5%	14.3%	10.9%	6.6%	21.4%	23.7%	17.8%
History or Political Science (Specific Discipline 3007,3009)	2.3%	3.5%	5.0%	0.0%	7.3%	7.0%	3.6%	1.3%	3.9%
Humanities (General Area 14,24)	4.7%	1.4%	3.1%	14.3%	1.8%	2.9%	0.0%	0.0%	3.0%
Fine Arts (General Area 2,4,22)	4.7%	5.6%	7.3%	0.0%	7.3%	9.2%	3.6%	3.9%	4.6%
Mathematics and Statistics (General Area 18)	2.3%	0.7%	2.3%	0.0%	1.8%	2.9%	3.6%	0.0%	2.0%
Physical Sciences (General Area 25)	4.7%	3.5%	5.0%	7.1%	7.3%	7.3%	3.6%	1.3%	3.6%
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	11.6%	20.4%	14.7%	7.1%	20.0%	12.8%	14.3%	19.7%	15.5%
Other Technical (General Area 8,19,28)	0.0%	0.0%	2.4%	0.0%	0.0%	5.1%	0.0%	0.0%	0.3%
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	37.2%	14.1%	17.5%	50.0%	7.3%	14.3%	32.1%	21.1%	20.1%
Total(n)	43	142	617	14	55	273	28	76	304
Faculty works in a STEM department									
Yes	22.7%	26.1%	27.7%	14.3%	29.1%	32.1%	27.6%	23.7%	24.6%
No	77.3%	73.9%	72.3%	85.7%	70.9%	67.9%	72.4%	76.3%	75.4%
Total(n)	44	142	624	14	55	277	29	76	305
Optional Question 1									
A	2.4%			7.1%			0.0%		
B	0.0%			0.0%			0.0%		
C	2.4%			7.1%			0.0%		
D	43.9%			57.1%			34.6%		
E	51.2%			28.6%			65.4%		
Total(n)	41			14			26		

Optional Question 2				
A	2.4%	7.1%	0.0%	
B	2.4%	7.1%	0.0%	
C	17.1%	21.4%	15.4%	
D	48.8%	50.0%	46.2%	
E	29.3%	14.3%	38.5%	
Total(n)	41	14	26	
Optional Question 3				
A	0.0%	0.0%	0.0%	
B	2.4%	7.1%	0.0%	
C	17.1%	50.0%	0.0%	
D	43.9%	14.3%	57.7%	
E	36.6%	28.6%	42.3%	
Total(n)	41	14	26	
Optional Question 4				
A	0.0%	0.0%	0.0%	
B	2.4%	7.1%	0.0%	
C	29.3%	42.9%	23.1%	
D	46.3%	42.9%	46.2%	
E	22.0%	7.1%	30.8%	
Total(n)	41	14	26	
Optional Question 5				
A	4.8%	14.3%	0.0%	
B	2.4%	7.1%	0.0%	
C	11.9%	14.3%	7.4%	
D	45.2%	42.9%	48.1%	
E	35.7%	21.4%	44.4%	
Total(n)	42	14	27	
Optional Question 6				
A	2.4%	7.1%	0.0%	
B	4.9%	14.3%	0.0%	
C	22.0%	28.6%	19.2%	
D	41.5%	35.7%	42.3%	
E	29.3%	14.3%	38.5%	
Total(n)	41	14	26	
Optional Question 7				
A	10.0%	21.4%	4.0%	
B	22.5%	21.4%	24.0%	
C	22.5%	28.6%	16.0%	
D	20.0%	14.3%	24.0%	
E	25.0%	14.3%	32.0%	
Total(n)	40	14	25	
Optional Question 8				
A	0.0%	0.0%	0.0%	
B	16.7%	7.1%	18.5%	
C	21.4%	35.7%	14.8%	
D	45.2%	42.9%	48.1%	

E	16.7%	14.3%	18.5%	
Total(n)	42	14	27	
Optional Question 9				
A	7.3%	0.0%	11.5%	
B	2.4%	7.1%	0.0%	
C	31.7%	57.1%	19.2%	
D	26.8%	21.4%	30.8%	
E	31.7%	14.3%	38.5%	
Total(n)	41	14	26	
Optional Question 10				
A	7.1%	7.1%	7.4%	
B	14.3%	14.3%	14.8%	
C	7.1%	7.1%	7.4%	
D	33.3%	42.9%	25.9%	
E	38.1%	28.6%	44.4%	
Total(n)	42	14	27	
Optional Question 11				
A	7.1%	14.3%	3.7%	
B	14.3%	7.1%	14.8%	
C	47.6%	57.1%	44.4%	
D	26.2%	21.4%	29.6%	
E	4.8%	0.0%	7.4%	
Total(n)	42	14	27	
Optional Question 12				
A	5.1%	7.7%	4.0%	
B	15.4%	15.4%	16.0%	
C	33.3%	46.2%	28.0%	
D	33.3%	15.4%	40.0%	
E	12.8%	15.4%	12.0%	
Total(n)	39	13	25	
Optional Question 13				
A	2.4%	0.0%	3.8%	
B	24.4%	42.9%	15.4%	
C	34.1%	28.6%	34.6%	
D	26.8%	14.3%	34.6%	
E	12.2%	14.3%	11.5%	
Total(n)	41	14	26	
Optional Question 14				
A	86.0%	78.6%	89.3%	
B	14.0%	21.4%	10.7%	
C	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	
Total(n)	43	14	28	
Optional Question 15				
A	4.9%	14.3%	0.0%	
B	4.9%	7.1%	3.8%	

C	14.6%	21.4%	11.5%	
D	29.3%	7.1%	38.5%	
E	46.3%	50.0%	46.2%	
Total(n)	41	14	26	
Optional Question 16				
A	12.5%	14.3%	12.0%	
B	20.0%	21.4%	20.0%	
C	25.0%	14.3%	32.0%	
D	35.0%	35.7%	32.0%	
E	7.5%	14.3%	4.0%	
Total(n)	40	14	25	
Optional Question 17				
A	0.0%	0.0%	0.0%	
B	5.0%	7.1%	4.0%	
C	20.0%	21.4%	16.0%	
D	47.5%	50.0%	48.0%	
E	27.5%	21.4%	32.0%	
Total(n)	40	14	25	
Optional Question 18				
A	0.0%	0.0%	0.0%	
B	2.5%	7.1%	0.0%	
C	12.5%	14.3%	12.0%	
D	47.5%	42.9%	48.0%	
E	37.5%	35.7%	40.0%	
Total(n)	40	14	25	
Optional Question 19				
A	5.0%	7.1%	4.0%	
B	20.0%	35.7%	8.0%	
C	20.0%	7.1%	28.0%	
D	45.0%	50.0%	44.0%	
E	10.0%	0.0%	16.0%	
Total(n)	40	14	25	
Optional Question 20				
A	7.3%	7.1%	7.7%	
B	26.8%	14.3%	34.6%	
C	22.0%	28.6%	15.4%	
D	31.7%	35.7%	30.8%	
E	12.2%	14.3%	11.5%	
Total(n)	41	14	26	
Optional Question 21				
A	52.4%	57.1%	48.1%	
B	47.6%	42.9%	51.9%	
C	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	
Total(n)	42	14	27	

Optional Question 22				
A	13.5%	15.4%	13.0%	
B	27.0%	15.4%	34.8%	
C	43.2%	61.5%	30.4%	
D	16.2%	7.7%	21.7%	
E	0.0%	0.0%	0.0%	
Total(n)	37	13	23	
Optional Question 23				
A	0.0%	0.0%	0.0%	
B	2.6%	0.0%	4.3%	
C	7.9%	7.1%	8.7%	
D	57.9%	64.3%	52.2%	
E	31.6%	28.6%	34.8%	
Total(n)	38	14	23	
Optional Question 24				
A	0.0%	0.0%	0.0%	
B	2.6%	0.0%	4.2%	
C	2.6%	0.0%	4.2%	
D	61.5%	64.3%	58.3%	
E	33.3%	35.7%	33.3%	
Total(n)	39	14	24	
Optional Question 25				
A	0.0%	0.0%	0.0%	
B	7.1%	7.1%	7.4%	
C	4.8%	0.0%	7.4%	
D	50.0%	64.3%	40.7%	
E	38.1%	28.6%	44.4%	
Total(n)	42	14	27	
Optional Question 26				
A	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	
D	40.5%	42.9%	37.0%	
E	59.5%	57.1%	63.0%	
Total(n)	42	14	27	
Optional Question 27				
A	0.0%	0.0%	0.0%	
B	2.5%	7.1%	0.0%	
C	0.0%	0.0%	0.0%	
D	40.0%	42.9%	36.0%	
E	57.5%	50.0%	64.0%	
Total(n)	40	14	25	
Optional Question 28				
A	0.0%	0.0%	0.0%	
B	7.1%	14.3%	3.7%	
C	4.8%	14.3%	0.0%	
D	50.0%	57.1%	44.4%	

E	38.1%	14.3%	51.9%	
Total(n)	42	14	27	
Optional Question 29				
A	0.0%	0.0%	0.0%	
B	2.4%	7.1%	0.0%	
C	2.4%	7.1%	0.0%	
D	42.9%	42.9%	40.7%	
E	52.4%	42.9%	59.3%	
Total(n)	42	14	27	
Optional Question 30				
A	0.0%	0.0%	0.0%	
B	2.4%	7.1%	0.0%	
C	2.4%	7.1%	0.0%	
D	45.2%	28.6%	51.9%	
E	50.0%	57.1%	48.1%	
Total(n)	42	14	27	

* Faculty who identify as genderqueer/gender non-conforming, identity not listed above, or who chose not to answer the gender identity question are included in the total columns. These identities are not broken out separately in the reports due to their small cell size (any column with fewer than five cases would be suppressed) and the possibility of their responses being associated with a particular faculty member in this anonymous survey.

Washburn University	Total			Men/Trans men			Women/Trans women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Graduate Faculty	54	287	1,664	16	103	655	37	165	906	
What is your current gender identity?										
Man/Trans man	29.6%	36.5%	40.3%	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%	
Woman/Trans woman	68.5%	58.5%	55.8%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	
Genderqueer/Gender non-conforming	0.0%	0.7%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Not listed above	1.9%	4.3%	3.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total (n)	54	282	1,624	16	103	655	37	165	906	
Are you considered a full-time employee of your institution for at least nine months of the current academic year?										
Yes	92.6%	93.0%	92.0%	81.3%	95.1%	94.3%	97.3%	92.0%	91.0%	
No	7.4%	7.0%	8.0%	18.8%	4.9%	5.7%	2.7%	8.0%	9.0%	
Total(n)	54	284	1,644	16	102	645	37	163	898	
What is your present academic rank?										
Professor	35.2%	29.3%	33.5%	25.0%	37.9%	42.3%	37.8%	23.6%	26.0%	
Associate Professor	22.2%	30.7%	24.9%	31.3%	21.4%	20.2%	18.9%	36.4%	29.0%	
Assistant Professor	24.1%	27.5%	25.4%	6.3%	31.1%	23.4%	32.4%	26.7%	28.0%	
Lecturer	9.3%	4.5%	10.6%	12.5%	3.9%	9.6%	8.1%	4.2%	10.7%	
Instructor	9.3%	8.0%	5.6%	25.0%	5.8%	4.6%	2.7%	9.1%	6.2%	
Graduate Student/Teaching Assistant	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	54	287	1,664	16	103	655	37	165	906	
What is your tenure status at this institution?										
Tenured	57.4%	55.4%	56.9%	43.8%	60.2%	61.8%	62.2%	52.7%	53.1%	
On tenure track, but not tenured	22.2%	24.7%	23.3%	18.8%	26.2%	22.4%	24.3%	26.1%	25.3%	
Not on tenure track, but institution has tenure system	16.7%	19.5%	19.6%	25.0%	13.6%	15.3%	13.5%	21.2%	21.6%	
Institution has no tenure system	3.7%	0.3%	0.2%	12.5%	0.0%	0.5%	0.0%	0.0%	0.0%	
Total(n)	54	287	1,664	16	103	655	37	165	906	
Are you retired from this institution?										
Yes	0.0%	1.1%	1.6%	0.0%	1.0%	2.0%	0.0%	1.2%	1.2%	
No	100.0%	98.9%	98.4%	100.0%	99.0%	98.0%	100.0%	98.8%	98.8%	
Total(n)	54	285	1,662	16	101	653	37	165	906	
What is your principal activity in your current position at this institution?										
Administration	18.5%	9.9%	7.9%	25.0%	7.8%	6.6%	13.5%	11.0%	8.5%	
Teaching	81.5%	81.3%	85.1%	75.0%	84.3%	86.3%	86.5%	81.0%	85.2%	
Research	0.0%	7.0%	4.0%	0.0%	7.8%	5.3%	0.0%	6.1%	3.0%	
Services to clients and patients	0.0%	0.0%	0.7%	0.0%	0.0%	0.3%	0.0%	0.0%	0.8%	
Other	0.0%	1.8%	2.3%	0.0%	0.0%	1.6%	0.0%	1.8%	2.5%	
Total(n)	54	284	1,636	16	102	641	37	163	894	
Personally, how important to you is:										
Research										
Essential	30.8%	46.2%	41.7%	37.5%	51.5%	45.7%	28.6%	41.9%	38.4%	
Very important	38.5%	31.9%	34.5%	37.5%	34.7%	33.1%	40.0%	30.6%	36.0%	

Somewhat important	26.9%	20.4%	20.0%	18.8%	13.9%	17.8%	28.6%	25.0%	21.5%	
Not important	3.8%	1.4%	3.8%	6.3%	0.0%	3.4%	2.9%	2.5%	4.0%	
Total(n)	52	279	1,582	16	101	619	35	160	869	
Mean	2.96	3.23	3.14	3.06	3.38	3.21	2.94	3.12	3.09	
Standard deviation	0.86	0.82	0.87	0.93	0.72	0.85	0.84	0.87	0.87	
Significance	-	*		-			-			
Effect size	-	-0.33	-0.21	-	-0.44	-0.18	-	-0.21	-0.17	
Teaching										
Essential	87.0%	79.9%	81.7%	93.8%	80.4%	82.4%	86.5%	81.0%	81.3%	
Very important	11.1%	18.0%	17.0%	0.0%	19.6%	16.5%	13.5%	16.0%	17.4%	
Somewhat important	1.9%	2.1%	1.3%	6.3%	0.0%	1.1%	0.0%	3.1%	1.3%	
Not important	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	54	284	1,635	16	102	642	37	163	893	
Mean	3.85	3.78	3.80	3.88	3.80	3.81	3.86	3.78	3.80	
Standard deviation	0.41	0.46	0.43	0.50	0.40	0.42	0.35	0.48	0.43	
Significance	-			-			-			
Effect size	-	0.15	0.12	-	0.20	0.17	-	0.17	0.14	
Personally, how important to you is:										
Service										
Essential	42.3%	31.5%	28.3%	50.0%	29.7%	24.4%	40.0%	31.4%	30.1%	
Very important	44.2%	46.6%	47.4%	31.3%	43.6%	46.6%	48.6%	49.1%	48.0%	
Somewhat important	13.5%	20.1%	22.7%	18.8%	24.8%	26.3%	11.4%	18.2%	21.2%	
Not important	0.0%	1.8%	1.6%	0.0%	2.0%	2.7%	0.0%	1.3%	0.7%	
Total(n)	52	279	1,595	16	101	627	35	159	871	
Mean	3.29	3.08	3.03	3.31	3.01	2.93	3.29	3.11	3.07	
Standard deviation	0.70	0.76	0.76	0.79	0.79	0.78	0.67	0.73	0.73	
Significance	-		*	-			-			
Effect size	-	0.28	0.34	-	0.38	0.49	-	0.25	0.30	
How many courses are you teaching this term (include all institutions at which you teach)?										
0	1.9%	7.3%	7.1%	0.0%	5.8%	5.7%	2.7%	7.9%	8.2%	
1	13.0%	14.3%	12.0%	31.3%	13.6%	11.8%	5.4%	15.2%	12.0%	
2	33.3%	21.3%	20.2%	12.5%	18.4%	20.2%	40.5%	24.2%	20.4%	
3	16.7%	30.0%	30.3%	18.8%	37.9%	35.8%	16.2%	23.6%	26.6%	
4	25.9%	18.8%	20.9%	31.3%	14.6%	17.4%	24.3%	22.4%	23.1%	
5	9.3%	8.4%	9.5%	6.3%	9.7%	9.2%	10.8%	6.7%	9.6%	
6 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	54	287	1,661	16	103	654	37	165	905	
How many of the courses that you are teaching this term are:										
General education courses										
0	83.0%	66.9%	68.9%	62.5%	65.1%	65.3%	93.3%	68.8%	71.6%	
1-2	14.9%	27.5%	26.0%	31.3%	30.1%	29.2%	6.7%	25.4%	23.7%	
3-4	0.0%	4.2%	4.6%	0.0%	3.6%	5.4%	0.0%	5.1%	4.0%	
5+	2.1%	1.3%	0.5%	6.3%	1.2%	0.2%	0.0%	0.7%	0.7%	
Total(n)	47	236	1,368	16	83	542	30	138	750	

Total(n)	54	287	1,664	16	103	655	37	165	906
ONLY FACULTY WHO TAUGHT OR WORKED WITH GRADUATE STUDENTS AT THIS INSTITUTION									
In the past year, to what extent have you:									
Met with graduate students to discuss their research interests									
To a very large extent	15.1%	21.1%	22.4%	6.7%	23.3%	23.0%	18.9%	20.4%	21.8%
To a large extent	15.1%	23.2%	21.3%	13.3%	25.2%	22.7%	16.2%	22.2%	21.3%
To some extent	32.1%	23.9%	26.1%	26.7%	27.2%	27.0%	32.4%	21.6%	24.8%
To a small extent	20.8%	13.7%	16.1%	33.3%	7.8%	14.5%	16.2%	16.7%	17.1%
Not at all	17.0%	18.0%	14.0%	20.0%	16.5%	12.9%	16.2%	19.1%	15.0%
Total(n)	53	284	1,645	15	103	649	37	162	894
Mentored graduate students									
To a very large extent	26.4%	32.6%	31.9%	6.7%	40.8%	31.8%	32.4%	27.6%	31.9%
To a large extent	32.1%	22.5%	24.5%	33.3%	19.4%	22.3%	32.4%	24.5%	27.0%
To some extent	22.6%	20.0%	22.0%	26.7%	17.5%	24.5%	21.6%	22.7%	20.3%
To a small extent	9.4%	15.4%	12.9%	20.0%	13.6%	12.6%	5.4%	15.3%	12.1%
Not at all	9.4%	9.5%	8.6%	13.3%	8.7%	8.8%	8.1%	9.8%	8.7%
Total(n)	53	285	1,647	15	103	650	37	163	896
Helped graduate students access professional networks									
To a very large extent	18.5%	18.7%	18.6%	12.5%	21.4%	18.1%	21.6%	17.9%	18.8%
To a large extent	18.5%	19.7%	22.3%	18.8%	22.3%	22.9%	18.9%	16.7%	21.8%
To some extent	29.6%	25.7%	27.7%	25.0%	21.4%	26.2%	29.7%	29.0%	28.4%
To a small extent	14.8%	18.7%	17.2%	18.8%	17.5%	18.1%	13.5%	20.4%	16.9%
Not at all	18.5%	17.3%	14.3%	25.0%	17.5%	14.7%	16.2%	16.0%	14.2%
Total(n)	54	284	1,649	16	103	652	37	162	895
In the past year, to what extent have you:									
Presented with graduate students at conferences									
To a very large extent	0.0%	11.2%	7.5%	0.0%	12.6%	8.1%	0.0%	11.0%	7.1%
To a large extent	5.8%	14.0%	9.4%	7.1%	10.7%	8.6%	2.7%	17.1%	10.1%
To some extent	9.6%	11.2%	11.7%	0.0%	15.5%	11.6%	13.5%	8.5%	11.7%
To a small extent	7.7%	8.4%	9.5%	7.1%	9.7%	9.5%	8.1%	7.3%	9.5%
Not at all	76.9%	55.2%	62.0%	85.7%	51.5%	62.2%	75.7%	56.1%	61.6%
Total(n)	52	286	1,656	14	103	653	37	164	901
Published with graduate students									
To a very large extent	1.9%	7.0%	5.4%	0.0%	11.8%	6.9%	2.7%	4.9%	4.5%
To a large extent	0.0%	9.2%	6.9%	0.0%	5.9%	7.4%	0.0%	11.7%	6.8%
To some extent	9.6%	12.0%	10.6%	14.3%	13.7%	10.0%	5.4%	9.8%	10.9%
To a small extent	7.7%	8.8%	7.3%	7.1%	8.8%	6.5%	8.1%	9.2%	7.7%
Not at all	80.8%	63.0%	69.8%	78.6%	59.8%	69.2%	83.8%	64.4%	70.1%
Total(n)	52	284	1,648	14	102	650	37	163	897
Included graduate students in research grant writing									
To a very large extent	0.0%	5.6%	3.3%	0.0%	7.8%	3.7%	0.0%	4.3%	2.9%
To a large extent	0.0%	5.6%	4.5%	0.0%	6.8%	5.2%	0.0%	5.6%	4.0%
To some extent	1.9%	8.5%	7.8%	0.0%	8.7%	7.1%	2.7%	7.4%	8.0%

To a small extent	3.8%	7.7%	8.7%	0.0%	6.8%	9.2%	5.4%	8.0%	8.9%
Not at all	94.2%	72.5%	75.7%	100.0%	69.9%	74.8%	91.9%	74.7%	76.2%
Total(n)	52	284	1,652	14	103	652	37	162	899
In the past year, how many letters of recommendation have you written for graduate students?									
0	20.4%	22.9%	20.7%	31.3%	22.3%	19.6%	16.2%	24.5%	21.7%
1-5	57.4%	50.0%	50.2%	62.5%	52.4%	50.9%	54.1%	46.0%	49.3%
6-10	13.0%	14.1%	15.8%	0.0%	10.7%	15.4%	18.9%	16.0%	16.2%
11-20	9.3%	8.8%	8.7%	6.3%	11.7%	9.4%	10.8%	8.0%	8.4%
21 or more	0.0%	4.2%	4.6%	0.0%	2.9%	4.6%	0.0%	5.5%	4.5%
Total(n)	54	284	1,645	16	103	648	37	163	895
In the past year, how many master's thesis committees have you served on or are currently serving?									
0	64.2%	50.9%	46.2%	66.7%	44.0%	41.8%	64.9%	54.3%	49.7%
1	7.5%	9.9%	11.9%	6.7%	11.0%	12.0%	8.1%	7.3%	11.1%
2	1.9%	11.7%	10.1%	0.0%	13.0%	12.3%	2.7%	11.6%	8.8%
3-4	13.2%	8.1%	10.8%	20.0%	10.0%	10.9%	8.1%	7.9%	10.3%
5-9	9.4%	9.9%	11.0%	6.7%	12.0%	11.4%	10.8%	9.1%	10.7%
10 or more	3.8%	9.5%	10.1%	0.0%	10.0%	11.6%	5.4%	9.8%	9.4%
Total(n)	53	283	1,649	15	100	649	37	164	900
In the past year, how many of these master's thesis committees have you chaired or are currently chairing?									
0	36.8%	35.3%	37.4%	40.0%	37.5%	36.3%	38.5%	30.7%	37.8%
1	21.1%	23.7%	20.1%	40.0%	28.6%	23.1%	15.4%	21.3%	17.5%
2	5.3%	15.8%	16.7%	0.0%	7.1%	14.9%	7.7%	24.0%	19.5%
3-4	15.8%	16.5%	14.8%	20.0%	19.6%	15.6%	15.4%	16.0%	13.1%
5-9	15.8%	5.0%	7.5%	0.0%	1.8%	5.8%	15.4%	6.7%	9.5%
10 or more	5.3%	3.6%	3.5%	0.0%	5.4%	4.2%	7.7%	1.3%	2.7%
Total(n)	19	139	885	5	56	377	13	75	452
How many dissertation committees have you served on or are currently serving?									
0	76.9%	79.9%	79.2%	86.7%	75.0%	80.4%	72.2%	82.9%	77.9%
1	9.6%	11.0%	9.2%	6.7%	12.0%	7.8%	11.1%	10.4%	10.5%
2	5.8%	3.2%	3.2%	6.7%	4.0%	2.6%	5.6%	2.4%	3.5%
3-4	7.7%	3.9%	3.8%	0.0%	6.0%	4.3%	11.1%	3.0%	3.7%
5-9	0.0%	1.4%	3.3%	0.0%	2.0%	3.7%	0.0%	0.6%	2.9%
10 or more	0.0%	0.7%	1.2%	0.0%	1.0%	1.1%	0.0%	0.6%	1.5%
Total(n)	52	283	1,634	15	100	644	36	164	891
In the past year, how many of these dissertation committees have you chaired or are currently chairing?									
0	50.0%	66.7%	60.9%	50.0%	56.0%	60.0%	50.0%	78.6%	61.1%
1	16.7%	22.8%	17.9%	50.0%	32.0%	19.2%	10.0%	10.7%	17.1%
2	33.3%	7.0%	7.5%	0.0%	8.0%	7.2%	40.0%	7.1%	6.7%
3-4	0.0%	3.5%	9.3%	0.0%	4.0%	9.6%	0.0%	3.6%	9.8%
5-9	0.0%	0.0%	3.3%	0.0%	0.0%	3.2%	0.0%	0.0%	3.6%
10 or more	0.0%	0.0%	1.2%	0.0%	0.0%	0.8%	0.0%	0.0%	1.6%
Total(n)	12	57	335	2	25	125	10	28	193

Rate your agreement with the following statements:									
Graduate students in this program must compete for research opportunities									
Strongly agree	9.8%	13.7%	15.8%	6.7%	11.1%	15.5%	11.4%	14.9%	16.0%
Somewhat agree	13.7%	32.2%	30.4%	13.3%	37.4%	33.7%	14.3%	29.2%	27.7%
Somewhat disagree	37.3%	22.6%	24.7%	40.0%	25.3%	25.2%	34.3%	21.4%	24.5%
Strongly disagree	39.2%	31.5%	29.1%	40.0%	26.3%	25.6%	40.0%	34.4%	31.9%
Total(n)	51	270	1,543	15	99	606	35	154	846
Mean	1.94	2.28	2.33	1.87	2.33	2.39	1.97	2.25	2.28
Standard deviation	0.97	1.05	1.06	0.92	0.99	1.03	1.01	1.09	1.08
Significance	-	*	**	-			-		
Effect size	-	-0.32	-0.37	-	-0.46	-0.50	-	-0.26	-0.29
It is important for graduate students to spend at least one term as a teaching assistant to develop teaching skills									
Strongly agree	17.3%	32.5%	31.3%	20.0%	33.3%	31.8%	16.7%	31.6%	30.5%
Somewhat agree	19.2%	35.4%	32.1%	20.0%	37.4%	36.3%	19.4%	33.6%	28.7%
Somewhat disagree	25.0%	16.4%	18.3%	13.3%	14.1%	16.1%	27.8%	18.4%	20.7%
Strongly disagree	38.5%	15.7%	18.3%	46.7%	15.2%	15.9%	36.1%	16.4%	20.1%
Total(n)	52	268	1,539	15	99	604	36	152	846
Mean	2.15	2.85	2.76	2.13	2.89	2.84	2.17	2.80	2.70
Standard deviation	1.13	1.05	1.08	1.25	1.04	1.04	1.11	1.06	1.11
Significance	-	***	***	-	*	**	-	**	**
Effect size	-	-0.67	-0.56	-	-0.73	-0.68	-	-0.59	-0.48
This graduate program enrolls too few international students									
Strongly agree	11.8%	15.8%	12.9%	13.3%	23.7%	12.8%	11.4%	10.0%	12.6%
Somewhat agree	23.5%	30.6%	30.6%	26.7%	24.7%	29.2%	20.0%	34.0%	31.8%
Somewhat disagree	47.1%	33.2%	38.0%	33.3%	33.0%	39.0%	54.3%	35.3%	37.7%
Strongly disagree	17.6%	20.4%	18.5%	26.7%	18.6%	19.0%	14.3%	20.7%	17.9%
Total(n)	51	265	1,520	15	97	600	35	150	831
Mean	2.29	2.42	2.38	2.27	2.54	2.36	2.29	2.33	2.39
Standard deviation	0.90	0.99	0.93	1.03	1.05	0.93	0.86	0.92	0.92
Significance	-			-			-		
Effect size	-	-0.13	-0.10	-	-0.26	-0.10	-	-0.04	-0.11
Rate your agreement with the following statements:									
Graduate students work well together in this program									
Strongly agree	59.6%	45.1%	49.6%	46.7%	40.8%	43.4%	63.9%	48.3%	53.9%
Somewhat agree	28.8%	46.6%	43.6%	46.7%	51.0%	47.8%	22.2%	44.3%	40.7%
Somewhat disagree	9.6%	6.0%	5.7%	0.0%	7.1%	7.5%	13.9%	4.7%	4.4%
Strongly disagree	1.9%	2.3%	1.2%	6.7%	1.0%	1.3%	0.0%	2.7%	1.0%
Total(n)	52	266	1,531	15	98	601	36	149	838
Mean	3.46	3.35	3.42	3.33	3.32	3.33	3.50	3.38	3.48
Standard deviation	0.75	0.70	0.65	0.82	0.65	0.67	0.74	0.70	0.63
Significance	-			-			-		
Effect size	-	0.16	0.06	-	0.02	0.00	-	0.17	0.03
I have encountered instances of academic dishonesty among graduate students									
Strongly agree	5.9%	7.8%	7.2%	6.7%	6.1%	7.1%	5.7%	7.2%	6.4%

Somewhat agree	15.7%	27.8%	24.2%	6.7%	24.2%	23.1%	20.0%	30.7%	25.9%
Somewhat disagree	23.5%	25.2%	22.7%	6.7%	22.2%	20.9%	31.4%	26.1%	23.3%
Strongly disagree	54.9%	39.3%	45.9%	80.0%	47.5%	48.9%	42.9%	35.9%	44.3%
Total(n)	51	270	1,543	15	99	607	35	153	844
Mean	1.73	2.04	1.93	1.40	1.89	1.88	1.89	2.09	1.94
Standard deviation	0.94	0.99	0.99	0.91	0.98	1.00	0.93	0.98	0.98
Significance	-	*		-			-		
Effect size	-	-0.31	-0.20	-	-0.50	-0.48	-	-0.20	-0.05
Rate your agreement with the following statements:									
Graduate students in this program are trained to conduct research responsibly and ethically									
Strongly agree	60.4%	42.3%	46.5%	46.2%	36.1%	40.6%	64.7%	46.3%	50.5%
Somewhat agree	29.2%	41.9%	40.5%	38.5%	45.4%	43.9%	26.5%	39.6%	38.1%
Somewhat disagree	4.2%	9.8%	8.9%	7.7%	13.4%	11.1%	2.9%	7.4%	7.4%
Strongly disagree	6.3%	6.0%	4.1%	7.7%	5.2%	4.3%	5.9%	6.7%	4.0%
Total(n)	48	265	1,529	13	97	601	34	149	834
Mean	3.44	3.20	3.29	3.23	3.12	3.21	3.50	3.26	3.35
Standard deviation	0.85	0.85	0.80	0.93	0.83	0.81	0.83	0.86	0.78
Significance	-			-			-		
Effect size	-	0.28	0.19	-	0.13	0.02	-	0.28	0.19
Graduate students in this program receive adequate instruction on becoming good teachers									
Strongly agree	10.0%	15.2%	22.0%	23.1%	9.4%	16.5%	5.6%	17.6%	25.7%
Somewhat agree	26.0%	37.3%	32.4%	38.5%	37.5%	34.4%	22.2%	37.2%	29.9%
Somewhat disagree	26.0%	29.3%	25.7%	15.4%	34.4%	30.2%	27.8%	27.0%	23.2%
Strongly disagree	38.0%	18.3%	19.9%	23.1%	18.8%	18.9%	44.4%	18.2%	21.1%
Total(n)	50	263	1,517	13	96	593	36	148	835
Mean	2.08	2.49	2.56	2.62	2.38	2.49	1.89	2.54	2.60
Standard deviation	1.03	0.96	1.04	1.12	0.90	0.98	0.95	0.99	1.08
Significance	-	**	**	-			-	***	***
Effect size	-	-0.43	-0.46	-	0.27	0.13	-	-0.66	-0.66
Rate your agreement with the following statements:									
Faculty in my department are good mentors for graduate students									
Strongly agree	67.3%	42.8%	48.4%	66.7%	37.8%	44.5%	66.7%	44.7%	51.8%
Somewhat agree	25.0%	46.8%	41.6%	26.7%	53.1%	44.8%	25.0%	42.8%	38.7%
Somewhat disagree	5.8%	6.3%	7.8%	6.7%	7.1%	8.4%	5.6%	6.6%	7.2%
Strongly disagree	1.9%	4.1%	2.2%	0.0%	2.0%	2.3%	2.8%	5.9%	2.3%
Total(n)	52	269	1,544	15	98	607	36	152	843
Mean	3.58	3.28	3.36	3.60	3.27	3.31	3.56	3.26	3.40
Standard deviation	0.70	0.76	0.72	0.63	0.68	0.72	0.73	0.83	0.72
Significance	-	**	*	-			-	*	
Effect size	-	0.39	0.31	-	0.49	0.40	-	0.36	0.22
Most graduate students in this program move on to faculty positions									
Strongly agree	0.0%	4.9%	3.7%	0.0%	3.1%	2.2%	0.0%	5.9%	4.7%
Somewhat agree	13.7%	14.7%	14.3%	21.4%	13.4%	13.4%	11.1%	14.5%	14.3%

Somewhat disagree	25.5%	35.3%	34.4%	28.6%	37.1%	34.1%	25.0%	35.5%	35.1%	
Strongly disagree	60.8%	45.1%	47.6%	50.0%	46.4%	50.3%	63.9%	44.1%	45.9%	
Total(n)	51	266	1,518	14	97	598	36	152	832	
Mean	1.53	1.79	1.74	1.71	1.73	1.67	1.47	1.82	1.78	
Standard deviation	0.73	0.87	0.84	0.83	0.81	0.79	0.70	0.89	0.86	
Significance	-	*		-			-	*	*	
Effect size	-	-0.30	-0.25	-	-0.02	0.05	-	-0.39	-0.36	
Most graduate students in this program move into positions outside of academia										
Strongly agree	73.1%	49.8%	49.2%	53.3%	48.0%	46.9%	80.6%	49.3%	50.9%	
Somewhat agree	17.3%	34.8%	34.1%	20.0%	36.7%	35.6%	16.7%	33.6%	32.5%	
Somewhat disagree	7.7%	12.4%	11.1%	20.0%	12.2%	12.3%	2.8%	13.8%	10.8%	
Strongly disagree	1.9%	3.0%	5.6%	6.7%	3.1%	5.3%	0.0%	3.3%	5.8%	
Total(n)	52	267	1,527	15	98	604	36	152	833	
Mean	3.62	3.31	3.27	3.20	3.30	3.24	3.78	3.29	3.29	
Standard deviation	0.72	0.80	0.87	1.01	0.80	0.86	0.48	0.83	0.88	
Significance	-	**	**	-			-	***	***	
Effect size	-	0.39	0.40	-	-0.13	-0.05	-	0.59	0.56	
During the past three years, have you:										
Advised student groups involved in service/volunteer work	56.6%	61.8%	59.2%	56.3%	64.7%	58.5%	58.3%	60.0%	59.1%	Civic Minded Practice
Total(n)	53	275	1,609	16	102	639	36	155	869	
Collaborated with the local community on research/teaching to address their needs	62.3%	61.8%	57.4%	56.3%	58.8%	52.7%	66.7%	63.4%	60.6%	Civic Minded Practice
Total(n)	53	280	1,629	16	102	643	36	161	885	
Conducted research or writing focused on international/global issues	29.4%	30.8%	32.4%	18.8%	34.3%	34.9%	35.3%	27.7%	30.3%	
Total(n)	51	276	1,610	16	102	639	34	155	871	
Conducted research or writing focused on racial or ethnic minorities	29.4%	36.7%	35.7%	25.0%	28.0%	28.3%	32.4%	42.4%	41.3%	
Total(n)	51	275	1,607	16	100	633	34	158	876	
Conducted research or writing focused on women or gender issues	36.5%	28.1%	29.8%	25.0%	18.0%	21.4%	42.9%	33.1%	34.9%	
Total(n)	52	274	1,595	16	100	630	35	157	868	
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) issues	15.7%	10.3%	14.5%	12.5%	12.9%	11.1%	17.6%	7.1%	15.6%	
Total(n)	51	273	1,595	16	101	630	34	156	867	
Conducted research or writing focused on biomedical science fields	14.0%	30.9%	20.8%	6.3%	31.0%	22.0%	18.2%	32.0%	20.0%	
Total(n)	50	269	1,578	16	100	627	33	153	855	
Engaged in academic research that spans multiple disciplines	75.0%	69.6%	68.8%	68.8%	76.5%	70.7%	80.0%	65.0%	66.9%	
Total(n)	52	276	1,608	16	102	638	35	157	871	
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)	60.4%	47.8%	51.3%	56.3%	44.7%	53.5%	63.9%	49.4%	49.4%	
Total(n)	53	278	1,625	16	103	643	36	158	881	
Written research grants	29.4%	50.2%	47.2%	33.3%	55.4%	48.8%	28.6%	47.8%	46.8%	
Total(n)	51	275	1,589	15	101	627	35	157	865	
Received funding for your work from foundations	20.8%	21.7%	22.5%	37.5%	25.7%	23.3%	13.9%	20.1%	22.5%	
Total(n)	53	277	1,593	16	101	626	36	159	868	
Received funding for your work from state or federal government	21.2%	30.7%	27.3%	31.3%	33.0%	31.5%	17.1%	31.0%	24.3%	
Total(n)	52	274	1,603	16	100	631	35	158	873	

Received funding for your work from business or industry	13.5%	9.1%	9.6%	25.0%	14.7%	13.9%	8.6%	5.7%	6.4%
Total(n)	52	276	1,578	16	102	619	35	158	863
During the past three years, have you:									
Taught an honors course	18.9%	17.3%	15.4%	12.5%	16.7%	18.1%	22.2%	15.2%	12.6%
Total(n)	53	278	1,614	16	102	635	36	158	879
Taught an interdisciplinary course	33.3%	41.0%	35.1%	25.0%	42.6%	39.5%	37.8%	38.1%	31.6%
Total(n)	54	273	1,589	16	101	623	37	155	867
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ+ studies)	16.7%	13.5%	11.8%	18.8%	7.9%	9.0%	16.2%	17.3%	13.6%
Total(n)	54	274	1,610	16	101	632	37	156	880
Taught a service learning course	24.1%	27.3%	24.0%	25.0%	20.8%	20.4%	24.3%	30.6%	26.4%
Total(n)	54	275	1,614	16	101	636	37	157	880
Taught a course exclusively online	83.3%	62.5%	44.4%	81.3%	59.0%	42.7%	83.8%	65.8%	46.0%
Total(n)	54	275	1,608	16	100	633	37	158	877
Participated in organized activities around enhancing pedagogy or student learning	87.0%	78.4%	76.6%	56.3%	71.6%	68.6%	100.0%	83.0%	82.1%
Total(n)	54	278	1,618	16	102	636	37	159	883
Taught a seminar for first-year students	7.4%	17.0%	16.5%	12.5%	16.7%	18.1%	5.4%	16.5%	15.2%
Total(n)	54	277	1,616	16	102	637	37	158	880
Participated in the development of curriculum (enhancing an existing course or creating a new course)	87.0%	85.7%	86.1%	68.8%	83.3%	82.9%	94.6%	86.8%	88.0%
Total(n)	54	279	1,626	16	102	639	37	159	885
In the past year, to what extent have you:									
Presented with undergraduate students at conferences									
To a very large extent	7.5%	12.8%	7.8%	13.3%	14.0%	8.8%	5.4%	12.8%	7.2%
To a large extent	0.0%	9.5%	6.6%	0.0%	11.0%	8.8%	0.0%	8.3%	5.3%
To some extent	13.2%	11.3%	10.8%	20.0%	7.0%	10.4%	8.1%	14.1%	10.8%
To a small extent	5.7%	10.6%	8.6%	13.3%	15.0%	9.1%	2.7%	7.7%	8.5%
Not at all	73.6%	55.8%	66.2%	53.3%	53.0%	63.0%	83.8%	57.1%	68.2%
Total(n)	53	274	1,583	15	100	616	37	156	870
Published with undergraduates									
To a very large extent	1.9%	5.2%	2.8%	0.0%	8.2%	3.9%	2.7%	3.2%	2.1%
To a large extent	0.0%	6.3%	4.5%	0.0%	10.3%	7.2%	0.0%	4.5%	3.0%
To some extent	5.7%	9.3%	7.4%	13.3%	10.3%	9.0%	2.7%	7.1%	5.8%
To a small extent	5.7%	11.2%	8.1%	13.3%	11.3%	8.8%	2.7%	11.6%	7.6%
Not at all	86.8%	68.0%	77.1%	73.3%	59.8%	71.1%	91.9%	73.5%	81.5%
Total(n)	53	269	1,571	15	97	612	37	155	863
Engaged undergraduates on your research project(s)									
To a very large extent	5.7%	22.3%	15.0%	13.3%	28.7%	18.9%	2.7%	19.4%	13.0%
To a large extent	9.4%	13.2%	9.2%	13.3%	10.9%	9.5%	8.1%	15.5%	9.0%
To some extent	9.4%	8.4%	14.9%	6.7%	7.9%	17.0%	8.1%	8.4%	13.2%
To a small extent	13.2%	12.8%	11.4%	20.0%	14.9%	12.8%	10.8%	11.0%	10.7%
Not at all	62.3%	43.2%	49.5%	46.7%	37.6%	41.8%	70.3%	45.8%	54.0%
Total(n)	53	273	1,583	15	101	619	37	155	868

Worked with undergraduates on their research project(s)									
To a very large extent	15.1%	19.6%	16.9%	20.0%	27.7%	19.9%	13.5%	15.8%	14.9%
To a large extent	9.4%	9.8%	12.2%	13.3%	6.9%	12.7%	8.1%	12.0%	12.2%
To some extent	13.2%	17.0%	18.9%	13.3%	16.8%	22.0%	10.8%	17.7%	17.0%
To a small extent	9.4%	13.8%	13.0%	13.3%	16.8%	13.5%	8.1%	9.5%	12.2%
Not at all	52.8%	39.9%	39.0%	40.0%	31.7%	32.1%	59.5%	44.9%	43.6%
Total(n)	53	276	1,594	15	101	624	37	158	874
How would you rate the overall experience of working with undergraduates on research projects?									
Excellent	17.0%	19.6%	21.0%	18.8%	19.0%	23.5%	13.9%	20.4%	19.2%
Good	22.6%	34.9%	34.4%	25.0%	41.0%	36.3%	22.2%	30.6%	33.7%
Fair	9.4%	13.1%	11.5%	12.5%	16.0%	13.2%	8.3%	12.1%	10.2%
Poor	1.9%	1.1%	1.4%	6.3%	2.0%	1.9%	0.0%	0.6%	0.9%
I have not worked with undergraduates on research projects	49.1%	31.3%	31.7%	37.5%	22.0%	25.0%	55.6%	36.3%	36.0%
Total(n)	53	275	1,588	16	100	620	36	157	872
How many undergraduates do you currently advise?									
None	40.7%	31.8%	37.5%	37.5%	27.7%	31.0%	43.2%	34.2%	42.1%
1-5	9.3%	19.5%	15.4%	12.5%	23.8%	17.7%	8.1%	18.4%	13.9%
6-10	7.4%	12.3%	8.5%	6.3%	16.8%	10.2%	8.1%	9.5%	7.7%
11-20	13.0%	15.5%	14.0%	18.8%	13.9%	14.8%	8.1%	15.8%	13.3%
21-30	16.7%	6.9%	8.9%	6.3%	5.9%	9.7%	21.6%	6.3%	8.1%
31 or more	13.0%	14.1%	15.7%	18.8%	11.9%	16.6%	10.8%	15.8%	14.9%
Total(n)	54	277	1,583	16	101	620	37	158	866
During the past year, how often have you done each of the following with your undergraduate advisees?									
Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)									
Frequently	62.5%	65.9%	59.2%	50.0%	61.6%	52.0%	71.4%	69.3%	64.5%
Occasionally	34.4%	30.8%	35.2%	50.0%	35.6%	40.8%	23.8%	28.7%	31.5%
Not at All	3.1%	3.2%	5.5%	0.0%	2.7%	7.2%	4.8%	2.0%	4.0%
Total(n)	32	185	974	10	73	419	21	101	496
Mean	2.59	2.63	2.54	2.50	2.59	2.45	2.67	2.67	2.60
Standard deviation	0.56	0.55	0.60	0.53	0.55	0.63	0.58	0.51	0.57
Significance	-			-			-		
Effect size	-	-0.07	0.08	-	-0.16	0.08	-	0.00	0.12
Helped them plan their course of study									
Frequently	90.6%	69.5%	65.6%	90.0%	68.5%	61.8%	90.5%	69.9%	68.7%
Occasionally	9.4%	26.2%	28.9%	10.0%	28.8%	33.2%	9.5%	25.2%	25.1%
Not at All	0.0%	4.3%	5.4%	0.0%	2.7%	5.0%	0.0%	4.9%	6.2%
Total(n)	32	187	978	10	73	422	21	103	498
Mean	2.91	2.65	2.60	2.90	2.66	2.57	2.90	2.65	2.62
Standard deviation	0.30	0.56	0.59	0.32	0.53	0.59	0.30	0.57	0.60
Significance	-	*	**	-			-		*
Effect size	-	0.46	0.53	-	0.45	0.56	-	0.44	0.47

Discussed their academic performance										
Frequently	65.6%	64.5%	62.4%	70.0%	63.0%	58.6%	66.7%	65.7%	64.3%	
Occasionally	34.4%	33.3%	34.3%	30.0%	34.2%	36.9%	33.3%	32.4%	33.1%	
Not at All	0.0%	2.2%	3.4%	0.0%	2.7%	4.5%	0.0%	2.0%	2.6%	
Total(n)	32	186	975	10	73	420	21	102	496	
Mean	2.66	2.62	2.59	2.70	2.60	2.54	2.67	2.64	2.62	
Standard deviation	0.48	0.53	0.56	0.48	0.55	0.58	0.48	0.52	0.54	
Significance	-			-			-			
Effect size	-	0.08	0.13	-	0.18	0.28	-	0.06	0.09	
Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)										
Frequently	56.3%	58.3%	60.7%	80.0%	58.9%	56.4%	42.9%	60.2%	64.9%	
Occasionally	43.8%	37.4%	34.2%	20.0%	37.0%	38.6%	57.1%	35.0%	29.5%	
Not at All	0.0%	4.3%	5.1%	0.0%	4.1%	5.0%	0.0%	4.9%	5.6%	
Total(n)	32	187	979	10	73	422	21	103	498	
Mean	2.56	2.54	2.56	2.80	2.55	2.51	2.43	2.55	2.59	
Standard deviation	0.50	0.58	0.59	0.42	0.58	0.59	0.51	0.59	0.60	
Significance	-			-			-			
Effect size	-	0.03	0.00	-	0.43	0.49	-	-0.20	-0.27	
Discussed career and post-graduation goals										
Frequently	87.5%	74.9%	74.8%	90.0%	74.0%	69.0%	85.7%	76.7%	80.3%	
Occasionally	12.5%	24.6%	24.1%	10.0%	24.7%	29.1%	14.3%	23.3%	19.3%	
Not at All	0.0%	0.5%	1.0%	0.0%	1.4%	1.9%	0.0%	0.0%	0.4%	
Total(n)	32	187	978	10	73	422	21	103	497	
Mean	2.88	2.74	2.74	2.90	2.73	2.67	2.86	2.77	2.80	
Standard deviation	0.34	0.45	0.46	0.32	0.48	0.51	0.36	0.42	0.41	
Significance	-			-			-			
Effect size	-	0.31	0.30	-	0.35	0.45	-	0.21	0.15	
During the past year, have you taken advantage of any of the following professional development opportunities provided by this institution?										
Funded workshops focused on teaching										
Yes	73.1%	61.5%	56.1%	50.0%	56.7%	48.8%	82.9%	63.5%	61.3%	
No	19.2%	29.3%	36.9%	43.8%	35.1%	44.8%	8.6%	26.9%	31.4%	
Not eligible	1.9%	4.8%	2.1%	6.3%	5.2%	1.3%	0.0%	3.8%	2.5%	
Not available	5.8%	4.4%	5.0%	0.0%	3.1%	5.2%	8.6%	5.8%	4.8%	
Total(n)	52	270	1,544	16	97	601	35	156	853	
Funded workshops focused on research skills development										
Yes	23.5%	22.8%	15.9%	26.7%	21.9%	14.7%	22.9%	24.0%	17.0%	
No	54.9%	56.6%	66.3%	60.0%	59.4%	69.9%	51.4%	56.5%	64.5%	
Not eligible	2.0%	5.6%	2.7%	6.7%	6.3%	2.2%	0.0%	4.5%	3.0%	
Not available	19.6%	15.0%	15.1%	6.7%	12.5%	13.2%	25.7%	14.9%	15.5%	
Total(n)	51	267	1,533	15	96	599	35	154	845	
Funded workshops focused on grant writing										
Yes	15.4%	16.0%	10.4%	12.5%	12.5%	9.7%	17.1%	19.4%	11.0%	
No	61.5%	63.1%	73.9%	68.8%	67.7%	77.6%	57.1%	60.6%	71.7%	
Not eligible	3.8%	5.2%	2.9%	12.5%	4.2%	1.8%	0.0%	5.2%	3.7%	

Not available	19.2%	15.7%	12.8%	6.3%	15.6%	10.9%	25.7%	14.8%	13.6%
Total(n)	52	268	1,534	16	96	599	35	155	846
Paid sabbatical leave									
Yes	11.3%	7.4%	7.8%	6.3%	7.1%	8.3%	13.9%	7.1%	7.7%
No	54.7%	62.6%	62.6%	62.5%	65.7%	68.4%	50.0%	61.7%	58.7%
Not eligible	30.2%	23.0%	24.2%	25.0%	23.2%	19.0%	33.3%	22.7%	27.6%
Not available	3.8%	7.0%	5.4%	6.3%	4.0%	4.3%	2.8%	8.4%	6.0%
Total(n)	53	270	1,545	16	99	605	36	154	848
Travel funds paid by the institution									
Yes	64.7%	55.4%	62.9%	64.3%	53.1%	60.7%	66.7%	59.0%	65.6%
No	25.5%	32.3%	29.1%	14.3%	35.4%	33.6%	27.8%	29.5%	25.5%
Not eligible	5.9%	6.3%	4.7%	14.3%	6.3%	3.0%	2.8%	5.8%	5.6%
Not available	3.9%	5.9%	3.3%	7.1%	5.2%	2.7%	2.8%	5.8%	3.3%
Total(n)	51	269	1,537	14	96	595	36	156	852
Internal grants for research									
Yes	34.6%	32.0%	37.6%	25.0%	34.7%	39.5%	40.0%	29.9%	37.2%
No	53.8%	57.2%	53.3%	56.3%	59.2%	54.1%	51.4%	57.8%	52.4%
Not eligible	7.7%	8.2%	5.7%	12.5%	6.1%	4.2%	5.7%	8.4%	6.5%
Not available	3.8%	2.6%	3.4%	6.3%	0.0%	2.2%	2.9%	3.9%	3.9%
Total(n)	52	269	1,532	16	98	597	35	154	845
Training for administrative leadership									
Yes	26.4%	13.4%	12.3%	31.3%	8.1%	10.6%	22.2%	16.2%	13.5%
No	50.9%	63.2%	68.4%	37.5%	73.7%	74.8%	58.3%	58.4%	64.9%
Not eligible	5.7%	9.7%	7.7%	12.5%	9.1%	5.5%	2.8%	9.7%	8.7%
Not available	17.0%	13.8%	11.7%	18.8%	9.1%	9.1%	16.7%	15.6%	12.9%
Total(n)	53	269	1,539	16	99	603	36	154	846
Training for promoting inclusion and facilitating difficult conversations									
Yes	67.3%	24.9%	36.6%	68.8%	18.4%	27.9%	68.6%	29.0%	42.9%
No	25.0%	58.7%	53.7%	12.5%	69.4%	64.2%	28.6%	52.9%	46.9%
Not eligible	3.8%	4.8%	2.5%	12.5%	3.1%	2.2%	0.0%	4.5%	2.4%
Not available	3.8%	11.5%	7.3%	6.3%	9.2%	5.8%	2.9%	13.5%	7.9%
Total(n)	52	269	1,543	16	98	603	35	155	851
Incentives to develop new courses									
Yes	26.9%	25.7%	19.9%	25.0%	27.3%	19.7%	28.6%	24.4%	20.1%
No	59.6%	59.6%	64.1%	50.0%	62.6%	66.6%	62.9%	59.0%	62.6%
Not eligible	5.8%	3.7%	3.7%	12.5%	2.0%	2.6%	2.9%	3.8%	4.3%
Not available	7.7%	11.0%	12.2%	12.5%	8.1%	11.1%	5.7%	12.8%	12.9%
Total(n)	52	272	1,544	16	99	604	35	156	851
During the past year, have you taken advantage of any of the following professional development opportunities provided by this institution?									
Incentives to integrate technology into your classroom									
Yes	40.4%	35.4%	27.9%	43.8%	38.4%	26.5%	37.1%	32.9%	28.6%
No	44.2%	53.5%	60.5%	31.3%	53.5%	64.3%	51.4%	54.8%	58.3%
Not eligible	7.7%	3.0%	2.4%	18.8%	3.0%	2.2%	2.9%	1.9%	2.3%
Not available	7.7%	8.1%	9.2%	6.3%	5.1%	7.0%	8.6%	10.3%	10.7%
Total(n)	52	271	1,546	16	99	603	35	155	852

Resources to integrate culturally-competent practices into your classroom										
Yes	46.2%	33.9%	32.5%	50.0%	27.3%	22.4%	45.7%	38.5%	39.4%	
No	46.2%	50.9%	56.0%	37.5%	60.6%	67.5%	48.6%	45.5%	48.6%	
Not eligible	1.9%	2.6%	2.1%	6.3%	1.0%	2.0%	0.0%	2.6%	2.0%	
Not available	5.8%	12.5%	9.4%	6.3%	11.1%	8.1%	5.7%	13.5%	10.0%	
Total(n)	52	271	1,542	16	99	604	35	156	850	
How many of the following have you published?										
Articles in academic or professional journals										
None	15.1%	15.9%	14.6%	18.8%	16.3%	12.2%	13.9%	13.7%	15.2%	Scholarly Productivity
1-2	26.4%	17.8%	18.9%	25.0%	14.3%	16.3%	27.8%	20.9%	21.5%	
3-4	20.8%	10.4%	13.1%	25.0%	9.2%	11.2%	19.4%	11.1%	14.7%	
5-10	17.0%	19.6%	22.4%	25.0%	15.3%	22.1%	13.9%	22.9%	23.1%	
11-20	15.1%	18.5%	16.3%	6.3%	20.4%	17.7%	16.7%	17.6%	15.1%	
21-50	5.7%	14.8%	11.4%	0.0%	18.4%	14.8%	8.3%	13.1%	9.0%	
51+	0.0%	3.0%	3.3%	0.0%	6.1%	5.7%	0.0%	0.7%	1.5%	
Total(n)	53	270	1,566	16	98	615	36	153	857	
Mean	3.08	3.63	3.54	2.75	3.89	3.84	3.17	3.52	3.34	
Standard deviation	1.48	1.78	1.71	1.24	1.91	1.77	1.56	1.65	1.61	
Significance	-	*		-	*	*	-			
Effect size	-	-0.31	-0.27	-	-0.60	-0.62	-	-0.21	-0.11	
Chapters in edited volumes										
None	54.7%	51.7%	49.3%	56.3%	55.7%	49.7%	55.6%	50.3%	49.6%	Scholarly Productivity
1-2	30.2%	27.3%	27.3%	31.3%	26.8%	28.2%	30.6%	26.1%	26.3%	
3-4	7.5%	13.1%	14.1%	12.5%	11.3%	12.7%	5.6%	14.4%	15.2%	
5-10	7.5%	6.4%	6.6%	0.0%	5.2%	6.0%	8.3%	7.8%	6.8%	
11-20	0.0%	1.1%	1.8%	0.0%	0.0%	2.2%	0.0%	1.3%	1.4%	
21-50	0.0%	0.4%	0.6%	0.0%	1.0%	0.7%	0.0%	0.0%	0.6%	
51+	0.0%	0.0%	0.3%	0.0%	0.0%	0.7%	0.0%	0.0%	0.1%	
Total(n)	53	267	1,526	16	97	600	36	153	837	
Mean	1.68	1.79	1.88	1.56	1.70	1.88	1.67	1.84	1.86	
Standard deviation	0.92	1.01	1.11	0.73	0.98	1.15	0.93	1.03	1.08	
Significance	-			-			-			
Effect size	-	-0.11	-0.18	-	-0.14	-0.28	-	-0.17	-0.18	
How many of the following have you published?										
Books, manuals, monographs, or research reports										
None	64.7%	62.9%	59.7%	75.0%	63.9%	56.5%	61.8%	63.2%	62.8%	
1-2	23.5%	21.2%	24.2%	12.5%	18.6%	23.6%	29.4%	21.7%	24.4%	
3-4	9.8%	10.6%	8.4%	12.5%	11.3%	9.8%	5.9%	10.5%	7.3%	
5-10	2.0%	3.4%	4.7%	0.0%	4.1%	5.8%	2.9%	3.3%	3.9%	
11-20	0.0%	1.1%	1.5%	0.0%	1.0%	2.5%	0.0%	1.3%	0.7%	
21-50	0.0%	0.4%	1.2%	0.0%	1.0%	1.7%	0.0%	0.0%	0.8%	
51+	0.0%	0.4%	0.2%	0.0%	0.0%	0.2%	0.0%	0.0%	0.1%	
Total(n)	51	264	1,543	16	97	602	34	152	850	
Mean	1.49	1.61	1.69	1.38	1.63	1.80	1.50	1.58	1.58	

Standard deviation	0.76	0.99	1.07	0.72	1.02	1.18	0.75	0.90	0.95
Significance	-			-			-		
Effect size	-	-0.12	-0.19	-	-0.25	-0.36	-	-0.09	-0.08
Other, such as patents or computer software products									
None	94.0%	91.7%	89.9%	93.8%	86.6%	85.3%	93.9%	94.1%	93.2%
1-2	2.0%	5.7%	6.4%	0.0%	8.2%	8.1%	3.0%	4.6%	5.0%
3-4	0.0%	1.1%	1.9%	0.0%	3.1%	3.4%	0.0%	0.0%	0.8%
5-10	2.0%	1.5%	0.9%	6.3%	2.1%	1.5%	0.0%	1.3%	0.6%
11-20	0.0%	0.0%	0.5%	0.0%	0.0%	1.2%	0.0%	0.0%	0.1%
21-50	0.0%	0.0%	0.2%	0.0%	0.0%	0.3%	0.0%	0.0%	0.1%
51+	2.0%	0.0%	0.1%	0.0%	0.0%	0.2%	3.0%	0.0%	0.1%
Total(n)	50	265	1,522	16	97	593	33	153	843
Mean	1.20	1.12	1.17	1.19	1.21	1.27	1.21	1.08	1.10
Standard deviation	0.95	0.47	0.61	0.75	0.59	0.78	1.05	0.40	0.47
Significance	-			-			-		
Effect size	-	0.17	0.05	-	-0.03	-0.10	-	0.33	0.23
In the past <u>three</u> years, how many exhibitions, recordings, or performances in the fine or applied arts have you presented?									
None	86.8%	83.9%	84.8%	87.5%	81.6%	83.8%	86.1%	85.4%	86.1%
1-2	5.7%	3.6%	3.8%	0.0%	5.1%	3.4%	8.3%	2.5%	3.7%
3-4	0.0%	2.9%	3.3%	0.0%	2.0%	3.1%	0.0%	3.8%	3.6%
5-10	5.7%	5.5%	4.1%	6.3%	5.1%	4.3%	5.6%	5.7%	3.9%
11-20	1.9%	1.8%	1.5%	6.3%	4.1%	2.3%	0.0%	0.6%	0.9%
21+	0.0%	2.2%	2.4%	0.0%	2.0%	3.1%	0.0%	1.9%	1.7%
Total(n)	53	274	1,570	16	98	610	36	158	864
Mean	1.30	1.44	1.41	1.44	1.51	1.47	1.25	1.39	1.35
Standard deviation	0.89	1.14	1.11	1.21	1.23	1.21	0.73	1.06	1.00
Significance	-			-			-		
Effect size	-	-0.12	-0.10	-	-0.06	-0.02	-	-0.13	-0.10
How many of these exhibitions, recordings or performances were:									
Solo/Individual									
None	33.3%	25.6%	23.5%	0.0%	25.0%	26.3%	50.0%	30.0%	22.8%
1-2	16.7%	28.2%	33.7%	0.0%	12.5%	26.3%	25.0%	40.0%	42.4%
3-4	33.3%	17.9%	15.0%	50.0%	31.3%	16.3%	25.0%	10.0%	12.0%
5-10	16.7%	15.4%	16.6%	50.0%	18.8%	17.5%	0.0%	10.0%	15.2%
11-20	0.0%	2.6%	5.9%	0.0%	6.3%	6.3%	0.0%	0.0%	4.3%
21+	0.0%	10.3%	5.3%	0.0%	6.3%	7.5%	0.0%	10.0%	3.3%
Total(n)	6	39	187	2	16	80	4	20	92
Mean	2.33	2.72	2.64	3.50	2.88	2.74	1.75	2.40	2.46
Standard deviation	1.21	1.57	1.43	0.71	1.50	1.54	0.96	1.54	1.30
Significance	-			-			-		
Effect size	-	-0.25	-0.22	-	0.41	0.49	-	-0.42	-0.55
How many of these exhibitions, recordings or performances were:									
Collaborative									
None	14.3%	14.6%	11.5%	0.0%	6.3%	8.5%	20.0%	18.2%	13.0%

1-2	42.9%	31.7%	32.6%	50.0%	43.8%	27.7%	40.0%	22.7%	36.5%	
3-4	14.3%	24.4%	20.3%	0.0%	6.3%	18.1%	20.0%	36.4%	22.6%	
5-10	14.3%	17.1%	18.1%	0.0%	25.0%	21.3%	20.0%	13.6%	15.7%	
11-20	14.3%	7.3%	9.3%	50.0%	12.5%	13.8%	0.0%	4.5%	4.3%	
21+	0.0%	4.9%	8.4%	0.0%	6.3%	10.6%	0.0%	4.5%	7.8%	
Total(n)	7	41	227	2	16	94	5	22	115	
Mean	2.71	2.85	3.06	3.50	3.13	3.36	2.40	2.77	2.85	
Standard deviation	1.38	1.35	1.45	2.12	1.45	1.49	1.14	1.31	1.38	
Significance	-			-			-			
Effect size	-	-0.10	-0.24	-	0.26	0.09	-	-0.28	-0.33	
In the past three years, how many of your professional writings have been published or accepted for publication?										
0	22.6%	20.4%	21.9%	37.5%	17.5%	20.2%	16.7%	21.2%	22.7%	
1	17.0%	13.7%	13.7%	12.5%	10.3%	13.0%	19.4%	15.4%	14.1%	
2	22.6%	14.8%	16.0%	12.5%	19.6%	16.0%	25.0%	12.2%	16.3%	
3	15.1%	13.7%	14.0%	25.0%	9.3%	12.7%	11.1%	16.0%	14.7%	
4	7.5%	5.6%	8.9%	6.3%	5.2%	9.7%	8.3%	5.8%	8.8%	
5	3.8%	9.6%	7.0%	0.0%	11.3%	7.7%	5.6%	9.0%	6.4%	
6	5.7%	5.2%	4.8%	6.3%	6.2%	5.3%	5.6%	4.5%	4.4%	
7-10	1.9%	11.1%	8.3%	0.0%	13.4%	9.2%	2.8%	10.9%	8.0%	
More than 10	3.8%	5.9%	5.4%	0.0%	7.2%	6.3%	5.6%	5.1%	4.7%	
Total(n)	53	270	1,559	16	97	608	36	156	860	
Mean	3.34	4.11	3.88	2.75	4.43	4.06	3.61	4.00	3.78	
Standard deviation	2.14	2.59	2.48	1.81	2.66	2.53	2.27	2.56	2.43	
Significance	-	*		-	*	*	-			
Effect size	-	-0.30	-0.22	-	-0.63	-0.52	-	-0.15	-0.07	Scholarly Productivity
How many of these professional writings in the past three years were solo-authored?										
0	46.2%	48.1%	44.5%	50.0%	47.9%	43.8%	42.9%	49.1%	45.5%	
1	17.9%	21.9%	23.7%	20.0%	23.9%	22.5%	17.9%	18.9%	24.2%	
2	10.3%	9.6%	12.7%	10.0%	12.7%	13.0%	10.7%	7.5%	12.9%	
3	12.8%	8.0%	7.9%	10.0%	4.2%	7.9%	14.3%	11.3%	7.8%	
4	7.7%	2.1%	3.3%	10.0%	0.0%	3.2%	7.1%	3.8%	3.4%	
5	2.6%	3.2%	2.7%	0.0%	2.8%	2.3%	3.6%	2.8%	2.9%	
6	0.0%	1.6%	0.9%	0.0%	2.8%	1.4%	0.0%	0.9%	0.5%	
7-10	0.0%	2.1%	2.5%	0.0%	2.8%	3.9%	0.0%	1.9%	1.4%	
More than 10	2.6%	3.2%	1.8%	0.0%	2.8%	2.1%	3.6%	3.8%	1.5%	
Total(n)	39	187	1,080	10	71	432	28	106	591	
Mean	2.41	2.40	2.37	2.10	2.35	2.49	2.57	2.46	2.26	
Standard deviation	1.83	2.05	1.87	1.45	2.06	2.02	1.97	2.10	1.72	
Significance	-			-			-			
Effect size	-	0.00	0.02	-	-0.12	-0.19	-	0.05	0.18	
How many of these professional writings in the past three years were co-authored?										
0	13.5%	13.3%	15.2%	20.0%	13.2%	16.9%	11.5%	13.8%	14.2%	
1	32.4%	17.7%	20.4%	20.0%	17.1%	20.6%	38.5%	17.2%	19.6%	

2	32.4%	15.8%	17.9%	30.0%	17.1%	15.6%	30.8%	15.5%	19.8%
3	8.1%	14.3%	13.8%	30.0%	10.5%	11.6%	0.0%	16.4%	15.5%
4	5.4%	8.4%	8.9%	0.0%	10.5%	9.2%	7.7%	6.0%	8.7%
5	2.7%	8.9%	7.0%	0.0%	11.8%	8.6%	3.8%	7.8%	5.6%
6	5.4%	3.9%	3.3%	0.0%	2.6%	3.5%	7.7%	4.3%	2.9%
7-10	0.0%	12.8%	8.3%	0.0%	13.2%	9.0%	0.0%	13.8%	8.5%
More than 10	0.0%	4.9%	5.3%	0.0%	3.9%	5.0%	0.0%	5.2%	5.2%
Total(n)	37	203	1,140	10	76	456	26	116	621
Mean	2.89	4.23	3.88	2.70	4.24	3.91	2.96	4.24	3.87
Standard deviation	1.52	2.47	2.38	1.16	2.44	2.44	1.68	2.52	2.34
Significance	-	**	*	-			-	*	
Effect size	-	-0.54	-0.42	-	-0.63	-0.50	-	-0.51	-0.39
During the present term, how many hours per week on average do you spend on each of the following?									
Scheduled teaching (give actual, not credit hours)									
None	5.8%	6.1%	5.7%	0.0%	5.3%	5.3%	8.6%	6.7%	6.0%
1-4	26.9%	23.8%	18.2%	31.3%	21.3%	15.9%	22.9%	26.0%	19.9%
5-8	32.7%	26.1%	27.8%	18.8%	27.7%	28.1%	40.0%	24.7%	27.9%
9-12	23.1%	26.1%	31.2%	18.8%	33.0%	34.6%	25.7%	22.0%	29.0%
13-16	3.8%	10.0%	9.2%	12.5%	6.4%	8.9%	0.0%	12.0%	9.2%
17-20	0.0%	4.2%	3.9%	0.0%	3.2%	3.8%	0.0%	5.3%	4.2%
21+	7.7%	3.8%	4.0%	18.8%	3.2%	3.4%	2.9%	3.3%	3.9%
Total(n)	52	261	1,491	16	94	584	35	150	818
Mean	3.23	3.38	3.48	3.88	3.36	3.51	2.97	3.36	3.44
Standard deviation	1.45	1.41	1.36	1.86	1.30	1.31	1.15	1.46	1.38
Significance	-			-			-		*
Effect size	-	-0.11	-0.18	-	0.40	0.28	-	-0.27	-0.34
Preparing for teaching (including reading student papers and grading)									
None	4.0%	5.8%	5.4%	0.0%	6.3%	5.2%	5.9%	6.1%	5.6%
1-4	8.0%	15.4%	13.2%	13.3%	17.9%	14.8%	5.9%	12.8%	12.0%
5-8	28.0%	27.8%	23.9%	60.0%	28.4%	23.2%	14.7%	27.7%	24.0%
9-12	20.0%	17.4%	21.6%	13.3%	14.7%	22.9%	23.5%	20.9%	21.2%
13-16	10.0%	10.8%	12.9%	6.7%	10.5%	13.4%	8.8%	10.1%	12.6%
17-20	8.0%	12.4%	10.9%	0.0%	12.6%	9.6%	11.8%	12.2%	11.8%
21+	22.0%	10.4%	12.1%	6.7%	9.5%	10.8%	29.4%	10.1%	12.8%
Total(n)	50	259	1,488	15	95	581	34	148	820
Mean	4.36	3.91	4.05	3.40	3.81	3.97	4.76	3.93	4.10
Standard deviation	1.82	1.72	1.70	1.24	1.74	1.67	1.91	1.69	1.72
Significance	-			-			-	*	*
Effect size	-	0.26	0.18	-	-0.24	-0.34	-	0.49	0.38
During the present term, how many hours per week on average do you spend on each of the following?									
Advising or counseling students									
None	9.6%	9.2%	7.5%	12.5%	5.3%	6.8%	8.6%	12.8%	8.2%

1-4	46.2%	56.7%	58.2%	50.0%	58.9%	60.2%	42.9%	54.4%	56.4%	
5-8	25.0%	21.1%	24.0%	31.3%	24.2%	22.7%	22.9%	20.1%	25.2%	
9-12	11.5%	7.3%	6.6%	0.0%	6.3%	5.3%	17.1%	8.1%	7.4%	
13-16	5.8%	1.1%	1.3%	0.0%	2.1%	2.0%	8.6%	0.7%	0.8%	
17-20	0.0%	2.3%	1.6%	0.0%	1.1%	1.9%	0.0%	2.7%	1.3%	
21+	1.9%	2.3%	0.9%	6.3%	2.1%	1.0%	0.0%	1.3%	0.6%	
Total(n)	52	261	1,501	16	95	586	35	149	825	
Mean	2.65	2.51	2.44	2.50	2.53	2.45	2.74	2.43	2.43	
Standard deviation	1.19	1.18	0.98	1.37	1.08	1.02	1.12	1.14	0.94	
Significance	-			-			-			
Effect size	-	0.12	0.21	-	-0.03	0.05	-	0.27	0.33	
Committee work and meetings										
None	9.6%	6.9%	7.5%	18.8%	7.4%	7.8%	5.7%	6.7%	7.3%	
1-4	42.3%	47.1%	44.5%	62.5%	50.5%	50.0%	31.4%	46.3%	40.1%	
5-8	23.1%	25.7%	28.4%	12.5%	25.3%	26.0%	28.6%	24.8%	30.4%	
9-12	15.4%	10.0%	11.1%	0.0%	7.4%	9.2%	22.9%	12.1%	13.1%	
13-16	3.8%	3.4%	4.0%	0.0%	4.2%	3.5%	5.7%	3.4%	4.1%	
17-20	1.9%	3.1%	2.1%	0.0%	2.1%	1.6%	2.9%	3.4%	2.4%	
21+	3.8%	3.8%	2.4%	6.3%	3.2%	2.1%	2.9%	3.4%	2.4%	
Total(n)	52	261	1,489	16	95	578	35	149	822	
Mean	2.83	2.80	2.75	2.25	2.69	2.63	3.11	2.83	2.84	
Standard deviation	1.38	1.36	1.23	1.39	1.29	1.18	1.32	1.34	1.25	
Significance	-			-			-			
Effect size	-	0.02	0.07	-	-0.34	-0.32	-	0.21	0.22	
Research and scholarly writing										
None	25.5%	17.7%	18.5%	37.5%	12.6%	15.4%	20.6%	19.5%	20.0%	
1-4	47.1%	35.8%	39.3%	43.8%	31.6%	35.2%	47.1%	38.9%	42.5%	
5-8	9.8%	20.0%	20.0%	6.3%	24.2%	24.5%	11.8%	18.1%	17.6%	
9-12	9.8%	13.8%	10.5%	6.3%	9.5%	10.1%	11.8%	16.1%	10.4%	
13-16	2.0%	3.5%	4.6%	6.3%	8.4%	6.3%	0.0%	0.7%	3.3%	
17-20	2.0%	1.5%	2.8%	0.0%	2.1%	2.7%	2.9%	1.3%	2.7%	
21+	3.9%	7.7%	4.4%	0.0%	11.6%	5.7%	5.9%	5.4%	3.5%	
Total(n)	51	260	1,490	16	95	583	34	149	819	
Mean	2.37	2.85	2.69	2.00	3.22	2.88	2.56	2.65	2.57	
Standard deviation	1.46	1.64	1.51	1.15	1.81	1.57	1.58	1.49	1.44	
Significance	-			-	*	*	-			
Effect size	-	-0.29	-0.21	-	-0.67	-0.56	-	-0.06	-0.01	
During the present term, how many hours per week on average do you spend on each of the following?										
Other creative products/performances										
None	75.0%	72.6%	71.5%	71.4%	70.2%	67.6%	75.8%	76.5%	75.5%	
1-4	16.7%	17.4%	19.9%	7.1%	17.0%	20.5%	21.2%	16.8%	18.6%	
5-8	2.1%	4.6%	4.3%	7.1%	5.3%	5.4%	0.0%	4.0%	3.7%	
9-12	2.1%	3.9%	2.1%	7.1%	5.3%	3.5%	0.0%	2.7%	1.2%	
13-16	2.1%	0.4%	0.7%	0.0%	1.1%	1.6%	3.0%	0.0%	0.1%	

17-20	2.1%	0.4%	0.7%	7.1%	1.1%	1.0%	0.0%	0.0%	0.6%	
21+	0.0%	0.8%	0.7%	0.0%	0.0%	0.5%	0.0%	0.0%	0.4%	
Total(n)	48	259	1,484	14	94	577	33	149	819	
Mean	1.46	1.46	1.46	1.79	1.53	1.56	1.33	1.33	1.35	
Standard deviation	1.05	0.97	0.95	1.53	1.01	1.06	0.78	0.68	0.79	
Significance	-			-			-			
Effect size	-	0.00	0.00	-	0.26	0.22	-	0.00	-0.03	
Community or public service										
None	30.8%	31.5%	34.1%	43.8%	35.8%	39.6%	22.9%	29.5%	31.2%	
1-4	48.1%	48.1%	48.8%	31.3%	47.4%	44.7%	57.1%	47.7%	50.9%	
5-8	7.7%	14.6%	11.4%	6.3%	12.6%	9.4%	8.6%	16.8%	12.8%	
9-12	13.5%	3.5%	3.5%	18.8%	2.1%	3.8%	11.4%	4.7%	3.5%	
13-16	0.0%	1.2%	1.1%	0.0%	1.1%	1.4%	0.0%	1.3%	1.1%	
17-20	0.0%	0.8%	0.5%	0.0%	0.0%	0.3%	0.0%	0.0%	0.2%	
21+	0.0%	0.4%	0.5%	0.0%	1.1%	0.9%	0.0%	0.0%	0.2%	
Total(n)	52	260	1,495	16	95	586	35	149	820	
Mean	2.04	1.98	1.92	2.00	1.89	1.87	2.09	2.01	1.94	
Standard deviation	0.97	0.96	0.95	1.15	0.96	1.01	0.89	0.88	0.88	
Significance	-			-			-			
Effect size	-	0.06	0.13	-	0.11	0.13	-	0.09	0.17	
Outside consulting/freelance work										
None	78.0%	76.9%	75.4%	68.8%	75.5%	74.7%	81.8%	78.7%	77.1%	
1-4	16.0%	15.8%	16.6%	25.0%	16.0%	16.6%	12.1%	14.7%	15.8%	
5-8	4.0%	4.6%	5.0%	6.3%	5.3%	5.1%	3.0%	4.7%	4.5%	
9-12	2.0%	1.2%	1.6%	0.0%	1.1%	2.1%	3.0%	0.7%	1.2%	
13-16	0.0%	0.0%	0.3%	0.0%	0.0%	0.5%	0.0%	0.0%	0.1%	
17-20	0.0%	0.8%	0.3%	0.0%	1.1%	0.3%	0.0%	0.7%	0.2%	
21+	0.0%	0.8%	0.8%	0.0%	1.1%	0.7%	0.0%	0.7%	1.0%	
Total(n)	50	260	1,491	16	94	584	33	150	818	
Mean	1.30	1.37	1.39	1.38	1.41	1.41	1.27	1.33	1.36	
Standard deviation	0.65	0.88	0.88	0.62	0.98	0.90	0.67	0.83	0.87	
Significance	-			-			-			
Effect size	-	-0.08	-0.10	-	-0.03	-0.03	-	-0.07	-0.10	
Household/childcare duties										
None	9.6%	10.4%	11.4%	12.5%	14.9%	16.6%	8.6%	8.1%	7.6%	
1-4	15.4%	11.9%	14.6%	25.0%	9.6%	14.0%	11.4%	12.8%	14.9%	
5-8	13.5%	22.7%	21.5%	12.5%	19.1%	20.7%	14.3%	24.2%	21.7%	
9-12	13.5%	20.4%	16.5%	6.3%	29.8%	18.8%	17.1%	16.8%	15.1%	
13-16	11.5%	8.5%	9.4%	12.5%	10.6%	9.8%	8.6%	6.7%	9.3%	
17-20	9.6%	7.7%	7.3%	6.3%	4.3%	6.6%	11.4%	9.4%	7.8%	
21+	26.9%	18.5%	19.4%	25.0%	11.7%	13.5%	28.6%	22.1%	23.7%	
Total(n)	52	260	1,488	16	94	579	35	149	820	
Mean	4.38	4.02	3.97	4.00	3.71	3.65	4.54	4.18	4.22	
Standard deviation	2.12	1.93	1.99	2.28	1.79	1.93	2.08	1.98	2.00	
Significance	-			-			-			

Civic Minded Practice

Effect size	-	0.19	0.21	-	0.16	0.18	-	0.18	0.16	
During the present term, how many hours per week on average do you spend on each of the following?										
Serving as a caregiver for another adult										
None	72.5%	81.2%	83.1%	93.8%	89.4%	88.6%	61.8%	77.9%	80.8%	
1-4	9.8%	7.5%	8.4%	0.0%	4.3%	6.2%	14.7%	7.6%	8.9%	
5-8	11.8%	3.9%	3.1%	6.3%	3.2%	2.6%	14.7%	4.8%	3.3%	
9-12	2.0%	2.0%	1.7%	0.0%	1.1%	0.9%	2.9%	2.8%	2.0%	
13-16	3.9%	2.0%	1.1%	0.0%	1.1%	0.5%	5.9%	2.8%	1.6%	
17-20	0.0%	0.4%	1.0%	0.0%	0.0%	0.5%	0.0%	0.7%	1.2%	
21+	0.0%	3.1%	1.7%	0.0%	1.1%	0.7%	0.0%	3.4%	2.1%	
Total(n)	51	255	1,471	16	94	577	34	145	808	
Mean	1.55	1.50	1.39	1.13	1.24	1.23	1.76	1.61	1.47	
Standard deviation	1.05	1.31	1.11	0.50	0.88	0.81	1.18	1.42	1.23	
Significance	-			-			-			
Effect size	-	0.04	0.14	-	-0.13	-0.12	-	0.11	0.24	
Other employment outside of academia										
None	72.5%	85.0%	86.5%	68.8%	90.5%	89.7%	73.5%	83.9%	85.0%	
1-4	9.8%	6.2%	5.1%	6.3%	4.2%	4.3%	11.8%	6.0%	5.2%	
5-8	7.8%	2.3%	3.0%	12.5%	1.1%	2.4%	5.9%	2.7%	3.3%	
9-12	0.0%	2.3%	1.5%	0.0%	0.0%	0.7%	0.0%	3.4%	2.1%	
13-16	5.9%	0.8%	0.5%	0.0%	0.0%	0.3%	8.8%	1.3%	0.7%	
17-20	0.0%	0.4%	0.4%	0.0%	0.0%	0.2%	0.0%	0.7%	0.4%	
21+	3.9%	3.1%	2.9%	12.5%	4.2%	2.4%	0.0%	2.0%	3.3%	
Total(n)	51	260	1,491	16	95	580	34	149	822	
Mean	1.73	1.41	1.37	2.06	1.32	1.28	1.59	1.42	1.42	
Standard deviation	1.51	1.23	1.18	2.05	1.23	1.05	1.21	1.19	1.26	
Significance	-		*	-	*	**	-			
Effect size	-	0.26	0.31	-	0.60	0.74	-	0.14	0.13	
Personal time (e.g., exercise, hobbies, relaxing)										
None	2.0%	4.6%	3.8%	0.0%	1.1%	2.9%	2.9%	5.4%	3.9%	
1-4	21.6%	29.6%	26.6%	12.5%	25.3%	23.0%	26.5%	29.1%	27.5%	
5-8	37.3%	34.2%	36.0%	43.8%	36.8%	36.3%	32.4%	34.5%	37.2%	
9-12	19.6%	16.2%	17.4%	12.5%	15.8%	17.5%	23.5%	18.2%	17.4%	
13-16	9.8%	7.7%	8.9%	18.8%	9.5%	10.4%	5.9%	6.8%	8.1%	
17-20	3.9%	3.5%	3.8%	6.3%	3.2%	4.7%	2.9%	4.1%	3.4%	
21+	5.9%	4.2%	3.5%	6.3%	8.4%	5.2%	5.9%	2.0%	2.6%	
Total(n)	51	260	1,487	16	95	578	34	148	818	
Mean	3.49	3.20	3.26	3.81	3.51	3.44	3.35	3.12	3.19	
Standard deviation	1.41	1.38	1.33	1.42	1.49	1.41	1.41	1.28	1.27	
Significance	-			-			-			
Effect size	-	0.21	0.17	-	0.20	0.26	-	0.18	0.13	

In your interactions with undergraduates, how often in the past year did you encourage them to:									
Ask questions in class									
Frequently	74.5%	89.4%	86.9%	92.9%	91.4%	88.8%	65.6%	87.5%	85.8%
Occasionally	2.1%	4.7%	4.5%	0.0%	3.2%	5.4%	3.1%	5.6%	3.7%
Not at all	23.4%	5.9%	8.6%	7.1%	5.4%	5.8%	31.3%	6.9%	10.5%
Total(n)	47	254	1,448	14	93	570	32	144	791
Mean	2.51	2.83	2.78	2.86	2.86	2.83	2.34	2.81	2.75
Standard deviation	0.86	0.51	0.58	0.53	0.48	0.51	0.94	0.55	0.63
Significance	-	***	**	-			-	***	***
Effect size	-	-0.63	-0.47	-	0.00	0.06	-	-0.85	-0.65
Support their opinions with a logical argument									
Frequently	59.6%	77.5%	74.6%	64.3%	80.4%	76.3%	56.3%	75.0%	73.8%
Occasionally	19.1%	15.0%	15.8%	28.6%	12.0%	16.2%	15.6%	16.7%	15.1%
Not at all	21.3%	7.5%	9.5%	7.1%	7.6%	7.6%	28.1%	8.3%	11.1%
Total(n)	47	253	1,447	14	92	569	32	144	794
Mean	2.38	2.70	2.65	2.57	2.73	2.69	2.28	2.67	2.63
Standard deviation	0.82	0.60	0.65	0.65	0.59	0.61	0.89	0.63	0.68
Significance	-	**	**	-			-	**	**
Effect size	-	-0.53	-0.42	-	-0.27	-0.20	-	-0.62	-0.51
In your interactions with undergraduates, how often in the past year did you encourage them to:									
Seek solutions to problems and explain them to others									
Frequently	66.0%	70.6%	70.2%	85.7%	66.7%	69.8%	59.4%	73.1%	70.3%
Occasionally	6.4%	22.7%	20.2%	7.1%	26.9%	22.2%	6.3%	19.3%	18.8%
Not at all	27.7%	6.7%	9.6%	7.1%	6.5%	7.9%	34.4%	7.6%	10.9%
Total(n)	47	255	1,453	14	93	567	32	145	799
Mean	2.38	2.64	2.61	2.79	2.60	2.62	2.25	2.66	2.59
Standard deviation	0.90	0.60	0.66	0.58	0.61	0.63	0.95	0.62	0.68
Significance	-	*	*	-			-	**	**
Effect size	-	-0.43	-0.35	-	0.31	0.27	-	-0.66	-0.50
Analyze multiple sources of information before coming to a conclusion									
Occasionally	56.3%	67.6%	65.5%	50.0%	65.6%	63.9%	57.6%	67.1%	65.4%
Not at all	18.8%	24.6%	23.4%	35.7%	28.0%	27.1%	12.1%	24.7%	22.2%
Total(n)	25.0%	7.8%	11.1%	14.3%	6.5%	9.1%	30.3%	8.2%	12.4%
Total(n)	48	256	1,459	14	93	573	33	146	798
Mean	2.31	2.60	2.54	2.36	2.59	2.55	2.27	2.59	2.53
Standard deviation	0.85	0.63	0.69	0.74	0.61	0.66	0.91	0.64	0.71
Significance	-	**	*	-			-	*	*
Effect size	-	-0.46	-0.33	-	-0.38	-0.29	-	-0.50	-0.37
Evaluate the quality or reliability of information they receive									
Frequently	45.8%	71.4%	67.6%	50.0%	71.0%	67.3%	45.5%	70.3%	66.7%
Occasionally	27.1%	22.0%	22.1%	35.7%	22.6%	24.3%	21.2%	22.1%	21.5%
Not at all	27.1%	6.7%	10.3%	14.3%	6.5%	8.4%	33.3%	7.6%	11.8%
Total(n)	48	255	1,453	14	93	571	33	145	795
Mean	2.19	2.65	2.57	2.36	2.65	2.59	2.12	2.63	2.55

Standard deviation	0.84	0.60	0.67	0.74	0.60	0.64	0.89	0.62	0.70	
Significance	-	***	***	-	-	-	-	***	***	
Effect size	-	-0.77	-0.57	-	-0.48	-0.36	-	-0.82	-0.61	
Take risks for potential gains										
Frequently	38.3%	33.3%	36.2%	42.9%	29.0%	34.9%	37.5%	35.2%	37.0%	
Occasionally	36.2%	45.5%	38.9%	50.0%	50.5%	41.1%	28.1%	42.8%	37.7%	
Not at all	25.5%	21.2%	24.9%	7.1%	20.4%	24.0%	34.4%	22.1%	25.3%	
Total(n)	47	255	1,439	14	93	567	32	145	787	
Mean	2.13	2.12	2.11	2.36	2.09	2.11	2.03	2.13	2.12	
Standard deviation	0.80	0.73	0.77	0.63	0.70	0.76	0.86	0.75	0.78	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.01	0.03	-	0.39	0.33	-	-0.13	-0.12	
In your interactions with undergraduates, how often in the past year did you encourage them to:										
Seek alternative solutions to a problem										
Frequently	55.3%	61.8%	60.8%	64.3%	58.1%	61.4%	53.1%	64.8%	60.6%	
Occasionally	19.1%	32.7%	29.0%	28.6%	35.5%	30.6%	15.6%	29.7%	28.1%	
Not at all	25.5%	5.5%	10.1%	7.1%	6.5%	7.9%	31.3%	5.5%	11.3%	
Total(n)	47	254	1,443	14	93	568	32	145	790	
Mean	2.30	2.56	2.51	2.57	2.52	2.54	2.22	2.59	2.49	
Standard deviation	0.86	0.60	0.67	0.65	0.62	0.64	0.91	0.60	0.69	
Significance	-	*	*	-	-	-	-	**	*	
Effect size	-	-0.43	-0.31	-	0.08	0.05	-	-0.62	-0.39	
Look up scientific research articles and resources										
Frequently	44.7%	62.8%	58.2%	42.9%	59.3%	54.9%	46.9%	65.1%	60.7%	
Occasionally	29.8%	26.1%	26.5%	42.9%	30.8%	31.3%	21.9%	22.6%	22.8%	
Not at all	25.5%	11.1%	15.3%	14.3%	9.9%	13.7%	31.3%	12.3%	16.4%	
Total(n)	47	253	1,451	14	91	568	32	146	797	
Mean	2.19	2.52	2.43	2.29	2.49	2.41	2.16	2.53	2.44	
Standard deviation	0.82	0.69	0.74	0.73	0.67	0.72	0.88	0.71	0.76	
Significance	-	**	*	-	-	-	-	*	*	
Effect size	-	-0.48	-0.32	-	-0.30	-0.17	-	-0.52	-0.37	
Explore topics on their own, even though it was not required for a class										
Frequently	41.7%	50.6%	50.3%	35.7%	46.2%	49.8%	45.5%	52.1%	50.6%	
Occasionally	29.2%	40.3%	37.4%	42.9%	43.0%	40.3%	24.2%	39.6%	35.7%	
Not at all	29.2%	9.1%	12.2%	21.4%	10.8%	9.9%	30.3%	8.3%	13.7%	
Total(n)	48	253	1,448	14	93	566	33	144	796	
Mean	2.13	2.42	2.38	2.14	2.35	2.40	2.15	2.44	2.37	
Standard deviation	0.84	0.65	0.69	0.77	0.67	0.66	0.87	0.64	0.71	
Significance	-	**	*	-	-	-	-	*	*	
Effect size	-	-0.45	-0.36	-	-0.31	-0.39	-	-0.45	-0.31	
Accept mistakes as part of the learning process										
Frequently	63.8%	67.5%	71.0%	64.3%	65.6%	68.7%	62.5%	69.9%	72.8%	
Occasionally	14.9%	26.3%	20.0%	28.6%	28.0%	24.6%	9.4%	23.3%	16.3%	
Not at all	21.3%	6.3%	9.1%	7.1%	6.5%	6.7%	28.1%	6.8%	10.9%	
Total(n)	47	255	1,453	14	93	569	32	146	798	

Mean	2.43	2.61	2.62	2.57	2.59	2.62	2.34	2.63	2.62
Standard deviation	0.83	0.60	0.65	0.65	0.61	0.61	0.90	0.61	0.67
Significance	-			-			-	*	*
Effect size	-	-0.30	-0.29	-	-0.03	-0.08	-	-0.48	-0.42
In your interactions with undergraduates, how often in the past year did you encourage them to:									
Recognize biases that affect their thinking									
Frequently	50.0%	54.5%	56.0%	35.7%	44.6%	49.2%	57.6%	60.7%	60.8%
Occasionally	18.8%	35.2%	31.0%	35.7%	43.5%	37.5%	12.1%	29.0%	26.4%
Not at all	31.3%	10.3%	13.0%	28.6%	12.0%	13.3%	30.3%	10.3%	12.7%
Total(n)	48	253	1,444	14	92	565	33	145	794
Mean	2.19	2.44	2.43	2.07	2.33	2.36	2.27	2.50	2.48
Standard deviation	0.89	0.67	0.71	0.83	0.68	0.70	0.91	0.68	0.71
Significance	-	*	*	-			-		
Effect size	-	-0.37	-0.34	-	-0.38	-0.41	-	-0.34	-0.30
How frequently in the courses you taught in the past year have you given at least one assignment that required students to:									
Write in the specific style or format of your discipline									
Frequently	83.0%	70.1%	70.9%	73.3%	67.0%	65.2%	87.5%	73.4%	74.8%
Occasionally	12.8%	22.3%	22.8%	20.0%	24.2%	28.1%	9.4%	21.0%	19.3%
Not at all	4.3%	7.6%	6.3%	6.7%	8.8%	6.7%	3.1%	5.6%	6.0%
Total(n)	47	251	1,461	15	91	569	32	143	804
Mean	2.79	2.63	2.65	2.67	2.58	2.59	2.84	2.68	2.69
Standard deviation	0.51	0.62	0.60	0.62	0.65	0.61	0.45	0.58	0.58
Significance	-			-			-		
Effect size	-	0.26	0.23	-	0.14	0.13	-	0.28	0.26
Describe how different perspectives would affect the interpretation of a question or issue in your discipline									
Frequently	68.1%	53.4%	56.1%	46.7%	46.7%	47.4%	78.1%	57.6%	60.4%
Occasionally	21.3%	34.8%	32.0%	33.3%	39.1%	35.1%	15.6%	31.3%	31.1%
Not at all	10.6%	11.9%	11.9%	20.0%	14.1%	17.5%	6.3%	11.1%	8.5%
Total(n)	47	253	1,462	15	92	567	32	144	808
Mean	2.57	2.42	2.44	2.27	2.33	2.30	2.72	2.47	2.52
Standard deviation	0.68	0.69	0.70	0.80	0.71	0.75	0.58	0.69	0.65
Significance	-			-			-		
Effect size	-	0.22	0.19	-	-0.08	-0.04	-	0.36	0.31
Discuss the ethical or moral implications of a course of action									
Frequently	68.8%	54.9%	52.9%	53.3%	48.9%	43.8%	75.8%	58.7%	58.2%
Occasionally	25.0%	35.6%	35.5%	33.3%	38.0%	41.9%	21.2%	34.3%	31.8%
Not at all	6.3%	9.5%	11.6%	13.3%	13.0%	14.4%	3.0%	7.0%	10.0%
Total(n)	48	253	1,466	15	92	571	33	143	806
Mean	2.63	2.45	2.41	2.40	2.36	2.29	2.73	2.52	2.48
Standard deviation	0.61	0.66	0.69	0.74	0.70	0.70	0.52	0.63	0.67
Significance	-		*	-			-		*
Effect size	-	0.27	0.32	-	0.06	0.16	-	0.33	0.37

Apply mathematical concepts and computational thinking										
Frequently	27.1%	38.2%	32.4%	20.0%	47.8%	40.9%	30.3%	33.3%	27.0%	
Occasionally	35.4%	34.3%	32.3%	46.7%	35.9%	34.1%	30.3%	31.9%	31.0%	
Not at all	37.5%	27.6%	35.4%	33.3%	16.3%	25.0%	39.4%	34.7%	42.0%	
Total(n)	48	254	1,471	15	92	572	33	144	810	
Mean	1.90	2.11	1.97	1.87	2.32	2.16	1.91	1.99	1.85	
Standard deviation	0.81	0.81	0.82	0.74	0.74	0.80	0.84	0.83	0.82	
Significance	-			-	*		-			
Effect size	-	-0.26	-0.09	-	-0.61	-0.36	-	-0.10	0.07	
In how many of the courses that you teach do you use each of the following?										
Class discussions										
All	79.2%	73.2%	74.2%	66.7%	77.8%	70.4%	84.8%	70.0%	76.6%	Student-Centered Pedagogy
Most	14.6%	15.9%	14.9%	20.0%	11.1%	14.8%	12.1%	18.6%	15.1%	
Some	6.3%	10.6%	9.2%	13.3%	11.1%	12.9%	3.0%	10.7%	6.7%	
None	0.0%	0.4%	1.7%	0.0%	0.0%	2.0%	0.0%	0.7%	1.6%	
Total(n)	48	246	1,435	15	90	560	33	140	789	
Mean	3.73	3.62	3.62	3.53	3.67	3.54	3.82	3.58	3.67	
Standard deviation	0.57	0.69	0.72	0.74	0.67	0.79	0.46	0.71	0.68	
Significance	-			-			-			
Effect size	-	0.16	0.15	-	-0.21	-0.01	-	0.34	0.22	
Cooperative learning (small groups)										
All	39.6%	49.6%	55.9%	20.0%	44.4%	44.8%	48.5%	52.1%	63.7%	Student-Centered Pedagogy
Most	22.9%	17.9%	20.3%	20.0%	18.9%	23.7%	24.2%	19.3%	18.0%	
Some	31.3%	28.9%	19.1%	46.7%	32.2%	25.4%	24.2%	25.0%	14.6%	
None	6.3%	3.7%	4.7%	13.3%	4.4%	6.1%	3.0%	3.6%	3.7%	
Total(n)	48	246	1,430	15	90	558	33	140	787	
Mean	2.96	3.13	3.27	2.47	3.03	3.07	3.18	3.20	3.42	
Standard deviation	0.99	0.96	0.93	0.99	0.98	0.97	0.92	0.94	0.87	
Significance	-		*	-	*	*	-			
Effect size	-	-0.18	-0.33	-	-0.57	-0.62	-	-0.02	-0.28	
Experiential learning/Field studies										
All	14.6%	16.4%	20.1%	20.0%	19.3%	17.2%	12.1%	15.0%	21.9%	Student-Centered Pedagogy
Most	12.5%	15.6%	17.0%	0.0%	10.2%	16.1%	18.2%	18.6%	17.7%	
Some	33.3%	38.9%	34.0%	20.0%	43.2%	35.8%	39.4%	36.4%	32.5%	
None	39.6%	29.1%	29.0%	60.0%	27.3%	30.9%	30.3%	30.0%	27.9%	
Total(n)	48	244	1,436	15	88	559	33	140	791	
Mean	2.02	2.19	2.28	1.80	2.22	2.19	2.12	2.19	2.34	
Standard deviation	1.06	1.03	1.09	1.21	1.06	1.06	0.99	1.03	1.10	
Significance	-			-			-			
Effect size	-	-0.17	-0.24	-	-0.40	-0.37	-	-0.07	-0.20	
Performances/Demonstrations										
All	16.7%	20.2%	21.5%	20.0%	21.6%	21.2%	15.2%	19.4%	21.1%	
Most	18.8%	16.5%	16.6%	13.3%	12.5%	16.2%	21.2%	18.0%	17.3%	
Some	27.1%	28.8%	26.8%	33.3%	29.5%	26.9%	24.2%	28.1%	26.9%	
None	37.5%	34.6%	35.1%	33.3%	36.4%	35.8%	39.4%	34.5%	34.7%	

Total(n)	48	243	1,435	15	88	562	33	139	787	
Mean	2.15	2.22	2.25	2.20	2.19	2.23	2.12	2.22	2.25	
Standard deviation	1.11	1.13	1.15	1.15	1.15	1.15	1.11	1.12	1.14	
Significance	-			-			-			
Effect size	-	-0.06	-0.09	-	0.01	-0.03	-	-0.09	-0.11	
In how many of the courses that you teach do you use each of the following?										
Group projects										
All	18.8%	27.6%	30.1%	20.0%	35.6%	27.3%	18.2%	23.6%	31.9%	Student-Centered Pedagogy
Most	20.8%	22.8%	23.6%	6.7%	16.7%	25.5%	27.3%	27.1%	23.0%	
Some	50.0%	35.0%	31.8%	53.3%	32.2%	32.1%	48.5%	36.4%	31.1%	
None	10.4%	14.6%	14.5%	20.0%	15.6%	15.1%	6.1%	12.9%	14.0%	
Total(n)	48	246	1,444	15	90	564	33	140	793	
Mean	2.48	2.63	2.69	2.27	2.72	2.65	2.58	2.61	2.73	
Standard deviation	0.92	1.04	1.05	1.03	1.11	1.04	0.87	0.99	1.06	
Significance	-			-			-			
Effect size	-	-0.14	-0.20	-	-0.41	-0.37	-	-0.03	-0.14	
Extensive lecturing										
All	14.9%	20.3%	14.9%	33.3%	29.2%	21.9%	6.3%	13.6%	10.1%	
Most	23.4%	28.9%	25.0%	26.7%	34.8%	29.4%	21.9%	25.0%	21.3%	
Some	46.8%	31.7%	37.2%	26.7%	27.0%	35.5%	56.3%	35.7%	38.8%	
None	14.9%	19.1%	22.9%	13.3%	9.0%	13.2%	15.6%	25.7%	29.8%	
Total(n)	47	246	1,443	15	89	561	32	140	794	
Mean	2.38	2.50	2.32	2.80	2.84	2.60	2.19	2.26	2.12	
Standard deviation	0.92	1.02	0.99	1.08	0.95	0.97	0.78	0.99	0.95	
Significance	-			-			-			
Effect size	-	-0.12	0.06	-	-0.04	0.21	-	-0.07	0.07	
Multiple drafts of written work										
All	13.0%	14.2%	16.1%	14.3%	6.7%	11.5%	12.5%	19.3%	19.4%	
Most	30.4%	22.8%	22.2%	7.1%	28.9%	22.2%	40.6%	20.0%	22.3%	
Some	30.4%	40.7%	40.0%	35.7%	36.7%	41.7%	28.1%	42.9%	38.5%	
None	26.1%	22.4%	21.7%	42.9%	27.8%	24.5%	18.8%	17.9%	19.8%	
Total(n)	46	246	1,444	14	90	563	32	140	794	
Mean	2.30	2.29	2.33	1.93	2.14	2.21	2.47	2.41	2.41	
Standard deviation	1.01	0.97	0.99	1.07	0.91	0.94	0.95	1.00	1.01	
Significance	-			-			-			
Effect size	-	0.01	-0.03	-	-0.23	-0.30	-	0.06	0.06	
Reflective writing/Journaling										
All	8.5%	13.1%	16.8%	20.0%	2.2%	9.8%	3.1%	18.4%	21.1%	Student-Centered Pedagogy
Most	29.8%	19.6%	16.8%	13.3%	19.1%	11.9%	37.5%	21.3%	20.2%	
Some	36.2%	30.6%	33.7%	26.7%	25.8%	34.2%	40.6%	31.2%	33.3%	
None	25.5%	36.7%	32.6%	40.0%	52.8%	44.0%	18.8%	29.1%	25.4%	
Total(n)	47	245	1,443	15	89	561	32	141	796	
Mean	2.21	2.09	2.18	2.13	1.71	1.88	2.25	2.29	2.37	
Standard deviation	0.93	1.04	1.07	1.19	0.86	0.97	0.80	1.08	1.08	
Significance	-			-			-			

Effect size	-	0.12	0.03	-	0.49	0.26	-	-0.04	-0.11	
Community service as part of coursework										
All	2.1%	5.7%	5.3%	6.7%	5.6%	3.9%	0.0%	6.4%	6.2%	Civic Minded Practice
Most	0.0%	11.8%	8.0%	0.0%	4.5%	4.4%	0.0%	16.4%	10.2%	
Some	36.2%	21.6%	24.8%	20.0%	22.5%	22.4%	43.8%	17.9%	26.1%	
None	61.7%	60.8%	61.9%	73.3%	67.4%	69.2%	56.3%	59.3%	57.5%	
Total(n)	47	245	1,442	15	89	562	32	140	793	
Mean	1.43	1.62	1.57	1.40	1.48	1.43	1.44	1.70	1.65	
Standard deviation	0.62	0.90	0.85	0.83	0.83	0.76	0.50	0.96	0.90	
Significance	-			-			-			
Effect size	-	-0.21	-0.16	-	-0.10	-0.04	-	-0.27	-0.23	
Electronic quizzes with immediate feedback in class										
All	31.3%	17.8%	11.0%	20.0%	21.1%	12.2%	36.4%	15.6%	10.3%	
Most	18.8%	19.0%	13.4%	20.0%	16.7%	12.4%	18.2%	21.3%	14.2%	
Some	20.8%	25.9%	24.2%	13.3%	22.2%	22.5%	24.2%	28.4%	25.9%	
None	29.2%	37.2%	51.3%	46.7%	40.0%	52.8%	21.2%	34.8%	49.5%	
Total(n)	48	247	1,445	15	90	564	33	141	794	
Mean	2.52	2.17	1.84	2.13	2.19	1.84	2.70	2.18	1.85	
Standard deviation	1.22	1.12	1.03	1.25	1.18	1.06	1.19	1.08	1.02	
Significance	-		***	-			-	*	***	
Effect size	-	0.31	0.66	-	-0.05	0.27	-	0.48	0.83	
Real-life problems										
All	61.7%	44.1%	46.2%	53.3%	35.6%	36.0%	65.6%	47.9%	52.0%	
Most	23.4%	27.1%	27.2%	20.0%	31.1%	31.4%	25.0%	25.0%	24.2%	
Some	12.8%	23.9%	20.3%	26.7%	27.8%	23.7%	6.3%	22.9%	19.1%	
None	2.1%	4.9%	6.3%	0.0%	5.6%	8.9%	3.1%	4.3%	4.7%	
Total(n)	47	247	1,443	15	90	561	32	140	794	
Mean	3.45	3.11	3.13	3.27	2.97	2.94	3.53	3.16	3.24	
Standard deviation	0.80	0.93	0.95	0.88	0.93	0.98	0.76	0.93	0.92	
Significance	-	*	*	-			-	*		
Effect size	-	0.37	0.34	-	0.32	0.34	-	0.40	0.32	
In how many of the courses that you teach do you use each of the following?										
Student inquiry to drive learning										
All	36.2%	27.2%	35.6%	33.3%	22.2%	30.1%	37.5%	30.5%	38.8%	Student- Centered Pedagogy
Most	31.9%	34.6%	30.3%	33.3%	33.3%	28.8%	31.3%	36.2%	31.2%	
Some	21.3%	31.7%	26.9%	20.0%	40.0%	32.4%	21.9%	26.2%	23.6%	
None	10.6%	6.5%	7.2%	13.3%	4.4%	8.8%	9.4%	7.1%	6.4%	
Total(n)	47	246	1,437	15	90	559	32	141	792	
Mean	2.94	2.83	2.94	2.87	2.73	2.80	2.97	2.90	3.02	
Standard deviation	1.01	0.91	0.95	1.06	0.86	0.97	1.00	0.92	0.94	
Significance	-			-			-			
Effect size	-	0.12	0.00	-	0.16	0.07	-	0.08	-0.05	
Readings on racial and ethnic issues										
All	25.5%	17.7%	22.2%	7.1%	7.8%	14.0%	33.3%	22.6%	27.2%	
Most	19.1%	14.0%	14.9%	7.1%	11.1%	10.9%	24.2%	16.1%	17.1%	

Some	36.2%	32.1%	28.5%	57.1%	28.9%	26.9%	27.3%	32.8%	29.9%	
None	19.1%	36.2%	34.4%	28.6%	52.2%	48.2%	15.2%	28.5%	25.7%	
Total(n)	47	243	1,421	14	90	558	33	137	778	
Mean	2.51	2.13	2.25	1.93	1.74	1.91	2.76	2.33	2.46	
Standard deviation	1.08	1.09	1.15	0.83	0.94	1.07	1.09	1.12	1.14	
Significance	-	*		-			-	*		
Effect size	-	0.35	0.23	-	0.20	0.02	-	0.38	0.26	
Readings on women or gender issues										
All	22.2%	11.6%	18.4%	7.1%	5.6%	12.9%	29.0%	13.2%	21.4%	
Most	20.0%	12.0%	11.7%	14.3%	10.1%	8.5%	22.6%	14.0%	13.6%	
Some	28.9%	31.5%	28.0%	28.6%	23.6%	24.4%	29.0%	36.0%	30.9%	
None	28.9%	44.8%	41.9%	50.0%	60.7%	54.2%	19.4%	36.8%	34.2%	
Total(n)	45	241	1,395	14	89	544	31	136	767	
Mean	2.36	1.90	2.07	1.79	1.61	1.80	2.61	2.04	2.22	
Standard deviation	1.13	1.01	1.13	0.97	0.89	1.05	1.12	1.02	1.13	
Significance	-	**		-			-	**		
Effect size	-	0.46	0.26	-	0.20	-0.01	-	0.56	0.35	
Supplemental instruction outside of class and office hours										
All	38.3%	16.7%	19.2%	42.9%	13.5%	17.0%	36.4%	19.3%	20.7%	
Most	25.5%	16.3%	18.6%	14.3%	23.6%	20.6%	30.3%	11.1%	16.4%	
Some	21.3%	37.9%	36.2%	14.3%	39.3%	37.4%	24.2%	37.0%	35.8%	
None	14.9%	29.2%	26.1%	28.6%	23.6%	25.0%	9.1%	32.6%	27.0%	
Total(n)	47	240	1,408	14	89	553	33	135	773	
Mean	2.87	2.20	2.31	2.71	2.27	2.30	2.94	2.17	2.31	
Standard deviation	1.10	1.04	1.06	1.33	0.97	1.02	1.00	1.09	1.08	
Significance	-	***	***	-			-	***	**	
Effect size	-	0.64	0.53	-	0.45	0.40	-	0.71	0.58	
In how many of the courses that you teach do you use each of the following?										
Student presentations										
All	21.3%	31.6%	32.2%	28.6%	26.7%	27.5%	18.2%	34.8%	35.2%	
Most	40.4%	25.8%	28.3%	21.4%	27.8%	27.5%	48.5%	26.1%	29.7%	
Some	36.2%	34.4%	31.7%	50.0%	32.2%	36.6%	30.3%	35.5%	28.1%	
None	2.1%	8.2%	7.9%	0.0%	13.3%	8.4%	3.0%	3.6%	7.0%	
Total(n)	47	244	1,424	14	90	557	33	138	782	
Mean	2.81	2.81	2.85	2.79	2.68	2.74	2.82	2.92	2.93	
Standard deviation	0.80	0.98	0.96	0.89	1.01	0.96	0.77	0.92	0.95	
Significance	-			-			-			
Effect size	-	0.00	-0.04	-	0.11	0.05	-	-0.11	-0.12	
Student evaluations of each others' work										
All	19.1%	11.6%	16.6%	7.1%	7.8%	13.5%	24.2%	15.6%	18.5%	
Most	10.6%	19.5%	19.8%	28.6%	22.2%	17.8%	3.0%	19.3%	21.8%	
Some	42.6%	46.1%	41.3%	21.4%	37.8%	41.2%	51.5%	50.4%	41.4%	
None	27.7%	22.8%	22.3%	42.9%	32.2%	27.5%	21.2%	14.8%	18.3%	
Total(n)	47	241	1,418	14	90	556	33	135	777	
Mean	2.21	2.20	2.31	2.00	2.06	2.17	2.30	2.36	2.41	
										Student-Centered Pedagogy
										Student-Centered Pedagogy

Standard deviation	1.06	0.92	1.00	1.04	0.93	0.98	1.07	0.92	0.99
Significance	-			-			-		
Effect size	-	0.01	-0.10	-	-0.06	-0.17	-	-0.07	-0.11
Grading on a curve									
All	21.3%	7.0%	5.6%	35.7%	15.6%	8.3%	15.2%	2.2%	4.2%
Most	4.3%	9.8%	7.8%	0.0%	16.7%	10.3%	6.1%	5.8%	6.2%
Some	17.0%	18.0%	19.1%	28.6%	16.7%	20.4%	12.1%	18.1%	17.5%
None	57.4%	65.2%	67.4%	35.7%	51.1%	61.1%	66.7%	73.9%	72.1%
Total(n)	47	244	1,416	14	90	555	33	138	777
Mean	1.89	1.59	1.52	2.36	1.97	1.66	1.70	1.36	1.43
Standard deviation	1.22	0.93	0.86	1.34	1.15	0.96	1.13	0.69	0.79
Significance	-		**	-		**	-	*	
Effect size	-	0.32	0.43	-	0.34	0.73	-	0.49	0.34
Rubric-based assessment									
All	55.3%	47.7%	49.6%	35.7%	38.9%	37.9%	63.6%	53.3%	58.3%
Most	27.7%	27.4%	25.7%	28.6%	28.9%	30.3%	27.3%	25.9%	22.7%
Some	14.9%	17.8%	18.4%	35.7%	21.1%	22.7%	6.1%	17.8%	15.1%
None	2.1%	7.1%	6.3%	0.0%	11.1%	9.0%	3.0%	3.0%	3.9%
Total(n)	47	241	1,414	14	90	554	33	135	775
Mean	3.36	3.16	3.19	3.00	2.96	2.97	3.52	3.30	3.35
Standard deviation	0.82	0.96	0.95	0.88	1.03	0.98	0.76	0.86	0.87
Significance	-			-			-		
Effect size	-	0.21	0.18	-	0.04	0.03	-	0.26	0.20
Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions)									
All	17.8%	13.7%	13.6%	0.0%	7.9%	10.5%	25.8%	18.2%	15.7%
Most	22.2%	17.0%	18.0%	21.4%	13.5%	16.0%	22.6%	17.5%	19.2%
Some	40.0%	37.3%	36.0%	57.1%	41.6%	36.4%	32.3%	35.0%	36.0%
None	20.0%	32.0%	32.4%	21.4%	37.1%	37.1%	19.4%	29.2%	29.1%
Total(n)	45	241	1,415	14	89	555	31	137	777
Mean	2.38	2.12	2.13	2.00	1.92	2.00	2.55	2.25	2.21
Standard deviation	1.01	1.01	1.02	0.68	0.91	0.98	1.09	1.07	1.03
Significance	-			-			-		
Effect size	-	0.26	0.25	-	0.09	0.00	-	0.28	0.33
How frequently do you incorporate the following forms of technology into your courses?									
Videos or podcasts									
Frequently	61.7%	48.1%	49.9%	42.9%	39.3%	43.3%	69.7%	54.5%	54.1%
Occasionally	34.0%	42.3%	42.5%	50.0%	49.4%	46.6%	27.3%	36.6%	39.9%
Not at all	4.3%	9.6%	7.6%	7.1%	11.2%	10.1%	3.0%	9.0%	5.9%
Total(n)	47	239	1,413	14	89	554	33	134	774
Mean	2.57	2.38	2.42	2.36	2.28	2.33	2.67	2.46	2.48
Standard deviation	0.58	0.66	0.63	0.63	0.66	0.65	0.54	0.66	0.61
Significance	-			-			-		
Effect size	-	0.29	0.24	-	0.12	0.05	-	0.32	0.31

Simulations/animations										
Frequently	37.0%	29.9%	23.7%	38.5%	24.7%	22.1%	36.4%	35.0%	24.7%	
Occasionally	26.1%	39.0%	42.1%	15.4%	42.7%	46.2%	30.3%	34.3%	39.2%	
Not at all	37.0%	31.1%	34.1%	46.2%	32.6%	31.8%	33.3%	30.7%	36.1%	
Total(n)	46	241	1,398	13	89	548	33	137	768	
Mean	2.00	1.99	1.90	1.92	1.92	1.90	2.03	2.04	1.89	
Standard deviation	0.87	0.78	0.75	0.95	0.76	0.73	0.85	0.81	0.77	
Significance	-			-			-			
Effect size	-	0.01	0.13	-	0.00	0.03	-	-0.01	0.18	
Online homework or virtual labs										
Frequently	51.1%	45.2%	36.4%	35.7%	38.2%	34.4%	57.6%	50.4%	38.0%	
Occasionally	14.9%	36.0%	37.3%	28.6%	42.7%	39.2%	9.1%	30.4%	35.6%	
Not at all	34.0%	18.8%	26.3%	35.7%	19.1%	26.4%	33.3%	19.3%	26.4%	
Total(n)	47	239	1,409	14	89	553	33	135	773	
Mean	2.17	2.26	2.10	2.00	2.19	2.08	2.24	2.31	2.12	
Standard deviation	0.92	0.76	0.79	0.88	0.74	0.78	0.94	0.78	0.79	
Significance	-			-			-			
Effect size	-	-0.12	0.09	-	-0.26	-0.10	-	-0.09	0.15	
Online discussion boards										
Frequently	41.3%	41.3%	30.0%	21.4%	36.4%	25.8%	50.0%	44.1%	32.6%	
Occasionally	37.0%	37.5%	38.6%	28.6%	37.5%	37.0%	40.6%	38.2%	39.8%	
Not at all	21.7%	21.3%	31.4%	50.0%	26.1%	37.2%	9.4%	17.6%	27.6%	
Total(n)	46	240	1,407	14	88	551	32	136	771	
Mean	2.20	2.20	1.99	1.71	2.10	1.89	2.41	2.26	2.05	
Standard deviation	0.78	0.77	0.78	0.83	0.79	0.79	0.67	0.74	0.77	
Significance	-			-			-		**	
Effect size	-	0.00	0.27	-	-0.49	-0.23	-	0.20	0.47	
Audience response systems to gauge students' understanding (e.g., clickers)										
Frequently	4.3%	13.9%	9.2%	14.3%	10.1%	8.8%	0.0%	17.3%	10.2%	
Occasionally	26.1%	27.8%	22.4%	7.1%	24.7%	17.1%	34.4%	30.1%	26.6%	
Not at all	69.6%	58.2%	68.4%	78.6%	65.2%	74.1%	65.6%	52.6%	63.2%	
Total(n)	46	237	1,408	14	89	557	32	133	767	
Mean	1.35	1.56	1.41	1.36	1.45	1.35	1.34	1.65	1.47	
Standard deviation	0.57	0.73	0.65	0.74	0.67	0.63	0.48	0.76	0.67	
Significance	-			-			-	*		
Effect size	-	-0.29	-0.09	-	-0.13	0.02	-	-0.41	-0.19	
Please indicate the extent to which you agree it is your role to:										
Encourage students to become agents of social change										
Strongly agree	57.4%	48.1%	49.9%	28.6%	38.6%	34.6%	69.7%	51.5%	59.9%	Civic Minded Values
Somewhat agree	31.9%	39.7%	36.8%	50.0%	43.2%	44.9%	24.2%	40.4%	32.1%	
Somewhat disagree	6.4%	7.1%	8.2%	7.1%	11.4%	12.3%	6.1%	4.4%	5.0%	
Strongly disagree	4.3%	5.0%	5.2%	14.3%	6.8%	8.3%	0.0%	3.7%	3.0%	
Total(n)	47	239	1,394	14	88	544	33	136	766	
Mean	3.43	3.31	3.31	2.93	3.14	3.06	3.64	3.40	3.49	
Standard deviation	0.80	0.81	0.83	1.00	0.87	0.89	0.60	0.74	0.73	

Significance	-			-			-			
Effect size	-	0.15	0.14	-	-0.24	-0.15	-	0.32	0.21	
Prepare students for employment after college										
Strongly agree	89.6%	83.0%	80.3%	85.7%	84.1%	74.4%	91.2%	85.5%	84.8%	
Somewhat agree	10.4%	16.6%	17.9%	14.3%	15.9%	23.6%	8.8%	14.5%	13.8%	
Somewhat disagree	0.0%	0.4%	1.4%	0.0%	0.0%	1.5%	0.0%	0.0%	1.2%	
Strongly disagree	0.0%	0.0%	0.4%	0.0%	0.0%	0.5%	0.0%	0.0%	0.3%	
Total(n)	48	241	1,399	14	88	546	34	138	770	
Mean	3.90	3.83	3.78	3.86	3.84	3.72	3.91	3.86	3.83	
Standard deviation	0.31	0.39	0.47	0.36	0.37	0.52	0.29	0.35	0.42	
Significance	-			-			-			
Effect size	-	0.18	0.26	-	0.05	0.27	-	0.14	0.19	
Prepare students for graduate or advanced education										
Strongly agree	68.1%	66.4%	63.0%	71.4%	65.2%	58.5%	66.7%	70.1%	66.1%	
Somewhat agree	23.4%	30.7%	33.1%	21.4%	32.6%	37.5%	24.2%	27.0%	30.1%	
Somewhat disagree	2.1%	2.1%	3.4%	0.0%	1.1%	3.3%	3.0%	2.2%	3.4%	
Strongly disagree	6.4%	0.8%	0.5%	7.1%	1.1%	0.7%	6.1%	0.7%	0.4%	
Total(n)	47	241	1,399	14	89	547	33	137	768	
Mean	3.53	3.63	3.59	3.57	3.62	3.54	3.52	3.66	3.62	
Standard deviation	0.83	0.57	0.58	0.85	0.57	0.60	0.83	0.56	0.57	
Significance	-			-			-			
Effect size	-	-0.18	-0.10	-	-0.09	0.05	-	-0.25	-0.18	
Develop students' moral character										
Strongly agree	50.0%	42.9%	40.1%	42.9%	39.8%	34.6%	52.9%	44.5%	43.4%	Undergraduate Education Goal: Personal Development
Somewhat agree	41.7%	46.3%	47.9%	50.0%	47.7%	50.7%	38.2%	46.0%	46.9%	
Somewhat disagree	8.3%	9.2%	10.0%	7.1%	10.2%	11.4%	8.8%	8.8%	8.7%	
Strongly disagree	0.0%	1.7%	2.0%	0.0%	2.3%	3.3%	0.0%	0.7%	1.0%	
Total(n)	48	240	1,397	14	88	544	34	137	770	
Mean	3.42	3.30	3.26	3.36	3.25	3.17	3.44	3.34	3.33	
Standard deviation	0.65	0.71	0.72	0.63	0.73	0.75	0.66	0.67	0.68	
Significance	-			-			-			
Effect size	-	0.17	0.22	-	0.15	0.25	-	0.15	0.16	
Provide for students' emotional development										
Strongly agree	44.7%	36.1%	36.1%	35.7%	30.3%	28.1%	48.5%	38.2%	41.3%	Undergraduate Education Goal: Personal Development
Somewhat agree	38.3%	49.8%	47.3%	42.9%	53.9%	49.2%	36.4%	49.3%	46.7%	
Somewhat disagree	10.6%	11.6%	13.6%	14.3%	13.5%	17.4%	9.1%	9.6%	10.4%	
Strongly disagree	6.4%	2.5%	3.0%	7.1%	2.2%	5.3%	6.1%	2.9%	1.6%	
Total(n)	47	241	1,396	14	89	545	33	136	766	
Mean	3.21	3.20	3.16	3.07	3.12	3.00	3.27	3.23	3.28	
Standard deviation	0.88	0.74	0.77	0.92	0.72	0.82	0.88	0.74	0.71	
Significance	-			-			-			
Effect size	-	0.01	0.06	-	-0.07	0.09	-	0.05	-0.01	
Please indicate the extent to which you agree it is your role to:										
Help students develop personal values										
Strongly agree	50.0%	41.9%	42.3%	35.7%	41.6%	37.1%	55.9%	40.4%	45.7%	

Somewhat agree	35.4%	47.7%	45.4%	35.7%	48.3%	47.9%	35.3%	50.0%	44.1%	Undergraduate Education Goal: Personal Development
Somewhat disagree	10.4%	9.5%	10.4%	21.4%	9.0%	11.6%	5.9%	8.8%	9.5%	
Strongly disagree	4.2%	0.8%	1.9%	7.1%	1.1%	3.5%	2.9%	0.7%	0.7%	
Total(n)	48	241	1,395	14	89	545	34	136	766	
Mean	3.31	3.31	3.28	3.00	3.30	3.19	3.44	3.30	3.35	
Standard deviation	0.83	0.67	0.73	0.96	0.68	0.77	0.75	0.66	0.68	
Significance	-			-			-			
Effect size	-	0.00	0.04	-	-0.44	-0.25	-	0.21	0.13	
Enhance students' knowledge of and appreciation for other racial/ethnic groups										
Strongly agree	61.7%	54.2%	55.8%	42.9%	40.4%	40.2%	69.7%	61.8%	65.8%	Civic Minded Values
Somewhat agree	29.8%	36.3%	33.5%	35.7%	46.1%	42.0%	27.3%	31.6%	28.7%	
Somewhat disagree	0.0%	8.8%	7.4%	0.0%	11.2%	11.6%	0.0%	6.6%	4.4%	
Strongly disagree	8.5%	0.8%	3.2%	21.4%	2.2%	6.2%	3.0%	0.0%	1.0%	
Total(n)	47	240	1,396	14	89	545	33	136	767	
Mean	3.45	3.44	3.42	3.00	3.25	3.16	3.64	3.55	3.59	
Standard deviation	0.88	0.69	0.77	1.18	0.74	0.86	0.65	0.62	0.63	
Significance	-			-			-			
Effect size	-	0.01	0.04	-	-0.34	-0.19	-	0.15	0.08	
Promote students' ability to write effectively										
Strongly agree	66.0%	72.7%	73.1%	57.1%	69.7%	67.8%	69.7%	73.9%	76.6%	
Somewhat agree	31.9%	23.6%	24.4%	35.7%	28.1%	29.4%	30.3%	21.7%	21.1%	
Somewhat disagree	0.0%	3.7%	2.1%	0.0%	2.2%	2.4%	0.0%	4.3%	2.1%	
Strongly disagree	2.1%	0.0%	0.3%	7.1%	0.0%	0.4%	0.0%	0.0%	0.3%	
Total(n)	47	242	1,396	14	89	544	33	138	768	
Mean	3.62	3.69	3.70	3.43	3.67	3.65	3.70	3.70	3.74	
Standard deviation	0.61	0.54	0.52	0.85	0.52	0.55	0.47	0.55	0.50	
Significance	-			-			-			
Effect size	-	-0.13	-0.15	-	-0.46	-0.40	-	0.00	-0.08	
Encourage respect for different beliefs										
Strongly agree	80.9%	74.4%	73.5%	50.0%	66.3%	60.9%	93.9%	78.8%	81.9%	Undergraduate Education Goal: Personal Development
Somewhat agree	12.8%	23.1%	22.9%	28.6%	31.5%	33.2%	6.1%	18.2%	15.7%	
Somewhat disagree	4.3%	2.5%	2.9%	14.3%	2.2%	4.2%	0.0%	2.9%	2.2%	
Strongly disagree	2.1%	0.0%	0.7%	7.1%	0.0%	1.7%	0.0%	0.0%	0.1%	
Total(n)	47	242	1,399	14	89	545	33	137	769	
Mean	3.72	3.72	3.69	3.21	3.64	3.53	3.94	3.76	3.79	
Standard deviation	0.65	0.50	0.56	0.97	0.53	0.66	0.24	0.49	0.46	
Significance	-			-	*		-	*		
Effect size	-	0.00	0.05	-	-0.81	-0.48	-	0.37	0.33	
Please indicate your agreement with each of the following statements:										
The chief benefit of a college education is that it increases one's earning power										
Strongly agree	17.4%	27.7%	17.4%	21.4%	33.0%	19.4%	15.6%	24.4%	16.4%	
Somewhat agree	58.7%	52.5%	51.6%	71.4%	51.1%	46.9%	53.1%	54.8%	54.4%	
Somewhat disagree	19.6%	17.2%	23.8%	7.1%	13.6%	24.4%	25.0%	18.5%	23.9%	
Strongly disagree	4.3%	2.5%	7.2%	0.0%	2.3%	9.3%	6.3%	2.2%	5.3%	
Total(n)	46	238	1,372	14	88	537	32	135	752	

Mean	2.89	3.05	2.79	3.14	3.15	2.76	2.78	3.01	2.82	
Standard deviation	0.74	0.74	0.81	0.53	0.74	0.87	0.79	0.72	0.76	
Significance	-			-			-			
Effect size	-	-0.22	0.12	-	-0.01	0.44	-	-0.32	-0.05	
Please indicate your agreement with each of the following statements:										
A racially/ethnically diverse student body enhances the educational experience of all students										
Strongly agree	87.0%	82.9%	79.6%	78.6%	74.2%	68.4%	90.6%	89.7%	88.6%	
Somewhat agree	13.0%	15.8%	17.8%	21.4%	23.6%	26.7%	9.4%	10.3%	10.7%	
Somewhat disagree	0.0%	1.3%	1.8%	0.0%	2.2%	2.8%	0.0%	0.0%	0.7%	
Strongly disagree	0.0%	0.0%	0.8%	0.0%	0.0%	2.1%	0.0%	0.0%	0.0%	
Total(n)	46	240	1,372	14	89	532	32	136	757	
Mean	3.87	3.82	3.76	3.79	3.72	3.61	3.91	3.90	3.88	
Standard deviation	0.34	0.42	0.52	0.43	0.50	0.65	0.30	0.31	0.35	
Significance	-			-			-			
Effect size	-	0.12	0.21	-	0.14	0.28	-	0.03	0.09	
Colleges have a responsibility to work with their surrounding communities to address local issues										
Strongly agree	63.8%	68.3%	65.6%	50.0%	60.7%	55.0%	69.7%	73.5%	73.5%	Civic Minded Values
Somewhat agree	34.0%	28.8%	30.3%	42.9%	33.7%	38.1%	30.3%	25.0%	24.4%	
Somewhat disagree	2.1%	2.9%	3.3%	7.1%	5.6%	5.2%	0.0%	1.5%	1.9%	
Strongly disagree	0.0%	0.0%	0.8%	0.0%	0.0%	1.7%	0.0%	0.0%	0.3%	
Total(n)	47	240	1,374	14	89	535	33	136	755	
Mean	3.62	3.65	3.61	3.43	3.55	3.46	3.70	3.72	3.71	
Standard deviation	0.53	0.53	0.59	0.65	0.60	0.67	0.47	0.48	0.51	
Significance	-			-			-			
Effect size	-	-0.06	0.02	-	-0.20	-0.04	-	-0.04	-0.02	
Please indicate your agreement with each of the following statements:										
Private funding sources often prevent researchers from being completely objective in the conduct of their work										
Strongly agree	11.1%	16.1%	14.6%	14.3%	15.7%	13.7%	9.7%	17.3%	15.1%	
Somewhat agree	40.0%	41.5%	45.3%	28.6%	40.4%	45.3%	45.2%	41.4%	45.0%	
Somewhat disagree	37.8%	32.2%	30.5%	50.0%	32.6%	31.4%	32.3%	31.6%	30.4%	
Strongly disagree	11.1%	10.2%	9.5%	7.1%	11.2%	9.6%	12.9%	9.8%	9.5%	
Total(n)	45	236	1,352	14	89	532	31	133	740	
Mean	2.51	2.64	2.65	2.50	2.61	2.63	2.52	2.66	2.66	
Standard deviation	0.84	0.87	0.84	0.85	0.89	0.84	0.85	0.88	0.85	
Significance	-			-			-			
Effect size	-	-0.15	-0.17	-	-0.12	-0.15	-	-0.16	-0.16	
I try to dispel perceptions of competition in my classroom										
Strongly agree	43.5%	31.4%	36.4%	35.7%	19.1%	27.0%	46.9%	39.4%	42.6%	
Somewhat agree	28.3%	41.1%	40.7%	21.4%	42.7%	41.9%	31.3%	40.9%	40.2%	
Somewhat disagree	26.1%	21.6%	17.6%	35.7%	32.6%	23.2%	21.9%	13.6%	13.9%	
Strongly disagree	2.2%	5.9%	5.3%	7.1%	5.6%	7.9%	0.0%	6.1%	3.2%	
Total(n)	46	236	1,350	14	89	530	32	132	739	

Mean	3.13	2.98	3.08	2.86	2.75	2.88	3.25	3.14	3.22
Standard deviation	0.88	0.88	0.86	1.03	0.83	0.90	0.80	0.87	0.80
Significance	-			-			-		
Effect size	-	0.17	0.06	-	0.13	-0.02	-	0.13	0.04
Students' use of personal devices and laptops in the classroom serve as more of distraction than an educational resource									
Strongly agree	8.3%	18.8%	16.5%	21.4%	27.0%	17.6%	2.9%	13.2%	15.1%
Somewhat agree	29.2%	29.2%	33.0%	21.4%	25.8%	35.6%	32.4%	30.1%	31.6%
Somewhat disagree	39.6%	34.2%	33.7%	28.6%	31.5%	31.8%	44.1%	35.3%	35.3%
Strongly disagree	22.9%	17.9%	16.8%	28.6%	15.7%	15.0%	20.6%	21.3%	18.0%
Total(n)	48	240	1,371	14	89	534	34	136	754
Mean	2.23	2.49	2.49	2.36	2.64	2.56	2.18	2.35	2.44
Standard deviation	0.90	0.99	0.96	1.15	1.05	0.95	0.80	0.96	0.95
Significance	-			-			-		
Effect size	-	-0.26	-0.27	-	-0.27	-0.21	-	-0.18	-0.27
I feel I have the skills to facilitate conversation about diversity issues in the classroom									
Strongly agree	57.4%	42.4%	39.5%	50.0%	38.2%	33.7%	60.6%	43.3%	42.7%
Somewhat agree	27.7%	42.9%	42.7%	21.4%	46.1%	43.6%	30.3%	41.8%	42.9%
Somewhat disagree	6.4%	13.9%	14.9%	7.1%	15.7%	18.4%	6.1%	13.4%	12.6%
Strongly disagree	8.5%	0.8%	2.9%	21.4%	0.0%	4.3%	3.0%	1.5%	1.7%
Total(n)	47	238	1,368	14	89	534	33	134	751
Mean	3.34	3.27	3.19	3.00	3.22	3.07	3.48	3.27	3.27
Standard deviation	0.94	0.73	0.79	1.24	0.70	0.83	0.76	0.75	0.74
Significance	-			-			-		
Effect size	-	0.10	0.19	-	-0.31	-0.08	-	0.28	0.28
I achieve a healthy balance between my personal life and my professional life									
Strongly agree	38.3%	29.8%	22.3%	50.0%	33.0%	24.1%	33.3%	28.9%	20.8%
Somewhat agree	23.4%	33.6%	40.2%	7.1%	37.5%	41.5%	30.3%	34.8%	40.0%
Somewhat disagree	21.3%	28.2%	25.6%	35.7%	22.7%	23.9%	15.2%	28.1%	26.1%
Strongly disagree	17.0%	8.4%	11.9%	7.1%	6.8%	10.5%	21.2%	8.1%	13.1%
Total(n)	47	238	1,370	14	88	532	33	135	755
Mean	2.83	2.85	2.73	3.00	2.97	2.79	2.76	2.84	2.68
Standard deviation	1.13	0.95	0.94	1.11	0.92	0.93	1.15	0.94	0.95
Significance	-			-			-		
Effect size	-	-0.02	0.11	-	0.03	0.23	-	-0.09	0.08
I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar									
Strongly agree	22.2%	22.1%	21.2%	7.1%	18.0%	16.7%	29.0%	23.5%	24.2%
Somewhat agree	37.8%	34.0%	33.5%	21.4%	30.3%	26.9%	45.2%	37.1%	38.8%
Somewhat disagree	22.2%	30.2%	29.3%	28.6%	38.2%	35.3%	19.4%	25.0%	24.6%
Strongly disagree	17.8%	13.6%	16.0%	42.9%	13.5%	21.1%	6.5%	14.4%	12.4%
Total(n)	45	235	1,361	14	89	532	31	132	748
Mean	2.64	2.65	2.60	1.93	2.53	2.39	2.97	2.70	2.75
Standard deviation	1.03	0.97	0.99	1.00	0.94	1.00	0.87	0.99	0.96
Significance	-			-	*		-		

Effect size	-	-0.01	0.04	-	-0.64	-0.46	-	0.27	0.23	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
This institution has effective hiring practices and policies that increase faculty diversity										
Strongly agree	31.1%	26.8%	21.7%	28.6%	32.2%	25.6%	32.3%	25.4%	18.7%	Diversity Climate
Somewhat agree	37.8%	47.2%	48.7%	50.0%	46.0%	49.3%	32.3%	44.6%	48.6%	
Somewhat disagree	22.2%	20.3%	21.5%	21.4%	16.1%	17.0%	22.6%	24.6%	24.7%	
Strongly disagree	8.9%	5.6%	8.2%	0.0%	5.7%	8.0%	12.9%	5.4%	8.0%	
Total(n)	45	231	1,348	14	87	535	31	130	734	
Mean	2.91	2.95	2.84	3.07	3.05	2.93	2.84	2.90	2.78	
Standard deviation	0.95	0.84	0.86	0.73	0.85	0.86	1.04	0.84	0.84	
Significance	-			-			-			
Effect size	-	-0.05	0.08	-	0.02	0.16	-	-0.07	0.07	
Student Affairs staff have the support and respect of faculty										
Strongly agree	38.6%	27.4%	25.5%	30.8%	25.3%	24.1%	41.9%	30.1%	26.3%	
Somewhat agree	47.7%	50.0%	53.6%	53.8%	54.0%	51.7%	45.2%	47.4%	55.3%	
Somewhat disagree	9.1%	20.5%	17.3%	15.4%	20.7%	20.1%	6.5%	18.8%	15.5%	
Strongly disagree	4.5%	2.1%	3.6%	0.0%	0.0%	4.2%	6.5%	3.8%	2.9%	
Total(n)	44	234	1,320	13	87	528	31	133	716	
Mean	3.20	3.03	3.01	3.15	3.05	2.96	3.23	3.04	3.05	
Standard deviation	0.79	0.75	0.76	0.69	0.68	0.78	0.84	0.80	0.73	
Significance	-			-			-			
Effect size	-	0.23	0.25	-	0.15	0.24	-	0.24	0.25	
There is a lot of campus racial conflict here										
Strongly agree	8.9%	5.1%	5.4%	0.0%	3.5%	4.5%	12.9%	6.7%	6.0%	
Somewhat agree	20.0%	14.5%	21.3%	0.0%	14.0%	15.9%	29.0%	13.3%	24.4%	
Somewhat disagree	26.7%	50.6%	45.5%	21.4%	48.8%	44.7%	29.0%	51.9%	46.3%	
Strongly disagree	44.4%	29.8%	27.9%	78.6%	33.7%	34.9%	29.0%	28.1%	23.3%	
Total(n)	45	235	1,344	14	86	533	31	135	734	
Mean	1.93	1.95	2.04	1.21	1.87	1.90	2.26	1.99	2.13	
Standard deviation	1.01	0.80	0.84	0.43	0.78	0.82	1.03	0.83	0.84	
Significance	-			-	**	**	-			
Effect size	-	-0.03	-0.13	-	-0.85	-0.84	-	0.33	0.15	
My research is valued by faculty in my department										
Strongly agree	37.2%	35.2%	32.1%	23.1%	40.2%	32.5%	43.3%	33.3%	32.0%	Respect
Somewhat agree	44.2%	44.2%	45.2%	53.8%	46.0%	46.7%	40.0%	41.7%	43.8%	
Somewhat disagree	7.0%	14.6%	15.6%	7.7%	9.2%	14.6%	6.7%	18.2%	16.9%	
Strongly disagree	11.6%	6.0%	7.0%	15.4%	4.6%	6.2%	10.0%	6.8%	7.3%	
Total(n)	43	233	1,323	13	87	520	30	132	726	
Mean	3.07	3.09	3.02	2.85	3.22	3.06	3.17	3.02	3.00	
Standard deviation	0.96	0.86	0.87	0.99	0.80	0.85	0.95	0.89	0.88	
Significance	-			-			-			
Effect size	-	-0.02	0.06	-	-0.46	-0.25	-	0.17	0.19	

Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
My teaching is valued by faculty in my department										
Strongly agree	63.6%	54.2%	52.8%	64.3%	55.7%	54.7%	63.3%	55.6%	52.2%	Respect
Somewhat agree	20.5%	36.4%	37.9%	21.4%	38.6%	37.6%	20.0%	32.3%	37.3%	
Somewhat disagree	11.4%	7.2%	6.2%	14.3%	4.5%	5.2%	10.0%	9.8%	7.1%	
Strongly disagree	4.5%	2.1%	3.0%	0.0%	1.1%	2.4%	6.7%	2.3%	3.4%	
Total(n)	44	236	1,361	14	88	534	30	133	745	
Mean	3.43	3.43	3.41	3.50	3.49	3.45	3.40	3.41	3.38	
Standard deviation	0.87	0.72	0.74	0.76	0.64	0.71	0.93	0.76	0.76	
Significance	-			-			-			
Effect size	-	0.00	0.03	-	0.02	0.07	-	-0.01	0.03	
My service is valued by faculty in my department										
Strongly agree	57.8%	48.7%	47.3%	57.1%	50.0%	48.1%	58.1%	49.6%	46.9%	Respect
Somewhat agree	28.9%	37.8%	39.6%	28.6%	38.6%	39.9%	29.0%	34.8%	39.0%	
Somewhat disagree	11.1%	10.1%	8.7%	14.3%	9.1%	7.9%	9.7%	11.9%	9.5%	
Strongly disagree	2.2%	3.4%	4.5%	0.0%	2.3%	4.1%	3.2%	3.7%	4.5%	
Total(n)	45	238	1,364	14	88	534	31	135	748	
Mean	3.42	3.32	3.30	3.43	3.36	3.32	3.42	3.30	3.28	
Standard deviation	0.78	0.79	0.81	0.76	0.75	0.79	0.81	0.82	0.82	
Significance	-			-			-			
Effect size	-	0.13	0.15	-	0.09	0.14	-	0.15	0.17	
Faculty are sufficiently involved in campus decision-making										
Strongly agree	28.9%	9.4%	14.7%	21.4%	8.0%	12.8%	32.3%	10.6%	16.1%	
Somewhat agree	44.4%	49.4%	50.3%	50.0%	56.3%	52.3%	41.9%	43.2%	49.3%	
Somewhat disagree	13.3%	28.3%	24.3%	7.1%	25.3%	23.6%	16.1%	30.3%	24.4%	
Strongly disagree	13.3%	12.9%	10.7%	21.4%	10.3%	11.3%	9.7%	15.9%	10.2%	
Total(n)	45	233	1,346	14	87	533	31	132	734	
Mean	2.89	2.55	2.69	2.71	2.62	2.67	2.97	2.48	2.71	
Standard deviation	0.98	0.83	0.85	1.07	0.78	0.84	0.95	0.89	0.86	
Significance	-	*		-			-	**		
Effect size	-	0.41	0.24	-	0.12	0.05	-	0.55	0.30	
The faculty are typically at odds with campus administration										
Strongly agree	11.1%	15.0%	10.8%	21.4%	18.6%	13.9%	6.5%	11.9%	8.2%	
Somewhat agree	17.8%	38.5%	40.0%	7.1%	31.4%	37.5%	22.6%	45.5%	41.9%	
Somewhat disagree	35.6%	36.8%	40.8%	21.4%	39.5%	39.9%	41.9%	32.8%	41.6%	
Strongly disagree	35.6%	9.8%	8.4%	50.0%	10.5%	8.7%	29.0%	9.7%	8.2%	
Total(n)	45	234	1,337	14	86	531	31	134	728	
Mean	2.04	2.59	2.53	2.00	2.58	2.57	2.06	2.60	2.50	
Standard deviation	1.00	0.86	0.80	1.24	0.91	0.84	0.89	0.82	0.76	
Significance	-	***	***	-	*	*	-	**	**	
Effect size	-	-0.64	-0.61	-	-0.64	-0.68	-	-0.66	-0.58	
Faculty here respect each other										
Strongly agree	57.4%	27.2%	29.3%	64.3%	25.0%	27.9%	54.5%	30.8%	31.5%	
Somewhat agree	34.0%	56.6%	56.5%	35.7%	61.4%	59.4%	33.3%	51.1%	53.9%	
Somewhat disagree	6.4%	11.5%	11.5%	0.0%	9.1%	9.7%	9.1%	12.8%	12.0%	

Strongly disagree	2.1%	4.7%	2.7%	0.0%	4.5%	3.0%	3.0%	5.3%	2.6%	Respect
Total(n)	47	235	1,353	14	88	535	33	133	739	
Mean	3.47	3.06	3.12	3.64	3.07	3.12	3.39	3.08	3.14	
Standard deviation	0.72	0.76	0.71	0.50	0.72	0.69	0.79	0.80	0.72	
Significance	-	***	***	-	**	**	-	*		
Effect size	-	0.54	0.49	-	0.79	0.75	-	0.39	0.35	
Administrators consider faculty concerns when making policy										
Strongly agree	40.0%	11.9%	12.3%	50.0%	12.6%	10.9%	35.5%	11.1%	13.4%	
Somewhat agree	35.6%	41.1%	47.0%	28.6%	39.1%	47.0%	38.7%	42.2%	47.6%	
Somewhat disagree	8.9%	34.3%	29.1%	0.0%	31.0%	27.9%	12.9%	36.3%	30.0%	
Strongly disagree	15.6%	12.7%	11.6%	21.4%	17.2%	14.2%	12.9%	10.4%	9.0%	
Total(n)	45	236	1,346	14	87	534	31	135	733	
Mean	3.00	2.52	2.60	3.07	2.47	2.54	2.97	2.54	2.65	
Standard deviation	1.07	0.86	0.85	1.21	0.93	0.87	1.02	0.83	0.82	
Significance	-	**	**	-	*	*	-	*	*	
Effect size	-	0.56	0.47	-	0.65	0.61	-	0.52	0.39	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
This institution takes responsibility for educating underprepared students										
Strongly agree	52.2%	29.3%	23.6%	64.3%	26.1%	23.5%	46.9%	31.9%	23.7%	Diversity Climate
Somewhat agree	32.6%	47.7%	49.6%	21.4%	48.9%	50.5%	37.5%	47.4%	49.7%	
Somewhat disagree	13.0%	17.2%	18.9%	14.3%	19.3%	17.6%	12.5%	14.8%	19.7%	
Strongly disagree	2.2%	5.9%	7.9%	0.0%	5.7%	8.4%	3.1%	5.9%	6.9%	
Total(n)	46	239	1,340	14	88	533	32	135	726	
Mean	3.35	3.00	2.89	3.50	2.95	2.89	3.28	3.05	2.90	
Standard deviation	0.79	0.84	0.85	0.76	0.83	0.86	0.81	0.84	0.84	
Significance	-	**	***	-	*	**	-		*	
Effect size	-	0.42	0.54	-	0.66	0.71	-	0.27	0.45	
The criteria for advancement and promotion decisions are clear										
Strongly agree	44.4%	31.8%	30.7%	50.0%	34.1%	31.8%	41.9%	31.1%	30.7%	
Somewhat agree	35.6%	47.6%	46.9%	42.9%	44.7%	46.7%	32.3%	49.6%	47.6%	
Somewhat disagree	15.6%	13.7%	14.7%	7.1%	12.9%	13.6%	19.4%	14.1%	14.9%	
Strongly disagree	4.4%	6.9%	7.7%	0.0%	8.2%	7.9%	6.5%	5.2%	6.8%	
Total(n)	45	233	1,344	14	85	531	31	135	737	
Mean	3.20	3.04	3.01	3.43	3.05	3.02	3.10	3.07	3.02	
Standard deviation	0.87	0.85	0.87	0.65	0.90	0.88	0.94	0.81	0.85	
Significance	-			-			-			
Effect size	-	0.19	0.22	-	0.42	0.47	-	0.04	0.09	
Most of the students I teach lack the basic skills for college level work										
Strongly agree	0.0%	15.3%	8.1%	0.0%	14.8%	9.2%	0.0%	16.5%	6.9%	
Somewhat agree	42.6%	33.9%	28.3%	28.6%	36.4%	27.8%	48.5%	30.1%	27.8%	
Somewhat disagree	34.0%	39.4%	44.7%	50.0%	42.0%	43.0%	27.3%	38.3%	46.9%	
Strongly disagree	23.4%	11.4%	18.9%	21.4%	6.8%	20.1%	24.2%	15.0%	18.4%	
Total(n)	47	236	1,347	14	88	533	33	133	734	
Mean	2.19	2.53	2.26	2.07	2.59	2.26	2.24	2.48	2.23	

Standard deviation	0.80	0.89	0.86	0.73	0.83	0.88	0.83	0.94	0.83	
Significance	-	*		-	*		-			
Effect size	-	-0.38	-0.08	-	-0.63	-0.22	-	-0.26	0.01	
There is adequate support for faculty development										
Strongly agree	47.8%	17.0%	15.8%	64.3%	18.4%	14.9%	40.6%	17.9%	16.6%	
Somewhat agree	28.3%	48.5%	44.6%	21.4%	49.4%	45.3%	31.3%	46.3%	44.2%	
Somewhat disagree	17.4%	21.3%	26.3%	14.3%	24.1%	25.8%	18.8%	20.1%	26.8%	
Strongly disagree	6.5%	13.2%	13.2%	0.0%	8.0%	14.0%	9.4%	15.7%	12.5%	
Total(n)	46	235	1,345	14	87	530	32	134	736	
Mean	3.17	2.69	2.63	3.50	2.78	2.61	3.03	2.66	2.65	
Standard deviation	0.95	0.91	0.90	0.76	0.84	0.90	1.00	0.95	0.90	
Significance	-	**	***	-	**	***	-		*	
Effect size	-	0.53	0.60	-	0.86	0.99	-	0.39	0.42	
Faculty are not prepared to deal with conflict over diversity issues in the classroom										
Strongly agree	6.7%	9.4%	10.4%	14.3%	4.6%	8.0%	3.2%	12.1%	12.0%	
Somewhat agree	37.8%	43.8%	45.5%	28.6%	43.7%	44.1%	41.9%	43.2%	46.4%	
Somewhat disagree	35.6%	40.8%	37.5%	35.7%	44.8%	40.2%	35.5%	38.6%	36.2%	
Strongly disagree	20.0%	6.0%	6.6%	21.4%	6.9%	7.8%	19.4%	6.1%	5.4%	
Total(n)	45	233	1,332	14	87	528	31	132	724	
Mean	2.31	2.57	2.60	2.36	2.46	2.52	2.29	2.61	2.65	
Standard deviation	0.87	0.75	0.76	1.01	0.70	0.75	0.82	0.78	0.76	
Significance	-	*	*	-			-	*	*	
Effect size	-	-0.35	-0.38	-	-0.14	-0.21	-	-0.41	-0.47	
This institution takes mentoring into consideration in the promotion process										
Strongly agree	20.5%	9.8%	10.3%	21.4%	11.0%	7.8%	20.0%	10.0%	12.3%	
Somewhat agree	40.9%	40.9%	35.0%	35.7%	50.0%	40.0%	43.3%	33.8%	31.5%	
Somewhat disagree	22.7%	35.6%	38.4%	21.4%	32.9%	39.0%	23.3%	37.7%	38.4%	
Strongly disagree	15.9%	13.8%	16.4%	21.4%	6.1%	13.3%	13.3%	18.5%	17.8%	
Total(n)	44	225	1,296	14	82	513	30	130	708	
Mean	2.66	2.47	2.39	2.57	2.66	2.42	2.70	2.35	2.38	
Standard deviation	0.99	0.85	0.88	1.09	0.76	0.82	0.95	0.90	0.92	
Significance	-		*	-			-			
Effect size	-	0.22	0.31	-	-0.12	0.18	-	0.39	0.35	
Faculty of color are treated fairly here										
Strongly agree	42.2%	29.9%	30.2%	57.1%	37.2%	37.6%	35.5%	26.3%	24.8%	
Somewhat agree	42.2%	49.1%	45.6%	35.7%	48.8%	46.6%	45.2%	47.4%	44.6%	
Somewhat disagree	11.1%	17.1%	19.4%	7.1%	11.6%	12.5%	12.9%	21.8%	24.6%	
Strongly disagree	4.4%	3.8%	4.9%	0.0%	2.3%	3.2%	6.5%	4.5%	6.0%	
Total(n)	45	234	1,316	14	86	526	31	133	715	Diversity Climate
Mean	3.22	3.05	3.01	3.50	3.21	3.19	3.10	2.95	2.88	
Standard deviation	0.82	0.79	0.83	0.65	0.74	0.77	0.87	0.82	0.85	
Significance	-			-			-			
Effect size	-	0.22	0.25	-	0.39	0.40	-	0.18	0.26	
Women faculty are treated fairly here										
Strongly agree	47.8%	30.6%	32.6%	71.4%	46.5%	45.5%	37.5%	22.4%	23.3%	

Somewhat agree	34.8%	48.9%	43.7%	21.4%	44.2%	40.9%	40.6%	48.5%	45.7%	Diversity Climate
Somewhat disagree	15.2%	16.2%	18.5%	7.1%	8.1%	11.2%	18.8%	23.1%	23.9%	
Strongly disagree	2.2%	4.3%	5.2%	0.0%	1.2%	2.5%	3.1%	6.0%	7.1%	
Total(n)	46	235	1,338	14	86	528	32	134	733	
Mean	3.28	3.06	3.04	3.64	3.36	3.29	3.13	2.87	2.85	
Standard deviation	0.81	0.80	0.85	0.63	0.68	0.76	0.83	0.83	0.86	
Significance	-			-			-			
Effect size	-	0.28	0.28	-	0.41	0.46	-	0.31	0.33	
LGBTQ+ faculty are treated fairly here										
Strongly agree	44.4%	29.9%	32.5%	53.8%	37.2%	42.1%	40.6%	27.3%	25.1%	Diversity Climate
Somewhat agree	40.0%	52.4%	49.9%	38.5%	52.3%	46.4%	40.6%	50.0%	52.7%	
Somewhat disagree	11.1%	15.6%	14.6%	7.7%	9.3%	9.0%	12.5%	20.5%	19.1%	
Strongly disagree	4.4%	2.2%	3.0%	0.0%	1.2%	2.5%	6.3%	2.3%	3.0%	
Total(n)	45	231	1,294	13	86	522	32	132	700	
Mean	3.24	3.10	3.12	3.46	3.26	3.28	3.16	3.02	3.00	
Standard deviation	0.83	0.73	0.76	0.66	0.67	0.73	0.88	0.76	0.75	
Significance	-			-			-			
Effect size	-	0.19	0.16	-	0.30	0.25	-	0.18	0.21	
Indicate how important you believe each priority listed below is at your college or university:										
Increase or maintain institutional affordability										
Highest priority	34.1%	29.5%	29.1%	35.7%	32.9%	28.9%	33.3%	27.9%	29.3%	Institutional Priority: Commitment to Diversity
High priority	43.2%	56.8%	54.7%	50.0%	51.8%	55.1%	40.0%	58.1%	54.5%	
Medium priority	20.5%	10.6%	13.3%	14.3%	14.1%	12.9%	23.3%	9.3%	13.6%	
Low priority	2.3%	3.1%	2.9%	0.0%	1.2%	3.1%	3.3%	4.7%	2.6%	
Total(n)	44	227	1,295	14	85	512	30	129	704	
Mean	3.09	3.13	3.10	3.21	3.16	3.10	3.03	3.09	3.11	
Standard deviation	0.80	0.71	0.73	0.70	0.70	0.73	0.85	0.74	0.72	
Significance	-			-			-			
Effect size	-	-0.06	-0.01	-	0.07	0.15	-	-0.08	-0.11	
Indicate how important you believe each priority listed below is at your college or university:										
Develop a sense of community among students and faculty										
Highest priority	37.8%	25.3%	22.2%	35.7%	32.1%	21.6%	38.7%	21.4%	22.1%	Institutional Priority: Commitment to Diversity
High priority	35.6%	44.1%	43.4%	35.7%	38.1%	42.7%	35.5%	48.9%	45.0%	
Medium priority	20.0%	24.9%	26.8%	21.4%	25.0%	28.4%	19.4%	22.9%	25.2%	
Low priority	6.7%	5.7%	7.6%	7.1%	4.8%	7.3%	6.5%	6.9%	7.7%	
Total(n)	45	229	1,303	14	84	518	31	131	705	
Mean	3.04	2.89	2.80	3.00	2.98	2.79	3.06	2.85	2.82	
Standard deviation	0.93	0.85	0.87	0.96	0.88	0.87	0.93	0.84	0.86	
Significance	-			-			-			
Effect size	-	0.18	0.28	-	0.02	0.24	-	0.25	0.28	
Facilitate student involvement in community service										
Highest priority	13.6%	14.8%	12.7%	21.4%	15.3%	9.7%	10.0%	13.8%	14.7%	Institutional Priority: Commitment to Diversity
High priority	34.1%	36.7%	38.1%	28.6%	37.6%	37.7%	36.7%	37.7%	38.3%	

Mean	2.52	2.81	2.73	2.86	2.87	2.67	2.37	2.78	2.78	Diversity
Standard deviation	0.88	0.95	0.88	0.86	0.91	0.89	0.85	0.98	0.87	
Significance	-			-			-	*	*	
Effect size	-	-0.31	-0.24	-	-0.01	0.21	-	-0.42	-0.47	
Increase the selectivity of the student body through more competitive admissions criteria										
Highest priority	4.4%	6.2%	5.4%	7.1%	10.5%	6.0%	3.2%	3.9%	4.9%	Institutional Priority: Increase Prestige
High priority	13.3%	20.3%	19.6%	7.1%	19.8%	22.1%	16.1%	20.9%	17.4%	
Medium priority	17.8%	30.4%	34.9%	14.3%	33.7%	35.0%	19.4%	27.9%	35.4%	
Low priority	64.4%	43.2%	40.2%	71.4%	36.0%	36.9%	61.3%	47.3%	42.3%	
Total(n)	45	227	1,288	14	86	517	31	129	695	
Mean	1.58	1.89	1.90	1.50	2.05	1.97	1.61	1.81	1.85	
Standard deviation	0.89	0.93	0.90	0.94	0.99	0.91	0.88	0.90	0.88	
Significance	-	*	*	-			-			
Effect size	-	-0.33	-0.36	-	-0.56	-0.52	-	-0.22	-0.27	
Promote gender diversity in the faculty and administration										
Highest priority	18.2%	16.3%	17.9%	21.4%	16.3%	17.0%	16.7%	14.7%	17.9%	Institutional Priority: Commitment to Diversity
High priority	27.3%	32.2%	36.1%	28.6%	36.0%	40.5%	26.7%	30.2%	33.5%	
Medium priority	36.4%	36.1%	33.3%	35.7%	33.7%	32.4%	36.7%	39.5%	34.8%	
Low priority	18.2%	15.4%	12.7%	14.3%	14.0%	10.2%	20.0%	15.5%	13.9%	
Total(n)	44	227	1,294	14	86	519	30	129	699	
Mean	2.45	2.49	2.59	2.57	2.55	2.64	2.40	2.44	2.55	
Standard deviation	1.00	0.94	0.92	1.02	0.93	0.88	1.00	0.93	0.94	
Significance	-			-			-			
Effect size	-	-0.04	-0.15	-	0.02	-0.08	-	-0.04	-0.16	
Indicate how important you believe each priority listed below is at your college or university:										
Promote racial and ethnic diversity in the faculty and administration										
Highest priority	25.0%	21.1%	24.2%	21.4%	18.6%	22.3%	26.7%	22.5%	25.3%	Institutional Priority: Commitment to Diversity
High priority	31.8%	35.7%	36.1%	50.0%	38.4%	40.1%	23.3%	33.3%	33.6%	
Medium priority	29.5%	31.3%	28.7%	21.4%	33.7%	27.6%	33.3%	31.0%	29.7%	
Low priority	13.6%	11.9%	11.0%	7.1%	9.3%	10.0%	16.7%	13.2%	11.4%	
Total(n)	44	227	1,301	14	86	521	30	129	703	
Mean	2.68	2.66	2.74	2.86	2.66	2.75	2.60	2.65	2.73	
Standard deviation	1.01	0.94	0.95	0.86	0.89	0.91	1.07	0.97	0.97	
Significance	-			-			-			
Effect size	-	0.02	-0.06	-	0.22	0.12	-	-0.05	-0.13	
Provide resources for faculty to engage in community-based teaching or research										
Highest priority	22.0%	15.0%	14.0%	25.0%	12.8%	12.5%	20.7%	15.5%	14.7%	Institutional Priority: Civic Engagement
High priority	26.8%	30.8%	31.6%	16.7%	32.6%	31.0%	31.0%	29.5%	32.2%	
Medium priority	29.3%	34.4%	33.9%	16.7%	37.2%	37.0%	34.5%	33.3%	32.1%	
Low priority	22.0%	19.8%	20.5%	41.7%	17.4%	19.5%	13.8%	21.7%	21.0%	
Total(n)	41	227	1,299	12	86	522	29	129	701	
Mean	2.49	2.41	2.39	2.25	2.41	2.36	2.59	2.39	2.41	
Standard deviation	1.08	0.97	0.96	1.29	0.93	0.93	0.98	0.99	0.98	

Significance	-			-			-			
Effect size	-	0.08	0.10	-	-0.17	-0.12	-	0.20	0.18	
Create and sustain partnerships with surrounding communities										
Highest priority	36.4%	22.5%	20.1%	42.9%	20.9%	16.7%	33.3%	23.3%	21.6%	Institutional Priority: Civic Engagement
High priority	25.0%	40.5%	38.6%	35.7%	47.7%	39.2%	20.0%	36.4%	39.3%	
Medium priority	34.1%	27.3%	31.0%	14.3%	20.9%	32.7%	43.3%	31.0%	30.4%	
Low priority	4.5%	9.7%	10.2%	7.1%	10.5%	11.3%	3.3%	9.3%	8.7%	
Total(n)	44	227	1,299	14	86	520	30	129	703	
Mean	2.93	2.76	2.69	3.14	2.79	2.61	2.83	2.74	2.74	
Standard deviation	0.95	0.91	0.91	0.95	0.90	0.89	0.95	0.92	0.89	
Significance	-			-		*	-			
Effect size	-	0.19	0.26	-	0.39	0.60	-	0.10	0.10	
Indicate how important you believe each priority listed below is at your college or university:										
Pursue extramural funding										
Highest priority	19.5%	21.6%	14.5%	7.7%	23.3%	14.9%	25.0%	20.9%	14.3%	
High priority	12.2%	35.7%	30.5%	30.8%	39.5%	30.6%	3.6%	33.3%	30.9%	
Medium priority	41.5%	25.1%	36.4%	38.5%	19.8%	37.8%	42.9%	27.9%	36.1%	
Low priority	26.8%	17.6%	18.6%	23.1%	17.4%	16.7%	28.6%	17.8%	18.7%	
Total(n)	41	227	1,280	13	86	516	28	129	690	
Mean	2.24	2.61	2.41	2.23	2.69	2.44	2.25	2.57	2.41	
Standard deviation	1.07	1.01	0.95	0.93	1.02	0.94	1.14	1.01	0.95	
Significance	-	*		-			-			
Effect size	-	-0.37	-0.18	-	-0.45	-0.22	-	-0.32	-0.17	
Strengthen links with the for-profit, corporate sector										
Highest priority	14.6%	11.5%	9.6%	25.0%	15.1%	9.3%	10.3%	9.3%	10.1%	
High priority	34.1%	29.1%	25.9%	25.0%	29.1%	25.9%	37.9%	28.7%	25.5%	
Medium priority	29.3%	35.7%	37.2%	8.3%	36.0%	37.3%	37.9%	37.2%	38.5%	
Low priority	22.0%	23.8%	27.2%	41.7%	19.8%	27.6%	13.8%	24.8%	25.8%	
Total(n)	41	227	1,286	12	86	518	29	129	693	
Mean	2.41	2.28	2.18	2.33	2.40	2.17	2.45	2.22	2.20	
Standard deviation	1.00	0.95	0.94	1.30	0.97	0.94	0.87	0.93	0.94	
Significance	-			-			-			
Effect size	-	0.14	0.24	-	-0.07	0.17	-	0.25	0.27	
Develop leadership ability among students										
Highest priority	26.7%	16.2%	17.4%	35.7%	16.1%	16.1%	22.6%	15.5%	17.5%	
High priority	31.1%	41.9%	42.3%	28.6%	43.7%	41.7%	32.3%	41.1%	43.0%	
Medium priority	35.6%	33.6%	32.2%	21.4%	32.2%	33.4%	41.9%	34.9%	31.9%	
Low priority	6.7%	8.3%	8.1%	14.3%	8.0%	8.8%	3.2%	8.5%	7.5%	
Total(n)	45	229	1,302	14	87	521	31	129	702	
Mean	2.78	2.66	2.69	2.86	2.68	2.65	2.74	2.64	2.71	
Standard deviation	0.93	0.85	0.85	1.10	0.84	0.85	0.86	0.85	0.84	
Significance	-			-			-			
Effect size	-	0.14	0.11	-	0.21	0.25	-	0.12	0.04	

Indicate how important you believe each priority listed below is at your college or university:										
Develop an appreciation for multiculturalism										
Highest priority	23.8%	26.3%	27.4%	33.3%	22.1%	23.5%	20.0%	28.5%	29.8%	Institutional Priority: Commitment to Diversity
High priority	35.7%	45.6%	41.1%	25.0%	48.8%	42.6%	40.0%	44.6%	40.3%	
Medium priority	33.3%	20.2%	24.9%	33.3%	20.9%	26.2%	33.3%	19.2%	24.4%	
Low priority	7.1%	7.9%	6.6%	8.3%	8.1%	7.7%	6.7%	7.7%	5.4%	
Total(n)	42	228	1,301	12	86	519	30	130	704	
Mean	2.76	2.90	2.89	2.83	2.85	2.82	2.73	2.94	2.95	
Standard deviation	0.91	0.88	0.88	1.03	0.86	0.88	0.87	0.89	0.87	
Significance	-			-			-			
Effect size	-	-0.16	-0.15	-	-0.02	0.01	-	-0.24	-0.25	
Prepare students for the workplace										
Highest priority	50.0%	47.4%	42.4%	50.0%	47.1%	41.1%	50.0%	48.1%	43.3%	
High priority	38.6%	41.7%	43.1%	42.9%	42.5%	42.6%	36.7%	41.1%	43.8%	
Medium priority	9.1%	8.7%	12.1%	0.0%	8.0%	12.8%	13.3%	8.5%	11.5%	
Low priority	2.3%	2.2%	2.4%	7.1%	2.3%	3.4%	0.0%	2.3%	1.4%	
Total(n)	44	230	1,307	14	87	523	30	129	704	
Mean	3.36	3.34	3.25	3.36	3.34	3.21	3.37	3.35	3.29	
Standard deviation	0.75	0.73	0.76	0.84	0.73	0.80	0.72	0.74	0.72	
Significance	-			-			-			
Effect size	-	0.03	0.14	-	0.03	0.19	-	0.03	0.11	
Please indicate the extent to which you:										
Feel that the training you received in graduate school prepared you well for your role as a faculty member										
To a very large extent	27.5%	33.8%	28.2%	25.0%	41.0%	29.6%	28.6%	30.6%	28.3%	
To a large extent	40.0%	28.2%	32.6%	58.3%	25.3%	33.3%	32.1%	29.8%	32.1%	
To some extent	17.5%	28.7%	29.7%	16.7%	24.1%	28.5%	17.9%	31.4%	30.0%	
To a small extent	15.0%	6.0%	7.3%	0.0%	6.0%	7.3%	21.4%	5.8%	6.9%	
Not at all	0.0%	3.2%	2.1%	0.0%	3.6%	1.3%	0.0%	2.5%	2.7%	
Total(n)	40	216	1,217	12	83	477	28	121	667	
Mean	3.80	3.83	3.77	4.08	3.94	3.83	3.68	3.80	3.76	
Standard deviation	1.02	1.07	1.01	0.67	1.11	0.98	1.12	1.02	1.02	
Significance	-			-			-			
Effect size	-	-0.03	0.03	-	0.13	0.26	-	-0.12	-0.08	
Experience close alignment between your work and your personal values										
To a very large extent	51.2%	37.7%	36.4%	58.3%	41.9%	34.8%	48.4%	33.9%	37.6%	
To a large extent	39.5%	43.0%	43.3%	41.7%	45.3%	46.2%	38.7%	42.7%	41.7%	
To some extent	7.0%	14.3%	16.7%	0.0%	8.1%	15.6%	9.7%	18.5%	17.3%	
To a small extent	2.3%	3.6%	2.7%	0.0%	3.5%	2.6%	3.2%	3.2%	2.5%	
Not at all	0.0%	1.3%	0.9%	0.0%	1.2%	0.8%	0.0%	1.6%	0.9%	
Total(n)	43	223	1,266	12	86	500	31	124	688	
Mean	4.40	4.12	4.12	4.58	4.23	4.12	4.32	4.04	4.13	
Standard deviation	0.73	0.88	0.84	0.51	0.84	0.82	0.79	0.90	0.84	
Significance	-		*	-			-			

Effect size	-	0.32	0.33	-	0.42	0.56	-	0.31	0.23
Mentor faculty									
To a very large extent	20.9%	19.4%	17.3%	15.4%	20.9%	16.2%	23.3%	20.5%	17.7%
To a large extent	32.6%	25.7%	23.1%	23.1%	31.4%	26.3%	36.7%	19.7%	20.7%
To some extent	23.3%	25.7%	31.3%	23.1%	23.3%	32.8%	23.3%	27.9%	31.2%
To a small extent	14.0%	16.7%	15.4%	23.1%	10.5%	14.4%	10.0%	20.5%	16.0%
Not at all	9.3%	12.6%	12.9%	15.4%	14.0%	10.3%	6.7%	11.5%	14.4%
Total(n)	43	222	1,252	13	86	494	30	122	682
Mean	3.42	3.23	3.16	3.00	3.35	3.24	3.60	3.17	3.11
Standard deviation	1.24	1.29	1.25	1.35	1.31	1.19	1.16	1.29	1.28
Significance	-			-			-		*
Effect size	-	0.15	0.21	-	-0.27	-0.20	-	0.33	0.38
Mentor undergraduate students									
To a very large extent	36.4%	38.3%	33.4%	38.5%	37.3%	33.8%	35.5%	39.2%	32.2%
To a large extent	20.5%	27.5%	28.2%	15.4%	32.5%	31.0%	22.6%	24.0%	27.4%
To some extent	11.4%	17.6%	19.0%	7.7%	16.9%	21.3%	12.9%	18.4%	18.2%
To a small extent	4.5%	10.8%	9.4%	7.7%	6.0%	6.9%	3.2%	14.4%	10.5%
Not at all	27.3%	5.9%	10.0%	30.8%	7.2%	7.1%	25.8%	4.0%	11.7%
Total(n)	44	222	1,258	13	83	494	31	125	686
Mean	3.34	3.82	3.66	3.23	3.87	3.78	3.39	3.80	3.58
Standard deviation	1.66	1.22	1.30	1.79	1.20	1.19	1.63	1.22	1.34
Significance	-	*		-			-		
Effect size	-	-0.39	-0.25	-	-0.53	-0.46	-	-0.34	-0.14
Please indicate the extent to which you:									
Mentor graduate students									
To a very large extent	25.0%	36.0%	33.8%	23.1%	36.0%	31.1%	25.8%	37.6%	36.0%
To a large extent	29.5%	28.9%	28.2%	30.8%	37.2%	30.5%	29.0%	21.6%	26.3%
To some extent	34.1%	17.8%	20.8%	30.8%	10.5%	21.7%	35.5%	23.2%	20.5%
To a small extent	6.8%	9.3%	12.1%	15.4%	10.5%	12.7%	3.2%	8.8%	11.5%
Not at all	4.5%	8.0%	5.1%	0.0%	5.8%	4.0%	6.5%	8.8%	5.7%
Total(n)	44	225	1,268	13	86	502	31	125	687
Mean	3.64	3.76	3.74	3.62	3.87	3.72	3.65	3.70	3.75
Standard deviation	1.08	1.26	1.19	1.04	1.19	1.15	1.11	1.30	1.22
Significance	-			-			-		
Effect size	-	-0.10	-0.08	-	-0.21	-0.09	-	-0.04	-0.08
Been mentored by at least one professional in academia									
To a very large extent	38.1%	32.0%	28.3%	33.3%	32.6%	25.4%	40.0%	32.5%	30.4%
To a large extent	16.7%	26.2%	25.8%	8.3%	26.7%	27.4%	20.0%	23.8%	25.1%
To some extent	19.0%	20.9%	24.2%	16.7%	24.4%	25.0%	20.0%	19.0%	24.1%
To a small extent	19.0%	12.0%	14.4%	16.7%	9.3%	14.7%	20.0%	14.3%	13.4%
Not at all	7.1%	8.9%	7.3%	25.0%	7.0%	7.4%	0.0%	10.3%	6.9%
Total(n)	42	225	1,274	12	86	503	30	126	693
Mean	3.60	3.60	3.54	3.08	3.69	3.49	3.80	3.54	3.59
Standard deviation	1.36	1.29	1.24	1.68	1.22	1.22	1.19	1.35	1.24
Significance	-			-			-		

Effect size	-	0.00	0.05	-	-0.50	-0.34	-	0.19	0.17	
Participated in training in preparation to be a mentor (e.g., workshops, programs)										
To a very large extent	9.3%	16.1%	10.2%	15.4%	15.1%	10.0%	6.7%	17.6%	10.6%	
To a large extent	14.0%	17.0%	13.4%	0.0%	20.9%	12.2%	20.0%	12.8%	14.3%	
To some extent	25.6%	21.9%	21.3%	15.4%	19.8%	21.9%	30.0%	23.2%	20.8%	
To a small extent	20.9%	13.8%	18.2%	23.1%	14.0%	22.1%	20.0%	13.6%	15.5%	
Not at all	30.2%	31.3%	37.0%	46.2%	30.2%	33.9%	23.3%	32.8%	38.8%	
Total(n)	43	224	1,270	13	86	502	30	125	691	
Mean	2.51	2.73	2.41	2.15	2.77	2.42	2.67	2.69	2.42	
Standard deviation	1.32	1.46	1.36	1.46	1.46	1.33	1.24	1.48	1.39	
Significance	-			-			-			
Effect size	-	-0.15	0.07	-	-0.42	-0.20	-	-0.01	0.18	
Accessed the National Research Mentoring Network (NRMN) resource										
To a very large extent	2.3%	4.1%	2.4%	7.7%	7.0%	3.0%	0.0%	2.4%	2.0%	
To a large extent	0.0%	3.6%	1.8%	0.0%	1.2%	1.2%	0.0%	5.6%	2.2%	
To some extent	4.7%	11.3%	5.5%	0.0%	14.0%	7.0%	6.7%	9.7%	4.1%	
To a small extent	4.7%	8.6%	5.7%	7.7%	8.1%	6.4%	3.3%	8.9%	5.7%	
Not at all	88.4%	72.5%	84.7%	84.6%	69.8%	82.4%	90.0%	73.4%	86.1%	
Total(n)	43	222	1,264	13	86	500	30	124	689	
Mean	1.23	1.58	1.32	1.38	1.67	1.36	1.17	1.55	1.28	
Standard deviation	0.75	1.08	0.85	1.12	1.19	0.90	0.53	1.04	0.81	
Significance	-	*		-			-			
Effect size	-	-0.32	-0.11	-	-0.24	0.02	-	-0.37	-0.14	
How would you rate the overall quality of your mentoring relationship with your faculty mentee(s)?										
Excellent	26.3%	36.8%	35.3%	9.1%	39.7%	33.5%	33.3%	34.9%	36.2%	
Good	57.9%	47.4%	49.7%	81.8%	42.5%	51.3%	48.1%	52.8%	49.7%	
Fair	13.2%	11.6%	12.3%	9.1%	15.1%	13.4%	14.8%	8.5%	11.0%	
Poor	2.6%	4.2%	2.7%	0.0%	2.7%	1.8%	3.7%	3.8%	3.1%	
Total(n)	38	190	1,046	11	73	433	27	106	555	
Mean	3.08	3.17	3.18	3.00	3.19	3.16	3.11	3.19	3.19	
Standard deviation	0.71	0.79	0.74	0.45	0.79	0.72	0.80	0.74	0.75	
Significance	-			-			-			
Effect size	-	-0.11	-0.14	-	-0.24	-0.22	-	-0.11	-0.11	
How would you rate the overall quality of your mentoring relationship with your undergraduate mentee(s)?										
Excellent	40.0%	44.6%	44.9%	50.0%	52.0%	44.8%	36.4%	42.4%	45.6%	
Good	53.3%	47.5%	47.5%	50.0%	44.0%	46.8%	54.5%	47.5%	47.9%	
Fair	3.3%	7.4%	6.6%	0.0%	4.0%	7.7%	4.5%	9.3%	5.8%	
Poor	3.3%	0.5%	0.9%	0.0%	0.0%	0.7%	4.5%	0.8%	0.7%	
Total(n)	30	204	1,084	8	75	442	22	118	583	
Mean	3.30	3.36	3.36	3.50	3.48	3.36	3.23	3.31	3.38	
Standard deviation	0.70	0.64	0.65	0.53	0.58	0.65	0.75	0.68	0.63	
Significance	-			-			-			
Effect size	-	-0.09	-0.09	-	0.03	0.22	-	-0.12	-0.24	

How would you rate the overall quality of your mentoring relationship with your graduate mentee(s)?										
Excellent	46.2%	54.0%	50.8%	41.7%	54.3%	48.6%	48.1%	56.0%	52.5%	
Good	46.2%	39.6%	41.6%	50.0%	38.3%	42.2%	44.4%	39.4%	41.1%	
Fair	5.1%	6.4%	6.9%	8.3%	7.4%	8.1%	3.7%	4.6%	6.1%	
Poor	2.6%	0.0%	0.7%	0.0%	0.0%	1.1%	3.7%	0.0%	0.3%	
Total(n)	39	202	1,159	12	81	469	27	109	623	
Mean	3.36	3.48	3.43	3.33	3.47	3.38	3.37	3.51	3.46	
Standard deviation	0.71	0.62	0.65	0.65	0.63	0.68	0.74	0.59	0.62	
Significance	-			-			-			
Effect size	-	-0.19	-0.11	-	-0.22	-0.07	-	-0.24	-0.15	
How satisfied are you with the following aspects of your job?										
Salary										
Very satisfied	19.5%	14.0%	8.8%	0.0%	13.1%	9.3%	28.6%	13.8%	8.4%	
Satisfied	41.5%	36.2%	39.5%	61.5%	31.0%	37.0%	32.1%	39.8%	41.6%	
Marginally satisfied	17.1%	27.6%	30.3%	30.8%	28.6%	30.3%	10.7%	30.1%	30.6%	
Not satisfied	22.0%	22.2%	21.5%	7.7%	27.4%	23.4%	28.6%	16.3%	19.4%	
Total(n)	41	221	1,254	13	84	495	28	123	682	
Mean	2.59	2.42	2.36	2.54	2.30	2.32	2.61	2.51	2.39	
Standard deviation	1.05	0.99	0.91	0.66	1.02	0.94	1.20	0.93	0.89	
Significance	-			-			-			
Effect size	-	0.17	0.25	-	0.24	0.23	-	0.11	0.25	
Health benefits										
Very satisfied	32.6%	33.6%	32.0%	38.5%	33.3%	30.5%	30.0%	33.6%	32.7%	
Satisfied	44.2%	46.2%	45.4%	46.2%	44.0%	44.9%	43.3%	48.8%	46.7%	
Marginally satisfied	16.3%	13.0%	14.4%	15.4%	15.5%	15.0%	16.7%	10.4%	13.1%	
Not satisfied	7.0%	7.2%	8.2%	0.0%	7.1%	9.6%	10.0%	7.2%	7.4%	
Total(n)	43	223	1,252	13	84	492	30	125	685	
Mean	3.02	3.06	3.01	3.23	3.04	2.96	2.93	3.09	3.05	
Standard deviation	0.89	0.87	0.89	0.73	0.88	0.92	0.94	0.85	0.87	
Significance	-			-			-			
Effect size	-	-0.05	0.01	-	0.22	0.29	-	-0.19	-0.14	
How satisfied are you with the following aspects of your job?										
Retirement benefits										
Very satisfied	41.9%	29.8%	29.0%	53.8%	33.3%	28.3%	36.7%	27.6%	30.3%	
Satisfied	44.2%	48.2%	47.6%	30.8%	43.2%	47.0%	50.0%	51.2%	47.6%	
Marginally satisfied	9.3%	13.8%	16.3%	15.4%	18.5%	17.4%	6.7%	11.4%	15.5%	
Not satisfied	4.7%	8.3%	7.1%	0.0%	4.9%	7.3%	6.7%	9.8%	6.6%	
Total(n)	43	218	1,248	13	81	494	30	123	679	
Mean	3.23	3.00	2.98	3.38	3.05	2.96	3.17	2.97	3.02	
Standard deviation	0.81	0.88	0.86	0.77	0.85	0.87	0.83	0.89	0.85	
Significance	-			-			-			
Effect size	-	0.26	0.29	-	0.39	0.48	-	0.22	0.18	
Opportunity for scholarly pursuits										
Very satisfied	32.6%	15.7%	12.3%	38.5%	14.3%	13.1%	30.0%	16.0%	11.8%	

Job
Satisfaction:
Compensation

Job
Satisfaction:
Compensation

Job
Satisfaction:
Compensation

Satisfied	30.2%	40.8%	40.1%	38.5%	38.1%	41.0%	26.7%	44.8%	40.6%	Job Satisfaction: Compensation
Marginally satisfied	27.9%	27.8%	31.1%	23.1%	28.6%	29.5%	30.0%	25.6%	31.2%	
Not satisfied	9.3%	15.7%	16.5%	0.0%	19.0%	16.5%	13.3%	13.6%	16.4%	
Total(n)	43	223	1,260	13	84	498	30	125	685	
Mean	2.86	2.57	2.48	3.15	2.48	2.51	2.73	2.63	2.48	
Standard deviation	0.99	0.94	0.91	0.80	0.96	0.92	1.05	0.91	0.90	
Significance	-		**	-	*	*	-			
Effect size	-	0.31	0.42	-	0.70	0.70	-	0.11	0.28	
Teaching load										
Very satisfied	32.6%	15.2%	10.5%	53.8%	15.3%	9.8%	23.3%	16.0%	10.3%	Job Satisfaction: Compensation
Satisfied	48.8%	43.3%	41.2%	38.5%	38.8%	40.9%	53.3%	46.4%	41.8%	
Marginally satisfied	9.3%	23.2%	27.0%	0.0%	24.7%	25.7%	13.3%	22.4%	28.7%	
Not satisfied	9.3%	18.3%	21.3%	7.7%	21.2%	23.6%	10.0%	15.2%	19.2%	
Total(n)	43	224	1,265	13	85	499	30	125	687	
Mean	3.05	2.55	2.41	3.38	2.48	2.37	2.90	2.63	2.43	
Standard deviation	0.90	0.96	0.94	0.87	1.00	0.95	0.88	0.93	0.92	
Significance	-	**	***	-	**	***	-		**	
Effect size	-	0.52	0.68	-	0.90	1.06	-	0.29	0.51	
Quality of students										
Very satisfied	19.0%	12.8%	18.9%	30.8%	8.2%	17.4%	13.8%	16.5%	20.5%	Job Satisfaction: Workplace
Satisfied	59.5%	47.3%	51.4%	53.8%	42.4%	45.8%	62.1%	49.6%	54.8%	
Marginally satisfied	14.3%	30.5%	22.9%	7.7%	30.6%	25.8%	17.2%	30.7%	21.0%	
Not satisfied	7.1%	9.3%	6.8%	7.7%	18.8%	11.0%	6.9%	3.1%	3.6%	
Total(n)	42	226	1,269	13	85	500	29	127	691	
Mean	2.90	2.64	2.82	3.08	2.40	2.70	2.83	2.80	2.92	
Standard deviation	0.79	0.82	0.81	0.86	0.89	0.88	0.76	0.75	0.74	
Significance	-			-	*		-			
Effect size	-	0.32	0.10	-	0.76	0.43	-	0.04	-0.12	
Autonomy and independence										
Very satisfied	48.8%	43.0%	41.9%	61.5%	46.4%	40.7%	43.3%	42.4%	44.0%	Job Satisfaction: Workplace
Satisfied	39.5%	41.7%	43.9%	38.5%	39.3%	45.9%	40.0%	42.4%	42.2%	
Marginally satisfied	11.6%	13.0%	11.2%	0.0%	11.9%	9.4%	16.7%	13.6%	11.8%	
Not satisfied	0.0%	2.2%	3.0%	0.0%	2.4%	4.0%	0.0%	1.6%	2.0%	
Total(n)	43	223	1,267	13	84	499	30	125	689	
Mean	3.37	3.26	3.25	3.62	3.30	3.23	3.27	3.26	3.28	
Standard deviation	0.69	0.77	0.77	0.51	0.77	0.78	0.74	0.75	0.75	
Significance	-			-			-			
Effect size	-	0.14	0.16	-	0.42	0.50	-	0.01	-0.01	
Departmental leadership										
Very satisfied	54.8%	38.2%	37.3%	53.8%	36.9%	39.4%	55.2%	40.2%	36.6%	Job Satisfaction: Workplace
Satisfied	31.0%	35.1%	36.4%	38.5%	41.7%	36.5%	27.6%	30.7%	36.1%	
Marginally satisfied	7.1%	15.6%	15.4%	7.7%	9.5%	13.3%	6.9%	19.7%	16.7%	
Not satisfied	7.1%	11.1%	10.9%	0.0%	11.9%	10.8%	10.3%	9.4%	10.6%	
Total(n)	42	225	1,266	13	84	498	29	127	689	
Mean	3.33	3.00	3.00	3.46	3.04	3.04	3.28	3.02	2.99	
Standard deviation	0.90	0.99	0.98	0.66	0.97	0.98	1.00	0.99	0.98	

Significance	-	*	*	-			-		
Effect size	-	0.33	0.34	-	0.43	0.43	-	0.26	0.30
Departmental support for work/life balance									
Very satisfied	32.6%	33.8%	25.5%	38.5%	35.7%	27.4%	30.0%	33.9%	24.5%
Satisfied	37.2%	36.9%	41.8%	61.5%	38.1%	42.7%	26.7%	37.9%	41.4%
Marginally satisfied	20.9%	18.9%	21.5%	0.0%	16.7%	20.4%	30.0%	18.5%	22.0%
Not satisfied	9.3%	10.4%	11.2%	0.0%	9.5%	9.5%	13.3%	9.7%	12.1%
Total(n)	43	222	1,260	13	84	496	30	124	686
Mean	2.93	2.94	2.82	3.38	3.00	2.88	2.73	2.96	2.78
Standard deviation	0.96	0.97	0.94	0.51	0.96	0.92	1.05	0.96	0.95
Significance	-			-			-		
Effect size	-	-0.01	0.12	-	0.40	0.54	-	-0.24	-0.05
Institutional support for work/life balance									
Very satisfied	25.6%	20.6%	14.5%	30.8%	25.0%	15.4%	23.3%	17.5%	14.0%
Satisfied	34.9%	35.4%	35.5%	61.5%	33.3%	35.6%	23.3%	38.9%	35.2%
Marginally satisfied	23.3%	30.0%	30.5%	0.0%	28.6%	30.1%	33.3%	30.2%	31.2%
Not satisfied	16.3%	13.9%	19.5%	7.7%	13.1%	19.0%	20.0%	13.5%	19.6%
Total(n)	43	223	1,258	13	84	495	30	126	685
Mean	2.70	2.63	2.45	3.15	2.70	2.47	2.50	2.60	2.44
Standard deviation	1.04	0.96	0.96	0.80	0.99	0.97	1.07	0.93	0.96
Significance	-			-		*	-		
Effect size	-	0.07	0.26	-	0.45	0.70	-	-0.11	0.06
Prospects for career advancement									
Very satisfied	19.5%	12.3%	10.0%	23.1%	16.9%	10.5%	17.9%	8.9%	9.5%
Satisfied	46.3%	39.1%	42.0%	46.2%	42.2%	43.8%	46.4%	37.9%	41.8%
Marginally satisfied	17.1%	29.5%	28.7%	23.1%	26.5%	26.8%	14.3%	32.3%	30.0%
Not satisfied	17.1%	19.1%	19.3%	7.7%	14.5%	18.9%	21.4%	21.0%	18.8%
Total(n)	41	220	1,256	13	83	493	28	124	687
Mean	2.68	2.45	2.43	2.85	2.61	2.46	2.61	2.35	2.42
Standard deviation	0.99	0.94	0.91	0.90	0.93	0.92	1.03	0.91	0.90
Significance	-			-			-		
Effect size	-	0.24	0.27	-	0.26	0.42	-	0.29	0.21
How satisfied are you with the following aspects of your job?									
Relative equity of salary and job benefits									
Very satisfied	19.0%	10.6%	8.4%	23.1%	13.6%	9.9%	17.2%	7.3%	7.4%
Satisfied	40.5%	31.3%	33.4%	46.2%	30.9%	37.0%	37.9%	33.3%	31.4%
Marginally satisfied	16.7%	31.3%	30.2%	15.4%	32.1%	27.5%	17.2%	30.9%	32.2%
Not satisfied	23.8%	26.7%	28.0%	15.4%	23.5%	25.5%	27.6%	28.5%	29.1%
Total(n)	42	217	1,250	13	81	494	29	123	678
Mean	2.55	2.26	2.22	2.77	2.35	2.31	2.45	2.20	2.17
Standard deviation	1.06	0.97	0.95	1.01	0.99	0.96	1.09	0.94	0.93
Significance	-		*	-			-		
Effect size	-	0.30	0.35	-	0.42	0.48	-	0.27	0.30
Flexibility in relation to family matters or emergencies									
Very satisfied	58.1%	42.2%	37.8%	69.2%	46.4%	37.3%	53.3%	40.8%	37.9%

Job
Satisfaction:
Compensation

Job
Satisfaction:
Workplace

Satisfied	30.2%	41.7%	46.6%	30.8%	42.9%	49.0%	30.0%	40.0%	45.6%	Job Satisfaction: Workplace
Marginally satisfied	9.3%	14.8%	11.5%	0.0%	9.5%	9.3%	13.3%	17.6%	12.8%	
Not satisfied	2.3%	1.3%	4.2%	0.0%	1.2%	4.4%	3.3%	1.6%	3.6%	
Total(n)	43	223	1,263	13	84	496	30	125	688	
Mean	3.44	3.25	3.18	3.69	3.35	3.19	3.33	3.20	3.18	
Standard deviation	0.77	0.75	0.79	0.48	0.70	0.78	0.84	0.78	0.79	
Significance	-		*	-		*	-			
Effect size	-	0.25	0.33	-	0.49	0.64	-	0.17	0.19	
Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)										
Very satisfied	27.9%	31.4%	23.5%	23.1%	33.3%	24.0%	30.0%	31.2%	23.3%	Job Satisfaction: Workplace
Satisfied	48.8%	44.4%	50.6%	61.5%	48.8%	53.1%	43.3%	40.8%	49.2%	
Marginally satisfied	9.3%	18.8%	17.5%	0.0%	14.3%	15.8%	13.3%	20.8%	18.5%	
Not satisfied	14.0%	5.4%	8.4%	15.4%	3.6%	7.2%	13.3%	7.2%	9.0%	
Total(n)	43	223	1,238	13	84	488	30	125	675	
Mean	2.91	3.02	2.89	2.92	3.12	2.94	2.90	2.96	2.87	
Standard deviation	0.97	0.85	0.86	0.95	0.78	0.83	0.99	0.90	0.87	
Significance	-			-			-			
Effect size	-	-0.13	0.02	-	-0.26	-0.02	-	-0.07	0.03	
Overall job										
Very satisfied	37.2%	32.7%	25.2%	46.2%	34.1%	26.5%	33.3%	32.8%	24.6%	
Satisfied	51.2%	48.0%	53.5%	53.8%	47.1%	52.9%	50.0%	48.8%	54.5%	
Marginally satisfied	7.0%	16.1%	17.6%	0.0%	16.5%	16.0%	10.0%	15.2%	17.8%	
Not satisfied	4.7%	3.1%	3.7%	0.0%	2.4%	4.6%	6.7%	3.2%	3.0%	
Total(n)	43	223	1,264	13	85	499	30	125	690	
Mean	3.21	3.10	3.00	3.46	3.13	3.01	3.10	3.11	3.01	
Standard deviation	0.77	0.78	0.76	0.52	0.77	0.78	0.84	0.77	0.74	
Significance	-			-		*	-			
Effect size	-	0.14	0.28	-	0.43	0.58	-	-0.01	0.12	
Please indicate the extent to which each of the following has been a source of stress for you during the past year:										
Managing household responsibilities										
Extensive	22.5%	23.5%	22.4%	7.7%	14.8%	18.1%	29.6%	28.5%	25.3%	
Somewhat	47.5%	53.5%	56.1%	46.2%	56.8%	56.5%	48.1%	50.4%	55.9%	
Not at all	30.0%	23.0%	21.5%	46.2%	28.4%	25.4%	22.2%	21.1%	18.8%	
Total(n)	40	217	1,212	13	81	469	27	123	671	
Mean	1.93	2.00	2.01	1.62	1.86	1.93	2.07	2.07	2.07	
Standard deviation	0.73	0.68	0.66	0.65	0.65	0.66	0.73	0.70	0.66	
Significance	-			-			-			
Effect size	-	-0.10	-0.12	-	-0.37	-0.47	-	0.00	0.00	
Child care										
Extensive	19.2%	21.4%	22.9%	0.0%	12.7%	18.6%	27.8%	27.1%	26.8%	
Somewhat	46.2%	33.6%	36.5%	62.5%	30.9%	36.1%	38.9%	37.1%	37.4%	
Not at all	34.6%	45.0%	40.6%	37.5%	56.4%	45.4%	33.3%	35.7%	35.8%	
Total(n)	26	131	702	8	55	280	18	70	380	

Mean	1.85	1.76	1.82	1.63	1.56	1.73	1.94	1.91	1.91
Standard deviation	0.73	0.78	0.78	0.52	0.71	0.75	0.80	0.79	0.79
Significance	-			-			-		
Effect size	-	0.12	0.04	-	0.10	-0.13	-	0.04	0.04
My physical health									
Extensive	9.5%	11.8%	12.5%	0.0%	7.6%	11.8%	13.8%	12.4%	12.4%
Somewhat	47.6%	45.8%	51.3%	53.8%	48.1%	49.7%	44.8%	43.8%	52.3%
Not at all	42.9%	42.5%	36.2%	46.2%	44.3%	38.5%	41.4%	43.8%	35.2%
Total(n)	42	212	1,206	13	79	475	29	121	661
Mean	1.67	1.69	1.76	1.54	1.63	1.73	1.72	1.69	1.77
Standard deviation	0.65	0.67	0.66	0.52	0.62	0.66	0.70	0.68	0.65
Significance	-			-			-		
Effect size	-	-0.03	-0.14	-	-0.15	-0.29	-	0.04	-0.08
My emotional well-being									
Extensive	24.4%	15.9%	17.0%	15.4%	10.5%	13.2%	28.6%	17.6%	19.5%
Somewhat	46.3%	49.5%	52.3%	46.2%	48.7%	48.4%	46.4%	49.6%	55.5%
Not at all	29.3%	34.6%	30.7%	38.5%	40.8%	38.4%	25.0%	32.8%	25.1%
Total(n)	41	214	1,229	13	76	479	28	125	678
Mean	1.95	1.81	1.86	1.77	1.70	1.75	2.04	1.85	1.94
Standard deviation	0.74	0.69	0.68	0.73	0.65	0.67	0.74	0.70	0.67
Significance	-			-			-		
Effect size	-	0.20	0.13	-	0.11	0.03	-	0.27	0.15
Please indicate the extent to which each of the following has been a source of stress for you during the past year:									
Review/promotion process									
Extensive	16.1%	15.7%	18.4%	0.0%	16.4%	16.9%	22.7%	14.2%	19.2%
Somewhat	45.2%	40.0%	40.7%	55.6%	37.3%	36.9%	40.9%	41.5%	44.0%
Not at all	38.7%	44.3%	40.8%	44.4%	46.3%	46.2%	36.4%	44.3%	36.8%
Total(n)	31	185	1,048	9	67	409	22	106	579
Mean	1.77	1.71	1.78	1.56	1.70	1.71	1.86	1.70	1.82
Standard deviation	0.72	0.72	0.74	0.53	0.74	0.74	0.77	0.71	0.73
Significance	-			-			-		
Effect size	-	0.08	-0.01	-	-0.19	-0.20	-	0.23	0.05
Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)									
Extensive	10.8%	7.2%	8.3%	0.0%	6.9%	5.1%	16.0%	6.2%	9.4%
Somewhat	27.0%	26.2%	26.1%	41.7%	29.2%	21.0%	20.0%	24.8%	29.5%
Not at all	62.2%	66.7%	65.5%	58.3%	63.9%	73.9%	64.0%	69.0%	61.1%
Total(n)	37	195	1,117	12	72	433	25	113	617
Mean	1.49	1.41	1.43	1.42	1.43	1.31	1.52	1.37	1.48
Standard deviation	0.69	0.62	0.64	0.51	0.62	0.56	0.77	0.60	0.66
Significance	-			-			-		
Effect size	-	0.13	0.09	-	-0.02	0.20	-	0.25	0.06
Committee work									
Extensive	12.2%	15.2%	16.1%	0.0%	16.3%	13.6%	17.2%	13.7%	18.2%
Somewhat	43.9%	50.5%	53.8%	25.0%	48.8%	53.4%	51.7%	51.3%	54.6%

Not at all	43.9%	34.3%	30.0%	75.0%	35.0%	33.0%	31.0%	35.0%	27.2%	Career Related Stress
Total(n)	41	210	1,183	12	80	470	29	117	643	
Mean	1.68	1.81	1.86	1.25	1.81	1.81	1.86	1.79	1.91	
Standard deviation	0.69	0.68	0.67	0.45	0.70	0.66	0.69	0.67	0.67	
Significance	-			-	**	**	-			
Effect size	-	-0.19	-0.27	-	-0.80	-0.85	-	0.10	-0.07	
Please indicate the extent to which each of the following has been a source of stress for you during the past year:										
Faculty meetings										
Extensive	7.7%	11.5%	12.2%	0.0%	6.1%	9.4%	10.7%	13.9%	13.8%	Career Related Stress
Somewhat	43.6%	45.0%	46.5%	27.3%	52.4%	47.1%	50.0%	37.7%	45.9%	
Not at all	48.7%	43.6%	41.3%	72.7%	41.5%	43.5%	39.3%	48.4%	40.3%	
Total(n)	39	218	1,213	11	82	480	28	122	660	
Mean	1.59	1.68	1.71	1.27	1.65	1.66	1.71	1.66	1.73	
Standard deviation	0.64	0.67	0.67	0.47	0.60	0.64	0.66	0.71	0.69	
Significance	-			-	*	*	-			
Effect size	-	-0.13	-0.18	-	-0.63	-0.61	-	0.07	-0.03	
Students										
Extensive	9.5%	12.7%	10.6%	0.0%	4.8%	7.6%	13.8%	18.5%	13.0%	Career Related Stress
Somewhat	40.5%	54.5%	58.3%	23.1%	61.4%	56.8%	48.3%	46.8%	58.9%	
Not at all	50.0%	32.7%	31.1%	76.9%	33.7%	35.6%	37.9%	34.7%	28.1%	
Total(n)	42	220	1,236	13	83	486	29	124	677	
Mean	1.60	1.80	1.80	1.23	1.71	1.72	1.76	1.84	1.85	
Standard deviation	0.66	0.65	0.61	0.44	0.55	0.60	0.69	0.71	0.62	
Significance	-		*	-	**	**	-			
Effect size	-	-0.31	-0.33	-	-0.87	-0.82	-	-0.11	-0.15	
Research or publishing demands										
Extensive	13.2%	21.0%	18.7%	0.0%	23.8%	15.5%	18.5%	19.3%	21.8%	Career Related Stress
Somewhat	42.1%	49.3%	50.0%	45.5%	46.3%	47.8%	40.7%	50.9%	51.1%	
Not at all	44.7%	29.8%	31.3%	54.5%	30.0%	36.7%	40.7%	29.8%	27.1%	
Total(n)	38	205	1,150	11	80	471	27	114	616	
Mean	1.68	1.91	1.87	1.45	1.94	1.79	1.78	1.89	1.95	
Standard deviation	0.70	0.71	0.70	0.52	0.74	0.69	0.75	0.70	0.70	
Significance	-			-	*		-			
Effect size	-	-0.32	-0.27	-	-0.66	-0.49	-	-0.16	-0.24	
Please indicate the extent to which each of the following has been a source of stress for you during the past year:										
Institutional procedures and "red tape"										
Extensive	17.1%	27.4%	27.1%	0.0%	26.8%	29.7%	24.1%	28.8%	25.4%	Career Related Stress
Somewhat	36.6%	46.7%	48.0%	41.7%	51.2%	49.7%	34.5%	42.4%	47.2%	
Not at all	46.3%	25.9%	24.9%	58.3%	22.0%	20.6%	41.4%	28.8%	27.4%	
Total(n)	41	212	1,208	12	82	481	29	118	654	
Mean	1.71	2.01	2.02	1.42	2.05	2.09	1.83	2.00	1.98	
Standard deviation	0.75	0.73	0.72	0.51	0.70	0.70	0.80	0.76	0.73	
Significance	-	*	**	-	**	**	-			

Effect size	-	-0.41	-0.43	-	-0.90	-0.96	-	-0.22	-0.21		
Teaching load											
Extensive	14.6%	21.5%	25.9%	7.7%	20.7%	25.3%	17.9%	19.2%	26.9%	Career Related Stress	
Somewhat	29.3%	43.5%	45.2%	15.4%	43.9%	45.1%	35.7%	45.0%	45.9%		
Not at all	56.1%	35.0%	28.9%	76.9%	35.4%	29.6%	46.4%	35.8%	27.2%		
Total(n)	41	214	1,224	13	82	486	28	120	666		
Mean	1.59	1.86	1.97	1.31	1.85	1.96	1.71	1.83	2.00		
Standard deviation	0.74	0.74	0.74	0.63	0.74	0.74	0.76	0.73	0.74		
Significance	-	*	**	-	*	**	-		*		
Effect size	-	-0.36	-0.51	-	-0.73	-0.88	-	-0.16	-0.39		
Lack of personal time											
Extensive	18.6%	24.1%	29.6%	0.0%	20.0%	24.3%	26.7%	23.6%	33.9%		Career Related Stress
Somewhat	41.9%	44.4%	43.7%	46.2%	40.0%	42.3%	40.0%	48.8%	44.1%		
Not at all	39.5%	31.5%	26.6%	53.8%	40.0%	33.4%	33.3%	27.6%	22.0%		
Total(n)	43	216	1,228	13	80	482	30	123	673		
Mean	1.79	1.93	2.03	1.46	1.80	1.91	1.93	1.96	2.12		
Standard deviation	0.74	0.74	0.75	0.52	0.75	0.75	0.78	0.72	0.74		
Significance	-		*	-		*	-				
Effect size	-	-0.19	-0.32	-	-0.45	-0.60	-	-0.04	-0.26		
Job security											
Extensive	15.0%	8.3%	9.2%	0.0%	11.3%	8.5%	22.2%	5.3%	8.9%	Career Related Stress	
Somewhat	27.5%	25.5%	24.1%	30.8%	22.5%	22.1%	25.9%	27.4%	25.9%		
Not at all	57.5%	66.2%	66.7%	69.2%	66.3%	69.4%	51.9%	67.3%	65.2%		
Total(n)	40	204	1,168	13	80	470	27	113	632		
Mean	1.58	1.42	1.42	1.31	1.45	1.39	1.70	1.38	1.44		
Standard deviation	0.75	0.64	0.65	0.48	0.69	0.64	0.82	0.59	0.65		
Significance	-			-			-	*	*		
Effect size	-	0.25	0.25	-	-0.20	-0.13	-	0.54	0.40		
Self-imposed high expectations											
Extensive	27.9%	33.5%	35.4%	15.4%	29.3%	30.9%	33.3%	35.0%	39.4%		Career Related Stress
Somewhat	48.8%	51.8%	49.9%	46.2%	50.0%	51.2%	50.0%	52.8%	48.3%		
Not at all	23.3%	14.7%	14.7%	38.5%	20.7%	17.8%	16.7%	12.2%	12.3%		
Total(n)	43	218	1,238	13	82	488	30	123	677		
Mean	2.05	2.19	2.21	1.77	2.09	2.13	2.17	2.23	2.27		
Standard deviation	0.72	0.67	0.68	0.73	0.71	0.69	0.70	0.65	0.67		
Significance	-			-			-				
Effect size	-	-0.21	-0.24	-	-0.45	-0.52	-	-0.09	-0.15		
Increased work responsibilities											
Extensive	26.2%	24.9%	30.0%	7.7%	17.1%	23.1%	34.5%	26.8%	35.3%	Career Related Stress	
Somewhat	54.8%	48.8%	48.1%	53.8%	56.1%	50.8%	55.2%	46.3%	46.5%		
Not at all	19.0%	26.3%	21.9%	38.5%	26.8%	26.0%	10.3%	26.8%	18.2%		
Total(n)	42	217	1,222	13	82	480	29	123	671		
Mean	2.07	1.99	2.08	1.69	1.90	1.97	2.24	2.00	2.17		
Standard deviation	0.68	0.72	0.72	0.63	0.66	0.70	0.64	0.74	0.71		
Significance	-			-			-				
Effect size	-	0.11	-0.01	-	-0.32	-0.40	-	0.32	0.10		

Institutional budget cuts										
Extensive	41.5%	30.3%	27.8%	38.5%	31.3%	29.8%	42.9%	27.6%	26.0%	
Somewhat	39.0%	44.0%	43.1%	38.5%	39.8%	40.6%	39.3%	48.0%	44.7%	
Not at all	19.5%	25.7%	29.1%	23.1%	28.9%	29.6%	17.9%	24.4%	29.3%	
Total(n)	41	218	1,200	13	83	473	28	123	655	
Mean	2.22	2.05	1.99	2.15	2.02	2.00	2.25	2.03	1.97	
Standard deviation	0.76	0.75	0.75	0.80	0.78	0.77	0.75	0.72	0.74	
Significance	-			-			-			
Effect size	-	0.23	0.31	-	0.17	0.19	-	0.31	0.38	
Have you been sexually harassed at this institution?										
Yes	11.6%	5.7%	8.0%	7.7%	2.3%	3.9%	13.3%	7.9%	9.8%	
No	88.4%	94.3%	92.0%	92.3%	97.7%	96.1%	86.7%	92.1%	90.2%	
Total(n)	43	229	1,303	13	87	517	30	127	704	
In the past year, have you:										
Considered leaving academe for another job?										
Yes	22.0%	29.0%	35.9%	0.0%	25.9%	33.2%	32.1%	28.8%	36.3%	
No	78.0%	71.0%	64.1%	100.0%	74.1%	66.8%	67.9%	71.2%	63.7%	
Total(n)	41	224	1,272	13	85	503	28	125	689	
Considered leaving this institution for another?										
Yes	31.7%	44.4%	45.7%	23.1%	48.8%	48.6%	35.7%	39.7%	42.5%	
No	68.3%	55.6%	54.3%	76.9%	51.2%	51.4%	64.3%	60.3%	57.5%	
Total(n)	41	223	1,268	13	84	500	28	126	689	
Engaged in public service/professional consulting without pay?										
Yes	57.1%	48.2%	54.1%	53.8%	47.1%	54.0%	58.6%	47.2%	53.1%	Civic Minded Practice
No	42.9%	51.8%	45.9%	46.2%	52.9%	46.0%	41.4%	52.8%	46.9%	
Total(n)	42	222	1,265	13	85	502	29	125	689	
Received at least one firm job offer elsewhere?										
Yes	26.8%	17.9%	19.3%	15.4%	15.5%	20.2%	32.1%	15.9%	17.1%	
No	73.2%	82.1%	80.7%	84.6%	84.5%	79.8%	67.9%	84.1%	82.9%	
Total(n)	41	223	1,263	13	84	500	28	126	689	
For each of the following items, please mark either Yes or No.										
Are you a member of a faculty union?										
Yes	2.3%	27.4%	42.9%	0.0%	30.6%	42.4%	3.3%	27.4%	44.2%	
No	97.7%	72.6%	57.1%	100.0%	69.4%	57.6%	96.7%	72.6%	55.8%	
Total(n)	43	223	1,262	13	85	498	30	124	688	
Do you plan to retire within the next three years?										
Yes	9.5%	11.6%	14.0%	15.4%	9.4%	14.1%	6.9%	12.0%	12.9%	
No	90.5%	88.4%	86.0%	84.6%	90.6%	85.9%	93.1%	88.0%	87.1%	
Total(n)	42	224	1,260	13	85	497	29	125	688	
For each of the following items, please mark either Yes or No.										
Have you ever interrupted your professional career for more than one year for family reasons?										
Yes	14.3%	10.3%	8.1%	7.7%	4.7%	3.0%	17.2%	14.5%	11.1%	
No	85.7%	89.7%	91.9%	92.3%	95.3%	97.0%	82.8%	85.5%	88.9%	
Total(n)	42	223	1,257	13	85	495	29	124	686	

Have you ever been formally recognized for outstanding teaching at this institution?									
Yes	41.9%	39.0%	32.2%	46.2%	47.1%	35.3%	40.0%	32.0%	29.5%
No	58.1%	61.0%	67.8%	53.8%	52.9%	64.7%	60.0%	68.0%	70.5%
Total(n)	43	223	1,259	13	85	498	30	125	687
Citizenship status:									
U.S. citizen	100.0%	88.6%	93.2%	100.0%	86.0%	91.3%	100.0%	90.6%	94.3%
Permanent resident (green card)	0.0%	10.5%	5.8%	0.0%	12.8%	7.4%	0.0%	8.7%	4.8%
Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)	0.0%	0.9%	1.0%	0.0%	1.2%	1.4%	0.0%	0.8%	0.9%
None of the above	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	43	228	1,298	13	86	517	30	127	704
How would you characterize your political views?									
Far right	0.0%	0.5%	0.2%	0.0%	1.2%	0.2%	0.0%	0.0%	0.1%
Conservative	20.9%	12.7%	10.1%	23.1%	14.0%	11.2%	20.0%	10.6%	8.5%
Middle-of-the-road	30.2%	33.6%	30.7%	38.5%	43.0%	35.0%	26.7%	26.8%	26.8%
Liberal	39.5%	40.9%	46.6%	23.1%	31.4%	40.5%	46.7%	49.6%	52.6%
Far left	9.3%	12.3%	12.4%	15.4%	10.5%	13.2%	6.7%	13.0%	12.0%
Total(n)	43	220	1,264	13	86	509	30	123	686
If given the choice, would you:									
Still come to this institution?									
Definitely yes	65.1%	45.3%	44.1%	84.6%	40.0%	42.3%	56.7%	48.8%	46.1%
Probably yes	25.6%	34.7%	36.0%	15.4%	37.6%	36.9%	30.0%	32.3%	36.4%
Not sure	4.7%	11.1%	12.3%	0.0%	11.8%	12.2%	6.7%	11.0%	11.8%
Probably no	2.3%	4.4%	4.9%	0.0%	5.9%	5.2%	3.3%	3.1%	3.9%
Definitely no	2.3%	4.4%	2.6%	0.0%	4.7%	3.3%	3.3%	4.7%	1.9%
Total(n)	43	225	1,293	13	85	515	30	127	701
Mean	4.49	4.12	4.14	4.85	4.02	4.10	4.33	4.17	4.21
Standard deviation	0.88	1.06	0.99	0.38	1.09	1.02	0.99	1.06	0.93
Significance	-	*	*	-	**	**	-		
Effect size	-	0.35	0.35	-	0.76	0.74	-	0.15	0.13
Still be a college professor?									
Definitely yes	69.0%	68.3%	65.7%	84.6%	68.2%	68.6%	62.1%	68.8%	64.3%
Probably yes	26.2%	23.8%	25.6%	15.4%	23.5%	23.4%	31.0%	23.4%	27.0%
Not sure	2.4%	6.2%	6.5%	0.0%	7.1%	5.7%	3.4%	6.3%	6.8%
Probably no	2.4%	1.3%	1.7%	0.0%	1.2%	1.6%	3.4%	0.8%	1.6%
Definitely no	0.0%	0.4%	0.5%	0.0%	0.0%	0.8%	0.0%	0.8%	0.3%
Total(n)	42	227	1,295	13	85	513	29	128	703
Mean	4.62	4.58	4.54	4.85	4.59	4.58	4.52	4.59	4.53
Standard deviation	0.66	0.71	0.74	0.38	0.68	0.74	0.74	0.72	0.72
Significance	-			-			-		
Effect size	-	0.06	0.11	-	0.38	0.36	-	-0.10	-0.01
Please select your base institutional salary.									
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$10,000-19,999	0.0%	0.0%	0.2%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%
\$20,000-29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$30,000-39,999	0.0%	0.5%	0.6%	0.0%	0.0%	0.6%	0.0%	0.9%	0.5%

\$40,000-49,999	7.3%	6.2%	4.2%	16.7%	5.0%	3.4%	3.4%	6.9%	5.0%
\$50,000-59,999	14.6%	12.0%	10.2%	8.3%	6.3%	7.5%	17.2%	16.4%	12.5%
\$60,000-69,999	26.8%	14.4%	13.3%	25.0%	12.5%	10.3%	27.6%	13.8%	14.3%
\$70,000-79,999	9.8%	12.0%	14.9%	8.3%	10.0%	11.3%	10.3%	14.7%	18.0%
\$80,000-89,999	4.9%	21.1%	17.3%	0.0%	21.3%	16.9%	6.9%	20.7%	17.7%
\$90,000-99,999	4.9%	13.9%	14.3%	0.0%	12.5%	15.0%	6.9%	14.7%	14.4%
\$100,000-124,999	19.5%	15.3%	20.3%	33.3%	25.0%	27.4%	13.8%	8.6%	14.4%
\$125,000-149,999	7.3%	4.3%	3.7%	8.3%	6.3%	5.8%	6.9%	3.4%	2.3%
\$150,000-199,999	4.9%	0.5%	1.0%	0.0%	1.3%	1.3%	6.9%	0.0%	1.0%
\$200,000-249,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$250,000-499,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	41	209	1,145	12	80	467	29	116	617
Your base institutional salary reported above is based on:									
Less than 9 months	2.4%	5.2%	4.8%	0.0%	8.5%	5.8%	3.4%	3.4%	4.0%
9/10 months	73.2%	73.3%	73.7%	75.0%	70.7%	74.2%	72.4%	74.1%	73.5%
11/12 months	24.4%	21.4%	21.5%	25.0%	20.7%	20.0%	24.1%	22.4%	22.4%
Total(n)	41	210	1,149	12	82	469	29	116	620
Total salary from teaching at this institution for this academic year for part-time faculty.									
Less than \$5,000	0.0%	21.4%	5.9%	0.0%	33.3%	6.9%	0.0%	10.0%	4.8%
\$5,000-9,999	100.0%	42.9%	28.7%	100.0%	66.7%	31.0%	0.0%	40.0%	28.6%
\$10,000-14,999	0.0%	7.1%	16.8%	0.0%	0.0%	17.2%	0.0%	10.0%	17.5%
\$15,000-19,999	0.0%	21.4%	12.9%	0.0%	0.0%	17.2%	0.0%	30.0%	11.1%
\$20,000-24,999	0.0%	0.0%	5.9%	0.0%	0.0%	0.0%	0.0%	0.0%	7.9%
\$25,000-29,999	0.0%	0.0%	3.0%	0.0%	0.0%	3.4%	0.0%	0.0%	1.6%
\$30,000-34,999	0.0%	0.0%	5.0%	0.0%	0.0%	0.0%	0.0%	0.0%	7.9%
\$35,000-39,999	0.0%	7.1%	3.0%	0.0%	0.0%	6.9%	0.0%	10.0%	1.6%
\$40,000-44,999	0.0%	0.0%	5.9%	0.0%	0.0%	6.9%	0.0%	0.0%	6.3%
\$45,000-49,999	0.0%	0.0%	2.0%	0.0%	0.0%	3.4%	0.0%	0.0%	1.6%
\$50,000-59,999	0.0%	0.0%	4.0%	0.0%	0.0%	6.9%	0.0%	0.0%	3.2%
\$60,000-69,999	0.0%	0.0%	4.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4.8%
\$70,000-79,999	0.0%	0.0%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$80,000-89,999	0.0%	0.0%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.6%
\$90,000-99,999	0.0%	0.0%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.6%
\$100,000 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	1	14	101	1	3	29	0	10	63
Per-Course earnings for part-time faculty.									
Less than \$500	0.0%	0.0%	2.2%	0.0%	0.0%	0.0%	0.0%	0.0%	3.4%
\$500-999	0.0%	7.1%	6.5%	0.0%	0.0%	10.7%	0.0%	0.0%	3.4%
\$1,000-1,499	0.0%	14.3%	8.7%	0.0%	66.7%	14.3%	0.0%	0.0%	5.2%
\$1,500-1,999	0.0%	0.0%	4.3%	0.0%	0.0%	3.6%	0.0%	0.0%	5.2%
\$2,000-2,499	100.0%	14.3%	8.7%	100.0%	0.0%	7.1%	0.0%	20.0%	8.6%
\$2,500-2,999	0.0%	28.6%	14.1%	0.0%	33.3%	17.9%	0.0%	30.0%	12.1%
\$3,000-3,499	0.0%	14.3%	12.0%	0.0%	0.0%	3.6%	0.0%	20.0%	17.2%
\$3,500-3,999	0.0%	14.3%	7.6%	0.0%	0.0%	3.6%	0.0%	20.0%	8.6%

\$4,000-4,499	0.0%	0.0%	4.3%	0.0%	0.0%	3.6%	0.0%	0.0%	5.2%
\$4,500-4,999	0.0%	0.0%	3.3%	0.0%	0.0%	0.0%	0.0%	0.0%	5.2%
\$5,000-5,499	0.0%	0.0%	7.6%	0.0%	0.0%	14.3%	0.0%	0.0%	5.2%
\$5,500-5,999	0.0%	0.0%	2.2%	0.0%	0.0%	0.0%	0.0%	0.0%	3.4%
\$6,000-6,499	0.0%	0.0%	8.7%	0.0%	0.0%	14.3%	0.0%	0.0%	6.9%
\$6,500-6,999	0.0%	0.0%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%	1.7%
\$7,000-7,499	0.0%	0.0%	2.2%	0.0%	0.0%	0.0%	0.0%	0.0%	3.4%
\$7,500-7,999	0.0%	7.1%	3.3%	0.0%	0.0%	3.6%	0.0%	10.0%	3.4%
\$8,000-8,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$8,500-8,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$9,000-9,499	0.0%	0.0%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$9,500-9,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$10,000 or more	0.0%	0.0%	2.2%	0.0%	0.0%	3.6%	0.0%	0.0%	1.7%
Total(n)	1	14	92	1	3	28	0	10	58
Highest Degree Earned									
Bachelor's (B.A., B.S., etc.)	0.0%	0.0%	0.7%	0.0%	0.0%	1.2%	0.0%	0.0%	0.4%
Master's (M.A., M.S.)	0.0%	10.0%	11.8%	0.0%	5.8%	8.4%	0.0%	13.3%	13.8%
Terminal Master's (M.F.A., M.B.A.)	4.9%	1.7%	2.9%	8.3%	3.5%	3.1%	3.4%	0.8%	2.3%
J.D.	17.1%	0.9%	0.8%	16.7%	1.2%	1.0%	17.2%	0.8%	0.6%
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	0.0%	0.2%	0.0%	0.0%	0.2%	0.0%	0.0%	0.1%
Ph.D.	53.7%	77.3%	72.7%	50.0%	81.4%	78.6%	55.2%	75.0%	69.3%
Professional Doctorate (Ed.D., Psy.D., etc.)	17.1%	9.2%	9.8%	8.3%	8.1%	6.6%	20.7%	9.4%	12.1%
Other	7.3%	0.9%	1.2%	16.7%	0.0%	1.0%	3.4%	0.8%	1.3%
Total(n)	41	229	1,296	12	86	514	29	128	701
Degree Currently Working On									
Bachelor's (B.A., B.S., etc.)	0.0%	0.4%	0.1%	0.0%	0.0%	0.0%	0.0%	0.8%	0.1%
Master's (M.A., M.S.)	0.0%	0.4%	0.6%	0.0%	0.0%	0.6%	0.0%	0.8%	0.6%
Terminal Master's (M.F.A., M.B.A.)	0.0%	0.0%	0.3%	0.0%	0.0%	0.2%	0.0%	0.0%	0.3%
J.D.	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
Ph.D.	2.5%	4.4%	3.2%	0.0%	3.5%	2.6%	3.6%	5.6%	3.7%
Professional Doctorate (Ed.D., Psy.D., etc.)	0.0%	1.8%	1.3%	0.0%	1.2%	0.6%	0.0%	2.4%	1.9%
Other	5.0%	1.3%	0.5%	8.3%	1.2%	0.6%	3.6%	0.8%	0.3%
None	92.5%	91.6%	94.0%	91.7%	94.1%	95.4%	92.9%	89.7%	92.8%
Total(n)	40	226	1,258	12	85	499	28	126	684
Are you currently serving in an administrative position as:									
Department chair	9.3%	6.6%	6.3%	6.3%	5.8%	7.5%	10.8%	7.3%	5.4%
Dean (including Associate or Assistant)	7.4%	3.8%	1.4%	6.3%	4.9%	1.5%	8.1%	3.6%	1.4%
Vice-president	0.0%	0.3%	0.1%	0.0%	0.0%	0.0%	0.0%	0.6%	0.1%
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Provost	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Other	18.5%	9.8%	12.1%	25.0%	10.7%	10.4%	16.2%	7.9%	12.7%
Not applicable	42.6%	56.4%	54.5%	37.5%	57.3%	54.7%	45.9%	57.0%	55.3%
Total(n)	54	287	1,664	16	103	655	37	165	906

Race/Ethnicity - mark all that apply (total may add to more than 100%)									
American Indian or Alaska Native	2.3%	1.3%	1.7%	0.0%	2.3%	2.0%	3.3%	0.8%	1.3%
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	0.0%	9.0%	6.9%	0.0%	9.2%	6.6%	0.0%	9.5%	7.3%
Filipina/o/x	0.0%	0.4%	0.5%	0.0%	0.0%	0.4%	0.0%	0.8%	0.6%
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.0%	0.4%	1.0%	0.0%	0.0%	0.6%	0.0%	0.8%	1.5%
South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	2.3%	6.3%	2.6%	7.7%	10.3%	3.4%	0.0%	4.0%	2.2%
Other Asian	0.0%	0.9%	0.5%	0.0%	1.1%	0.4%	0.0%	0.8%	0.6%
African American/Black	2.3%	6.7%	3.3%	0.0%	2.3%	2.2%	3.3%	10.3%	4.4%
African	2.3%	0.4%	0.5%	7.7%	0.0%	1.0%	0.0%	0.0%	0.0%
Caribbean	0.0%	0.9%	0.2%	0.0%	1.1%	0.2%	0.0%	0.8%	0.1%
Other Black	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Native Hawaiian or Other Pacific Islander	0.0%	0.4%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
Mexican American/Chicana/o/x	0.0%	5.4%	3.8%	0.0%	5.7%	2.6%	0.0%	4.8%	4.7%
Puerto Rican	0.0%	0.4%	0.3%	0.0%	0.0%	0.4%	0.0%	0.8%	0.3%
Central American	0.0%	0.0%	0.2%	0.0%	0.0%	0.4%	0.0%	0.0%	0.1%
South American	0.0%	1.3%	0.8%	0.0%	2.3%	1.2%	0.0%	0.8%	0.6%
Other Hispanic or Latina/o/x	2.3%	1.8%	1.3%	0.0%	2.3%	1.4%	3.3%	1.6%	1.2%
Middle Eastern	0.0%	1.8%	2.3%	0.0%	4.6%	3.4%	0.0%	0.0%	1.8%
European	79.1%	61.9%	72.0%	76.9%	59.8%	73.1%	80.0%	63.5%	70.9%
Other White	9.3%	9.0%	9.3%	7.7%	8.0%	6.4%	10.0%	8.7%	11.3%
Other	2.3%	0.9%	1.8%	0.0%	1.1%	2.4%	3.3%	0.8%	1.0%
Total(n)	43	223	1,248	13	87	499	30	126	684
Race/Ethnicity Group (with multiple race category)									
Native American/Alaska Native	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Asian/Pacific Islander	2.3%	15.7%	9.8%	7.7%	20.7%	10.2%	0.0%	13.5%	9.8%
Black/African American	4.7%	6.3%	3.4%	7.7%	1.1%	2.6%	3.3%	9.5%	3.9%
Latina/o/x	2.3%	4.9%	3.8%	0.0%	4.6%	4.0%	3.3%	4.8%	3.7%
White	86.0%	65.9%	76.1%	84.6%	64.4%	76.2%	86.7%	66.7%	76.0%
Other Race/Ethnicity	2.3%	0.4%	1.3%	0.0%	1.1%	1.8%	3.3%	0.0%	0.7%
Two or More Races/Ethnicities	2.3%	6.7%	5.7%	0.0%	8.0%	5.2%	3.3%	5.6%	5.8%
Total (n)	43	223	1,248	13	87	499	30	126	684
Is English your native language?									
Yes	95.3%	77.8%	87.1%	92.3%	73.6%	84.1%	96.7%	78.9%	88.3%
No	4.7%	22.2%	12.9%	7.7%	26.4%	15.9%	3.3%	21.1%	11.7%
Total(n)	43	230	1,294	13	87	517	30	128	698
What is your sexual orientation?									
Heterosexual/straight	92.9%	88.2%	88.9%	84.6%	89.4%	92.3%	96.6%	88.0%	87.6%
Gay	2.4%	3.2%	2.1%	7.7%	7.1%	4.8%	0.0%	0.8%	0.1%
Lesbian	0.0%	2.3%	3.4%	0.0%	0.0%	0.0%	0.0%	4.0%	5.2%
Bisexual	2.4%	4.5%	2.9%	7.7%	3.5%	1.8%	0.0%	5.6%	3.9%
Queer	2.4%	0.9%	1.4%	0.0%	0.0%	0.4%	3.4%	0.8%	1.5%
Pansexual	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%
Asexual	0.0%	0.9%	0.6%	0.0%	0.0%	0.2%	0.0%	0.8%	0.7%
Not listed above	0.0%	0.0%	0.4%	0.0%	0.0%	0.6%	0.0%	0.0%	0.3%

\$250,000 - \$499,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	30	152	836	9	56	343	21	86	451
Mean	7.90	8.31	8.67	7.44	9.02	9.15	8.10	7.85	8.31
Standard deviation	2.22	1.93	1.91	2.24	1.94	1.96	2.23	1.79	1.80
Significance	-		*	-	*	*	-		
Effect size	-	-0.21	-0.40	-	-0.81	-0.87	-	0.14	-0.12
Aggregated - Salary based on 11/12 months (full-time employees only)									
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$10,000 - \$19,999	0.0%	0.0%	0.4%	0.0%	0.0%	1.1%	0.0%	0.0%	0.0%
\$20,000 - \$29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$30,000 - \$39,999	0.0%	0.0%	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	1.4%
\$40,000 - \$49,999	0.0%	4.4%	4.9%	0.0%	5.9%	5.3%	0.0%	3.8%	5.1%
\$50,000 - \$59,999	10.0%	6.7%	7.7%	0.0%	5.9%	6.4%	14.3%	7.7%	8.0%
\$60,000 - \$69,999	10.0%	11.1%	10.2%	0.0%	11.8%	9.6%	14.3%	11.5%	10.9%
\$70,000 - \$79,999	10.0%	8.9%	11.0%	0.0%	17.6%	10.6%	14.3%	3.8%	11.6%
\$80,000 - \$89,999	10.0%	13.3%	12.6%	0.0%	5.9%	10.6%	14.3%	15.4%	13.8%
\$90,000 - \$99,999	0.0%	20.0%	18.3%	0.0%	5.9%	14.9%	0.0%	26.9%	20.3%
\$100,000 - \$124,999	40.0%	22.2%	24.4%	66.7%	29.4%	28.7%	28.6%	19.2%	21.0%
\$125,000 - \$149,999	10.0%	11.1%	6.5%	33.3%	11.8%	9.6%	0.0%	11.5%	5.1%
\$150,000 - \$199,999	10.0%	2.2%	2.8%	0.0%	5.9%	3.2%	14.3%	0.0%	2.9%
\$200,000 - \$249,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$250,000 - \$499,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	10	45	246	3	17	94	7	26	138
Mean	9.90	9.38	9.15	11.33	9.41	9.36	9.29	9.35	9.04
Standard deviation	2.28	2.06	2.17	0.58	2.35	2.24	2.50	1.98	2.11
Significance	-			-			-		
Effect size	-	0.25	0.35	-	0.82	0.88	-	-0.03	0.12
Please enter the four-digit year that each of the following occurred.									
Year of birth									
1993 or later	0.0%	0.0%	0.2%	0.0%	0.0%	0.2%	0.0%	0.0%	0.2%
1984 - 1992	7.5%	9.2%	8.7%	0.0%	5.9%	7.7%	11.1%	12.2%	9.7%
1979 - 1983	12.5%	17.4%	13.8%	7.7%	21.2%	11.0%	14.8%	15.4%	16.4%
1974 - 1978	7.5%	12.8%	15.6%	7.7%	17.6%	15.7%	7.4%	10.6%	16.4%
1969 - 1973	20.0%	14.2%	13.5%	23.1%	15.3%	13.2%	18.5%	13.8%	13.8%
1964 - 1968	20.0%	12.8%	12.6%	15.4%	8.2%	14.1%	22.2%	14.6%	11.5%
1959 - 1963	2.5%	16.5%	14.1%	7.7%	14.1%	12.8%	0.0%	16.3%	14.1%
1954 - 1958	20.0%	9.6%	12.5%	30.8%	12.9%	13.8%	14.8%	8.1%	10.8%
1949 - 1953	5.0%	3.7%	6.4%	7.7%	0.0%	8.1%	3.7%	6.5%	5.2%
1944 - 1948	5.0%	3.2%	1.9%	0.0%	3.5%	2.2%	7.4%	2.4%	1.7%
1920 - 1943	0.0%	0.5%	0.7%	0.0%	1.2%	1.0%	0.0%	0.0%	0.3%
Earlier than 1920	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	40	218	1,212	13	85	491	27	123	659

Year of first academic appointment:									
1976 or earlier	1.9%	3.2%	2.1%	0.0%	3.9%	2.8%	2.8%	3.0%	1.6%
1977 - 1981	7.5%	2.5%	2.1%	12.5%	3.9%	3.4%	5.6%	1.8%	1.2%
1982 - 1986	1.9%	4.6%	4.9%	0.0%	6.9%	6.6%	2.8%	1.8%	3.3%
1987 - 1991	3.8%	6.0%	7.0%	12.5%	4.9%	8.9%	0.0%	6.7%	5.2%
1992 - 1996	5.7%	13.0%	11.6%	6.3%	13.7%	13.5%	5.6%	12.7%	10.5%
1997 - 2001	20.8%	14.7%	14.3%	25.0%	11.8%	13.8%	16.7%	15.8%	14.0%
2002 - 2006	13.2%	14.7%	18.4%	6.3%	15.7%	18.1%	16.7%	15.2%	18.7%
2007 - 2011	18.9%	19.6%	19.3%	12.5%	17.6%	15.5%	22.2%	20.0%	22.3%
2012 or later	26.4%	21.8%	20.3%	25.0%	21.6%	17.5%	27.8%	23.0%	23.2%
Total(n)	53	285	1,648	16	102	652	36	165	898
Year of appointment at present institution									
1976 or earlier	1.9%	1.1%	0.9%	0.0%	2.0%	0.9%	2.9%	0.6%	0.8%
1977 - 1981	1.9%	0.7%	1.4%	6.3%	1.0%	1.9%	0.0%	0.6%	1.0%
1982 - 1986	3.8%	2.9%	2.9%	6.3%	3.9%	4.0%	2.9%	1.9%	1.9%
1987 - 1991	3.8%	3.6%	4.5%	12.5%	4.9%	5.4%	0.0%	2.5%	3.3%
1992 - 1996	1.9%	6.4%	8.3%	0.0%	6.9%	9.2%	2.9%	5.6%	7.7%
1997 - 2001	17.3%	13.9%	14.6%	25.0%	12.7%	16.3%	14.3%	14.9%	12.9%
2002 - 2006	13.5%	18.9%	19.0%	6.3%	17.6%	19.4%	14.3%	20.5%	19.2%
2007 - 2011	21.2%	22.5%	22.1%	12.5%	17.6%	17.7%	25.7%	24.2%	24.8%
2012 or later	34.6%	30.0%	26.4%	31.3%	33.3%	25.0%	37.1%	29.2%	28.3%
Total(n)	52	280	1,608	16	102	643	35	161	874
If tenured, year tenure was awarded									
1976 or earlier	0.0%	0.0%	0.2%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%
1977 - 1981	3.3%	1.3%	0.5%	0.0%	1.7%	0.5%	4.5%	1.2%	0.6%
1982 - 1986	0.0%	1.3%	1.6%	0.0%	3.4%	2.5%	0.0%	0.0%	0.8%
1987 - 1991	3.3%	2.0%	3.1%	0.0%	5.1%	5.3%	4.5%	0.0%	1.5%
1992 - 1996	3.3%	5.9%	6.0%	14.3%	8.5%	6.5%	0.0%	2.4%	4.6%
1997 - 2001	3.3%	9.2%	11.1%	14.3%	10.2%	12.3%	0.0%	8.2%	10.3%
2002 - 2006	23.3%	20.9%	20.5%	42.9%	20.3%	22.9%	13.6%	21.2%	19.0%
2007 - 2011	26.7%	26.8%	27.3%	0.0%	23.7%	26.6%	36.4%	29.4%	26.8%
2012 or later	36.7%	32.7%	29.6%	28.6%	27.1%	23.1%	40.9%	37.6%	36.3%
Total(n)	30	153	927	7	59	398	22	85	474
If tenured, year tenure was awarded at Community College									
1976 or earlier	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
1977 - 1981	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
1982 - 1986	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
1987 - 1991	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
1992 - 1996	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
1997 - 2001	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2002 - 2006	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2007 - 2011	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2012 or later	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	0	0	0	0	0	0	0	0	0
Aggregated Major									
Agriculture/natural resources/related (General Area 1)	0.0%	2.2%	0.8%	0.0%	3.5%	1.0%	0.0%	0.8%	0.4%

Biological and biomedical sciences (General Area 5)	2.4%	10.2%	8.6%	7.7%	11.8%	11.3%	0.0%	10.2%	7.0%
Business/management/marketing/related (General Area 6)	9.5%	6.2%	5.1%	7.7%	14.1%	7.9%	10.3%	1.6%	3.4%
Education (General Area 10 and Specific Discipline 2102)	4.8%	16.0%	18.6%	0.0%	9.4%	11.7%	6.9%	18.1%	23.2%
Engineering technologies/technicians (General Area 11)	0.0%	1.8%	3.4%	0.0%	4.7%	6.1%	0.0%	0.0%	1.6%
English language and literature/letters (General Area 12)	0.0%	4.4%	5.7%	0.0%	3.5%	5.3%	0.0%	5.5%	5.9%
Health professions/clinical sciences (General Area 15)	14.3%	12.4%	11.6%	7.7%	4.7%	5.3%	17.2%	17.3%	16.3%
History or Political Science (Specific Discipline 3007,3009)	2.4%	3.1%	4.0%	7.7%	4.7%	4.7%	0.0%	2.4%	3.7%
Humanities (General Area 14,24)	0.0%	1.3%	2.5%	0.0%	1.2%	2.6%	0.0%	1.6%	2.5%
Fine Arts (General Area 2,4,22)	4.8%	4.0%	5.2%	7.7%	7.1%	7.1%	3.4%	2.4%	3.5%
Mathematics and Statistics (General Area 18)	0.0%	1.8%	2.7%	0.0%	4.7%	4.7%	0.0%	0.0%	1.3%
Physical Sciences (General Area 25)	0.0%	3.6%	3.4%	0.0%	7.1%	5.7%	0.0%	1.6%	2.1%
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	23.8%	18.2%	14.7%	15.4%	14.1%	10.9%	27.6%	18.9%	16.4%
Other Technical (General Area 8,19,28)	0.0%	3.1%	2.7%	0.0%	4.7%	5.3%	0.0%	2.4%	1.0%
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	38.1%	11.6%	11.1%	46.2%	4.7%	10.3%	34.5%	17.3%	11.6%
Total(n)	42	225	1,256	13	85	506	29	127	681
Aggregated Department									
Agriculture/natural resources/related (General Area 1)	0.0%	1.8%	0.6%	0.0%	3.5%	1.2%	0.0%	0.0%	0.0%
Biological and biomedical sciences (General Area 5)	2.4%	8.9%	8.3%	7.7%	9.4%	10.3%	0.0%	9.4%	7.2%
Business/management/marketing/related (General Area 6)	11.9%	8.9%	5.7%	15.4%	18.8%	8.7%	10.3%	3.1%	3.8%
Education (General Area 10 and Specific Discipline 2102)	0.0%	11.1%	15.2%	0.0%	8.2%	10.1%	0.0%	11.8%	18.9%
Engineering technologies/technicians (General Area 11)	0.0%	1.8%	3.0%	0.0%	4.7%	5.7%	0.0%	0.0%	1.2%
English language and literature/letters (General Area 12)	0.0%	4.9%	6.1%	0.0%	3.5%	5.5%	0.0%	6.3%	6.6%
Health professions/clinical sciences (General Area 15)	14.3%	15.6%	13.6%	7.7%	9.4%	7.1%	17.2%	18.1%	18.2%
History or Political Science (Specific Discipline 3007,3009)	0.0%	3.6%	3.7%	0.0%	5.9%	4.2%	0.0%	2.4%	3.7%
Humanities (General Area 14,24)	0.0%	1.3%	2.1%	0.0%	1.2%	1.8%	0.0%	1.6%	2.2%
Fine Arts (General Area 2,4,22)	4.8%	3.6%	5.6%	7.7%	7.1%	7.3%	3.4%	1.6%	4.0%
Mathematics and Statistics (General Area 18)	0.0%	1.8%	3.0%	0.0%	3.5%	4.7%	0.0%	0.8%	1.8%
Physical Sciences (General Area 25)	0.0%	4.4%	3.7%	0.0%	7.1%	5.9%	0.0%	3.1%	2.5%
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	16.7%	14.7%	12.0%	15.4%	8.2%	9.3%	17.2%	18.1%	13.5%
Other Technical (General Area 8,19,28)	0.0%	3.6%	3.0%	0.0%	4.7%	5.9%	0.0%	2.4%	0.9%
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	50.0%	14.2%	14.4%	46.2%	4.7%	12.3%	51.7%	21.3%	15.6%
Total(n)	42	225	1,254	13	85	506	29	127	681
Faculty works in a STEM department									
Yes	14.8%	25.4%	23.6%	18.8%	33.0%	29.3%	13.5%	20.6%	20.5%
No	85.2%	74.6%	76.4%	81.3%	67.0%	70.7%	86.5%	79.4%	79.5%
Total(n)	54	287	1,664	16	103	655	37	165	906
Optional Question 1									
A	2.6%			7.7%			0.0%		
B	0.0%			0.0%			0.0%		
C	7.7%			7.7%			7.7%		
D	41.0%			53.8%			34.6%		
E	48.7%			30.8%			57.7%		
Total(n)	39			13			26		

Optional Question 2				
A	2.6%	7.7%	0.0%	
B	2.6%	7.7%	0.0%	
C	12.8%	15.4%	11.5%	
D	59.0%	53.8%	61.5%	
E	23.1%	15.4%	26.9%	
Total(n)	39	13	26	
Optional Question 3				
A	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	
C	17.9%	46.2%	3.8%	
D	41.0%	30.8%	46.2%	
E	41.0%	23.1%	50.0%	
Total(n)	39	13	26	
Optional Question 4				
A	2.6%	0.0%	3.8%	
B	2.6%	0.0%	3.8%	
C	30.8%	46.2%	23.1%	
D	43.6%	46.2%	42.3%	
E	20.5%	7.7%	26.9%	
Total(n)	39	13	26	
Optional Question 5				
A	5.1%	7.7%	3.8%	
B	5.1%	7.7%	3.8%	
C	15.4%	23.1%	11.5%	
D	33.3%	23.1%	38.5%	
E	41.0%	38.5%	42.3%	
Total(n)	39	13	26	
Optional Question 6				
A	2.6%	7.7%	0.0%	
B	5.3%	15.4%	0.0%	
C	26.3%	30.8%	24.0%	
D	26.3%	15.4%	32.0%	
E	39.5%	30.8%	44.0%	
Total(n)	38	13	25	
Optional Question 7				
A	11.1%	15.4%	8.7%	
B	11.1%	23.1%	4.3%	
C	19.4%	30.8%	13.0%	
D	30.6%	7.7%	43.5%	
E	27.8%	23.1%	30.4%	
Total(n)	36	13	23	
Optional Question 8				
A	0.0%	0.0%	0.0%	
B	20.5%	15.4%	23.1%	
C	7.7%	7.7%	7.7%	
D	56.4%	61.5%	53.8%	

E	15.4%	15.4%	15.4%	
Total(n)	39	13	26	
Optional Question 9				
A	7.9%	0.0%	12.0%	
B	7.9%	15.4%	4.0%	
C	21.1%	38.5%	12.0%	
D	15.8%	0.0%	24.0%	
E	47.4%	46.2%	48.0%	
Total(n)	38	13	25	
Optional Question 10				
A	7.9%	0.0%	12.0%	
B	13.2%	7.7%	16.0%	
C	5.3%	7.7%	4.0%	
D	28.9%	38.5%	24.0%	
E	44.7%	46.2%	44.0%	
Total(n)	38	13	25	
Optional Question 11				
A	10.8%	15.4%	8.3%	
B	18.9%	15.4%	20.8%	
C	37.8%	38.5%	37.5%	
D	21.6%	15.4%	25.0%	
E	10.8%	15.4%	8.3%	
Total(n)	37	13	24	
Optional Question 12				
A	8.6%	15.4%	4.5%	
B	5.7%	7.7%	4.5%	
C	37.1%	46.2%	31.8%	
D	37.1%	15.4%	50.0%	
E	11.4%	15.4%	9.1%	
Total(n)	35	13	22	
Optional Question 13				
A	5.7%	15.4%	0.0%	
B	14.3%	7.7%	18.2%	
C	28.6%	30.8%	27.3%	
D	37.1%	30.8%	40.9%	
E	14.3%	15.4%	13.6%	
Total(n)	35	13	22	
Optional Question 14				
A	87.2%	83.3%	88.9%	
B	12.8%	16.7%	11.1%	
C	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	
Total(n)	39	12	27	
Optional Question 15				
A	0.0%	0.0%	0.0%	
B	5.1%	7.7%	3.8%	

C	17.9%	23.1%	15.4%	
D	35.9%	23.1%	42.3%	
E	41.0%	46.2%	38.5%	
Total(n)	39	13	26	
Optional Question 16				
A	13.5%	16.7%	12.0%	
B	21.6%	25.0%	20.0%	
C	32.4%	8.3%	44.0%	
D	24.3%	33.3%	20.0%	
E	8.1%	16.7%	4.0%	
Total(n)	37	12	25	
Optional Question 17				
A	0.0%	0.0%	0.0%	
B	2.6%	7.7%	0.0%	
C	20.5%	23.1%	19.2%	
D	35.9%	38.5%	34.6%	
E	41.0%	30.8%	46.2%	
Total(n)	39	13	26	
Optional Question 18				
A	0.0%	0.0%	0.0%	
B	2.7%	7.7%	0.0%	
C	8.1%	7.7%	8.3%	
D	45.9%	46.2%	45.8%	
E	43.2%	38.5%	45.8%	
Total(n)	37	13	24	
Optional Question 19				
A	5.1%	7.7%	3.8%	
B	20.5%	23.1%	19.2%	
C	25.6%	15.4%	30.8%	
D	28.2%	38.5%	23.1%	
E	20.5%	15.4%	23.1%	
Total(n)	39	13	26	
Optional Question 20				
A	12.8%	7.7%	15.4%	
B	15.4%	7.7%	19.2%	
C	12.8%	7.7%	15.4%	
D	41.0%	61.5%	30.8%	
E	17.9%	15.4%	19.2%	
Total(n)	39	13	26	
Optional Question 21				
A	27.5%	46.2%	18.5%	
B	72.5%	53.8%	81.5%	
C	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	
E	0.0%	0.0%	0.0%	
Total(n)	40	13	27	

Optional Question 22				
A	10.8%	8.3%	12.0%	
B	13.5%	8.3%	16.0%	
C	59.5%	41.7%	68.0%	
D	13.5%	33.3%	4.0%	
E	2.7%	8.3%	0.0%	
Total(n)	37	12	25	
Optional Question 23				
A	0.0%	0.0%	0.0%	
B	2.6%	0.0%	4.0%	
C	18.4%	23.1%	16.0%	
D	31.6%	30.8%	32.0%	
E	47.4%	46.2%	48.0%	
Total(n)	38	13	25	
Optional Question 24				
A	2.6%	0.0%	3.8%	
B	2.6%	0.0%	3.8%	
C	5.1%	0.0%	7.7%	
D	41.0%	53.8%	34.6%	
E	48.7%	46.2%	50.0%	
Total(n)	39	13	26	
Optional Question 25				
A	2.6%	0.0%	3.8%	
B	10.5%	8.3%	11.5%	
C	5.3%	8.3%	3.8%	
D	50.0%	58.3%	46.2%	
E	31.6%	25.0%	34.6%	
Total(n)	38	12	26	
Optional Question 26				
A	0.0%	0.0%	0.0%	
B	2.6%	0.0%	3.8%	
C	5.3%	0.0%	7.7%	
D	31.6%	41.7%	26.9%	
E	60.5%	58.3%	61.5%	
Total(n)	38	12	26	
Optional Question 27				
A	0.0%	0.0%	0.0%	
B	2.7%	8.3%	0.0%	
C	5.4%	8.3%	4.0%	
D	35.1%	33.3%	36.0%	
E	56.8%	50.0%	60.0%	
Total(n)	37	12	25	
Optional Question 28				
A	0.0%	0.0%	0.0%	
B	10.5%	16.7%	7.7%	
C	13.2%	16.7%	11.5%	
D	39.5%	41.7%	38.5%	

E	36.8%	25.0%	42.3%	
Total(n)	38	12	26	
Optional Question 29				
A	0.0%	0.0%	0.0%	
B	7.9%	8.3%	7.7%	
C	5.3%	8.3%	3.8%	
D	36.8%	33.3%	38.5%	
E	50.0%	50.0%	50.0%	
Total(n)	38	12	26	
Optional Question 30				
A	0.0%	0.0%	0.0%	
B	10.5%	16.7%	7.7%	
C	10.5%	8.3%	11.5%	
D	31.6%	33.3%	30.8%	
E	47.4%	41.7%	50.0%	
Total(n)	38	12	26	

* Faculty who identify as genderqueer/gender non-conforming, identity not listed above, or who chose not to answer the gender identity question are included in the total columns. These identities are not broken out separately in the reports due to their small cell size (any column with fewer than five cases would be suppressed) and the possibility of their responses being associated with a particular faculty member in this anonymous survey.



How to Read the Module Reports

This Faculty module report provides valuable information on how your faculty experience the academic environment at your institution and with other institutions who also administered the same module. Module reports are generated for all module respondents.

Description and content of all available modules can be found here:
<https://heri.ucla.edu/heri-faculty-survey/>

Sample University	Total		Men/Trans men		Women/Trans women	
	Your Inst	All	Your Inst	All	Your Inst	All
To what extent do you work with your undergraduate mentees on the following:						
Educational choices and strategies						
To a very large extent	9.2%	6.3%	12.5%	6.8%	7.8%	6.1%
To a large extent	24.8%	20.2%	28.1%	19.9%	23.4%	20.3%
To some extent	35.8%	34.3%	28.1%	30.7%	39.0%	36.1%
To a small extent	23.9%	29.3%	21.9%	31.0%	24.7%	28.5%
Not at all	6.4%	9.9%	9.4%	11.6%	5.2%	9.1%
Total (n)	109	3,130	32	815	77	2,315
Mean	3.06	2.84	3.13	2.79	3.04	2.86
Standard deviation	1.06	1.06	1.18	1.10	1.01	1.04
Significance	-	*	-	-	-	-
Effect size	-	0.21	-	0.31	-	0.17

All – The comparison group is based on all institutions who administered the same module.

Mean – The arithmetic mean is computed for each survey item based on the response options. Response options are given numeric values and are listed in descending order (i.e., 5=To a very large extent, 4=To a large extent, 3=To some extent, 2=To a small extent, 1=Not at all).

Standard Deviation – Measures the variability around the mean. A small standard deviation indicates that the responses to the item tend to be very close to the mean, whereas a large standard deviation indicates that the responses are spread over a larger

Effect Size – Determines the practical significance of the mean difference between your institution and the comparison group. It is calculated by dividing the mean difference by the standard deviation of the comparison group. Generally, an effect size of .2 is considered small, .5 medium, and .8 large. A positive sign indicates that your institution's mean is greater than the mean of the comparison group; a negative sign indicates your mean is smaller than the mean of the comparison group. Note that a negative effect size is sometimes preferred (e.g., a negative effect size on "There is a lot of campus racial conflict here" suggests fewer faculty at your institution reported this was the case).

Statistical Significance – Uses t-test to examine the difference between the mean score for your institution and the comparison group. Items with mean differences that are larger than would be expected by chance are noted with one, two, or three stars, which correspond to the three standard levels of significance (*p< .05, **p< .01, and ***p< .001). Statistical significance measures the extent to which a difference is occurring by chance, not the extent to which a difference is important. Large sample sizes (like those in the comparison groups) tend to generate statistical significance even though the magnitude of the difference may be small and not practically significant. In order to provide additional context to statistical significance, effect sizes are provided.



2019-2020 Faculty Survey

List of Participating Institutions

Private Universities - medium selectivity

Ace	Institution	State	Norms ¹
5569	Azusa Pacific University	CA	*
2243	Misericordia University	PA	*
2857	Seattle Pacific University	WA	*
7256	Touro College	NY	*
763	University of Indianapolis	IN	*
184	University of La Verne	CA	*

Private Universities - high selectivity

Ace	Institution	State	Norms ¹
1729	Adelphi University	NY	*
2519	Belmont University	TN	*
2253	Duquesne University	PA	*
2193	George Fox University	OR	*
424	Howard University	DC	
1842	St John's University-New York	NY	
1276	University of Detroit Mercy	MI	*
1277	University of Detroit Mercy-CWEP	MI	*
787	Valparaiso University	IN	*

Private Universities - very high selectivity

Ace	Institution	State	Norms ¹
2726	Brigham Young University-Provo	UT	*
141	Chapman University	CA	*
2847	Gonzaga University	WA	*
1184	Northeastern University	MA	*
172	Pepperdine University	CA	*
267	Santa Clara University	CA	*
2347	Villanova University	PA	*

Public 4yr Colleges - low selectivity

230	California State University-Northridge	CA	
2054	Central State University	OH	*
6078	Indiana University-Northwest	IN	*

Public 4yr Colleges - medium selectivity

5621	California State University Maritime Academy	CA	*
378	Central Connecticut State University	CT	*
236	San Francisco State University	CA	

767	Indiana University-South Bend	IN	*
2447	Lander University	SC	*
2696	West Texas A & M University	TX	*
1993	Winston-Salem State University	NC	*

1877	SUNY College at Plattsburgh	NY	*
2735	Weber State University	UT	*
1989	Western Carolina University	NC	*

Public 4yr Colleges - high selectivity

5010	California State University-Long Beach	CA	*
5006	California State University-Long Beach-CWEP	CA	*
518	Georgia College & State University	GA	*
5330	Grand Valley State University	MI	*
1499	Southeast Missouri State University	MO	*
1873	SUNY College at Geneseo	NY	*
1486	Truman State University	MO	*

Private Nonsectarian 4yr Colleges - low selectivity

5275	Bay Path University	MA	
2241	Cedar Crest College	PA	*
9116	Charles R Drew University of Medicine and Science	CA	*
2438	Coker University	SC	*
7408	Metropolitan College of New York	NY	
683	Principia College	IL	*
685	Rockford University	IL	*

Private Nonsectarian 4yr Colleges - medium selectivity

605	Bradley University	IL	*
1654	Monmouth University	NJ	*
473	Stetson University	FL	*
476	The University of Tampa	FL	*
265	University of Redlands	CA	*
275	Whittier College	CA	*

Private Nonsectarian 4yr Colleges - high selectivity

5105	Embry-Riddle Aeronautical University-Daytona Beach	FL	*
646	Illinois Wesleyan University	IL	*
531	Oglethorpe University	GA	*
1189	Smith College	MA	*
1846	St Lawrence University	NY	*
2063	The College of Wooster	OH	*
2302	University of the Sciences	PA	*

Private Nonsectarian 4yr Colleges - very high selectivity

1327	Carleton College	MN	*
147	Claremont McKenna College	CA	*
834	Grinnell College	IA	*
2336	Swarthmore College	PA	*
2816	University of Richmond	VA	*
1891	Vassar College	NY	*

Catholic 4yr Colleges - low/medium selectivity

5585 Alvernia University	PA	*
2266 Holy Family University	PA	*
2274 King's College-Wilkes Barre	PA	*
1675 Saint Peter's University	NJ	*
5765 Trocaire College	NY	*
1026 Xavier University of Louisiana	LA	*

Catholic 4yr Colleges - high selectivity

687 Dominican University	IL	*
362 Fairfield University	CT	*
655 Lewis University	IL	*
2285 Marywood University	PA	*
1622 Saint Anselm College	NH	*
781 Saint Mary's College	IN	*
2974 Saint Norbert College	WI	*

Other Religious 4yr Colleges - very low selectivity

212 Fresno Pacific University	CA	*
762 Huntington University	IN	*
2945 Lakeland University	WI	*
2080 Malone University	OH	*
1970 Montreat College	NC	*
1820 Nyack College	NY	*
5053 Vanguard University of Southern California	CA	*

Other Religious 4yr Colleges - low selectivity

1458 Columbia College	MO	*
5363 Crown College	MN	*
1958 Lenoir-Rhyne University	NC	*
6542 Mount Vernon Nazarene University	OH	*
5360 North Central University	MN	*
2678 Texas Lutheran University	TX	*
2631 University of Mary Hardin-Baylor	TX	*

Other Religious 4yr Colleges - medium selectivity

2591 Abilene Christian University	TX	*
2235 Arcadia University	PA	*
606 Carthage College	WI	*
634 Elmhurst University	IL	*
758 Goshen College	IN	*
2195 Linfield College-McMinnville Campus	OR	*
1589 Nebraska Wesleyan University	NE	*
5759 Roberts Wesleyan College	NY	*
2335 Susquehanna University	PA	*
858 Wartburg College	IA	*

Other Religious 4yr Colleges - high selectivity

597 Augustana College	IL	*
5795 Calvin University	MI	*
1269 Hope College	MI	*
9106 Patrick Henry College	VA	
218 Point Loma Nazarene University	CA	*
2664 Southwestern University	TX	*
1355 St Olaf College	MN	*
783 Taylor University	IN	*
2868 Whitworth University	WA	*

Private Universities

Public Universities

1864	Binghamton University	NY	*
2079	Miami University-Oxford	OH	*
1094	Morgan State University	MD	
2210	Portland State University	OR	
234	San Diego State University	CA	
2692	The University of Texas at El Paso	TX	
48	University of Alaska Fairbanks	AK	
6086	University of Maryland-Baltimore County	MD	
1584	University of Nebraska at Omaha	NE	*
2173	University of Oklahoma-Norman Campus	OK	*
929	Washburn University	KS	*
1295	Wayne State University	MI	

Public 4yr Colleges

5621	California State University Maritime Academy	CA	*
5010	California State University-Long Beach	CA	*
5006	California State University-Long Beach-CWEP	CA	*
230	California State University-Northridge	CA	
378	Central Connecticut State University	CT	*
2054	Central State University	OH	*
518	Georgia College & State University	GA	*
5330	Grand Valley State University	MI	*
6078	Indiana University-Northwest	IN	*
767	Indiana University-South Bend	IN	*
2447	Lander University	SC	*
236	San Francisco State University	CA	
1499	Southeast Missouri State University	MO	*
1873	SUNY College at Geneseo	NY	*
1877	SUNY College at Plattsburgh	NY	*
1486	Truman State University	MO	*
2735	Weber State University	UT	*
2696	West Texas A & M University	TX	*

1729	Adelphi University	NY	*
5569	Azusa Pacific University	CA	*
2519	Belmont University	TN	*
2726	Brigham Young University-Provo	UT	*
141	Chapman University	CA	*
2253	Duquesne University	PA	*
2193	George Fox University	OR	*
2847	Gonzaga University	WA	*
424	Howard University	DC	
2243	Misericordia University	PA	*
1184	Northeastern University	MA	*
172	Pepperdine University	CA	*
267	Santa Clara University	CA	*
2857	Seattle Pacific University	WA	*
1842	St John's University-New York	NY	
7256	Touro College	NY	*
1276	University of Detroit Mercy	MI	*
1277	University of Detroit Mercy-CWEP	MI	*
763	University of Indianapolis	IN	*
184	University of La Verne	CA	*
787	Valparaiso University	IN	*
2347	Villanova University	PA	*

1989 Western Carolina University	NC	*
1993 Winston-Salem State University	NC	*

Nonsectarian Colleges

5275 Bay Path University	MA	
605 Bradley University	IL	*
1327 Carleton College	MN	*
2241 Cedar Crest College	PA	*
9116 Charles R Drew University of Medicine and Science	CA	*
147 Claremont McKenna College	CA	*
2438 Coker University	SC	*
5105 Embry-Riddle Aeronautical University-Daytona Beach	FL	*
834 Grinnell College	IA	*
646 Illinois Wesleyan University	IL	*
7408 Metropolitan College of New York	NY	
1654 Monmouth University	NJ	*
531 Oglethorpe University	GA	*
683 Principia College	IL	*
685 Rockford University	IL	*
1189 Smith College	MA	*
1846 St Lawrence University	NY	*
473 Stetson University	FL	*
2336 Swarthmore College	PA	*
2063 The College of Wooster	OH	*
476 The University of Tampa	FL	*
265 University of Redlands	CA	*
2816 University of Richmond	VA	*
2302 University of the Sciences	PA	*
1891 Vassar College	NY	*
275 Whittier College	CA	*

Other Religious 4yr Colleges

2591 Abilene Christian University	TX	*
2235 Arcadia University	PA	*
597 Augustana College	IL	*
5795 Calvin University	MI	*
606 Carthage College	WI	*
1458 Columbia College	MO	*
5363 Crown College	MN	*
634 Elmhurst College	IL	*
212 Fresno Pacific University	CA	*
758 Goshen College	IN	*
1269 Hope College	MI	*
762 Huntington University	IN	*
2945 Lakeland University	WI	*
1958 Lenoir-Rhyne University	NC	*
2195 Linfield College-McMinnville Campus	OR	*
2080 Malone University	OH	*
1970 Montreat College	NC	*
6542 Mount Vernon Nazarene University	OH	*
1589 Nebraska Wesleyan University	NE	*
5360 North Central University	MN	*
1820 Nyack College	NY	*
9106 Patrick Henry College	VA	
218 Point Loma Nazarene University	CA	*
5759 Roberts Wesleyan College	NY	*
2664 Southwestern University	TX	*
1355 St Olaf College	MN	*
2335 Susquehanna University	PA	*
783 Taylor University	IN	*
2678 Texas Lutheran University	TX	*
2631 University of Mary Hardin-Baylor	TX	*
5053 Vanguard University of Southern California	CA	*

858	Wartburg College	IA	*
2868	Whitworth University	WA	*

All Public Institutions

1864	Binghamton University	NY	*
5621	California State University Maritime Academy	CA	*
5010	California State University-Long Beach	CA	*
5006	California State University-Long Beach-CWEP	CA	*
230	California State University-Northridge	CA	
378	Central Connecticut State University	CT	*
2054	Central State University	OH	*
6020	Century College	MN	
518	Georgia College & State University	GA	*
5330	Grand Valley State University	MI	*
6078	Indiana University-Northwest	IN	*
767	Indiana University-South Bend	IN	*
2447	Lander University	SC	*
185	Long Beach City College	CA	
2079	Miami University-Oxford	OH	*
1094	Morgan State University	MD	
2210	Portland State University	OR	
234	San Diego State University	CA	
236	San Francisco State University	CA	
1499	Southeast Missouri State University	MO	*
1873	SUNY College at Geneseo	NY	*
1877	SUNY College at Plattsburgh	NY	*
2692	The University of Texas at El Paso	TX	
1486	Truman State University	MO	*
48	University of Alaska Fairbanks	AK	
6086	University of Maryland-Baltimore County	MD	
1584	University of Nebraska at Omaha	NE	*
2173	University of Oklahoma-Norman Campus	OK	*

Catholic 4yr Colleges

5585	Alvernia University	PA	*
687	Dominican University	IL	*
362	Fairfield University	CT	*
2266	Holy Family University	PA	*
2274	King's College-Wilkes Barre	PA	*
655	Lewis University	IL	*
2285	Marywood University	PA	*
1622	Saint Anselm College	NH	*
781	Saint Mary's College	IN	*
2974	Saint Norbert College	WI	*
1675	Saint Peter's University	NJ	*
5765	Trocaire College	NY	*
1026	Xavier University of Louisiana	LA	*

929	Washburn University	KS	*
1295	Wayne State University	MI	
2735	Weber State University	UT	*
2696	West Texas A & M University	TX	
1989	Western Carolina University	NC	*
1993	Winston-Salem State University	NC	*

All Private Institutions

2591	Abilene Christian University	TX	*
1729	Adelphi University	NY	*
5585	Alvernia University	PA	*
2235	Arcadia University	PA	*
597	Augustana College	IL	*
5569	Azusa Pacific University	CA	*
5275	Bay Path University	MA	
2519	Belmont University	TN	*
605	Bradley University	IL	*
2726	Brigham Young University-Provo	UT	*
5795	Calvin University	MI	*
1327	Carleton College	MN	*
606	Carthage College	WI	*
2241	Cedar Crest College	PA	*
141	Chapman University	CA	*
9116	Charles R Drew University of Medicine and Science	CA	*
147	Claremont McKenna College	CA	*
2438	Coker University	SC	*
1458	Columbia College	MO	*
5363	Crown College	MN	*
687	Dominican University	IL	*
2253	Duquesne University	PA	*
634	Elmhurst College	IL	*
5105	Embry-Riddle Aeronautical University-Daytona Beach	FL	*
362	Fairfield University	CT	*

All Private Institutions - continued

646	Illinois Wesleyan University	IL	*
2274	King's College-Wilkes Barre	PA	*
2945	Lakeland University	WI	*
1958	Lenoir-Rhyne University	NC	*
655	Lewis University	IL	*
2195	Linfield College-McMinnville Campus	OR	*
2080	Malone University	OH	*
2285	Marywood University	PA	*
7408	Metropolitan College of New York	NY	
2243	Misericordia University	PA	*
1654	Monmouth University	NJ	*
1970	Montreat College	NC	*
6542	Mount Vernon Nazarene University	OH	*
1589	Nebraska Wesleyan University	NE	*
5360	North Central University	MN	*
1184	Northeastern University	MA	*
1820	Nyack College	NY	*
531	Oglethorpe University	GA	*
9106	Patrick Henry College	VA	
172	Pepperdine University	CA	*
218	Point Loma Nazarene University	CA	*
683	Principia College	IL	*
5759	Roberts Wesleyan College	NY	*
685	Rockford University	IL	*
1622	Saint Anselm College	NH	*

212	Fresno Pacific University	CA	*
2193	George Fox University	OR	*
2847	Gonzaga University	WA	*
758	Goshen College	IN	*
834	Grinnell College	IA	*
2266	Holy Family University	PA	*
1269	Hope College	MI	*
424	Howard University	DC	
762	Huntington University	IN	*

781	Saint Mary's College	IN	*
2974	Saint Norbert College	WI	*
1675	Saint Peter's University	NJ	*
267	Santa Clara University	CA	*
2857	Seattle Pacific University	WA	*
1189	Smith College	MA	*
2664	Southwestern University	TX	*
1842	St John's University-New York	NY	
1846	St Lawrence University	NY	*

All Private Institutions - continued

1355	St Olaf College	MN	*
473	Stetson University	FL	*
2335	Susquehanna University	PA	*
2336	Swarthmore College	PA	*
783	Taylor University	IN	*
2678	Texas Lutheran University	TX	*
2063	The College of Wooster	OH	*
476	The University of Tampa	FL	*
7256	Touro College	NY	*
5765	Trocaire College	NY	*
1276	University of Detroit Mercy	MI	*
1277	University of Detroit Mercy-CWEP	MI	*
763	University of Indianapolis	IN	*
184	University of La Verne	CA	*
2631	University of Mary Hardin-Baylor	TX	*
265	University of Redlands	CA	*
2816	University of Richmond	VA	*
2302	University of the Sciences	PA	*
787	Valparaiso University	IN	*
5053	Vanguard University of Southern California	CA	*
1891	Vassar College	NY	*
2347	Villanova University	PA	*
858	Wartburg College	IA	*

275 Whittier College	CA	*
2868 Whitworth University	WA	*
1026 Xavier University of Louisiana	LA	

<u>All Faith-based 4yr Colleges</u>			<u>All Faith-based 4yr Colleges - continued</u>		
2591 Abilene Christian University	TX	*	2974 Saint Norbert College	WI	*
5585 Alvernia University	PA	*	1675 Saint Peter's University	NJ	*
2235 Arcadia University	PA	*	2664 Southwestern University	TX	*
597 Augustana College	IL	*	1355 St Olaf College	MN	*
5795 Calvin University	MI	*	2335 Susquehanna University	PA	*
606 Carthage College	WI	*	783 Taylor University	IN	*
1458 Columbia College	MO	*	2678 Texas Lutheran University	TX	*
5363 Crown College	MN	*	5765 Trocaire College	NY	*
687 Dominican University	IL	*	2631 University of Mary Hardin-Baylor	TX	*
634 Elmhurst College	IL	*	5053 Vanguard University of Southern California	CA	*
362 Fairfield University	CT	*	858 Wartburg College	IA	*
212 Fresno Pacific University	CA	*	2868 Whitworth University	WA	*
758 Goshen College	IN	*	1026 Xavier University of Louisiana	LA	
2266 Holy Family University	PA	*			
1269 Hope College	MI	*			
762 Huntington University	IN	*			
2274 King's College-Wilkes Barre	PA	*			
2945 Lakeland University	WI	*			
1958 Lenoir-Rhyne University	NC	*			
655 Lewis University	IL	*			
2195 Linfield College-McMinnville Campus	OR	*			
2080 Malone University	OH	*			
2285 Marywood University	PA	*			
1970 Montreat College	NC	*			
6542 Mount Vernon Nazarene University	OH	*			
1589 Nebraska Wesleyan University	NE	*			
5360 North Central University	MN	*			
1820 Nyack College	NY	*			

<u>All HBCUs</u>		
2054 Central State University		OH
424 Howard University		DC
1094 Morgan State University		MD
1993 Winston-Salem State University		NC
1026 Xavier University of Louisiana		LA

9106	Patrick Henry College	VA	
218	Point Loma Nazarene University	CA	*
5759	Roberts Wesleyan College	NY	*
1622	Saint Anselm College	NH	*
781	Saint Mary's College	IN	*

<u>All 4yr Colleges</u>				<u>All 4yr Colleges - continued</u>			
2591	Abilene Christian University	TX	*	646	Illinois Wesleyan University	IL	*
5585	Alvernia University	PA	*	6078	Indiana University-Northwest	IN	*
2235	Arcadia University	PA	*	767	Indiana University-South Bend	IN	*
597	Augustana College	IL	*	2274	King's College-Wilkes Barre	PA	*
5275	Bay Path University	MA		2945	Lakeland University	WI	*
605	Bradley University	IL	*	2447	Lander University	SC	*
5621	California State University Maritime Academy	CA	*	1958	Lenoir-Rhyne University	NC	*
5010	California State University-Long Beach	CA	*	655	Lewis University	IL	*
5006	California State University-Long Beach-CWEP	CA	*	2195	Linfield College-McMinnville Campus	OR	*
230	California State University-Northridge	CA		2080	Malone University	OH	*
5795	Calvin University	MI	*	2285	Marywood University	PA	*
1327	Carleton College	MN	*	7408	Metropolitan College of New York	NY	
606	Carthage College	WI	*	1654	Monmouth University	NJ	*
2241	Cedar Crest College	PA	*	1970	Montreat College	NC	*
378	Central Connecticut State University	CT	*	6542	Mount Vernon Nazarene University	OH	*
2054	Central State University	OH	*	1589	Nebraska Wesleyan University	NE	*
9116	Charles R Drew University of Medicine and Science	CA	*	5360	North Central University	MN	*
147	Claremont McKenna College	CA	*	1820	Nyack College	NY	*
2438	Coker University	SC	*	531	Oglethorpe University	GA	*
1458	Columbia College	MO	*	9106	Patrick Henry College	VA	
5363	Crown College	MN	*	218	Point Loma Nazarene University	CA	*
687	Dominican University	IL	*	683	Principia College	IL	*
634	Elmhurst College	IL	*	5759	Roberts Wesleyan College	NY	*
5105	Embry-Riddle Aeronautical University-Daytona Beach	FL	*	685	Rockford University	IL	*
362	Fairfield University	CT	*	1622	Saint Anselm College	NH	*
212	Fresno Pacific University	CA	*	781	Saint Mary's College	IN	*

518 Georgia College & State University	GA	*	2974 Saint Norbert College	WI	*
758 Goshen College	IN	*	1675 Saint Peter's University	NJ	*
5330 Grand Valley State University	MI	*	236 San Francisco State University	CA	
834 Grinnell College	IA	*	1189 Smith College	MA	*
2266 Holy Family University	PA	*	1499 Southeast Missouri State University	MO	*
1269 Hope College	MI	*	2664 Southwestern University	TX	*
762 Huntington University	IN	*	1846 St Lawrence University	NY	*

All 4yr Colleges - continued

1355 St Olaf College	MN	*
473 Stetson University	FL	*
1873 SUNY College at Geneseo	NY	*
1877 SUNY College at Plattsburgh	NY	*
2335 Susquehanna University	PA	*
2336 Swarthmore College	PA	*
783 Taylor University	IN	*
2678 Texas Lutheran University	TX	*
2063 The College of Wooster	OH	*
476 The University of Tampa	FL	*
5765 Trocaire College	NY	*
1486 Truman State University	MO	*
2631 University of Mary Hardin-Baylor	TX	*
265 University of Redlands	CA	*
2816 University of Richmond	VA	*
2302 University of the Sciences	PA	*
5053 Vanguard University of Southern California	CA	*
1891 Vassar College	NY	*
858 Wartburg College	IA	*
2735 Weber State University	UT	*
2696 West Texas A & M University	TX	*
1989 Western Carolina University	NC	*
275 Whittier College	CA	*
2868 Whitworth University	WA	*
1993 Winston-Salem State University	NC	*

1026 Xavier University of Louisiana

LA

*

All Universities

1729 Adelphi University	NY	*
5569 Azusa Pacific University	CA	*
2519 Belmont University	TN	*
1864 Binghamton University	NY	*
2726 Brigham Young University-Provo	UT	*
141 Chapman University	CA	*
2253 Duquesne University	PA	*
2193 George Fox University	OR	*
2847 Gonzaga University	WA	*
424 Howard University	DC	
2079 Miami University-Oxford	OH	*
2243 Misericordia University	PA	*
1094 Morgan State University	MD	
1184 Northeastern University	MA	*
172 Pepperdine University	CA	*
2210 Portland State University	OR	
234 San Diego State University	CA	
267 Santa Clara University	CA	*
2857 Seattle Pacific University	WA	*
1842 St John's University-New York	NY	
2692 The University of Texas at El Paso	TX	
7256 Touro College	NY	*
48 University of Alaska Fairbanks	AK	
1276 University of Detroit Mercy	MI	*
1277 University of Detroit Mercy-CWEP	MI	*
763 University of Indianapolis	IN	*
184 University of La Verne	CA	*
6086 University of Maryland-Baltimore County	MD	
1584 University of Nebraska at Omaha	NE	*
2173 University of Oklahoma-Norman Campus	OK	*

787	Valparaiso University	IN	*
2347	Villanova University	PA	*
929	Washburn University	KS	*
1295	Wayne State University	MI	

All Baccalaureate Institutions

2591	Abilene Christian University	TX	*
1729	Adelphi University	NY	*
5585	Alvernia University	PA	*
2235	Arcadia University	PA	*
597	Augustana College	IL	*
5569	Azusa Pacific University	CA	*
5275	Bay Path University	MA	
2519	Belmont University	TN	*
1864	Binghamton University	NY	*
605	Bradley University	IL	*
2726	Brigham Young University-Provo	UT	*
5621	California State University Maritime Academy	CA	*
5010	California State University-Long Beach	CA	*
5006	California State University-Long Beach-CWEP	CA	*
230	California State University-Northridge	CA	
5795	Calvin University	MI	*
1327	Carleton College	MN	*
606	Carthage College	WI	*
2241	Cedar Crest College	PA	*
378	Central Connecticut State University	CT	*
2054	Central State University	OH	*
141	Chapman University	CA	*
9116	Charles R Drew University of Medicine and Science	CA	*
147	Claremont McKenna College	CA	*
2438	Coker University	SC	*
1458	Columbia College	MO	*
5363	Crown College	MN	*

All Baccalaureate Institutions - continued

2193	George Fox University	OR	*
518	Georgia College & State University	GA	
2847	Gonzaga University	WA	*
758	Goshen College	IN	*
5330	Grand Valley State University	MI	*
834	Grinnell College	IA	*
2266	Holy Family University	PA	*
1269	Hope College	MI	*
424	Howard University	DC	
762	Huntington University	IN	*
646	Illinois Wesleyan University	IL	*
6078	Indiana University-Northwest	IN	*
767	Indiana University-South Bend	IN	*
2274	King's College-Wilkes Barre	PA	*
2945	Lakeland University	WI	*
2447	Lander University	SC	*
1958	Lenoir-Rhyne University	NC	*
655	Lewis University	IL	*
2195	Linfield College-McMinnville Campus	OR	*
2080	Malone University	OH	*
2285	Marywood University	PA	*
7408	Metropolitan College of New York	NY	
2079	Miami University-Oxford	OH	*
2243	Misericordia University	PA	*
1654	Monmouth University	NJ	*
1970	Montreat College	NC	*
1094	Morgan State University	MD	

687	Dominican University	IL	*
2253	Duquesne University	PA	*
634	Elmhurst College	IL	*
5105	Embry-Riddle Aeronautical University-Daytona Beach	FL	*
362	Fairfield University	CT	*
212	Fresno Pacific University	CA	*

6542	Mount Vernon Nazarene University	OH	*
1589	Nebraska Wesleyan University	NE	*
5360	North Central University	MN	*
1184	Northeastern University	MA	*
1820	Nyack College	NY	*
531	Oglethorpe University	GA	*

All Baccalaureate Institutions - continued

9106	Patrick Henry College	VA	
172	Pepperdine University	CA	*
218	Point Loma Nazarene University	CA	*
2210	Portland State University	OR	
683	Principia College	IL	*
5759	Roberts Wesleyan College	NY	*
685	Rockford University	IL	*
1622	Saint Anselm College	NH	*
781	Saint Mary's College	IN	*
2974	Saint Norbert College	WI	*
1675	Saint Peter's University	NJ	*
234	San Diego State University	CA	
236	San Francisco State University	CA	
267	Santa Clara University	CA	*
2857	Seattle Pacific University	WA	*
1189	Smith College	MA	*
1499	Southeast Missouri State University	MO	*
2664	Southwestern University	TX	*
1842	St John's University-New York	NY	
1846	St Lawrence University	NY	*
1355	St Olaf College	MN	*
473	Stetson University	FL	*
1873	SUNY College at Geneseo	NY	*
1877	SUNY College at Plattsburgh	NY	*
2335	Susquehanna University	PA	*

All Baccalaureate Institutions - continued

1486	Truman State University	MO	*
48	University of Alaska Fairbanks	AK	
1276	University of Detroit Mercy	MI	*
1277	University of Detroit Mercy-CWEP	MI	*
763	University of Indianapolis	IN	*
184	University of La Verne	CA	*
2631	University of Mary Hardin-Baylor	TX	*
6086	University of Maryland-Baltimore County	MD	
1584	University of Nebraska at Omaha	NE	*
2173	University of Oklahoma-Norman Campus	OK	*
265	University of Redlands	CA	*
2816	University of Richmond	VA	*
2302	University of the Sciences	PA	*
787	Valparaiso University	IN	*
5053	Vanguard University of Southern California	CA	*
1891	Vassar College	NY	*
2347	Villanova University	PA	*
858	Wartburg College	IA	*
929	Washburn University	KS	*
1295	Wayne State University	MI	
2735	Weber State University	UT	*
2696	West Texas A & M University	TX	
1989	Western Carolina University	NC	*
275	Whittier College	CA	*
2868	Whitworth University	WA	*

2336 Swarthmore College	PA	*	1993 Winston-Salem State University	NC	*
783 Taylor University	IN	*	1026 Xavier University of Louisiana	LA	
2678 Texas Lutheran University	TX	*			
2063 The College of Wooster	OH	*			
476 The University of Tampa	FL	*			
2692 The University of Texas at El Paso	TX				
7256 Touro College	NY	*			
5765 Trocaire College	NY	*			

<u>All Participating Institutions</u>			<u>All Participating Institutions - continued</u>		
2591 Abilene Christian University	TX	*	212 Fresno Pacific University	CA	*
1729 Adelphi University	NY	*	2193 George Fox University	OR	*
5585 Alvernia University	PA	*	518 Georgia College & State University	GA	
2235 Arcadia University	PA	*	2847 Gonzaga University	WA	*
597 Augustana College	IL	*	758 Goshen College	IN	*
5569 Azusa Pacific University	CA	*	5330 Grand Valley State University	MI	*
5275 Bay Path University	MA		834 Grinnell College	IA	*
2519 Belmont University	TN	*	2266 Holy Family University	PA	*
1864 Binghamton University	NY	*	1269 Hope College	MI	*
605 Bradley University	IL	*	424 Howard University	DC	
2726 Brigham Young University-Provo	UT	*	762 Huntington University	IN	*
5621 California State University Maritime Academy	CA	*	646 Illinois Wesleyan University	IL	*
5010 California State University-Long Beach	CA	*	6078 Indiana University-Northwest	IN	*
5006 California State University-Long Beach-CWEP	CA	*	767 Indiana University-South Bend	IN	*
230 California State University-Northridge	CA		2274 King's College-Wilkes Barre	PA	*
5795 Calvin University	MI	*	2945 Lakeland University	WI	*
1327 Carleton College	MN	*	2447 Lander University	SC	*
606 Carthage College	WI	*	1958 Lenoir-Rhyne University	NC	*
2241 Cedar Crest College	PA	*	655 Lewis University	IL	*
378 Central Connecticut State University	CT	*	2195 Linfield College-McMinnville Campus	OR	*
2054 Central State University	OH	*	185 Long Beach City College	CA	
6020 Century College	MN		2080 Malone University	OH	*
141 Chapman University	CA	*	2285 Marywood University	PA	*

9116 Charles R Drew University of Medicine and Science	CA	*
147 Claremont McKenna College	CA	*
2438 Coker University	SC	*
1458 Columbia College	MO	*
5363 Crown College	MN	*
687 Dominican University	IL	*
2253 Duquesne University	PA	*
634 Elmhurst College	IL	*
5105 Embry-Riddle Aeronautical University-Daytona Beach	FL	*
362 Fairfield University	CT	*

All Participating Institutions - continued

1820 Nyack College	NY	*
531 Oglethorpe University	GA	*
9106 Patrick Henry College	VA	
172 Pepperdine University	CA	*
218 Point Loma Nazarene University	CA	*
2210 Portland State University	OR	
683 Principia College	IL	*
5759 Roberts Wesleyan College	NY	*
685 Rockford University	IL	*
1622 Saint Anselm College	NH	*
781 Saint Mary's College	IN	*
2974 Saint Norbert College	WI	*
1675 Saint Peter's University	NJ	*
234 San Diego State University	CA	
236 San Francisco State University	CA	
267 Santa Clara University	CA	*
2857 Seattle Pacific University	WA	*
1189 Smith College	MA	*
1499 Southeast Missouri State University	MO	*
2664 Southwestern University	TX	*
1842 St John's University-New York	NY	
1846 St Lawrence University	NY	*

7408 Metropolitan College of New York	NY	
2079 Miami University-Oxford	OH	*
2243 Misericordia University	PA	*
1654 Monmouth University	NJ	*
1970 Montreat College	NC	*
1094 Morgan State University	MD	
6542 Mount Vernon Nazarene University	OH	*
1589 Nebraska Wesleyan University	NE	*
5360 North Central University	MN	*
1184 Northeastern University	MA	*

All Participating Institutions - continued

7256 Touro College	NY	*
5765 Trocaire College	NY	*
1486 Truman State University	MO	*
48 University of Alaska Fairbanks	AK	
1276 University of Detroit Mercy	MI	*
1277 University of Detroit Mercy-CWEP	MI	*
763 University of Indianapolis	IN	*
184 University of La Verne	CA	*
2631 University of Mary Hardin-Baylor	TX	*
6086 University of Maryland-Baltimore County	MD	
1584 University of Nebraska at Omaha	NE	*
2173 University of Oklahoma-Norman Campus	OK	*
265 University of Redlands	CA	*
2816 University of Richmond	VA	*
2302 University of the Sciences	PA	*
787 Valparaiso University	IN	*
5053 Vanguard University of Southern California	CA	*
1891 Vassar College	NY	*
2347 Villanova University	PA	*
858 Wartburg College	IA	*
929 Washburn University	KS	*
1295 Wayne State University	MI	

1355 St Olaf College	MN	*	2735 Weber State University	UT	*
473 Stetson University	FL	*	2696 West Texas A & M University	TX	
1873 SUNY College at Geneseo	NY	*	1989 Western Carolina University	NC	*
1877 SUNY College at Plattsburgh	NY	*	275 Whittier College	CA	*
2335 Susquehanna University	PA	*	2868 Whitworth University	WA	*
2336 Swarthmore College	PA	*	1993 Winston-Salem State University	NC	*
783 Taylor University	IN	*	1026 Xavier University of Louisiana	LA	
2678 Texas Lutheran University	TX	*			
2063 The College of Wooster	OH	*			
476 The University of Tampa	FL	*			
2692 The University of Texas at El Paso	TX				

[FOI details](#)

2019-2020 Faculty Survey

List of Participating Institutions for Modules

<u>Mentoring Module</u>			<u>Spirituality Module</u>		
ACE	Institution	State	ACE	Institution	State
48	University of Alaska Fairbanks	AK	2591	Abilene Christian University	TX
48	University of Alaska Fairbanks	AK	2591	Abilene Christian University	TX
184	University of La Verne	CA	5585	Alvernia University	PA
230	California State University-Northridge	CA	2519	Belmont University	TN
236	San Francisco State University	CA	2726	Brigham Young University-Provo	UT
362	Fairfield University	CT	5795	Calvin University	MI
518	Georgia College & State University	GA	2241	Cedar Crest College	PA
531	Oglethorpe University	GA	634	Elmhurst College	IL
634	Elmhurst College	IL	2847	Gonzaga University	WA
683	Principia College	IL	758	Goshen College	IN
687	Dominican University	IL	834	Grinnell College	IA
767	Indiana University-South Bend	IN	1269	Hope College	MI
834	Grinnell College	IA	655	Lewis University	IL
1026	Xavier University of Louisiana	LA	1970	Montreat College	NC
1094	Morgan State University	MD	6542	Mount Vernon Nazarene University	OH
1184	Northeastern University	MA	5360	North Central University	MN
1189	Smith College	MA	9106	Patrick Henry College	VA
1269	Hope College	MI	172	Pepperdine University	CA
1276	University of Detroit Mercy	MI	683	Principia College	IL
1277	University of Detroit Mercy-CWEP	MI	5759	Roberts Wesleyan College	NY
1295	Wayne State University	MI	781	Saint Mary's College	IN

1355 St Olaf College	MN
1584 University of Nebraska at Omaha	NE
1675 Saint Peter's University	NJ
1842 St John's University-New York	NY
1864 Binghamton University	NY
1877 SUNY College at Plattsburgh	NY
2210 Portland State University	OR
2235 Arcadia University	PA
2241 Cedar Crest College	PA
2302 University of the Sciences	PA
2519 Belmont University	TN
2692 The University of Texas at El Paso	TX
2726 Brigham Young University-Provo	UT
2847 Gonzaga University	WA
2974 Saint Norbert College	WI
5006 California State University-Long Beach-CWEP	CA
5585 Alvernia University	PA
5795 Calvin University	MI
6086 University of Maryland-Baltimore County	MD
7256 Touro College	NY
9116 Charles R Drew University of Medicine and Science	CA

2974 Saint Norbert College	WI
1675 Saint Peter's University	NJ
2857 Seattle Pacific University	WA
1842 St John's University-New York	NY
1877 SUNY College at Plattsburgh	NY
184 University of La Verne	CA
2631 University of Mary Hardin-Baylor	TX
1584 University of Nebraska at Omaha	NE

<u>Campus Climate Module</u>	
ACE Institution	State
2591 Abilene Christian University	TX
1729 Adelphi University	NY
5585 Alvernia University	PA
2235 Arcadia University	PA

<u>STEM Module</u>	
ACE Institution	State
5585 Alvernia University	PA
2235 Arcadia University	PA
2519 Belmont University	TN
1864 Binghamton University	NY

2519 Belmont University	TN	5006 California State University-Long Beach-CWEP	CA
1864 Binghamton University	NY	230 California State University-Northridge	CA
605 Bradley University	IL	5795 Calvin University	MI
5621 California State University Maritime Academy	CA	2241 Cedar Crest College	PA
5010 California State University-Long Beach	CA	9116 Charles R Drew University of Medicine and Science	CA
5006 California State University-Long Beach-CWEP	CA	2847 Gonzaga University	WA
5795 Calvin University	MI	834 Grinnell College	IA
1327 Carleton College	MN	1269 Hope College	MI
2241 Cedar Crest College	PA	424 Howard University	DC
378 Central Connecticut State University	CT	767 Indiana University-South Bend	IN
6020 Century College	MN	2195 Linfield College-McMinnville Campus	OR
141 Chapman University	CA	185 Long Beach City College	CA
9116 Charles R Drew University of Medicine and Science	CA	1094 Morgan State University	MD
147 Claremont McKenna College	CA	1184 Northeastern University	MA
2438 Coker University	SC	531 Oglethorpe University	GA
1458 Columbia College	MO	2210 Portland State University	OR
687 Dominican University	IL	1675 Saint Peter's University	NJ
634 Elmhurst College	IL	236 San Francisco State University	CA
362 Fairfield University	CT	1842 St John's University-New York	NY
2193 George Fox University	OR	1877 SUNY College at Plattsburgh	NY
2847 Gonzaga University	WA	2678 Texas Lutheran University	TX
758 Goshen College	IN	2692 The University of Texas at El Paso	TX
834 Grinnell College	IA	48 University of Alaska Fairbanks	AK
2266 Holy Family University	PA	1276 University of Detroit Mercy	MI
1269 Hope College	MI	1277 University of Detroit Mercy-CWEP	MI
424 Howard University	DC	184 University of La Verne	CA
6078 Indiana University-Northwest	IN	6086 University of Maryland-Baltimore County	MD
767 Indiana University-South Bend	IN	1584 University of Nebraska at Omaha	NE
1958 Lenoir-Rhyne University	NC	2302 University of the Sciences	PA
655 Lewis University	IL	1295 Wayne State University	MI
2195 Linfield College-McMinnville Campus	OR	1026 Xavier University of Louisiana	LA

185	Long Beach City College	CA
2285	Marywood University	PA
1654	Monmouth University	NJ
5360	North Central University	MN
1184	Northeastern University	MA
531	Oglethorpe University	GA
172	Pepperdine University	CA
683	Principia College	IL
5759	Roberts Wesleyan College	NY
781	Saint Mary's College	IN
1675	Saint Peter's University	NJ
267	Santa Clara University	CA
2857	Seattle Pacific University	WA
2664	Southwestern University	TX
1842	St John's University-New York	NY
1846	St Lawrence University	NY
1355	St Olaf College	MN
1873	SUNY College at Geneseo	NY
1877	SUNY College at Plattsburgh	NY
2678	Texas Lutheran University	TX
2063	The College of Wooster	OH
1276	University of Detroit Mercy	MI
1277	University of Detroit Mercy-CWEP	MI
184	University of La Verne	CA
1584	University of Nebraska at Omaha	NE
2173	University of Oklahoma-Norman Campus	OK
265	University of Redlands	CA
2816	University of Richmond	VA
2302	University of the Sciences	PA
787	Valparaiso University	IN
1891	Vassar College	NY

2696 West Texas A & M University
1989 Western Carolina University
275 Whittier College
2868 Whitworth University

TX
NC
CA
WA



HIGHER EDUCATION RESEARCH INSTITUTE AT UCLA
home of the COOPERATIVE INSTITUTIONAL RESEARCH PROGRAM

2019-20 HERI Faculty Survey

CIRP Construct Reports

Full-time Undergraduate Faculty

Washburn University

Comparison group 1: Public 4yr Colleges - low selectivity

Comparison group 2: Public 4yr Colleges

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d. Civic Minded Practice	1D
e. Civic Minded Values	1E
f. Job Satisfaction: Workplace	1F
g. Job Satisfaction: Compensation	1G
h. Career Related Stress	1H
i. Institutional Priority: Commitment to Diversity	1I
j. Institutional Priority: Civic Engagement	1J
k. Institutional Priority: Increase Prestige	1K
l. Mentor Self-Efficacy (MODULE) *	Not Available
m. Science Identity (MODULE) *	Not Available
n. Science Self-Efficacy (MODULE) *	Not Available
o. Diversity Climate	1O
p. Respect	1P

2. CIRP Construct Percentage Reports

How to Read the CIRP Construct Percentage Reports	H2
a. Student-Centered Pedagogy	2A
b. Undergraduate Education Goal: Personal Development	2B
c. Scholarly Productivity	2C
d. Civic Minded Practice	2D
e. Civic Minded Values	2E
f. Job Satisfaction: Workplace	2F
g. Job Satisfaction: Compensation	2G
h. Career Related Stress	2H
i. Institutional Priority: Commitment to Diversity	2I
j. Institutional Priority: Civic Engagement	2J
k. Institutional Priority: Increase Prestige	2K
l. Mentor Self-Efficacy (MODULE) *	Not Available
m. Science Identity (MODULE) *	Not Available
n. Science Self-Efficacy (MODULE) *	Not Available
o. Diversity Climate	2O
p. Respect	2P

How to Read the CIRP Construct Mean Reports

CIRP Construct Definition –

Summarizes the theoretical rationale for creating the construct.

Standard Deviation –

Measures the variability around the mean. A small standard deviation indicates that the responses for the construct tend to be very close to the mean, whereas a large standard deviation indicates that the responses are spread over a larger range of response options.

Statistical Significance –

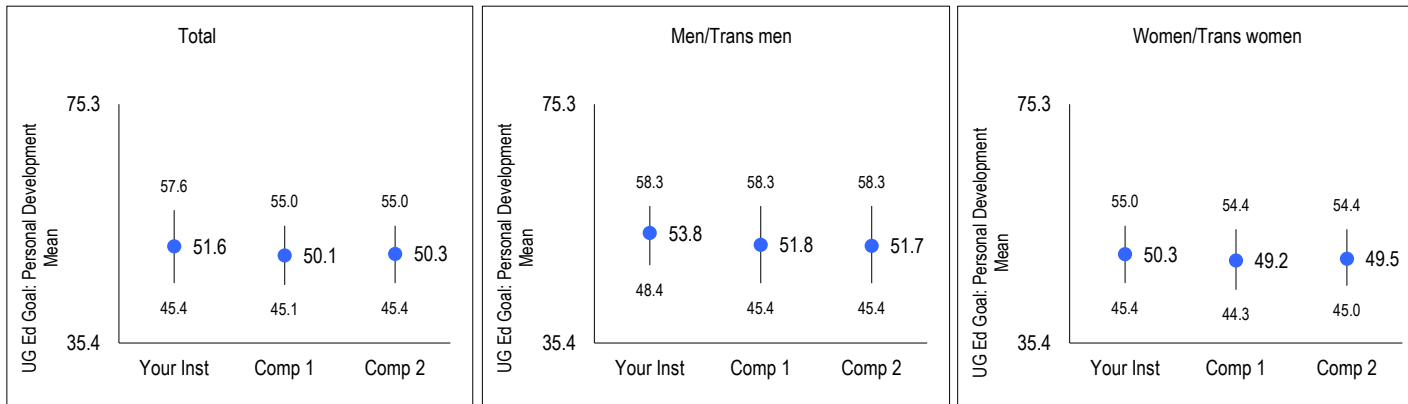
Uses t-test to examine the difference between the mean construct score for your institution and the comparison group. Constructs with mean differences that are larger than would be expected by chance are noted with one, two, or three stars, which correspond to the three standard levels of significance (*p< .05, **p< .01, and ***p< .001). Statistical significance measures the extent to which a difference is occurring by chance, not the extent to which a difference is important. Large sample sizes (like those in the comparison groups) tend to generate statistical significance even though the magnitude of the difference may be small and not practically significant. In order to provide additional context to statistical significance, effect sizes are provided.

CIRP Constructs are designed to capture the experiences and outcomes institutions are often interested in understanding. However, there exists a measurement challenge for constructs due to their complex and multifaceted nature. To measure these broad underlying areas more precisely, we use Item Response Theory (IRT) to combine individual survey items into global measures that capture these areas. CIRP Constructs are more than a summation of related items as IRT uses response patterns to derive construct score estimates. Simultaneously, IRT gives greater weight to survey items that into the construct more directly, and a result, constructs are more accurate. Constructs are particularly useful for benchmarking as they allow you to determine if the experiences and outcomes for your faculty differ from your comparison groups. Two sets of reports are generated for CIRP Constructs. The Mean Report shows comparative information based on the mean score of a construct. The Percentage Report shows comparative information based on the percentage of students who score in the high, average, and low score group of a construct. We suggest you use the report that best fits your needs as an institution.

Undergraduate Education Goal: Personal Development – Measures the extent to which faculty believe they play a role in the personal development of students

Sample University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	1,367	5,029	14,906	506	1,603	5,572	861	3,426	9,334
Mean	51.6	50.1	50.3	53.8	51.8	51.7	50.3	49.2	49.5
Standard Deviation	7.92	7.86	7.84	8.49	8.29	8.22	7.25	7.51	7.50
Significance	-	***	***	-	***	***	-	***	**
Effect Size	-	0.19	0.16	-	0.24	0.26	-	0.14	0.10
25th percentile	45.4	45.1	45.4	48.4	45.4	45.4	45.4	44.3	45.0
75th percentile	57.6	55.0	55.0	58.3	58.3	58.3	55.0	54.4	54.4

Note: Significance * p<.05, ** p<.01, *** p<.001



Survey items and estimation 'weights':

Please indicate extent to which you agree it is your role to:

- * Help students develop personal values (4.92)
- * Provide for students' emotional development (2.91)
- * Develop students' moral character (2.87)
- * Enhance students' self-understanding (2.65)

Survey Items and Estimation "Weights" – The survey items used in the creation of the CIRP Construct are presented in the order in which they contribute to the construct along with the estimation weights generated in IRT. Items that tap into a trait more effectively are given greater weight in the estimation process.

Charts – Provide a visual display of relevant construct scores for your institution and two comparison groups. The Y axis is defined by the highest and lowest possible construct score. Mean scores are represented by circles. The numbers at the top and bottom of the vertical line are values for the 75th and 25th percentile.

Comp 1 – The first comparison group is based on your institution's type and control.

Comp 2 – The second comparison group is based on a similar grouping of institution type and control.

Mean – The arithmetic mean is computed for each CIRP Construct. The HERI Faculty Survey Constructs have been scaled to a mean of 50 and a standard deviation of 10.

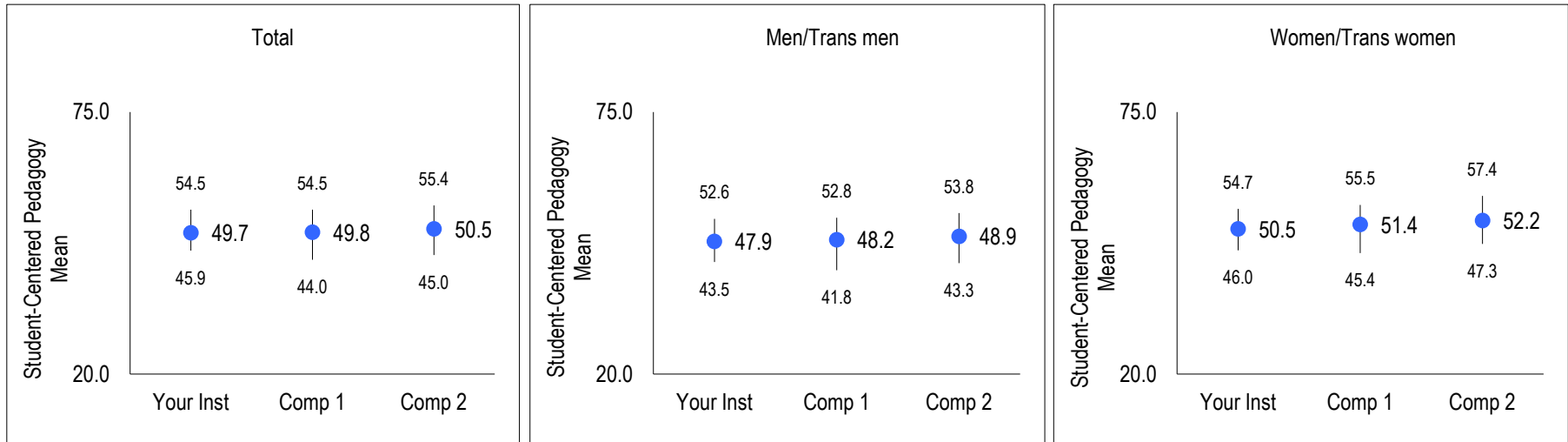
Effect Size – Determines the practical significance of the mean difference between your institution and the comparison group. It is calculated by dividing the mean difference by the standard deviation of the comparison group. Generally, an effect size of .2 is considered small, .5 medium, and .8 large. A positive sign indicates that your institution's mean is greater than the mean of the comparison group; a negative sign indicates your mean is smaller than the mean of the comparison group. Note that a negative effect size is sometimes preferred (e.g., a negative effect size on the "Career Related Stress" CIRP Construct suggests your faculty score lower than comparison schools).

* Faculty who identify as genderqueer/gender non-conforming, identity not listed above, or who chose not to answer the gender identity question are included in the total columns. These identities are not broken out separately in the reports due to their small cell size (any column with fewer than five cases would be suppressed) and the possibility of their responses being associated with a particular faculty member in this anonymous survey.

Student-Centered Pedagogy – Measures the extent to which faculty use student-centered teaching and evaluation methods in their course instruction.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	104	398	2,332	37	166	1,113	60	232	1,219
Mean	49.7	49.8	50.5	47.9	48.2	48.9	50.5	51.4	52.2
Standard Deviation	7.87	7.89	8.13	8.63	8.05	8.24	6.92	7.36	7.65
Significance	-	-	-	-	-	-	-	-	-
Effect Size	-	-0.01	-0.10	-	-0.04	-0.13	-	-0.13	-0.23
25th percentile	45.9	44.0	45.0	43.5	41.8	43.3	46.0	45.4	47.3
75th percentile	54.5	54.5	55.4	52.6	52.8	53.8	54.7	55.5	57.4

Note: Significance * p<.05, ** p<.01, *** p<.001



Survey items and estimation 'weights':

In how many of the courses that you teach do you use each of the following?

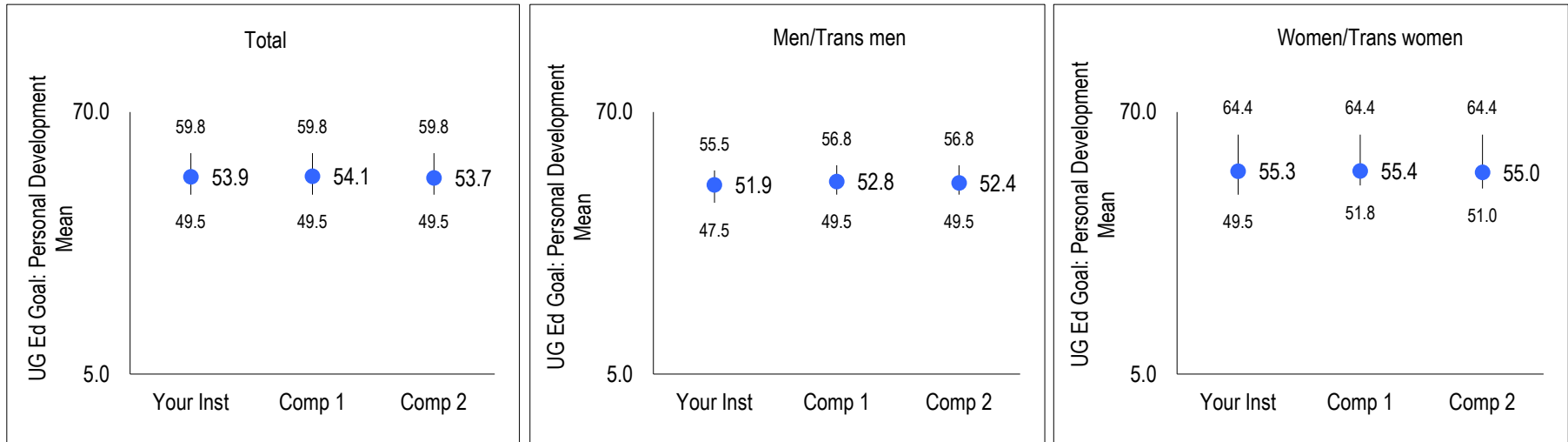
- * Student presentations (1.00)
- * Student evaluations of each other's work (1.00)
- * Class discussions (1.70)
- * Cooperative learning (small groups) (2.30)
- * Experiential learning/Field studies (1.30)
- * Group projects (1.82)
- * Reflective writing/journaling (1.21)
- * Using student inquiry to drive learning (1.00)

2019-20 HERI Faculty Survey
CIRP Construct Mean Report
Undergraduate Education Goal: Personal Development
 Full-time Undergraduate Faculty

Undergraduate Education Goal: Personal Development – Measures the extent to which faculty believe they play a role in the personal development of students.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	102	382	2,245	36	158	1,067	59	224	1,178
Mean	53.9	54.1	53.7	51.9	52.8	52.4	55.3	55.4	55.0
Standard Deviation	7.13	7.43	7.53	6.82	7.93	7.93	7.14	6.59	6.82
Significance	-	-	-	-	-	-	-	-	-
Effect Size	-	-0.02	0.03	-	-0.11	-0.07	-	-0.01	0.04
25th percentile	49.5	49.5	49.5	47.5	49.5	49.5	49.5	51.8	51.0
75th percentile	59.8	59.8	59.8	55.5	56.8	56.8	64.4	64.4	64.4

Note: Significance * p<.05, ** p<.01, *** p<.001



Survey items and estimation 'weights':

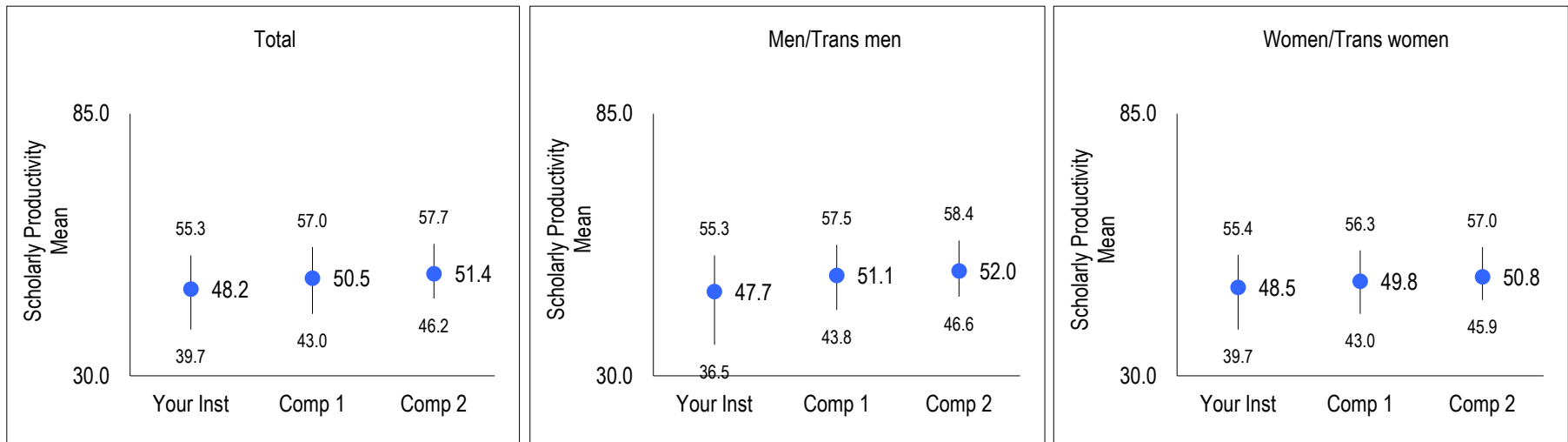
Please indicate the extent to which you agree it is your role to:

- * Develop students' moral character (3.42)
- * Provide for students' emotional development (2.16)
- * Help students develop personal values (4.29)
- * Encourage respect for different beliefs (4.29)

Scholarly Productivity – A unified measure of the scholarly activity of faculty.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	112	432	2,516	41	185	1,205	64	247	1,311
Mean	48.2	50.5	51.4	47.7	51.1	52.0	48.5	49.8	50.8
Standard Deviation	8.77	8.79	8.51	8.71	8.70	8.47	9.05	8.85	8.51
Significance	-	*	***	-	*	**	-	-	*
Effect Size	-	-0.26	-0.38	-	-0.39	-0.51	-	-0.15	-0.27
25th percentile	39.7	43.0	46.2	36.5	43.8	46.6	39.7	43.0	45.9
75th percentile	55.3	57.0	57.7	55.3	57.5	58.4	55.4	56.3	57.0

Note: Significance * p<.05, ** p<.01, *** p<.001



Survey items and estimation 'weights':

How many of the following have you published?

* Articles in academic or professional journals (3.09)

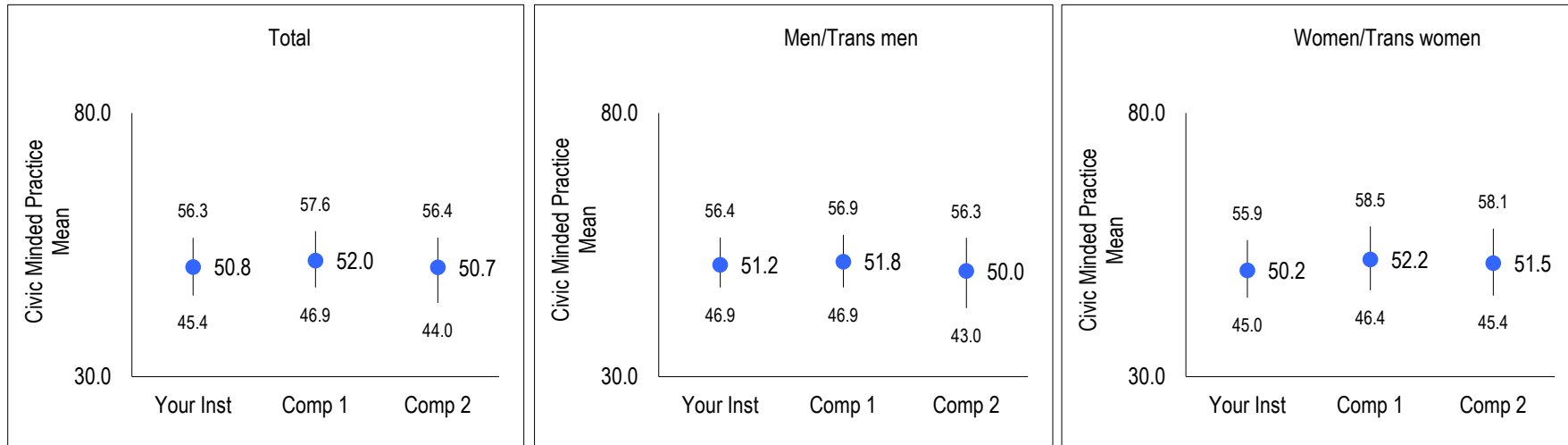
* Chapters in edited volumes (2.11)

* In the past three years, how many of your professional writings have been published or accepted for publication? (2.53)

Civic Minded Practice – A unified measure of faculty involvement in civic activities.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	112	453	2,631	41	197	1,275	64	256	1,356
Mean	50.8	52.0	50.7	51.2	51.8	50.0	50.2	52.2	51.5
Standard Deviation	7.71	7.85	8.06	8.56	7.75	8.05	6.99	7.96	7.98
Significance	-	-	-	-	-	-	-	-	-
Effect Size	-	-0.15	0.01	-	-0.08	0.15	-	-0.26	-0.17
25th percentile	45.4	46.9	44.0	46.9	46.9	43.0	45.0	46.4	45.4
75th percentile	56.3	57.6	56.4	56.4	56.9	56.3	55.9	58.5	58.1

Note: Significance * p<.05, ** p<.01, *** p<.001



Survey items and estimation 'weights':

During the past three years, have you:

- * Collaborated with the local community on research/teaching to address their needs (2.18)
- * Advised student groups involved in service/volunteer work (1.44)

In how many of the courses that you teach do you use each of the following?

- * Community service as part of coursework (1.54)

In the past year, have you:

- * Engaged in public service/professional consulting without pay? (1.24)

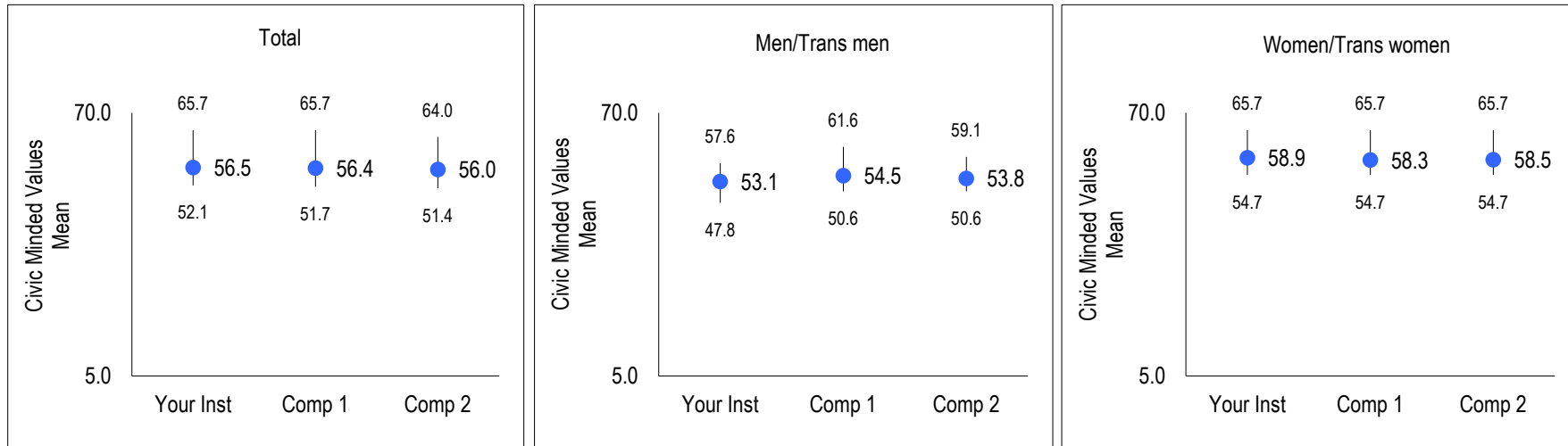
During the present term, how many hours per week on average do you spend on each of the following?

- * Community or public service (1.33)

Civic Minded Values – A unified measure of the extent to which faculty believe civic engagement is a central part of the college mission.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	102	382	2,251	36	158	1,068	59	224	1,183
Mean	56.5	56.4	56.0	53.1	54.5	53.8	58.9	58.3	58.5
Standard Deviation	7.69	7.72	8.03	7.74	8.13	8.39	6.48	6.73	6.86
Significance	-	-	-	-	-	-	-	-	-
Effect Size	-	0.01	0.05	-	-0.18	-0.09	-	0.09	0.07
25th percentile	52.1	51.7	51.4	47.8	50.6	50.6	54.7	54.7	54.7
75th percentile	65.7	65.7	64.0	57.6	61.6	59.1	65.7	65.7	65.7

Note: Significance * p<.05, ** p<.01, *** p<.001



Survey items and estimation 'weights':

Please indicate the extent to which you agree it is your role to:

- * Encourage students to become agents of social change (2.69)
- * Enhance students' knowledge of and appreciation for other racial/ethnic groups (2.77)

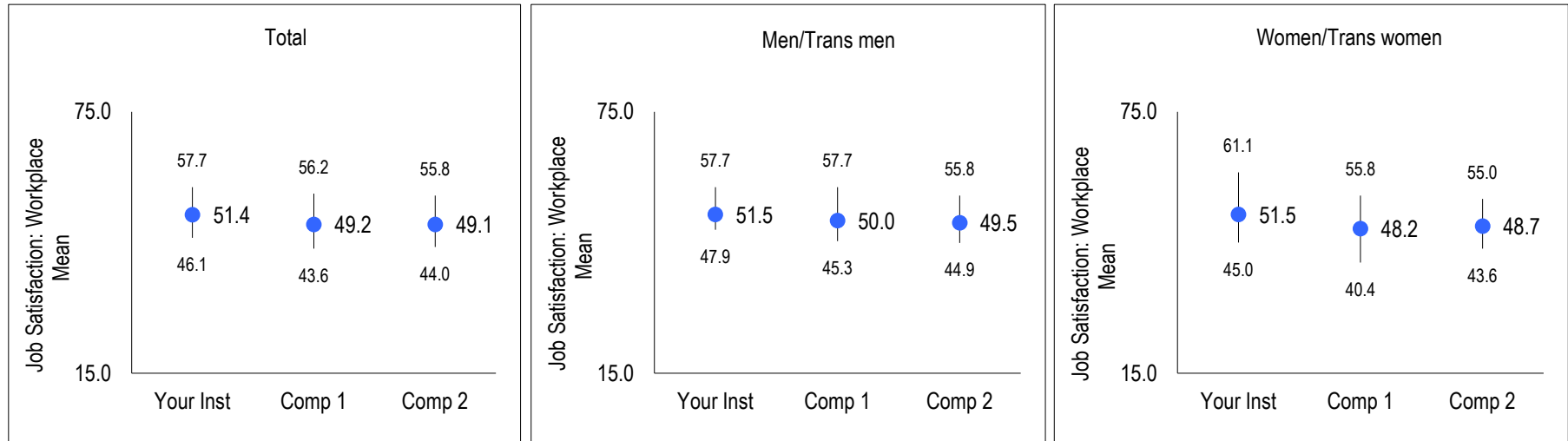
Please indicate your agreement with each of the following statements:

- * Colleges have a responsibility to work with their surrounding communities to address local needs(1.25)

Job Satisfaction: Workplace – A unified measure of the extent to which faculty are satisfied with their working environment.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	93	341	2,015	33	146	965	54	195	1,050
Mean	51.4	49.2	49.1	51.5	50.0	49.5	51.5	48.2	48.7
Standard Deviation	9.44	9.28	8.71	9.35	9.37	8.75	9.99	9.07	8.65
Significance	-	*	*	-			-	*	*
Effect Size	-	0.24	0.25	-	0.15	0.22	-	0.36	0.31
25th percentile	46.1	43.6	44.0	47.9	45.3	44.9	45.0	40.4	43.6
75th percentile	57.7	56.2	55.8	57.7	57.7	55.8	61.1	55.8	55.0

Note: Significance * p<.05, ** p<.01, *** p<.001



Survey items and estimation 'weights':

How satisfied are you with the following aspects of your job?

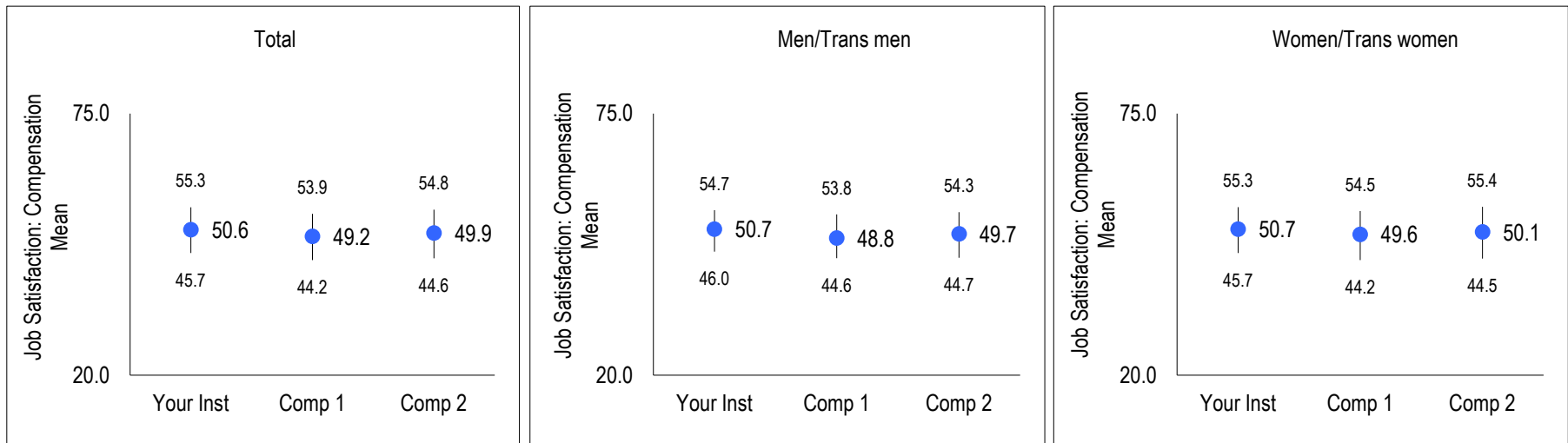
- * Autonomy and independence (1.46)
- * Departmental leadership (1.09)
- * Relative equity of salary and job benefits (1.29)
- * Flexibility in relation to family matters or emergencies (3.05)
- * Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock) (2.40)

2019-20 HERI Faculty Survey
CIRP Construct Mean Report
Job Satisfaction: Compensation
Full-time Undergraduate Faculty

Job Satisfaction: Compensation – A unified measure of the extent to which faculty are satisfied with their compensation packages.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	93	341	2,015	33	146	965	54	195	1,050
Mean	50.6	49.2	49.9	50.7	48.8	49.7	50.7	49.6	50.1
Standard Deviation	8.35	7.61	7.69	8.75	7.50	7.79	8.15	7.72	7.57
Significance	-	-	-	-	-	-	-	-	-
Effect Size	-	0.18	0.09	-	0.25	0.13	-	0.15	0.08
25th percentile	45.7	44.2	44.6	46.0	44.6	44.7	45.7	44.2	44.5
75th percentile	55.3	53.9	54.8	54.7	53.8	54.3	55.3	54.5	55.4

Note: Significance * p<.05, ** p<.01, *** p<.001



Survey items and estimation 'weights':

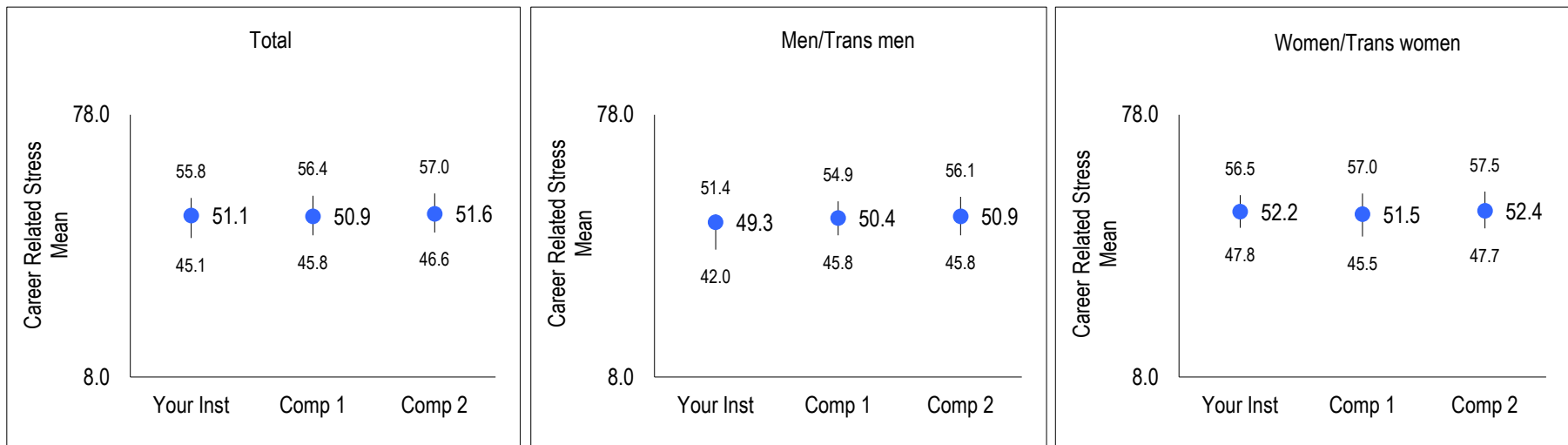
How satisfied are you with the following aspects of your job?

- * Salary (1.75)
- * Health benefits (2.04)
- * Retirement benefits (2.36)
- * Opportunity for scholarly pursuits (2.17)
- * Teaching load (1.42)
- * Prospects for career advancement (1.69)

Career Related Stress – Measures the amount of stress faculty experience related to their career.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	93	337	1,996	33	144	954	54	193	1,042
Mean	51.1	50.9	51.6	49.3	50.4	50.9	52.2	51.5	52.4
Standard Deviation	8.04	8.16	8.07	10.05	8.16	8.07	6.57	8.11	7.99
Significance	-	-	-	-	-	-	-	-	-
Effect Size	-	0.02	-0.06	-	-0.14	-0.20	-	0.09	-0.03
25th percentile	45.1	45.8	46.6	42.0	45.8	45.8	47.8	45.5	47.7
75th percentile	55.8	56.4	57.0	51.4	54.9	56.1	56.5	57.0	57.5

Note: Significance * p<.05, ** p<.01, *** p<.001



Survey items and estimation 'weights':

Please indicate the extent to which each of the following has been a source of stress for you during the last year:

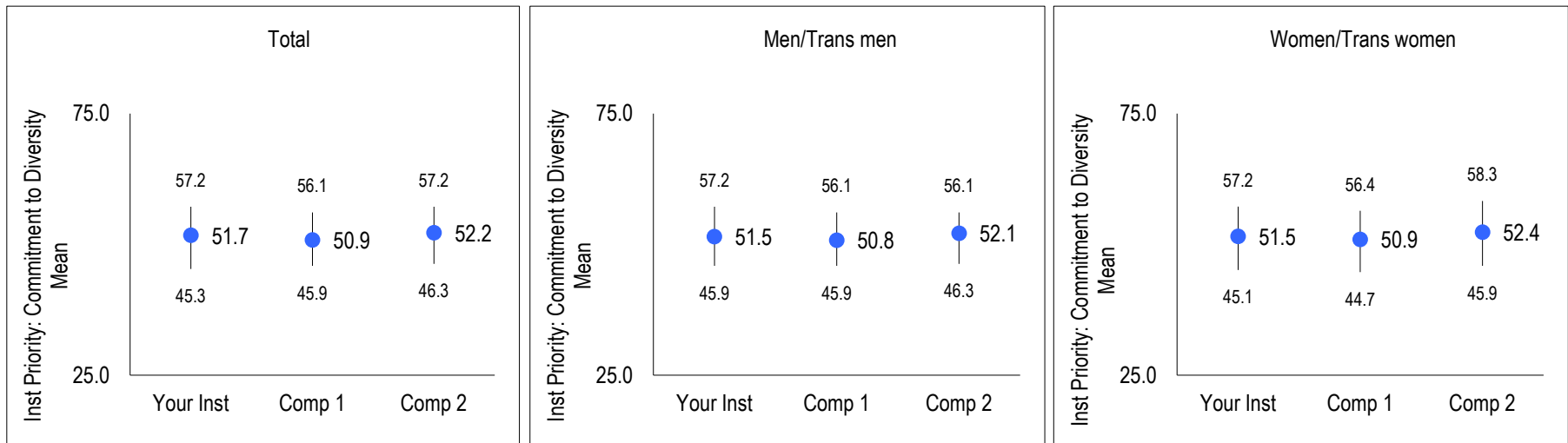
- * Committee work (1.38)
- * Students (1.08)
- * Research or publishing demands (1.06)
- * Institutional procedures and "red tape" (1.08)
- * Teaching load (1.51)
- * Lack of personal time (1.96)
- * Self-imposed high expectations (1.03)

2019-20 HERI Faculty Survey
CIRP Construct Mean Report
Institutional Priority: Commitment to Diversity
 Full-time Undergraduate Faculty

Institutional Priority: Commitment to Diversity – Measures the extent to which faculty believe their institution is committed to creating a diverse multicultural campus environment.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	95	353	2,081	34	149	1,001	55	204	1,080
Mean	51.7	50.9	52.2	51.5	50.8	52.1	51.5	50.9	52.4
Standard Deviation	9.38	8.60	8.69	8.89	8.28	8.52	9.14	8.94	8.87
Significance	-			-			-		
Effect Size	-	0.10	-0.06	-	0.08	-0.08	-	0.07	-0.09
25th percentile	45.3	45.9	46.3	45.9	45.9	46.3	45.1	44.7	45.9
75th percentile	57.2	56.1	57.2	57.2	56.1	56.1	57.2	56.4	58.3

Note: Significance * p<.05, ** p<.01, *** p<.001



Survey items and estimation 'weights':

Indicate how important you believe each priority listed below is at your college or university:

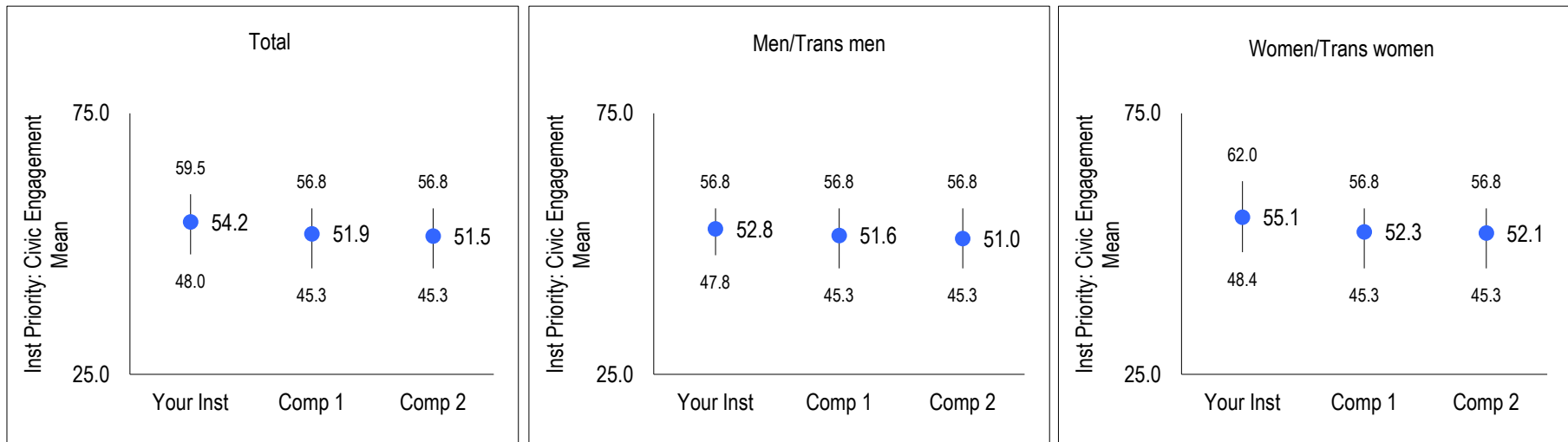
- * Increase or maintain institutional affordability (2.84)
- * Recruit more traditionally underrepresented students (1.77)
- * Promote gender diversity in the faculty and administration (3.34)
- * Promote racial and ethnic diversity in the faculty and administration (5.72)
- * Develop an appreciation for multiculturalism (2.37)

2019-20 HERI Faculty Survey
CIRP Construct Mean Report
Institutional Priority: Civic Engagement
 Full-time Undergraduate Faculty

Institutional Priority: Civic Engagement – Measures the extent to which faculty believe their institution is committed to facilitating civic engagement among students and faculty.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	94	353	2,074	34	149	997	54	204	1,077
Mean	54.2	51.9	51.5	52.8	51.6	51.0	55.1	52.3	52.1
Standard Deviation	8.52	9.38	9.22	9.98	9.63	9.18	7.72	9.08	9.23
Significance	-	*	**	-	-	-	-	*	*
Effect Size	-	0.25	0.29	-	0.13	0.20	-	0.31	0.33
25th percentile	48.0	45.3	45.3	47.8	45.3	45.3	48.4	45.3	45.3
75th percentile	59.5	56.8	56.8	56.8	56.8	56.8	62.0	56.8	56.8

Note: Significance * p<.05, ** p<.01, *** p<.001



Survey items and estimation 'weights':

Indicate how important you believe each priority listed below is at your college or university:

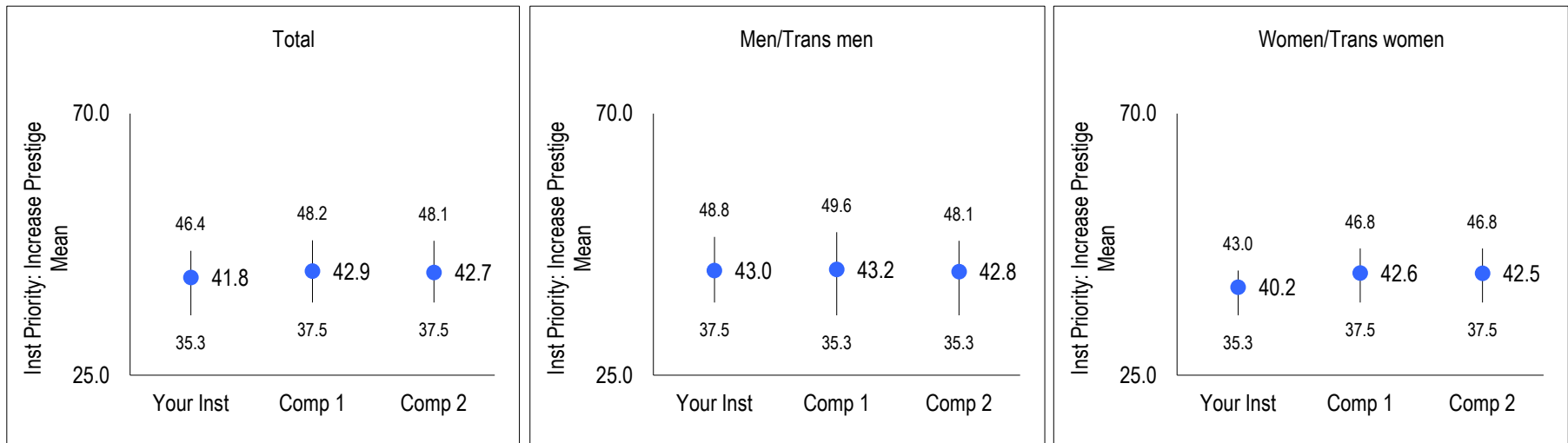
- * Provide resources for faculty to engage in community-based teaching or research (2.08)
- * Create and sustain partnerships with surrounding communities (2.84)
- * Facilitate student involvement in community service (1.56)

2019-20 HERI Faculty Survey
CIRP Construct Mean Report
Institutional Priority: Increase Prestige
 Full-time Undergraduate Faculty

Institutional Priority: Increase Prestige – Measures the extent to which faculty believe their institution is committed to increasing its prestige.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	95	353	2,076	34	149	998	55	204	1,078
Mean	41.8	42.9	42.7	43.0	43.2	42.8	40.2	42.6	42.5
Standard Deviation	7.45	8.03	7.89	7.95	8.62	8.23	6.47	7.30	7.48
Significance	-			-			-	*	*
Effect Size	-	-0.13	-0.11	-	-0.02	0.03	-	-0.33	-0.32
25th percentile	35.3	37.5	37.5	37.5	35.3	35.3	35.3	37.5	37.5
75th percentile	46.4	48.2	48.1	48.8	49.6	48.1	43.0	46.8	46.8

Note: Significance * p<.05, ** p<.01, *** p<.001



Survey items and estimation 'weights':

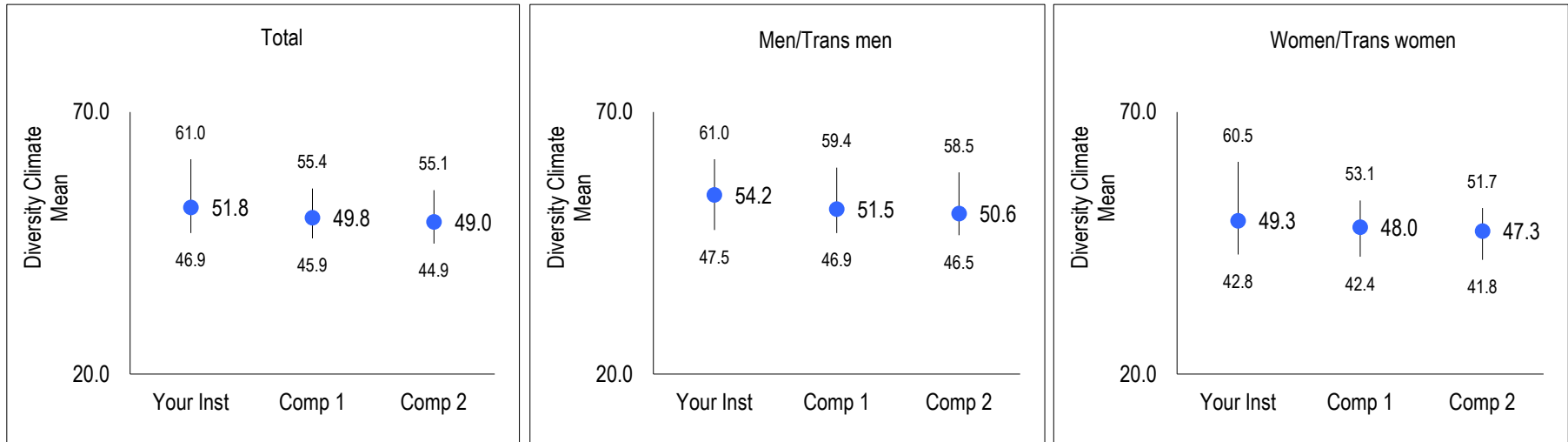
Indicate how important you believe each priority listed below is at your college or university:

- * Increase or maintain institutional prestige (3.54)
- * Increase the selectivity of the student body through more competitive admissions criteria (3.43)
- * Hire faculty "stars" (1.47)

Diversity Climate - Measure representing faculty's perspectives about the climate for faculty members from diverse backgrounds.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	97	367	2,166	35	152	1,037	56	215	1,129
Mean	51.8	49.8	49.0	54.2	51.5	50.6	49.3	48.0	47.3
Standard Deviation	10.18	8.12	8.51	8.71	7.34	8.25	10.53	8.53	8.45
Significance	-	*	**	-		*	-		
Effect Size	-	0.24	0.33	-	0.37	0.43	-	0.15	0.23
25th percentile	46.9	45.9	44.9	47.5	46.9	46.5	42.8	42.4	41.8
75th percentile	61.0	55.4	55.1	61.0	59.4	58.5	60.5	53.1	51.7

Note: Significance * p<.05, ** p<.01, *** p<.001



Survey items and estimation 'weights':

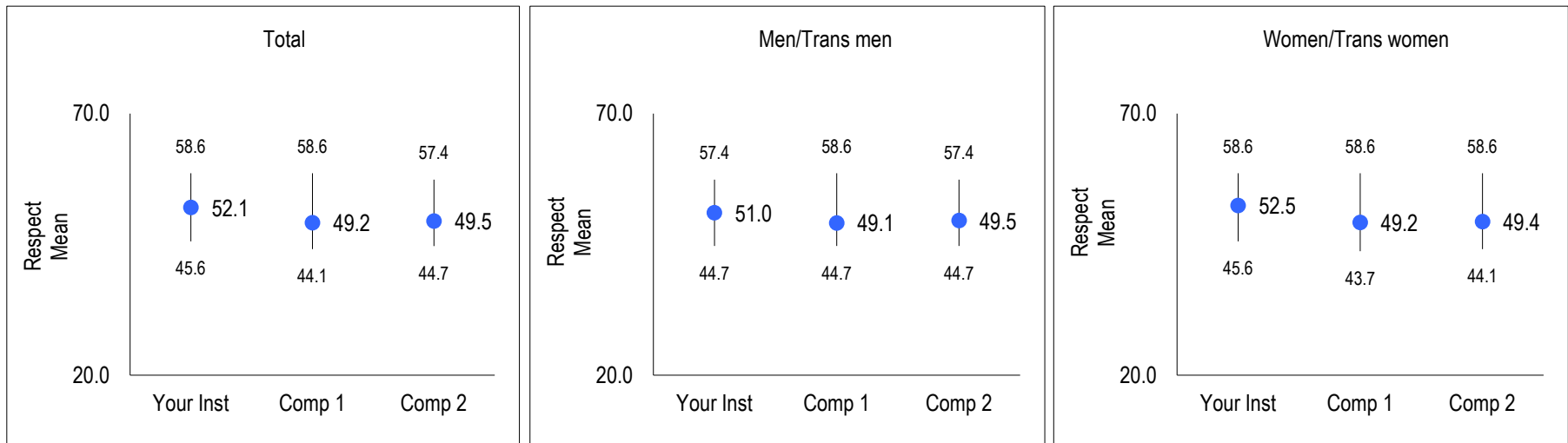
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:

- * This institution has effective hiring practices and policies that increase faculty diversity (1.45)
- * This institution takes responsibility for educating underprepared students (0.88)
- * Faculty of color are treated fairly here (5.13)
- * Women faculty are treated fairly here (4.67)
- * LGBTQ+ faculty are treated fairly here (3.17)

Respect - Composite measure representing the extent to which faculty feel their contributions are respected or appreciated by their colleagues.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	98	366	2,165	35	152	1,035	57	214	1,130
Mean	52.1	49.2	49.5	51.0	49.1	49.5	52.5	49.2	49.4
Standard Deviation	8.10	9.85	9.14	8.15	10.06	9.11	8.15	9.61	9.18
Significance	-	**	**	-			-	*	*
Effect Size	-	0.29	0.28	-	0.19	0.16	-	0.34	0.34
25th percentile	45.6	44.1	44.7	44.7	44.7	44.7	45.6	43.7	44.1
75th percentile	58.6	58.6	57.4	57.4	58.6	57.4	58.6	58.6	58.6

Note: Significance * p<.05, ** p<.01, *** p<.001



Survey items and estimation 'weights':

Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:

- * My research is valued by faculty in my department (2.32)
- * My teaching is valued by faculty in my department (5.73)
- * My service is valued by faculty in my department (3.71)
- * Faculty here respect each other (1.14)

How to Read the CIRP Construct Percentage Reports

CIRP Constructs are designed to capture the experiences and outcomes institutions are often interested in understanding. However, there exists a measurement challenge for constructs due to their complex and multifaceted nature. To measure these broad underlying areas more precisely, we use Item Response Theory (IRT) to combine individual survey items into global measures that capture these areas. CIRP Constructs are more than a summation of related items as IRT uses response patterns to derive construct score estimates. Simultaneously, IRT gives greater weight to survey items that into the construct more directly, and a result, constructs are more accurate. Constructs are particularly useful for benchmarking as they allow you to determine if the experiences and outcomes for your faculty differ from your comparison groups. Two sets of reports are generated for CIRP Constructs. The Mean Report shows comparative information based on the mean score of a construct. The Percentage Report shows comparative information based on the percentage of students who score in the high, average, and low score group of a construct. We suggest you use the report that best fits your needs as an institution.

CIRP Construct Definition – Summarizes the theoretical rationale for creating the construct.

Comp 1 – The first comparison group is based on your institution's type and control.

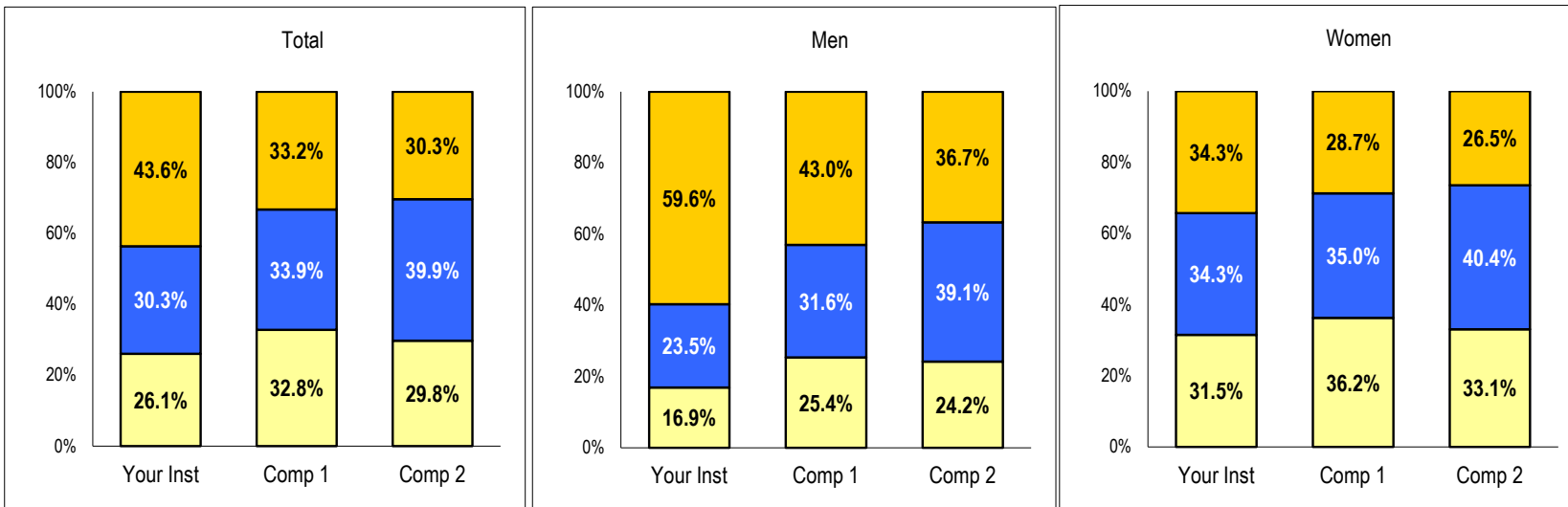
Comp 2 – The second comparison group is based on a similar grouping of institution type and control.

Statistical Significance – Uses a proportional difference test to examine the difference between the percentage of students in the high group for your institution and the percentage of students in the high group in the comparison group. Differences larger than what would be expected by chance are noted with one, two, or three stars, which correspond to the three standard levels of significance (*p<.05, **p<.01, ***p<.001). Statistical significance measures the extent to which a difference is occurring by chance, not the extent to which a difference is practically important. Large sample sizes (like those in the comparison groups) tend to generate statistical significance even though the magnitude of the difference might be small and not practically important.

Undergraduate Education Goal: Personal Development – Measures the extent to which faculty believe they play a role in the personal development of students

Sample University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	1,361	4,996	14,835	503	1,586	5,527	858	3,410	9,308
High UG Ed Goal: Personal Development	43.6%	33.2%	30.3%	59.6%	43.0%	36.7%	34.3%	28.7%	26.5%
Average UG Ed Goal: Personal Development	30.3%	33.9%	39.9%	23.5%	31.6%	39.1%	34.3%	35.0%	40.4%
Low UG Ed Goal: Personal Development	26.1%	32.8%	29.8%	16.9%	25.4%	24.2%	31.5%	36.2%	33.1%
Significance (based on High score group)	-	***	***	-	***	***	-		**

Note: Significance * p<.05, ** p<.01, *** p<.001



Survey items and estimation 'weights':

Indicate the importance to you of each of the following education goals for undergraduate students:

- * Help students develop personal values (4.92)
- * Provide for students' emotional development (2.91)
- * Develop moral character (2.87)
- * Enhance students' self-understanding (2.65)

For more information about IRT and the CIRP Construct development process, see the CIRP Constructs Technical Report at www.heri.ucla.edu

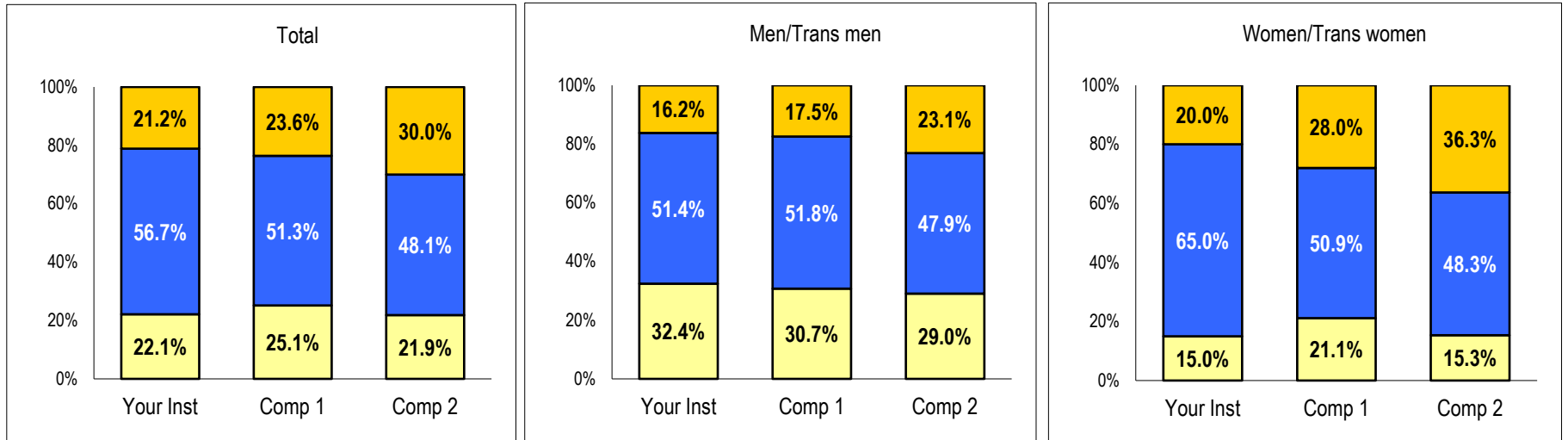
Survey Items and Estimation "Weights" – The survey items used in the creation of the CIRP Construct are presented in the order in which they contribute to the construct along with the estimation weights generated in IRT. Items that tap into a trait more effectively are given greater weight in the estimation process.

Charts – Provide a visual display of construct group percentages for your institution and two comparison groups. The HERI Faculty Survey Constructs have been scaled to a mean of 50 and a standard deviation of 10. "Low" represents faculty who scored one-half of a standard deviation below the mean (less than 45). "Average" represents faculty who scored within one-half of a standard deviation of the mean (45 to 55). "High" represents faculty who scored one-half standard deviation or more above mean (higher than 55).

Student-Centered Pedagogy – Measures the extent to which faculty use student-centered teaching and evaluation methods in their course instruction.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	104	398	2,332	37	166	1,113	60	232	1,219
High Student-Centered Pedagogy	21.2%	23.6%	30.0%	16.2%	17.5%	23.1%	20.0%	28.0%	36.3%
Average Student-Centered Pedagogy	56.7%	51.3%	48.1%	51.4%	51.8%	47.9%	65.0%	50.9%	48.3%
Low Student-Centered Pedagogy	22.1%	25.1%	21.9%	32.4%	30.7%	29.0%	15.0%	21.1%	15.3%
Significance (based on High score group)	-	-	-	-	-	-	-	-	-

Note: Significance * p<.05, ** p<.01, *** p<.001



Survey items and estimation 'weights':

In how many of the courses that you teach do you use each of the following?

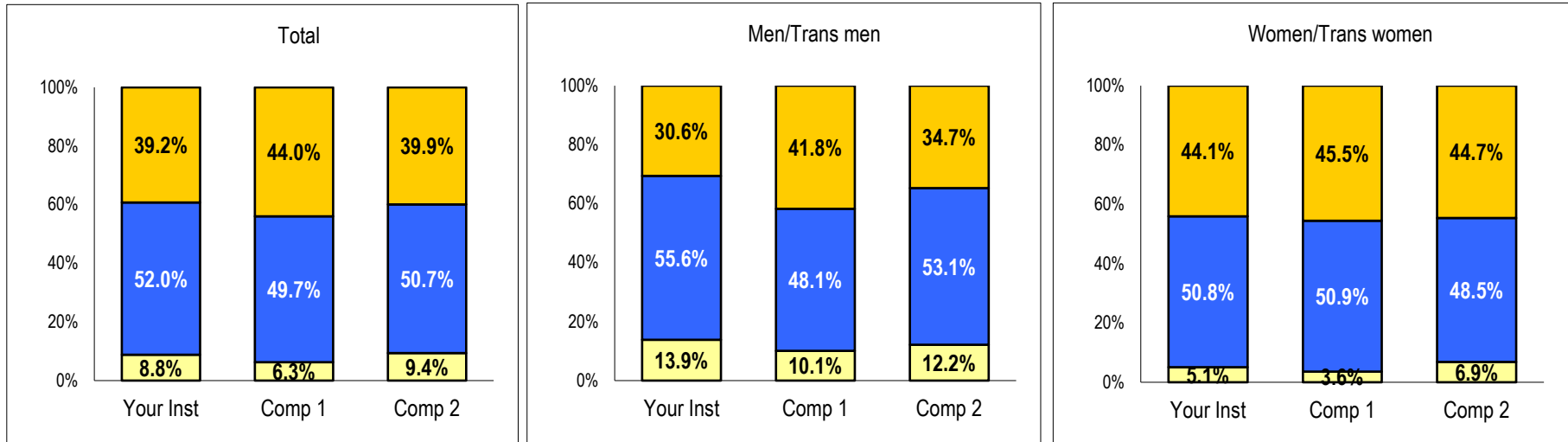
- * Student presentations (1.00)
- * Student evaluations of each other's work (1.00)
- * Class discussions (1.70)
- * Cooperative learning (small groups) (2.30)
- * Experiential learning/Field studies (1.30)
- * Group projects (1.82)
- * Reflective writing/journaling (1.21)
- * Using student inquiry to drive learning (1.00)

2019-20 HERI Faculty Survey
CIRP Construct Percentage Report
Undergraduate Education Goal: Personal Development
Full-time Undergraduate Faculty

Undergraduate Education Goal: Personal Development – Measures the extent to which faculty believe they play a role in the personal development of students.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	102	382	2,245	36	158	1,067	59	224	1,178
High UG Ed Goal: Personal Development	39.2%	44.0%	39.9%	30.6%	41.8%	34.7%	44.1%	45.5%	44.7%
Average UG Ed Goal: Personal Development	52.0%	49.7%	50.7%	55.6%	48.1%	53.1%	50.8%	50.9%	48.5%
Low UG Ed Goal: Personal Development	8.8%	6.3%	9.4%	13.9%	10.1%	12.2%	5.1%	3.6%	6.9%
Significance (based on High score group)	-	-	-	-	-	-	-	-	-

Note: Significance * p<.05, ** p<.01, *** p<.001



Survey items and estimation 'weights':

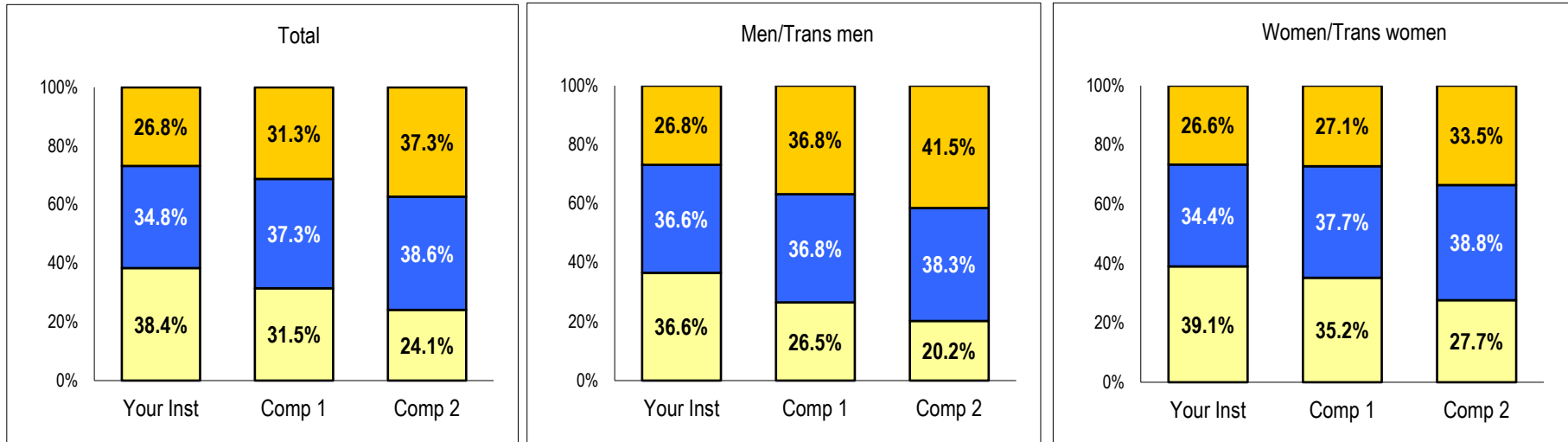
Please indicate the extent to which you agree it is your role to:

- * Develop students' moral character (3.42)
- * Provide for students' emotional development (2.16)
- * Help students develop personal values (4.29)
- * Encourage respect for different beliefs (4.29)

Scholarly Productivity – A unified measure of the scholarly activity of faculty.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	112	432	2,516	41	185	1,205	64	247	1,311
High Scholarly Productivity	26.8%	31.3%	37.3%	26.8%	36.8%	41.5%	26.6%	27.1%	33.5%
Average Scholarly Productivity	34.8%	37.3%	38.6%	36.6%	36.8%	38.3%	34.4%	37.7%	38.8%
Low Scholarly Productivity	38.4%	31.5%	24.1%	36.6%	26.5%	20.2%	39.1%	35.2%	27.7%
Significance (based on High score group)	-	-	-	-	-	-	-	-	-

Note: Significance * p<.05, ** p<.01, *** p<.001



Survey items and estimation 'weights':

How many of the following have you published?

* Articles in academic or professional journals (3.09)

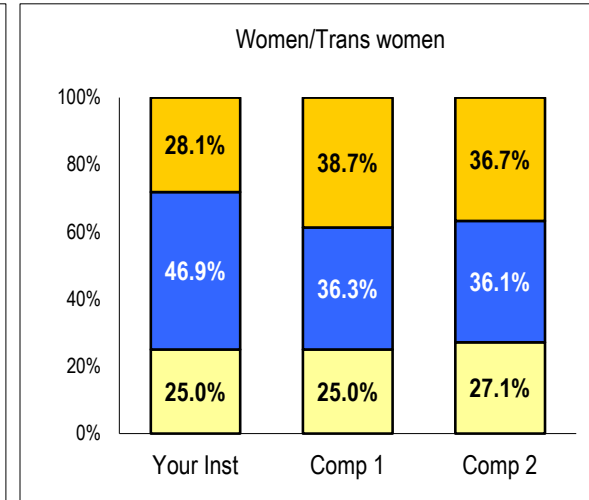
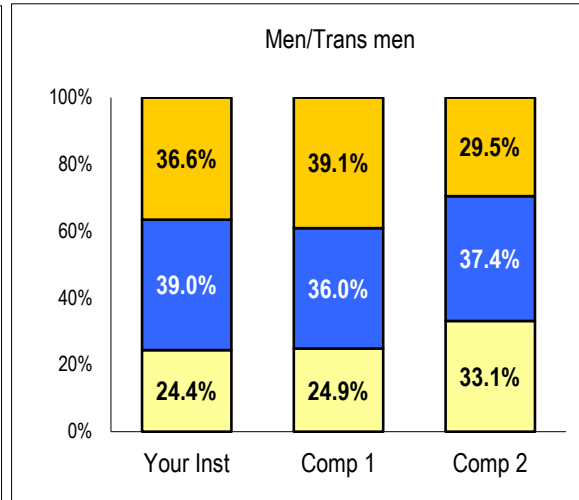
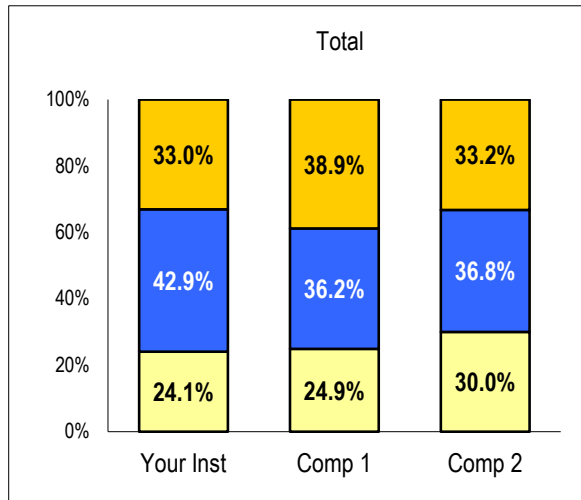
* Chapters in edited volumes (2.11)

* In the past three years, how many of your professional writings have been published or accepted for publication? (2.53)

Civic Minded Practice – A unified measure of faculty involvement in civic activities.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	112	453	2,631	41	197	1,275	64	256	1,356
High Civic Minded Practice	33.0%	38.9%	33.2%	36.6%	39.1%	29.5%	28.1%	38.7%	36.7%
Average Civic Minded Practice	42.9%	36.2%	36.8%	39.0%	36.0%	37.4%	46.9%	36.3%	36.1%
Low Civic Minded Practice	24.1%	24.9%	30.0%	24.4%	24.9%	33.1%	25.0%	25.0%	27.1%
Significance (based on High score group)	-	-	-	-	-	-	-	-	-

Note: Significance * p<.05, ** p<.01, *** p<.001



Survey items and estimation 'weights':

During the past three years, have you:

- * Collaborated with the local community on research/teaching to address their needs (2.18)
- * Advised student groups involved in service/volunteer work (1.44)

In the past year, have you:

- * Engaged in public service/professional consulting without pay? (1.24)

In how many of the courses that you teach do you use each of the following?

- * Community service as part of coursework (1.54)

During the present term, how many hours per week on average do you spend on each of the following?

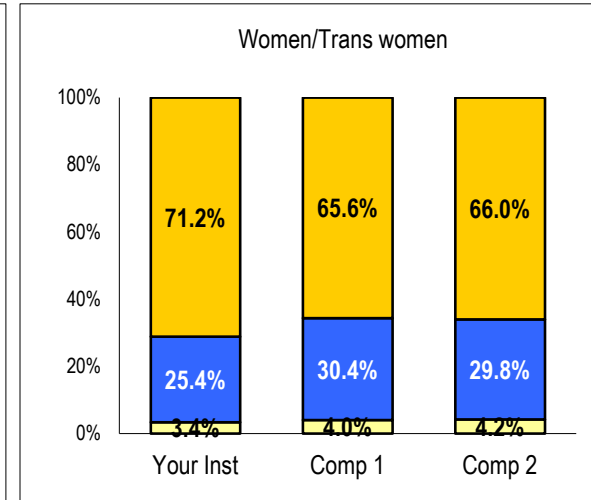
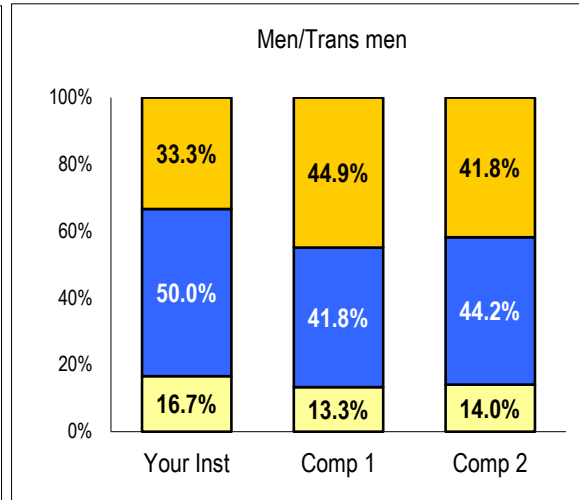
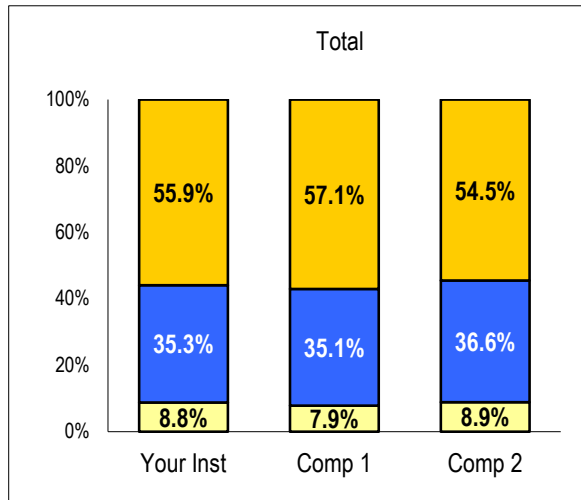
- * Community or public service (1.33)

2019-20 HERI Faculty Survey
CIRP Construct Percentage Report
Civic Minded Values
 Full-time Undergraduate Faculty

Civic Minded Values – A unified measure of the extent to which faculty believe civic engagement is a central part of the college mission.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	102	382	2,251	36	158	1,068	59	224	1,183
High Civic Minded Values	55.9%	57.1%	54.5%	33.3%	44.9%	41.8%	71.2%	65.6%	66.0%
Average Civic Minded Values	35.3%	35.1%	36.6%	50.0%	41.8%	44.2%	25.4%	30.4%	29.8%
Low Civic Minded Values	8.8%	7.9%	8.9%	16.7%	13.3%	14.0%	3.4%	4.0%	4.2%
Significance (based on High score group)	-	-	-	-	-	-	-	-	-

Note: Significance * p<.05, ** p<.01, *** p<.001



Survey items and estimation 'weights':

Please indicate the extent to which you agree it is your role to:

- * Encourage students to become agents of social change (2.69)
- * Enhance students' knowledge of and appreciation for other racial/ethnic groups (2.77)

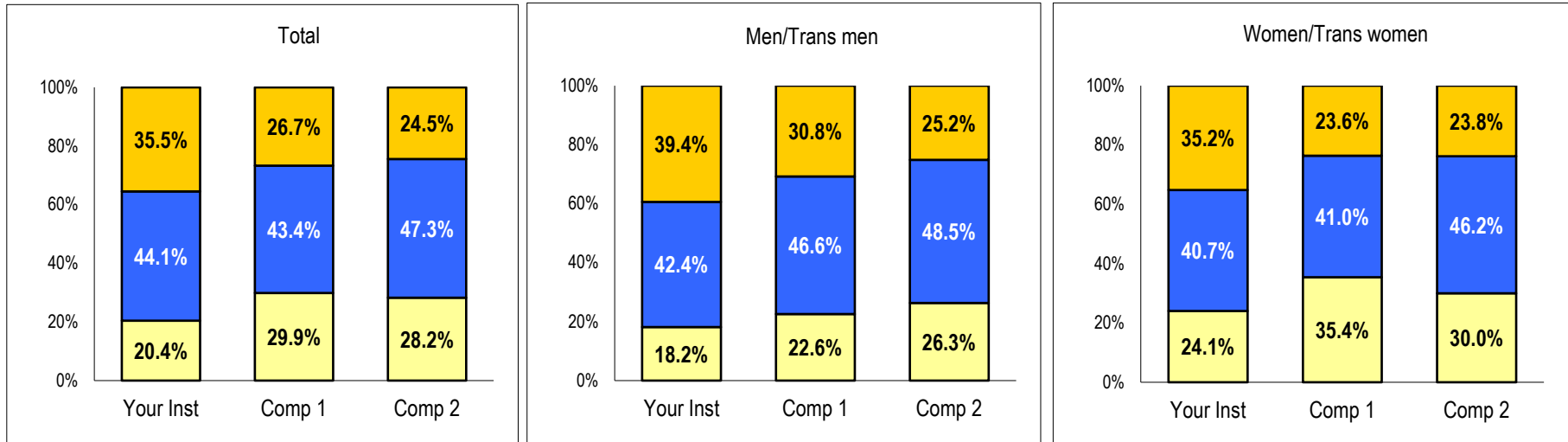
Please indicate your agreement with each of the following statements:

- * Colleges have a responsibility to work with their surrounding communities to address local needs(1.25)

Job Satisfaction: Workplace – A unified measure of the extent to which faculty are satisfied with their working environment.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	93	341	2,015	33	146	965	54	195	1,050
High Job Satisfaction: Workplace	35.5%	26.7%	24.5%	39.4%	30.8%	25.2%	35.2%	23.6%	23.8%
Average Job Satisfaction: Workplace	44.1%	43.4%	47.3%	42.4%	46.6%	48.5%	40.7%	41.0%	46.2%
Low Job Satisfaction: Workplace	20.4%	29.9%	28.2%	18.2%	22.6%	26.3%	24.1%	35.4%	30.0%
Significance (based on High score group)	-	-	-	-	-	-	-	-	-

Note: Significance * p<.05, ** p<.01, *** p<.001



Survey items and estimation 'weights':

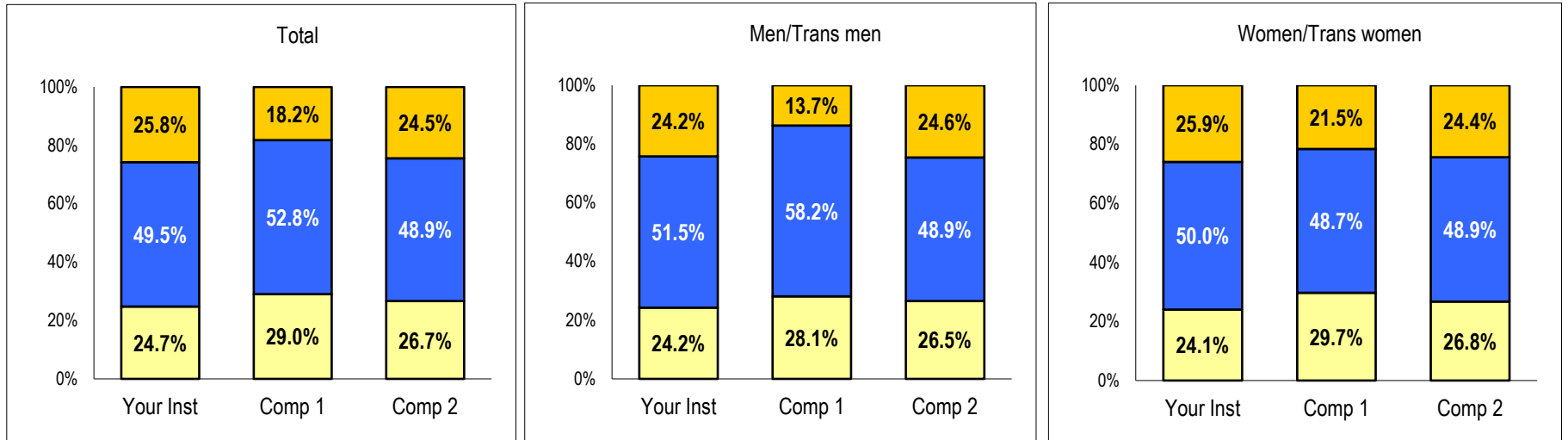
How satisfied are you with the following aspects of your job?

- * Autonomy and independence (1.46)
- * Departmental leadership (1.09)
- * Relative equity of salary and job benefits (1.29)
- * Flexibility in relation to family matters or emergencies (3.05)
- * Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock) (2.40)

Job Satisfaction: Compensation – A unified measure of the extent to which faculty are satisfied with their compensation packages.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	93	341	2,015	33	146	965	54	195	1,050
High Job Satisfaction: Compensation	25.8%	18.2%	24.5%	24.2%	13.7%	24.6%	25.9%	21.5%	24.4%
Average Job Satisfaction: Compensation	49.5%	52.8%	48.9%	51.5%	58.2%	48.9%	50.0%	48.7%	48.9%
Low Job Satisfaction: Compensation	24.7%	29.0%	26.7%	24.2%	28.1%	26.5%	24.1%	29.7%	26.8%
Significance (based on High score group)	-	-	-	-	-	-	-	-	-

Note: Significance * p<.05, ** p<.01, *** p<.001



Survey items and estimation 'weights':

How satisfied are you with the following aspects of your job?

* Salary (1.75)

* Health benefits (2.04)

* Retirement benefits (2.36)

* Opportunity for scholarly pursuits (2.17)

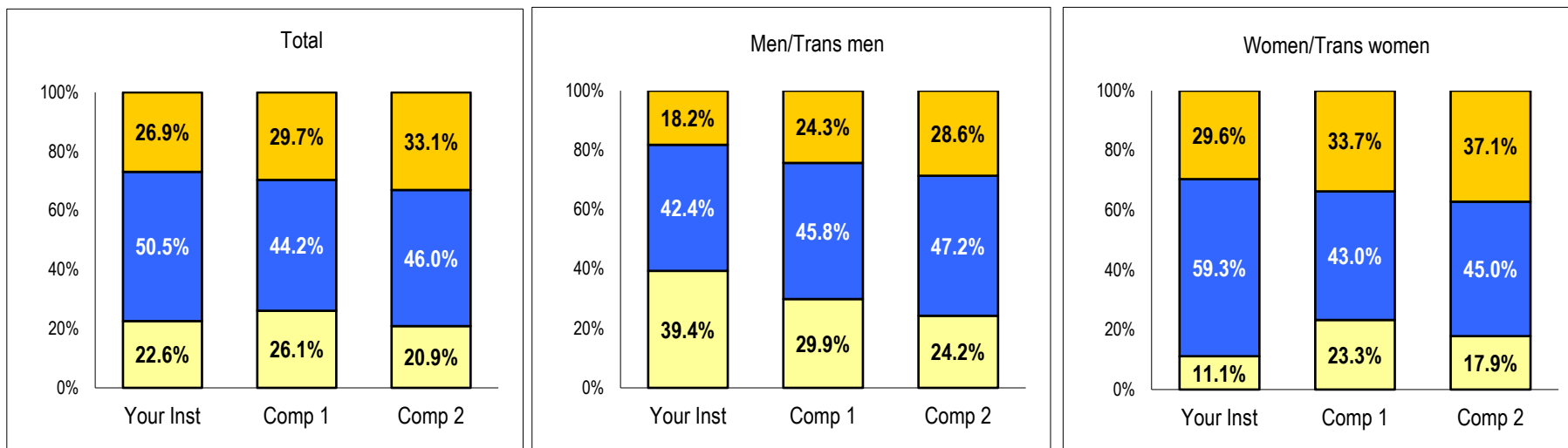
* Teaching load (1.42)

* Prospects for career advancement (1.69)

Career Related Stress - Measures the amount of stress faculty experience related to their career.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	93	337	1,996	33	144	954	54	193	1,042
High Career Related Stress	26.9%	29.7%	33.1%	18.2%	24.3%	28.6%	29.6%	33.7%	37.1%
Average Career Related Stress	50.5%	44.2%	46.0%	42.4%	45.8%	47.2%	59.3%	43.0%	45.0%
Low Career Related Stress	22.6%	26.1%	20.9%	39.4%	29.9%	24.2%	11.1%	23.3%	17.9%
Significance (based on High score group)	-	-	-	-	-	-	-	-	-

Note: Significance * p<.05, ** p<.01, *** p<.001



Survey items and estimation 'weights':

Please indicate the extent to which each of the following has been a source of stress for you during the last year:

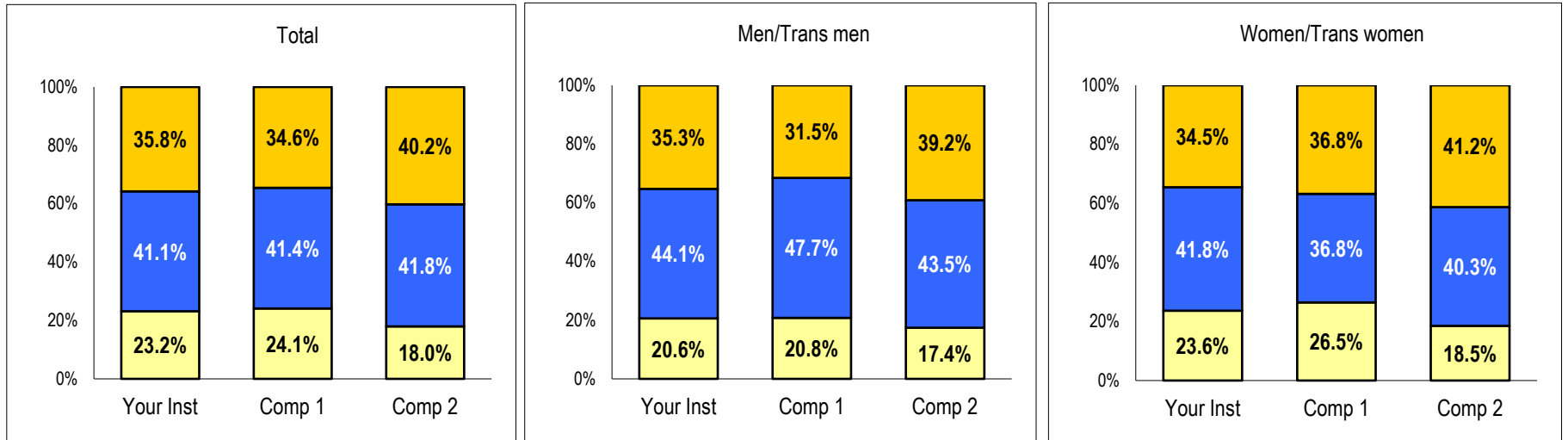
- * Committee work (1.38)
- * Students (1.08)
- * Research or publishing demands (1.06)
- * Institutional procedures and "red tape" (1.08)
- * Teaching load (1.51)
- * Lack of personal time (1.96)
- * Self-imposed high expectations (1.03)

2019-20 HERI Faculty Survey
CIRP Construct Percentage Report
Institutional Priority: Commitment to Diversity
Full-time Undergraduate Faculty

Institutional Priority: Commitment to Diversity – Measures the extent to which faculty believe their institution is committed to creating a diverse multicultural campus environment.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	95	353	2,081	34	149	1,001	55	204	1,080
High Institutional Priority: Commitment to Diversity	35.8%	34.6%	40.2%	35.3%	31.5%	39.2%	34.5%	36.8%	41.2%
Average Institutional Priority: Commitment to Diversity	41.1%	41.4%	41.8%	44.1%	47.7%	43.5%	41.8%	36.8%	40.3%
Low Institutional Priority: Commitment to Diversity	23.2%	24.1%	18.0%	20.6%	20.8%	17.4%	23.6%	26.5%	18.5%
Significance (based on High score group)	-	-	-	-	-	-	-	-	-

Note: Significance * p<.05, ** p<.01, *** p<.001



Survey items and estimation 'weights':

Indicate how important you believe each priority listed below is at your college or university:

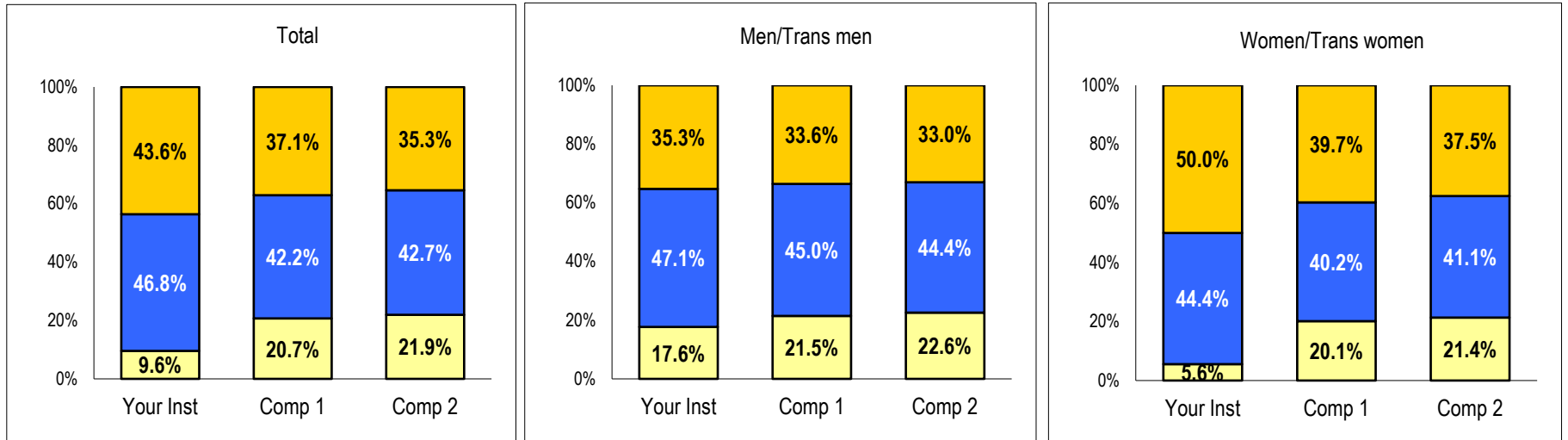
- * Increase or maintain institutional affordability (2.84)
- * Recruit more traditionally underrepresented students (1.77)
- * Promote gender diversity in the faculty and administration (3.34)
- * Promote racial and ethnic diversity in the faculty and administration (5.72)
- * Develop an appreciation for multiculturalism (2.37)

2019-20 HERI Faculty Survey
CIRP Construct Percentage Report
Institutional Priority: Civic Engagement
Full-time Undergraduate Faculty

Institutional Priority: Civic Engagement – Measures the extent to which faculty believe their institution is committed to facilitating civic engagement among students and faculty.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	94	353	2,074	34	149	997	54	204	1,077
High Institutional Priority: Civic Engagement	43.6%	37.1%	35.3%	35.3%	33.6%	33.0%	50.0%	39.7%	37.5%
Average Institutional Priority: Civic Engagement	46.8%	42.2%	42.7%	47.1%	45.0%	44.4%	44.4%	40.2%	41.1%
Low Institutional Priority: Civic Engagement	9.6%	20.7%	21.9%	17.6%	21.5%	22.6%	5.6%	20.1%	21.4%
Significance (based on High score group)	-	-	-	-	-	-	-	-	-

Note: Significance * p<.05, ** p<.01, *** p<.001



Survey items and estimation 'weights':

Indicate how important you believe each priority listed below is at your college or university:

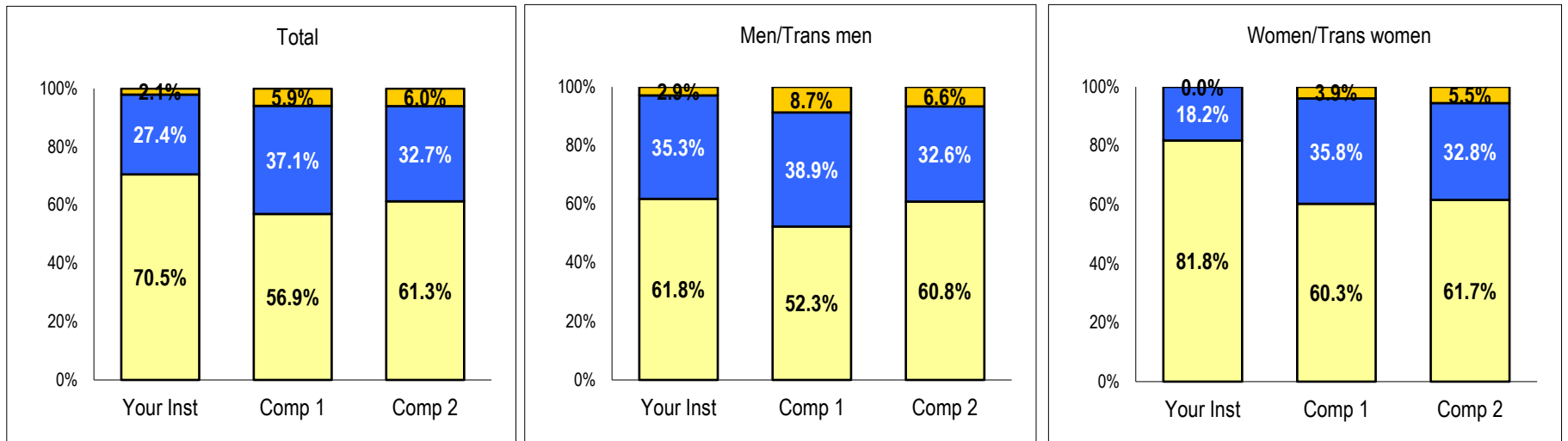
- * Provide resources for faculty to engage in community-based teaching or research (2.08)
- * Create and sustain partnerships with surrounding communities (2.84)
- * Facilitate student involvement in community service (1.56)

2019-20 HERI Faculty Survey
CIRP Construct Percentage Report
Institutional Priority: Increase Prestige
 Full-time Undergraduate Faculty

Institutional Priority: Increase Prestige – Measures the extent to which faculty believe their institution is committed to increasing its prestige.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	95	353	2,076	34	149	998	55	204	1,078
High Institutional Priority: Increase Prestige	2.1%	5.9%	6.0%	2.9%	8.7%	6.6%	0.0%	3.9%	5.5%
Average Institutional Priority: Increase Prestige	27.4%	37.1%	32.7%	35.3%	38.9%	32.6%	18.2%	35.8%	32.8%
Low Institutional Priority: Increase Prestige	70.5%	56.9%	61.3%	61.8%	52.3%	60.8%	81.8%	60.3%	61.7%
Significance (based on High score group)	-	-	-	-	-	-	-	-	-

Note: Significance * p<.05, ** p<.01, *** p<.001



Survey items and estimation 'weights':

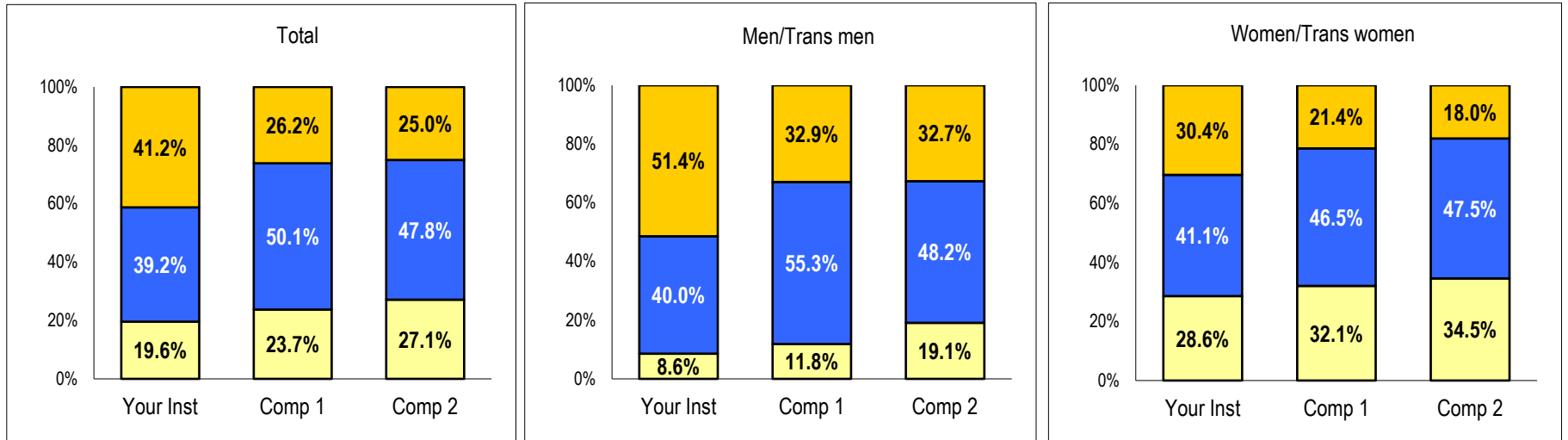
Indicate how important you believe each priority listed below is at your college or university:

- * Increase or maintain institutional prestige (3.54)
- * Increase the selectivity of the student body through more competitive admissions criteria (3.43)
- * Hire faculty "stars" (1.47)

Diversity Climate - Measure representing faculty's perspectives about the climate for faculty members from diverse backgrounds.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	97	367	2,166	35	152	1,037	56	215	1,129
High Diversity Climate	41.2%	26.2%	25.0%	51.4%	32.9%	32.7%	30.4%	21.4%	18.0%
Average Diversity Climate	39.2%	50.1%	47.8%	40.0%	55.3%	48.2%	41.1%	46.5%	47.5%
Low Diversity Climate	19.6%	23.7%	27.1%	8.6%	11.8%	19.1%	28.6%	32.1%	34.5%
Significance (based on High score group)	-		*	-			-		

Note: Significance * p<.05, ** p<.01, *** p<.001



Survey items and estimation 'weights':

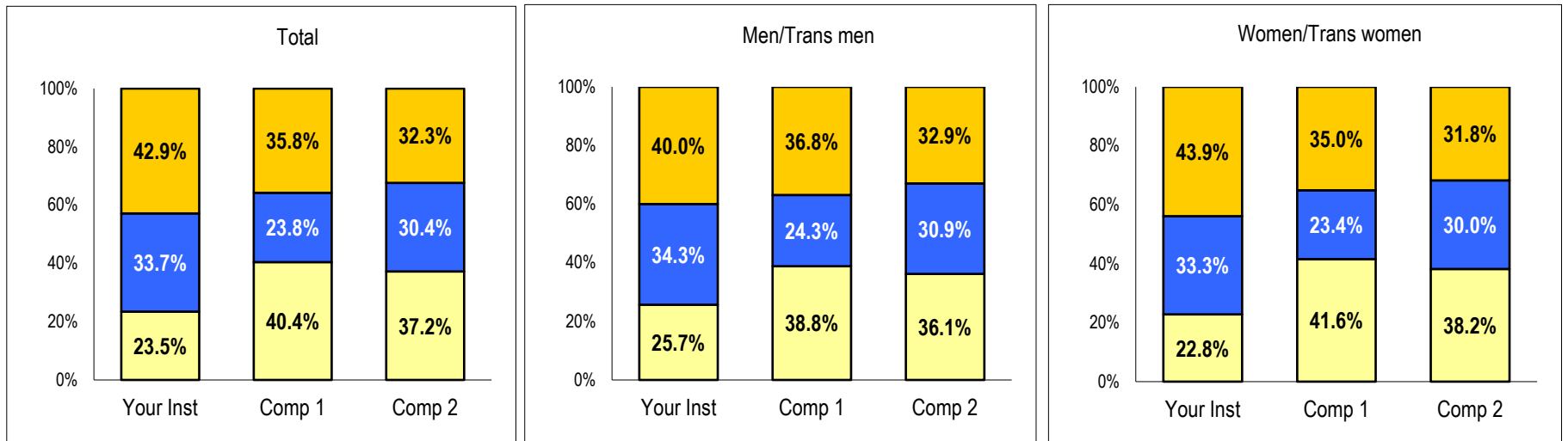
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:

- * This institution has effective hiring practices and policies that increase faculty diversity (1.45)
- * This institution takes responsibility for educating underprepared students (0.88)
- * Faculty of color are treated fairly here (5.13)
- * Women faculty are treated fairly here (4.67)
- * LGBTQ+ faculty are treated fairly here (3.17)

Respect - Composite measure representing the extent to which faculty feel their contributions are respected or appreciated by their colleagues.

Washburn University	Total			Men/Trans men			Women/Trans women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	98	366	2,165	35	152	1,035	57	214	1,130
High Respect	42.9%	35.8%	32.3%	40.0%	36.8%	32.9%	43.9%	35.0%	31.8%
Average Respect	33.7%	23.8%	30.4%	34.3%	24.3%	30.9%	33.3%	23.4%	30.0%
Low Respect	23.5%	40.4%	37.2%	25.7%	38.8%	36.1%	22.8%	41.6%	38.2%
Significance (based on High score group)	-	-	-	-	-	-	-	-	-

Note: Significance * p<.05, ** p<.01, *** p<.001



Survey items and estimation 'weights':

Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:

- * My research is valued by faculty in my department (2.32)
- * My teaching is valued by faculty in my department (5.73)
- * My service is valued by faculty in my department (3.71)
- * Faculty here respect each other (1.14)

Local Optional Questions by Gender Identity

Please select your level of agreement to the following items regarding C-TEL and other professional development/support:

1. I prioritize active learning strategies in my teaching.

	Man	Woman	Genderqueer, gender non-conforming, other identity	Total
Strongly Disagree	1	1	0	2
	2.1%	1.4%	0.0%	1.6%
Disagree	0	0	0	0
	0.0%	0.0%	0.0%	0.0%
Neither Disagree nor Agree	7	3	3	13
	14.9%	4.3%	37.5%	10.5%
Agree	27	26	2	55
	57.4%	37.7%	25.0%	44.4%
Strongly Agree	12	39	3	54
	25.5%	56.5%	37.5%	43.5%
Total	47	69	8	124
	100.0%	100.0%	100.0%	100.0%

2. I prioritize experimenting with new teaching strategies.

	Man	Woman	Genderqueer, gender non-conforming, other identity	Total
Strongly Disagree	1	1	0	2
	2.1%	1.4%	0.0%	1.6%
Disagree	3	0	0	3
	6.4%	0.0%	0.0%	2.4%
Neither Disagree nor Agree	12	11	2	25
	25.5%	15.9%	28.6%	20.3%
Agree	23	34	4	61
	48.9%	49.3%	57.1%	49.6%
Strongly Agree	8	23	1	32
	17.0%	33.3%	14.3%	26.0%
Total	47	69	7	123
	100.0%	100.0%	100.0%	100.0%

3. It is a priority to participate in professional development activities that focus on best practices in teaching and learning.

	Man	Woman	Genderqueer, gender non-conforming, other identity	Total
Strongly Disagree	1	1	0	2
	2.1%	1.4%	0.0%	1.6%
Disagree	2	0	0	2
	4.3%	0.0%	0.0%	1.6%
Neither Disagree nor Agree	15	7	1	23
	31.9%	10.1%	12.5%	18.5%
Agree	19	33	6	58
	40.4%	47.8%	75.0%	46.8%
Strongly Agree	10	28	1	39
	21.3%	40.6%	12.5%	31.5%
Total	47	69	8	124
	100.0%	100.0%	100.0%	100.0%

4. It is a priority to participate in C-TEL professional development activities that focus on diversity and inclusion.

	Man	Woman	Genderqueer, gender non-conforming, other identity	Total
Strongly Disagree	1	2	1	4
	2.1%	2.9%	12.5%	3.2%
Disagree	4	6	1	11
	8.5%	8.6%	12.5%	8.8%
Neither Disagree nor Agree	19	16	1	36
	40.4%	22.9%	12.5%	28.8%
Agree	20	26	3	49
	42.6%	37.1%	37.5%	39.2%
Strongly Agree	3	20	2	25
	6.4%	28.6%	25.0%	20.0%
Total	47	70	8	125
	100.0%	100.0%	100.0%	100.0%

Please select your level of agreement to the following items regarding community engagement:

5. I am familiar with the Community Engaged Learning Initiative at Washburn.

	Man	Woman	Genderqueer, gender non-conforming, other identity	Total
Strongly Disagree	2	3	1	6
	4.3%	4.3%	12.5%	4.8%
Disagree	7	4	1	12
	14.9%	5.7%	12.5%	9.6%
Neither Disagree nor Agree	11	10	2	23
	23.4%	14.3%	25.0%	18.4%
Agree	20	34	2	56
	42.6%	48.6%	25.0%	44.8%
Strongly Agree	7	19	2	28
	14.9%	27.1%	25.0%	22.4%
Total	47	70	8	125
	100.0%	100.0%	100.0%	100.0%

6. I perceive community engaged learning as an important form of pedagogy.

	Man	Woman	Genderqueer, gender non-conforming, other identity	Total
Strongly Disagree	1	1	0	2
	2.1%	1.5%	0.0%	1.6%
Disagree	4	1	1	6
	8.5%	1.5%	12.5%	4.9%
Neither Disagree nor Agree	19	20	2	41
	40.4%	29.4%	25.0%	33.3%
Agree	17	27	3	47
	36.2%	39.7%	37.5%	38.2%
Strongly Agree	6	19	2	27
	12.8%	27.9%	25.0%	22.0%
Total	47	68	8	123
	100.0%	100.0%	100.0%	100.0%

7. I have included community engagement activity in my course work

	Man	Woman	Genderqueer, gender non-conforming, other identity	Total
Strongly Disagree	5	7	1	13
	10.6%	10.4%	12.5%	10.7%
Disagree	13	9	0	22
	27.7%	13.4%	0.0%	18.0%
Neither Disagree nor Agree	17	17	3	37
	36.2%	25.4%	37.5%	30.3%
Agree	6	22	2	30
	12.8%	32.8%	25.0%	24.6%
Strongly Agree	6	12	2	20
	12.8%	17.9%	25.0%	16.4%
Total	47	67	8	122
	100.0%	100.0%	100.0%	100.0%

Please select your level of agreement to the following items regarding technology and online classes:

8. Instructors' needs and desires for technology/teaching tools are being met.

	Man	Woman	Genderqueer, gender non-conforming, other identity	Total
Strongly Disagree	1	1	1	3
	2.1%	1.4%	12.5%	2.4%
Disagree	6	12	2	20
	12.8%	16.9%	25.0%	15.9%
Neither Disagree nor Agree	9	8	2	19
	19.1%	11.3%	25.0%	15.1%
Agree	26	35	1	62
	55.3%	49.3%	12.5%	49.2%
Strongly Agree	5	15	2	22
	10.6%	21.1%	25.0%	17.5%
Total	47	71	8	126
	100.0%	100.0%	100.0%	100.0%

9. Ideally I would teach in an active learning classroom.

	Man	Woman	Genderqueer, gender non-conforming, other identity	Total
Strongly Disagree	0	5	0	5
	0.0%	7.4%	0.0%	4.1%
Disagree	4	1	0	5
	8.5%	1.5%	0.0%	4.1%
Neither Disagree nor Agree	17	14	2	33
	36.2%	20.6%	25.0%	26.8%
Agree	13	24	2	39
	27.7%	35.3%	25.0%	31.7%
Strongly Agree	13	24	4	41
	27.7%	35.3%	50.0%	33.3%
Total	47	68	8	123
	100.0%	100.0%	100.0%	100.0%

10. Washburn provides sufficient Instructional Design support for online course instructors (i.e., online course design workshops, one-on-one assistance).

	Man	Woman	Genderqueer, gender non-conforming, other identity	Total
Strongly Disagree	2	4	0	6
	4.3%	5.7%	0.0%	4.8%
Disagree	3	9	0	12
	6.4%	12.9%	0.0%	9.6%
Neither Disagree nor Agree	8	8	1	17
	17.0%	11.4%	12.5%	13.6%
Agree	23	20	5	48
	48.9%	28.6%	62.5%	38.4%
Strongly Agree	11	29	2	42
	23.4%	41.4%	25.0%	33.6%
Total	47	70	8	125
	100.0%	100.0%	100.0%	100.0%

Please select your level of agreement to the following items regarding adjunct faculty:

11. My department/program has an adequate orientation program for adjunct or part-time instructors regarding processes and procedures.

	Man	Woman	Genderqueer, gender non-conforming, other identity	Total
Strongly Disagree	2	4	0	6
	4.3%	5.8%	0.0%	4.8%
Disagree	8	17	2	27
	17.0%	24.6%	25.0%	21.8%
Neither Disagree nor Agree	22	24	2	48
	46.8%	34.8%	25.0%	38.7%
Agree	11	18	2	31
	23.4%	26.1%	25.0%	25.0%
Strongly Agree	4	6	2	12
	8.5%	8.7%	25.0%	9.7%
Total	47	69	8	124
	100.0%	100.0%	100.0%	100.0%

Please select your level of agreement to the following items regarding Washburn University and Institute of Technology:

12. Washburn University and Washburn Institute of Technology are well integrated (HLC accreditation as one institution, agreement to accept Tech courses toward an associate’s degree, etc.).

	Man	Woman	Genderqueer, gender non-conforming, other identity	Total
Strongly Disagree	5	3	0	8
	11.1%	4.6%	0.0%	6.8%
Disagree	5	6	1	12
	11.1%	9.2%	12.5%	10.2%
Neither Disagree nor Agree	19	24	2	45
	42.2%	36.9%	25.0%	38.1%
Agree	10	23	4	37
	22.2%	35.4%	50.0%	31.4%
Strongly Agree	6	9	1	16
	13.3%	13.8%	12.5%	13.6%
Total	45	65	8	118
	100.0%	100.0%	100.0%	100.0%

13. Washburn has been successful in creating pathways for students between the University and Tech campuses.

	Man	Woman	Genderqueer, gender non-conforming, other identity	Total
Strongly Disagree	5	3	0	8
	10.6%	4.5%	0.0%	6.6%
Disagree	9	6	1	16
	19.1%	9.0%	12.5%	13.1%
Neither Disagree nor Agree	16	28	3	47
	34.0%	41.8%	37.5%	38.5%
Agree	10	21	3	34
	21.3%	31.3%	37.5%	27.9%
Strongly Agree	7	9	1	17
	14.9%	13.4%	12.5%	13.9%
Total	47	67	8	122
	100.0%	100.0%	100.0%	100.0%

14. Do you advise students?

	Man	Woman	Genderqueer, gender non-conforming, other identity	Total
Yes	34	56	4	94
	73.9%	78.9%	57.1%	75.8%
No	12	15	3	30
	26.1%	21.1%	42.9%	24.2%
Total	46	71	7	124
	100.0%	100.0%	100.0%	100.0%

Please select your level of agreement to the following items regarding advising students:

15. Advising is a priority in my job.

	Man	Woman	Genderqueer, gender non-conforming, other identity	Total
Strongly Disagree	3	1	0	4
	6.4%	1.4%	0.0%	3.2%
Disagree	1	5	0	6
	2.1%	7.1%	0.0%	4.8%
Neither Disagree nor Agree	14	14	3	31
	29.8%	20.0%	42.9%	25.0%
Agree	11	26	3	40
	23.4%	37.1%	42.9%	32.3%
Strongly Agree	18	24	1	43
	38.3%	34.3%	14.3%	34.7%
Total	47	70	7	124
	100.0%	100.0%	100.0%	100.0%

16. Helping my advisees acquire financial resources (e.g., scholarships, fellowships, grants) is a priority.

	Man	Woman	Genderqueer, gender non-conforming, other identity	Total
Strongly Disagree	4	5	0	9
	8.7%	7.2%	0.0%	7.4%
Disagree	8	13	1	22
	17.4%	18.8%	14.3%	18.0%
Neither Disagree nor Agree	13	28	3	44
	28.3%	40.6%	42.9%	36.1%
Agree	16	19	3	38
	34.8%	27.5%	42.9%	31.1%
Strongly Agree	5	4	0	9
	10.9%	5.8%	0.0%	7.4%
Total	46	69	7	122
	100.0%	100.0%	100.0%	100.0%

17. It is important that I explore career options with my advisees.

	Man	Woman	Genderqueer, gender non-conforming, other identity	Total
Strongly Disagree	1	1	0	2
	2.1%	1.4%	0.0%	1.6%
Disagree	1	3	0	4
	2.1%	4.3%	0.0%	3.2%
Neither Disagree nor Agree	13	16	3	32
	27.7%	22.9%	42.9%	25.8%
Agree	20	26	2	48
	42.6%	37.1%	28.6%	38.7%
Strongly Agree	12	24	2	38
	25.5%	34.3%	28.6%	30.6%
Total	47	70	7	124
	100.0%	100.0%	100.0%	100.0%

18. It is important that I work with my advisees on educational choices and strategies.

	GENDERIDENTITY Recode			Total
	Man	Woman	Genderqueer, gender non-conforming, other identity	Total
Strongly Disagree	1	1	0	2
	2.1%	1.5%	0.0%	1.6%
Disagree	2	1	0	3
	4.3%	1.5%	0.0%	2.5%
Neither Disagree nor Agree	9	12	2	23
	19.1%	17.6%	28.6%	18.9%
Agree	20	32	3	55
	42.6%	47.1%	42.9%	45.1%
Strongly Agree	15	22	2	39
	31.9%	32.4%	28.6%	32.0%
Total	47	68	7	122
	100.0%	100.0%	100.0%	100.0%

19. I have been provided adequate training in advising.

	Man	Woman	Genderqueer, gender non-conforming, other identity	Total
Strongly Disagree	6	4	0	10
	12.8%	5.7%	0.0%	8.1%
Disagree	9	11	2	22
	19.1%	15.7%	28.6%	17.7%
Neither Disagree nor Agree	13	24	3	40
	27.7%	34.3%	42.9%	32.3%
Agree	16	22	2	40
	34.0%	31.4%	28.6%	32.3%
Strongly Agree	3	9	0	12
	6.4%	12.9%	0.0%	9.7%
Total	47	70	7	124
	100.0%	100.0%	100.0%	100.0%

Please select your level of agreement to the following items regarding assessment:

20. My department's/program's assessment process yields useful results.

	Man	Woman	Genderqueer, gender non-conforming, other identity	Total
Strongly Disagree	3	5	1	9
	6.4%	7.0%	12.5%	7.1%
Disagree	5	16	0	21
	10.6%	22.5%	0.0%	16.7%
Neither Disagree nor Agree	17	10	5	32
	36.2%	14.1%	62.5%	25.4%
Agree	19	24	2	45
	40.4%	33.8%	25.0%	35.7%
Strongly Agree	3	16	0	19
	6.4%	22.5%	0.0%	15.1%
Total	47	71	8	126
	100.0%	100.0%	100.0%	100.0%

Please respond with yes or no to the following question regarding teaching general education courses:

21. Do you teach general education courses?

	Man	Woman	Genderqueer, gender non-conforming, other identity	Total
Yes	25	27	7	59
	53.2%	37.5%	87.5%	46.5%
No	22	45	1	68
	46.8%	62.5%	12.5%	53.5%
Total	47	72	8	127
	100.0%	100.0%	100.0%	100.0%

Please select your level of agreement to the following items regarding assessment:

22. I find the USLO reporting process yields useful results.

	Man	Woman	Genderqueer, gender non-conforming, other identity	Total
Strongly Disagree	6	8	1	15
	13.0%	11.9%	14.3%	12.5%
Disagree	7	13	0	20
	15.2%	19.4%	0.0%	16.7%
Neither Disagree nor Agree	20	34	6	60
	43.5%	50.7%	85.7%	50.0%
Agree	11	11	0	22
	23.9%	16.4%	0.0%	18.3%
Strongly Agree	2	1	0	3
	4.3%	1.5%	0.0%	2.5%
Total	46	67	7	120
	100.0%	100.0%	100.0%	100.0%

23. Student learning outcomes in the courses I teach are aligned with my department's/program's student learning outcomes and university student learning outcomes.

	Man	Woman	Genderqueer, gender non-conforming, other identity	Total
Strongly Disagree	0	1	0	1
	0.0%	1.5%	0.0%	0.8%
Disagree	1	1	0	2
	2.1%	1.5%	0.0%	1.6%
Neither Disagree nor Agree	12	8	1	21
	25.5%	11.9%	12.5%	17.2%
Agree	21	32	6	59
	44.7%	47.8%	75.0%	48.4%
Strongly Agree	13	25	1	39
	27.7%	37.3%	12.5%	32.0%
Total	47	67	8	122
	100.0%	100.0%	100.0%	100.0%

24. My department assesses student learning based on the knowledge, skills, and abilities students should acquire in our programs.

	Man	Woman	Genderqueer, gender non-conforming, other identity	Total
Strongly Disagree	0	2	0	2
	0.0%	2.9%	0.0%	1.6%
Disagree	0	1	0	1
	0.0%	1.5%	0.0%	0.8%
Neither Disagree nor Agree	6	7	1	14
	12.8%	10.3%	12.5%	11.4%
Agree	26	33	4	63
	55.3%	48.5%	50.0%	51.2%
Strongly Agree	15	25	3	43
	31.9%	36.8%	37.5%	35.0%
Total	47	68	8	123
	100.0%	100.0%	100.0%	100.0%

25. I feel knowledgeable about the resources available on campus for students who are struggling academically.

	Man	Woman	Genderqueer, gender non-conforming, other identity	Total
Strongly Disagree	0	3	0	3
	0.0%	4.2%	0.0%	2.4%
Disagree	3	5	0	8
	6.5%	7.0%	0.0%	6.4%
Neither Disagree nor Agree	4	8	2	14
	8.7%	11.3%	25.0%	11.2%
Agree	27	34	5	66
	58.7%	47.9%	62.5%	52.8%
Strongly Agree	12	21	1	34
	26.1%	29.6%	12.5%	27.2%
Total	46	71	8	125
	100.0%	100.0%	100.0%	100.0%

26. I know where to refer students who express a healthcare need.

	Man	Woman	Genderqueer, gender non-conforming, other identity	Total
Strongly Disagree	0	1	0	1
	0.0%	1.4%	0.0%	0.8%
Disagree	1	1	0	2
	2.2%	1.4%	0.0%	1.6%
Neither Disagree nor Agree	2	2	0	4
	4.3%	2.8%	0.0%	3.2%
Agree	24	27	6	57
	52.2%	38.0%	75.0%	45.6%
Strongly Agree	19	40	2	61
	41.3%	56.3%	25.0%	48.8%
Total	46	71	8	125
	100.0%	100.0%	100.0%	100.0%

27. I know where to refer students who may need mental health care such as counseling.

	Man	Woman	Genderqueer, gender non-conforming, other identity	Total
Strongly Disagree	0	1	0	1
	0.0%	1.5%	0.0%	0.8%
Disagree	2	0	0	2
	4.3%	0.0%	0.0%	1.6%
Neither Disagree nor Agree	3	1	0	4
	6.5%	1.5%	0.0%	3.3%
Agree	21	27	6	54
	45.7%	39.7%	75.0%	44.3%
Strongly Agree	20	39	2	61
	43.5%	57.4%	25.0%	50.0%
Total	46	68	8	122
	100.0%	100.0%	100.0%	100.0%

28. I know where to refer students if they express a need for resources such as food or emergency funding.

	Man	Woman	Genderqueer, gender non-conforming, other identity	Total
Strongly Disagree	0	1	0	1
	0.0%	1.4%	0.0%	0.8%
Disagree	8	7	1	16
	17.4%	9.9%	12.5%	12.8%
Neither Disagree nor Agree	6	6	0	12
	13.0%	8.5%	0.0%	9.6%
Agree	25	30	5	60
	54.3%	42.3%	62.5%	48.0%
Strongly Agree	7	27	2	36
	15.2%	38.0%	25.0%	28.8%
Total	46	71	8	125
	100.0%	100.0%	100.0%	100.0%

29. I know where to refer a student who is the victim of a crime, including resources they can utilize if they do not wish to report their experience.

	Man	Woman	Genderqueer, gender non-conforming, other identity	Total
Strongly Disagree	0	1	0	1
	0.0%	1.4%	0.0%	0.8%
Disagree	2	4	1	7
	4.3%	5.6%	12.5%	5.6%
Neither Disagree nor Agree	5	4	0	9
	10.9%	5.6%	0.0%	7.2%
Agree	23	29	4	56
	50.0%	40.8%	50.0%	44.8%
Strongly Agree	16	33	3	52
	34.8%	46.5%	37.5%	41.6%
Total	46	71	8	125
	100.0%	100.0%	100.0%	100.0%

30. I know how to respond and who to contact for help if a student or employee at Washburn expresses suicidal thoughts or plans.

	Man	Woman	Genderqueer, gender non-conforming, other identity	Total
Strongly Disagree	0	1	0	1
	0.0%	1.4%	0.0%	0.8%
Disagree	4	2	0	6
	8.7%	2.8%	0.0%	4.8%
Neither Disagree nor Agree	5	5	0	10
	10.9%	7.0%	0.0%	8.0%
Agree	22	34	5	61
	47.8%	47.9%	62.5%	48.8%
Strongly Agree	15	29	3	47
	32.6%	40.8%	37.5%	37.6%
Total	46	71	8	125
	100.0%	100.0%	100.0%	100.0%

Open-ended Question Responses

At the conclusion of the survey, faculty were asked to respond to an open-ended question. The question asked respondents: "Please list up to three issues or actions you think Washburn should prioritize in the next five years." The following themes emerged from a review of the 82 respondents who commented:

- Increase salaries (25)
- Promote Diversity, Equity and Inclusion (23)
- Diversify faculty demographics (13)
- Emphasize enrollment growth (11)
- Promote equitable facility improvement processes (11)
- Diversify student demographics/expand scope of recruitment (10)
- Retain/Increase faculty (10)
- Highlight "college-ready" applicants (9)
- Promote emphasis on student growth/success (incl. post grad) (8)
- Reevaluate recruitment practices (improve for marginalized pops.) (7)
- Develop and promote Washburn's reputation (6)
- Promote healthy work/life balance (6)
- Address salary/resource allocation inequities (5)
- Increase marketing on graduate (and nursing) programs (5)
- Promote scholarships (w/needs-based emphasis) (5)
- Reevaluate tenure requirements (5)
- Allocate resources to support student success/growth (4)
- Emphasize professional development (4)
- Expand distance learning opportunities (4)
- Improve screening processes for leadership positions/general faculty (4)
- Increase funding streams (4)
- Promote/Improve technology integration in classrooms (4)
- Reevaluate COA (4)
- Reevaluate classroom spaces/teaching tools relative to ADA (4)
- Support faculty/Improve work culture (4)
- Emphasize/Improve internship opportunities (3)
- Ensure employment stability (3)
- Improve childcare opportunities (3)
- Improve communication (incl. enrollment goals) (3)
- Maintain academic standards/accreditations (3)
- Promote technology integration in classrooms (3)
- Reevaluate benefits (health insurance, PTO policies, financial support) (3)
- Evaluate new programming opportunities (2)
- Increase Washburn Tech collaboration (2)
- Promote interdisciplinary opportunities (2)
- Reevaluate budget processes (2)

Individual themed responses included the following (22):

- Advocate for defending free speech
- Continue Gen Ed support
- Develop junior faculty mentorship program
- Develop plan which supports faculty at same level as students
- Emphasize academic growth/ranking of law school
- Externally review/evaluate impact of WU101
- Facilitate a culture of "meaningful assessment"
- Increase emphasis on interpersonal strengths during (student) selection processes
- Increase faculty achievement recognition practices
- Increase faculty research with students
- Promote active learning in classrooms
- Promote COVID safety practices
- Promote cross-department regulatory knowledge
- Promote green practices
- Promote importance of Arts/Humanities/Social Sciences
- Promote international experiences for students and faculty
- Promote WU101
- Reevaluate general education
- Reevaluate survey vendor(s)
- Reinforce independence of law school (from "main" university)
- Shared governance
- Teach soft skills