


10-2020

HERI Faculty Survey Fall 2019-2020 Analysis

UNO Office of Institutional Effectiveness
University of Nebraska at Omaha

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2019-20 HERI Faculty Survey
 Institutional Profile Report
 Full-Time Undergraduate Faculty

University of Nebraska at Omaha	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	306	3,078	4,458	164	1,576	2,521	126	1,502	1,937	
What is your current gender identity?										
Man/Trans man	54.5%	51.2%	56.6%	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%	
Woman/Trans woman	41.9%	48.8%	43.4%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	
Genderqueer/Gender non-conforming	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Not listed above	3.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	301	3,078	4,458	164	1,576	2,521	126	1,502	1,937	
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)	306	3,063	4,451	164	1,568	2,516	126	1,495	1,935	
What is your present academic rank?										
Professor	27.5%	29.2%	27.6%	31.1%	35.6%	33.4%	21.4%	22.6%	20.0%	
Associate Professor	28.4%	23.7%	29.6%	24.4%	22.7%	30.6%	33.3%	24.7%	28.3%	
Assistant Professor	25.5%	25.6%	28.9%	27.4%	23.8%	25.1%	25.4%	27.5%	33.7%	
Lecturer	4.2%	11.0%	8.0%	4.3%	9.4%	6.1%	3.2%	12.8%	10.5%	
Instructor	14.4%	10.4%	5.9%	12.8%	8.5%	4.6%	16.7%	12.4%	7.5%	
Graduate Student/Teaching Assistant	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	306	3,077	4,453	164	1,576	2,518	126	1,501	1,935	
What is your tenure status at this institution?										
Tenured	56.2%	52.5%	50.3%	56.1%	57.9%	56.6%	54.8%	46.9%	42.0%	
On tenure track, but not tenured	25.2%	23.7%	23.3%	26.8%	22.1%	22.2%	25.4%	25.4%	24.8%	
Not on tenure track, but institution has tenure system	18.6%	23.6%	23.5%	17.1%	19.7%	18.7%	19.8%	27.7%	29.8%	
Institution has no tenure system	0.0%	0.2%	2.9%	0.0%	0.3%	2.5%	0.0%	0.1%	3.4%	
Total(n)	306	3,077	4,453	164	1,575	2,519	126	1,502	1,934	
Are you retired from this institution?										
Yes	0.0%	0.6%	0.3%	0.0%	0.5%	0.3%	0.0%	0.7%	0.3%	
No	100.0%	99.4%	99.7%	100.0%	99.5%	99.7%	100.0%	99.3%	99.7%	
Total(n)	304	3,073	4,444	163	1,573	2,514	125	1,500	1,930	
What is your principal activity in your current position at this institution?										
Administration	10.2%	6.6%	6.3%	11.0%	6.5%	5.6%	8.0%	6.6%	7.1%	
Teaching	74.1%	84.1%	77.0%	71.3%	82.7%	75.7%	79.2%	85.6%	78.6%	
Research	14.1%	7.8%	14.7%	17.7%	9.8%	16.8%	9.6%	5.8%	12.0%	
Services to clients and patients	0.0%	0.4%	0.8%	0.0%	0.3%	0.9%	0.0%	0.5%	0.7%	
Other	1.6%	1.1%	1.2%	0.0%	0.8%	1.0%	3.2%	1.5%	1.6%	
Total(n)	305	3,052	4,437	164	1,565	2,511	125	1,487	1,926	
Personally, how important to you is:										
Research										
Essential	51.7%	40.6%	47.8%	58.3%	44.6%	51.9%	46.7%	36.3%	42.4%	
Very important	30.2%	32.2%	29.1%	25.2%	30.9%	26.9%	33.3%	33.6%	32.0%	
Somewhat important	14.4%	22.1%	18.5%	13.5%	19.9%	16.9%	15.8%	24.5%	20.7%	
Not important	3.7%	5.1%	4.6%	3.1%	4.6%	4.3%	4.2%	5.6%	4.9%	
Total(n)	298	2,964	4,310	163	1,530	2,440	120	1,434	1,870	
Mean	3.30	3.08	3.20	3.39	3.15	3.26	3.23	3.01	3.12	
Standard deviation	0.85	0.91	0.90	0.83	0.90	0.89	0.86	0.91	0.90	
Significance	-	***	-	-	**	-	-	*	-	
Effect size	-	0.24	0.11	-	0.27	0.15	-	0.24	0.12	
Teaching										
Essential	74.5%	79.3%	78.0%	76.2%	79.9%	79.1%	72.2%	78.7%	76.7%	
Very important	22.9%	18.7%	19.9%	21.3%	18.1%	18.8%	25.4%	19.3%	21.3%	
Somewhat important	2.6%	2.0%	1.8%	2.4%	2.0%	1.9%	2.4%	2.0%	1.8%	
Not important	0.0%	0.0%	0.2%	0.0%	0.0%	0.2%	0.0%	0.1%	0.3%	
Total(n)	306	3,057	4,440	164	1,567	2,512	126	1,490	1,928	
Mean	3.72	3.77	3.76	3.74	3.78	3.77	3.70	3.77	3.74	
Standard deviation	0.51	0.47	0.49	0.49	0.46	0.48	0.51	0.47	0.49	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.11	-0.08	-	-0.09	-0.06	-	-0.15	-0.08	
Service										
Essential	25.2%	22.0%	25.8%	22.8%	19.9%	26.2%	26.2%	24.3%	25.3%	
Very important	41.6%	46.8%	45.1%	39.5%	46.0%	43.3%	45.1%	47.2%	49.8%	
Somewhat important	29.5%	29.1%	25.8%	35.2%	30.9%	27.8%	24.6%	27.1%	23.1%	
Not important	3.7%	2.4%	2.3%	2.5%	3.3%	2.7%	4.1%	1.4%	1.8%	
Total(n)	298	2,973	4,323	162	1,536	2,448	122	1,437	1,875	
Mean	2.88	2.88	2.95	2.83	2.82	2.93	2.93	2.94	2.99	
Standard deviation	0.83	0.77	0.78	0.81	0.78	0.80	0.82	0.75	0.75	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.00	-0.09	-	0.01	-0.13	-	-0.01	-0.08	
How many courses are you teaching this term (include all institutions at which you teach)?										
None	3.9%	3.9%	6.5%	2.4%	3.4%	6.1%	5.6%	4.5%	7.1%	
1	13.1%	9.6%	13.9%	14.0%	10.3%	14.6%	11.9%	8.8%	13.0%	
2	34.8%	23.4%	31.0%	37.2%	24.1%	31.9%	33.3%	22.7%	29.8%	
3	34.4%	31.6%	27.8%	33.5%	33.2%	27.6%	36.5%	29.8%	28.0%	
4	7.9%	20.1%	13.9%	6.1%	18.7%	12.7%	8.7%	21.5%	15.5%	
5	5.9%	11.4%	6.9%	6.7%	10.3%	7.1%	4.0%	12.7%	6.6%	
6 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	305	3,077	4,457	164	1,576	2,521	126	1,501	1,936	
How many of the courses that you are teaching this term are:										
General education courses										
None	56.4%	54.6%	61.0%	53.5%	54.3%	61.9%	61.0%	55.0%	59.7%	
1-2	38.2%	36.1%	31.4%	40.3%	36.8%	30.7%	34.7%	35.4%	32.3%	
3-4	5.1%	7.8%	6.8%	6.3%	7.8%	6.6%	3.4%	7.7%	7.1%	
5+	0.4%	1.5%	0.8%	0.0%	1.1%	0.8%	0.8%	1.9%	0.9%	
Total(n)	275	2,653	3,606	144	1,361	2,039	118	1,292	1,567	
Courses required for an undergraduate major										
None	16.4%	11.0%	14.9%	17.3%	11.1%	15.9%	15.9%	10.9%	13.7%	
1-2	63.3%	56.4%	61.1%	63.3%	56.6%	61.4%	65.5%	56.2%	60.7%	
3-4	18.2%	27.9%	21.6%	18.0%	27.8%	20.5%	15.0%	27.9%	23.0%	
5+	2.2%	4.7%	2.4%	1.3%	4.5%	2.3%	3.5%	5.0%	2.6%	
Total(n)	275	2,825	3,900	150	1,454	2,206	113	1,371	1,894	
Other undergraduate credit courses										
None	51.3%	54.5%	53.0%	50.4%	55.5%	51.7%	53.5%	53.3%	54.7%	
1-2	45.3%	39.4%	42.2%	46.3%	39.1%	43.5%	42.6%	39.7%	40.5%	
3-4	3.0%	5.3%	4.4%	2.5%	4.7%	4.4%	4.0%	6.0%	4.5%	
5+	0.4%	0.8%	0.4%	0.8%	0.8%	0.5%	0.0%	0.9%	0.3%	
Total(n)	232	2,290	3,218	121	1,193	1,813	101	1,097	1,405	
Developmental/remedial courses (not for credit)										
None	93.8%	96.7%	96.7%	94.1%	96.6%	96.9%	94.7%	96.8%	96.5%	
1-2	5.4%	2.6%	2.9%	4.2%	2.6%	2.7%	5.3%	2.5%	3.3%	
3-4	0.9%	0.5%	0.3%	1.7%	0.6%	0.4%	0.0%	0.4%	0.2%	
5+	0.0%	0.2%	0.1%	0.0%	0.1%	0.1%	0.0%	0.3%	0.1%	
Total(n)	224	2,193	2,937	118	1,133	1,649	95	1,060	1,288	
Graduate courses										
None	48.2%	67.2%	64.1%	46.0%	69.4%	62.4%	52.8%	64.8%	66.3%	
1-2	50.6%	31.2%	33.6%	52.6%	29.7%	35.4%	46.2%	32.9%	31.3%	
3-4	1.2%	1.5%	2.1%	1.5%	1.0%	2.1%	0.9%	2.1%	2.1%	
5+	0.0%	0.1%	0.2%	0.0%	0.0%	0.2%	0.0%	0.2%	0.3%	
Total(n)	255	2,404	3,275	137	1,241	1,852	106	1,163	1,423	

* 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 many of these courses that you are teaching this term are being taught at another institution:									
None	61.2%	62.4%	66.5%	59.7%	62.1%	65.0%	62.9%	62.8%	68.5%
1-2	22.8%	21.4%	21.6%	24.5%	21.6%	24.1%	21.6%	21.2%	18.2%
3-4	14.2%	13.0%	10.2%	13.8%	13.8%	9.2%	14.7%	13.3%	11.5%
5+	1.7%	2.6%	1.7%	1.9%	2.8%	1.7%	0.9%	2.7%	1.7%
Total(n)	289	2,905	4,109	199	1,502	2,338	116	1,403	1,771
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%	100.0%	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)	13	122	290	4	53	153	7	69	137
In the past year, have you worked with or taught undergraduate students at this institution?									
Yes	96.4%	95.9%	96.2%	95.7%	95.7%	96.1%	96.8%	96.3%	96.4%
No	3.6%	4.1%	3.8%	4.3%	4.3%	3.9%	3.2%	3.7%	3.6%
Total(n)	304	3,061	4,435	163	1,566	2,506	125	1,495	1,929
In the past year, have you worked with or taught graduate students at this institution?									
Yes	75.2%	51.1%	56.0%	74.8%	50.8%	58.8%	75.0%	51.4%	52.4%
No	24.8%	48.9%	44.0%	25.2%	49.2%	41.2%	25.0%	48.6%	47.6%
Total(n)	302	3,025	4,383	163	1,546	2,481	124	1,479	1,902
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	27.6%	25.7%	28.4%	29.8%	26.7%	30.0%	25.0%	24.7%	26.1%
To a large extent	20.4%	20.4%	21.2%	20.7%	22.6%	21.3%	19.6%	18.1%	21.1%
To some extent	28.0%	25.7%	24.8%	28.9%	26.0%	25.1%	27.2%	25.3%	24.2%
To a small extent	18.2%	17.4%	16.3%	16.5%	15.6%	16.4%	21.7%	19.2%	16.2%
Not at all	5.8%	10.9%	9.4%	4.1%	9.1%	7.3%	6.5%	12.7%	12.4%
Total(n)	225	1,526	2,412	121	776	1,430	92	750	982
Mentored graduate students									
To a very large extent	32.6%	32.0%	34.5%	32.8%	31.8%	35.8%	32.3%	32.2%	32.6%
To a large extent	22.8%	24.0%	23.8%	23.5%	24.0%	24.4%	21.5%	24.0%	23.0%
To some extent	25.9%	24.0%	22.2%	27.7%	25.5%	21.4%	24.7%	22.6%	23.4%
To a small extent	12.9%	12.7%	12.5%	10.9%	12.1%	12.4%	16.1%	13.2%	12.7%
Not at all	5.8%	7.3%	6.9%	5.0%	6.6%	6.0%	5.4%	8.0%	8.2%
Total(n)	224	1,523	2,414	119	774	1,432	93	749	982
Helped graduate students access professional networks									
To a very large extent	21.8%	17.8%	17.2%	20.0%	15.6%	17.2%	22.6%	20.1%	17.3%
To a large extent	20.0%	20.0%	20.0%	21.7%	20.6%	20.3%	19.4%	19.3%	19.7%
To some extent	31.6%	30.6%	31.2%	32.5%	32.9%	31.8%	31.2%	28.3%	30.4%
To a small extent	17.8%	17.0%	17.5%	17.5%	17.2%	18.3%	18.3%	16.8%	16.3%
Not at all	8.9%	14.6%	14.0%	8.3%	13.7%	12.5%	8.6%	15.5%	16.2%
Total(n)	225	1,525	2,420	120	775	1,440	93	750	980
In the past year, to what extent have you:									
Presented with graduate students at conferences									
To a very large extent	11.1%	7.8%	9.9%	10.8%	7.9%	11.1%	11.8%	7.7%	8.1%
To a large extent	8.4%	8.4%	10.0%	8.3%	9.1%	10.9%	9.7%	7.7%	8.7%
To some extent	15.1%	12.4%	13.9%	16.7%	12.2%	14.1%	14.0%	12.5%	13.7%
To a small extent	6.4%	8.5%	6.4%	10.0%	8.6%	8.1%	7.5%	8.4%	8.8%
Not at all	56.9%	62.9%	57.7%	54.2%	62.1%	55.8%	57.0%	63.7%	60.6%
Total(n)	225	1,528	2,421	120	776	1,436	93	752	985
Published with graduate students									
To a very large extent	10.2%	7.6%	11.5%	12.4%	8.6%	13.9%	8.6%	6.5%	8.0%
To a large extent	8.4%	7.3%	10.2%	8.3%	8.4%	11.4%	9.7%	6.3%	8.5%
To some extent	12.4%	10.4%	11.1%	14.0%	10.6%	11.8%	10.8%	10.1%	10.1%
To a small extent	7.5%	6.6%	7.6%	6.6%	7.2%	7.6%	8.6%	5.9%	7.6%
Not at all	61.5%	68.2%	59.5%	58.7%	65.2%	55.3%	62.4%	71.2%	65.7%
Total(n)	226	1,526	2,420	121	775	1,434	93	751	986
Included graduate students in research grant writing									
To a very large extent	7.1%	4.1%	5.9%	7.5%	4.5%	6.3%	7.5%	3.7%	5.5%
To a large extent	7.1%	5.4%	5.5%	9.2%	7.1%	6.3%	5.4%	3.7%	4.4%
To some extent	12.9%	9.2%	10.1%	11.7%	10.2%	10.8%	16.1%	8.2%	9.0%
To a small extent	8.4%	8.4%	9.7%	10.0%	9.9%	10.7%	5.4%	6.8%	8.2%
Not at all	64.4%	72.8%	68.8%	61.7%	68.2%	66.0%	65.6%	77.6%	73.0%
Total(n)	225	1,527	2,425	120	774	1,437	93	753	988
In the past year, how many letters of recommendation have you written for graduate students?									
None	18.3%	21.1%	18.4%	14.9%	19.3%	16.2%	20.9%	23.1%	21.7%
1-5	56.3%	51.0%	50.8%	58.7%	51.0%	51.9%	53.8%	50.9%	49.2%
6-10	18.3%	15.7%	18.3%	19.8%	17.2%	18.8%	17.6%	14.2%	17.5%
11-20	4.5%	7.7%	8.5%	5.8%	7.4%	9.0%	3.3%	8.0%	7.7%
21 or more	2.7%	4.4%	4.1%	0.8%	5.1%	4.2%	4.4%	3.8%	3.9%
Total(n)	224	1,514	2,405	121	768	1,429	91	746	976
In the past year, how many master's thesis committees have you served on or are currently serving?									
None	31.0%	40.4%	44.3%	24.0%	35.5%	41.5%	36.6%	45.5%	48.3%
1	13.3%	14.3%	12.4%	13.2%	13.4%	12.0%	14.0%	15.3%	13.1%
2	13.3%	11.7%	10.8%	14.0%	13.7%	11.0%	14.0%	9.7%	10.5%
3-4	18.6%	13.6%	14.6%	19.0%	14.5%	15.5%	18.3%	12.6%	13.2%
5-9	11.5%	10.6%	10.0%	13.2%	11.0%	10.5%	8.6%	10.2%	9.1%
10 or more	12.4%	9.4%	8.0%	16.5%	12.0%	9.5%	8.6%	6.6%	5.8%
Total(n)	226	1,527	2,418	121	775	1,434	93	752	984
In the past year, how many of these master's thesis committees have you chaired or are currently chairing?									
None	44.9%	40.7%	38.6%	45.7%	37.9%	36.8%	42.4%	44.3%	41.7%
1	19.2%	21.8%	26.2%	17.4%	24.4%	26.8%	23.7%	18.6%	25.2%
2	16.0%	17.1%	15.7%	18.5%	18.6%	18.1%	10.2%	15.2%	11.8%
3-4	14.1%	12.4%	13.1%	10.9%	11.6%	11.7%	20.3%	13.4%	15.4%
5-9	5.1%	6.2%	5.1%	6.5%	5.2%	5.4%	3.4%	7.3%	4.7%
10 or more	0.6%	1.8%	1.2%	1.1%	2.2%	1.2%	0.0%	1.2%	1.2%
Total(n)	156	908	1,343	92	499	835	59	409	508
How many dissertation committees have you served on or are currently serving?									
None	53.1%	65.5%	55.2%	45.8%	62.2%	52.0%	59.8%	68.8%	59.9%
1	13.8%	10.8%	11.6%	14.2%	11.5%	11.6%	13.0%	10.2%	11.6%
2	10.7%	5.9%	8.1%	17.5%	6.4%	8.7%	3.3%	5.4%	7.4%
3-4	11.6%	7.6%	10.6%	11.7%	8.2%	11.5%	13.0%	7.0%	9.4%
5-9	8.5%	6.1%	8.6%	7.5%	6.5%	9.1%	9.8%	5.6%	7.8%
10 or more	2.2%	4.2%	5.9%	3.3%	5.2%	7.1%	1.1%	3.1%	4.0%
Total(n)	224	1,514	2,407	120	768	1,428	92	746	979
In the past year, how many of these dissertation committees have you chaired or are currently chairing?									
None	60.6%	52.8%	48.2%	62.5%	50.5%	45.9%	54.1%	55.6%	52.3%
1	15.4%	18.9%	20.5%	14.1%	19.5%	20.7%	18.9%	18.1%	20.2%
2	11.5%	11.0%	11.4%	12.5%	12.9%	12.5%	10.8%	8.6%	9.3%
3-4	11.5%	11.2%	12.9%	9.4%	11.1%	14.0%	16.2%	11.2%	10.9%
5-9	1.0%	4.4%	5.7%	1.6%	3.8%	5.3%	0.0%	5.2%	6.5%
10 or more	0.0%	1.7%	1.3%	0.0%	2.1%	1.6%	0.0%	1.3%	0.8%
Total(n)	104	519	1,066	64	287	680	37	232	386
Rate your agreement with the following statements:									
Graduate students in this program must compete for research opportunities									
Strongly agree	23.6%	20.9%	19.2%	27.9%	22.2%	19.3%	18.9%	19.5%	19.1%
Somewhat agree	36.8%	31.7%	33.8%	36.9%	34.7%	35.0%	34.4%	28.6%	31.9%
Somewhat disagree	23.6%	23.2%	26.5%	21.6%	23.6%	28.1%	27.8%	22.8%	24.1%
Strongly disagree	16.0%	24.2%	20.5%	13.5%	19.4%	17.6%	18.9%	29.1%	24.9%
Total(n)	212	1,431	2,260	111	720	1,351	90	711	909

Mean	2.68	2.49	2.52	2.79	2.60	2.56	2.53	2.39	2.45
Standard deviation	1.01	1.07	1.02	1.00	1.04	0.99	1.01	1.10	1.06
Significance	-	*	*	-	-	*	-	*	*
Effect size	-	0.18	0.16	-	0.18	0.23	-	0.13	0.08
It is important for graduate students to spend at least one term as a teaching assistant to develop teaching skills									
Strongly agree	50.5%	43.3%	43.4%	50.9%	42.8%	43.3%	49.4%	43.7%	43.6%
Somewhat agree	29.0%	30.5%	32.3%	25.4%	33.9%	33.1%	32.6%	27.1%	31.2%
Somewhat disagree	11.2%	13.8%	13.9%	11.4%	12.1%	13.8%	11.2%	15.8%	14.3%
Strongly disagree	9.3%	12.4%	10.3%	12.3%	11.2%	10.0%	6.7%	13.6%	10.9%
Total(n)	214	1,438	2,273	114	726	1,356	89	712	917
Mean	3.21	3.05	3.09	3.15	3.08	3.10	3.25	3.01	3.08
Standard deviation	0.98	1.03	0.99	1.05	1.00	0.98	0.91	1.07	1.01
Significance	-	*	*	-	*	*	-	*	*
Effect size	-	0.16	0.12	-	0.07	0.05	-	0.22	0.17
This graduate program enrolls too few international students									
Strongly agree	18.1%	13.2%	10.1%	16.7%	12.1%	9.3%	21.3%	14.3%	11.2%
Somewhat agree	26.0%	26.5%	25.7%	27.2%	25.3%	24.9%	23.6%	27.8%	26.8%
Somewhat disagree	38.6%	38.8%	40.4%	41.2%	39.7%	41.8%	34.8%	37.9%	38.3%
Strongly disagree	17.2%	21.5%	23.9%	14.9%	22.8%	24.0%	20.2%	20.0%	23.7%
Total(n)	215	1,417	2,244	114	718	1,350	89	699	894
Mean	2.45	2.31	2.22	2.46	2.27	2.20	2.46	2.36	2.26
Standard deviation	0.98	0.95	0.92	0.94	0.95	0.91	1.05	0.96	0.94
Significance	-	*	***	-	*	**	-	*	*
Effect size	-	0.15	0.25	-	0.20	0.29	-	0.10	0.21
Rate your agreement with the following statements:									
Graduate students work well together in this program									
Strongly agree	38.1%	44.6%	47.8%	39.8%	42.5%	48.3%	37.8%	46.7%	47.2%
Somewhat agree	51.6%	46.8%	45.0%	53.1%	48.9%	45.6%	47.8%	44.6%	44.2%
Somewhat disagree	7.9%	7.0%	5.6%	7.1%	7.4%	5.1%	8.9%	6.7%	6.2%
Strongly disagree	2.3%	1.6%	1.6%	0.0%	1.3%	1.0%	5.6%	2.0%	2.3%
Total(n)	215	1,420	2,249	113	718	1,345	90	702	904
Mean	3.26	3.34	3.39	3.33	3.33	3.41	3.18	3.36	3.36
Standard deviation	0.70	0.68	0.67	0.60	0.67	0.64	0.82	0.70	0.70
Significance	-	*	**	-	*	**	-	*	*
Effect size	-	-0.12	-0.19	-	0.00	-0.13	-	-0.26	-0.26
I have encountered instances of academic dishonesty among graduate students									
Strongly agree	10.2%	7.3%	6.7%	8.0%	7.0%	6.3%	13.2%	7.5%	7.4%
Somewhat agree	22.2%	23.2%	19.3%	20.4%	21.3%	17.2%	26.4%	25.2%	22.4%
Somewhat disagree	19.9%	21.2%	19.9%	22.1%	20.5%	19.1%	14.3%	21.9%	21.1%
Strongly disagree	47.7%	48.3%	54.1%	49.6%	51.1%	57.4%	46.2%	45.4%	49.1%
Total(n)	216	1,429	2,261	113	726	1,356	91	703	905
Mean	1.95	1.90	1.79	1.87	1.84	1.72	2.07	1.95	1.88
Standard deviation	1.05	1.00	0.98	1.00	0.99	0.96	1.12	1.00	1.00
Significance	-	*	*	-	*	*	-	*	*
Effect size	-	0.05	0.16	-	0.03	0.16	-	0.12	0.19
Rate your agreement with the following statements:									
Graduate students in this program are trained to conduct research responsibly and ethically									
Strongly agree	44.7%	45.1%	47.1%	47.8%	44.4%	48.0%	44.0%	45.8%	45.8%
Somewhat agree	40.9%	41.4%	40.6%	39.8%	41.3%	41.2%	39.6%	41.5%	39.7%
Somewhat disagree	10.7%	9.7%	8.0%	8.8%	10.3%	7.1%	12.1%	9.1%	9.3%
Strongly disagree	3.7%	3.8%	4.3%	3.5%	4.0%	3.7%	4.4%	3.6%	5.2%
Total(n)	215	1,411	2,232	113	719	1,335	91	692	897
Mean	3.27	3.28	3.31	3.32	3.26	3.34	3.23	3.29	3.26
Standard deviation	0.80	0.79	0.79	0.78	0.80	0.77	0.83	0.78	0.83
Significance	-	*	*	-	*	*	-	*	*
Effect size	-	-0.01	-0.05	-	0.08	-0.03	-	-0.08	-0.04
Graduate students in this program receive adequate instruction on becoming good teachers									
Strongly agree	22.9%	22.7%	17.3%	22.1%	19.0%	15.7%	24.4%	26.4%	19.9%
Somewhat agree	38.8%	33.8%	36.2%	41.6%	36.7%	38.0%	37.8%	30.8%	33.6%
Somewhat disagree	26.2%	27.2%	31.6%	25.7%	30.0%	32.8%	25.6%	24.4%	29.9%
Strongly disagree	12.1%	16.3%	14.8%	10.6%	14.3%	13.6%	12.2%	18.4%	16.7%
Total(n)	214	1,411	2,231	113	714	1,340	90	697	891
Mean	2.72	2.63	2.56	2.75	2.61	2.56	2.74	2.65	2.57
Standard deviation	0.95	1.01	0.94	0.92	0.95	0.91	0.97	1.06	0.99
Significance	-	*	*	-	*	*	-	*	*
Effect size	-	0.09	0.17	-	0.15	0.21	-	0.08	0.17
Rate your agreement with the following statements:									
Faculty in my department are good mentors for graduate students									
Strongly agree	40.0%	44.8%	47.0%	46.9%	44.3%	48.0%	33.0%	45.3%	45.7%
Somewhat agree	44.7%	42.2%	41.2%	40.7%	42.9%	41.1%	48.4%	41.5%	41.3%
Somewhat disagree	12.6%	10.2%	9.5%	11.5%	10.5%	9.2%	13.2%	9.9%	10.0%
Strongly disagree	2.8%	2.8%	2.3%	0.9%	2.4%	1.8%	5.5%	3.3%	3.0%
Total(n)	215	1,421	2,251	113	723	1,351	91	698	900
Mean	3.22	3.29	3.33	3.34	3.29	3.35	3.09	3.29	3.30
Standard deviation	0.77	0.76	0.74	0.71	0.75	0.72	0.83	0.78	0.77
Significance	-	*	*	-	*	*	-	*	*
Effect size	-	-0.09	-0.15	-	0.07	-0.01	-	-0.26	-0.27
Most graduate students in this program move on to faculty positions									
Strongly agree	5.2%	5.1%	4.0%	6.3%	4.6%	3.5%	4.5%	5.6%	4.7%
Somewhat agree	20.0%	18.6%	19.3%	20.7%	18.7%	18.6%	20.5%	18.4%	20.5%
Somewhat disagree	41.0%	36.0%	39.8%	42.3%	36.2%	41.2%	37.5%	35.7%	37.7%
Strongly disagree	33.8%	40.4%	36.9%	30.6%	40.5%	36.7%	37.5%	40.2%	37.1%
Total(n)	210	1,407	2,223	111	713	1,334	88	694	889
Mean	1.97	1.88	1.90	2.03	1.87	1.89	1.92	1.89	1.93
Standard deviation	0.87	0.88	0.84	0.88	0.87	0.83	0.87	0.90	0.87
Significance	-	*	*	-	*	*	-	*	*
Effect size	-	0.10	0.08	-	0.18	0.17	-	0.03	-0.01
Most graduate students in this program move into positions outside of academia									
Strongly agree	35.4%	42.2%	40.6%	34.5%	39.5%	39.1%	38.2%	45.1%	42.7%
Somewhat agree	45.5%	37.5%	42.9%	47.3%	40.9%	45.2%	42.7%	34.1%	39.6%
Somewhat disagree	14.8%	14.3%	12.8%	13.6%	14.1%	12.8%	14.6%	14.5%	12.8%
Strongly disagree	4.3%	6.0%	3.7%	4.5%	5.6%	2.8%	4.5%	6.4%	4.9%
Total(n)	209	1,409	2,229	110	717	1,339	89	692	890
Mean	3.12	3.16	3.20	3.12	3.14	3.21	3.15	3.18	3.20
Standard deviation	0.81	0.88	0.80	0.81	0.86	0.77	0.83	0.90	0.84
Significance	-	*	*	-	*	*	-	*	*
Effect size	-	-0.05	-0.10	-	-0.02	-0.12	-	-0.03	-0.06
During the past three years, have you:									
Advised student groups involved in service/volunteer work									
Total(n)	292	2,933	4,227	156	1,498	2,382	124	1,435	1,845
Collaborated with the local community on research/teaching to address their needs									
Total(n)	292	2,946	4,249	157	1,500	2,390	122	1,446	1,859
Conducted research or writing focused on international/global issues									
Total(n)	290	2,930	4,234	154	1,498	2,391	124	1,432	1,843
Conducted research or writing focused on racial or ethnic minorities									
Total(n)	290	2,910	4,220	155	1,487	2,380	123	1,423	1,840
Conducted research or writing focused on women or gender issues									
Total(n)	290	2,895	4,194	154	1,480	2,366	124	1,415	1,828
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) issues									
Total(n)	289	2,884	4,171	153	1,472	2,361	124	1,412	1,810
Conducted research or writing focused on biomedical science fields									
Total(n)	289	2,864	4,149	154	1,470	2,356	124	1,394	1,793
Engaged in academic research that spans multiple disciplines									
Total(n)	291	2,928	4,238	155	1,496	2,390	124	1,432	1,848

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Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)	61.5%	48.9%	54.8%	67.5%	51.6%	56.5%	54.0%	46.1%	52.5%
Total(n)	291	2,927	4,240	154	1,494	2,391	124	1,433	1,849
Written research grants	57.3%	43.1%	46.7%	62.6%	44.7%	48.2%	52.1%	41.4%	44.9%
Total(n)	288	2,895	4,182	155	1,480	2,359	121	1,415	1,823
Received funding for your work from foundations	28.9%	20.9%	22.0%	35.8%	22.7%	22.7%	19.8%	19.0%	21.1%
Total(n)	284	2,900	4,200	151	1,479	2,363	121	1,421	1,837
Received funding for your work from state or federal government	39.7%	23.9%	21.0%	47.4%	28.1%	23.6%	31.7%	19.4%	17.6%
Total(n)	292	2,908	4,199	156	1,485	2,371	123	1,423	1,828
Received funding for your work from business or industry	17.6%	8.8%	11.3%	21.9%	11.6%	14.1%	13.2%	6.0%	7.6%
Total(n)	284	2,871	4,153	151	1,468	2,347	121	1,403	1,806
During the past three years, have you:									
Taught an honors course	20.7%	17.3%	15.7%	21.8%	18.3%	17.0%	20.5%	16.2%	14.1%
Total(n)	290	2,916	4,215	156	1,488	2,380	122	1,428	1,835
Taught an interdisciplinary course	46.4%	39.3%	43.9%	48.7%	39.6%	43.4%	42.6%	38.8%	44.6%
Total(n)	289	2,889	4,174	154	1,468	2,357	122	1,421	1,817
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ+ studies)	18.0%	14.9%	15.4%	16.1%	11.3%	11.1%	18.0%	18.6%	21.0%
Total(n)	289	2,918	4,222	155	1,487	2,386	122	1,431	1,836
Taught a service learning course	28.1%	19.6%	18.8%	24.8%	16.6%	15.6%	32.5%	22.7%	23.1%
Total(n)	288	2,917	4,225	153	1,486	2,383	123	1,431	1,842
Taught a course exclusively online	38.2%	37.7%	26.3%	35.7%	34.0%	24.5%	41.8%	41.6%	28.8%
Total(n)	288	2,913	4,204	154	1,484	2,376	122	1,429	1,828
Participated in organized activities around enhancing pedagogy or student learning	72.5%	72.7%	73.0%	65.2%	66.1%	67.6%	82.9%	79.5%	80.2%
Total(n)	291	2,933	4,237	155	1,491	2,392	123	1,442	1,845
Taught a seminar for first-year students	16.4%	18.6%	22.7%	18.8%	18.7%	22.1%	14.8%	18.4%	23.4%
Total(n)	287	2,920	4,219	154	1,490	2,386	122	1,430	1,833
Participated in the development of curriculum (enhancing an existing course or creating a new course)	88.4%	87.1%	87.9%	84.0%	84.7%	86.2%	95.1%	89.6%	90.1%
Total(n)	293	2,940	4,249	156	1,496	2,399	123	1,444	1,850
In the past year, to what extent have you:									
Presented with undergraduate students at conferences									
To a very large extent	6.5%	5.5%	6.2%	8.4%	6.4%	6.8%	4.9%	4.5%	5.3%
To a large extent	5.2%	5.7%	7.0%	5.8%	6.0%	8.0%	4.9%	5.5%	5.7%
To some extent	11.7%	11.4%	12.8%	7.7%	11.4%	12.6%	15.6%	11.4%	12.9%
To a small extent	10.7%	8.5%	8.6%	9.7%	8.7%	8.6%	12.3%	8.4%	8.5%
Not at all	66.0%	68.9%	66.5%	68.4%	67.5%	63.8%	62.3%	70.3%	67.6%
Total(n)	291	2,908	4,211	155	1,478	2,373	122	1,430	1,838
Published with undergraduates									
To a very large extent	3.5%	2.7%	4.1%	5.2%	3.6%	5.2%	1.6%	1.8%	2.8%
To a large extent	3.5%	3.7%	5.7%	5.2%	4.9%	7.3%	1.6%	2.5%	3.6%
To some extent	7.6%	7.2%	10.1%	7.8%	8.2%	11.3%	7.3%	6.3%	8.4%
To a small extent	5.9%	6.7%	7.4%	5.8%	6.9%	7.2%	6.5%	6.4%	7.7%
Not at all	79.5%	79.7%	72.7%	76.0%	76.5%	69.0%	82.9%	83.0%	77.5%
Total(n)	288	2,880	4,174	154	1,460	2,346	123	1,420	1,828
Engaged undergraduates on your research projects									
To a very large extent	12.4%	12.2%	17.0%	15.5%	13.8%	18.8%	8.2%	10.6%	14.7%
To a large extent	10.7%	10.3%	13.4%	11.6%	11.2%	14.4%	9.0%	9.4%	12.2%
To some extent	18.2%	17.3%	18.5%	18.7%	18.3%	19.6%	18.0%	16.2%	17.0%
To a small extent	14.1%	12.7%	12.6%	11.0%	12.7%	12.5%	18.0%	12.7%	12.7%
Not at all	44.7%	47.6%	38.4%	43.2%	44.0%	34.7%	46.7%	51.2%	43.3%
Total(n)	291	2,904	4,211	155	1,476	2,375	122	1,428	1,836
Worked with undergraduates on their research projects									
To a very large extent	15.1%	15.9%	17.1%	16.8%	16.3%	16.9%	13.0%	15.5%	17.2%
To a large extent	12.7%	15.4%	15.5%	12.9%	15.5%	15.8%	13.0%	15.3%	15.2%
To some extent	20.5%	21.0%	22.0%	21.9%	22.8%	23.0%	19.5%	19.1%	20.7%
To a small extent	15.1%	13.6%	15.1%	16.1%	14.7%	15.6%	14.6%	12.4%	14.4%
Not at all	36.6%	34.1%	30.3%	32.3%	30.7%	28.7%	39.8%	37.6%	32.5%
Total(n)	292	2,914	4,222	155	1,483	2,381	123	1,431	1,841
How would you rate the overall experience of working with undergraduates on research projects?									
Excellent	16.5%	21.1%	25.9%	17.4%	22.4%	26.9%	13.1%	19.6%	24.6%
Good	40.5%	38.3%	39.0%	40.0%	38.6%	40.2%	43.4%	37.9%	37.5%
Fair	12.4%	13.0%	11.3%	12.9%	13.6%	12.0%	10.7%	12.4%	10.4%
Poor	3.1%	2.0%	1.7%	2.6%	2.7%	1.8%	4.1%	1.3%	1.7%
I have not worked with undergraduates on research projects	27.5%	25.6%	22.1%	27.1%	22.6%	19.2%	28.7%	28.7%	25.8%
Total(n)	291	2,915	4,228	155	1,484	2,387	122	1,431	1,841
How many undergraduates do you currently advise?									
None	48.2%	32.7%	30.7%	45.4%	31.9%	29.7%	51.3%	33.4%	32.1%
1-5	21.1%	15.7%	20.8%	23.7%	17.9%	23.4%	16.8%	13.5%	17.4%
6-10	8.5%	9.3%	12.9%	8.6%	10.6%	14.2%	9.2%	8.0%	11.4%
11-20	8.5%	14.5%	14.3%	9.9%	14.8%	13.4%	6.7%	14.1%	15.5%
21-30	2.5%	9.4%	8.9%	1.3%	8.5%	8.4%	4.2%	10.3%	9.6%
31 or more	11.3%	18.4%	12.3%	11.2%	16.3%	10.9%	11.8%	20.6%	14.0%
Total(n)	284	2,884	4,189	152	1,469	2,366	119	1,415	1,823
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	50.3%	53.8%	48.1%	47.0%	46.5%	42.2%	58.6%	61.5%	55.9%
Occasionally	42.2%	40.1%	43.6%	48.2%	46.2%	47.7%	32.8%	33.6%	38.1%
Not at All	7.5%	6.1%	8.3%	4.8%	7.2%	10.1%	8.6%	4.9%	6.0%
Total(n)	147	1,919	2,847	83	984	1,628	58	935	1,219
Mean	2.43	2.48	2.40	2.42	2.39	2.32	2.50	2.57	2.50
Standard deviation	0.63	0.61	0.64	0.59	0.62	0.65	0.66	0.59	0.61
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.08	0.05	-	0.05	0.15	-	-0.12	0.00
Helped them plan their course of study									
Frequently	63.3%	66.9%	62.9%	63.9%	62.3%	59.3%	62.1%	71.9%	67.8%
Occasionally	28.6%	28.4%	30.1%	28.9%	33.8%	33.4%	29.3%	22.8%	25.6%
Not at All	8.2%	4.6%	7.0%	7.2%	3.9%	7.3%	8.6%	5.3%	6.6%
Total(n)	147	1,924	2,860	83	989	1,639	58	935	1,221
Mean	2.55	2.62	2.56	2.57	2.58	2.52	2.53	2.67	2.61
Standard deviation	0.64	0.57	0.62	0.63	0.57	0.63	0.65	0.57	0.61
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.12	-0.02	-	-0.02	0.08	-	-0.25	-0.13
Discussed their academic performance									
Frequently	52.4%	59.2%	52.9%	48.2%	52.9%	49.9%	56.9%	65.9%	57.0%
Occasionally	40.1%	37.3%	41.2%	47.0%	43.3%	43.5%	32.8%	31.0%	38.0%
Not at All	7.5%	3.5%	5.9%	4.8%	3.9%	6.6%	10.3%	3.1%	5.1%
Total(n)	147	1,914	2,860	83	982	1,640	58	932	1,220
Mean	2.45	2.56	2.47	2.43	2.49	2.43	2.47	2.63	2.52
Standard deviation	0.63	0.56	0.61	0.59	0.57	0.61	0.68	0.54	0.59
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.20	-0.03	-	-0.11	0.00	-	-0.30	-0.08
Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)									
Frequently	62.6%	59.5%	59.0%	57.8%	54.1%	54.4%	70.7%	65.2%	65.1%
Occasionally	33.3%	36.4%	36.4%	39.8%	41.3%	40.2%	24.1%	31.2%	31.2%
Not at All	4.1%	4.1%	4.7%	2.4%	4.6%	5.4%	5.2%	3.6%	3.7%
Total(n)	147	1,921	2,858	83	985	1,639	58	936	1,219
Mean	2.59	2.55	2.54	2.55	2.50	2.49	2.66	2.62	2.61
Standard deviation	0.57	0.57	0.58	0.55	0.58	0.60	0.58	0.56	0.56
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.07	0.09	-	0.09	0.10	-	0.07	0.09
Discussed career and post-graduation goals									
Frequently	72.8%	70.2%	70.2%	69.9%	65.0%	67.3%	75.9%	75.6%	74.1%
Occasionally	25.9%	28.6%	28.4%	28.9%	33.5%	31.4%	22.4%	23.4%	24.3%
Not at All	1.4%	1.2%	1.4%	1.2%	1.5%	1.3%	1.7%	1.0%	1.6%

Total(n)	147	1,925	2,863	83	989	1,642	58	936	1,221	
Mean	2.71	2.69	2.69	2.69	2.63	2.66	2.74	2.75	2.73	
Standard deviation	0.48	0.49	0.49	0.49	0.51	0.50	0.48	0.46	0.48	
Significance	-			-			-			
Effect size	-	0.04	0.04	-	0.12	0.06	-	-0.02	0.02	
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	51.4%	53.2%	54.7%	44.0%	45.1%	48.0%	63.0%	61.6%	63.6%	
No	44.0%	40.4%	40.7%	52.7%	48.6%	47.6%	32.8%	32.0%	31.8%	
Not eligible	0.7%	1.4%	1.2%	0.7%	1.4%	1.2%	0.8%	1.5%	1.2%	
Not available	3.9%	4.9%	3.3%	2.7%	4.9%	3.3%	3.4%	4.9%	3.4%	
Total(n)	282	2,839	4,110	150	1,439	2,327	119	1,400	1,783	
Funded workshops focused on research skills development										
Yes	27.0%	15.0%	18.9%	22.7%	13.7%	17.1%	33.6%	16.3%	21.3%	
No	63.8%	69.3%	68.0%	72.7%	72.4%	71.7%	53.8%	66.0%	63.1%	
Not eligible	1.8%	2.6%	2.8%	1.3%	2.5%	2.5%	2.5%	2.7%	3.3%	
Not available	7.4%	13.1%	10.3%	3.3%	11.4%	8.7%	10.1%	14.9%	12.2%	
Total(n)	282	2,827	4,096	150	1,431	2,322	119	1,396	1,774	
Funded workshops focused on grant writing										
Yes	19.2%	10.3%	11.7%	18.1%	9.8%	11.3%	21.8%	10.8%	12.3%	
No	75.8%	76.0%	77.0%	79.9%	78.6%	78.9%	70.6%	73.4%	74.6%	
Not eligible	1.8%	2.7%	2.6%	0.7%	2.4%	2.5%	3.4%	3.0%	2.8%	
Not available	3.2%	11.0%	8.6%	1.3%	9.2%	7.3%	4.2%	12.8%	10.2%	
Total(n)	281	2,828	4,087	149	1,430	2,320	119	1,398	1,767	
Paid sabbatical leave										
Yes	6.3%	7.9%	9.4%	5.3%	7.5%	9.6%	7.5%	8.2%	9.2%	
No	66.9%	62.6%	63.3%	72.2%	68.2%	67.6%	60.8%	56.8%	57.7%	
Not eligible	23.9%	25.6%	24.5%	20.5%	20.4%	20.4%	28.3%	31.0%	29.9%	
Not available	2.8%	3.9%	2.7%	2.0%	3.9%	2.4%	3.3%	3.9%	3.2%	
Total(n)	284	2,837	4,094	151	1,442	2,319	120	1,395	1,775	
Travel funds paid by the institution										
Yes	68.9%	65.6%	69.1%	66.0%	62.4%	67.5%	72.5%	68.8%	71.1%	
No	29.3%	29.8%	26.7%	32.0%	33.4%	28.7%	26.7%	26.0%	24.1%	
Not eligible	0.7%	2.7%	2.7%	1.4%	2.2%	2.2%	0.0%	3.2%	3.2%	
Not available	1.1%	2.0%	1.5%	0.7%	2.0%	1.5%	0.8%	1.9%	1.6%	
Total(n)	280	2,829	4,093	147	1,431	2,320	120	1,398	1,773	
Internal grants for research										
Yes	29.8%	31.2%	35.7%	30.9%	30.7%	36.7%	30.0%	31.8%	34.5%	
No	63.5%	60.4%	57.0%	64.4%	62.4%	57.3%	60.8%	58.2%	56.6%	
Not eligible	3.2%	4.9%	4.6%	2.0%	3.8%	4.0%	4.2%	6.1%	5.5%	
Not available	3.5%	3.5%	2.7%	2.7%	3.1%	2.1%	5.0%	3.9%	3.5%	
Total(n)	282	2,835	4,094	149	1,437	2,317	120	1,398	1,777	
Training for administrative leadership										
Yes	15.7%	11.3%	12.3%	16.8%	10.8%	11.7%	14.3%	11.9%	13.1%	
No	69.0%	71.5%	70.1%	71.1%	75.6%	74.2%	66.4%	67.2%	64.7%	
Not eligible	7.5%	7.1%	7.5%	7.4%	5.9%	5.7%	8.4%	8.2%	10.0%	
Not available	7.8%	10.1%	10.1%	4.7%	7.7%	8.5%	10.9%	12.6%	12.2%	
Total(n)	281	2,830	4,084	149	1,435	2,318	119	1,395	1,766	
Training for promoting inclusion and facilitating difficult conversations										
Yes	42.4%	32.9%	43.3%	38.0%	27.2%	39.0%	50.0%	38.6%	48.9%	
No	52.3%	59.0%	50.2%	58.7%	66.6%	55.8%	41.7%	51.1%	43.0%	
Not eligible	0.0%	1.9%	1.6%	0.0%	1.7%	1.4%	0.0%	2.0%	1.9%	
Not available	5.3%	6.3%	4.8%	3.3%	4.4%	3.8%	8.3%	8.3%	6.2%	
Total(n)	283	2,843	4,108	150	1,443	2,328	120	1,400	1,780	
Incentives to develop new courses										
Yes	24.1%	19.3%	19.9%	23.3%	19.2%	19.0%	25.2%	19.4%	21.2%	
No	67.7%	65.8%	66.2%	70.0%	68.9%	69.2%	64.7%	62.6%	62.3%	
Not eligible	0.7%	2.9%	2.3%	0.0%	2.5%	1.9%	1.7%	3.2%	2.9%	
Not available	7.4%	12.1%	11.5%	6.7%	9.4%	9.9%	8.4%	14.9%	13.6%	
Total(n)	282	2,842	4,105	150	1,442	2,327	119	1,400	1,778	
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	23.3%	24.8%	25.3%	18.0%	22.2%	23.1%	29.2%	27.4%	28.2%	
No	68.6%	64.7%	63.7%	74.7%	69.0%	67.2%	61.7%	60.4%	59.1%	
Not eligible	0.7%	1.8%	1.5%	0.0%	1.7%	1.3%	1.7%	1.9%	1.9%	
Not available	7.4%	8.6%	9.5%	7.3%	7.1%	8.4%	7.5%	10.2%	10.9%	
Total(n)	283	2,834	4,100	150	1,434	2,323	120	1,400	1,777	
Resources to integrate culturally-competent practices into your classroom										
Yes	19.9%	23.3%	29.4%	13.4%	16.6%	22.4%	27.5%	30.3%	38.5%	
No	68.4%	65.5%	60.7%	78.5%	74.2%	69.2%	57.5%	56.4%	49.5%	
Not eligible	0.4%	1.5%	1.2%	0.0%	1.7%	1.3%	0.8%	1.2%	1.0%	
Not available	11.3%	9.7%	8.8%	8.1%	7.4%	7.1%	14.2%	12.1%	11.0%	
Total(n)	282	2,837	4,106	149	1,440	2,324	120	1,397	1,782	
How many of the following have you published?										
Articles in academic or professional journals										
None	15.9%	20.1%	16.2%	17.2%	17.2%	13.7%	13.4%	23.1%	19.4%	
1-2	11.3%	18.4%	16.5%	10.6%	15.8%	14.5%	12.6%	21.1%	19.1%	
3-4	10.6%	13.7%	12.2%	9.3%	12.0%	10.6%	10.9%	15.5%	14.4%	
5-10	24.0%	20.2%	18.5%	20.5%	20.9%	16.8%	26.9%	19.4%	20.6%	
11-20	17.3%	13.2%	15.4%	17.2%	14.7%	16.9%	18.5%	11.7%	13.4%	
21-50	15.9%	10.5%	14.3%	17.9%	13.7%	17.7%	15.1%	7.2%	9.8%	
51+	4.9%	3.9%	7.0%	7.3%	5.7%	9.8%	2.5%	1.9%	3.3%	
Total(n)	283	2,847	4,116	151	1,445	2,335	119	1,402	1,781	
Mean	3.83	3.35	3.71	3.93	3.64	4.01	3.80	3.05	3.32	
Standard deviation	1.80	1.78	1.87	1.90	1.84	1.92	1.68	1.66	1.74	
Significance	-	***		-			-	***	**	
Effect size	-	0.27	0.06	-	0.16	-0.04	-	0.45	0.28	
Chapters in edited volumes										
None	41.1%	51.0%	44.6%	42.3%	49.8%	42.5%	37.9%	52.2%	47.3%	
1-2	28.1%	25.1%	26.6%	24.6%	25.3%	26.1%	33.6%	24.9%	27.1%	
3-4	16.7%	12.5%	13.4%	16.9%	12.5%	13.6%	17.2%	12.5%	13.1%	
5-10	10.0%	8.0%	9.9%	10.6%	8.3%	11.1%	8.6%	7.7%	8.2%	
11-20	2.2%	2.6%	4.0%	3.5%	3.1%	4.7%	0.9%	2.0%	3.0%	
21-50	1.1%	0.7%	1.4%	0.7%	0.6%	1.6%	1.7%	0.7%	1.1%	
51+	0.7%	0.2%	0.2%	1.4%	0.4%	0.3%	0.0%	0.0%	0.1%	
Total(n)	270	2,776	4,012	142	1,405	2,265	116	1,371	1,747	
Mean	2.10	1.89	2.07	2.16	1.93	2.15	2.06	1.84	1.96	
Standard deviation	1.24	1.15	1.26	1.33	1.19	1.32	1.12	1.11	1.18	
Significance	-	**		-	*		-	*		
Effect size	-	0.18	0.02	-	0.19	0.01	-	0.20	0.08	
How many of the following have you published?										
Books, manuals, monographs, or research reports										
None	54.0%	60.9%	57.7%	52.0%	57.1%	53.5%	54.7%	64.8%	63.1%	
1-2	21.9%	23.9%	24.6%	23.0%	24.6%	25.7%	21.4%	23.1%	23.2%	
3-4	12.6%	8.1%	9.0%	14.2%	9.4%	10.3%	10.3%	6.7%	7.4%	
5-10	8.3%	5.0%	6.0%	7.4%	6.1%	7.0%	10.3%	3.9%	4.8%	
11-20	1.8%	1.3%	1.8%	2.0%	1.9%	2.4%	1.7%	0.6%	1.0%	
21-50	0.4%	0.7%	0.5%	0.7%	0.8%	0.7%	0.0%	0.6%	0.2%	
51+	1.1%	0.2%	0.4%	0.7%	0.1%	0.4%	1.7%	0.3%	0.3%	
Total(n)	278	2,821	4,069	148	1,430	2,306	117	1,391	1,763	
Mean	1.87	1.65	1.73	1.89	1.74	1.83	1.90	1.55	1.59	
Standard deviation	1.21	1.02	1.08	1.19	1.08	1.15	1.28	0.95	0.96	
Significance	-	***	*	-			-	***	***	
Effect size	-	0.22	0.13	-	0.14	0.05	-	0.37	0.32	
Other, such as patents or computer software products										
None	80.6%	88.5%	84.4%	78.2%	85.7%	80.0%	83.2%	91.3%	90.2%	

Scholarly Productivity

Scholarly Productivity

1-2	11.2%	6.8%	8.4%	11.6%	7.9%	10.1%	10.9%	5.7%	6.2%
3-4	2.9%	2.0%	2.8%	2.7%	2.5%	3.9%	3.4%	1.5%	1.4%
5-10	3.2%	1.5%	2.3%	5.4%	2.1%	3.0%	0.8%	0.8%	1.2%
11-20	1.4%	0.7%	1.1%	1.4%	0.9%	1.4%	1.7%	0.4%	0.6%
21-50	0.4%	0.3%	0.6%	0.0%	0.6%	1.0%	0.0%	0.0%	0.1%
51+	0.4%	0.3%	0.5%	0.7%	0.3%	0.7%	0.0%	0.4%	0.2%
Total(n)	278	2,763	3,997	147	1,401	2,268	119	1,362	1,729
Mean	1.36	1.21	1.31	1.43	1.28	1.41	1.27	1.15	1.17
Standard deviation	0.92	0.73	0.89	1.00	0.84	1.03	0.72	0.60	0.63
Significance	-	**	-	-	*	-	-	*	-
Effect size	-	0.21	0.06	-	0.18	0.02	-	0.20	0.16
In the past three years, how many exhibitions, recordings, or performances in the fine or applied arts have you presented?									
None	80.2%	82.2%	82.6%	82.1%	81.3%	83.3%	79.8%	83.1%	81.8%
1-2	4.9%	5.2%	5.4%	2.6%	5.0%	4.4%	6.7%	5.4%	6.7%
3-4	4.2%	3.4%	3.5%	4.0%	3.3%	3.6%	4.2%	3.6%	3.5%
5-10	3.2%	4.1%	3.6%	3.3%	4.6%	3.5%	3.4%	3.6%	3.8%
11-20	2.1%	2.2%	1.9%	2.6%	2.2%	1.9%	1.7%	2.1%	2.0%
21+	5.3%	2.9%	2.8%	5.3%	3.6%	3.3%	4.2%	2.1%	2.1%
Total(n)	283	2,848	4,121	151	1,445	2,338	119	1,403	1,783
Mean	1.58	1.48	1.45	1.58	1.52	1.46	1.53	1.43	1.44
Standard deviation	1.36	1.18	1.15	1.38	1.26	1.19	1.26	1.10	1.10
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.08	0.11	-	0.05	0.10	-	0.09	0.08
How many these exhibitions or performances in the fine or applied arts were:									
Solo/Individual									
None	34.8%	27.1%	31.7%	18.2%	24.8%	28.8%	55.0%	29.9%	35.2%
1-2	21.7%	34.9%	32.0%	27.3%	33.8%	31.8%	10.0%	36.4%	32.2%
3-4	13.0%	13.5%	13.4%	18.2%	15.0%	15.5%	5.0%	11.8%	10.9%
5-10	13.0%	16.2%	13.7%	18.2%	17.5%	13.3%	10.0%	14.4%	14.2%
11-20	6.5%	3.6%	3.5%	4.5%	3.4%	3.6%	10.0%	3.7%	3.4%
21+	10.9%	4.8%	5.7%	13.6%	5.6%	7.0%	10.0%	3.7%	4.1%
Total(n)	46	421	597	22	234	330	20	187	267
Mean	2.67	2.48	2.43	3.05	2.58	2.52	2.40	2.37	2.31
Standard deviation	1.71	1.38	1.43	1.65	1.40	1.47	1.88	1.34	1.38
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.14	0.17	-	0.34	0.36	-	0.02	0.07
How many these exhibitions or performances in the fine or applied arts were:									
Collaborative									
None	9.1%	15.1%	12.4%	7.7%	14.3%	12.8%	12.5%	15.9%	12.1%
1-2	29.1%	31.0%	32.4%	19.2%	27.1%	28.9%	37.5%	35.2%	36.5%
3-4	23.6%	17.8%	19.3%	26.9%	18.3%	20.0%	20.8%	17.2%	18.6%
5-10	10.9%	16.1%	15.0%	15.4%	17.1%	13.3%	8.3%	15.0%	16.9%
11-20	14.5%	11.1%	9.4%	15.4%	11.6%	10.3%	12.5%	10.6%	8.5%
21+	12.7%	9.0%	11.4%	15.4%	11.6%	14.7%	8.3%	6.2%	7.5%
Total(n)	55	478	667	26	251	360	24	227	307
Mean	3.31	3.04	3.11	3.58	3.19	3.24	2.96	2.88	2.96
Standard deviation	1.56	1.53	1.54	1.55	1.58	1.62	1.52	1.45	1.43
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.18	0.13	-	0.25	0.21	-	0.06	0.00
In the past three years, how many of your professional writings have been published or accepted for publication?									
None	19.3%	27.6%	21.0%	19.5%	25.0%	18.7%	16.1%	30.4%	23.9%
1	10.4%	13.4%	11.4%	8.7%	13.1%	10.2%	11.9%	13.6%	13.0%
2	14.6%	13.5%	12.8%	13.4%	13.5%	12.2%	16.9%	13.6%	13.6%
3	12.1%	13.7%	13.5%	12.8%	13.9%	13.9%	12.7%	13.4%	12.9%
4	5.7%	7.6%	7.8%	6.0%	7.3%	8.2%	5.1%	7.9%	7.3%
5	8.6%	6.5%	7.4%	7.4%	7.2%	7.4%	9.3%	5.8%	7.3%
6	7.1%	3.7%	5.5%	4.0%	3.6%	5.9%	11.0%	3.7%	5.0%
7-10	9.6%	7.8%	10.6%	12.1%	8.6%	11.6%	7.6%	7.0%	9.4%
More than 10	12.5%	6.2%	10.0%	16.1%	7.8%	12.0%	9.3%	4.6%	7.5%
Total(n)	280	2,814	4,086	149	1,431	2,317	118	1,383	1,769
Mean	4.52	3.71	4.33	4.72	3.91	4.58	4.45	3.50	4.01
Standard deviation	2.79	2.56	2.73	2.91	2.63	2.76	2.63	2.47	2.65
Significance	-	***	-	-	***	-	-	***	-
Effect size	-	0.32	0.07	-	0.31	0.05	-	0.38	0.17
How many of these publications in the past three years were solo-authored?									
None	40.0%	38.2%	38.6%	43.8%	39.6%	40.2%	36.2%	36.6%	36.4%
1	23.3%	22.6%	20.0%	18.8%	21.8%	19.6%	28.7%	23.5%	20.6%
2	11.4%	14.4%	13.3%	12.5%	14.2%	12.9%	10.6%	14.6%	13.8%
3	11.0%	10.0%	10.5%	10.7%	9.2%	9.3%	11.7%	10.9%	12.2%
4	4.3%	4.3%	4.7%	4.5%	4.3%	4.8%	2.1%	4.3%	4.5%
5	2.4%	3.7%	4.6%	0.9%	3.6%	4.4%	4.3%	3.8%	4.8%
6	1.9%	1.1%	2.1%	1.8%	1.0%	2.0%	2.1%	1.2%	2.3%
7-10	3.3%	3.4%	4.1%	4.5%	4.0%	4.7%	2.1%	2.8%	3.3%
More than 10	2.4%	2.4%	2.2%	2.7%	2.4%	2.1%	2.1%	2.3%	2.2%
Total(n)	210	1,849	2,960	112	981	1,725	94	868	1,235
Mean	2.62	2.56	2.78	2.52	2.68	2.76	2.60	2.66	2.81
Standard deviation	2.05	2.03	2.13	2.14	2.08	2.17	1.96	1.98	2.08
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.02	-0.08	-	-0.02	-0.06	-	-0.03	-0.10
How many of these publications in the past three years were co-authored?									
None	18.0%	21.3%	19.7%	12.8%	20.5%	18.4%	25.0%	22.3%	21.6%
1	13.7%	20.7%	18.0%	11.9%	20.4%	16.1%	13.5%	21.1%	20.7%
2	14.7%	15.5%	14.3%	16.5%	14.2%	13.9%	11.5%	16.9%	15.0%
3	12.8%	13.3%	12.4%	12.8%	12.8%	12.7%	13.5%	13.9%	11.9%
4	9.0%	6.9%	7.0%	10.1%	7.3%	7.0%	7.3%	6.5%	7.1%
5	5.7%	5.3%	5.3%	4.6%	5.2%	5.4%	7.3%	5.4%	5.3%
6	4.7%	3.7%	4.4%	3.7%	3.8%	4.8%	6.3%	3.6%	3.7%
7-10	8.5%	7.4%	8.8%	10.1%	8.3%	9.7%	7.3%	6.4%	7.4%
More than 10	12.8%	5.8%	10.1%	17.4%	7.5%	12.1%	8.3%	3.9%	7.2%
Total(n)	211	1,879	2,969	109	981	1,738	96	888	1,231
Mean	4.36	3.66	4.07	4.79	3.83	4.30	3.98	3.48	3.73
Standard deviation	2.74	2.46	2.69	2.80	2.57	2.76	2.68	2.32	2.54
Significance	-	***	-	-	***	-	-	*	-
Effect size	-	0.28	0.11	-	0.37	0.18	-	0.22	0.10
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	2.9%	4.1%	5.8%	1.4%	3.9%	5.9%	4.3%	4.3%	5.8%
1-4	11.8%	12.1%	15.7%	11.8%	11.7%	16.0%	12.2%	12.6%	15.2%
5-8	39.3%	29.4%	35.3%	47.9%	29.3%	35.9%	31.3%	29.6%	34.5%
9-12	28.3%	33.3%	28.0%	25.7%	34.8%	28.1%	32.2%	31.7%	27.8%
13-16	9.6%	12.3%	9.6%	6.3%	12.0%	9.0%	12.2%	12.6%	10.3%
17-20	5.5%	5.1%	3.1%	6.3%	5.0%	3.2%	2.6%	5.2%	2.9%
21+	2.6%	3.6%	2.6%	0.7%	3.3%	1.9%	5.2%	3.9%	3.4%
Total(n)	272	2,717	3,951	144	1,381	2,250	115	1,336	1,701
Mean	3.57	3.67	3.39	3.45	3.68	3.35	3.64	3.67	3.44
Standard deviation	1.22	1.30	1.26	1.08	1.28	1.23	1.33	1.33	1.30
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.08	0.14	-	-0.18	0.08	-	-0.02	0.15
Preparing for teaching (including reading student papers and grading)									
None	3.7%	3.7%	4.9%	2.1%	3.6%	5.0%	5.2%	3.8%	4.8%
1-4	13.9%	10.1%	13.5%	14.5%	10.8%	15.2%	11.3%	9.3%	11.3%
5-8	23.4%	22.5%	24.6%	26.9%	23.8%	27.1%	20.9%	21.1%	21.3%
9-12	20.5%	23.1%	21.4%	24.1%	24.3%	22.3%	16.5%	21.8%	20.1%
13-16	16.5%	16.0%	15.3%	15.2%	15.1%	13.9%	18.3%	16.9%	17.2%
17-20	11.0%	11.6%	10.1%	9.0%	11.0%	7.9%	13.0%	12.2%	12.9%

Scholarly Productivity

21+	11.0%	13.2%	10.3%	8.3%	11.4%	8.6%	14.8%	14.9%	12.5%	
Total(n)	273	2,707	3,935	145	1,375	2,242	115	1,332	1,693	
Mean	4.09	4.25	4.00	3.96	4.15	3.83	4.30	4.35	4.22	
Standard deviation	1.65	1.64	1.65	1.52	1.61	1.59	1.76	1.67	1.69	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.10	0.05	-	-0.12	0.08	-	-0.03	0.05	
During the present term, how many hours per week on average do you spend on each of the following?										
Advising or counseling students										
None	16.3%	9.9%	7.6%	17.0%	11.1%	7.3%	12.9%	8.7%	7.9%	
1-4	54.7%	57.7%	59.7%	55.1%	58.6%	61.7%	55.2%	56.8%	57.0%	
5-8	20.7%	22.8%	22.8%	21.1%	21.7%	21.6%	21.6%	24.0%	24.4%	
9-12	4.7%	5.9%	6.4%	4.1%	4.9%	6.2%	5.2%	6.9%	6.7%	
13-16	1.8%	1.7%	1.9%	2.0%	1.9%	1.9%	1.7%	1.5%	1.8%	
17-20	1.4%	1.2%	0.7%	0.7%	1.2%	0.6%	2.6%	1.2%	0.9%	
21+	0.4%	0.8%	0.9%	0.0%	0.7%	0.6%	0.9%	0.9%	1.2%	
Total(n)	276	2,738	3,975	147	1,390	2,261	116	1,348	1,714	
Mean	2.27	2.39	2.41	2.21	2.34	2.38	2.39	2.43	2.45	
Standard deviation	0.99	0.98	0.94	0.89	0.97	0.90	1.09	0.98	1.00	
Significance	-	-	*	-	*	*	-	-	-	
Effect size	-	-0.12	-0.15	-	-0.13	-0.19	-	-0.04	-0.06	
Committee work and meetings										
None	3.6%	5.9%	5.9%	5.5%	6.5%	6.7%	0.9%	5.3%	4.7%	
1-4	51.6%	52.2%	55.7%	55.5%	54.1%	58.0%	48.3%	50.3%	52.7%	
5-8	22.2%	25.5%	22.4%	17.9%	23.7%	20.9%	27.6%	27.2%	24.4%	
9-12	8.7%	8.9%	8.6%	9.6%	8.3%	7.7%	8.6%	9.5%	9.8%	
13-16	6.5%	3.8%	3.7%	7.5%	3.8%	3.7%	5.2%	3.8%	3.6%	
17-20	5.5%	2.0%	1.8%	3.4%	2.1%	1.5%	7.8%	1.9%	2.3%	
21+	1.8%	1.7%	1.9%	0.7%	1.5%	1.6%	1.7%	1.9%	2.4%	
Total(n)	275	2,722	3,965	146	1,378	2,256	116	1,344	1,709	
Mean	2.87	2.65	2.62	2.71	2.61	2.54	2.99	2.70	2.71	
Standard deviation	1.33	1.15	1.16	1.23	1.14	1.12	1.34	1.16	1.21	
Significance	-	**	***	-	-	*	-	*	*	
Effect size	-	0.19	0.22	-	0.09	0.15	-	0.25	0.23	
Research and scholarly writing										
None	15.3%	20.5%	17.1%	12.4%	17.2%	14.1%	16.4%	23.9%	21.2%	
1-4	34.3%	37.0%	31.9%	33.1%	35.0%	29.4%	36.2%	39.2%	35.1%	
5-8	19.7%	19.4%	19.5%	19.3%	19.8%	20.4%	19.8%	19.0%	18.4%	
9-12	12.0%	9.3%	12.4%	13.1%	11.2%	14.3%	11.2%	7.4%	9.9%	
13-16	7.3%	5.0%	6.6%	9.7%	5.8%	7.4%	5.2%	4.1%	5.5%	
17-20	5.1%	3.5%	5.0%	4.1%	4.2%	5.4%	6.9%	2.9%	4.4%	
21+	6.2%	5.2%	7.5%	8.3%	6.7%	9.1%	4.3%	3.6%	5.4%	
Total(n)	274	2,719	3,961	145	1,366	2,252	116	1,333	1,709	
Mean	3.02	2.73	3.04	3.20	2.93	3.24	2.91	2.52	2.78	
Standard deviation	1.68	1.60	1.74	1.74	1.68	1.78	1.63	1.48	1.65	
Significance	-	**	**	-	-	**	-	**	**	
Effect size	-	0.18	-0.01	-	0.16	-0.02	-	0.26	0.08	
During the present term, how many hours per week on average do you spend on each of the following?										
Other creative products/performance										
None	66.8%	70.1%	72.0%	65.7%	67.2%	71.7%	69.6%	73.0%	72.3%	
1-4	18.9%	19.0%	18.0%	21.4%	20.3%	17.4%	14.3%	17.7%	18.8%	
5-8	5.7%	5.5%	5.1%	5.7%	6.6%	5.5%	5.4%	4.3%	4.5%	
9-12	3.8%	2.3%	2.3%	3.6%	2.3%	2.6%	4.5%	2.3%	2.0%	
13-16	2.3%	1.3%	1.2%	0.7%	1.4%	1.2%	4.5%	1.2%	1.2%	
17-20	1.9%	1.0%	0.5%	2.1%	1.2%	0.7%	1.8%	0.8%	0.4%	
21+	0.6%	0.8%	0.9%	0.7%	1.0%	0.9%	0.0%	0.7%	0.8%	
Total(n)	265	2,692	3,907	140	1,368	2,222	112	1,324	1,685	
Mean	1.65	1.52	1.48	1.61	1.58	1.50	1.65	1.46	1.45	
Standard deviation	1.20	1.05	1.01	1.14	1.10	1.04	1.23	0.99	0.96	
Significance	-	**	**	-	-	-	-	*	*	
Effect size	-	0.12	0.17	-	0.03	0.11	-	0.19	0.21	
Community or public service										
None	30.4%	38.9%	36.5%	32.6%	43.0%	37.2%	28.4%	34.7%	35.7%	
1-4	45.8%	45.9%	46.8%	43.1%	42.3%	44.6%	51.7%	49.7%	49.7%	
5-8	16.1%	10.7%	11.2%	16.7%	10.2%	11.9%	12.1%	11.3%	10.4%	
9-12	4.0%	2.8%	3.3%	4.2%	3.0%	4.0%	3.4%	2.5%	2.5%	
13-16	2.6%	1.1%	1.1%	2.1%	0.9%	1.2%	3.4%	1.3%	1.0%	
17-20	0.7%	0.3%	0.4%	1.4%	0.5%	0.5%	0.0%	0.0%	0.1%	
21+	0.4%	0.3%	0.6%	0.0%	0.1%	0.5%	0.9%	0.5%	0.6%	
Total(n)	273	2,723	3,951	144	1,387	2,242	116	1,336	1,709	
Mean	2.06	1.83	1.89	2.04	1.78	1.91	2.05	1.88	1.86	
Standard deviation	1.03	0.89	0.95	1.04	0.89	0.99	1.04	0.89	0.90	
Significance	-	**	**	-	-	-	-	-	-	
Effect size	-	0.26	0.18	-	0.29	0.13	-	0.19	0.21	
Outside consulting/freelance work										
None	74.7%	77.2%	74.9%	73.3%	76.1%	72.5%	77.2%	78.2%	78.1%	
1-4	17.9%	16.5%	17.6%	18.5%	16.4%	18.4%	17.5%	16.6%	16.6%	
5-8	4.4%	4.0%	4.6%	4.1%	4.8%	5.9%	4.4%	3.2%	2.9%	
9-12	1.8%	1.3%	1.6%	2.7%	1.5%	2.0%	0.9%	1.1%	1.2%	
13-16	0.0%	0.3%	0.5%	0.0%	0.3%	0.4%	0.0%	0.2%	0.5%	
17-20	0.7%	0.3%	0.2%	0.7%	0.4%	0.4%	0.0%	0.1%	0.0%	
21+	0.4%	0.5%	0.5%	0.7%	0.4%	0.3%	0.0%	0.6%	0.6%	
Total(n)	273	2,710	3,943	146	1,382	2,243	114	1,328	1,700	
Mean	1.38	1.34	1.38	1.42	1.36	1.42	1.29	1.31	1.32	
Standard deviation	0.83	0.79	0.81	0.92	0.82	0.84	0.59	0.75	0.78	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.05	0.00	-	0.07	0.00	-	-0.03	-0.04	
Household/childcare duties										
None	12.4%	11.2%	10.0%	18.5%	15.8%	13.7%	5.2%	6.4%	5.0%	
1-4	15.3%	15.4%	15.2%	15.1%	16.0%	15.4%	13.8%	14.8%	14.9%	
5-8	17.5%	21.6%	21.4%	15.8%	21.5%	21.9%	19.8%	21.7%	20.7%	
9-12	20.0%	17.0%	17.0%	23.3%	18.5%	18.3%	14.7%	16.7%	15.3%	
13-16	6.9%	9.6%	10.4%	6.8%	9.0%	9.7%	7.8%	10.1%	11.3%	
17-20	8.0%	7.6%	8.2%	8.2%	6.5%	7.7%	8.6%	8.7%	9.0%	
21+	20.0%	17.0%	17.9%	12.3%	12.6%	13.3%	30.2%	21.6%	23.8%	
Total(n)	275	2,722	3,946	146	1,388	2,243	116	1,336	1,703	
Mean	3.98	3.90	3.99	3.59	3.59	3.71	4.53	4.22	4.35	
Standard deviation	2.03	1.94	1.94	1.95	1.90	1.90	2.03	1.93	1.94	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.04	-0.01	-	0.00	-0.06	-	0.16	0.09	
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	85.0%	85.6%	84.5%	90.3%	89.4%	88.1%	78.4%	81.7%	79.7%	
1-4	8.4%	8.0%	9.1%	7.8%	6.3%	7.5%	8.6%	9.8%	11.1%	
5-8	2.9%	2.4%	2.8%	0.7%	1.5%	1.8%	6.0%	3.3%	4.1%	
9-12	2.6%	1.7%	1.5%	1.4%	1.3%	1.2%	4.3%	2.1%	2.0%	
13-16	0.0%	0.7%	0.5%	0.0%	0.5%	0.2%	0.0%	0.9%	0.8%	
17-20	0.0%	0.6%	0.3%	0.0%	0.4%	0.3%	0.0%	0.8%	0.4%	
21+	1.1%	1.0%	1.4%	0.0%	0.6%	0.9%	2.6%	1.4%	2.0%	
Total(n)	273	2,696	3,924	144	1,368	2,229	116	1,328	1,695	
Mean	1.29	1.30	1.31	1.13	1.21	1.22	1.49	1.39	1.42	
Standard deviation	0.87	0.92	0.94	0.46	0.76	0.79	1.19	1.06	1.10	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.01	-0.02	-	-0.11	-0.11	-	0.09	0.06	
Other employment outside of academia										
None	86.9%	89.6%	89.8%	88.4%	91.8%	90.4%	84.5%	87.3%	89.0%	

Civic Minded Practice

1-4	7.3%	5.2%	5.2%	5.5%	4.0%	4.9%	10.3%	6.4%	5.5%
5-8	2.5%	2.4%	2.4%	1.4%	2.4%	2.3%	4.3%	2.5%	2.5%
9-12	2.2%	1.0%	1.5%	3.4%	0.6%	1.5%	0.9%	1.5%	1.6%
13-16	0.4%	0.5%	0.2%	0.0%	0.2%	0.1%	0.0%	0.8%	0.3%
17-20	0.0%	0.6%	0.3%	0.0%	0.5%	0.3%	0.0%	0.6%	0.4%
21+	0.7%	0.7%	0.6%	1.4%	0.5%	0.4%	0.0%	1.0%	0.8%
Total(n)	275	2,718	3,937	146	1,382	2,238	116	1,336	1,699
Mean	1.25	1.22	1.20	1.27	1.17	1.19	1.22	1.28	1.23
Standard deviation	0.80	0.82	0.75	0.92	0.71	0.71	0.56	0.92	0.81
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.04	0.07	-	0.14	0.11	-	-0.07	-0.01
Personal time (e.g., exercise, hobbies, relaxing)									
None	3.7%	3.4%	2.8%	4.8%	3.7%	2.4%	2.6%	3.1%	3.2%
1-4	30.8%	27.0%	26.9%	22.1%	22.8%	22.3%	40.0%	31.3%	32.9%
5-8	34.4%	34.4%	35.6%	35.2%	33.2%	35.4%	35.7%	35.7%	35.9%
9-12	20.1%	18.2%	20.0%	24.1%	19.9%	22.9%	13.9%	16.6%	16.3%
13-16	3.7%	7.7%	7.3%	3.4%	8.4%	8.1%	4.3%	7.0%	6.2%
17-20	4.4%	4.6%	3.6%	6.2%	5.7%	3.9%	1.7%	3.5%	3.1%
21+	2.9%	4.6%	3.9%	4.1%	6.3%	5.0%	1.7%	2.8%	2.5%
Total(n)	273	2,710	3,940	145	1,375	2,236	115	1,335	1,704
Mean	3.14	3.32	3.28	3.34	3.49	3.44	2.90	3.15	3.09
Standard deviation	1.29	1.40	1.32	1.38	1.48	1.35	1.12	1.28	1.24
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.13	-0.11	-	-0.10	-0.07	-	-0.20	-0.15
In your interactions with undergraduates, how often in the past year did you encourage them to:									
Ask questions in class									
Frequently	94.9%	95.5%	94.0%	93.8%	94.4%	93.1%	95.7%	96.7%	95.3%
Occasionally	4.8%	4.0%	4.9%	6.3%	5.3%	5.8%	3.5%	2.7%	3.7%
Not at all	0.4%	0.5%	1.1%	0.0%	0.4%	1.1%	0.9%	0.6%	1.0%
Total(n)	272	2,686	3,895	144	1,366	2,212	115	1,320	1,683
Mean	2.94	2.95	2.93	2.94	2.94	2.92	2.95	2.96	2.94
Standard deviation	0.24	0.24	0.29	0.24	0.25	0.31	0.26	0.22	0.27
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.04	0.03	-	0.00	0.06	-	-0.05	0.04
Support their opinions with a logical argument									
Frequently	82.6%	81.7%	78.7%	84.0%	80.2%	77.0%	82.5%	83.3%	80.8%
Occasionally	16.3%	16.3%	19.3%	15.3%	17.0%	20.7%	15.8%	15.6%	17.5%
Not at all	1.1%	2.0%	2.1%	0.7%	2.8%	2.3%	1.8%	1.1%	1.7%
Total(n)	270	2,692	3,899	144	1,365	2,210	114	1,327	1,689
Mean	2.81	2.80	2.77	2.83	2.77	2.75	2.81	2.82	2.79
Standard deviation	0.42	0.45	0.47	0.39	0.48	0.48	0.44	0.41	0.45
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.02	0.09	-	0.13	0.17	-	-0.02	0.04
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	77.3%	77.0%	74.8%	72.2%	75.0%	71.9%	84.5%	79.1%	78.5%
Occasionally	20.9%	20.7%	22.4%	26.4%	22.5%	25.2%	12.9%	18.9%	18.8%
Not at all	1.8%	2.3%	2.8%	1.4%	2.6%	2.9%	2.6%	2.0%	2.7%
Total(n)	273	2,705	3,923	144	1,371	2,227	116	1,334	1,696
Mean	2.75	2.75	2.72	2.71	2.72	2.69	2.82	2.77	2.76
Standard deviation	0.47	0.48	0.51	0.49	0.50	0.52	0.45	0.47	0.49
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.00	0.06	-	-0.02	0.04	-	0.11	0.12
Analyze multiple sources of information before coming to a conclusion									
Frequently	66.3%	68.5%	67.7%	59.0%	65.0%	62.7%	75.9%	72.2%	74.1%
Occasionally	30.8%	27.6%	28.2%	38.9%	30.0%	32.5%	19.8%	25.1%	22.5%
Not at all	2.9%	3.9%	4.2%	2.1%	5.0%	4.8%	4.3%	2.7%	3.4%
Total(n)	273	2,712	3,930	144	1,377	2,232	116	1,335	1,698
Mean	2.63	2.65	2.63	2.57	2.60	2.58	2.72	2.70	2.71
Standard deviation	0.54	0.55	0.56	0.54	0.58	0.58	0.54	0.52	0.52
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.04	0.00	-	-0.05	-0.02	-	0.04	0.02
Evaluate the quality or reliability of information they receive									
Frequently	69.1%	70.2%	68.6%	60.8%	67.4%	63.7%	79.3%	73.0%	75.0%
Occasionally	27.2%	26.5%	27.2%	35.7%	28.3%	31.2%	17.2%	24.6%	21.9%
Not at all	3.7%	3.3%	4.2%	3.5%	4.3%	5.1%	3.4%	2.3%	3.1%
Total(n)	272	2,706	3,919	143	1,374	2,225	116	1,332	1,694
Mean	2.65	2.67	2.64	2.57	2.63	2.59	2.76	2.71	2.72
Standard deviation	0.55	0.54	0.56	0.56	0.56	0.59	0.50	0.50	0.51
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.04	0.02	-	-0.11	-0.03	-	0.10	0.08
Take risks for potential gains									
Frequently	37.1%	39.3%	36.8%	34.3%	36.9%	33.8%	38.8%	41.7%	40.8%
Occasionally	43.0%	42.9%	45.5%	40.6%	43.4%	46.7%	46.6%	42.4%	43.9%
Not at all	19.9%	17.8%	17.7%	25.2%	19.7%	19.5%	14.7%	15.9%	15.3%
Total(n)	272	2,690	3,893	143	1,366	2,208	116	1,324	1,685
Mean	2.17	2.21	2.19	2.09	2.17	2.14	2.24	2.26	2.25
Standard deviation	0.74	0.72	0.71	0.77	0.73	0.72	0.69	0.71	0.70
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.06	-0.03	-	-0.11	-0.07	-	-0.03	-0.01
In your interactions with undergraduates, how often in the past year did you encourage them to:									
Seek alternative solutions to a problem									
Frequently	72.0%	67.1%	64.5%	69.2%	65.6%	62.4%	74.8%	68.6%	67.2%
Occasionally	25.8%	30.4%	32.3%	29.4%	31.7%	34.3%	22.6%	29.1%	29.8%
Not at all	2.2%	2.5%	3.2%	1.4%	2.6%	3.3%	2.6%	2.3%	3.0%
Total(n)	271	2,697	3,908	143	1,371	2,218	115	1,326	1,690
Mean	2.70	2.65	2.61	2.68	2.63	2.59	2.72	2.66	2.64
Standard deviation	0.51	0.53	0.55	0.50	0.53	0.55	0.51	0.52	0.54
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.09	0.16	-	0.09	0.16	-	0.12	0.15
Look up scientific research articles and resources									
Frequently	55.8%	55.6%	53.3%	51.0%	51.5%	48.9%	62.1%	59.9%	59.0%
Occasionally	34.3%	33.4%	34.0%	37.9%	36.2%	37.9%	30.2%	30.5%	28.8%
Not at all	9.9%	11.0%	12.7%	11.0%	12.2%	13.1%	7.8%	9.6%	12.2%
Total(n)	274	2,703	3,912	145	1,372	2,217	116	1,331	1,695
Mean	2.46	2.45	2.41	2.40	2.39	2.36	2.54	2.50	2.47
Standard deviation	0.67	0.68	0.70	0.68	0.70	0.70	0.64	0.67	0.70
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.01	0.07	-	0.01	0.06	-	0.06	0.10
Explore topics on their own, even though it was not required for a class									
Frequently	57.1%	52.9%	50.8%	55.9%	50.7%	48.3%	58.3%	55.1%	54.0%
Occasionally	39.9%	43.2%	44.9%	42.8%	45.4%	47.2%	36.5%	41.0%	41.8%
Not at all	2.9%	3.9%	4.3%	1.4%	3.9%	4.4%	5.2%	3.8%	4.2%
Total(n)	273	2,701	3,920	145	1,370	2,228	115	1,331	1,692
Mean	2.54	2.49	2.46	2.54	2.47	2.44	2.53	2.51	2.50
Standard deviation	0.55	0.57	0.58	0.53	0.57	0.58	0.60	0.57	0.58
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.09	0.14	-	0.12	0.17	-	0.04	0.05
Accept mistakes as part of the learning process									
Frequently	70.1%	76.6%	74.0%	66.9%	72.5%	70.2%	75.0%	80.8%	78.9%
Occasionally	28.8%	21.7%	23.8%	32.4%	25.5%	27.1%	23.3%	17.7%	19.5%
Not at all	1.1%	1.8%	2.2%	0.7%	2.0%	2.7%	1.7%	1.5%	1.6%
Total(n)	274	2,705	3,923	145	1,373	2,226	116	1,332	1,697
Mean	2.69	2.75	2.72	2.66	2.70	2.68	2.73	2.79	2.77
Standard deviation	0.49	0.47	0.50	0.49	0.50	0.52	0.48	0.44	0.46

Significance	-	*	-	-	-	-	-	-
Effect size	-	-0.13	-0.06	-	-0.08	-0.04	-	-0.14 -0.09
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%	56.9%	53.5%	48.3%	49.9%	47.7%	65.2%	64.1% 61.1%
Occasionally	36.5%	35.8%	38.5%	41.3%	40.2%	42.4%	31.3%	31.3% 33.5%
Not at all	7.4%	7.3%	8.0%	10.5%	9.9%	9.9%	3.5%	4.6% 5.4%
Total(n)	271	2,700	3,918	143	1,367	2,222	115	1,333 1,696
Mean	2.49	2.50	2.45	2.38	2.40	2.38	2.62	2.60 2.56
Standard deviation	0.63	0.63	0.64	0.67	0.66	0.66	0.56	0.58 0.60
Significance	-	-	-	-	-	-	-	-
Effect size	-	-0.02	0.06	-	-0.03	0.00	-	0.03 0.10
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	64.3%	63.1%	62.9%	59.2%	59.0%	57.5%	71.8%	68.3% 69.8%
Occasionally	25.4%	27.0%	28.2%	30.3%	30.9%	31.4%	19.7%	22.9% 24.0%
Not at all	10.3%	9.9%	8.9%	10.6%	11.1%	11.1%	8.5%	8.7% 6.1%
Total(n)	272	2,676	3,880	142	1,359	2,199	117	1,317 1,681
Mean	2.54	2.53	2.54	2.49	2.47	2.46	2.63	2.60 2.64
Standard deviation	0.68	0.67	0.65	0.68	0.69	0.69	0.64	0.64 0.59
Significance	-	-	-	-	-	-	-	-
Effect size	-	0.01	0.00	-	0.03	0.04	-	0.05 -0.02
Describe how different perspectives would affect the interpretation of a question or issue in your discipline								
Frequently	50.7%	49.5%	50.1%	47.2%	43.4%	45.1%	55.6%	55.8% 56.6%
Occasionally	35.4%	36.4%	35.4%	34.0%	37.9%	36.5%	37.6%	34.8% 34.0%
Not at all	13.9%	14.1%	14.4%	18.8%	18.7%	18.3%	6.8%	9.4% 9.4%
Total(n)	274	2,680	3,883	144	1,362	2,204	117	1,318 1,679
Mean	2.37	2.35	2.36	2.28	2.25	2.27	2.49	2.46 2.47
Standard deviation	0.72	0.72	0.72	0.76	0.75	0.75	0.62	0.66 0.66
Significance	-	-	-	-	-	-	-	-
Effect size	-	0.03	0.01	-	0.04	0.01	-	0.05 0.03
Discuss the ethical or moral implications of a course of action								
Frequently	47.3%	45.8%	48.8%	43.4%	39.4%	44.1%	52.1%	52.3% 55.1%
Occasionally	36.3%	37.7%	36.8%	36.4%	41.1%	39.0%	36.8%	34.2% 34.0%
Not at all	16.5%	16.5%	14.3%	20.3%	19.5%	17.0%	11.1%	13.4% 10.9%
Total(n)	273	2,684	3,891	143	1,364	2,206	117	1,320 1,685
Mean	2.31	2.29	2.34	2.23	2.20	2.27	2.41	2.39 2.44
Standard deviation	0.74	0.73	0.72	0.77	0.74	0.73	0.68	0.71 0.68
Significance	-	-	-	-	-	-	-	-
Effect size	-	0.03	-0.04	-	0.04	-0.05	-	0.03 -0.04
Apply mathematical concepts and computational thinking								
Frequently	38.8%	35.4%	36.2%	46.2%	42.6%	42.9%	30.2%	27.8% 27.4%
Occasionally	28.6%	29.6%	26.2%	30.1%	29.5%	24.9%	27.6%	29.8% 27.9%
Not at all	32.6%	35.0%	37.6%	23.8%	27.9%	32.3%	42.2%	42.4% 44.7%
Total(n)	273	2,681	3,888	143	1,365	2,209	116	1,316 1,679
Mean	2.06	2.00	1.99	2.22	2.15	2.11	1.88	1.85 1.83
Standard deviation	0.84	0.84	0.86	0.81	0.83	0.86	0.85	0.83 0.83
Significance	-	-	-	-	-	-	-	-
Effect size	-	0.07	0.08	-	0.08	0.13	-	0.04 0.06
In how many of the courses that you teach do you use each of the following?								
Class discussions								
All	73.3%	70.9%	73.8%	65.7%	65.2%	70.5%	83.5%	76.8% 78.1%
Most	15.0%	16.2%	13.7%	19.3%	17.4%	14.4%	10.4%	14.9% 12.7%
Some	10.2%	11.1%	10.7%	13.6%	14.9%	12.7%	5.2%	7.3% 8.1%
None	1.5%	1.8%	1.8%	1.4%	2.6%	2.4%	0.9%	1.0% 1.2%
Total(n)	266	2,624	3,806	140	1,331	2,155	115	1,293 1,651
Mean	3.60	3.56	3.59	3.49	3.45	3.53	3.77	3.68 3.68
Standard deviation	0.73	0.76	0.75	0.78	0.84	0.80	0.58	0.65 0.67
Significance	-	-	-	-	-	-	-	-
Effect size	-	0.05	0.01	-	0.05	-0.05	-	0.14 0.13
Cooperative learning (small groups)								
All	54.3%	53.4%	55.4%	44.7%	44.1%	48.6%	68.1%	62.9% 64.3%
Most	19.5%	21.2%	20.1%	22.0%	21.6%	20.9%	17.7%	20.7% 19.0%
Some	20.2%	19.3%	18.4%	22.7%	25.2%	22.0%	14.2%	13.4% 13.7%
None	6.0%	6.1%	6.1%	10.6%	9.1%	8.5%	0.0%	3.0% 3.0%
Total(n)	267	2,600	3,784	141	1,312	2,141	113	1,288 1,643
Mean	3.22	3.22	3.25	3.01	3.01	3.10	3.54	3.43 3.44
Standard deviation	0.97	0.96	0.96	1.05	1.03	1.02	0.73	0.83 0.84
Significance	-	-	-	-	-	-	-	-
Effect size	-	0.00	-0.03	-	0.00	-0.09	-	0.13 0.12
Experiential learning/Field studies								
All	18.8%	17.2%	17.6%	19.1%	16.0%	16.6%	19.5%	18.4% 19.0%
Most	14.7%	15.2%	14.3%	15.6%	14.4%	13.4%	11.5%	16.1% 15.5%
Some	31.2%	32.0%	31.4%	29.8%	31.7%	30.9%	34.5%	32.3% 32.0%
None	35.3%	35.6%	36.7%	35.5%	37.9%	39.1%	34.5%	33.2% 33.5%
Total(n)	266	2,626	3,805	141	1,333	2,157	113	1,293 1,648
Mean	2.17	2.14	2.13	2.18	2.08	2.08	2.16	2.20 2.20
Standard deviation	1.11	1.08	1.09	1.12	1.08	1.09	1.11	1.09 1.10
Significance	-	-	-	-	-	-	-	-
Effect size	-	0.03	0.04	-	0.09	0.09	-	-0.04 -0.04
Performances/Demonstrations								
All	24.4%	19.8%	20.3%	21.7%	18.7%	19.1%	29.8%	21.1% 21.9%
Most	14.4%	17.0%	15.0%	17.5%	17.3%	14.3%	9.6%	16.7% 15.8%
Some	30.7%	27.1%	27.4%	32.2%	27.5%	27.4%	27.2%	26.7% 27.3%
None	30.4%	36.0%	37.4%	28.7%	36.6%	39.2%	33.3%	35.4% 35.0%
Total(n)	270	2,625	3,819	143	1,335	2,166	114	1,290 1,653
Mean	2.33	2.21	2.18	2.32	2.18	2.13	2.36	2.23 2.25
Standard deviation	1.15	1.13	1.14	1.11	1.12	1.13	1.23	1.14 1.15
Significance	-	-	-	-	-	-	-	-
Effect size	-	0.11	0.13	-	0.13	0.17	-	0.11 0.10
In how many of the courses that you teach do you use each of the following?								
Group projects								
All	26.7%	27.2%	28.7%	23.9%	24.9%	26.2%	31.3%	29.5% 32.0%
Most	21.1%	23.0%	22.8%	21.1%	22.8%	22.0%	21.7%	23.2% 23.8%
Some	35.2%	33.5%	32.5%	37.3%	34.8%	32.9%	29.6%	32.2% 32.0%
None	17.0%	16.3%	16.0%	17.6%	17.5%	19.0%	17.4%	15.2% 12.2%
Total(n)	270	2,643	3,834	142	1,343	2,173	115	1,300 1,661
Mean	2.57	2.61	2.64	2.51	2.55	2.55	2.67	2.67 2.76
Standard deviation	1.06	1.05	1.06	1.04	1.05	1.07	1.10	1.06 1.03
Significance	-	-	-	-	-	-	-	-
Effect size	-	-0.04	-0.07	-	-0.04	-0.04	-	0.00 -0.09
Extensive lecturing								
All	18.3%	17.1%	19.4%	23.2%	23.4%	23.9%	13.2%	10.6% 13.5%
Most	23.1%	25.9%	27.0%	28.2%	31.2%	31.4%	15.8%	20.4% 21.2%
Some	39.9%	37.2%	34.5%	38.0%	33.2%	31.1%	43.0%	41.2% 39.0%
None	18.7%	19.9%	19.1%	10.6%	12.2%	13.6%	28.1%	27.8% 26.3%
Total(n)	268	2,627	3,806	142	1,329	2,157	114	1,298 1,649
Mean	2.41	2.40	2.47	2.64	2.66	2.66	2.14	2.14 2.22
Standard deviation	0.99	0.99	1.01	0.96	0.97	0.99	0.98	0.94 0.98
Significance	-	-	-	-	-	-	-	-
Effect size	-	0.01	-0.06	-	-0.02	-0.02	-	0.00 -0.08
Multiple drafts of written work								
All	17.0%	14.6%	16.2%	14.8%	12.1%	13.4%	20.9%	17.3% 19.8%
Most	18.9%	20.6%	20.3%	20.4%	20.8%	20.0%	17.4%	20.4% 20.7%
Some	39.6%	40.2%	38.8%	38.0%	40.1%	40.0%	40.0%	40.4% 37.3%

Student-Centered Pedagogy

Student-Centered Pedagogy

Student-Centered Pedagogy

Student-Centered Pedagogy

None	24.4%	24.5%	24.6%	26.8%	27.0%	26.5%	21.7%	22.0%	22.1%	
Total(n)	270	2,637	3,818	142	1,339	2,164	115	1,298	1,654	
Mean	2.29	2.25	2.28	2.23	2.18	2.20	2.37	2.33	2.38	
Standard deviation	1.02	0.99	1.01	1.01	0.96	0.98	1.05	1.00	1.04	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.04	0.01	-	0.05	0.03	-	0.04	-0.01	
Reflective writing/Journaling										
All	20.0%	14.9%	16.3%	15.5%	10.4%	12.7%	26.1%	19.5%	20.9%	Student-Centered Pedagogy
Most	14.8%	16.0%	15.5%	12.0%	12.3%	13.2%	19.1%	19.9%	18.4%	
Some	27.8%	31.8%	30.1%	28.9%	31.2%	28.5%	26.1%	32.5%	32.1%	
None	37.4%	37.3%	38.2%	43.7%	46.2%	45.8%	28.7%	28.1%	28.6%	
Total(n)	270	2,636	3,825	142	1,332	2,164	115	1,304	1,661	
Mean	2.17	2.09	2.10	1.99	1.87	1.93	2.43	2.31	2.32	
Standard deviation	1.14	1.06	1.09	1.09	0.99	1.05	1.16	1.08	1.10	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.08	0.06	-	0.12	0.06	-	0.11	0.10	
Community service as part of coursework										
All	3.4%	3.1%	2.9%	2.9%	2.7%	2.0%	4.3%	3.5%	4.0%	Civic Minded Practice
Most	7.1%	6.1%	4.7%	5.7%	4.3%	4.1%	8.7%	7.9%	5.6%	
Some	32.1%	21.3%	20.6%	30.0%	18.2%	17.6%	35.7%	24.6%	24.6%	
None	57.5%	69.4%	71.8%	61.4%	74.8%	76.4%	51.3%	63.9%	65.8%	
Total(n)	268	2,633	3,821	140	1,335	2,167	115	1,298	1,654	
Mean	1.56	1.43	1.39	1.50	1.35	1.32	1.66	1.51	1.48	
Standard deviation	0.77	0.74	0.71	0.73	0.69	0.65	0.82	0.79	0.78	
Significance	-	**	***	-	*	**	-	-	*	
Effect size	-	0.18	0.24	-	0.22	0.28	-	0.19	0.23	
Electronic quizzes with immediate feedback in class										
All	10.3%	10.5%	8.3%	9.2%	9.5%	8.7%	11.3%	11.6%	7.7%	Student-Centered Pedagogy
Most	17.3%	12.9%	11.1%	15.5%	12.4%	11.7%	19.1%	13.5%	10.2%	
Some	21.4%	22.1%	20.5%	22.5%	19.9%	19.0%	22.6%	24.3%	22.3%	
None	50.9%	54.5%	60.2%	52.8%	58.2%	60.5%	47.0%	50.7%	59.8%	
Total(n)	271	2,642	3,823	142	1,341	2,169	115	1,301	1,654	
Mean	1.87	1.79	1.67	1.81	1.73	1.69	1.95	1.86	1.66	
Standard deviation	1.04	1.03	0.97	1.01	1.01	0.99	1.06	1.04	0.94	
Significance	-	**	**	-	-	**	-	-	**	
Effect size	-	0.08	0.21	-	0.08	0.12	-	0.09	0.31	
Real-life problems										
All	44.4%	37.6%	40.1%	38.7%	30.6%	37.0%	52.2%	44.9%	44.1%	Student-Centered Pedagogy
Most	25.6%	28.6%	27.8%	26.1%	31.0%	28.3%	25.2%	26.2%	27.1%	
Some	23.7%	25.3%	24.2%	28.9%	28.2%	25.8%	16.5%	22.3%	22.0%	
None	6.3%	8.4%	8.0%	6.3%	10.2%	8.9%	6.1%	6.6%	6.7%	
Total(n)	270	2,643	3,835	142	1,341	2,174	115	1,302	1,661	
Mean	3.08	2.95	3.00	2.97	2.82	2.93	3.23	3.09	3.09	
Standard deviation	0.96	0.98	0.98	0.97	0.98	0.99	0.94	0.96	0.96	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.13	0.08	-	0.15	0.04	-	0.15	0.15	
In how many of the courses that you teach do you use each of the following?										
Student inquiry to drive learning										
All	38.1%	32.6%	34.2%	34.8%	28.1%	30.1%	42.1%	37.3%	39.5%	Student-Centered Pedagogy
Most	27.2%	28.3%	27.0%	28.4%	28.4%	27.4%	25.4%	28.2%	26.5%	
Some	26.9%	30.1%	29.8%	26.2%	31.7%	31.3%	28.9%	28.5%	27.8%	
None	7.8%	9.0%	9.0%	10.6%	11.8%	11.1%	3.5%	6.1%	6.2%	
Total(n)	268	2,638	3,832	141	1,336	2,175	114	1,302	1,657	
Mean	2.96	2.85	2.86	2.87	2.73	2.77	3.06	2.97	2.99	
Standard deviation	0.98	0.98	0.99	1.01	1.00	1.00	0.92	0.95	0.96	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.11	0.10	-	0.14	0.10	-	0.09	0.07	
Readings on racial and ethnic issues										
All	22.0%	18.3%	19.4%	15.4%	13.1%	14.1%	29.6%	23.6%	26.3%	Student-Centered Pedagogy
Most	15.2%	13.4%	14.3%	12.5%	10.8%	12.1%	18.3%	16.1%	17.1%	
Some	21.2%	27.9%	25.4%	22.1%	26.5%	24.3%	20.0%	29.4%	26.9%	
None	41.7%	40.4%	40.9%	50.0%	49.6%	49.5%	32.2%	30.9%	29.8%	
Total(n)	264	2,596	3,788	136	1,318	2,142	115	1,278	1,646	
Mean	2.17	2.10	2.12	1.93	1.87	1.91	2.45	2.32	2.40	
Standard deviation	1.19	1.12	1.15	1.12	1.06	1.08	1.22	1.14	1.17	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.06	0.04	-	0.06	0.02	-	0.11	0.04	
Readings on women or gender issues										
All	18.4%	16.3%	18.0%	11.1%	11.6%	12.4%	26.3%	21.1%	25.2%	Student-Centered Pedagogy
Most	13.4%	11.7%	12.0%	11.1%	9.3%	10.6%	16.7%	14.2%	13.8%	
Some	23.0%	27.4%	26.0%	24.4%	25.4%	25.1%	20.2%	29.5%	27.2%	
None	45.2%	44.5%	44.0%	53.3%	53.7%	51.9%	36.8%	35.1%	33.7%	
Total(n)	261	2,546	3,700	135	1,288	2,092	114	1,258	1,608	
Mean	2.05	2.00	2.04	1.80	1.79	1.84	2.32	2.21	2.31	
Standard deviation	1.15	1.10	1.13	1.03	1.02	1.05	1.22	1.14	1.18	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.05	0.01	-	0.01	-0.04	-	0.10	0.01	
Supplemental instruction outside of class and office hours										
All	25.1%	18.3%	20.4%	18.5%	15.5%	18.5%	33.9%	21.2%	22.9%	Student-Centered Pedagogy
Most	16.0%	17.7%	18.3%	16.3%	18.7%	18.3%	15.7%	16.7%	18.3%	
Some	37.6%	37.9%	37.1%	39.3%	39.2%	37.5%	33.9%	36.7%	36.4%	
None	21.3%	26.1%	24.2%	25.9%	26.6%	25.6%	16.5%	25.5%	22.3%	
Total(n)	263	2,586	3,773	135	1,315	2,135	115	1,271	1,638	
Mean	2.45	2.28	2.35	2.27	2.23	2.30	2.67	2.34	2.42	
Standard deviation	1.09	1.04	1.06	1.05	1.01	1.05	1.11	1.08	1.07	
Significance	-	-	-	-	-	-	-	**	*	
Effect size	-	0.16	0.09	-	0.04	-0.03	-	0.31	0.23	
In how many of the courses that you teach do you use each of the following?										
Student presentations										
All	31.1%	28.5%	31.2%	22.6%	22.6%	25.5%	42.6%	34.6%	38.8%	Student-Centered Pedagogy
Most	26.9%	26.1%	25.0%	31.4%	26.0%	24.0%	20.9%	26.1%	26.4%	
Some	31.8%	35.2%	34.0%	34.3%	39.7%	38.1%	27.8%	30.5%	28.5%	
None	10.2%	10.3%	9.8%	11.7%	11.7%	12.4%	8.7%	8.8%	6.3%	
Total(n)	264	2,602	3,793	137	1,323	2,148	115	1,279	1,645	
Mean	2.79	2.73	2.78	2.65	2.59	2.62	2.97	2.87	2.98	
Standard deviation	1.00	0.99	1.00	0.96	0.96	1.00	1.03	0.99	0.96	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.06	0.01	-	0.06	0.03	-	0.10	-0.01	
Student evaluations of each others' work										
All	19.4%	16.2%	17.6%	14.7%	12.4%	14.1%	25.4%	20.2%	22.1%	Student-Centered Pedagogy
Most	15.6%	18.3%	17.7%	16.9%	16.8%	16.1%	15.8%	19.8%	19.8%	
Some	38.0%	40.9%	38.0%	39.7%	41.6%	39.4%	36.0%	40.2%	36.1%	
None	27.0%	24.7%	26.7%	28.7%	29.3%	30.4%	22.8%	19.9%	22.0%	
Total(n)	263	2,591	3,776	136	1,316	2,141	114	1,275	1,635	
Mean	2.27	2.26	2.26	2.18	2.12	2.14	2.44	2.40	2.42	
Standard deviation	1.06	1.01	1.04	1.01	0.97	1.00	1.11	1.02	1.06	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.01	0.01	-	0.06	0.04	-	0.04	0.02	
Grading on a curve										
All	5.0%	6.1%	8.8%	8.8%	8.7%	11.2%	0.9%	3.5%	5.6%	Student-Centered Pedagogy
Most	9.2%	8.0%	8.9%	6.6%	10.3%	11.1%	11.4%	5.7%	6.1%	
Some	19.8%	21.8%	20.4%	21.3%	22.9%	21.3%	17.5%	20.7%	19.1%	
None	66.0%	64.0%	61.9%	63.2%	58.1%	56.3%	70.2%	70.1%	69.2%	
Total(n)	262	2,587	3,770	136	1,317	2,136	114	1,270	1,634	
Mean	1.53	1.56	1.65	1.61	1.70	1.77	1.43	1.43	1.48	
Standard deviation	0.86	0.88	0.97	0.95	0.97	1.04	0.73	0.76	0.84	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.03	-0.12	-	-0.09	-0.15	-	0.00	-0.06	

Rubric-based assessment												
All	43.2%	42.8%	44.0%	33.3%	33.6%	37.2%	55.8%	52.3%	52.8%			
Most	20.8%	26.8%	26.3%	22.5%	29.2%	28.6%	19.5%	24.3%	23.5%			
Some	23.9%	21.2%	19.5%	29.0%	25.4%	22.0%	15.9%	16.8%	16.2%			
None	12.1%	9.2%	10.2%	15.2%	11.8%	12.2%	8.8%	6.6%	7.5%			
Total(n)	264	2,587	3,777	138	1,315	2,140	113	1,272	1,637			
Mean	2.95	3.03	3.04	2.74	2.85	2.91	3.22	3.22	3.22			
Standard deviation	1.08	1.00	1.02	1.08	1.02	1.04	1.02	0.95	0.97			
Significance	-	-	-	-	-	-	-	-	-			
Effect size	-	-0.08	-0.09	-	-0.11	-0.16	-	0.00	0.00			
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	12.8%	12.7%	13.0%	5.8%	9.6%	11.0%	22.6%	15.8%	15.6%			
Most	18.5%	15.1%	16.0%	16.1%	14.8%	14.5%	21.7%	15.4%	17.9%			
Some	35.5%	37.7%	36.8%	41.6%	37.1%	37.1%	28.7%	38.3%	36.4%			
None	33.2%	34.6%	34.3%	36.5%	38.5%	37.4%	27.0%	30.5%	30.2%			
Total(n)	265	2,593	3,780	137	1,318	2,141	115	1,275	1,639			
Mean	2.11	2.06	2.08	1.91	1.96	1.99	2.40	2.17	2.19			
Standard deviation	1.01	1.00	1.01	0.87	0.96	0.98	1.11	1.03	1.03			
Significance	-	-	-	-	-	-	-	-	-			
Effect size	-	0.05	0.03	-	-0.05	-0.08	-	0.22	0.20			
How frequently do you incorporate the following forms of technology into your courses?												
Videos or podcasts												
Frequently	48.3%	46.2%	44.7%	40.1%	39.0%	40.0%	60.4%	53.6%	50.7%			
Occasionally	39.1%	43.7%	43.9%	40.9%	47.1%	45.2%	36.0%	40.1%	42.2%			
Not at all	12.6%	10.1%	11.4%	19.0%	13.9%	14.8%	3.6%	6.3%	7.0%			
Total(n)	261	2,593	3,786	137	1,314	2,148	111	1,279	1,638			
Mean	2.36	2.36	2.33	2.21	2.25	2.25	2.57	2.47	2.44			
Standard deviation	0.70	0.66	0.67	0.74	0.68	0.70	0.57	0.61	0.62			
Significance	-	-	-	-	-	-	-	-	-			
Effect size	-	0.00	0.04	-	-0.06	-0.06	-	0.16	0.21			
Simulations/animations												
Frequently	19.1%	20.4%	20.1%	18.4%	19.3%	19.8%	21.3%	21.5%	20.5%			
Occasionally	41.4%	42.5%	40.8%	44.1%	45.2%	41.8%	38.9%	39.7%	39.6%			
Not at all	39.5%	37.1%	39.1%	37.5%	35.4%	38.4%	39.8%	38.8%	39.9%			
Total(n)	256	2,556	3,726	136	1,298	2,113	108	1,258	1,613			
Mean	1.80	1.83	1.81	1.81	1.84	1.81	1.81	1.83	1.81			
Standard deviation	0.74	0.74	0.75	0.73	0.72	0.74	0.76	0.76	0.75			
Significance	-	-	-	-	-	-	-	-	-			
Effect size	-	-0.04	-0.01	-	-0.04	0.00	-	-0.03	0.00			
Online homework or virtual labs												
Frequently	35.1%	34.0%	29.5%	32.8%	32.5%	29.3%	36.9%	35.6%	29.9%			
Occasionally	34.7%	34.9%	33.6%	35.8%	32.6%	32.0%	33.3%	37.3%	35.8%			
Not at all	30.2%	31.0%	36.8%	31.4%	34.9%	38.7%	29.7%	27.1%	34.3%			
Total(n)	262	2,590	3,778	137	1,314	2,143	111	1,276	1,635			
Mean	2.05	2.03	1.93	2.01	1.98	1.91	2.07	2.08	1.96			
Standard deviation	0.81	0.81	0.81	0.80	0.82	0.82	0.82	0.79	0.80			
Significance	-	-	-	-	-	-	-	-	-			
Effect size	-	0.02	0.15	-	0.04	0.12	-	-0.01	0.14			
Online discussion boards												
Frequently	22.5%	23.1%	19.9%	18.8%	19.0%	17.5%	27.9%	27.2%	22.9%			
Occasionally	36.3%	37.8%	35.9%	33.3%	34.3%	32.1%	40.5%	41.4%	40.8%			
Not at all	41.2%	39.1%	44.2%	47.8%	46.7%	50.3%	31.5%	31.3%	36.2%			
Total(n)	262	2,580	3,763	138	1,310	2,132	111	1,270	1,631			
Mean	1.81	1.84	1.76	1.71	1.72	1.67	1.96	1.96	1.87			
Standard deviation	0.78	0.77	0.76	0.77	0.76	0.76	0.77	0.76	0.76			
Significance	-	-	-	-	-	-	-	-	-			
Effect size	-	-0.04	0.07	-	-0.01	0.05	-	0.00	0.12			
Audience response systems to gauge students' understanding (e.g., clickers)												
Frequently	10.3%	8.6%	10.3%	10.9%	8.3%	10.4%	9.8%	8.9%	10.3%			
Occasionally	16.0%	19.1%	18.5%	16.1%	15.7%	17.2%	15.2%	22.5%	20.2%			
Not at all	73.7%	72.3%	71.2%	73.0%	76.0%	72.5%	75.0%	68.6%	69.5%			
Total(n)	262	2,596	3,775	137	1,316	2,144	112	1,280	1,631			
Mean	1.37	1.36	1.39	1.38	1.32	1.38	1.35	1.40	1.41			
Standard deviation	0.66	0.63	0.67	0.68	0.62	0.67	0.65	0.65	0.67			
Significance	-	-	-	-	-	-	-	-	-			
Effect size	-	0.02	-0.03	-	0.10	0.00	-	-0.08	-0.09			
Please indicate the extent to which you agree it is your role to:												
Encourage students to become agents of social change												
Strongly agree	39.6%	41.8%	41.6%	34.8%	32.4%	34.0%	44.6%	51.4%	51.5%			
Somewhat agree	40.0%	40.8%	42.0%	40.7%	43.5%	44.3%	40.2%	38.1%	39.1%			
Somewhat disagree	14.6%	11.6%	11.7%	16.3%	15.5%	14.7%	13.4%	7.6%	7.7%			
Strongly disagree	5.8%	5.8%	4.7%	8.1%	8.6%	7.0%	1.8%	2.9%	1.7%			
Total(n)	260	2,541	3,715	135	1,284	2,110	112	1,257	1,605			
Mean	3.13	3.19	3.21	3.02	3.00	3.05	3.28	3.38	3.40			
Standard deviation	0.87	0.86	0.82	0.92	0.91	0.87	0.76	0.75	0.70			
Significance	-	-	-	-	-	-	-	-	-			
Effect size	-	-0.07	-0.10	-	0.02	-0.03	-	-0.13	-0.17			
Prepare students for employment after college												
Strongly agree	73.7%	75.2%	69.9%	73.1%	72.0%	68.2%	76.8%	78.5%	72.1%			
Somewhat agree	25.5%	22.2%	27.2%	26.1%	24.9%	28.4%	22.3%	19.6%	25.7%			
Somewhat disagree	0.8%	2.3%	2.6%	0.7%	2.8%	2.9%	0.9%	1.8%	2.1%			
Strongly disagree	0.0%	0.2%	0.3%	0.0%	0.3%	0.5%	0.0%	0.2%	0.1%			
Total(n)	259	2,537	3,719	134	1,279	2,110	112	1,258	1,609			
Mean	3.73	3.72	3.67	3.72	3.69	3.64	3.76	3.76	3.70			
Standard deviation	0.46	0.51	0.54	0.47	0.54	0.56	0.45	0.48	0.51			
Significance	-	-	-	-	-	-	-	-	-			
Effect size	-	0.02	0.11	-	0.06	0.14	-	0.00	0.12			
Prepare students for graduate or advanced education												
Strongly agree	53.7%	57.8%	58.3%	54.1%	56.6%	57.8%	53.2%	59.1%	58.9%			
Somewhat agree	41.7%	37.8%	37.5%	43.0%	38.7%	37.9%	40.5%	36.9%	36.9%			
Somewhat disagree	4.6%	3.9%	3.9%	3.0%	4.1%	3.9%	6.3%	3.7%	4.0%			
Strongly disagree	0.0%	0.4%	0.3%	0.0%	0.6%	0.4%	0.0%	0.2%	0.2%			
Total(n)	259	2,547	3,722	135	1,290	2,114	111	1,257	1,608			
Mean	3.49	3.53	3.54	3.51	3.51	3.53	3.47	3.55	3.54			
Standard deviation	0.59	0.59	0.59	0.56	0.61	0.59	0.62	0.58	0.58			
Significance	-	-	-	-	-	-	-	-	-			
Effect size	-	-0.07	-0.08	-	0.00	-0.03	-	-0.14	-0.12			
Develop students' moral character												
Strongly agree	33.8%	36.9%	50.6%	33.3%	34.3%	50.9%	35.7%	39.5%	50.2%			
Somewhat agree	46.1%	48.6%	40.6%	49.6%	50.2%	40.4%	46.4%	47.1%	40.9%			
Somewhat disagree	15.0%	11.5%	7.2%	12.6%	11.7%	6.9%	17.0%	11.3%	7.6%			
Strongly disagree	3.1%	3.0%	1.6%	4.4%	3.8%	1.8%	0.9%	2.1%	1.2%			
Total(n)	260	2,545	3,728	135	1,287	2,116	112	1,258	1,612			
Mean	3.13	3.19	3.40	3.12	3.15	3.40	3.17	3.24	3.40			
Standard deviation	0.77	0.75	0.69	0.79	0.77	0.70	0.73	0.73	0.68			
Significance	-	-	***	-	-	***	-	-	***			
Effect size	-	-0.08	-0.39	-	-0.04	-0.40	-	-0.10	-0.34			
Provide for students' emotional development												
Strongly agree	29.3%	31.1%	35.1%	26.7%	25.2%	31.8%	32.4%	37.1%	39.5%			
Somewhat agree	42.9%	47.6%	48.2%	43.7%	49.6%	50.0%	45.0%	45.6%	45.8%			
Somewhat disagree	24.3%	17.1%	13.8%	25.2%	19.6%	14.9%	20.7%	14.6%	12.3%			
Strongly disagree	3.5%	4.1%	2.8%	4.4%	5.5%	3.2%	1.8%	2.7%	2.3%			
Total(n)	259	2,540	3,716	135	1,284	2,110	111	1,256	1,606			
Mean	2.98	3.06	3.16	2.93	2.95	3.10	3.08	3.17	3.23			
Standard deviation	0.82	0.80	0.76	0.83	0.82	0.77	0.78	0.77	0.75			
Significance	-	-	***	-	-	*	-	-	*			
Effect size	-	-0.10	-0.24	-	-0.02	-0.22	-	-0.12	-0.20			

Civic

Minded

Values

Undergraduate

Education Goal:

Personal

Please indicate the extent to which you agree it is your role to:										
Help students develop personal values										
Strongly agree	33.7%	36.5%	46.1%	31.6%	32.6%	45.4%	37.5%	40.4%	47.0%	Undergraduate Education Goal: Personal Development
Somewhat agree	49.0%	48.6%	43.9%	52.9%	51.1%	43.9%	45.5%	46.0%	43.8%	
Somewhat disagree	14.6%	12.1%	8.2%	13.2%	12.2%	8.4%	14.3%	12.1%	7.9%	
Strongly disagree	2.7%	2.8%	1.8%	2.2%	4.1%	2.2%	2.7%	1.4%	1.3%	
Total(n)	261	2,544	3,718	136	1,288	2,114	112	1,256	1,604	
Mean	3.14	3.19	3.34	3.14	3.12	3.33	3.18	3.25	3.36	
Standard deviation	0.76	0.75	0.71	0.72	0.77	0.72	0.77	0.72	0.68	
Significance	-	-	***	-	-	**	-	-	**	
Effect size	-	-0.07	-0.28	-	-0.03	-0.26	-	-0.10	-0.26	
Enhance students' knowledge of and appreciation for other racial/ethnic groups										
Strongly agree	47.3%	48.5%	47.4%	41.9%	37.2%	38.5%	52.3%	60.2%	59.0%	Civic Minded Values
Somewhat agree	36.2%	37.7%	39.3%	39.7%	42.9%	43.4%	34.2%	32.4%	33.8%	
Somewhat disagree	10.8%	9.1%	9.6%	13.2%	12.7%	12.6%	8.1%	5.4%	5.7%	
Strongly disagree	5.8%	4.7%	3.7%	5.1%	7.2%	5.4%	5.4%	2.1%	1.5%	
Total(n)	260	2,543	3,715	136	1,288	2,111	111	1,255	1,604	
Mean	3.25	3.30	3.30	3.18	3.10	3.15	3.33	3.51	3.50	
Standard deviation	0.87	0.82	0.79	0.85	0.88	0.84	0.85	0.69	0.67	
Significance	-	-	***	-	-	*	-	**	*	
Effect size	-	-0.06	-0.06	-	-0.09	0.04	-	-0.26	-0.25	
Promote students' ability to write effectively										
Strongly agree	70.1%	71.0%	69.9%	68.4%	67.6%	66.6%	70.5%	74.4%	74.2%	Undergraduate Education Goal: Personal Development
Somewhat agree	23.8%	24.5%	26.1%	25.0%	27.3%	28.7%	24.1%	21.7%	22.8%	
Somewhat disagree	6.7%	3.5%	3.2%	6.6%	4.0%	3.6%	4.5%	3.0%	2.7%	
Strongly disagree	0.4%	1.0%	0.8%	0.0%	1.1%	1.1%	0.9%	0.9%	0.4%	
Total(n)	261	2,549	3,729	136	1,291	2,119	112	1,258	1,610	
Mean	3.64	3.65	3.65	3.62	3.61	3.61	3.64	3.70	3.71	
Standard deviation	0.61	0.60	0.58	0.61	0.62	0.62	0.61	0.57	0.53	
Significance	-	-	***	-	-	*	-	-	*	
Effect size	-	-0.02	-0.02	-	0.02	0.02	-	-0.11	-0.13	
Encourage respect for different beliefs										
Strongly agree	65.4%	68.6%	69.8%	57.0%	58.3%	63.1%	75.9%	79.2%	78.5%	Undergraduate Education Goal: Personal Development
Somewhat agree	27.3%	25.8%	25.6%	32.6%	33.8%	30.4%	21.4%	17.6%	19.3%	
Somewhat disagree	5.0%	3.7%	3.3%	6.7%	4.7%	4.5%	2.7%	2.7%	1.9%	
Strongly disagree	2.3%	1.9%	1.3%	3.7%	3.3%	2.0%	0.0%	0.5%	0.4%	
Total(n)	260	2,542	3,714	135	1,285	2,108	112	1,257	1,606	
Mean	3.56	3.61	3.64	3.43	3.47	3.55	3.73	3.76	3.76	
Standard deviation	0.70	0.65	0.61	0.78	0.73	0.68	0.50	0.52	0.49	
Significance	-	-	***	-	-	*	-	-	*	
Effect size	-	-0.08	-0.13	-	-0.05	-0.18	-	-0.06	-0.06	
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	16.0%	16.0%	10.9%	18.7%	17.9%	11.4%	14.4%	14.1%	10.3%	Undergraduate Education Goal: Personal Development
Somewhat agree	49.4%	47.5%	45.5%	48.5%	43.5%	44.0%	51.4%	51.6%	47.4%	
Somewhat disagree	27.6%	26.1%	30.5%	26.9%	26.4%	29.6%	27.0%	25.9%	31.6%	
Strongly disagree	7.0%	10.4%	13.2%	6.0%	12.3%	15.0%	7.2%	8.4%	10.7%	
Total(n)	257	2,491	3,643	134	1,270	2,077	111	1,221	1,566	
Mean	2.74	2.69	2.54	2.80	2.67	2.52	2.73	2.71	2.57	
Standard deviation	0.81	0.86	0.85	0.81	0.91	0.88	0.80	0.81	0.82	
Significance	-	-	***	-	-	***	-	-	*	
Effect size	-	0.06	0.24	-	0.14	0.32	-	0.02	0.20	
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	78.6%	76.5%	73.3%	73.3%	67.9%	64.9%	85.6%	85.4%	84.4%	Undergraduate Education Goal: Personal Development
Somewhat agree	18.7%	20.6%	23.5%	23.7%	27.2%	30.1%	13.5%	13.8%	14.7%	
Somewhat disagree	1.6%	1.9%	2.5%	1.5%	3.2%	3.8%	0.9%	0.6%	0.7%	
Strongly disagree	1.2%	1.0%	0.8%	1.5%	1.7%	1.2%	0.0%	0.2%	0.2%	
Total(n)	257	2,487	3,641	135	1,266	2,075	111	1,221	1,566	
Mean	3.75	3.73	3.69	3.69	3.61	3.59	3.85	3.85	3.83	
Standard deviation	0.54	0.54	0.56	0.58	0.64	0.63	0.39	0.39	0.41	
Significance	-	-	***	-	-	*	-	-	*	
Effect size	-	0.04	0.11	-	0.13	0.16	-	0.00	0.05	
Colleges have a responsibility to work with their surrounding communities to address local issues										
Strongly agree	59.1%	57.5%	52.8%	55.2%	49.6%	45.0%	64.9%	65.6%	63.0%	Civic Minded Values
Somewhat agree	35.4%	37.3%	40.3%	39.6%	43.5%	45.6%	30.6%	30.9%	33.4%	
Somewhat disagree	5.1%	4.3%	6.1%	4.5%	5.4%	8.0%	4.5%	3.3%	3.6%	
Strongly disagree	0.4%	0.8%	0.8%	0.7%	1.5%	1.3%	0.0%	0.2%	0.1%	
Total(n)	257	2,496	3,647	134	1,271	2,076	111	1,225	1,571	
Mean	3.53	3.51	3.45	3.49	3.41	3.34	3.60	3.62	3.59	
Standard deviation	0.61	0.62	0.65	0.62	0.66	0.68	0.58	0.56	0.56	
Significance	-	-	***	-	-	*	-	-	*	
Effect size	-	0.03	0.12	-	0.12	0.22	-	-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	15.4%	15.6%	13.5%	9.8%	14.3%	11.6%	22.9%	17.0%	16.1%	Undergraduate Education Goal: Personal Development
Somewhat agree	44.5%	47.8%	43.1%	48.9%	47.3%	42.5%	35.8%	48.5%	44.0%	
Somewhat disagree	33.9%	29.8%	33.7%	33.8%	31.5%	35.5%	35.8%	28.1%	31.4%	
Strongly disagree	6.3%	6.7%	9.6%	7.5%	7.0%	10.4%	5.5%	6.5%	8.6%	
Total(n)	254	2,464	3,593	133	1,261	2,061	109	1,203	1,532	
Mean	2.69	2.72	2.61	2.61	2.69	2.55	2.76	2.76	2.68	
Standard deviation	0.81	0.80	0.84	0.77	0.80	0.83	0.87	0.81	0.84	
Significance	-	-	***	-	-	*	-	-	*	
Effect size	-	-0.04	0.10	-	-0.10	0.07	-	0.00	0.10	
I try to dispel perceptions of competition in my classroom										
Strongly agree	29.2%	30.6%	33.2%	28.0%	23.6%	28.5%	31.2%	37.8%	39.6%	Undergraduate Education Goal: Personal Development
Somewhat agree	43.1%	42.7%	42.7%	41.7%	41.4%	42.0%	46.8%	44.0%	43.8%	
Somewhat disagree	22.1%	20.9%	19.2%	24.2%	26.3%	22.9%	17.4%	15.2%	14.4%	
Strongly disagree	5.5%	5.9%	4.8%	6.1%	8.6%	6.7%	4.6%	3.0%	2.3%	
Total(n)	253	2,454	3,608	132	1,253	2,056	109	1,201	1,552	
Mean	2.96	2.98	3.04	2.92	2.80	2.92	3.05	3.17	3.21	
Standard deviation	0.86	0.87	0.85	0.87	0.90	0.88	0.82	0.79	0.77	
Significance	-	-	***	-	-	*	-	-	*	
Effect size	-	-0.02	-0.09	-	0.13	0.00	-	-0.15	-0.21	
Students' use of personal devices and laptops in the classroom serve as more of distraction than an educational resource										
Strongly agree	19.7%	21.2%	22.3%	19.9%	22.2%	21.3%	18.0%	20.3%	23.6%	Undergraduate Education Goal: Personal Development
Somewhat agree	34.7%	36.1%	35.7%	35.3%	37.9%	36.6%	35.1%	34.3%	34.6%	
Somewhat disagree	32.8%	29.9%	30.9%	31.6%	27.1%	31.2%	34.2%	32.7%	30.5%	
Strongly disagree	12.7%	12.8%	11.1%	13.2%	12.9%	10.9%	12.6%	12.7%	11.3%	
Total(n)	259	2,491	3,644	136	1,268	2,074	111	1,223	1,570	
Mean	2.61	2.66	2.69	2.62	2.69	2.68	2.59	2.62	2.71	
Standard deviation	0.94	0.95	0.94	0.95	0.96	0.93	0.93	0.95	0.95	
Significance	-	-	***	-	-	*	-	-	*	
Effect size	-	-0.05	-0.09	-	-0.07	-0.06	-	-0.03	-0.13	
I feel I have the skills to facilitate conversation about diversity issues in the classroom										
Strongly agree	36.6%	36.4%	33.3%	32.8%	32.0%	28.7%	41.4%	41.0%	39.4%	Undergraduate Education Goal: Personal Development
Somewhat agree	39.3%	42.6%	44.5%	37.3%	41.5%	46.0%	41.4%	43.7%	42.6%	
Somewhat disagree	20.2%	16.1%	17.9%	24.6%	19.5%	20.4%	15.3%	12.6%	14.6%	
Strongly disagree	3.9%	4.9%	4.2%	5.2%	7.0%	4.9%	1.8%	2.8%	3.3%	
Total(n)	257	2,488	3,641	134	1,265	2,069	111	1,223	1,572	
Mean	3.09	3.10	3.07	2.98	2.99	2.98	3.23	3.23	3.18	
Standard deviation	0.85	0.84	0.82	0.89	0.89	0.83	0.77	0.77	0.80	
Significance	-	-	***	-	-	*	-	-	*	
Effect size	-	-0.01	0.02	-	-0.01	0.00	-	0.00	0.06	

I achieve a healthy balance between my personal life and my professional life										
Strongly agree	18.9%	21.8%	22.1%	25.0%	24.3%	26.1%	11.7%	19.3%	16.8%	
Somewhat agree	44.4%	40.1%	40.4%	42.6%	41.9%	40.9%	45.0%	38.3%	39.7%	
Somewhat disagree	26.3%	25.0%	25.6%	24.3%	22.6%	23.2%	28.8%	27.5%	28.7%	
Strongly disagree	10.4%	13.1%	12.0%	8.1%	11.3%	9.7%	14.4%	14.9%	14.9%	
Total(n)	259	2,495	3,643	136	1,270	2,073	111	1,225	1,570	
Mean	2.72	2.71	2.73	2.85	2.79	2.83	2.54	2.62	2.58	
Standard deviation	0.89	0.95	0.94	0.89	0.94	0.93	0.88	0.96	0.94	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.01	-0.01	-	0.06	0.02	-	-0.08	-0.04	
I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar										
Strongly agree	28.7%	24.8%	22.1%	21.2%	19.4%	17.1%	38.2%	30.4%	28.8%	
Somewhat agree	31.1%	31.0%	33.4%	29.5%	26.2%	30.3%	34.5%	36.0%	37.6%	
Somewhat disagree	28.7%	29.5%	30.7%	34.8%	33.1%	34.5%	20.0%	25.7%	25.6%	
Strongly disagree	11.4%	14.7%	13.7%	14.4%	21.2%	18.1%	7.3%	7.9%	8.0%	
Total(n)	254	2,475	3,623	132	1,261	2,066	110	1,214	1,557	
Mean	2.77	2.66	2.64	2.58	2.44	2.46	3.04	2.89	2.87	
Standard deviation	0.99	1.01	0.97	0.98	1.03	0.98	0.94	0.93	0.92	
Significance	-	*	*	-	-	-	-	-	-	
Effect size	-	0.11	0.13	-	0.14	0.12	-	0.16	0.18	
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	16.1%	20.6%	19.4%	19.2%	24.3%	22.1%	10.4%	16.6%	15.9%	
Somewhat agree	46.7%	45.7%	44.6%	56.0%	47.1%	45.1%	38.7%	44.1%	43.9%	
Somewhat disagree	24.8%	23.5%	23.6%	17.6%	19.2%	21.4%	32.1%	28.0%	26.6%	
Strongly disagree	12.4%	10.3%	12.3%	7.2%	9.3%	11.4%	18.9%	11.3%	13.6%	
Total(n)	242	2,403	3,533	125	1,224	2,009	106	1,179	1,524	
Mean	2.67	2.76	2.71	2.87	2.87	2.78	2.41	2.66	2.62	
Standard deviation	0.89	0.89	0.92	0.80	0.89	0.92	0.91	0.88	0.91	
Significance	-	-	*	-	-	-	-	**	*	
Effect size	-	-0.10	-0.04	-	0.00	0.10	-	-0.28	-0.23	
Student Affairs staff have the support and respect of faculty										
Strongly agree	20.5%	23.0%	22.2%	22.8%	22.9%	21.8%	20.0%	23.1%	22.9%	
Somewhat agree	56.9%	55.8%	55.7%	59.3%	54.6%	56.6%	53.3%	57.1%	54.5%	
Somewhat disagree	20.1%	17.4%	17.8%	17.1%	18.0%	17.3%	22.9%	16.8%	18.4%	
Strongly disagree	2.5%	3.8%	4.3%	0.8%	4.5%	4.3%	3.8%	3.0%	4.2%	
Total(n)	239	2,339	3,448	123	1,196	1,963	105	1,143	1,465	
Mean	2.95	2.98	2.96	3.04	2.96	2.96	2.90	3.00	2.96	
Standard deviation	0.71	0.74	0.75	0.66	0.77	0.75	0.76	0.72	0.76	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.04	-0.01	-	0.10	0.11	-	-0.14	-0.08	
There is a lot of campus racial conflict here										
Strongly agree	2.5%	5.3%	4.9%	0.8%	3.8%	3.4%	3.8%	6.9%	6.9%	
Somewhat agree	12.8%	20.5%	21.4%	10.4%	16.2%	16.7%	14.2%	24.8%	27.6%	
Somewhat disagree	52.5%	45.1%	43.2%	47.2%	45.0%	42.1%	60.4%	45.1%	44.6%	
Strongly disagree	32.2%	29.2%	30.5%	41.6%	34.9%	37.8%	21.7%	23.2%	20.9%	
Total(n)	242	2,396	3,518	125	1,219	2,005	106	1,177	1,513	
Mean	1.86	2.02	2.01	1.70	1.89	1.86	2.00	2.15	2.20	
Standard deviation	0.73	0.84	0.85	0.68	0.81	0.81	0.72	0.86	0.85	
Significance	-	**	**	-	*	*	-	-	*	
Effect size	-	-0.19	-0.18	-	-0.23	-0.20	-	-0.17	-0.24	
My research is valued by faculty in my department										
Strongly agree	26.1%	29.3%	33.3%	31.5%	30.5%	35.4%	20.6%	28.2%	30.5%	
Somewhat agree	50.6%	45.2%	43.2%	49.6%	45.6%	42.9%	53.3%	44.8%	43.6%	
Somewhat disagree	17.1%	16.7%	15.0%	13.4%	15.0%	14.6%	20.6%	18.3%	17.9%	
Strongly disagree	6.1%	8.9%	7.4%	5.5%	9.0%	7.1%	5.6%	8.8%	8.0%	
Total(n)	245	2,369	3,490	127	1,204	1,995	107	1,165	1,495	
Mean	2.97	2.95	3.02	3.07	2.98	3.07	2.89	2.92	2.97	
Standard deviation	0.82	0.90	0.89	0.82	0.90	0.88	0.79	0.90	0.90	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.02	-0.06	-	0.10	0.00	-	-0.03	-0.09	
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	45.4%	51.4%	55.8%	50.0%	53.4%	57.0%	38.9%	49.4%	54.1%	
Somewhat agree	42.2%	37.1%	34.0%	38.5%	36.3%	33.4%	50.0%	38.0%	34.7%	
Somewhat disagree	8.8%	6.7%	6.3%	8.5%	5.6%	5.7%	6.5%	7.9%	7.1%	
Strongly disagree	6.1%	4.7%	3.9%	3.1%	4.7%	3.6%	4.6%	4.7%	4.0%	
Total(n)	249	2,432	3,564	130	1,235	2,030	108	1,197	1,534	
Mean	3.29	3.35	3.42	3.35	3.38	3.44	3.23	3.32	3.38	
Standard deviation	0.78	0.80	0.78	0.77	0.79	0.77	0.77	0.81	0.79	
Significance	-	-	*	-	-	-	-	-	*	
Effect size	-	-0.08	-0.17	-	-0.04	-0.12	-	-0.11	-0.20	
My service is valued by faculty in my department										
Strongly agree	44.2%	45.7%	49.6%	50.0%	46.6%	50.9%	37.0%	44.8%	47.8%	
Somewhat agree	33.7%	38.0%	35.9%	29.2%	37.2%	35.8%	39.8%	38.8%	36.0%	
Somewhat disagree	14.5%	9.6%	9.5%	12.3%	9.2%	8.4%	15.7%	10.0%	10.8%	
Strongly disagree	7.6%	6.7%	5.1%	8.5%	7.0%	4.9%	7.4%	6.4%	5.3%	
Total(n)	249	2,429	3,544	130	1,234	2,021	108	1,195	1,523	
Mean	3.14	3.23	3.30	3.21	3.23	3.33	3.06	3.22	3.26	
Standard deviation	0.93	0.88	0.84	0.96	0.88	0.83	0.91	0.87	0.85	
Significance	-	-	**	-	-	-	-	-	*	
Effect size	-	-0.10	-0.19	-	-0.02	-0.14	-	-0.18	-0.24	
Faculty are sufficiently involved in campus decision-making										
Strongly agree	6.0%	12.4%	11.0%	7.8%	13.9%	11.9%	4.6%	11.0%	9.9%	
Somewhat agree	40.7%	47.1%	40.7%	47.7%	47.9%	42.0%	34.3%	46.2%	38.9%	
Somewhat disagree	30.6%	26.2%	29.4%	26.6%	24.2%	27.8%	33.3%	28.2%	31.6%	
Strongly disagree	22.6%	14.3%	18.8%	18.0%	14.0%	18.3%	27.8%	14.7%	19.5%	
Total(n)	246	2,412	3,536	128	1,227	2,015	108	1,185	1,521	
Mean	2.30	2.58	2.44	2.45	2.62	2.47	2.16	2.53	2.39	
Standard deviation	0.89	0.88	0.92	0.88	0.89	0.92	0.89	0.87	0.91	
Significance	-	***	*	-	*	*	-	***	*	
Effect size	-	-0.32	-0.15	-	-0.19	-0.02	-	-0.43	-0.25	
The faculty are typically at odds with campus administration										
Strongly agree	13.4%	12.5%	13.7%	14.8%	13.7%	13.0%	12.0%	11.3%	14.6%	
Somewhat agree	43.3%	41.1%	41.4%	43.8%	39.3%	39.0%	41.7%	43.1%	44.5%	
Somewhat disagree	38.9%	39.4%	36.1%	38.3%	39.9%	38.4%	39.8%	38.9%	33.2%	
Strongly disagree	4.5%	6.9%	8.8%	3.1%	7.1%	9.6%	6.5%	6.8%	7.8%	
Total(n)	247	2,392	3,509	128	1,222	2,004	108	1,170	1,505	
Mean	2.66	2.59	2.60	2.70	2.60	2.55	2.59	2.59	2.66	
Standard deviation	0.76	0.79	0.83	0.76	0.81	0.84	0.79	0.78	0.82	
Significance	-	-	*	-	-	*	-	-	*	
Effect size	-	0.09	0.07	-	0.12	0.18	-	0.00	-0.09	
Faculty here respect each other										
Strongly agree	27.6%	30.6%	36.5%	27.9%	31.3%	39.6%	28.4%	29.9%	32.4%	
Somewhat agree	58.0%	53.9%	50.6%	58.9%	54.9%	48.4%	56.0%	52.9%	53.5%	
Somewhat disagree	10.0%	11.7%	10.1%	9.3%	9.9%	8.9%	11.0%	13.6%	11.7%	
Strongly disagree	4.4%	3.8%	2.8%	3.9%	4.0%	3.1%	4.6%	3.6%	2.4%	
Total(n)	250	2,428	3,556	129	1,236	2,026	109	1,192	1,530	
Mean	3.09	3.11	3.21	3.11	3.14	3.25	3.08	3.09	3.16	
Standard deviation	0.74	0.75	0.73	0.72	0.74	0.74	0.76	0.76	0.72	
Significance	-	-	*	-	-	*	-	-	*	
Effect size	-	-0.03	-0.16	-	-0.04	-0.19	-	-0.01	-0.11	
Administrators consider faculty concerns when making policy										
Strongly agree	4.5%	10.7%	12.9%	6.3%	10.7%	14.5%	2.8%	10.6%	10.9%	
Somewhat agree	42.7%	46.2%	45.5%	47.2%	47.4%	46.6%	39.8%	45.0%	44.0%	
Somewhat disagree	32.5%	29.2%	26.4%	28.3%	28.2%	24.7%	37.0%	30.3%	28.7%	
Strongly disagree	20.3%	13.9%	15.2%	18.1%	13.7%	14.2%	20.4%	14.1%	16.4%	

Total(n)	246	2,403	3,531	127	1,228	2,011	108	1,175	1,520	
Mean	2.31	2.54	2.56	2.42	2.55	2.61	2.25	2.52	2.49	
Standard deviation	0.84	0.86	0.90	0.86	0.86	0.90	0.81	0.86	0.89	
Significance	-	***	***	-	-	*	-	**	**	
Effect size	-	-0.27	-0.28	-	-0.15	-0.21	-	-0.31	-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:										
This institution takes responsibility for educating underprepared students										
Strongly agree	19.6%	19.8%	15.9%	23.8%	20.5%	16.8%	16.8%	19.0%	14.7%	Diversity Climate
Somewhat agree	55.1%	49.6%	48.6%	56.3%	50.0%	49.2%	51.4%	49.1%	47.8%	
Somewhat disagree	18.4%	21.8%	27.7%	15.1%	21.2%	26.7%	23.4%	22.5%	29.1%	
Strongly disagree	6.9%	8.8%	7.8%	4.8%	8.2%	7.4%	8.4%	9.4%	8.4%	
Total(n)	245	2,395	3,501	126	1,227	1,995	107	1,168	1,506	
Mean	2.87	2.80	2.73	2.99	2.83	2.75	2.77	2.78	2.69	
Standard deviation	0.80	0.85	0.82	0.76	0.85	0.82	0.83	0.86	0.82	
Significance	-	***	**	-	*	**	-	-	-	
Effect size	-	0.08	0.17	-	0.19	0.29	-	-0.01	0.10	
The criteria for advancement and promotion decisions are clear										
Strongly agree	16.1%	27.8%	29.3%	18.8%	28.5%	32.3%	13.8%	27.0%	25.4%	
Somewhat agree	45.8%	44.9%	43.5%	52.3%	46.1%	43.6%	39.4%	43.7%	43.3%	
Somewhat disagree	25.7%	18.9%	18.4%	22.7%	17.6%	16.5%	27.5%	20.2%	20.9%	
Strongly disagree	12.4%	8.4%	8.8%	6.3%	7.8%	7.6%	19.3%	9.0%	10.4%	
Total(n)	249	2,413	3,545	128	1,230	2,021	109	1,183	1,525	
Mean	2.65	2.92	2.93	2.84	2.95	3.00	2.48	2.89	2.84	
Standard deviation	0.89	0.89	0.91	0.80	0.88	0.89	0.96	0.91	0.92	
Significance	-	***	**	-	*	*	-	***	***	
Effect size	-	-0.30	-0.31	-	-0.13	-0.18	-	-0.45	-0.39	
Most of the students I teach lack the basic skills for college level work										
Strongly agree	8.4%	9.5%	4.5%	4.7%	9.2%	4.4%	13.9%	9.8%	4.7%	
Somewhat agree	30.5%	28.3%	17.3%	31.8%	27.6%	16.8%	29.6%	28.9%	17.9%	
Somewhat disagree	51.0%	43.2%	40.4%	48.8%	42.2%	38.0%	50.9%	44.2%	43.5%	
Strongly disagree	10.0%	19.1%	37.8%	14.7%	20.9%	40.7%	5.6%	17.2%	33.9%	
Total(n)	249	2,435	3,554	129	1,237	2,027	108	1,198	1,527	
Mean	2.37	2.28	1.89	2.26	2.25	1.85	2.52	2.31	1.93	
Standard deviation	0.78	0.88	0.85	0.77	0.89	0.85	0.80	0.87	0.84	
Significance	-	***	**	-	***	***	-	*	***	
Effect size	-	0.10	0.56	-	0.01	0.48	-	0.24	0.70	
There is adequate support for faculty development										
Strongly agree	11.0%	16.9%	25.0%	11.8%	16.6%	26.8%	11.2%	17.2%	22.6%	
Somewhat agree	48.4%	45.5%	48.8%	55.9%	46.3%	47.4%	41.1%	44.6%	46.1%	
Somewhat disagree	27.6%	24.9%	19.4%	23.6%	25.1%	17.9%	31.8%	24.7%	21.4%	
Strongly disagree	13.0%	12.7%	8.7%	8.7%	12.0%	7.9%	15.9%	13.4%	9.9%	
Total(n)	246	2,404	3,514	127	1,221	2,004	107	1,183	1,510	
Mean	2.57	2.67	2.88	2.71	2.67	2.93	2.48	2.66	2.82	
Standard deviation	0.85	0.90	0.88	0.79	0.89	0.87	0.89	0.92	0.90	
Significance	-	***	**	-	*	**	-	-	***	
Effect size	-	-0.11	-0.35	-	0.04	-0.25	-	-0.20	-0.38	
Faculty are not prepared to deal with conflict over diversity issues in the classroom										
Strongly agree	11.2%	11.2%	9.8%	9.7%	8.7%	7.6%	14.2%	13.7%	12.8%	
Somewhat agree	49.6%	44.3%	44.5%	50.8%	41.8%	42.9%	46.2%	46.7%	46.7%	
Somewhat disagree	33.1%	38.5%	37.5%	32.3%	42.1%	40.0%	34.9%	34.8%	34.1%	
Strongly disagree	6.2%	6.0%	8.2%	7.3%	7.3%	9.5%	4.7%	4.7%	6.4%	
Total(n)	242	2,366	3,460	124	1,202	1,971	106	1,164	1,489	
Mean	2.66	2.61	2.56	2.63	2.52	2.49	2.70	2.70	2.66	
Standard deviation	0.76	0.76	0.78	0.76	0.76	0.77	0.77	0.76	0.78	
Significance	-	-	-	-	-	*	-	-	-	
Effect size	-	0.07	0.13	-	0.14	0.18	-	0.00	0.05	
This institution takes mentoring into consideration in the promotion process										
Strongly agree	6.2%	9.3%	12.7%	7.1%	9.2%	14.6%	5.8%	9.4%	10.1%	
Somewhat agree	38.2%	37.6%	38.9%	44.4%	38.7%	41.5%	31.7%	36.4%	35.4%	
Somewhat disagree	37.8%	35.8%	33.2%	36.5%	36.7%	31.0%	37.5%	34.7%	36.3%	
Strongly disagree	17.8%	17.3%	15.2%	11.9%	15.3%	12.9%	25.0%	19.5%	18.2%	
Total(n)	241	2,313	3,416	126	1,182	1,957	104	1,131	1,459	
Mean	2.33	2.39	2.49	2.47	2.42	2.58	2.18	2.36	2.37	
Standard deviation	0.84	0.88	0.90	0.80	0.86	0.89	0.88	0.90	0.90	
Significance	-	**	**	-	-	**	-	-	*	
Effect size	-	-0.07	-0.18	-	0.06	-0.12	-	-0.20	-0.21	
Faculty of color are treated fairly here										
Strongly agree	26.9%	29.2%	30.3%	32.5%	35.8%	37.4%	20.4%	22.1%	20.7%	
Somewhat agree	46.2%	46.1%	43.0%	52.8%	47.0%	43.3%	39.8%	45.2%	42.7%	
Somewhat disagree	20.2%	18.9%	19.7%	10.6%	13.4%	14.7%	30.1%	24.7%	26.5%	
Strongly disagree	6.7%	5.8%	7.0%	4.1%	3.8%	4.6%	9.7%	8.0%	10.1%	
Total(n)	238	2,317	3,404	123	1,194	1,949	103	1,123	1,455	
Mean	2.93	2.99	2.97	3.14	3.15	3.13	2.71	2.81	2.74	
Standard deviation	0.86	0.84	0.88	0.76	0.79	0.83	0.90	0.87	0.90	
Significance	-	-	-	-	-	*	-	-	-	
Effect size	-	-0.07	-0.05	-	-0.01	0.01	-	-0.11	-0.03	
Women faculty are treated fairly here										
Strongly agree	28.6%	31.5%	31.7%	41.1%	42.4%	40.9%	14.3%	20.3%	19.8%	
Somewhat agree	41.1%	43.4%	41.1%	45.2%	43.1%	41.2%	37.1%	43.7%	41.0%	
Somewhat disagree	21.2%	18.4%	19.3%	10.5%	11.6%	13.5%	32.4%	25.4%	26.9%	
Strongly disagree	9.1%	6.7%	7.8%	3.2%	2.9%	4.4%	16.2%	10.5%	12.3%	
Total(n)	241	2,365	3,469	124	1,199	1,965	105	1,166	1,504	
Mean	2.89	3.00	2.97	3.24	3.25	3.19	2.50	2.74	2.68	
Standard deviation	0.92	0.88	0.91	0.77	0.77	0.83	0.93	0.90	0.93	
Significance	-	-	-	-	-	*	-	**	-	
Effect size	-	-0.13	-0.09	-	-0.01	0.06	-	-0.27	-0.19	
LGBTQ+ faculty are treated fairly here										
Strongly agree	29.7%	31.1%	26.7%	38.5%	39.3%	32.7%	19.6%	22.4%	18.8%	
Somewhat agree	49.2%	50.2%	42.5%	50.8%	48.1%	41.9%	50.0%	52.4%	43.2%	
Somewhat disagree	17.4%	14.4%	19.1%	8.2%	10.0%	15.1%	24.5%	19.2%	24.3%	
Strongly disagree	3.8%	4.2%	11.7%	2.5%	2.6%	10.2%	5.9%	6.0%	13.8%	
Total(n)	236	2,286	3,325	122	1,181	1,901	102	1,105	1,424	
Mean	3.05	3.08	2.84	3.25	3.24	2.97	2.83	2.91	2.67	
Standard deviation	0.79	0.79	0.95	0.71	0.74	0.94	0.81	0.81	0.93	
Significance	-	***	**	-	-	**	-	-	-	
Effect size	-	-0.04	0.22	-	0.01	0.30	-	-0.10	0.17	
Indicate how important you believe each priority listed below is at your college or university:										
Increase or maintain institutional affordability										
Highest priority	25.3%	25.3%	18.9%	28.6%	25.5%	19.4%	22.6%	25.1%	18.2%	
High priority	49.4%	52.1%	43.1%	50.4%	52.7%	45.4%	45.3%	51.5%	40.0%	
Medium priority	21.9%	18.5%	24.8%	18.5%	17.6%	23.6%	27.4%	19.5%	26.3%	
Low priority	3.4%	4.0%	13.2%	2.5%	4.2%	11.6%	4.7%	3.8%	15.4%	
Total(n)	237	2,322	3,411	119	1,179	1,941	106	1,143	1,470	
Mean	2.97	2.99	2.68	3.05	2.99	2.73	2.86	2.98	2.61	
Standard deviation	0.78	0.77	0.93	0.76	0.78	0.90	0.82	0.77	0.95	
Significance	-	***	**	-	-	***	-	-	**	
Effect size	-	-0.03	0.31	-	0.08	0.36	-	-0.16	0.26	
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	22.5%	20.2%	26.0%	25.6%	20.2%	26.1%	21.5%	20.3%	25.7%	
High priority	36.0%	41.7%	42.1%	35.0%	42.1%	44.1%	36.4%	41.3%	39.5%	
Medium priority	28.4%	29.2%	24.1%	32.5%	29.7%	23.2%	22.4%	28.8%	25.3%	
Low priority	13.1%	8.8%	7.8%	6.8%	8.0%	6.5%	19.6%	9.7%	9.5%	
Total(n)	236	2,309	3,390	117	1,170	1,925	107	1,139	1,465	
Mean	2.68	2.73	2.86	2.79	2.74	2.90	2.60	2.72	2.81	
Standard deviation	0.97	0.88	0.89	0.91	0.87	0.86	1.04	0.89	0.93	

Significance	-	**	-	-	*	-	-	*	
Effect size	-	-0.06	-0.20	-	0.06	-0.13	-	-0.13	-0.23
Facilitate student involvement in community service									
Highest priority	20.7%	11.4%	17.1%	22.7%	11.1%	16.0%	20.6%	11.8%	18.6%
High priority	38.8%	35.8%	41.5%	38.7%	34.3%	41.1%	40.2%	37.3%	41.9%
Medium priority	36.3%	38.9%	32.9%	34.5%	39.7%	34.0%	34.6%	38.1%	31.5%
Low priority	4.2%	13.9%	8.5%	4.2%	14.9%	8.9%	4.7%	12.9%	8.0%
Total(n)	237	2,328	3,417	119	1,185	1,939	107	1,143	1,478
Mean	2.76	2.45	2.67	2.80	2.42	2.64	2.77	2.48	2.71
Standard deviation	0.63	0.87	0.86	0.84	0.87	0.85	0.83	0.86	0.86
Significance	-	***	***	-	***	***	-	***	***
Effect size	-	0.36	0.10	-	0.44	0.19	-	0.34	0.07
Help students learn how to bring about change in society									
Highest priority	13.5%	12.2%	18.8%	14.4%	11.3%	17.0%	13.9%	13.2%	21.1%
High priority	26.2%	29.7%	35.9%	28.8%	29.2%	34.9%	24.1%	30.1%	37.2%
Medium priority	43.0%	39.4%	33.8%	39.8%	40.0%	36.1%	46.3%	38.7%	30.8%
Low priority	17.3%	18.8%	11.5%	16.9%	19.4%	11.9%	15.7%	18.1%	11.0%
Total(n)	237	2,320	3,413	118	1,174	1,936	108	1,146	1,477
Mean	2.36	2.35	2.62	2.41	2.32	2.57	2.36	2.38	2.68
Standard deviation	0.92	0.92	0.92	0.94	0.91	0.91	0.91	0.93	0.93
Significance	-	***	***	-	***	***	-	***	***
Effect size	-	0.01	-0.28	-	0.10	-0.18	-	-0.02	-0.34
Increase or maintain institutional prestige									
Highest priority	18.4%	24.4%	35.4%	19.2%	24.5%	32.8%	19.4%	24.4%	38.8%
High priority	43.5%	38.3%	39.8%	45.0%	38.0%	42.3%	40.7%	38.5%	36.5%
Medium priority	30.1%	27.0%	19.9%	30.0%	27.1%	20.2%	30.6%	26.9%	19.5%
Low priority	7.9%	10.3%	4.9%	5.8%	10.4%	4.7%	9.3%	10.3%	5.2%
Total(n)	239	2,337	3,441	120	1,188	1,950	108	1,149	1,491
Mean	2.72	2.77	3.06	2.78	2.77	3.03	2.70	2.77	3.09
Standard deviation	0.85	0.93	0.86	0.82	0.94	0.85	0.89	0.93	0.89
Significance	-	***	***	-	***	***	-	***	***
Effect size	-	-0.05	-0.40	-	0.01	-0.29	-	-0.08	-0.44
Indicate how important you believe each priority listed below is at your college or university:									
Hire faculty "stars"									
Highest priority	7.1%	5.6%	9.3%	7.5%	5.6%	8.6%	7.5%	5.6%	10.3%
High priority	19.3%	16.5%	22.1%	21.7%	16.4%	21.1%	16.8%	16.6%	23.4%
Medium priority	40.8%	34.6%	34.8%	40.0%	31.3%	33.3%	41.1%	38.0%	36.7%
Low priority	32.8%	43.3%	33.8%	30.8%	46.7%	37.1%	34.6%	39.9%	29.5%
Total(n)	238	2,312	3,353	120	1,178	1,926	107	1,134	1,467
Mean	2.01	1.84	2.07	2.06	1.81	2.01	1.97	1.88	2.15
Standard deviation	0.90	0.89	0.96	0.91	0.91	0.96	0.91	0.88	0.96
Significance	-	**	**	-	**	**	-	**	**
Effect size	-	0.19	-0.06	-	0.27	0.05	-	0.10	-0.19
Recruit more traditionally underrepresented students									
Highest priority	14.9%	16.7%	14.2%	13.4%	14.0%	12.5%	17.1%	19.4%	16.5%
High priority	42.6%	39.6%	35.6%	47.9%	41.7%	37.4%	38.1%	37.4%	33.2%
Medium priority	34.0%	33.2%	35.6%	32.8%	33.3%	35.6%	34.3%	33.1%	35.6%
Low priority	8.5%	10.5%	14.6%	5.9%	10.9%	14.6%	10.5%	10.1%	14.7%
Total(n)	235	2,325	3,423	119	1,182	1,945	105	1,143	1,478
Mean	2.64	2.62	2.49	2.69	2.59	2.48	2.62	2.66	2.52
Standard deviation	0.84	0.88	0.91	0.78	0.86	0.89	0.89	0.90	0.93
Significance	-	*	*	-	*	*	-	*	*
Effect size	-	0.02	0.16	-	0.12	0.24	-	-0.04	0.11
Increase the selectivity of the student body through more competitive admissions criteria									
Highest priority	5.1%	7.1%	10.5%	4.2%	7.6%	10.5%	6.6%	6.5%	10.5%
High priority	14.5%	20.3%	28.6%	16.1%	22.1%	29.0%	12.3%	18.4%	28.0%
Medium priority	30.2%	33.8%	35.1%	33.1%	33.7%	35.7%	27.4%	33.6%	34.5%
Low priority	50.2%	38.0%	25.8%	46.6%	36.7%	24.9%	53.8%	41.5%	27.0%
Total(n)	235	2,310	3,397	118	1,178	1,935	106	1,132	1,462
Mean	1.74	1.95	2.24	1.78	2.01	2.25	1.72	1.90	2.22
Standard deviation	0.89	0.93	0.95	0.87	0.94	0.95	0.92	0.92	0.96
Significance	-	***	***	-	***	***	-	***	***
Effect size	-	-0.23	-0.53	-	-0.24	-0.49	-	-0.20	-0.52
Promote gender diversity in the faculty and administration									
Highest priority	16.5%	15.4%	15.6%	17.6%	14.9%	15.8%	16.0%	16.0%	15.3%
High priority	35.2%	36.1%	35.5%	42.9%	41.9%	39.2%	28.3%	30.0%	30.7%
Medium priority	31.4%	34.7%	33.8%	31.1%	32.8%	33.0%	31.1%	36.6%	34.9%
Low priority	16.9%	13.8%	15.1%	8.4%	10.4%	12.0%	24.5%	17.4%	19.1%
Total(n)	236	2,321	3,415	119	1,183	1,941	106	1,138	1,474
Mean	2.51	2.53	2.52	2.70	2.61	2.59	2.36	2.45	2.42
Standard deviation	0.96	0.91	0.93	0.86	0.86	0.89	1.03	0.96	0.97
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.02	-0.01	-	0.10	0.12	-	-0.09	-0.06
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	21.2%	19.9%	19.1%	20.2%	17.3%	17.3%	22.9%	22.6%	21.3%
High priority	34.7%	35.3%	34.8%	43.7%	40.3%	38.2%	28.6%	30.2%	30.2%
Medium priority	29.2%	30.7%	30.1%	26.1%	30.4%	29.5%	30.5%	31.1%	30.8%
Low priority	14.8%	14.0%	16.1%	10.1%	12.0%	14.9%	18.1%	16.2%	17.7%
Total(n)	236	2,321	3,412	119	1,182	1,937	105	1,139	1,475
Mean	2.62	2.61	2.57	2.74	2.63	2.58	2.56	2.59	2.55
Standard deviation	0.98	0.96	0.97	0.90	0.91	0.94	1.04	1.01	1.01
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.01	0.05	-	0.12	0.17	-	-0.03	0.01
Provide resources for faculty to engage in community-based teaching or research									
Highest priority	20.3%	11.9%	10.7%	16.7%	10.4%	8.6%	25.5%	13.5%	13.4%
High priority	39.2%	30.8%	27.2%	44.2%	31.8%	26.7%	34.0%	29.6%	27.8%
Medium priority	30.4%	35.6%	38.2%	30.0%	36.8%	39.4%	29.2%	34.3%	36.6%
Low priority	10.1%	21.7%	23.9%	9.2%	20.9%	25.3%	11.3%	22.5%	22.1%
Total(n)	237	2,318	3,394	120	1,181	1,925	106	1,137	1,469
Mean	2.70	2.33	2.25	2.68	2.32	2.19	2.74	2.34	2.33
Standard deviation	0.91	0.95	0.94	0.86	0.92	0.91	0.97	0.97	0.96
Significance	-	***	***	-	***	***	-	***	***
Effect size	-	0.39	0.48	-	0.39	0.54	-	0.41	0.43
Create and sustain partnerships with surrounding communities									
Highest priority	29.2%	16.1%	14.1%	27.7%	14.4%	12.1%	32.4%	17.9%	16.8%
High priority	39.0%	38.5%	31.6%	40.3%	38.9%	31.2%	36.2%	38.1%	32.2%
Medium priority	26.3%	33.6%	37.8%	28.6%	35.6%	39.8%	22.9%	31.6%	35.2%
Low priority	5.5%	11.7%	16.4%	3.4%	11.1%	16.9%	8.6%	12.4%	15.8%
Total(n)	236	2,318	3,395	119	1,182	1,928	105	1,136	1,467
Mean	2.92	2.59	2.43	2.92	2.57	2.39	2.92	2.61	2.50
Standard deviation	0.88	0.89	0.93	0.84	0.87	0.90	0.95	0.92	0.95
Significance	-	***	***	-	***	***	-	***	***
Effect size	-	0.37	0.53	-	0.40	0.59	-	0.34	0.44
Indicate how important you believe each priority listed below is at your college or university:									
Pursue extramural funding									
Highest priority	24.9%	17.3%	20.9%	28.2%	18.3%	20.5%	21.9%	16.4%	21.4%
High priority	39.9%	32.0%	32.4%	36.8%	32.3%	32.9%	43.8%	31.7%	31.7%
Medium priority	29.2%	34.3%	31.6%	30.8%	34.2%	31.3%	26.7%	34.4%	32.0%
Low priority	6.0%	16.3%	15.1%	4.3%	15.2%	15.2%	7.6%	17.5%	14.9%
Total(n)	233	2,289	3,349	117	1,171	1,909	105	1,118	1,440
Mean	2.84	2.50	2.59	2.89	2.54	2.59	2.80	2.47	2.60
Standard deviation	0.87	0.96	0.98	0.87	0.96	0.98	0.87	0.96	0.98
Significance	-	***	***	-	***	***	-	***	***
Effect size	-	0.35	0.26	-	0.36	0.31	-	0.34	0.20
Strengthen links with the for-profit, corporate sector									
Highest priority	18.4%	13.2%	15.5%	19.7%	13.2%	13.9%	17.0%	13.1%	17.7%

High priority	41.0%	29.3%	30.4%	42.7%	31.6%	31.0%	37.7%	26.7%	29.5%	
Medium priority	25.6%	33.8%	32.7%	25.6%	32.2%	34.3%	27.4%	35.5%	30.7%	
Low priority	15.0%	23.8%	21.4%	12.0%	23.0%	20.8%	17.9%	24.6%	22.1%	
Total(n)	234	2,294	3,367	117	1,176	1,917	106	1,118	1,450	
Mean	2.63	2.32	2.40	2.70	2.35	2.38	2.54	2.28	2.43	
Standard deviation	0.95	0.98	0.99	0.92	0.98	0.96	0.98	0.98	1.02	
Significance	-	***	***	-	***	***	-	**	-	
Effect size	-	0.32	0.23	-	0.36	0.33	-	0.27	0.11	
Develop leadership ability among students										
Highest priority	17.4%	18.4%	25.1%	18.3%	17.4%	24.7%	18.1%	19.5%	25.6%	
High priority	35.6%	40.9%	42.8%	41.7%	41.5%	42.9%	30.5%	40.4%	42.6%	
Medium priority	37.7%	32.7%	27.0%	31.7%	32.9%	27.2%	41.0%	32.5%	26.7%	
Low priority	9.3%	7.9%	5.1%	8.3%	8.2%	5.2%	10.5%	7.6%	5.0%	
Total(n)	236	2,321	3,405	120	1,184	1,932	105	1,137	1,473	
Mean	2.61	2.70	2.88	2.70	2.68	2.87	2.56	2.72	2.89	
Standard deviation	0.88	0.86	0.84	0.87	0.85	0.84	0.91	0.86	0.84	
Significance	-	***	***	-	*	*	-	***	***	
Effect size	-	-0.10	-0.32	-	0.02	-0.20	-	-0.19	-0.39	
Indicate how important you believe each priority listed below is at your college or university:										
Develop an appreciation for multiculturalism										
Highest priority	22.4%	22.4%	20.9%	21.7%	18.8%	19.5%	24.5%	26.1%	22.6%	
High priority	31.6%	38.8%	37.4%	33.3%	42.0%	38.9%	31.1%	35.5%	35.5%	
Medium priority	33.8%	30.0%	31.6%	35.8%	30.9%	31.5%	31.1%	29.1%	31.7%	
Low priority	12.2%	8.8%	10.1%	9.2%	8.4%	10.1%	13.2%	9.3%	10.2%	
Total(n)	237	2,323	3,416	120	1,102	1,939	106	1,141	1,477	
Mean	2.64	2.75	2.89	2.68	2.71	2.68	2.67	2.78	2.71	
Standard deviation	0.96	0.90	0.91	0.92	0.87	0.90	0.99	0.94	0.93	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.12	-0.05	-	-0.03	0.00	-	-0.12	-0.04	
Prepare students for the workplace										
Highest priority	38.7%	41.8%	40.5%	40.0%	41.3%	39.3%	37.7%	42.3%	42.2%	
High priority	45.0%	42.4%	45.0%	45.8%	43.4%	46.7%	43.4%	41.4%	42.8%	
Medium priority	13.9%	13.7%	12.8%	12.5%	13.2%	12.7%	15.1%	14.2%	13.1%	
Low priority	2.5%	2.1%	1.6%	1.7%	2.2%	1.4%	3.8%	2.1%	2.0%	
Total(n)	238	2,336	3,432	120	1,192	1,948	106	1,144	1,484	
Mean	3.20	3.24	3.24	3.24	3.24	3.24	3.15	3.24	3.25	
Standard deviation	0.77	0.76	0.73	0.73	0.76	0.72	0.81	0.77	0.75	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.05	-0.05	-	0.00	0.00	-	-0.12	-0.13	
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	29.7%	25.5%	26.4%	29.9%	25.0%	27.6%	28.7%	26.0%	24.8%	
To a large extent	37.6%	35.0%	34.4%	36.8%	36.4%	35.6%	37.6%	33.6%	32.7%	
To some extent	22.7%	28.8%	28.2%	23.1%	28.3%	26.7%	24.8%	29.4%	30.2%	
To a small extent	8.3%	8.3%	8.8%	8.5%	8.5%	8.1%	7.9%	8.2%	9.6%	
Not at all	1.7%	2.3%	2.2%	1.7%	1.9%	2.0%	1.0%	2.8%	2.6%	
Total(n)	229	2,209	3,297	117	1,122	1,875	101	1,087	1,422	
Mean	3.85	3.73	3.74	3.85	3.74	3.79	3.85	3.72	3.68	
Standard deviation	1.00	1.01	1.02	1.01	0.99	1.00	0.96	1.03	1.03	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.12	0.11	-	0.11	0.06	-	0.13	0.17	
Experience close alignment between your work and your personal values										
To a very large extent	35.7%	35.0%	41.8%	41.7%	34.7%	42.8%	30.2%	35.4%	40.6%	
To a large extent	42.4%	43.6%	39.9%	40.0%	43.5%	39.6%	45.2%	43.9%	48.2%	
To some extent	17.6%	17.3%	14.6%	16.7%	18.1%	14.3%	17.0%	16.4%	14.9%	
To a small extent	3.8%	3.1%	2.8%	1.7%	2.9%	2.4%	6.6%	3.3%	3.3%	
Not at all	0.4%	1.0%	0.9%	0.0%	1.0%	0.8%	0.0%	1.1%	1.0%	
Total(n)	238	2,276	3,383	120	1,157	1,922	106	1,119	1,461	
Mean	4.09	4.09	4.19	4.22	4.08	4.21	4.00	4.09	4.16	
Standard deviation	0.85	0.85	0.85	0.78	0.85	0.84	0.86	0.86	0.86	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.00	-0.12	-	0.16	0.01	-	-0.10	-0.19	
Mentor faculty										
To a very large extent	18.0%	15.8%	16.0%	22.5%	17.0%	15.8%	13.1%	14.7%	16.2%	
To a large extent	23.4%	21.2%	21.6%	28.3%	23.1%	22.3%	18.7%	19.3%	20.6%	
To some extent	30.1%	30.6%	32.2%	25.0%	30.9%	32.8%	34.6%	30.4%	31.5%	
To a small extent	19.2%	16.6%	15.4%	16.7%	16.2%	15.9%	22.4%	17.0%	14.7%	
Not at all	9.2%	15.7%	14.8%	7.5%	12.9%	13.1%	11.2%	18.7%	17.0%	
Total(n)	239	2,265	3,362	120	1,150	1,906	107	1,115	1,456	
Mean	3.22	3.05	3.09	3.42	3.15	3.12	3.00	2.94	3.04	
Standard deviation	1.21	1.28	1.26	1.22	1.25	1.24	1.18	1.30	1.30	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.13	0.10	-	0.22	0.24	-	0.05	-0.03	
Mentor undergraduate students										
To a very large extent	33.5%	35.8%	38.2%	35.0%	34.3%	37.1%	31.8%	37.3%	39.5%	
To a large extent	29.3%	33.0%	31.4%	32.5%	34.3%	32.5%	27.1%	31.6%	30.0%	
To some extent	21.3%	19.8%	20.5%	17.5%	19.4%	20.6%	26.2%	20.2%	20.3%	
To a small extent	9.2%	7.9%	6.9%	8.3%	8.7%	7.1%	7.5%	7.0%	6.6%	
Not at all	6.7%	3.5%	3.0%	6.7%	3.2%	2.6%	7.5%	3.8%	3.6%	
Total(n)	239	2,270	3,377	120	1,148	1,913	107	1,122	1,464	
Mean	3.74	3.90	3.95	3.81	3.88	3.94	3.68	3.92	3.95	
Standard deviation	1.21	1.09	1.06	1.20	1.08	1.05	1.21	1.09	1.09	
Significance	-	*	**	-	-	-	-	*	*	
Effect size	-	-0.15	-0.20	-	-0.06	-0.12	-	-0.22	-0.25	
Please indicate the extent to which you:										
Mentor graduate students										
To a very large extent	24.7%	18.3%	20.6%	24.8%	18.9%	22.6%	24.5%	17.6%	17.9%	
To a large extent	22.6%	17.2%	18.3%	21.5%	16.6%	19.1%	24.5%	17.7%	17.3%	
To some extent	25.9%	17.4%	19.1%	30.6%	18.8%	19.9%	21.7%	15.9%	17.9%	
To a small extent	11.7%	13.8%	12.5%	8.3%	12.2%	11.1%	13.2%	15.5%	14.2%	
Not at all	15.1%	33.4%	29.5%	14.9%	33.5%	27.2%	16.0%	33.2%	32.6%	
Total(n)	239	2,268	3,372	121	1,151	1,917	106	1,117	1,455	
Mean	3.30	2.73	2.88	3.33	2.75	2.99	3.28	2.71	2.74	
Standard deviation	1.36	1.52	1.52	1.34	1.53	1.52	1.39	1.51	1.51	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.38	0.28	-	0.38	0.22	-	0.38	0.36	
Been mentored by at least one professional in academia										
To a very large extent	28.8%	25.1%	26.5%	28.7%	22.5%	25.8%	29.2%	27.7%	27.4%	
To a large extent	22.9%	24.8%	25.1%	27.0%	26.1%	26.3%	19.8%	23.5%	23.5%	
To some extent	22.9%	24.7%	25.5%	19.7%	25.9%	25.2%	26.4%	23.4%	25.9%	
To a small extent	14.6%	16.4%	15.1%	15.6%	16.5%	15.2%	12.3%	16.2%	15.0%	
Not at all	10.8%	9.1%	7.8%	9.0%	9.0%	7.5%	12.3%	9.3%	8.2%	
Total(n)	240	2,283	3,389	122	1,162	1,925	106	1,121	1,464	
Mean	3.44	3.40	3.47	3.51	3.37	3.48	3.42	3.44	3.47	
Standard deviation	1.33	1.27	1.25	1.30	1.25	1.23	1.35	1.30	1.26	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.03	-0.02	-	0.11	0.02	-	-0.02	-0.04	
Participated in training in preparation to be a mentor (e.g., workshops, programs)										
To a very large extent	8.3%	6.5%	7.3%	6.6%	6.1%	6.6%	11.2%	6.9%	8.3%	
To a large extent	11.6%	10.0%	10.6%	17.2%	11.0%	11.1%	6.5%	9.1%	10.0%	
To some extent	18.3%	19.9%	21.4%	19.7%	20.7%	21.7%	16.8%	19.0%	21.0%	
To a small extent	18.3%	19.8%	20.9%	18.0%	21.0%	21.6%	20.6%	18.5%	20.0%	
Not at all	43.6%	43.8%	39.7%	38.5%	41.2%	38.9%	44.9%	46.5%	40.8%	
Total(n)	241	2,291	3,387	122	1,164	1,922	107	1,127	1,465	
Mean	2.23	2.16	2.25	2.35	2.20	2.25	2.19	2.11	2.25	
Standard deviation	1.34	1.26	1.28	1.32	1.25	1.26	1.37	1.28	1.30	
Significance	-	-	-	-	-	-	-	-	-	

Institutional
Priority:
Commitment to
Diversity

Effect size	-	0.06	-0.02	-	0.12	0.08	-	0.06	-0.05	
Accessed the National Research Mentoring Network (NRMN) resource										
To a very large extent	0.8%	0.9%	0.8%	0.8%	1.1%	0.9%	0.9%	0.7%	0.5%	
To a large extent	3.3%	1.8%	1.4%	4.9%	2.1%	1.3%	1.9%	1.6%	1.4%	
To some extent	4.1%	3.2%	3.4%	5.7%	4.1%	3.5%	2.8%	2.3%	3.1%	
To a small extent	3.3%	4.3%	3.8%	3.3%	5.3%	3.7%	3.7%	3.4%	4.0%	
Not at all	88.4%	89.7%	90.7%	85.2%	87.4%	90.5%	90.7%	92.0%	90.9%	
Total(n)	241	2,286	3,393	122	1,159	1,927	107	1,127	1,466	
Mean	1.25	1.20	1.18	1.33	1.24	1.19	1.19	1.16	1.17	
Standard deviation	0.76	0.67	0.62	0.86	0.73	0.64	0.66	0.60	0.59	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.07	0.11	-	0.12	0.22	-	0.05	0.03	
How would you rate the overall quality of your mentoring relationship with your faculty mentee(s)?										
Excellent	29.8%	31.6%	30.6%	29.0%	30.3%	29.8%	31.1%	32.9%	31.6%	
Good	52.9%	50.5%	53.8%	57.9%	51.7%	54.9%	47.8%	49.1%	52.2%	
Fair	11.5%	13.9%	12.5%	10.3%	14.8%	12.5%	13.3%	13.0%	12.6%	
Poor	5.8%	4.0%	3.1%	2.8%	3.2%	2.8%	7.8%	5.0%	3.5%	
Total(n)	208	1,831	2,755	107	969	1,598	90	862	1,157	
Mean	3.07	3.10	3.12	3.13	3.09	3.12	3.02	3.10	3.12	
Standard deviation	0.80	0.78	0.74	0.70	0.76	0.72	0.87	0.81	0.76	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.04	-0.07	-	0.05	0.01	-	-0.10	-0.13	
How would you rate the overall quality of your mentoring relationship with your undergraduate mentee(s)?										
Excellent	42.8%	42.9%	48.6%	46.8%	41.8%	47.2%	40.4%	44.0%	50.5%	
Good	46.0%	49.1%	44.4%	45.0%	49.4%	45.7%	47.9%	48.8%	42.7%	
Fair	9.8%	7.2%	6.4%	8.3%	8.3%	6.8%	9.6%	6.1%	5.8%	
Poor	1.4%	0.8%	0.6%	0.0%	0.6%	0.3%	2.1%	1.1%	1.0%	
Total(n)	215	2,120	3,168	109	1,078	1,821	94	1,042	1,347	
Mean	3.30	3.34	3.41	3.39	3.32	3.40	3.27	3.36	3.43	
Standard deviation	0.70	0.65	0.64	0.64	0.65	0.63	0.72	0.65	0.65	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.06	-0.17	-	0.11	-0.02	-	-0.14	-0.25	
How would you rate the overall quality of your mentoring relationship with your graduate mentee(s)?										
Excellent	48.2%	44.8%	46.7%	41.4%	43.6%	46.8%	55.3%	46.0%	46.7%	
Good	42.1%	44.3%	43.5%	48.5%	45.4%	43.7%	35.3%	43.2%	43.2%	
Fair	9.2%	9.7%	8.5%	10.1%	9.9%	8.3%	9.4%	9.5%	8.7%	
Poor	0.6%	1.2%	1.3%	0.0%	1.1%	1.2%	0.0%	1.3%	1.4%	
Total(n)	195	1,431	2,268	99	736	1,340	85	695	928	
Mean	3.38	3.33	3.36	3.31	3.32	3.36	3.46	3.34	3.35	
Standard deviation	0.67	0.70	0.69	0.65	0.69	0.68	0.66	0.70	0.70	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.07	0.03	-	-0.01	-0.07	-	0.17	0.16	
How satisfied are you with the following aspects of your job?										
Salary										
Very satisfied	8.7%	9.2%	17.8%	11.5%	10.8%	20.9%	5.8%	7.6%	13.8%	
Satisfied	32.8%	37.9%	41.6%	33.6%	39.1%	43.4%	32.7%	36.6%	39.2%	
Marginally satisfied	34.1%	31.6%	25.1%	34.5%	29.8%	21.6%	33.7%	33.5%	29.7%	
Not satisfied	24.5%	21.3%	15.5%	20.4%	20.3%	14.1%	27.9%	22.2%	17.3%	
Total(n)	229	2,257	3,350	113	1,142	1,905	104	1,115	1,445	
Mean	2.26	2.35	2.62	2.36	2.40	2.71	2.16	2.30	2.49	
Standard deviation	0.93	0.92	0.95	0.94	0.93	0.95	0.90	0.90	0.93	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.10	-0.38	-	-0.04	-0.37	-	-0.16	-0.35	
Health benefits										
Very satisfied	16.7%	29.4%	31.6%	18.3%	28.9%	34.8%	15.0%	30.0%	27.5%	
Satisfied	44.4%	46.1%	46.5%	47.5%	46.8%	45.8%	41.1%	45.5%	47.5%	
Marginally satisfied	29.3%	17.6%	16.5%	26.7%	17.1%	14.1%	33.6%	18.2%	19.5%	
Not satisfied	9.6%	6.8%	5.4%	7.5%	7.3%	5.3%	10.3%	6.3%	5.5%	
Total(n)	239	2,279	3,379	120	1,155	1,924	107	1,124	1,455	
Mean	2.68	2.98	3.04	2.77	2.97	3.10	2.61	2.99	2.97	
Standard deviation	0.86	0.86	0.83	0.84	0.87	0.83	0.87	0.86	0.83	
Significance	-	***	***	-	*	***	-	***	***	
Effect size	-	-0.35	-0.43	-	-0.23	-0.40	-	-0.44	-0.43	
How satisfied are you with the following aspects of your job?										
Retirement benefits										
Very satisfied	16.5%	27.5%	30.0%	19.3%	28.5%	33.7%	13.1%	26.4%	25.2%	
Satisfied	51.1%	48.3%	47.6%	49.6%	47.1%	45.9%	53.3%	49.5%	49.9%	
Marginally satisfied	27.0%	18.6%	17.7%	25.2%	18.3%	15.9%	29.0%	18.9%	20.0%	
Not satisfied	5.5%	5.6%	4.6%	5.9%	6.1%	4.5%	4.7%	5.2%	4.8%	
Total(n)	237	2,274	3,378	119	1,153	1,926	107	1,121	1,452	
Mean	2.78	2.98	3.03	2.82	2.98	3.09	2.75	2.97	2.96	
Standard deviation	0.78	0.83	0.81	0.81	0.84	0.82	0.74	0.81	0.80	
Significance	-	***	***	-	*	***	-	**	**	
Effect size	-	-0.24	-0.31	-	-0.19	-0.33	-	-0.27	-0.26	
Opportunity for scholarly pursuits										
Very satisfied	15.1%	11.9%	22.8%	20.0%	14.3%	27.4%	10.4%	9.5%	16.6%	
Satisfied	42.9%	42.1%	42.1%	46.7%	42.0%	42.1%	38.7%	42.1%	42.2%	
Marginally satisfied	29.0%	30.5%	24.5%	26.7%	29.8%	21.3%	32.1%	31.2%	28.9%	
Not satisfied	13.0%	15.5%	10.6%	6.7%	13.9%	9.3%	18.9%	17.2%	12.3%	
Total(n)	238	2,287	3,390	120	1,166	1,935	106	1,121	1,455	
Mean	2.60	2.50	2.77	2.80	2.57	2.88	2.41	2.44	2.63	
Standard deviation	0.90	0.89	0.92	0.84	0.90	0.92	0.91	0.88	0.90	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.11	-0.18	-	0.26	-0.09	-	-0.03	-0.24	
Teaching load										
Very satisfied	18.5%	12.6%	19.7%	24.4%	14.4%	22.9%	12.1%	10.7%	15.5%	
Satisfied	46.6%	44.8%	45.3%	51.3%	45.9%	46.1%	43.9%	43.6%	44.2%	
Marginally satisfied	23.1%	25.1%	21.8%	16.0%	23.3%	19.9%	29.9%	27.0%	24.4%	
Not satisfied	11.8%	17.6%	13.2%	8.4%	16.4%	11.1%	14.0%	18.7%	15.9%	
Total(n)	238	2,296	3,418	119	1,165	1,944	107	1,131	1,474	
Mean	2.72	2.52	2.72	2.92	2.58	2.81	2.54	2.46	2.59	
Standard deviation	0.90	0.92	0.93	0.86	0.93	0.91	0.88	0.92	0.93	
Significance	-	**	***	-	***	***	-	-	-	
Effect size	-	0.22	0.00	-	0.37	0.12	-	0.09	-0.05	
Quality of students										
Very satisfied	13.4%	19.4%	32.9%	14.2%	19.6%	33.0%	12.1%	19.3%	32.7%	
Satisfied	51.9%	50.5%	45.5%	52.5%	47.4%	44.3%	52.3%	53.8%	47.0%	
Marginally satisfied	28.5%	22.0%	17.5%	29.2%	22.7%	18.1%	27.1%	21.3%	16.8%	
Not satisfied	6.3%	8.1%	4.1%	4.2%	10.4%	4.5%	8.4%	5.7%	3.5%	
Total(n)	239	2,294	3,409	120	1,165	1,940	107	1,129	1,469	
Mean	2.72	2.81	3.07	2.77	2.76	3.06	2.68	2.87	3.09	
Standard deviation	0.77	0.84	0.81	0.74	0.88	0.83	0.80	0.78	0.79	
Significance	-	***	***	-	***	***	-	*	***	
Effect size	-	-0.11	-0.43	-	0.01	-0.35	-	-0.24	-0.52	
Autonomy and independence										
Very satisfied	41.0%	42.0%	46.3%	44.2%	40.4%	47.3%	38.3%	43.7%	45.1%	
Satisfied	44.8%	42.7%	39.8%	44.2%	44.0%	39.5%	45.8%	41.4%	40.2%	
Marginally satisfied	10.5%	11.2%	10.0%	10.8%	12.0%	9.7%	9.3%	10.4%	10.3%	
Not satisfied	3.8%	4.1%	3.9%	0.8%	3.6%	3.5%	6.5%	4.5%	4.4%	
Total(n)	239	2,295	3,407	120	1,164	1,940	107	1,131	1,467	
Mean	3.23	3.23	3.29	3.32	3.21	3.31	3.16	3.24	3.26	
Standard deviation	0.78	0.80	0.80	0.70	0.79	0.79	0.85	0.81	0.81	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.00	-0.08	-	0.14	0.01	-	-0.10	-0.12	
Departmental leadership										
Very satisfied	28.9%	36.6%	38.9%	35.8%	37.5%	41.5%	20.6%	35.8%	35.5%	

Satisfied	39.3%	35.6%	37.3%	40.8%	37.4%	37.9%	39.3%	33.7%	36.6%	Job Satisfaction: Workplace	
Marginally satisfied	15.9%	14.9%	12.3%	11.7%	12.7%	10.3%	19.6%	17.1%	15.0%		
Not satisfied	15.9%	12.9%	11.5%	11.7%	12.4%	10.4%	20.6%	13.4%	12.9%		
Total(n)	239	2,292	3,413	120	1,165	1,941	107	1,127	1,472		
Mean	2.81	2.96	3.04	3.01	3.00	3.11	2.60	2.92	2.95		
Standard deviation	1.03	1.01	0.98	0.97	1.00	0.96	1.04	1.03	1.01		
Significance	-	*	***	-	-	**	-	**	***		
Effect size	-	-0.15	-0.23	-	0.01	-0.10	-	-0.31	-0.35		
Departmental support for work/life balance											
Very satisfied	24.1%	25.8%	28.7%	30.3%	26.1%	30.8%	17.9%	25.4%	25.9%		Job Satisfaction: Compensation
Satisfied	40.5%	41.8%	43.2%	43.7%	44.5%	44.8%	37.7%	39.1%	41.0%		
Marginally satisfied	20.7%	20.3%	18.1%	14.3%	18.6%	16.5%	25.5%	22.1%	20.2%		
Not satisfied	14.8%	12.1%	10.0%	11.8%	10.7%	7.8%	18.9%	13.5%	12.9%		
Total(n)	237	2,287	3,405	119	1,159	1,937	106	1,128	1,468		
Mean	2.74	2.81	2.90	2.92	2.86	2.99	2.55	2.76	2.80		
Standard deviation	0.99	0.95	0.93	0.96	0.93	0.89	1.00	0.98	0.97		
Significance	-	*	*	-	-	*	-	*	*		
Effect size	-	-0.07	-0.17	-	0.06	-0.08	-	-0.21	-0.26		
Institutional support for work/life balance											
Very satisfied	13.6%	13.5%	17.4%	17.6%	14.3%	21.1%	9.6%	12.6%	12.5%	Job Satisfaction: Workplace	
Satisfied	36.2%	37.9%	39.8%	44.5%	41.0%	40.2%	29.8%	34.6%	39.3%		
Marginally satisfied	32.8%	29.5%	26.2%	26.1%	27.4%	25.0%	36.5%	31.6%	27.9%		
Not satisfied	17.4%	19.2%	16.6%	11.8%	17.2%	13.8%	24.0%	21.2%	20.3%		
Total(n)	235	2,275	3,386	119	1,155	1,934	104	1,120	1,452		
Mean	2.46	2.46	2.58	2.68	2.52	2.69	2.25	2.39	2.44		
Standard deviation	0.93	0.95	0.96	0.90	0.94	0.96	0.93	0.96	0.95		
Significance	-	-	*	-	-	*	-	*	*		
Effect size	-	0.00	-0.13	-	0.17	-0.01	-	-0.15	-0.20		
Prospects for career advancement											
Very satisfied	9.7%	10.4%	16.9%	11.7%	11.3%	19.4%	6.6%	9.5%	13.6%	Job Satisfaction: Compensation	
Satisfied	40.8%	42.1%	42.8%	50.8%	45.2%	45.4%	32.1%	39.1%	39.2%		
Marginally satisfied	26.1%	26.7%	23.8%	22.5%	24.9%	21.6%	31.1%	28.5%	26.7%		
Not satisfied	23.5%	20.7%	16.5%	15.0%	18.6%	13.6%	30.2%	23.0%	20.4%		
Total(n)	238	2,280	3,371	120	1,156	1,923	106	1,124	1,448		
Mean	2.37	2.42	2.60	2.59	2.49	2.71	2.15	2.35	2.46		
Standard deviation	0.95	0.93	0.95	0.88	0.92	0.93	0.93	0.94	0.96		
Significance	-	***	*	-	*	*	-	*	**		
Effect size	-	-0.05	-0.24	-	0.11	-0.13	-	-0.21	-0.32		
How satisfied are you with the following aspects of your job?											
Relative equity of salary and job benefits											
Very satisfied	6.8%	7.4%	14.4%	7.5%	8.3%	17.8%	5.7%	6.5%	10.0%	Job Satisfaction: Workplace	
Satisfied	30.4%	34.5%	38.4%	40.0%	39.3%	40.5%	21.0%	29.6%	30.9%		
Marginally satisfied	30.8%	30.2%	25.7%	30.0%	27.5%	22.9%	32.4%	33.0%	29.4%		
Not satisfied	32.1%	27.9%	23.5%	22.5%	24.9%	18.8%	41.0%	30.9%	29.7%		
Total(n)	237	2,282	3,379	120	1,156	1,925	105	1,106	1,454		
Mean	2.12	2.22	2.42	2.33	2.31	2.57	1.91	2.12	2.21		
Standard deviation	0.94	0.94	1.00	0.91	0.94	0.99	0.92	0.92	0.98		
Significance	-	***	*	-	*	**	-	*	**		
Effect size	-	-0.11	-0.30	-	0.02	-0.24	-	-0.23	-0.31		
Flexibility in relation to family matters or emergencies											
Very satisfied	39.1%	35.5%	40.6%	42.4%	36.3%	43.6%	38.1%	34.8%	36.6%	Job Satisfaction: Workplace	
Satisfied	45.5%	47.5%	44.0%	48.3%	48.4%	43.4%	41.9%	46.7%	44.7%		
Marginally satisfied	12.8%	12.5%	11.4%	8.5%	10.7%	9.7%	16.2%	14.4%	13.7%		
Not satisfied	2.6%	4.4%	4.0%	0.8%	4.7%	3.3%	3.8%	4.1%	5.0%		
Total(n)	235	2,268	3,380	118	1,152	1,927	105	1,116	1,453		
Mean	3.21	3.14	3.21	3.32	3.16	3.27	3.14	3.12	3.13		
Standard deviation	0.76	0.80	0.80	0.67	0.79	0.77	0.83	0.80	0.83		
Significance	-	-	*	-	*	*	-	*	*		
Effect size	-	0.09	0.00	-	0.20	0.06	-	0.03	0.01		
Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)											
Very satisfied	22.1%	21.3%	27.1%	25.4%	21.8%	29.0%	21.0%	20.7%	24.6%	Job Satisfaction: Workplace	
Satisfied	51.8%	49.9%	48.0%	55.3%	52.7%	49.2%	49.0%	47.1%	46.6%		
Marginally satisfied	17.3%	18.1%	16.9%	15.8%	16.9%	15.1%	17.0%	19.4%	19.3%		
Not satisfied	8.8%	10.7%	7.9%	3.5%	8.6%	6.7%	13.0%	12.8%	9.5%		
Total(n)	226	2,221	3,320	114	1,131	1,898	100	1,090	1,422		
Mean	2.87	2.82	2.94	3.03	2.88	3.00	2.78	2.76	2.86		
Standard deviation	0.86	0.89	0.87	0.75	0.85	0.84	0.93	0.93	0.90		
Significance	-	-	*	-	-	*	-	-	*		
Effect size	-	0.06	-0.08	-	0.18	0.04	-	0.02	-0.09		
Overall job											
Very satisfied	20.3%	22.6%	31.6%	22.7%	23.3%	35.1%	17.9%	21.8%	26.9%	Job Satisfaction: Workplace	
Satisfied	58.2%	54.2%	48.9%	60.5%	54.0%	47.4%	55.7%	54.4%	50.8%		
Marginally satisfied	18.6%	18.1%	15.3%	15.1%	17.1%	13.3%	22.6%	19.1%	18.0%		
Not satisfied	3.0%	5.1%	4.3%	1.7%	5.5%	4.2%	3.8%	4.6%	4.4%		
Total(n)	237	2,280	3,402	119	1,161	1,935	106	1,128	1,467		
Mean	2.96	2.94	3.08	3.04	2.96	3.13	2.88	2.93	3.00		
Standard deviation	0.71	0.78	0.80	0.67	0.79	0.80	0.74	0.77	0.79		
Significance	-	*	*	-	*	*	-	*	*		
Effect size	-	0.03	-0.15	-	0.11	-0.11	-	-0.06	-0.15		
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	18.9%	20.1%	19.8%	14.3%	15.5%	16.4%	23.8%	24.7%	24.4%	Job Satisfaction: Workplace	
Somewhat	59.9%	58.1%	57.0%	57.1%	60.0%	57.4%	61.9%	56.2%	56.6%		
Not at all	21.1%	21.8%	23.1%	28.6%	24.5%	26.2%	14.3%	19.1%	19.1%		
Total(n)	227	2,196	3,276	112	1,100	1,860	105	1,096	1,416		
Mean	1.98	1.98	1.97	1.86	1.91	1.90	2.10	2.06	2.05		
Standard deviation	0.63	0.65	0.65	0.64	0.63	0.65	0.61	0.66	0.66		
Significance	-	-	*	-	-	*	-	*	*		
Effect size	-	0.00	0.02	-	-0.08	-0.06	-	0.06	0.08		
Child care											
Extensive	13.2%	19.6%	20.8%	7.9%	14.8%	16.4%	19.4%	25.4%	27.8%		Job Satisfaction: Workplace
Somewhat	38.9%	39.6%	40.2%	30.3%	40.3%	40.0%	48.4%	38.7%	40.6%		
Not at all	47.9%	40.8%	39.0%	61.8%	44.9%	43.6%	32.3%	35.9%	31.6%		
Total(n)	144	1,259	2,056	76	688	1,265	62	571	791		
Mean	1.65	1.79	1.82	1.46	1.70	1.73	1.87	1.89	1.96		
Standard deviation	0.70	0.75	0.75	0.64	0.71	0.73	0.71	0.78	0.77		
Significance	-	*	**	-	**	**	-	*	*		
Effect size	-	-0.19	-0.23	-	-0.34	-0.37	-	-0.03	-0.12		
My physical health											
Extensive	12.2%	12.8%	12.7%	10.4%	10.8%	10.6%	14.4%	14.9%	15.4%	Job Satisfaction: Workplace	
Somewhat	44.3%	49.4%	48.3%	47.0%	50.4%	49.2%	41.3%	48.3%	47.0%		
Not at all	43.5%	37.8%	39.1%	42.6%	38.9%	40.2%	44.2%	36.8%	37.6%		
Total(n)	230	2,194	3,278	115	1,105	1,865	104	1,088	1,413		
Mean	1.69	1.75	1.74	1.68	1.72	1.70	1.70	1.78	1.78		
Standard deviation	0.68	0.67	0.67	0.66	0.65	0.65	0.71	0.68	0.69		
Significance	-	-	*	-	-	*	-	-	*		
Effect size	-	-0.09	-0.07	-	-0.06	-0.03	-	-0.12	-0.12		
My emotional well-being											
Extensive	17.3%	18.4%	17.9%	15.0%	15.9%	14.5%	19.6%	21.1%	22.4%		Job Satisfaction: Workplace
Somewhat	49.1%	49.8%	49.4%	46.0%	47.2%	47.9%	53.9%	52.4%	51.4%		
Not at all	33.6%	31.8%	32.7%	38.9%	36.9%	37.6%	26.5%	26.6%	26.2%		
Total(n)	226	2,212	3,304	113	1,116	1,882	102	1,096	1,422		
Mean	1.84	1.87	1.85	1.76	1.79	1.77	1.93	1.95	1.96		
Standard deviation	0.70	0.70	0.70	0.70	0.70	0.68	0.68	0.69	0.70		
Significance	-	-	*	-	-	*	-	-	*		
Effect size	-	-0.04	-0.01	-	-0.04	-0.01	-	-0.03	-0.04		

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	21.4%	20.2%	21.6%	17.3%	18.8%	18.4%	27.6%	21.7%	26.0%			
Somewhat	36.8%	40.6%	38.6%	34.6%	37.1%	36.3%	39.1%	44.1%	41.9%			
Not at all	41.8%	39.2%	39.8%	48.1%	44.1%	45.3%	33.3%	34.2%	32.1%			
Total(n)	201	1,916	2,880	104	975	1,677	87	941	1,203			
Mean	1.80	1.81	1.82	1.69	1.75	1.73	1.94	1.87	1.94			
Standard deviation	0.77	0.75	0.76	0.75	0.75	0.75	0.78	0.74	0.76			
Significance	-	-	-	-	-	-	-	-	-			
Effect size	-	-0.01	-0.03	-	-0.08	-0.05	-	0.09	0.00			
Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)												
Extensive	10.8%	7.7%	6.8%	8.4%	5.3%	5.0%	11.5%	10.0%	9.1%			
Somewhat	25.0%	24.7%	24.6%	15.0%	17.0%	16.3%	37.5%	32.1%	35.0%			
Not at all	64.2%	67.6%	68.6%	76.6%	77.6%	78.7%	51.0%	57.9%	55.9%			
Total(n)	212	1,991	2,969	107	975	1,664	96	1,016	1,305			
Mean	1.47	1.40	1.38	1.32	1.28	1.26	1.60	1.52	1.53			
Standard deviation	0.68	0.63	0.61	0.62	0.55	0.54	0.69	0.67	0.66			
Significance	-	-	-	-	-	-	-	-	-			
Effect size	-	0.11	0.15	-	0.07	0.11	-	0.12	0.11			
Committee work												
Extensive	15.5%	14.8%	12.7%	14.0%	13.1%	10.6%	16.0%	16.6%	15.5%			
Somewhat	47.8%	51.5%	51.8%	46.5%	51.2%	51.9%	51.9%	51.8%	51.7%			
Not at all	36.6%	33.7%	35.5%	39.5%	35.7%	37.5%	32.1%	31.6%	32.8%			
Total(n)	232	2,164	3,249	114	1,094	1,866	106	1,070	1,383			
Mean	1.79	1.81	1.77	1.75	1.77	1.73	1.84	1.85	1.83			
Standard deviation	0.69	0.67	0.66	0.69	0.66	0.64	0.68	0.68	0.67			
Significance	-	-	-	-	-	-	-	-	-			
Effect size	-	-0.03	0.03	-	-0.03	0.03	-	-0.01	0.01			
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	17.9%	11.3%	10.0%	16.9%	10.5%	8.8%	18.1%	12.2%	11.4%			
Somewhat	47.9%	45.8%	44.4%	46.6%	47.1%	43.2%	49.5%	44.4%	45.9%			
Not at all	34.2%	42.9%	45.7%	36.4%	42.4%	48.0%	32.4%	43.3%	42.6%			
Total(n)	234	2,206	3,306	118	1,117	1,888	105	1,089	1,417			
Mean	1.84	1.68	1.64	1.81	1.68	1.61	1.86	1.69	1.69			
Standard deviation	0.71	0.67	0.65	0.71	0.65	0.64	0.70	0.68	0.67			
Significance	-	***	***	-	*	**	-	*	*			
Effect size	-	0.24	0.31	-	0.20	0.31	-	0.25	0.25			
Students												
Extensive	5.2%	11.3%	9.9%	2.5%	9.5%	8.7%	8.8%	13.1%	11.6%			
Somewhat	59.3%	57.2%	57.9%	59.3%	55.4%	56.9%	59.8%	59.0%	59.2%			
Not at all	35.5%	31.5%	32.2%	38.1%	35.0%	34.4%	31.4%	27.9%	29.2%			
Total(n)	231	2,240	3,336	118	1,133	1,899	102	1,107	1,437			
Mean	1.70	1.80	1.78	1.64	1.74	1.74	1.77	1.85	1.82			
Standard deviation	0.56	0.62	0.61	0.53	0.62	0.60	0.60	0.62	0.61			
Significance	-	-	-	-	-	-	-	-	-			
Effect size	-	-0.16	-0.13	-	-0.16	-0.17	-	-0.13	-0.08			
Research or publishing demands												
Extensive	23.4%	19.5%	24.2%	16.4%	16.5%	23.1%	32.6%	22.7%	25.9%			
Somewhat	51.9%	48.0%	47.9%	52.7%	47.6%	47.8%	50.0%	48.5%	48.2%			
Not at all	24.8%	32.5%	27.8%	30.9%	35.9%	29.2%	17.4%	28.8%	26.0%			
Total(n)	214	2,026	3,069	110	1,054	1,790	92	972	1,279			
Mean	1.99	1.87	1.96	1.85	1.81	1.94	2.15	1.94	2.00			
Standard deviation	0.70	0.71	0.72	0.68	0.70	0.72	0.69	0.72	0.72			
Significance	-	-	-	-	-	-	-	**	-			
Effect size	-	0.17	0.04	-	0.06	-0.13	-	0.29	0.21			
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	33.6%	24.9%	22.6%	26.5%	25.6%	22.7%	39.2%	24.2%	22.5%			
Somewhat	42.9%	48.1%	47.9%	47.8%	48.2%	48.0%	40.2%	48.1%	47.9%			
Not at all	23.5%	27.0%	29.5%	25.7%	26.3%	29.4%	20.6%	27.8%	29.6%			
Total(n)	226	2,178	3,253	113	1,115	1,870	102	1,063	1,383			
Mean	2.10	1.98	1.93	2.01	1.99	1.93	2.19	1.96	1.93			
Standard deviation	0.75	0.72	0.72	0.73	0.72	0.72	0.75	0.72	0.72			
Significance	-	*	***	-	-	-	-	**	***			
Effect size	-	0.17	0.24	-	0.03	0.11	-	0.32	0.36			
Teaching load												
Extensive	15.2%	23.1%	19.2%	9.4%	20.1%	17.2%	20.4%	26.2%	21.7%			
Somewhat	45.9%	46.7%	45.8%	47.0%	46.6%	44.9%	46.6%	46.9%	47.1%			
Not at all	39.0%	30.2%	35.0%	43.6%	33.4%	37.9%	33.0%	26.9%	31.2%			
Total(n)	231	2,239	3,326	117	1,132	1,897	103	1,107	1,429			
Mean	1.76	1.93	1.84	1.66	1.87	1.79	1.87	1.99	1.90			
Standard deviation	0.70	0.73	0.72	0.65	0.72	0.71	0.72	0.73	0.72			
Significance	-	***	***	-	**	**	-	-	-			
Effect size	-	-0.23	-0.11	-	-0.29	-0.18	-	-0.16	-0.04			
Lack of personal time												
Extensive	25.2%	28.1%	24.8%	14.4%	21.9%	19.3%	37.5%	34.4%	32.1%			
Somewhat	43.2%	45.7%	47.5%	41.5%	45.9%	46.7%	44.2%	45.5%	48.6%			
Not at all	31.6%	26.2%	27.7%	44.1%	32.2%	34.1%	18.3%	20.1%	19.3%			
Total(n)	234	2,242	3,329	118	1,133	1,900	104	1,109	1,429			
Mean	1.94	2.02	1.97	1.70	1.90	1.85	2.19	2.14	2.13			
Standard deviation	0.75	0.74	0.72	0.71	0.73	0.72	0.73	0.72	0.71			
Significance	-	-	-	-	**	*	-	-	-			
Effect size	-	-0.11	-0.04	-	-0.27	-0.21	-	0.07	0.08			
Job security												
Extensive	7.3%	10.8%	12.7%	4.4%	9.5%	10.4%	9.3%	12.2%	15.9%			
Somewhat	21.4%	24.4%	25.4%	16.8%	23.4%	23.2%	27.8%	25.4%	28.4%			
Not at all	71.4%	64.8%	61.8%	78.8%	67.1%	66.4%	62.9%	62.3%	55.7%			
Total(n)	220	2,142	3,199	113	1,096	1,838	97	1,046	1,361			
Mean	1.36	1.46	1.51	1.26	1.42	1.44	1.46	1.50	1.60			
Standard deviation	0.61	0.68	0.71	0.53	0.66	0.67	0.66	0.70	0.75			
Significance	-	-	**	-	*	**	-	-	-			
Effect size	-	-0.15	-0.21	-	-0.24	-0.27	-	-0.06	-0.19			
Self-imposed high expectations												
Extensive	35.2%	33.3%	36.9%	37.6%	29.2%	36.0%	33.3%	37.4%	38.2%			
Somewhat	51.1%	51.7%	49.2%	47.9%	53.1%	48.9%	55.2%	50.2%	49.5%			
Not at all	13.7%	15.0%	13.8%	14.5%	17.7%	15.0%	11.4%	12.3%	12.3%			
Total(n)	233	2,243	3,337	117	1,132	1,902	105	1,111	1,435			
Mean	2.21	2.18	2.23	2.23	2.12	2.21	2.22	2.25	2.26			
Standard deviation	0.67	0.67	0.67	0.69	0.68	0.68	0.64	0.66	0.66			
Significance	-	-	-	-	-	-	-	-	-			
Effect size	-	0.04	-0.03	-	0.16	0.03	-	-0.05	-0.06			
Increased work responsibilities												
Extensive	28.9%	28.0%	25.6%	22.2%	23.7%	21.4%	36.5%	32.5%	31.1%			
Somewhat	44.4%	49.1%	46.4%	48.7%	49.4%	47.3%	40.4%	48.7%	45.2%			
Not at all	26.7%	22.9%	28.0%	29.1%	26.9%	31.3%	23.1%	18.8%	23.7%			
Total(n)	232	2,214	3,292	117	1,118	1,881	104	1,096	1,411			
Mean	2.02	2.05	1.98	1.93	1.97	1.90	2.13	2.14	2.07			
Standard deviation	0.75	0.71	0.73	0.72	0.71	0.72	0.76	0.70	0.74			
Significance	-	-	-	-	-	-	-	-	-			
Effect size	-	-0.04	0.05	-	-0.06	0.04	-	-0.01	0.08			
Institutional budget cuts												
Extensive	23.0%	27.4%	21.5%	19.3%	26.2%	18.6%	26.9%	28.8%	25.4%			
Somewhat	57.8%	45.1%	35.3%	57.9%	43.8%	32.2%	58.7%	46.3%	39.6%			
Not at all	19.1%	27.5%	43.1%	22.8%	30.0%	49.2%						

Ph.D.	1.3%	3.5%	2.7%	1.7%	3.8%	2.3%	1.0%	3.3%	3.3%
Professional Doctorate (Ed.D., Psy.D., etc.)	0.8%	1.2%	0.8%	0.0%	0.4%	0.3%	1.9%	1.9%	1.5%
Other degree	0.4%	0.5%	0.5%	0.8%	0.3%	0.3%	0.0%	0.6%	0.8%
None	96.2%	93.3%	94.9%	96.6%	94.1%	96.5%	95.2%	92.6%	92.9%
Total(n)	236	2,254	3,346	119	1,144	1,901	105	1,110	1,445
Are you currently serving in an administrative position as:									
Department chair	6.5%	7.0%	6.6%	8.5%	8.3%	7.2%	4.0%	5.6%	5.8%
Dean (associate or assistant)	2.0%	1.2%	2.0%	2.4%	1.3%	1.9%	1.6%	1.1%	2.0%
Vice-president	0.3%	0.1%	0.2%	0.6%	0.1%	0.2%	0.0%	0.1%	0.2%
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%	0.1%	0.0%	0.0%	0.0%	0.0%
Other	14.4%	10.2%	12.2%	12.2%	10.4%	11.9%	16.7%	9.9%	12.6%
Not applicable	53.9%	52.7%	52.2%	48.2%	49.8%	51.5%	61.9%	55.7%	53.0%
Total(n)	306	3,078	4,458	164	1,576	2,521	126	1,502	1,937
Race/Ethnicity - mark all that apply (total may add to more than 100%)									
American Indian/Alaska Native	3.1%	1.5%	1.2%	1.7%	1.3%	1.2%	4.0%	1.6%	1.3%
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	5.3%	5.6%	4.9%	9.5%	6.1%	4.8%	1.0%	5.1%	5.1%
Filipino/a/x	0.0%	0.0%	0.5%	0.0%	0.0%	0.4%	0.0%	0.6%	0.6%
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.0%	0.5%	0.4%	0.0%	0.5%	0.4%	0.0%	0.5%	0.4%
South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	2.6%	2.4%	2.2%	2.6%	3.1%	2.5%	3.0%	1.7%	1.8%
Other Asian	0.9%	0.3%	0.3%	1.7%	0.4%	0.3%	0.0%	0.3%	0.3%
African American/Black	3.9%	2.3%	2.3%	5.2%	2.3%	1.9%	2.0%	2.3%	2.9%
African	0.4%	0.7%	0.5%	0.0%	0.9%	0.6%	1.0%	0.5%	0.4%
Caribbean	0.0%	0.1%	0.3%	0.0%	0.2%	0.2%	0.0%	0.0%	0.4%
Other Black	0.0%	0.0%	0.2%	0.0%	0.0%	0.2%	0.0%	0.1%	0.1%
Native Hawaiian/Pacific Islander	0.4%	0.1%	0.2%	0.9%	0.1%	0.3%	0.0%	0.1%	0.2%
Mexican American/Chicana/o/x	2.2%	2.1%	1.4%	3.4%	2.0%	1.5%	1.0%	2.1%	1.4%
Puerto Rican	0.4%	0.4%	0.3%	0.0%	0.4%	0.3%	1.0%	0.5%	0.4%
Central American	0.0%	0.2%	0.3%	0.0%	0.3%	0.3%	0.0%	0.2%	0.3%
South American	0.9%	1.0%	1.1%	0.9%	1.0%	1.2%	1.0%	1.0%	1.0%
Other Hispanic or Latina/o/x	3.1%	1.2%	1.4%	4.3%	1.3%	1.4%	2.0%	1.1%	1.5%
Middle Eastern	1.8%	1.7%	1.9%	3.4%	2.4%	2.5%	0.0%	1.0%	1.1%
European	75.0%	74.8%	78.7%	71.6%	75.4%	79.5%	79.0%	74.2%	77.7%
Other White	8.3%	10.4%	8.6%	8.6%	8.0%	8.2%	9.0%	12.8%	9.1%
Other	3.9%	2.3%	1.8%	3.4%	2.8%	1.6%	4.0%	1.8%	2.2%
Total(n)	228	2,228	3,317	116	1,133	1,891	100	1,095	1,426
Race/Ethnicity Group (with multiple race category)									
Native American/Alaska Native	0.9%	0.2%	0.2%	0.0%	0.0%	0.0%	1.0%	0.4%	0.4%
Asian/Pacific Islander	7.5%	8.2%	7.0%	11.2%	9.1%	7.2%	4.0%	7.3%	6.7%
Black/African American	3.9%	2.4%	2.5%	4.3%	2.6%	2.1%	3.0%	2.3%	2.9%
Latina/o/x	2.2%	2.9%	2.3%	1.7%	2.7%	2.4%	3.0%	3.0%	2.2%
White	75.4%	80.0%	82.4%	71.6%	79.0%	83.4%	80.0%	81.1%	81.1%
Other Race/Ethnicity	3.1%	1.8%	1.3%	1.7%	2.0%	1.0%	4.0%	1.6%	1.7%
Two or More Races/Ethnicities	7.0%	4.4%	4.3%	9.5%	4.6%	3.9%	5.0%	4.3%	4.9%
Total (n)	228	2,228	3,317	116	1,133	1,891	100	1,095	1,426
Is English your native language?									
Yes	88.2%	86.4%	89.0%	83.5%	85.6%	88.8%	92.4%	87.3%	89.3%
No	11.8%	13.6%	11.0%	16.5%	14.4%	11.2%	7.6%	12.7%	10.7%
Total(n)	238	2,288	3,390	121	1,165	1,927	105	1,123	1,463
What is your sexual orientation?									
Heterosexual/straight	91.2%	89.6%	92.3%	92.2%	90.6%	92.4%	92.2%	88.5%	92.1%
Gay	1.8%	2.9%	2.5%	3.5%	5.6%	4.4%	0.0%	0.1%	0.1%
Lesbian	1.8%	2.1%	1.1%	0.0%	1.1%	0.0%	2.9%	4.3%	2.4%
Bisexual	2.2%	2.6%	2.0%	1.7%	1.5%	1.4%	2.9%	3.6%	2.6%
Queer	0.0%	1.0%	0.9%	0.9%	0.6%	0.6%	1.0%	1.5%	1.3%
Pansexual	0.0%	0.5%	0.3%	0.0%	0.3%	0.2%	0.0%	0.7%	0.3%
Asexual	0.0%	0.4%	0.3%	0.0%	0.1%	0.1%	0.0%	0.7%	0.6%
Not listed above	2.2%	0.9%	0.7%	1.7%	1.3%	0.9%	1.0%	0.5%	0.4%
Total (n)	228	2,235	3,314	115	1,135	1,879	103	1,100	1,435
Do you identify as transgender?									
No	99.7%	99.6%	99.7%	99.4%	99.5%	99.7%	100.0%	99.8%	99.8%
Yes	0.3%	0.4%	0.3%	0.6%	0.5%	0.3%	0.0%	0.2%	0.2%
Total(n)	305	3,074	4,449	163	1,573	2,516	126	1,501	1,933
How many children do you have in the following age ranges?									
Under 18 years old									
0	47.9%	54.0%	48.3%	44.7%	50.8%	44.5%	48.3%	57.2%	53.3%
1	19.8%	19.5%	19.5%	20.2%	19.9%	19.8%	21.3%	19.1%	19.1%
2	20.3%	18.2%	20.2%	18.1%	19.1%	20.2%	22.5%	17.4%	20.3%
3	8.9%	6.2%	7.0%	12.8%	7.4%	7.9%	5.6%	5.1%	5.9%
4+	3.1%	2.0%	4.9%	4.3%	2.8%	7.7%	2.2%	1.2%	1.4%
Total(n)	192	1,929	2,822	94	961	1,588	89	968	1,234
18 years or older									
0	58.0%	59.5%	52.9%	51.6%	55.5%	47.2%	65.6%	63.5%	60.5%
1	12.4%	11.9%	11.5%	14.0%	13.4%	11.8%	12.2%	10.4%	11.2%
2	20.2%	18.2%	18.8%	22.6%	18.9%	19.1%	18.9%	17.5%	18.4%
3	6.2%	6.6%	8.4%	6.5%	7.6%	9.7%	3.3%	5.6%	6.7%
4+	3.1%	3.8%	8.4%	5.4%	4.5%	12.3%	0.0%	3.0%	3.2%
Total(n)	193	1,939	2,886	93	968	1,646	90	971	1,240
How satisfied are you with the availability of child care at this institution?									
Very satisfied	15.4%	13.1%	6.9%	25.0%	12.7%	9.0%	7.7%	13.5%	4.0%
Satisfied	36.5%	22.4%	18.3%	33.3%	26.9%	20.3%	38.5%	17.6%	15.5%
Marginally satisfied	13.9%	20.8%	19.2%	12.5%	18.5%	18.5%	15.4%	23.0%	20.1%
Not satisfied	34.6%	43.8%	55.6%	29.2%	41.9%	52.2%	38.5%	45.9%	60.3%
Total(n)	52	594	835	24	260	487	28	244	348
Mean	2.33	2.05	1.77	2.54	2.10	1.86	2.15	1.99	1.63
Standard deviation	1.12	1.09	0.98	1.18	1.09	1.03	1.05	1.09	0.89
Significance	-	-	***	-	-	**	-	-	**
Effect size	-	0.26	0.57	-	0.40	0.66	-	0.15	0.58
Aggregated - Salary based on 9/10 months (full-time employees only)									
Less than \$10,000	0.0%	0.1%	0.0%	0.0%	0.1%	0.1%	0.0%	0.1%	0.0%
\$10,000 - \$19,999	0.0%	0.2%	0.0%	0.0%	0.1%	0.0%	0.0%	0.2%	0.0%
\$20,000 - \$29,999	0.0%	0.1%	0.0%	0.0%	0.1%	0.1%	0.0%	0.1%	0.0%
\$30,000 - \$39,999	0.6%	1.2%	0.3%	0.0%	1.2%	0.2%	1.3%	1.2%	0.4%
\$40,000 - \$49,999	7.3%	8.0%	3.0%	6.7%	5.3%	1.9%	9.0%	11.0%	4.5%
\$50,000 - \$59,999	11.2%	14.7%	7.2%	10.0%	12.0%	6.0%	10.3%	17.7%	8.8%
\$60,000 - \$69,999	25.7%	17.0%	12.8%	20.0%	16.1%	9.8%	32.1%	18.0%	16.8%
\$70,000 - \$79,999	20.1%	15.6%	14.3%	21.1%	14.3%	12.0%	20.5%	17.0%	17.5%
\$80,000 - \$89,999	15.1%	13.5%	13.4%	16.7%	13.3%	12.3%	12.8%	13.8%	15.0%
\$90,000 - \$99,999	4.5%	8.9%	12.1%	5.6%	10.3%	12.9%	3.8%	7.3%	10.9%
\$100,000 - \$124,999	11.2%	14.3%	19.5%	15.6%	19.0%	21.3%	5.1%	9.2%	16.9%
\$125,000 - \$149,999	2.8%	4.3%	8.5%	2.2%	5.0%	10.9%	3.8%	3.5%	5.2%
\$150,000 - \$199,999	1.7%	1.5%	6.2%	2.2%	2.2%	8.8%	1.3%	0.7%	2.7%
\$200,000 - \$249,999	0.0%	0.5%	2.3%	0.0%	0.9%	3.1%	0.0%	0.1%	1.2%
\$250,000 - \$499,999	0.0%	0.1%	0.3%	0.0%	0.1%	0.5%	0.0%	0.0%	0.1%
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	179	1,702	2,262	90	895	1,306	78	807	956
Mean	8.05	8.25	9.39	8.34	8.66	9.82	7.73	7.80	8.80
Standard deviation	1.91	2.20	2.26	1.96	2.24	2.27	1.84	2.07	2.11
Significance	-	-	***	-	-	***	-	-	***
Effect size	-	-0.09	-0.59	-	-0.14	-0.65	-	-0.03	-0.51
Aggregated - Salary based on 11/12 months (full-time employees only)									
Less than \$10,000	0.0%	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%	0.4%	0.3%
\$10,000 - \$19,999	0.0%	0.5%	0.3%	0.0%	0.5%	0.2%	0.0%	0.4%	0.3%
\$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	2.4%	2.1%	0.9%	0.0%	2.0%	0.5%	5.9%	2.1%	1.3%
\$40,000 - \$49,999	14.3%	10.7%	3.0%	16.7%	9.4%	2.4%	11.8%	11.8%	3.7%

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Optional Question 19 A B C D E Total(n)				
Optional Question 20 A B C D E Total(n)				
Optional Question 21 A B C D E Total(n)				
Optional Question 22 A B C D E Total(n)				
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Optional Question 24 A B C D E Total(n)				
Optional Question 25 A B C D E Total(n)				
Optional Question 26 A B C D E Total(n)				
Optional Question 27 A B C D E Total(n)				
Optional Question 28 A B C D E Total(n)				
Optional Question 29 A B C D E Total(n)				
Optional Question 30 A B C D E Total(n)				



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

2019-20 HERI Faculty Survey

Institutional Profile and Module Reports

University of Nebraska at Omaha

Comparison group 1: All Public Universities & 4yr Colleges
Comparison group 2: All Universities

Institutional Profile Reports

How to Read the Institutional Profile Reports [H1](#)

Nationally Normed Comparison Group Data

a. Full-time Undergraduate Faculty [1A](#)

b. All Respondents [1B](#)

Additional Comparison Group Data

a. Part-time Undergraduate Faculty [2A](#)

b. Full-time Academic Administrators [2B](#)

c. Graduate Faculty [2C](#)

d. Other Respondents [2D](#)

Module Reports

How to Read the Module Reports [H2](#)

a. Mentoring Module [3A](#)

b. Campus Climate Module [3B](#)

c. Spirituality Module [3C](#)

d. STEM Module [3D](#)

Appendix

a. List of Participating Institutions [A1](#)

2019-20 HERI Faculty Survey Instrument

<https://heri.ucla.edu/instruments/>

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.

2019-20 HERI Faculty Survey
Institutional Profile Report
All Respondents

University of Nebraska at Omaha	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	406	4,374	6,691	199	1,959	3,364	183	2,124	3,106	
What is your current gender identity?										
Man/Trans man	50.1%	45.9%	50.3%	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%	
Woman/Trans woman	46.1%	49.8%	46.4%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	
Genderqueer/Gender non-conforming	0.3%	0.8%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Not listed above	3.5%	3.6%	2.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	397	4,269	6,688	199	1,959	3,364	183	2,124	3,106	
Are you considered a full-time employee of your institution for at least nine months of the current academic year?										
Yes	92.1%	85.7%	86.4%	93.5%	89.0%	90.8%	91.3%	83.8%	82.1%	
No	7.9%	14.3%	13.6%	6.5%	11.0%	9.2%	8.7%	16.2%	17.9%	
Total(n)	406	4,341	6,674	199	1,943	3,353	183	2,111	3,102	
What is your present academic rank?										
Professor	29.6%	27.2%	26.7%	31.2%	33.8%	33.3%	26.8%	21.0%	19.7%	
Associate Professor	25.4%	20.6%	26.3%	22.6%	20.2%	28.0%	27.9%	21.4%	24.4%	
Assistant Professor	22.9%	21.7%	25.0%	24.1%	20.8%	22.4%	23.5%	23.6%	28.6%	
Lecturer	3.4%	18.6%	11.7%	3.5%	15.2%	9.2%	2.2%	20.6%	14.0%	
Instructor	18.7%	11.8%	10.2%	18.6%	10.0%	7.1%	19.7%	13.4%	13.2%	
Graduate Student/Teaching Assistant	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	
Total(n)	406	4,373	6,685	199	1,959	3,361	183	2,123	3,103	
What is your tenure status at this institution?										
Tenured	55.2%	46.6%	44.1%	54.3%	53.0%	52.2%	54.6%	41.0%	35.5%	
On tenure track, but not tenured	22.7%	20.3%	19.3%	23.6%	19.9%	19.2%	23.5%	21.9%	19.7%	
Not on tenure track, but institution has tenure system	22.2%	32.7%	33.1%	22.1%	26.8%	25.4%	21.9%	36.9%	40.8%	
Institution has no tenure system	0.0%	0.3%	3.5%	0.0%	0.3%	3.1%	0.0%	0.2%	4.0%	
Total(n)	406	4,369	6,675	199	1,956	3,361	183	2,122	3,094	
Are you retired from this institution?										
Yes	0.2%	1.5%	0.6%	0.5%	1.5%	0.6%	0.0%	1.3%	0.6%	
No	99.8%	98.5%	99.4%	99.5%	98.5%	99.4%	100.0%	98.7%	99.4%	
Total(n)	404	4,367	6,666	198	1,956	3,355	182	2,121	3,092	
PART-TIME ONLY										
If given the choice, I would prefer to work full-time at this institution										
Yes	71.4%	67.1%	64.7%	60.0%	70.7%	69.4%	73.3%	67.9%	63.5%	
No	28.6%	32.9%	35.3%	40.0%	29.3%	30.6%	26.7%	32.1%	36.5%	
Total(n)	28	496	651	10	174	222	15	280	399	
Have you ever sought a full-time teaching position at this or another institution?										
Yes	53.6%	54.1%	48.7%	50.0%	56.4%	50.0%	53.3%	54.6%	49.1%	
No	46.4%	45.9%	51.3%	50.0%	43.6%	50.0%	46.7%	45.4%	50.9%	
Total(n)	28	501	657	10	179	224	15	280	399	
If yes above, how long ago did you pursue a full-time position at this or another institution?										
Currently seeking a position	0.0%	26.0%	31.0%	0.0%	25.7%	29.5%	0.0%	27.0%	33.3%	
Within the last year	33.3%	14.1%	15.4%	40.0%	11.9%	15.2%	37.5%	15.8%	15.9%	
1 to 2 years ago	6.7%	9.7%	9.4%	0.0%	8.9%	7.1%	0.0%	8.6%	9.2%	
3 to 5 years ago	6.7%	14.1%	15.0%	20.0%	14.9%	16.1%	0.0%	13.2%	14.9%	
More than 5 years ago	53.3%	36.1%	29.2%	40.0%	38.6%	32.1%	62.5%	35.5%	26.7%	
Total(n)	15	269	319	5	101	112	8	152	195	
My full-time professional career is outside of academia										
Yes	28.6%	32.3%	39.9%	50.0%	38.0%	53.1%	20.0%	29.1%	32.2%	
No	71.4%	67.7%	60.1%	50.0%	62.0%	46.9%	80.0%	70.9%	67.8%	
Total(n)	28	504	659	10	179	224	15	282	401	
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	63.6%	57.3%	47.9%	66.7%	54.8%	41.6%	66.7%	59.1%	51.4%	
Agree somewhat	36.4%	24.8%	30.0%	33.3%	23.2%	26.8%	33.3%	26.4%	32.8%	
Disagree somewhat	0.0%	10.6%	11.7%	0.0%	11.3%	15.8%	0.0%	10.1%	8.9%	
Strongly disagree	0.0%	7.3%	10.4%	0.0%	10.7%	16.7%	0.0%	4.3%	6.9%	
Total(n)	22	492	647	9	177	221	12	276	393	
Mean	3.64	3.32	3.15	3.67	3.22	2.92	3.67	3.40	3.29	
Standard deviation	0.49	0.93	0.99	0.50	1.02	1.12	0.49	0.84	0.89	
Significance	-	-	*	-	-	*	-	-	*	
Effect size	-	0.34	0.49	-	0.44	0.67	-	0.32	0.43	
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	13.6%	14.7%	16.5%	22.2%	18.0%	19.9%	8.3%	12.8%	14.4%	
Agree somewhat	22.7%	29.3%	31.1%	33.3%	26.4%	29.4%	8.3%	28.2%	30.8%	
Disagree somewhat	45.5%	24.6%	27.5%	33.3%	23.0%	27.1%	58.3%	27.0%	29.0%	
Strongly disagree	18.2%	31.4%	24.9%	11.1%	32.6%	23.5%	25.0%	31.0%	25.7%	
Total(n)	22	491	643	9	178	221	12	274	389	
Mean	2.32	2.27	2.39	2.67	2.30	2.46	2.00	2.24	2.34	
Standard deviation	0.95	1.06	1.03	1.00	1.11	1.06	0.85	1.03	1.01	
Significance	-	-	*	-	-	*	-	-	*	
Effect size	-	0.05	-0.07	-	0.33	0.20	-	-0.23	-0.34	
Part-time teaching is a stepping-stone to a full-time position										
Strongly agree	18.2%	24.4%	26.3%	11.1%	20.8%	27.0%	25.0%	28.9%	27.3%	
Agree somewhat	22.7%	28.1%	28.5%	22.2%	26.4%	29.7%	25.0%	29.6%	28.4%	
Disagree somewhat	31.8%	22.4%	22.1%	22.2%	29.2%	21.2%	33.3%	17.7%	22.7%	
Strongly disagree	27.3%	25.1%	23.1%	44.4%	23.6%	22.1%	16.7%	23.8%	21.6%	
Total(n)	22	491	642	9	178	222	12	277	388	
Mean	2.32	2.52	2.58	2.00	2.44	2.62	2.58	2.64	2.61	
Standard deviation	1.09	1.11	1.11	1.12	1.07	1.11	1.08	1.14	1.10	
Significance	-	-	*	-	-	*	-	-	*	
Effect size	-	-0.18	-0.23	-	-0.41	-0.56	-	-0.05	-0.03	
My part-time position provides benefits (e.g. health insurance, retirement, etc.) that I need										
Strongly agree	13.6%	32.7%	9.6%	11.1%	31.3%	9.0%	8.3%	33.1%	9.1%	
Agree somewhat	4.5%	12.6%	6.5%	0.0%	13.6%	8.6%	8.3%	11.9%	5.3%	
Disagree somewhat	9.1%	9.1%	8.5%	0.0%	10.8%	7.2%	16.7%	7.9%	8.9%	
Strongly disagree	72.7%	45.6%	75.4%	88.9%	44.3%	75.1%	66.7%	47.1%	76.6%	
Total(n)	22	493	647	9	176	221	12	278	394	
Mean	1.59	2.32	1.50	1.33	2.32	1.52	1.58	2.31	1.47	
Standard deviation	1.10	1.34	0.98	1.00	1.32	0.98	1.00	1.35	0.95	
Significance	-	*	*	-	*	*	-	*	*	
Effect size	-	-0.54	0.09	-	-0.75	-0.19	-	-0.54	0.12	
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	55.0%	46.7%	47.3%	66.7%	46.3%	42.2%	45.5%	45.1%	48.8%	
Agree somewhat	30.0%	33.5%	34.7%	33.3%	30.5%	37.7%	27.3%	36.0%	34.2%	
Disagree somewhat	10.0%	10.6%	10.6%	0.0%	12.4%	11.2%	18.2%	10.2%	10.5%	
Strongly disagree	5.0%	9.2%	7.5%	0.0%	10.7%	9.0%	9.1%	8.7%	6.4%	
Total(n)	20	490	643	9	177	223	11	275	389	
Mean	3.35	3.18	3.22	3.67	3.12	3.13	3.09	3.17	3.25	
Standard deviation	0.88	0.95	0.91	0.50	1.00	0.94	1.04	0.94	0.89	
Significance	-	-	*	-	-	*	-	-	*	
Effect size	-	0.18	0.14	-	0.55	0.57	-	-0.09	-0.18	
Full-time positions were not available										
Strongly agree	33.3%	39.7%	38.9%	22.2%	44.4%	40.4%	36.4%	37.2%	38.7%	
Agree somewhat	33.3%	24.9%	24.3%	33.3%	22.2%	21.1%	36.4%	28.2%	25.5%	
Disagree somewhat	28.6%	15.4%	16.9%	33.3%	15.8%	19.2%	27.3%	15.0%	16.2%	
Strongly disagree	4.8%	19.9%	19.9%	11.1%	17.5%	19.2%	0.0%	19.5%	19.6%	

* Faculty who identify as genderqueer/gender non-conforming, identify 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.

Total(n)	21	473	622	9	171	213	11	266	377
Mean	2.95	2.85	2.82	2.67	2.94	2.83	3.09	2.83	2.83
Standard deviation	0.92	1.15	1.15	1.00	1.14	1.16	0.83	1.13	1.14
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.09	0.11	-	-0.24	-0.14	-	0.23	0.23
My expertise in my chosen profession is relevant to the course(s) I teach									
Strongly agree	90.9%	90.1%	89.4%	77.8%	86.0%	89.7%	100.0%	92.8%	89.1%
Agree somewhat	9.1%	8.1%	9.2%	22.2%	11.2%	9.0%	0.0%	6.1%	9.4%
Disagree somewhat	0.0%	0.6%	0.8%	0.0%	1.1%	0.9%	0.0%	0.4%	0.8%
Strongly disagree	0.0%	1.2%	0.6%	0.0%	1.7%	0.4%	0.0%	0.7%	0.8%
Total(n)	22	464	650	9	179	223	12	277	394
Mean	3.91	3.87	3.87	3.78	3.82	3.88	4.00	3.91	3.87
Standard deviation	0.29	0.45	0.40	0.44	0.52	0.39	0.00	0.36	0.42
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.09	0.10	-	-0.08	-0.26	-	0.25	0.31
Mark all institutional resources available to you in your last term as part-time faculty									
Use of private office	13.8%	16.5%	14.9%	9.1%	17.3%	14.9%	13.3%	16.4%	14.8%
Shared office space	41.4%	66.3%	55.8%	36.4%	64.9%	54.8%	53.3%	67.8%	57.7%
A personal computer	10.3%	32.0%	24.6%	9.1%	37.2%	23.2%	6.7%	29.5%	24.8%
An email account	72.4%	92.6%	86.8%	72.7%	90.6%	86.8%	80.0%	94.9%	87.1%
A phone/vocicemail	13.8%	28.2%	22.3%	9.1%	28.3%	17.5%	13.3%	26.7%	23.6%
Professional development funds	10.3%	13.6%	10.2%	9.1%	16.8%	7.5%	13.3%	11.0%	12.2%
Printer access (i.e., free printing)	41.4%	71.4%	72.0%	36.4%	73.8%	67.5%	46.7%	70.2%	75.2%
Parking privileges	13.8%	40.0%	54.6%	9.1%	42.9%	54.8%	13.3%	39.0%	55.2%
Total(n)	29	528	676	11	191	228	15	292	411
Please indicate your agreement with the following statements.									
Part-time instructors at this institution:									
Are given specific training before teaching									
Strongly agree	21.7%	9.1%	14.4%	33.3%	10.7%	14.9%	15.4%	8.6%	14.4%
Agree somewhat	39.1%	23.6%	32.1%	44.4%	21.9%	30.3%	38.5%	23.3%	32.7%
Disagree somewhat	17.4%	30.5%	27.0%	0.0%	34.3%	31.7%	30.8%	29.4%	24.9%
Strongly disagree	21.7%	36.8%	26.5%	22.2%	33.1%	23.1%	15.4%	38.7%	28.0%
Total(n)	23	495	652	9	178	221	13	279	397
Mean	2.61	2.05	2.34	2.89	2.10	2.37	2.54	2.02	2.34
Standard deviation	1.08	0.98	1.02	1.17	0.99	1.00	0.97	0.98	1.04
Significance	-	**	-	-	*	-	-	-	-
Effect size	-	0.57	0.26	-	0.80	0.52	-	0.53	0.19
Rarely get hired into full-time positions									
Strongly agree	27.3%	39.6%	32.4%	50.0%	42.1%	30.0%	15.4%	38.8%	33.7%
Agree somewhat	31.8%	32.8%	36.8%	37.5%	35.4%	42.3%	30.8%	29.8%	33.7%
Disagree somewhat	36.4%	20.8%	23.7%	12.5%	14.0%	21.1%	46.2%	26.0%	24.9%
Strongly disagree	4.5%	6.8%	7.1%	0.0%	8.5%	6.6%	7.7%	5.4%	7.7%
Total(n)	22	457	608	8	164	213	13	258	362
Mean	2.82	3.05	2.95	3.38	3.11	2.96	2.54	3.02	2.93
Standard deviation	0.91	0.94	0.92	0.74	0.95	0.88	0.88	0.93	0.95
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.24	-0.14	-	0.28	0.48	-	-0.52	-0.41
Please indicate your agreement with the following statements.									
Part-time instructors at this institution:									
Receive respect from students									
Strongly agree	81.8%	62.9%	65.7%	100.0%	59.2%	71.8%	76.9%	63.9%	62.9%
Agree somewhat	13.6%	32.9%	29.8%	0.0%	35.1%	25.0%	15.4%	32.9%	32.2%
Disagree somewhat	4.5%	2.9%	3.4%	0.0%	4.0%	2.3%	7.7%	2.2%	4.1%
Strongly disagree	0.0%	1.4%	1.1%	0.0%	1.7%	0.9%	0.0%	1.1%	0.8%
Total(n)	22	490	645	8	174	220	13	277	391
Mean	3.77	3.57	3.60	4.00	3.52	3.68	3.69	3.60	3.57
Standard deviation	0.53	0.62	0.61	0.00	0.66	0.57	0.63	0.59	0.61
Significance	-	-	-	-	*	-	-	-	-
Effect size	-	0.32	0.28	-	0.73	0.56	-	0.15	0.20
Are primarily responsible for introductory classes									
Strongly agree	26.1%	32.9%	30.0%	33.3%	32.9%	25.6%	15.4%	33.2%	32.6%
Agree somewhat	30.4%	34.0%	33.0%	11.1%	33.5%	32.3%	46.2%	33.6%	33.6%
Disagree somewhat	26.1%	23.1%	25.4%	55.6%	23.7%	28.7%	7.7%	23.1%	23.4%
Strongly disagree	17.4%	10.1%	11.6%	0.0%	9.8%	13.5%	30.8%	10.1%	10.4%
Total(n)	23	477	639	9	173	223	13	268	384
Mean	2.65	2.90	2.82	2.78	2.90	2.70	2.46	2.90	2.88
Standard deviation	1.07	0.98	0.99	0.97	0.98	1.00	1.13	0.98	0.98
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.26	-0.17	-	-0.12	0.08	-	-0.45	-0.43
Have no guarantee of employment security									
Strongly agree	43.5%	52.6%	55.0%	55.6%	55.1%	54.1%	30.8%	51.3%	55.4%
Agree somewhat	39.1%	31.8%	30.0%	22.2%	28.4%	27.9%	53.8%	35.1%	31.1%
Disagree somewhat	13.0%	11.3%	11.8%	22.2%	12.5%	14.0%	7.7%	11.1%	10.9%
Strongly disagree	4.3%	4.3%	3.2%	0.0%	4.0%	4.1%	7.7%	2.5%	2.5%
Total(n)	23	494	651	9	176	222	13	279	395
Mean	3.22	3.33	3.37	3.33	3.35	3.32	3.08	3.35	3.39
Standard deviation	0.85	0.84	0.81	0.87	0.85	0.86	0.86	0.78	0.78
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.13	-0.19	-	-0.02	0.01	-	-0.35	-0.40
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	26.1%	40.8%	42.2%	22.2%	37.6%	39.5%	30.8%	41.0%	42.9%
Agree somewhat	47.8%	41.0%	39.7%	55.6%	41.6%	44.1%	38.5%	40.6%	37.8%
Disagree somewhat	13.0%	12.1%	12.8%	11.1%	17.3%	11.8%	15.4%	9.7%	13.6%
Strongly disagree	13.0%	6.1%	5.3%	11.1%	3.5%	4.5%	15.4%	8.6%	5.7%
Total(n)	23	488	642	9	173	220	13	278	389
Mean	2.87	3.16	3.19	2.89	3.13	3.19	2.85	3.14	3.18
Standard deviation	0.97	0.87	0.85	0.93	0.82	0.81	1.07	0.91	0.87
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.33	-0.38	-	-0.29	-0.37	-	-0.32	-0.38
Are compensated for advising/counseling students									
Strongly agree	4.3%	5.2%	9.0%	11.1%	5.7%	7.2%	0.0%	3.7%	9.8%
Agree somewhat	21.7%	11.4%	17.1%	22.2%	12.1%	18.1%	23.1%	11.2%	17.0%
Disagree somewhat	26.1%	26.6%	31.3%	11.1%	25.9%	35.3%	30.8%	26.8%	28.6%
Strongly disagree	47.8%	56.8%	42.6%	55.6%	56.3%	39.4%	46.2%	58.4%	44.6%
Total(n)	23	481	643	9	174	221	13	269	388
Mean	1.83	1.65	1.93	1.89	1.67	1.93	1.77	1.60	1.92
Standard deviation	0.94	0.88	0.98	1.17	0.90	0.93	0.83	0.83	1.00
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.20	-0.10	-	0.24	-0.04	-	0.20	-0.15
Are required to attend meetings									
Strongly agree	8.7%	10.4%	13.0%	11.1%	11.4%	9.5%	0.0%	8.7%	14.8%
Agree somewhat	26.1%	22.7%	27.9%	22.2%	22.7%	27.5%	30.8%	22.2%	27.6%
Disagree somewhat	39.1%	35.9%	33.0%	44.4%	35.8%	32.0%	38.5%	37.8%	33.9%
Strongly disagree	26.1%	31.0%	26.1%	22.2%	30.1%	31.1%	30.8%	31.3%	23.7%
Total(n)	23	490	648	9	176	222	13	275	392
Mean	2.17	2.12	2.28	2.22	2.15	2.15	2.00	2.08	2.33
Standard deviation	0.94	0.97	0.99	0.97	0.98	0.97	0.82	0.94	1.00
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.05	-0.11	-	0.07	0.07	-	-0.09	-0.33

Please indicate your agreement with the following statements.									
Part-time instructors at this institution:									
Have good working relationships with the administration									
Strongly agree	43.5%	40.5%	44.3%	33.3%	39.5%	43.0%	53.8%	40.5%	46.1%
Agree somewhat	47.8%	42.3%	41.4%	55.6%	44.1%	42.6%	38.5%	41.2%	40.5%
Disagree somewhat	0.0%	12.3%	10.3%	0.0%	10.7%	10.8%	0.0%	14.0%	9.4%
Strongly disagree	8.7%	4.9%	4.0%	11.1%	5.6%	3.6%	7.7%	4.3%	4.1%
Total(n)	23	494	650	9	177	223	13	279	393
Mean	3.26	3.18	3.26	3.11	3.18	3.25	3.38	3.18	3.28
Standard deviation	0.86	0.83	0.80	0.93	0.84	0.79	0.87	0.83	0.80
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.10	0.00	-	-0.08	-0.18	-	0.24	0.13
Are respected by full-time faculty									
Strongly agree	30.4%	35.6%	39.3%	44.4%	35.2%	38.4%	23.1%	34.7%	39.8%
Agree somewhat	47.8%	41.1%	40.6%	44.4%	46.4%	46.0%	53.8%	39.0%	38.8%
Disagree somewhat	13.0%	15.4%	15.2%	11.1%	12.3%	12.5%	7.7%	17.0%	16.0%
Strongly disagree	8.7%	7.9%	4.9%	0.0%	6.1%	3.1%	15.4%	9.4%	5.3%
Total(n)	23	494	652	9	179	224	13	277	394
Mean	3.00	3.04	3.14	3.33	3.11	3.20	2.85	2.99	3.13
Standard deviation	0.90	0.91	0.85	0.71	0.84	0.77	0.99	0.95	0.87
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.04	-0.16	-	0.26	0.17	-	-0.15	-0.32
Are paid fairly									
Strongly agree	17.4%	11.3%	16.3%	33.3%	11.2%	16.1%	7.7%	9.4%	16.3%
Agree somewhat	26.1%	29.4%	35.5%	22.2%	29.2%	34.8%	30.8%	30.0%	36.6%
Disagree somewhat	21.7%	26.3%	21.7%	22.2%	27.0%	24.1%	15.4%	26.0%	20.1%
Strongly disagree	34.8%	33.0%	26.6%	22.2%	32.6%	25.0%	46.2%	34.7%	27.0%
Total(n)	23	494	651	9	178	224	13	277	393
Mean	2.26	2.19	2.41	2.67	2.19	2.42	2.00	2.14	2.42
Standard deviation	1.14	1.02	1.05	1.22	1.02	1.03	1.08	1.00	1.05
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.07	-0.14	-	0.47	0.24	-	-0.14	-0.40
Please indicate your agreement with the following statements.									
Part-time instructors at this institution:									
Have input in course designs									
Strongly agree	60.9%	31.9%	36.6%	66.7%	30.9%	34.5%	61.5%	32.3%	38.1%
Agree somewhat	13.0%	34.5%	36.9%	22.2%	38.2%	42.2%	7.7%	33.0%	34.6%
Disagree somewhat	13.0%	22.0%	15.9%	11.1%	21.9%	14.8%	7.7%	21.5%	15.7%
Strongly disagree	13.0%	11.7%	10.6%	0.0%	9.0%	8.5%	23.1%	13.3%	11.6%
Total(n)	23	496	653	9	178	223	13	279	396
Mean	3.22	2.86	3.00	3.56	2.91	3.03	3.08	2.84	2.99
Standard deviation	1.13	0.99	0.97	0.73	0.94	0.91	1.32	1.02	1.00
Significance	-	-	-	-	*	-	-	-	-
Effect size	-	0.36	0.23	-	0.69	0.58	-	0.24	0.09
Are included in faculty governance									
Strongly agree	17.4%	9.6%	6.1%	44.4%	11.3%	5.4%	0.0%	6.9%	5.9%
Agree somewhat	30.4%	33.4%	24.7%	11.1%	35.6%	24.9%	46.2%	32.1%	25.6%
Disagree somewhat	26.1%	32.2%	33.1%	33.3%	33.3%	33.9%	15.4%	33.6%	32.7%
Strongly disagree	26.1%	24.8%	36.1%	11.1%	19.8%	35.7%	38.5%	27.4%	35.8%
Total(n)	23	491	643	9	177	221	13	277	388
Mean	2.39	2.28	2.01	2.89	2.38	2.00	2.08	2.18	2.02
Standard deviation	1.08	0.94	0.92	1.17	0.93	0.91	0.95	0.92	0.92
Significance	-	-	-	-	**	-	-	-	-
Effect size	-	0.12	0.41	-	0.55	0.98	-	-0.11	0.07
Aside from this institution, at how many other institutions do you teach?									
None	68.0%	61.2%	61.6%	55.6%	57.9%	57.4%	73.3%	63.3%	63.8%
1	20.0%	27.8%	26.6%	33.3%	29.2%	29.1%	13.3%	27.4%	25.2%
2	12.0%	8.9%	8.4%	11.1%	10.1%	9.4%	13.3%	8.2%	7.5%
3 or more	0.0%	2.2%	3.5%	0.0%	2.8%	4.0%	0.0%	1.1%	3.5%
Total(n)	25	497	658	9	178	223	15	281	401
For the current term, how far in advance of the beginning of the term did you receive your course assignments?									
More than three months	42.3%	28.7%	27.8%	22.2%	26.6%	27.1%	53.3%	28.7%	28.1%
1-3 months	46.2%	44.1%	42.0%	77.8%	48.6%	45.7%	33.3%	43.3%	40.2%
3-4 weeks	3.8%	15.0%	16.1%	0.0%	18.1%	13.1%	6.7%	13.1%	17.3%
1-2 weeks	7.7%	8.6%	10.1%	0.0%	4.0%	8.1%	6.7%	11.0%	11.3%
Less than 1 week	0.0%	3.6%	4.0%	0.0%	2.8%	5.9%	0.0%	3.9%	3.0%
Total(n)	26	499	654	9	177	221	15	282	398
Mean	4.23	3.86	3.80	4.22	3.92	3.80	4.33	3.82	3.79
Standard deviation	0.86	1.04	1.08	0.44	0.93	1.11	0.90	1.09	1.07
Significance	-	-	*	-	-	-	-	-	-
Effect Size	-	0.36	0.40	-	0.32	0.38	-	0.47	0.50
END OF PART-TIME ONLY									
What is your principal activity in your current position at this institution?									
Administration	13.0%	7.0%	7.3%	12.6%	7.0%	6.6%	11.6%	7.2%	8.2%
Teaching	68.3%	81.9%	76.0%	66.7%	80.7%	73.8%	71.3%	82.6%	77.8%
Research	15.5%	8.0%	13.9%	20.2%	10.3%	17.2%	11.0%	6.2%	10.8%
Services to clients and patients	0.5%	0.8%	1.0%	0.0%	0.4%	1.0%	1.1%	1.2%	1.0%
Other	2.7%	2.3%	1.9%	0.5%	1.6%	1.4%	5.0%	2.8%	2.2%
Total(n)	401	4,284	6,630	198	1,925	3,341	181	2,087	3,073
Personally, how important to you is:									
Research									
Essential	51.3%	38.8%	45.0%	58.7%	43.0%	50.2%	45.1%	34.9%	39.3%
Very important	31.0%	32.1%	29.8%	24.5%	30.5%	26.9%	36.6%	33.6%	32.8%
Somewhat important	14.0%	22.4%	19.6%	12.8%	20.4%	17.5%	14.9%	24.2%	21.5%
Not important	3.8%	6.8%	5.6%	4.1%	6.1%	5.3%	3.4%	7.3%	5.0%
Total(n)	394	4,129	6,415	196	1,876	3,235	175	2,010	2,988
Mean	3.30	3.03	3.14	3.38	3.10	3.22	3.23	2.96	3.05
Standard deviation	0.85	0.94	0.92	0.86	0.93	0.92	0.83	0.94	0.92
Significance	-	***	***	-	***	*	-	***	*
Effect size	-	0.29	0.17	-	0.30	0.17	-	0.29	0.20
Teaching									
Essential	75.1%	78.7%	76.9%	75.6%	78.9%	77.6%	75.1%	78.6%	75.9%
Very important	21.9%	18.9%	20.7%	21.3%	19.0%	20.0%	22.1%	18.9%	21.7%
Somewhat important	2.7%	2.2%	2.0%	3.0%	2.1%	2.1%	2.2%	2.4%	2.0%
Not important	0.2%	0.1%	0.4%	0.0%	0.0%	0.3%	0.6%	0.1%	0.5%
Total(n)	402	4,287	6,627	197	1,927	3,338	181	2,088	3,074
Mean	3.72	3.76	3.74	3.73	3.77	3.75	3.72	3.76	3.73
Standard deviation	0.52	0.48	0.50	0.51	0.47	0.50	0.53	0.49	0.51
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.08	-0.04	-	-0.09	-0.04	-	-0.08	-0.02
Personally, how important to you is:									
Service									
Essential	29.8%	24.0%	27.8%	24.6%	21.0%	26.9%	33.5%	26.2%	27.9%
Very important	38.9%	45.5%	45.4%	36.9%	44.7%	43.0%	42.5%	46.2%	48.4%
Somewhat important	27.8%	27.6%	24.4%	36.4%	30.5%	27.3%	19.6%	25.8%	21.6%
Not important	3.5%	2.9%	2.5%	2.1%	3.8%	2.8%	4.5%	1.8%	2.0%
Total(n)	396	4,153	6,436	195	1,885	3,241	179	2,017	2,997
Mean	2.95	2.90	2.98	2.84	2.83	2.94	3.05	2.97	3.02
Standard deviation	0.85	0.79	0.79	0.82	0.80	0.81	0.84	0.77	0.76
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.06	-0.04	-	0.01	-0.12	-	0.10	0.04
How many courses are you teaching this term (include all institutions at which you teach)?									
None	9.1%	7.0%	8.8%	5.5%	6.1%	8.3%	13.1%	8.0%	9.4%

1	16.5%	13.4%	19.3%	17.6%	13.7%	19.7%	14.8%	13.0%	19.1%
2	32.1%	23.8%	29.7%	33.7%	24.1%	30.1%	32.2%	24.2%	29.3%
3	29.4%	27.5%	24.0%	30.7%	29.7%	24.1%	28.4%	25.4%	23.8%
4	7.7%	17.8%	11.6%	6.5%	16.5%	11.0%	7.7%	18.3%	12.3%
5	5.2%	10.5%	6.6%	6.0%	9.8%	6.8%	3.8%	11.1%	6.2%
6 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	405	4,358	6,686	199	1,958	3,361	183	2,122	3,104
How many of the courses that you are teaching this term are:									
General education courses									
None	60.0%	57.5%	66.8%	56.5%	56.6%	67.3%	65.6%	58.5%	66.9%
1-2	34.4%	33.3%	26.6%	36.9%	34.6%	26.2%	29.9%	32.3%	26.6%
3-4	4.7%	7.5%	5.7%	6.0%	7.5%	5.6%	3.2%	7.2%	5.7%
5+	0.9%	1.7%	0.9%	0.6%	1.3%	0.9%	1.3%	1.9%	0.9%
Total(n)	340	3,590	5,224	168	1,632	2,627	154	1,752	2,439
Courses required for an undergraduate major									
None	26.4%	18.9%	29.2%	24.3%	16.7%	27.4%	29.8%	21.1%	31.0%
1-2	55.7%	52.3%	51.5%	59.0%	54.2%	53.5%	53.0%	51.1%	49.7%
3-4	16.1%	24.5%	17.2%	15.6%	24.8%	17.0%	14.6%	23.3%	17.1%
5+	1.8%	4.4%	2.1%	1.2%	4.3%	2.1%	2.6%	4.5%	2.2%
Total(n)	341	3,798	5,539	173	1,728	2,798	151	1,833	2,567
Other undergraduate credit courses									
None	58.4%	58.6%	62.0%	55.8%	58.1%	59.8%	61.5%	59.1%	64.7%
1-2	37.8%	35.5%	33.8%	41.5%	36.5%	36.0%	33.3%	34.9%	31.3%
3-4	3.0%	5.0%	3.7%	2.0%	4.6%	3.7%	4.4%	5.0%	3.6%
5+	0.7%	0.8%	0.5%	0.7%	0.6%	0.6%	0.7%	0.9%	0.4%
Total(n)	296	3,141	4,754	147	1,447	2,379	135	1,514	2,231
Developmental/remedial courses (not for credit)									
None	94.7%	96.4%	97.1%	95.0%	96.6%	97.3%	96.2%	96.5%	97.1%
1-2	4.2%	2.8%	2.6%	3.6%	2.6%	2.3%	3.8%	2.9%	2.7%
3-4	1.1%	0.5%	0.2%	1.4%	0.5%	0.3%	0.0%	0.4%	0.1%
5+	0.0%	0.2%	0.1%	0.0%	0.3%	0.1%	0.0%	0.2%	0.0%
Total(n)	285	3,027	4,452	140	1,382	2,207	130	1,482	2,115
Graduate courses									
None	42.3%	61.4%	51.6%	41.6%	65.1%	52.0%	44.4%	58.3%	51.8%
1-2	54.0%	34.0%	40.3%	54.7%	32.3%	41.3%	52.1%	35.2%	38.8%
3-4	3.7%	4.3%	7.0%	3.7%	2.5%	5.8%	3.5%	6.0%	6.2%
5+	0.0%	0.3%	1.1%	0.0%	0.1%	0.9%	0.0%	0.5%	1.3%
Total(n)	324	3,340	5,049	161	1,520	2,520	144	1,628	2,373
How many of these courses that you are teaching this term are being taught at another institution:									
None	61.4%	59.2%	63.7%	60.0%	59.9%	64.1%	62.8%	59.5%	64.0%
1-2	22.2%	24.5%	24.7%	23.2%	24.3%	25.6%	21.2%	24.7%	23.7%
3-4	13.9%	13.4%	9.6%	14.1%	13.2%	8.4%	14.1%	12.6%	10.3%
5+	2.5%	3.0%	2.0%	2.7%	2.6%	1.8%	1.9%	3.2%	2.1%
Total(n)	360	3,967	5,996	185	1,811	3,042	156	1,908	2,758
What types of courses do you primarily teach? <small>(Based on faculty who indicated they were not teaching this term)</small>									
Undergraduate credit courses	34.2%	49.0%	53.7%	36.4%	47.9%	56.1%	29.2%	48.0%	51.9%
Graduate courses	18.4%	20.0%	27.2%	9.1%	23.1%	28.9%	25.0%	19.3%	25.1%
Developmental/remedial courses	0.0%	0.6%	1.0%	0.0%	0.0%	0.4%	0.0%	1.2%	1.4%
I do not teach	47.4%	30.3%	18.2%	54.5%	28.9%	14.6%	45.8%	31.6%	21.6%
Total(n)	38	310	589	11	121	280	24	171	291
In the past year, have you worked with or taught undergraduate students at this institution?									
Yes	89.4%	90.1%	83.7%	91.9%	92.2%	86.6%	86.3%	88.3%	80.8%
No	10.6%	9.9%	16.3%	8.1%	7.8%	13.4%	13.7%	11.7%	19.2%
Total(n)	404	4,338	6,636	198	1,947	3,337	182	2,112	3,083
In the past year, have you worked with or taught graduate students at this institution?									
Yes	75.3%	53.1%	61.1%	73.7%	52.2%	63.3%	76.1%	54.1%	58.8%
No	24.7%	46.9%	38.9%	26.3%	47.8%	36.7%	23.9%	45.9%	41.2%
Total(n)	401	4,288	6,546	198	1,927	3,302	180	2,088	3,037
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	29.4%	26.0%	28.4%	31.7%	27.3%	29.2%	27.2%	24.4%	27.2%
To a large extent	18.7%	19.1%	20.3%	19.3%	21.9%	21.4%	17.6%	17.3%	19.3%
To some extent	28.8%	26.2%	24.7%	28.3%	26.1%	25.2%	29.4%	26.4%	24.2%
To a small extent	17.7%	16.5%	15.9%	15.9%	14.9%	16.0%	20.6%	17.8%	16.1%
Not at all	5.4%	12.2%	10.7%	4.8%	9.9%	8.3%	5.1%	14.0%	13.1%
Total(n)	299	2,246	3,938	145	994	2,056	136	1,113	1,759
Mentored graduate students									
To a very large extent	34.5%	34.3%	38.2%	34.5%	33.5%	37.7%	33.8%	34.9%	38.8%
To a large extent	21.6%	23.2%	23.7%	21.8%	23.8%	24.7%	21.3%	23.4%	22.8%
To some extent	25.3%	22.6%	20.7%	26.1%	23.8%	20.6%	25.7%	21.7%	20.7%
To a small extent	12.5%	12.1%	10.6%	12.0%	11.7%	10.9%	13.2%	11.9%	10.2%
Not at all	6.1%	7.8%	6.7%	5.6%	7.2%	6.0%	5.9%	8.2%	7.4%
Total(n)	296	2,238	3,939	142	988	2,054	136	1,113	1,761
Helped graduate students access professional networks									
To a very large extent	23.2%	19.7%	21.1%	20.8%	17.4%	19.2%	24.1%	21.5%	22.7%
To a large extent	21.1%	20.9%	21.2%	21.5%	21.1%	21.7%	21.2%	20.3%	20.6%
To some extent	30.5%	29.3%	29.9%	31.3%	31.0%	31.0%	31.4%	28.2%	29.2%
To a small extent	16.8%	16.4%	15.7%	18.8%	17.3%	17.0%	14.6%	15.8%	14.4%
Not at all	8.4%	13.6%	12.1%	7.6%	13.1%	11.2%	8.8%	14.2%	13.1%
Total(n)	298	2,246	3,944	144	993	2,064	137	1,116	1,759
In the past year, to what extent have you:									
Presented with graduate students at conferences									
To a very large extent	12.1%	8.4%	10.0%	11.8%	8.5%	11.2%	12.5%	8.4%	8.7%
To a large extent	9.4%	8.8%	10.0%	9.7%	9.9%	11.1%	10.3%	8.1%	9.1%
To some extent	18.5%	12.2%	13.4%	16.7%	12.2%	13.3%	20.6%	12.3%	13.8%
To a small extent	7.7%	8.3%	8.3%	10.4%	8.5%	8.3%	5.9%	8.4%	8.3%
Not at all	52.3%	62.2%	58.4%	51.4%	60.8%	56.2%	50.7%	62.8%	60.0%
Total(n)	298	2,250	3,946	144	995	2,060	136	1,117	1,763
Published with graduate students									
To a very large extent	12.0%	8.5%	11.1%	13.1%	9.8%	13.8%	11.8%	7.5%	8.2%
To a large extent	8.4%	6.9%	9.7%	9.0%	8.9%	11.5%	8.8%	5.7%	7.7%
To some extent	13.4%	10.3%	11.1%	15.2%	11.0%	11.9%	12.5%	10.1%	10.8%
To a small extent	9.7%	6.6%	7.8%	6.9%	6.3%	7.1%	11.0%	6.7%	8.6%
Not at all	56.5%	67.6%	60.3%	55.9%	64.1%	55.8%	55.9%	69.8%	64.6%
Total(n)	299	2,246	3,943	145	994	2,057	136	1,114	1,763
Included graduate students in research grant writing									
To a very large extent	9.0%	4.5%	5.5%	8.3%	4.6%	5.8%	10.2%	4.7%	5.3%
To a large extent	7.4%	4.8%	5.2%	9.0%	6.4%	6.1%	5.8%	3.5%	4.4%
To some extent	11.0%	8.9%	10.0%	11.8%	10.1%	11.1%	11.7%	7.7%	9.0%
To a small extent	8.7%	8.4%	9.1%	10.4%	9.5%	9.9%	6.6%	7.8%	8.5%
Not at all	63.9%	73.4%	70.1%	60.4%	69.4%	67.1%	65.7%	76.4%	72.9%
Total(n)	299	2,248	3,948	144	993	2,062	137	1,118	1,763
In the past year, how many letters of recommendation have you written for graduate students?									
None	17.5%	20.2%	17.1%	14.5%	18.3%	15.4%	20.1%	21.6%	18.9%
1-5	53.2%	49.5%	49.0%	55.9%	51.0%	50.4%	50.0%	48.1%	47.7%
6-10	19.2%	17.1%	19.8%	21.4%	18.0%	20.5%	18.7%	16.9%	18.9%
11-20	5.7%	8.4%	9.6%	7.6%	8.3%	9.7%	3.7%	8.6%	9.5%
21 or more	4.4%	4.8%	4.5%	0.7%	4.5%	4.0%	7.5%	4.8%	5.0%
Total(n)	297	2,232	3,919	145	986	2,053	134	1,105	1,744
In the past year, how many master's thesis committees have you served on or are currently serving?									
None	34.1%	46.5%	54.3%	27.6%	41.0%	49.1%	39.7%	51.3%	60.0%

1	12.7%	12.5%	10.1%	12.4%	12.1%	10.4%	13.2%	12.8%	9.9%	
2	14.0%	10.8%	8.9%	14.5%	12.8%	9.5%	14.7%	9.4%	8.0%	
3-4	16.4%	11.9%	11.2%	17.2%	13.0%	13.0%	14.7%	10.5%	9.1%	
5-9	12.0%	10.0%	8.2%	13.8%	10.0%	9.1%	10.3%	9.7%	7.4%	
10 or more	10.7%	8.4%	7.4%	14.5%	11.0%	8.8%	7.4%	6.3%	5.6%	
Total(n)	299	2,240	3,931	145	990	2,055	136	1,114	1,754	
In the past year, how many of these master's thesis committees have you chaired or are currently chairing?										
None	47.7%	41.5%	38.8%	44.8%	38.3%	36.4%	51.2%	45.6%	41.7%	
1	16.8%	20.3%	24.2%	17.1%	23.0%	25.8%	18.3%	17.6%	22.2%	
2	16.8%	17.5%	16.3%	20.0%	19.7%	19.2%	8.5%	14.3%	11.2%	
3-4	13.7%	12.4%	13.1%	11.4%	11.3%	12.0%	18.3%	13.0%	15.5%	
5-9	4.6%	6.3%	5.3%	5.7%	5.1%	5.1%	3.7%	8.1%	5.9%	
10 or more	0.5%	2.1%	2.4%	1.0%	2.6%	1.5%	0.0%	1.5%	3.6%	
Total(n)	197	1,194	1,790	105	583	1,042	82	540	698	
How many dissertation committees have you served on or are currently serving?										
None	51.0%	65.5%	56.5%	44.4%	61.3%	52.4%	55.2%	68.1%	60.6%	
1	11.8%	9.5%	10.0%	12.5%	10.3%	10.5%	11.2%	9.3%	9.7%	
2	11.1%	5.7%	7.6%	18.1%	6.6%	8.6%	5.2%	5.2%	6.5%	
3-4	11.8%	7.5%	9.8%	11.8%	8.5%	10.8%	13.4%	7.2%	9.0%	
5-9	8.8%	7.0%	9.1%	9.0%	7.9%	9.8%	9.0%	6.3%	8.1%	
10 or more	5.4%	4.8%	7.1%	4.2%	5.4%	7.8%	6.0%	4.0%	6.1%	
Total(n)	296	2,219	3,921	144	982	2,051	134	1,102	1,746	
In the past year, how many of these dissertation committees have you chaired or are currently chairing?										
None	57.6%	48.1%	44.9%	59.5%	47.2%	44.6%	55.0%	49.9%	45.7%	
1	16.7%	19.4%	18.5%	16.5%	19.9%	19.1%	16.7%	18.9%	18.1%	
2	10.4%	12.3%	11.7%	11.4%	13.0%	12.7%	10.0%	11.2%	10.0%	
3-4	11.1%	12.0%	13.4%	8.9%	11.4%	13.7%	15.0%	12.9%	13.6%	
5-9	3.5%	6.2%	8.3%	3.8%	6.1%	7.1%	1.7%	5.4%	9.1%	
10 or more	0.7%	2.1%	3.1%	0.0%	2.4%	2.7%	1.7%	1.7%	3.4%	
Total(n)	144	759	1,689	79	377	968	60	349	678	
Rate your agreement with the following statements:										
Graduate students in this program must compete for research opportunities										
Strongly agree	24.5%	20.0%	17.6%	29.6%	21.7%	18.6%	19.2%	19.1%	16.9%	
Somewhat agree	37.9%	32.5%	33.4%	37.8%	35.5%	35.1%	36.2%	29.1%	30.8%	
Somewhat disagree	23.4%	23.9%	26.4%	20.7%	23.2%	26.6%	28.5%	24.4%	26.5%	
Strongly disagree	14.2%	23.6%	22.6%	11.9%	19.6%	19.8%	16.2%	27.4%	25.8%	
Total(n)	282	2,060	3,664	135	911	1,924	130	1,030	1,626	
Mean	2.73	2.49	2.46	2.85	2.59	2.52	2.58	2.40	2.39	
Standard deviation	0.99	1.06	1.03	0.98	1.03	1.01	0.98	1.08	1.05	
Significance	-	***	***	-	**	***	-	-	*	
Effect size	-	0.23	0.26	-	0.25	0.33	-	0.17	0.18	
It is important for graduate students to spend at least one term as a teaching assistant to develop teaching skills										
Strongly agree	46.1%	39.9%	37.3%	51.1%	40.8%	38.2%	40.6%	39.0%	36.1%	
Somewhat agree	28.0%	30.1%	32.4%	25.5%	33.6%	33.8%	30.5%	26.9%	31.0%	
Somewhat disagree	16.3%	15.5%	16.3%	12.4%	13.5%	15.0%	21.1%	17.5%	17.7%	
Strongly disagree	9.6%	14.5%	14.1%	10.9%	12.2%	13.0%	7.8%	16.6%	15.3%	
Total(n)	282	2,060	3,667	137	912	1,926	128	1,030	1,628	
Mean	3.11	2.95	2.93	3.17	3.03	2.97	3.04	2.88	2.88	
Standard deviation	1.00	1.06	1.05	1.03	1.01	1.03	0.97	1.10	1.07	
Significance	-	-	**	-	-	**	-	-	*	
Effect size	-	0.15	0.17	-	0.14	0.19	-	0.15	0.15	
This graduate program enrolls too few international students										
Strongly agree	17.6%	11.7%	9.2%	16.7%	11.3%	8.8%	18.8%	12.2%	9.0%	
Somewhat agree	26.4%	26.0%	24.5%	25.4%	23.9%	23.5%	28.1%	27.6%	25.5%	
Somewhat disagree	37.0%	40.0%	40.2%	40.6%	40.8%	41.4%	32.0%	39.2%	39.4%	
Strongly disagree	19.0%	22.3%	26.1%	17.4%	24.1%	26.2%	21.1%	21.0%	26.1%	
Total(n)	284	2,031	3,629	138	905	1,924	128	1,010	1,594	
Mean	2.43	2.27	2.17	2.41	2.22	2.15	2.45	2.31	2.17	
Standard deviation	0.99	0.94	0.92	0.96	0.94	0.91	1.03	0.94	0.92	
Significance	-	**	***	-	*	**	-	-	**	
Effect size	-	0.17	0.28	-	0.20	0.29	-	0.15	0.30	
Rate your agreement with the following statements:										
Graduate students work well together in this program										
Strongly agree	41.8%	46.2%	49.7%	40.9%	42.8%	48.8%	43.8%	49.5%	51.0%	
Somewhat agree	49.8%	46.3%	44.3%	53.3%	49.3%	45.7%	46.2%	43.4%	42.7%	
Somewhat disagree	6.3%	6.1%	4.7%	5.8%	6.7%	4.5%	6.2%	5.6%	4.8%	
Strongly disagree	2.1%	1.4%	1.3%	0.0%	1.1%	1.0%	3.8%	1.6%	1.6%	
Total(n)	285	2,048	3,651	137	908	1,924	130	1,021	1,613	
Mean	3.31	3.37	3.42	3.35	3.34	3.42	3.30	3.41	3.43	
Standard deviation	0.68	0.66	0.65	0.59	0.65	0.63	0.75	0.67	0.66	
Significance	-	**	**	-	-	**	-	-	*	
Effect size	-	-0.09	-0.17	-	0.02	-0.11	-	-0.16	-0.20	
I have encountered instances of academic dishonesty among graduate students										
Strongly agree	9.1%	7.8%	6.8%	7.3%	7.2%	6.2%	11.5%	7.8%	7.2%	
Somewhat agree	22.8%	22.9%	22.1%	20.4%	21.4%	19.6%	26.9%	25.3%	25.3%	
Somewhat disagree	23.9%	22.7%	21.5%	24.8%	21.6%	20.8%	20.8%	22.9%	22.8%	
Strongly disagree	44.2%	46.6%	49.6%	47.4%	49.8%	53.4%	40.8%	43.9%	44.7%	
Total(n)	285	2,055	3,667	137	916	1,934	130	1,020	1,619	
Mean	1.97	1.92	1.86	1.88	1.86	1.79	2.09	1.97	1.95	
Standard deviation	1.02	1.00	0.99	0.98	0.99	0.97	1.07	1.00	0.99	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.05	0.11	-	0.02	0.09	-	0.12	0.14	
Rate your agreement with the following statements:										
Graduate students in this program are trained to conduct research responsibly and ethically										
Strongly agree	48.2%	46.6%	47.8%	48.2%	44.6%	47.3%	50.8%	48.3%	48.6%	
Somewhat agree	39.1%	41.1%	40.1%	40.9%	42.4%	41.9%	34.6%	39.8%	37.9%	
Somewhat disagree	9.5%	8.8%	8.0%	8.0%	9.2%	7.0%	10.8%	8.5%	9.1%	
Strongly disagree	3.2%	3.5%	4.1%	2.9%	3.9%	3.8%	3.8%	3.4%	4.4%	
Total(n)	284	2,032	3,615	137	906	1,904	130	1,006	1,598	
Mean	3.32	3.31	3.32	3.34	3.28	3.33	3.32	3.33	3.31	
Standard deviation	0.78	0.77	0.79	0.75	0.78	0.77	0.82	0.77	0.81	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.01	0.00	-	0.08	0.01	-	-0.01	0.01	
Graduate students in this program receive adequate instruction on becoming good teachers										
Strongly agree	24.5%	23.6%	17.1%	22.1%	18.4%	14.7%	27.1%	27.7%	19.8%	
Somewhat agree	36.9%	34.4%	35.3%	40.4%	38.1%	37.7%	35.7%	30.6%	32.5%	
Somewhat disagree	24.5%	25.5%	31.2%	24.3%	28.8%	32.5%	23.3%	23.3%	30.2%	
Strongly disagree	14.2%	16.5%	16.4%	13.2%	14.7%	15.1%	14.0%	18.4%	17.4%	
Total(n)	282	2,024	3,599	136	897	1,897	129	1,013	1,592	
Mean	2.72	2.65	2.53	2.71	2.60	2.52	2.76	2.68	2.55	
Standard deviation	0.99	1.01	0.96	0.96	0.95	0.92	1.01	1.07	1.00	
Significance	-	-	**	-	-	-	-	-	*	
Effect size	-	0.07	0.20	-	0.12	0.21	-	0.07	0.21	
Rate your agreement with the following statements:										
Faculty in my department are good mentors for graduate students										
Strongly agree	44.4%	47.4%	49.8%	49.6%	45.8%	49.3%	40.0%	49.2%	50.4%	
Somewhat agree	41.9%	41.2%	39.8%	38.7%	43.1%	40.9%	44.6%	39.3%	39.0%	
Somewhat disagree	10.9%	8.9%	8.6%	10.9%	9.2%	8.4%	10.8%	8.7%	8.3%	
Strongly disagree	2.8%	2.4%	1.9%	0.7%	1.9%	1.3%	4.6%	2.8%	2.4%	
Total(n)	284	2,051	3,645	137	912	1,926	130	1,019	1,606	
Mean	3.28	3.34	3.37	3.37	3.33	3.38	3.20	3.35	3.37	
Standard deviation	0.77	0.74	0.72	0.71	0.72	0.70	0.81	0.76	0.74	
Significance	-	-	*	-	-	-	-	*	*	

Effect size	-	-0.08	-0.13	-	0.06	-0.01	-	-0.20	-0.23	
Most graduate students in this program move on to faculty positions										
Strongly agree	6.5%	5.5%	4.1%	6.7%	4.4%	3.2%	7.1%	5.9%	4.9%	
Somewhat agree	20.8%	18.2%	18.2%	22.2%	18.4%	17.6%	18.9%	17.7%	18.7%	
Somewhat disagree	38.4%	35.9%	38.3%	42.2%	37.2%	40.2%	33.9%	35.1%	36.0%	
Strongly disagree	34.4%	40.4%	39.4%	28.9%	40.0%	39.0%	40.2%	41.4%	40.5%	
Total(n)	279	2,018	3,597	135	899	1,901	127	1,006	1,585	
Mean	1.99	1.89	1.87	2.07	1.87	1.85	1.93	1.88	1.88	
Standard deviation	0.90	0.89	0.85	0.88	0.86	0.82	0.94	0.90	0.88	
Significance	-	*	*	-	*	**	-	-	-	
Effect size	-	0.11	0.14	-	0.23	0.27	-	0.06	0.06	
Most graduate students in this program move into positions outside of academia										
Strongly agree	37.1%	42.7%	45.8%	33.6%	40.2%	43.8%	41.4%	45.8%	48.7%	
Somewhat agree	40.6%	35.8%	38.0%	45.5%	38.8%	41.0%	35.9%	32.6%	34.3%	
Somewhat disagree	17.6%	14.7%	11.8%	16.4%	14.8%	12.0%	17.2%	14.5%	11.4%	
Strongly disagree	4.7%	6.7%	4.4%	4.5%	6.2%	3.2%	5.5%	7.1%	5.7%	
Total(n)	278	2,026	3,613	134	904	1,908	128	1,007	1,594	
Mean	3.10	3.15	3.25	3.08	3.13	3.25	3.13	3.17	3.26	
Standard deviation	0.85	0.91	0.83	0.82	0.88	0.79	0.89	0.93	0.87	
Significance	-	*	**	-	*	*	-	-	-	
Effect size	-	-0.05	-0.18	-	-0.06	-0.22	-	-0.04	-0.15	
During the past three years, have you:										
Advised student groups involved in service/volunteer work										
Total(n)	384	4,107	6,249	189	1,854	3,140	176	2,006	2,914	Civic Minded Practice
Collaborated with the local community on research/teaching to address their needs										
Total(n)	386	4,125	6,288	190	1,853	3,154	176	2,020	2,932	Civic Minded Practice
Conducted research or writing focused on international/global issues										
Total(n)	380	4,095	6,261	186	1,851	3,156	175	2,000	2,904	
Conducted research or writing focused on racial or ethnic minorities										
Total(n)	382	4,073	6,247	187	1,838	3,141	176	1,995	2,907	
Conducted research or writing focused on women or gender issues										
Total(n)	381	4,052	6,210	185	1,831	3,121	177	1,983	2,892	
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) issues										
Total(n)	377	4,034	6,176	184	1,822	3,118	174	1,969	2,860	
Conducted research or writing focused on biomedical science fields										
Total(n)	378	4,010	6,146	185	1,820	3,106	175	1,951	2,846	
Engaged in academic research that spans multiple disciplines										
Total(n)	382	4,094	6,263	189	1,849	3,150	174	1,998	2,913	
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)										
Total(n)	384	4,113	6,280	187	1,849	3,159	177	2,008	2,919	
Written research grants										
Total(n)	379	4,057	6,192	188	1,831	3,110	173	1,980	2,882	
Received funding for your work from foundations										
Total(n)	380	4,068	6,218	185	1,834	3,123	176	1,987	2,895	
Received funding for your work from state or federal government										
Total(n)	385	4,069	6,201	189	1,833	3,129	176	1,988	2,874	
Received funding for your work from business or industry										
Total(n)	376	4,019	6,147	184	1,816	3,107	173	1,962	2,844	
During the past three years, have you:										
Taught an honors course										
Total(n)	385	4,092	6,238	190	1,841	3,140	175	1,998	2,896	
Taught an interdisciplinary course										
Total(n)	380	4,056	6,189	187	1,815	3,114	173	1,987	2,875	
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ+ studies)										
Total(n)	383	4,088	6,248	189	1,838	3,150	175	2,001	2,898	
Taught a service learning course										
Total(n)	381	4,084	6,245	187	1,839	3,145	175	1,997	2,900	
Taught a course exclusively online										
Total(n)	382	4,084	6,219	188	1,836	3,138	174	1,997	2,883	
Participated in organized activities around enhancing pedagogy or student learning										
Total(n)	387	4,117	6,272	189	1,844	3,156	177	2,019	2,913	
Taught a seminar for first-year students										
Total(n)	381	4,092	6,245	188	1,841	3,147	175	2,001	2,900	
Participated in the development of curriculum (enhancing an existing course or creating a new course)										
Total(n)	389	4,132	6,295	190	1,850	3,167	177	2,022	2,925	
In the past year, to what extent have you:										
Presented with undergraduate students at conferences										
To a very large extent	5.7%	4.5%	4.8%	7.5%	5.5%	5.6%	4.0%	3.8%	3.9%	
To a large extent	5.2%	5.0%	5.7%	7.0%	5.7%	6.9%	4.0%	4.6%	4.4%	
To some extent	10.4%	9.8%	10.6%	8.0%	10.2%	11.1%	12.5%	9.3%	10.1%	
To a small extent	9.6%	7.8%	7.5%	9.1%	8.2%	8.1%	10.8%	7.6%	7.0%	
Not at all	69.0%	72.9%	71.4%	68.4%	70.3%	68.2%	68.8%	74.8%	74.6%	
Total(n)	384	4,037	6,212	187	1,810	3,123	176	1,985	2,890	
Published with undergraduates										
To a very large extent	2.9%	2.2%	3.3%	4.3%	3.0%	4.4%	1.1%	1.4%	2.1%	
To a large extent	3.4%	3.1%	4.8%	6.0%	4.3%	6.6%	1.1%	2.1%	2.8%	
To some extent	7.7%	6.4%	8.2%	7.6%	7.5%	9.7%	7.3%	5.4%	6.7%	
To a small extent	6.1%	6.0%	6.5%	6.0%	6.6%	6.6%	6.2%	5.5%	6.5%	
Not at all	79.9%	82.2%	77.3%	76.1%	78.6%	72.7%	84.2%	85.6%	82.0%	
Total(n)	379	4,001	6,160	184	1,785	3,086	177	1,977	2,878	
Engaged undergraduates on your research projects										
To a very large extent	11.0%	10.2%	13.4%	14.0%	12.0%	16.1%	7.4%	8.6%	10.7%	
To a large extent	9.7%	9.2%	11.3%	11.8%	10.1%	12.6%	6.8%	8.3%	9.9%	
To some extent	15.9%	15.1%	15.6%	17.7%	16.9%	17.3%	14.2%	13.5%	14.1%	
To a small extent	13.3%	11.3%	11.0%	10.2%	11.9%	11.4%	17.0%	11.0%	10.6%	
Not at all	50.1%	54.3%	48.6%	46.2%	49.1%	42.6%	54.5%	58.6%	54.7%	
Total(n)	383	4,038	6,207	186	1,808	3,124	176	1,983	2,887	
Worked with undergraduates on their research projects										
To a very large extent	14.5%	13.8%	13.8%	16.0%	14.4%	14.4%	12.4%	13.1%	13.1%	
To a large extent	10.9%	13.4%	12.7%	13.4%	14.3%	13.8%	9.0%	12.6%	11.3%	
To some extent	18.7%	18.8%	18.5%	21.4%	20.9%	20.3%	15.8%	16.8%	16.7%	
To a small extent	14.0%	12.5%	13.6%	15.5%	13.9%	14.9%	13.6%	11.5%	12.7%	
Not at all	41.8%	41.5%	41.3%	33.7%	36.5%	36.6%	49.2%	46.0%	46.3%	
Total(n)	385	4,052	6,224	187	1,816	3,134	177	1,989	2,892	
How would you rate the overall experience of working with undergraduates on research projects?										
Excellent	15.6%	19.2%	22.0%	17.1%	20.9%	24.2%	12.4%	17.8%	19.8%	
Good	37.7%	34.2%	33.4%	39.6%	35.3%	36.0%	37.3%	33.2%	30.8%	
Fair	10.1%	11.2%	9.7%	11.2%	12.4%	10.5%	7.9%	10.1%	9.0%	
Poor	3.4%	1.8%	1.5%	3.2%	2.5%	1.6%	4.0%	1.3%	1.5%	
I have not worked with undergraduates on research projects	33.2%	33.7%	33.4%	28.9%	29.0%	27.8%	38.4%	37.7%	39.0%	
Total(n)	385	4,061	6,232	187	1,819	3,142	177	1,990	2,891	
How many undergraduates do you currently advise?										
None	55.4%	43.0%	43.8%	49.2%	40.1%	40.3%	62.1%	45.7%	47.7%	
1-5	18.8%	14.4%	17.8%	22.4%	16.6%	20.9%	13.8%	12.3%	14.7%	
6-10	6.9%	7.8%	10.4%	8.2%	9.2%	11.9%	6.3%	6.5%	8.7%	
11-20	6.4%	11.8%	11.3%	8.2%	12.7%	11.1%	4.6%	11.2%	11.6%	
21-30	2.7%	7.8%	6.9%	1.6%	7.3%	6.9%	3.4%	7.9%	6.8%	
31 or more	9.8%	15.2%	9.8%	10.4%	14.1%	9.0%	9.8%	16.3%	10.5%	
Total(n)	377	4,011	6,177	183	1,800	3,117	174	1,966	2,864	

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	50.0%	53.4%	46.8%	48.4%	46.7%	41.2%	56.1%	59.7%	53.0%
Occasionally	42.3%	40.3%	44.1%	46.2%	46.1%	48.3%	34.8%	34.9%	39.4%
Not at All	7.7%	6.3%	9.1%	5.4%	7.3%	10.5%	9.1%	5.5%	7.6%
Total(n)	168	2,257	3,401	93	1,061	1,823	66	1,061	1,473
Mean	2.42	2.47	2.38	2.43	2.39	2.31	2.47	2.54	2.45
Standard deviation	0.63	0.61	0.65	0.60	0.62	0.65	0.66	0.60	0.63
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.08	0.06	-	0.06	0.18	-	-0.12	0.03
Helped them plan their course of study									
Frequently	60.1%	64.2%	59.3%	61.3%	60.8%	56.8%	59.1%	67.9%	62.4%
Occasionally	30.4%	29.9%	31.1%	32.3%	35.0%	35.0%	28.8%	24.5%	26.0%
Not at All	9.5%	5.9%	9.7%	6.5%	4.2%	8.2%	12.1%	7.6%	11.6%
Total(n)	168	2,260	3,416	93	1,067	1,834	66	1,059	1,475
Mean	2.51	2.58	2.50	2.55	2.57	2.49	2.47	2.60	2.51
Standard deviation	0.67	0.60	0.67	0.62	0.57	0.64	0.71	0.63	0.69
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.12	0.01	-	-0.04	0.09	-	-0.21	-0.06
Discussed their academic performance									
Frequently	51.8%	58.7%	52.0%	48.4%	52.5%	48.5%	56.1%	64.3%	55.9%
Occasionally	39.9%	37.3%	41.9%	47.3%	43.7%	44.6%	31.8%	31.5%	37.7%
Not at All	8.3%	4.0%	6.6%	4.3%	3.9%	6.9%	12.1%	4.2%	6.4%
Total(n)	168	2,251	3,411	93	1,060	1,833	66	1,057	1,473
Mean	2.43	2.55	2.45	2.44	2.49	2.42	2.44	2.60	2.49
Standard deviation	0.64	0.57	0.62	0.58	0.57	0.62	0.70	0.57	0.62
Significance	-	**	-	-	-	-	-	-	-
Effect size	-	-0.21	-0.03	-	-0.09	0.03	-	-0.28	-0.08
Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)									
Frequently	60.1%	57.9%	56.8%	57.0%	53.6%	53.7%	66.7%	62.7%	60.9%
Occasionally	35.1%	36.9%	37.1%	38.7%	41.5%	40.3%	28.8%	31.9%	32.8%
Not at All	4.8%	5.3%	6.1%	4.3%	4.9%	6.1%	4.5%	5.4%	6.3%
Total(n)	168	2,260	3,413	93	1,063	1,834	66	1,062	1,475
Mean	2.55	2.53	2.51	2.53	2.49	2.48	2.62	2.57	2.55
Standard deviation	0.59	0.60	0.61	0.58	0.59	0.61	0.58	0.59	0.61
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.03	0.07	-	0.07	0.08	-	0.08	0.11
Discussed career and post-graduation goals									
Frequently	72.6%	70.0%	69.4%	71.0%	65.3%	67.0%	74.2%	74.4%	72.3%
Occasionally	26.2%	28.7%	28.8%	28.0%	33.3%	31.5%	24.2%	24.3%	25.7%
Not at All	1.2%	1.4%	1.8%	1.1%	1.4%	1.5%	1.5%	1.3%	2.0%
Total(n)	168	2,263	3,418	93	1,067	1,837	66	1,061	1,476
Mean	2.71	2.69	2.68	2.70	2.64	2.65	2.73	2.73	2.70
Standard deviation	0.48	0.49	0.50	0.48	0.51	0.51	0.48	0.47	0.50
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.04	0.06	-	0.12	0.10	-	0.00	0.06
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	51.3%	50.2%	51.1%	43.6%	42.8%	44.6%	61.8%	57.1%	58.3%
No	42.2%	40.4%	40.9%	50.8%	49.3%	48.9%	32.9%	32.8%	32.4%
Not eligible	2.2%	3.1%	2.9%	2.8%	2.4%	2.4%	1.2%	3.3%	3.4%
Not available	4.3%	6.3%	5.1%	2.8%	5.4%	4.1%	4.1%	6.9%	5.9%
Total(n)	372	3,942	6,038	181	1,764	3,063	170	1,940	2,784
Funded workshops focused on research skills development									
Yes	28.4%	14.4%	18.7%	24.7%	13.1%	16.9%	33.9%	15.6%	20.7%
No	60.6%	67.1%	64.9%	68.1%	71.8%	70.1%	53.2%	64.0%	59.7%
Not eligible	3.2%	4.4%	4.8%	3.8%	3.6%	3.9%	2.3%	4.7%	5.4%
Not available	7.8%	14.1%	11.7%	3.3%	11.5%	9.1%	10.5%	15.7%	14.1%
Total(n)	373	3,921	6,014	182	1,757	3,056	171	1,930	2,772
Funded workshops focused on grant writing									
Yes	19.2%	9.8%	11.2%	18.8%	9.4%	10.6%	20.7%	10.0%	12.0%
No	73.0%	73.4%	73.3%	76.2%	77.3%	77.4%	69.8%	70.7%	69.3%
Not eligible	3.0%	4.6%	4.7%	2.8%	3.5%	3.7%	3.0%	5.3%	5.5%
Not available	4.9%	12.1%	10.7%	2.2%	9.7%	8.2%	6.5%	14.0%	13.2%
Total(n)	370	3,919	5,997	181	1,757	3,052	169	1,929	2,760
Paid sabbatical leave									
Yes	5.9%	6.6%	8.0%	4.4%	6.6%	8.4%	7.6%	7.0%	7.7%
No	64.0%	59.6%	59.7%	70.5%	66.7%	66.3%	57.6%	53.2%	52.5%
Not eligible	26.4%	28.1%	27.5%	22.4%	21.9%	21.8%	30.2%	33.2%	33.7%
Not available	3.7%	5.7%	4.8%	2.7%	4.8%	3.5%	4.7%	6.5%	6.1%
Total(n)	375	3,936	6,018	183	1,768	3,052	172	1,931	2,777
Travel funds paid by the institution									
Yes	66.6%	58.6%	62.5%	64.0%	57.5%	63.3%	69.8%	61.0%	62.1%
No	28.6%	30.8%	27.2%	32.0%	35.2%	29.5%	24.4%	26.4%	24.6%
Not eligible	2.2%	6.7%	7.0%	2.8%	4.6%	4.9%	1.7%	8.0%	9.1%
Not available	2.7%	3.9%	3.3%	1.1%	2.7%	2.3%	4.1%	4.6%	4.3%
Total(n)	371	3,930	6,009	178	1,755	3,050	172	1,937	2,771
Internal grants for research									
Yes	30.4%	27.5%	31.1%	32.0%	28.1%	34.0%	28.1%	28.0%	28.8%
No	59.9%	58.7%	55.6%	61.3%	62.1%	56.8%	59.1%	55.6%	53.9%
Not eligible	5.1%	8.6%	8.7%	3.9%	6.3%	6.1%	5.8%	10.1%	11.2%
Not available	4.6%	5.2%	4.6%	2.8%	3.6%	3.0%	7.0%	6.3%	6.0%
Total(n)	372	3,924	6,014	181	1,760	3,050	171	1,929	2,774
Training for administrative leadership									
Yes	18.8%	11.0%	12.3%	18.8%	11.0%	12.0%	18.6%	11.4%	12.7%
No	64.1%	67.2%	65.9%	67.4%	72.7%	71.6%	61.6%	63.1%	60.1%
Not eligible	8.0%	10.3%	10.3%	8.8%	7.9%	7.3%	7.0%	11.7%	13.4%
Not available	9.1%	11.5%	11.4%	5.0%	8.4%	9.2%	12.8%	13.8%	13.8%
Total(n)	373	3,924	5,997	181	1,758	3,047	172	1,929	2,763
Training for promoting inclusion and facilitating difficult conversations									
Yes	46.7%	32.5%	40.9%	39.0%	26.6%	37.6%	55.2%	38.3%	44.7%
No	47.2%	55.8%	48.3%	56.6%	64.5%	54.4%	36.0%	47.9%	41.8%
Not eligible	0.8%	4.2%	4.3%	1.1%	3.5%	3.2%	0.6%	4.4%	5.3%
Not available	5.3%	7.5%	6.5%	3.3%	5.4%	4.8%	8.1%	9.4%	8.2%
Total(n)	375	3,940	6,031	182	1,768	3,062	172	1,936	2,780
Incentives to develop new courses									
Yes	23.9%	17.7%	17.7%	22.5%	17.7%	17.1%	25.3%	17.6%	18.2%
No	64.5%	63.4%	63.7%	68.7%	68.0%	69.2%	60.6%	60.1%	58.2%
Not eligible	4.0%	5.9%	5.6%	2.2%	4.7%	3.5%	5.9%	6.7%	7.8%
Not available	7.5%	13.0%	13.0%	6.8%	9.7%	10.2%	8.2%	15.5%	15.8%
Total(n)	372	3,937	6,024	182	1,767	3,057	170	1,936	2,778
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	23.6%	23.5%	24.8%	18.8%	21.2%	22.5%	28.1%	25.3%	27.0%
No	65.7%	62.5%	60.3%	72.9%	67.9%	65.7%	59.1%	58.8%	55.0%
Not eligible	2.7%	4.1%	4.2%	1.1%	3.4%	2.7%	4.1%	4.3%	5.8%
Not available	8.0%	9.9%	10.7%	7.2%	7.5%	9.1%	8.8%	11.6%	12.2%
Total(n)	373	3,930	6,024	181	1,758	3,058	171	1,935	2,776
Resources to integrate culturally-competent practices into your classroom									
Yes	22.0%	24.1%	29.1%	16.0%	16.9%	22.5%	28.1%	30.3%	36.0%
No	65.3%	61.7%	57.5%	75.1%	72.0%	67.1%	56.7%	53.5%	47.6%
Not eligible	2.2%	3.6%	3.6%	1.7%	3.2%	2.6%	2.3%	3.5%	4.5%
Not available	10.5%	10.7%	9.9%	7.2%	7.9%	7.7%	12.9%	12.8%	11.9%
Total(n)	372	3,929	6,026	181	1,765	3,057	171	1,932	2,782

How many of the following have you published?									
Articles in academic or professional journals									
None	18.4%	25.4%	21.5%	17.9%	20.7%	17.3%	18.2%	28.3%	25.3%
1-2	11.8%	18.3%	16.4%	11.4%	16.4%	13.9%	12.9%	20.6%	18.7%
3-4	10.4%	12.3%	11.5%	8.3%	10.7%	10.2%	11.2%	13.9%	13.0%
5-10	20.6%	17.8%	16.1%	18.5%	19.4%	15.2%	22.4%	16.9%	17.7%
11-20	17.4%	12.3%	13.7%	17.4%	13.6%	15.2%	17.6%	11.3%	12.3%
21-50	16.0%	9.8%	13.7%	17.9%	12.7%	17.5%	15.3%	7.3%	9.8%
51+	5.3%	4.0%	7.0%	8.2%	6.5%	10.6%	2.4%	1.8%	3.1%
Total(n)	374	3,995	6,073	184	1,792	3,084	170	1,958	2,794
Mean	3.76	3.19	3.53	3.92	3.53	3.92	3.64	2.91	3.15
Standard deviation	1.87	1.83	1.95	1.95	1.91	2.01	1.78	1.70	1.80
Significance	-	***	*	-	**	-	-	***	***
Effect size	-	0.31	0.12	-	0.20	0.00	-	0.43	0.27
Chapters in edited volumes									
None	42.5%	54.0%	47.8%	43.1%	52.3%	44.4%	40.2%	55.5%	51.4%
1-2	27.1%	23.4%	24.6%	24.1%	23.4%	24.1%	32.0%	23.5%	25.1%
3-4	15.2%	11.4%	12.2%	14.4%	11.6%	13.1%	17.2%	11.4%	11.5%
5-10	10.8%	7.4%	9.5%	13.2%	8.3%	11.3%	7.1%	6.8%	7.7%
11-20	2.5%	2.8%	3.8%	3.4%	3.1%	4.5%	1.8%	2.1%	2.9%
21-50	1.4%	0.8%	1.8%	0.6%	0.8%	2.3%	1.8%	0.7%	1.2%
51+	0.6%	0.3%	0.4%	1.1%	0.5%	0.4%	0.0%	0.1%	0.1%
Total(n)	362	3,899	5,933	174	1,746	2,994	169	1,920	2,749
Mean	2.10	1.85	2.04	2.16	1.91	2.16	2.04	1.79	1.90
Standard deviation	1.26	1.18	1.30	1.33	1.22	1.37	1.14	1.10	1.19
Significance	***	***	**	-	*	-	-	***	***
Effect size	-	0.21	0.05	-	0.20	0.00	-	0.23	0.12
How many of the following have you published?									
Books, manuals, monographs, or research reports									
None	53.8%	62.2%	58.9%	53.0%	57.8%	54.2%	54.4%	66.1%	64.4%
1-2	21.9%	22.8%	23.8%	21.0%	23.8%	24.3%	23.1%	22.5%	23.0%
3-4	11.6%	7.3%	8.5%	14.4%	9.0%	10.3%	8.3%	5.9%	6.6%
5-10	8.1%	5.0%	6.1%	6.6%	6.1%	7.4%	10.1%	3.9%	4.6%
11-20	2.7%	1.5%	1.9%	2.8%	2.2%	2.8%	3.0%	0.8%	0.9%
21-50	0.8%	0.8%	0.5%	1.7%	1.0%	0.7%	0.0%	0.6%	0.3%
51+	1.1%	0.2%	0.3%	0.6%	0.1%	0.3%	1.2%	0.2%	0.3%
Total(n)	370	3,953	6,008	181	1,772	3,046	169	1,942	2,772
Mean	1.91	1.64	1.71	1.92	1.74	1.84	1.89	1.54	1.57
Standard deviation	1.27	1.05	1.08	1.26	1.11	1.16	1.26	0.94	0.96
Significance	***	***	***	-	*	-	-	***	***
Effect size	-	0.26	0.19	-	0.16	0.07	-	0.37	0.33
Other, such as patents or computer software products									
None	81.0%	89.2%	85.2%	78.9%	85.6%	79.6%	83.5%	92.3%	91.3%
1-2	12.0%	6.5%	8.0%	12.2%	8.0%	10.3%	11.8%	5.2%	5.6%
3-4	2.2%	1.7%	2.8%	2.2%	2.4%	4.1%	2.4%	1.0%	1.4%
5-10	3.3%	1.4%	1.9%	5.0%	2.2%	2.8%	1.2%	0.8%	1.0%
11-20	1.1%	0.6%	0.9%	1.1%	1.0%	1.4%	1.2%	0.3%	0.5%
21-50	0.3%	0.3%	0.5%	0.0%	0.6%	1.0%	0.0%	0.1%	0.0%
51+	0.3%	0.3%	0.5%	0.6%	0.3%	0.8%	0.0%	0.3%	0.3%
Total(n)	368	3,880	5,910	180	1,742	3,002	170	1,908	2,723
Mean	1.33	1.20	1.29	1.39	1.28	1.42	1.25	1.13	1.15
Standard deviation	0.85	0.70	0.87	0.94	0.84	1.04	0.67	0.55	0.59
Significance	-	***	***	-	-	-	-	**	*
Effect size	-	0.19	0.05	-	0.13	-0.03	-	0.22	0.17
In the past <u>three</u> years, how many exhibitions, recordings, or performances in the fine or applied arts have you presented?									
None	82.9%	82.8%	83.2%	84.7%	82.4%	84.1%	82.0%	83.6%	83.0%
1-2	4.5%	5.3%	5.5%	2.2%	4.7%	4.2%	6.4%	5.6%	6.6%
3-4	3.5%	3.3%	3.4%	3.3%	3.2%	3.5%	3.5%	3.4%	3.1%
5-10	2.7%	3.8%	3.4%	2.7%	4.1%	3.2%	2.9%	3.4%	3.4%
11-20	1.9%	2.0%	1.8%	2.7%	2.0%	1.6%	1.2%	1.9%	1.9%
21+	4.5%	2.9%	2.8%	4.4%	3.5%	3.3%	4.1%	2.0%	2.1%
Total(n)	375	3,998	6,075	183	1,791	3,083	172	1,962	2,797
Mean	1.50	1.46	1.43	1.50	1.49	1.44	1.47	1.40	1.41
Standard deviation	1.27	1.17	1.13	1.30	1.23	1.17	1.21	1.07	1.07
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.03	0.06	-	0.01	0.05	-	0.07	0.06
How many these exhibitions or performances in the fine or applied arts were:									
Solo/individual									
None	33.3%	26.2%	30.6%	21.7%	24.5%	29.7%	44.4%	28.3%	32.7%
1-2	24.1%	35.9%	33.8%	26.1%	34.2%	31.4%	18.5%	38.4%	36.3%
3-4	13.0%	13.9%	13.3%	17.4%	14.9%	15.3%	7.4%	12.4%	11.2%
5-10	13.0%	14.9%	13.4%	17.4%	16.7%	13.4%	11.1%	13.6%	12.9%
11-20	7.4%	4.2%	3.6%	4.3%	3.7%	3.6%	11.1%	3.9%	3.8%
21+	9.3%	4.9%	5.3%	13.0%	5.9%	6.6%	7.4%	3.5%	4.1%
Total(n)	54	569	851	23	269	411	27	258	394
Mean	2.65	2.50	2.42	2.96	2.59	2.50	2.48	2.37	2.32
Standard deviation	1.66	1.39	1.41	1.66	1.42	1.46	1.74	1.31	1.36
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.11	0.16	-	0.26	0.32	-	0.08	0.12
How many these exhibitions or performances in the fine or applied arts were:									
Collaborative									
None	9.5%	13.8%	12.1%	7.4%	14.0%	12.4%	12.9%	14.3%	11.8%
1-2	30.2%	32.0%	33.1%	18.5%	27.6%	29.2%	38.7%	36.4%	37.9%
3-4	22.2%	18.3%	19.2%	25.9%	17.7%	20.1%	19.4%	18.8%	17.7%
5-10	9.5%	14.6%	14.4%	14.8%	16.4%	12.6%	6.5%	13.3%	16.0%
11-20	15.9%	12.2%	10.0%	18.5%	12.3%	10.6%	12.9%	11.4%	9.3%
21+	12.7%	9.1%	11.1%	14.8%	11.9%	15.0%	9.7%	5.8%	7.3%
Total(n)	63	650	956	27	293	452	31	308	451
Mean	3.30	3.06	3.10	3.63	3.21	3.25	2.97	2.89	2.95
Standard deviation	1.58	1.52	1.53	1.55	1.59	1.62	1.56	1.43	1.43
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.16	0.13	-	0.26	0.23	-	0.06	0.01
In the past <u>three</u> years, how many of your professional writings have been published or accepted for publication?									
None	22.1%	33.1%	26.7%	20.4%	28.8%	22.2%	21.8%	35.7%	30.6%
1	9.4%	12.9%	10.9%	8.8%	12.7%	9.5%	10.0%	13.1%	12.5%
2	12.9%	12.1%	11.6%	13.3%	12.5%	11.5%	12.9%	12.2%	12.0%
3	10.8%	11.8%	11.6%	11.0%	12.4%	12.5%	11.2%	11.6%	10.9%
4	4.9%	6.5%	7.1%	5.5%	6.7%	7.6%	4.1%	6.7%	6.6%
5	8.6%	5.8%	6.6%	7.7%	6.8%	6.9%	9.4%	5.1%	6.3%
6	7.8%	3.8%	5.2%	3.9%	3.6%	6.0%	12.4%	4.0%	4.6%
7-10	10.2%	7.5%	10.4%	12.7%	8.4%	11.5%	8.8%	6.8%	9.4%
More than 10	13.2%	6.4%	9.8%	16.6%	8.0%	12.3%	9.4%	4.9%	7.1%
Total(n)	371	3,940	6,024	181	1,775	3,054	170	1,937	2,775
Mean	4.54	3.54	4.13	4.74	3.80	4.50	4.44	3.35	3.78
Standard deviation	2.87	2.62	2.80	2.95	2.68	2.84	2.76	2.53	2.71
Significance	-	***	**	-	***	**	-	***	**
Effect size	-	0.38	0.15	-	0.35	0.08	-	0.43	0.24
How many of these publications in the past three years were solo-authored?									
None	40.7%	38.3%	39.6%	43.7%	40.5%	41.5%	37.9%	37.2%	38.0%
1	23.1%	23.4%	20.1%	19.3%	21.1%	19.1%	28.2%	25.0%	21.2%
2	11.9%	14.3%	13.3%	11.9%	14.5%	13.0%	12.9%	14.5%	13.7%
3	10.1%	9.3%	10.0%	9.6%	8.6%	9.0%	9.7%	10.0%	11.0%
4	4.5%	4.2%	4.7%	5.2%	4.2%	4.6%	2.4%	4.0%	4.5%
5	2.2%	3.4%	4.0%	1.5%	3.5%	4.0%	3.2%	3.5%	4.1%
6	1.9%	1.0%	1.9%	1.5%	1.0%	1.7%	2.4%	1.1%	2.0%

7-10	3.4%	3.5%	4.2%	5.2%	4.1%	4.7%	1.6%	2.5%	3.4%
More than 10	2.2%	2.6%	2.3%	2.2%	2.5%	2.3%	1.6%	2.2%	2.1%
Total(n)	268	2,385	4,030	135	1,156	2,177	124	1,114	1,746
Mean	2.59	2.65	2.75	2.63	2.65	2.72	2.48	2.60	2.73
Standard deviation	2.03	2.05	2.13	2.15	2.09	2.17	1.85	1.94	2.06
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.03	-0.08	-	-0.01	-0.04	-	-0.06	-0.12
How many of these publications in the past three years were co-authored?									
None	15.1%	20.3%	18.4%	12.2%	19.8%	17.0%	19.4%	20.8%	19.7%
1	12.5%	20.6%	17.5%	10.7%	20.2%	15.3%	13.2%	20.3%	20.0%
2	14.0%	15.7%	14.6%	16.0%	14.2%	13.9%	10.9%	17.4%	15.4%
3	11.8%	12.5%	11.7%	11.5%	12.1%	12.1%	12.4%	12.9%	11.4%
4	8.5%	7.0%	7.2%	9.2%	7.3%	7.2%	7.8%	7.0%	7.2%
5	8.1%	5.5%	5.5%	5.3%	5.1%	5.4%	11.6%	6.0%	5.9%
6	5.2%	3.9%	4.6%	4.6%	4.0%	5.2%	6.2%	3.6%	3.8%
7-10	10.0%	7.9%	9.8%	11.5%	9.0%	10.8%	8.5%	6.9%	8.5%
More than 10	14.8%	6.7%	10.8%	19.1%	8.4%	13.0%	10.1%	5.1%	8.1%
Total(n)	271	2,433	4,064	131	1,166	2,202	129	1,148	1,768
Mean	4.69	3.76	4.20	5.01	3.94	4.46	4.39	3.62	3.91
Standard deviation	2.78	2.52	2.72	2.84	2.63	2.80	2.70	2.40	2.60
Significance	-	***	**	-	***	*	-	***	*
Effect size	-	0.37	0.18	-	0.41	0.20	-	0.32	0.18
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	7.0%	6.0%	7.9%	4.6%	5.7%	7.6%	9.9%	6.5%	8.3%
1-4	15.6%	16.6%	20.7%	15.4%	14.9%	20.3%	16.0%	18.3%	21.4%
5-8	37.4%	28.6%	33.8%	43.4%	29.0%	34.9%	32.1%	28.4%	33.2%
9-12	24.6%	29.4%	23.7%	24.6%	31.4%	24.4%	25.3%	28.1%	22.8%
13-16	8.4%	11.0%	8.3%	5.7%	11.0%	7.8%	10.5%	10.7%	8.6%
17-20	4.5%	4.4%	2.8%	5.1%	4.7%	2.8%	2.5%	4.3%	2.4%
21+	2.5%	3.9%	2.7%	1.1%	3.4%	2.1%	3.7%	3.7%	3.3%
Total(n)	358	3,776	5,795	175	1,696	2,953	162	1,849	2,660
Mean	3.35	3.52	3.23	3.31	3.54	3.21	3.33	3.46	3.23
Standard deviation	1.30	1.38	1.31	1.17	1.34	1.27	1.40	1.39	1.35
Significance	-	*	-	-	*	-	-	-	-
Effect size	-	-0.12	0.09	-	-0.17	0.08	-	-0.09	0.07
Preparing for teaching (including reading student papers and grading)									
None	8.1%	5.4%	6.6%	5.1%	5.2%	6.6%	11.0%	5.9%	6.8%
1-4	13.4%	12.5%	16.1%	14.3%	13.1%	17.4%	11.7%	11.8%	14.5%
5-8	24.5%	22.9%	24.3%	28.0%	23.9%	26.8%	22.1%	22.0%	21.8%
9-12	20.3%	22.1%	21.5%	24.0%	23.4%	22.0%	16.6%	21.2%	21.2%
13-16	13.9%	14.5%	13.5%	13.7%	14.0%	12.8%	14.7%	14.6%	14.5%
17-20	10.9%	10.4%	8.7%	8.0%	9.7%	6.9%	13.5%	11.1%	10.7%
21+	8.9%	12.2%	9.1%	6.9%	10.7%	5.5%	10.4%	13.3%	10.6%
Total(n)	359	3,764	5,784	175	1,686	2,950	163	1,849	2,654
Mean	3.87	4.08	3.82	3.78	4.00	3.68	3.94	4.13	3.96
Standard deviation	1.70	1.69	1.66	1.53	1.65	1.59	1.82	1.73	1.71
Significance	-	*	-	-	*	-	-	-	-
Effect size	-	-0.12	0.03	-	-0.13	0.06	-	-0.11	-0.01
During the present term, how many hours per week on average do you spend on each of the following?									
Advising or counseling students									
None	18.1%	12.9%	9.4%	18.5%	13.8%	8.8%	15.2%	11.8%	9.9%
1-4	53.6%	57.0%	59.4%	55.1%	57.6%	61.6%	53.9%	57.0%	57.4%
5-8	19.8%	21.0%	20.9%	19.7%	20.4%	20.5%	20.0%	21.5%	21.5%
9-12	4.4%	5.8%	6.3%	3.4%	4.7%	5.9%	5.5%	6.3%	6.7%
13-16	2.2%	1.4%	2.0%	2.2%	1.7%	1.8%	2.4%	1.4%	2.2%
17-20	1.6%	1.2%	0.9%	1.1%	1.1%	0.7%	2.4%	1.2%	1.1%
21+	0.3%	0.9%	1.0%	0.0%	0.8%	0.6%	0.6%	0.9%	1.2%
Total(n)	364	3,813	5,846	178	1,709	2,975	165	1,871	2,685
Mean	2.25	2.33	2.39	2.19	2.29	2.35	2.36	2.36	2.42
Standard deviation	1.01	1.00	0.99	0.93	0.98	0.92	1.10	1.00	1.04
Significance	-	-	**	-	-	*	-	-	-
Effect size	-	-0.08	-0.14	-	-0.10	-0.17	-	0.00	-0.06
Committee work and meetings									
None	8.0%	14.2%	13.3%	9.6%	14.3%	12.4%	6.1%	13.6%	14.0%
1-4	43.8%	47.2%	49.6%	50.3%	48.9%	52.8%	38.2%	45.6%	46.6%
5-8	23.4%	23.0%	20.9%	18.1%	22.0%	20.4%	29.1%	24.3%	21.6%
9-12	9.1%	8.0%	8.3%	9.6%	7.7%	7.8%	9.7%	8.9%	8.9%
13-16	7.4%	3.6%	3.7%	7.9%	3.5%	3.5%	6.1%	3.5%	3.7%
17-20	5.5%	2.1%	1.9%	4.0%	2.2%	1.5%	7.3%	2.1%	2.3%
21+	2.8%	1.8%	2.2%	0.6%	1.5%	1.5%	3.6%	2.0%	3.0%
Total(n)	363	3,790	5,829	177	1,697	2,968	165	1,861	2,677
Mean	2.92	2.53	2.54	2.70	2.50	2.48	3.08	2.57	2.80
Standard deviation	1.44	1.24	1.26	1.29	1.21	1.16	1.49	1.25	1.34
Significance	-	-	***	-	*	-	-	***	***
Effect size	-	0.31	0.30	-	0.17	0.19	-	0.41	0.36
Research and scholarly writing									
None	17.7%	26.3%	22.6%	14.2%	22.1%	18.5%	20.0%	29.3%	27.1%
1-4	33.0%	34.2%	30.0%	33.0%	32.7%	26.6%	33.9%	36.0%	33.3%
5-8	18.6%	17.5%	17.8%	18.8%	18.6%	19.4%	18.2%	16.6%	16.3%
9-12	12.2%	8.9%	11.3%	11.4%	10.4%	13.3%	13.3%	7.7%	9.2%
13-16	6.9%	4.8%	6.2%	9.7%	5.6%	7.3%	4.2%	3.9%	5.1%
17-20	5.0%	3.2%	4.7%	4.5%	3.8%	5.3%	6.1%	2.9%	3.9%
21+	6.6%	5.2%	7.5%	8.5%	6.8%	9.6%	4.2%	3.6%	5.2%
Total(n)	361	3,784	5,818	176	1,703	2,961	165	1,853	2,675
Mean	2.99	2.62	2.92	3.17	2.83	3.18	2.83	2.44	2.64
Standard deviation	1.72	1.63	1.78	1.78	1.72	1.85	1.63	1.51	1.66
Significance	-	***	**	-	*	-	-	**	-
Effect size	-	0.23	0.04	-	0.20	-0.01	-	0.26	0.11
During the present term, how many hours per week on average do you spend on each of the following?									
Other creative products/performance									
None	68.7%	70.6%	71.9%	66.3%	67.8%	71.5%	71.1%	73.8%	73.3%
1-4	19.0%	19.0%	18.1%	21.9%	20.3%	17.7%	15.7%	17.2%	18.0%
5-8	4.9%	5.2%	5.1%	5.9%	6.2%	5.6%	3.8%	4.5%	4.3%
9-12	2.9%	2.2%	2.1%	3.0%	2.5%	2.3%	3.1%	2.1%	1.8%
13-16	2.3%	1.1%	1.1%	0.6%	1.2%	1.1%	4.4%	1.0%	0.9%
17-20	1.7%	0.9%	0.6%	1.8%	1.1%	0.7%	1.9%	0.8%	0.5%
21+	0.6%	1.0%	1.2%	0.6%	0.9%	1.0%	0.0%	0.5%	1.0%
Total(n)	348	3,746	5,732	169	1,682	2,922	159	1,839	2,632
Mean	1.59	1.51	1.49	1.57	1.56	1.50	1.60	1.44	1.45
Standard deviation	1.14	1.05	1.04	1.07	1.07	1.04	1.19	0.95	0.99
Significance	-	-	-	-	-	-	-	*	-
Effect size	-	0.08	0.10	-	0.01	0.07	-	0.17	0.15
Community or public service									
None	29.2%	38.8%	36.4%	32.2%	43.2%	38.5%	26.7%	35.4%	34.4%
1-4	43.9%	45.1%	46.0%	42.5%	42.1%	43.3%	47.9%	47.9%	48.9%
5-8	15.6%	10.7%	11.5%	15.5%	9.6%	11.7%	13.3%	11.4%	11.1%
9-12	5.6%	3.1%	3.4%	5.2%	3.2%	4.0%	5.5%	2.9%	2.7%
13-16	2.8%	1.1%	1.4%	2.9%	1.1%	1.4%	3.0%	1.2%	1.4%
17-20	1.4%	0.5%	0.5%	1.7%	0.5%	0.6%	0.6%	0.4%	0.3%
21+	1.7%	0.6%	0.9%	0.0%	0.3%	0.6%	3.0%	0.8%	1.1%
Total(n)	360	3,787	5,797	174	1,705	2,950	165	1,853	2,665
Mean	2.20	1.87	1.92	2.09	1.80	1.91	2.24	1.91	1.93
Standard deviation	1.23	0.97	1.02	1.10	0.94	1.01	1.30	0.97	1.00
Significance	-	***	***	-	***	*	-	***	***

Civic Minded Practice

Effect size	-	0.34	0.27	-	0.31	0.18	-	0.34	0.31	
Outside consulting/freelance work										
None	73.0%	75.3%	71.2%	72.6%	74.8%	69.5%	73.9%	76.5%	73.6%	
1-4	18.8%	16.6%	18.5%	18.3%	16.2%	19.1%	19.9%	16.7%	17.9%	
5-8	4.8%	4.9%	5.5%	4.6%	5.5%	7.0%	5.0%	4.2%	3.9%	
9-12	2.2%	1.7%	2.1%	2.9%	1.9%	2.4%	1.2%	1.3%	1.7%	
13-16	0.3%	0.3%	0.7%	0.6%	0.4%	0.6%	0.0%	0.2%	0.9%	
17-20	0.6%	0.3%	0.6%	0.6%	0.5%	0.5%	0.0%	0.1%	0.5%	
21+	0.3%	0.9%	1.3%	0.6%	0.6%	0.9%	0.0%	1.0%	1.5%	
Total(n)	356	3,763	5,770	175	1,693	2,943	161	1,843	2,648	
Mean	1.41	1.40	1.49	1.45	1.41	1.51	1.34	1.37	1.46	
Standard deviation	0.84	0.90	1.03	0.93	0.89	0.99	0.63	0.87	1.04	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.01	-0.08	-	0.04	-0.06	-	-0.03	-0.12	
Household/childcare duties										
None	12.5%	12.6%	11.4%	16.5%	16.9%	14.9%	7.9%	8.0%	6.8%	
1-4	14.4%	15.5%	15.2%	14.2%	16.0%	15.9%	13.4%	15.1%	14.6%	
5-8	17.2%	21.2%	21.3%	16.5%	21.4%	21.9%	18.3%	20.7%	20.4%	
9-12	21.1%	17.1%	17.0%	23.3%	17.9%	18.4%	18.3%	16.5%	15.7%	
13-16	6.9%	9.5%	9.9%	7.4%	9.2%	9.4%	6.7%	9.8%	10.5%	
17-20	7.8%	7.2%	7.6%	9.7%	6.6%	7.4%	6.1%	8.0%	8.2%	
21+	20.2%	16.8%	17.6%	12.5%	11.9%	12.1%	29.3%	21.9%	23.8%	
Total(n)	361	3,776	5,788	176	1,701	2,948	164	1,853	2,661	
Mean	4.00	3.85	3.92	3.70	3.54	3.62	4.38	4.17	4.28	
Standard deviation	2.02	1.96	1.96	1.93	1.90	1.88	2.06	1.97	1.98	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.08	0.04	-	0.08	0.04	-	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	84.4%	84.1%	83.7%	88.5%	88.3%	87.8%	79.3%	81.4%	79.5%	
1-4	8.4%	8.6%	9.3%	9.2%	7.0%	7.9%	7.3%	9.4%	10.7%	
5-8	3.9%	2.8%	2.9%	1.1%	1.8%	1.9%	7.3%	3.6%	4.1%	
9-12	2.0%	1.8%	1.6%	1.1%	1.3%	1.0%	3.0%	2.1%	2.3%	
13-16	0.3%	0.7%	0.5%	0.0%	0.7%	0.3%	0.6%	0.9%	0.7%	
17-20	0.3%	0.7%	0.5%	0.0%	0.4%	0.3%	0.6%	0.8%	0.6%	
21+	0.8%	1.3%	1.4%	0.0%	0.7%	0.8%	1.8%	1.7%	2.0%	
Total(n)	358	3,737	5,750	174	1,678	2,925	164	1,839	2,646	
Mean	1.30	1.34	1.33	1.15	1.23	1.22	1.48	1.41	1.44	
Standard deviation	0.86	1.00	0.98	0.47	0.80	0.79	1.15	1.11	1.13	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.04	-0.03	-	-0.10	-0.09	-	0.06	0.04	
Other employment outside of academia										
None	85.9%	84.1%	83.5%	85.2%	87.4%	85.5%	85.4%	81.6%	81.7%	
1-4	6.1%	5.5%	5.3%	5.1%	4.4%	4.9%	7.9%	6.2%	5.7%	
5-8	2.8%	3.0%	3.2%	1.7%	2.7%	2.7%	4.3%	3.3%	3.6%	
9-12	2.2%	1.5%	1.8%	4.0%	1.0%	1.7%	0.6%	1.8%	1.9%	
13-16	0.3%	0.9%	0.9%	0.0%	0.5%	0.6%	0.0%	1.3%	1.1%	
17-20	0.3%	0.8%	0.8%	0.0%	0.7%	0.7%	0.6%	0.9%	0.8%	
21+	2.5%	4.1%	4.6%	4.0%	3.3%	3.9%	1.2%	4.9%	5.2%	
Total(n)	361	3,769	5,773	176	1,693	2,944	164	1,851	2,650	
Mean	1.36	1.49	1.52	1.44	1.38	1.45	1.29	1.57	1.58	
Standard deviation	1.12	1.38	1.44	1.31	1.24	1.34	0.91	1.49	1.51	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.09	-0.11	-	0.05	-0.01	-	-0.19	-0.19	
Personal time (e.g., exercise, hobbies, relaxing)										
None	3.1%	3.4%	2.9%	4.0%	3.6%	2.4%	2.4%	3.0%	3.2%	
1-4	28.1%	26.2%	26.1%	21.7%	21.9%	21.7%	32.9%	29.5%	30.6%	
5-8	37.2%	34.9%	35.9%	36.6%	33.9%	35.6%	40.2%	36.6%	36.7%	
9-12	18.3%	18.1%	19.8%	22.3%	20.3%	23.1%	13.4%	16.3%	16.6%	
13-16	3.9%	8.1%	7.2%	4.6%	8.4%	7.9%	3.7%	7.6%	6.4%	
17-20	5.3%	4.5%	3.6%	6.3%	5.6%	4.0%	3.7%	3.6%	3.2%	
21+	4.2%	4.7%	4.4%	4.6%	6.3%	5.3%	3.7%	3.4%	3.3%	
Total(n)	360	3,769	5,776	175	1,692	2,941	164	1,849	2,656	
Mean	3.24	3.33	3.31	3.39	3.50	3.46	3.09	3.20	3.15	
Standard deviation	1.35	1.40	1.34	1.39	1.47	1.37	1.27	1.31	1.28	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.06	-0.05	-	-0.07	-0.05	-	-0.08	-0.05	
In your interactions with undergraduates, how often in the past year did you encourage them to:										
Ask questions in class										
Frequently	87.6%	91.1%	85.7%	87.2%	91.3%	86.3%	88.4%	90.8%	85.2%	
Occasionally	5.5%	4.2%	5.0%	8.1%	5.7%	5.9%	3.2%	3.0%	4.1%	
Not at all	6.9%	4.7%	9.3%	4.7%	3.0%	7.8%	8.4%	6.2%	10.7%	
Total(n)	348	3,688	5,557	172	1,659	2,848	155	1,802	2,532	
Mean	2.81	2.86	2.76	2.83	2.88	2.79	2.80	2.85	2.74	
Standard deviation	0.54	0.46	0.60	0.49	0.41	0.57	0.57	0.50	0.64	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.11	0.08	-	-0.12	0.07	-	-0.10	0.09	
Support their opinions with a logical argument										
Frequently	76.8%	77.7%	72.0%	78.9%	77.1%	71.5%	76.0%	78.6%	72.6%	
Occasionally	15.9%	16.4%	18.2%	15.8%	17.7%	20.1%	15.6%	15.0%	16.2%	
Not at all	7.2%	5.9%	9.8%	5.3%	5.2%	8.4%	8.4%	6.4%	11.2%	
Total(n)	345	3,693	5,555	171	1,660	2,843	154	1,810	2,535	
Mean	2.70	2.72	2.62	2.74	2.72	2.63	2.68	2.72	2.61	
Standard deviation	0.60	0.57	0.66	0.55	0.55	0.63	0.63	0.57	0.68	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.04	0.12	-	0.04	0.17	-	-0.07	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	71.8%	73.8%	69.1%	67.3%	72.2%	67.3%	78.2%	75.3%	71.1%	
Occasionally	20.1%	20.0%	20.6%	26.9%	22.7%	23.9%	12.2%	17.7%	17.4%	
Not at all	8.0%	6.1%	10.3%	5.8%	5.1%	8.9%	9.6%	6.9%	11.4%	
Total(n)	348	3,709	5,585	171	1,664	2,853	156	1,817	2,546	
Mean	2.64	2.68	2.59	2.61	2.67	2.58	2.69	2.68	2.60	
Standard deviation	0.63	0.58	0.67	0.60	0.57	0.65	0.64	0.60	0.69	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.07	0.07	-	-0.11	0.05	-	0.02	0.13	
Analyze multiple sources of information before coming to a conclusion										
Frequently	63.5%	66.8%	63.0%	58.1%	63.6%	59.4%	71.8%	69.4%	67.0%	
Occasionally	27.6%	25.6%	25.4%	37.4%	29.2%	29.9%	17.3%	22.6%	20.6%	
Not at all	8.9%	7.6%	11.5%	6.4%	7.2%	10.7%	10.9%	8.0%	12.4%	
Total(n)	348	3,720	5,594	171	1,670	2,868	156	1,822	2,547	
Mean	2.55	2.59	2.51	2.50	2.56	2.49	2.61	2.61	2.55	
Standard deviation	0.65	0.63	0.69	0.62	0.63	0.68	0.68	0.63	0.71	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.06	0.06	-	-0.10	0.01	-	0.00	0.08	
Evaluate the quality or reliability of information they receive										
Frequently	65.1%	68.3%	63.8%	56.5%	66.1%	59.8%	74.4%	70.1%	68.0%	
Occasionally	25.1%	24.7%	24.6%	35.9%	27.7%	29.3%	14.7%	22.3%	19.6%	
Not at all	9.8%	7.0%	11.6%	7.6%	6.2%	10.8%	10.9%	7.6%	12.4%	
Total(n)	347	3,709	5,580	170	1,668	2,864	156	1,813	2,537	
Mean	2.55	2.61	2.52	2.49	2.60	2.49	2.63	2.62	2.56	
Standard deviation	0.67	0.61	0.69	0.64	0.60	0.68	0.67	0.62	0.70	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.10	0.04	-	-0.18	0.00	-	0.02	0.10	

Take risks for potential gains									
Frequently	34.9%	37.6%	35.5%	31.2%	36.0%	32.8%	37.7%	39.2%	37.7%
Occasionally	42.2%	41.6%	40.6%	41.8%	42.3%	42.8%	43.5%	41.0%	38.9%
Not at all	23.0%	20.9%	23.9%	27.1%	21.6%	24.3%	18.8%	19.8%	23.4%
Total(n)	344	3,683	5,537	170	1,660	2,839	154	1,799	2,523
Mean	2.12	2.17	2.12	2.04	2.14	2.08	2.19	2.19	2.14
Standard deviation	0.75	0.75	0.76	0.76	0.75	0.75	0.73	0.74	0.77
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.07	0.00	-	-0.13	-0.05	-	0.00	0.06
In your interactions with undergraduates, how often in the past year did you encourage them to:									
Seek alternative solutions to a problem									
Frequently	66.4%	64.3%	60.0%	64.7%	63.7%	58.8%	67.7%	64.6%	60.9%
Occasionally	25.5%	29.5%	29.7%	30.0%	31.7%	32.1%	22.6%	28.1%	27.5%
Not at all	8.1%	6.2%	10.4%	5.3%	4.6%	9.1%	9.7%	7.3%	11.7%
Total(n)	345	3,699	5,551	170	1,664	2,848	155	1,810	2,527
Mean	2.58	2.58	2.50	2.59	2.59	2.50	2.58	2.57	2.49
Standard deviation	0.64	0.61	0.68	0.59	0.58	0.66	0.66	0.63	0.70
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.00	0.12	-	0.00	0.14	-	0.02	0.13
Look up scientific research articles and resources									
Frequently	54.9%	53.7%	50.6%	50.6%	50.4%	46.9%	59.2%	57.0%	54.8%
Occasionally	31.1%	31.8%	29.8%	34.9%	35.3%	34.6%	28.0%	28.2%	24.8%
Not at all	14.0%	14.5%	19.5%	14.5%	14.3%	18.5%	12.7%	14.7%	20.4%
Total(n)	350	3,704	5,565	172	1,664	2,860	157	1,817	2,537
Mean	2.41	2.39	2.31	2.36	2.36	2.28	2.46	2.42	2.34
Standard deviation	0.72	0.73	0.78	0.72	0.72	0.76	0.71	0.73	0.80
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.03	0.13	-	0.00	0.11	-	0.05	0.15
Explore topics on their own, even though it was not required for a class									
Frequently	54.2%	51.6%	48.1%	53.5%	50.4%	46.2%	54.5%	52.6%	49.9%
Occasionally	37.2%	40.2%	39.9%	40.7%	42.9%	43.3%	34.0%	38.1%	36.7%
Not at all	8.6%	8.2%	12.0%	5.8%	6.7%	10.5%	11.5%	9.4%	13.4%
Total(n)	349	3,707	5,573	172	1,664	2,861	156	1,816	2,532
Mean	2.46	2.43	2.36	2.48	2.44	2.36	2.43	2.43	2.36
Standard deviation	0.65	0.64	0.69	0.61	0.62	0.66	0.69	0.66	0.71
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.05	0.14	-	0.06	0.18	-	0.00	0.10
Accept mistakes as part of the learning process									
Frequently	66.9%	73.5%	68.2%	63.4%	70.7%	65.5%	71.3%	76.4%	71.3%
Occasionally	26.6%	21.2%	22.3%	31.4%	25.2%	25.9%	21.0%	17.1%	18.4%
Not at all	6.6%	5.3%	9.5%	5.2%	4.1%	8.5%	7.6%	6.5%	10.3%
Total(n)	350	3,715	5,583	172	1,668	2,862	157	1,820	2,542
Mean	2.60	2.68	2.59	2.58	2.67	2.57	2.64	2.70	2.61
Standard deviation	0.61	0.57	0.66	0.59	0.55	0.64	0.62	0.58	0.67
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.14	0.02	-	-0.16	0.02	-	-0.10	0.04
In your interactions with undergraduates, how often in the past year did you encourage them to:									
Recognize biases that affect their thinking									
Frequently	53.6%	55.9%	50.2%	46.5%	49.7%	44.8%	60.3%	61.1%	55.6%
Occasionally	34.3%	33.7%	34.9%	38.8%	38.8%	39.9%	30.1%	29.6%	30.0%
Not at all	12.1%	10.4%	14.9%	14.7%	11.6%	15.3%	9.6%	9.3%	14.4%
Total(n)	347	3,700	5,570	170	1,661	2,857	156	1,814	2,535
Mean	2.41	2.45	2.35	2.32	2.38	2.30	2.51	2.52	2.41
Standard deviation	0.70	0.68	0.73	0.72	0.68	0.72	0.67	0.66	0.73
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.06	0.08	-	-0.09	0.03	-	-0.02	0.14
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	66.7%	64.9%	64.4%	62.1%	59.2%	58.3%	71.4%	70.0%	70.5%
Occasionally	22.2%	24.7%	25.6%	26.6%	28.7%	29.3%	18.6%	20.9%	21.9%
Not at all	11.1%	10.4%	10.0%	11.2%	12.1%	12.4%	9.9%	9.0%	7.6%
Total(n)	351	3,709	5,667	169	1,656	2,876	161	1,825	2,609
Mean	2.56	2.54	2.54	2.51	2.47	2.46	2.61	2.61	2.63
Standard deviation	0.69	0.68	0.67	0.69	0.70	0.70	0.66	0.65	0.62
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.03	0.03	-	0.06	0.07	-	0.00	-0.03
Describe how different perspectives would affect the interpretation of a question or issue in your discipline									
Frequently	54.4%	51.6%	52.1%	49.7%	44.3%	45.9%	58.4%	57.2%	58.0%
Occasionally	32.3%	34.2%	33.8%	31.6%	36.9%	35.5%	34.8%	32.8%	32.5%
Not at all	13.3%	14.2%	14.1%	18.7%	18.7%	18.6%	6.8%	10.0%	9.5%
Total(n)	353	3,713	5,666	171	1,660	2,877	161	1,828	2,609
Mean	2.41	2.37	2.38	2.31	2.26	2.27	2.52	2.47	2.48
Standard deviation	0.71	0.72	0.72	0.77	0.75	0.76	0.62	0.67	0.66
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.06	0.04	-	0.07	0.05	-	0.07	0.06
Discuss the ethical or moral implications of a course of action									
Frequently	49.3%	48.0%	50.6%	44.1%	40.9%	44.8%	53.8%	53.6%	55.9%
Occasionally	35.0%	36.1%	35.4%	35.9%	39.9%	38.2%	35.6%	33.5%	33.2%
Not at all	15.7%	15.9%	14.0%	20.0%	19.2%	16.9%	10.6%	12.9%	11.0%
Total(n)	351	3,716	5,680	170	1,661	2,880	160	1,827	2,618
Mean	2.34	2.32	2.37	2.24	2.22	2.28	2.43	2.41	2.45
Standard deviation	0.73	0.73	0.72	0.77	0.74	0.73	0.68	0.71	0.68
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.03	-0.04	-	0.03	-0.05	-	0.03	-0.03
Apply mathematical concepts and computational thinking									
Frequently	36.5%	32.8%	32.9%	43.5%	41.8%	41.0%	28.3%	25.0%	24.6%
Occasionally	29.6%	29.9%	27.1%	32.9%	29.8%	25.6%	27.7%	30.0%	28.6%
Not at all	33.9%	37.4%	40.1%	23.5%	28.4%	33.4%	44.0%	45.0%	46.7%
Total(n)	351	3,716	5,676	170	1,664	2,866	159	1,823	2,608
Mean	2.03	1.95	1.93	2.20	2.13	2.08	1.84	1.80	1.78
Standard deviation	0.84	0.84	0.85	0.80	0.83	0.86	0.84	0.81	0.82
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.10	0.12	-	0.08	0.14	-	0.05	0.07
In how many of the courses that you teach do you use each of the following?									
Class discussions									
All	74.1%	71.8%	75.0%	65.7%	65.3%	71.5%	83.5%	77.6%	78.6%
Most	14.6%	15.0%	12.9%	19.3%	16.8%	13.8%	10.1%	13.7%	12.1%
Some	9.3%	10.7%	9.7%	13.3%	14.7%	11.9%	5.1%	6.8%	7.5%
None	2.0%	2.6%	2.4%	1.8%	3.2%	2.8%	1.3%	1.8%	1.9%
Total(n)	343	3,631	5,565	166	1,622	2,813	158	1,792	2,576
Mean	3.61	3.56	3.61	3.49	3.44	3.54	3.76	3.67	3.67
Standard deviation	0.74	0.78	0.76	0.79	0.86	0.81	0.60	0.68	0.70
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.06	0.00	-	0.06	-0.06	-	0.13	0.13
Cooperative learning (small groups)									
All	53.5%	54.3%	55.7%	44.3%	44.0%	49.0%	64.3%	63.6%	62.9%
Most	20.2%	20.2%	19.7%	22.2%	21.1%	20.2%	20.1%	19.3%	19.4%
Some	19.6%	18.6%	17.7%	22.2%	24.8%	21.7%	14.3%	13.2%	13.5%
None	6.7%	7.0%	6.9%	11.4%	10.0%	9.1%	1.3%	3.9%	4.3%
Total(n)	342	3,607	5,527	167	1,602	2,791	154	1,785	2,557
Mean	3.20	3.22	3.24	2.99	2.99	3.09	3.47	3.43	3.41
Standard deviation	0.98	0.98	0.97	1.06	1.04	1.03	0.79	0.86	0.88
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.02	-0.04	-	0.00	-0.10	-	0.05	0.07

Student-Centered Pedagogy

Student-Centered Pedagogy

Experiential learning/Field studies										
All	20.0%	19.0%	19.2%	18.8%	16.8%	17.1%	20.0%	20.5%	20.9%	Student-Centered Pedagogy
Most	15.6%	14.6%	14.4%	15.2%	13.9%	13.7%	15.5%	15.1%	15.0%	
Some	29.4%	30.8%	29.9%	29.1%	30.4%	30.1%	31.6%	31.2%	30.1%	
None	35.0%	35.6%	36.6%	37.0%	39.0%	39.2%	32.9%	33.2%	34.0%	
Total(n)	340	3,635	5,560	165	1,622	2,817	155	1,791	2,565	
Mean	2.21	2.17	2.16	2.16	2.08	2.09	2.23	2.23	2.23	
Standard deviation	1.13	1.11	1.12	1.12	1.09	1.10	1.11	1.12	1.13	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.04	0.04	-	0.07	0.06	-	0.00	0.00	
Performances/Demonstrations										
All	22.8%	22.0%	22.6%	20.7%	19.8%	20.1%	26.1%	23.6%	24.3%	Student-Centered Pedagogy
Most	14.5%	16.3%	14.6%	16.0%	16.6%	14.3%	12.1%	16.1%	15.2%	
Some	28.9%	26.1%	25.9%	30.2%	26.3%	26.7%	26.8%	25.8%	25.2%	
None	33.8%	35.6%	36.9%	33.1%	37.3%	38.9%	35.0%	34.5%	35.3%	
Total(n)	346	3,634	5,577	169	1,626	2,828	157	1,787	2,568	
Mean	2.26	2.25	2.23	2.24	2.19	2.15	2.29	2.29	2.29	
Standard deviation	1.15	1.16	1.17	1.13	1.14	1.15	1.20	1.17	1.18	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.01	0.03	-	0.04	0.08	-	0.00	0.00	
In how many of the courses that you teach do you use each of the following?										
Group projects										
All	25.7%	28.4%	29.9%	24.4%	25.6%	27.5%	27.8%	30.9%	32.2%	Student-Centered Pedagogy
Most	20.8%	21.4%	21.4%	19.6%	21.6%	20.6%	22.8%	21.7%	22.3%	
Some	34.7%	32.7%	31.5%	37.5%	34.0%	32.4%	29.7%	31.2%	30.7%	
None	18.8%	17.6%	17.2%	18.5%	18.8%	19.5%	19.6%	16.3%	14.7%	
Total(n)	346	3,661	5,604	168	1,636	2,836	158	1,802	2,587	
Mean	2.53	2.61	2.64	2.50	2.54	2.56	2.59	2.67	2.72	
Standard deviation	1.07	1.08	1.08	1.06	1.07	1.09	1.10	1.08	1.07	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.07	-0.10	-	-0.04	-0.06	-	-0.07	-0.12	
Extensive lecturing										
All	16.3%	17.0%	19.1%	21.6%	23.9%	24.2%	10.8%	10.9%	13.9%	Student-Centered Pedagogy
Most	20.9%	24.3%	24.7%	25.1%	29.4%	29.5%	15.3%	18.9%	19.8%	
Some	43.0%	37.1%	35.5%	40.1%	33.2%	31.6%	47.8%	40.8%	38.9%	
None	19.8%	21.7%	20.8%	13.2%	13.5%	14.7%	26.1%	29.4%	27.3%	
Total(n)	344	3,643	5,567	167	1,620	2,820	157	1,801	2,567	
Mean	2.34	2.37	2.42	2.55	2.64	2.63	2.11	2.11	2.20	
Standard deviation	0.97	1.00	1.02	0.97	0.99	1.01	0.92	0.95	0.99	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.03	-0.08	-	-0.09	-0.08	-	0.00	-0.09	
Multiple drafts of written work										
All	17.9%	16.1%	16.9%	15.0%	13.1%	13.5%	20.9%	18.8%	20.3%	Student-Centered Pedagogy
Most	20.8%	19.8%	19.5%	21.0%	19.8%	19.4%	20.9%	19.9%	19.5%	
Some	37.0%	38.2%	36.8%	37.7%	39.0%	38.8%	36.1%	37.4%	34.7%	
None	24.3%	25.9%	26.8%	26.3%	28.1%	28.3%	22.2%	23.9%	25.4%	
Total(n)	346	3,650	5,579	167	1,632	2,827	158	1,796	2,570	
Mean	2.32	2.26	2.26	2.25	2.18	2.18	2.41	2.34	2.35	
Standard deviation	1.03	1.02	1.03	1.01	0.99	0.99	1.05	1.04	1.07	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.06	0.06	-	0.07	0.07	-	0.07	0.06	
Reflective writing/Journaling										
All	22.0%	17.2%	17.5%	16.7%	11.4%	12.7%	27.2%	22.0%	22.0%	Student-Centered Pedagogy
Most	15.9%	15.5%	15.0%	12.5%	12.0%	13.1%	20.9%	19.2%	17.0%	
Some	26.6%	30.7%	29.1%	27.4%	30.0%	27.9%	25.3%	31.0%	30.6%	
None	35.5%	36.5%	38.5%	43.5%	46.6%	46.4%	26.6%	27.8%	30.4%	
Total(n)	346	3,653	5,589	168	1,626	2,825	158	1,806	2,583	
Mean	2.24	2.13	2.12	2.02	1.88	1.92	2.49	2.35	2.31	
Standard deviation	1.16	1.09	1.11	1.11	1.01	1.05	1.16	1.11	1.12	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.10	0.11	-	0.14	0.10	-	0.13	0.16	
Community service as part of coursework										
All	4.4%	3.8%	3.3%	3.0%	2.9%	2.0%	5.7%	4.4%	4.6%	Civic Minded Practice
Most	6.7%	6.0%	4.7%	4.8%	3.9%	3.8%	8.9%	7.4%	5.5%	
Some	32.6%	21.2%	20.4%	28.9%	18.1%	17.6%	38.6%	24.1%	23.5%	
None	56.4%	69.0%	71.5%	63.3%	75.1%	76.6%	46.8%	64.0%	66.4%	
Total(n)	344	3,649	5,590	166	1,629	2,831	158	1,799	2,578	
Mean	1.59	1.44	1.40	1.48	1.35	1.31	1.73	1.52	1.48	
Standard deviation	0.80	0.77	0.73	0.73	0.69	0.64	0.85	0.82	0.80	
Significance	-	***	***	-	*	***	-	**	***	
Effect size	-	0.19	0.26	-	0.19	0.27	-	0.26	0.31	
Electronic quizzes with immediate feedback in class										
All	10.7%	10.4%	8.9%	10.1%	9.8%	9.0%	10.1%	11.0%	8.9%	Student-Centered Pedagogy
Most	16.7%	12.0%	10.1%	16.1%	11.8%	10.7%	17.7%	12.0%	9.4%	
Some	24.2%	21.2%	20.2%	23.8%	19.8%	19.1%	25.9%	23.0%	21.9%	
None	48.4%	56.4%	60.8%	50.0%	58.6%	61.3%	46.2%	54.0%	59.8%	
Total(n)	347	3,662	5,587	168	1,636	2,833	158	1,806	2,573	
Mean	1.90	1.76	1.67	1.86	1.73	1.67	1.92	1.80	1.67	
Standard deviation	1.03	1.02	0.98	1.03	1.01	0.99	1.02	1.03	0.97	
Significance	-	*	***	-	*	*	-	**	**	
Effect size	-	0.14	0.23	-	0.13	0.19	-	0.12	0.26	
Real-life problems										
All	44.7%	40.6%	43.0%	38.7%	32.1%	39.1%	50.6%	47.5%	47.1%	Student-Centered Pedagogy
Most	25.9%	27.3%	26.7%	26.2%	29.6%	27.2%	26.6%	25.4%	26.1%	
Some	22.5%	23.3%	22.2%	28.0%	27.2%	24.6%	16.5%	20.2%	19.8%	
None	6.9%	8.8%	8.1%	7.1%	11.1%	9.2%	6.3%	7.0%	7.0%	
Total(n)	347	3,663	5,606	168	1,635	2,839	158	1,806	2,587	
Mean	3.08	3.00	3.05	2.96	2.83	2.96	3.22	3.13	3.13	
Standard deviation	0.97	1.00	0.99	0.98	1.00	1.00	0.94	0.97	0.97	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.08	0.03	-	0.13	0.00	-	0.09	0.09	
In how many of the courses that you teach do you use each of the following?										
Student inquiry to drive learning										
All	36.5%	35.0%	36.2%	33.5%	29.4%	31.3%	37.6%	39.3%	40.9%	Student-Centered Pedagogy
Most	28.4%	27.7%	26.9%	27.5%	27.2%	27.2%	29.9%	28.1%	26.6%	
Some	26.7%	27.9%	27.6%	28.1%	30.9%	30.3%	27.4%	25.9%	25.0%	
None	8.4%	9.5%	9.3%	10.8%	12.5%	11.2%	5.1%	6.8%	7.5%	
Total(n)	345	3,660	5,600	167	1,628	2,837	157	1,807	2,582	
Mean	2.93	2.88	2.90	2.84	2.73	2.79	3.00	3.00	3.01	
Standard deviation	0.98	1.00	1.00	1.01	1.02	1.01	0.93	0.96	0.98	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.05	0.03	-	0.11	0.05	-	0.00	-0.01	
Readings on racial and ethnic issues										
All	22.2%	20.4%	19.9%	16.8%	14.2%	13.9%	27.8%	25.5%	25.9%	Student-Centered Pedagogy
Most	15.7%	13.7%	14.1%	13.0%	11.0%	12.1%	19.0%	16.1%	16.3%	
Some	23.1%	27.4%	26.0%	21.7%	25.4%	24.2%	23.4%	28.7%	27.4%	
None	39.1%	38.6%	40.1%	48.4%	49.5%	49.8%	29.7%	29.6%	30.5%	
Total(n)	338	3,586	5,537	161	1,607	2,801	158	1,764	2,558	
Mean	2.21	2.16	2.14	1.98	1.90	1.90	2.45	2.37	2.38	
Standard deviation	1.18	1.15	1.15	1.14	1.08	1.08	1.19	1.16	1.17	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.04	0.06	-	0.07	0.07	-	0.07	0.06	
Readings on women or gender issues										
All	19.2%	17.7%	17.8%	12.4%	12.2%	11.9%	25.8%	22.1%	23.7%	Student-Centered Pedagogy
Most	13.8%	12.0%	11.9%	11.2%	9.4%	10.4%	17.4%	14.5%	13.4%	
Some	24.6%	27.0%	26.3%	25.5%	25.0%	25.4%	21.9%	28.7%	27.1%	
None	42.5%	43.3%	44.0%	50.9%	53.4%	52.3%	34.8%	34.8%	35.7%	
Total(n)	334	3,506	5,408	161	1,568	2,734	155	1,732	2,502	
Mean	2.10	2.04	2.04	1.85	1.80	1.82	2.34	2.24	2.25	

Standard deviation	1.15	1.12	1.13	1.05	1.04	1.03	1.20	1.15	1.17		
Significance	-	-	-	-	-	-	-	-	-		
Effect size	-	0.05	0.05	-	0.05	0.03	-	0.09	0.08		
Supplemental instruction outside of class and office hours											
All	26.1%	19.5%	21.2%	20.5%	16.1%	18.5%	31.8%	22.8%	23.8%		
Most	14.8%	17.5%	18.6%	14.3%	18.0%	18.4%	15.9%	16.7%	18.5%		
Some	37.4%	36.3%	35.6%	39.8%	38.1%	37.4%	33.1%	34.1%	33.9%		
None	21.7%	26.7%	24.6%	25.5%	27.8%	25.7%	19.1%	26.4%	23.8%		
Total(n)	337	3,572	5,513	161	1,602	2,789	157	1,756	2,547		
Mean	2.45	2.30	2.36	2.30	2.22	2.30	2.61	2.36	2.42		
Standard deviation	1.10	1.07	1.07	1.07	1.03	1.05	1.13	1.10	1.09		
Significance	-	**	**	-	*	*	-	**	*		
Effect size	-	0.14	0.08	-	0.08	0.00	-	0.23	0.17		
In how many of the courses that you teach do you use each of the following?											
Student presentations											
All	30.7%	30.0%	33.4%	21.6%	22.9%	27.2%	40.5%	36.7%	39.6%	Student-Centered Pedagogy	
Most	26.5%	25.3%	24.8%	30.2%	25.6%	24.0%	22.2%	25.4%	25.7%		
Some	30.7%	33.0%	31.2%	34.0%	37.9%	35.7%	27.2%	28.5%	26.9%		
None	12.1%	11.7%	10.6%	14.2%	13.6%	13.1%	10.1%	9.4%	7.9%		
Total(n)	339	3,595	5,540	162	1,608	2,803	158	1,771	2,558		
Mean	2.76	2.74	2.81	2.59	2.58	2.65	2.93	2.89	2.97		
Standard deviation	1.02	1.01	1.02	0.98	0.99	1.02	1.04	1.01	0.99		
Significance	-	-	-	-	-	-	-	-	-		
Effect size	-	0.02	-0.05	-	0.01	-0.06	-	0.04	-0.04		
Student evaluations of each others' work											
All	18.0%	17.4%	18.7%	13.0%	12.7%	14.6%	22.9%	21.5%	22.6%	Student-Centered Pedagogy	
Most	15.9%	18.2%	17.4%	17.3%	16.7%	16.3%	16.6%	19.9%	18.9%		
Some	37.8%	38.6%	36.5%	40.7%	40.2%	37.9%	35.0%	37.7%	35.3%		
None	28.3%	25.8%	27.4%	29.0%	30.4%	31.2%	25.5%	21.0%	23.2%		
Total(n)	339	3,587	5,524	162	1,604	2,800	157	1,766	2,545		
Mean	2.24	2.27	2.27	2.14	2.12	2.14	2.37	2.42	2.41		
Standard deviation	1.05	1.03	1.06	0.98	0.98	1.02	1.10	1.05	1.08		
Significance	-	-	-	-	-	-	-	-	-		
Effect size	-	-0.03	-0.03	-	0.02	0.00	-	-0.05	-0.04		
Grading on a curve											
All	4.2%	6.0%	9.2%	8.0%	8.8%	12.1%	0.6%	3.6%	6.2%		
Most	8.6%	7.8%	9.0%	6.2%	10.3%	11.2%	10.2%	5.4%	6.5%		
Some	19.3%	20.9%	19.0%	22.2%	23.1%	20.5%	15.3%	18.9%	16.9%		
None	67.9%	65.2%	62.9%	63.6%	57.9%	56.2%	73.9%	72.1%	70.4%		
Total(n)	336	3,566	5,502	162	1,600	2,793	157	1,755	2,534		
Mean	1.49	1.55	1.64	1.59	1.70	1.79	1.38	1.41	1.48		
Standard deviation	0.82	0.87	0.98	0.92	0.97	1.06	0.69	0.75	0.87		
Significance	-	**	**	-	*	*	-	*	*		
Effect size	-	-0.07	-0.15	-	-0.11	-0.19	-	-0.04	-0.11		
Rubric-based assessment											
All	44.7%	45.0%	45.8%	34.8%	35.3%	37.9%	55.1%	54.3%	54.5%		
Most	22.1%	25.2%	24.7%	22.0%	28.0%	27.4%	21.8%	22.8%	22.0%		
Some	21.5%	20.1%	18.5%	28.7%	24.2%	21.5%	13.5%	15.9%	15.3%		
None	11.8%	9.7%	11.0%	14.6%	12.5%	13.2%	9.6%	7.0%	8.2%		
Total(n)	340	3,575	5,516	164	1,599	2,796	156	1,761	2,543		
Mean	3.00	3.05	3.05	2.77	2.86	2.90	3.22	3.24	3.23		
Standard deviation	1.07	1.02	1.04	1.08	1.04	1.06	1.01	0.96	0.99		
Significance	-	-	-	-	-	-	-	-	-		
Effect size	-	-0.05	-0.05	-	-0.09	-0.12	-	-0.02	-0.01		
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	14.1%	13.4%	14.9%	6.7%	10.0%	11.9%	21.7%	16.2%	17.4%		
Most	16.8%	15.0%	15.5%	14.7%	14.4%	14.2%	19.1%	15.6%	17.0%		
Some	36.5%	36.4%	35.7%	41.1%	36.3%	36.8%	32.5%	36.5%	34.9%		
None	32.6%	35.2%	33.9%	37.4%	39.3%	37.2%	26.8%	31.7%	30.7%		
Total(n)	340	3,581	5,517	163	1,605	2,796	157	1,761	2,542		
Mean	2.12	2.07	2.11	1.91	1.95	2.01	2.36	2.16	2.21		
Standard deviation	1.02	1.02	1.04	0.89	0.97	0.99	1.10	1.05	1.06		
Significance	-	-	-	-	-	-	-	*	*		
Effect size	-	0.05	0.01	-	-0.04	-0.10	-	0.19	0.14		
How frequently do you incorporate the following forms of technology into your courses?											
Videos or podcasts											
Frequently	49.0%	46.9%	45.1%	41.7%	39.3%	40.3%	57.1%	53.4%	50.2%		
Occasionally	39.8%	42.1%	43.5%	41.1%	46.3%	45.1%	38.3%	38.9%	41.8%		
Not at all	11.3%	10.9%	11.4%	17.2%	14.4%	14.6%	4.5%	7.7%	8.0%		
Total(n)	337	3,592	5,527	163	1,604	2,800	154	1,770	2,549		
Mean	2.38	2.36	2.34	2.25	2.25	2.26	2.53	2.46	2.42		
Standard deviation	0.68	0.67	0.67	0.73	0.69	0.69	0.59	0.63	0.64		
Significance	-	-	-	-	-	-	-	*	*		
Effect size	-	0.03	0.06	-	0.00	-0.01	-	0.11	0.17		
Simulations/animations											
Frequently	19.4%	20.3%	20.4%	19.1%	19.2%	20.2%	20.0%	21.3%	20.9%		
Occasionally	39.7%	41.2%	40.0%	42.6%	43.9%	41.2%	37.3%	38.7%	38.6%		
Not at all	40.9%	38.5%	39.6%	38.3%	36.9%	38.6%	42.7%	40.0%	40.5%		
Total(n)	330	3,530	5,425	162	1,584	2,752	150	1,740	2,502		
Mean	1.78	1.82	1.81	1.81	1.82	1.82	1.77	1.81	1.80		
Standard deviation	0.75	0.74	0.75	0.74	0.73	0.74	0.76	0.76	0.76		
Significance	-	-	-	-	-	-	-	-	-		
Effect size	-	-0.05	-0.04	-	-0.01	-0.01	-	-0.05	-0.04		
Online homework or virtual labs											
Frequently	34.9%	33.6%	29.6%	32.5%	32.5%	28.7%	37.0%	34.9%	30.7%		
Occasionally	36.1%	33.7%	32.8%	36.8%	31.7%	31.8%	35.1%	35.3%	34.0%		
Not at all	29.0%	32.7%	37.6%	30.7%	35.8%	39.5%	27.9%	29.9%	35.3%		
Total(n)	338	3,584	5,511	163	1,604	2,795	154	1,764	2,540		
Mean	2.06	2.01	1.92	2.02	1.97	1.89	2.09	2.05	1.95		
Standard deviation	0.80	0.81	0.82	0.80	0.83	0.82	0.80	0.80	0.81		
Significance	-	**	**	-	*	*	-	*	*		
Effect size	-	0.06	0.17	-	0.06	0.16	-	0.05	0.17		
Online discussion boards											
Frequently	25.5%	24.2%	21.6%	22.6%	20.5%	18.4%	29.4%	27.3%	25.0%		
Occasionally	35.3%	36.1%	35.1%	29.9%	33.0%	31.8%	41.8%	39.9%	38.9%		
Not at all	39.2%	39.6%	43.2%	47.6%	46.5%	49.8%	28.8%	32.8%	36.1%		
Total(n)	337	3,569	5,488	164	1,598	2,780	153	1,755	2,532		
Mean	1.86	1.85	1.78	1.75	1.74	1.69	2.01	1.95	1.89		
Standard deviation	0.79	0.78	0.78	0.80	0.78	0.76	0.77	0.77	0.77		
Significance	-	-	-	-	-	-	-	-	-		
Effect size	-	0.01	0.10	-	0.01	0.08	-	0.08	0.16		
Audience response systems to gauge students' understanding (e.g., clickers)											
Frequently	10.1%	8.3%	10.1%	10.4%	8.2%	9.8%	9.0%	8.5%	10.5%		
Occasionally	17.5%	18.6%	19.0%	15.3%	15.9%	17.5%	18.7%	21.3%	20.9%		
Not at all	72.4%	73.0%	70.9%	74.2%	75.9%	72.8%	72.3%	70.2%	68.6%		
Total(n)	337	3,588	5,507	163	1,607	2,796	155	1,766	2,534		
Mean	1.38	1.35	1.39	1.36	1.32	1.37	1.37	1.38	1.42		
Standard deviation	0.66	0.63	0.66	0.67	0.62	0.65	0.64	0.64	0.67		
Significance	-	-	-	-	-	-	-	-	-		
Effect size	-	0.05	-0.02	-	0.06	-0.02	-	-0.02	-0.07		
Please indicate the extent to which you agree it is your role to:											
Encourage students to become agents of social change											
Strongly agree	41.4%	44.3%	44.6%	35.8%	33.7%	34.7%	46.8%	53.6%	54.7%	Civic Minded Values	
Somewhat agree	39.6%	39.3%	40.2%	40.7%	43.2%	43.9%	39.1%	36.7%	36.8%		
Somewhat disagree	13.3%	10.8%	10.7%	15.4%	14.7%	14.4%	11.5%	7.1%	6.7%		
Strongly disagree	5.6%	5.6%	4.6%	8.0%	8.4%	7.0%	2.6%	2.6%	1.8%		

Total(n)	338	3,532	5,435	162	1,576	2,759	156	1,745	2,499	
Mean	3.17	3.22	3.25	3.04	3.02	3.06	3.30	3.41	3.44	
Standard deviation	0.86	0.85	0.82	0.91	0.91	0.88	0.77	0.74	0.70	
Significance	-	-	-	-	-	-	-	-	*	
Effect size	-	-0.06	-0.10	-	0.02	-0.02	-	-0.15	-0.20	
Prepare students for employment after college										
Strongly agree	73.9%	75.0%	72.2%	73.3%	71.8%	70.2%	75.6%	78.4%	74.7%	
Somewhat agree	25.2%	22.4%	24.8%	26.1%	25.0%	26.5%	23.1%	19.5%	22.8%	
Somewhat disagree	0.9%	2.2%	2.4%	0.6%	2.9%	2.7%	1.3%	1.7%	2.0%	
Strongly disagree	0.0%	0.4%	0.6%	0.0%	0.4%	0.6%	0.0%	0.3%	0.5%	
Total(n)	337	3,536	5,439	161	1,575	2,762	156	1,748	2,501	
Mean	3.73	3.72	3.69	3.73	3.68	3.66	3.74	3.76	3.72	
Standard deviation	0.46	0.52	0.55	0.46	0.55	0.56	0.47	0.49	0.52	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.02	0.07	-	0.09	0.13	-	-0.04	0.04	
Prepare students for graduate or advanced education										
Strongly agree	53.9%	58.5%	58.4%	55.9%	57.0%	57.2%	52.3%	60.0%	59.9%	
Somewhat agree	42.0%	37.2%	36.0%	41.0%	38.6%	37.3%	42.6%	35.6%	34.3%	
Somewhat disagree	4.2%	3.8%	4.5%	3.1%	3.9%	4.6%	5.2%	4.0%	4.4%	
Strongly disagree	0.0%	0.5%	1.1%	0.0%	0.6%	0.9%	0.0%	0.4%	1.4%	
Total(n)	336	3,538	5,427	161	1,582	2,757	155	1,743	2,493	
Mean	3.50	3.54	3.52	3.53	3.52	3.51	3.47	3.55	3.53	
Standard deviation	0.58	0.60	0.64	0.56	0.60	0.63	0.60	0.59	0.65	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.07	-0.03	-	0.02	0.03	-	-0.14	-0.09	
Develop students' moral character										
Strongly agree	34.4%	38.9%	51.8%	30.9%	35.3%	50.7%	38.1%	41.8%	52.7%	
Somewhat agree	48.4%	46.9%	39.2%	52.5%	49.2%	39.9%	45.2%	45.6%	39.1%	
Somewhat disagree	13.6%	11.4%	7.4%	11.7%	11.8%	7.5%	14.8%	10.7%	7.1%	
Strongly disagree	3.6%	2.8%	1.6%	4.9%	3.7%	1.9%	1.9%	1.9%	1.1%	
Total(n)	337	3,539	5,442	162	1,582	2,761	155	1,745	2,504	
Mean	3.14	3.22	3.41	3.09	3.16	3.39	3.19	3.27	3.43	
Standard deviation	0.78	0.75	0.70	0.79	0.77	0.71	0.76	0.73	0.67	
Significance	-	-	***	-	-	***	-	-	***	
Effect size	-	-0.11	-0.39	-	-0.09	-0.42	-	-0.11	-0.36	
Provide for students' emotional development										
Strongly agree	30.4%	33.1%	37.4%	24.7%	26.2%	32.6%	35.1%	39.1%	42.2%	
Somewhat agree	43.5%	46.6%	46.2%	45.7%	48.7%	48.5%	44.8%	45.2%	44.5%	
Somewhat disagree	22.3%	16.5%	13.7%	24.7%	19.9%	15.7%	17.5%	13.1%	11.1%	
Strongly disagree	3.9%	3.8%	2.8%	4.9%	5.2%	3.3%	2.6%	2.6%	2.2%	
Total(n)	336	3,531	5,426	162	1,577	2,755	154	1,742	2,494	
Mean	3.00	3.09	3.18	2.90	2.96	3.10	3.12	3.21	3.27	
Standard deviation	0.83	0.80	0.77	0.83	0.82	0.78	0.79	0.76	0.74	
Significance	-	-	***	-	-	**	-	-	*	
Effect size	-	-0.11	-0.23	-	-0.07	-0.26	-	-0.12	-0.20	
Please indicate the extent to which you agree it is your role to:										
Help students develop personal values										
Strongly agree	33.1%	38.4%	47.0%	28.8%	33.7%	44.9%	37.4%	42.4%	48.8%	
Somewhat agree	50.6%	47.5%	42.8%	56.4%	50.3%	44.1%	46.5%	45.7%	42.0%	
Somewhat disagree	13.9%	11.6%	8.5%	12.3%	12.3%	8.8%	14.2%	10.6%	7.9%	
Strongly disagree	2.4%	2.5%	1.7%	2.5%	3.7%	2.1%	1.9%	1.3%	1.3%	
Total(n)	338	3,535	5,429	163	1,582	2,757	155	1,742	2,495	
Mean	3.14	3.22	3.35	3.12	3.14	3.32	3.19	3.29	3.38	
Standard deviation	0.74	0.74	0.71	0.71	0.77	0.72	0.75	0.71	0.69	
Significance	-	-	***	-	-	***	-	-	***	
Effect size	-	-0.11	-0.30	-	-0.03	-0.28	-	-0.14	-0.28	
Enhance students' knowledge of and appreciation for other racial/ethnic groups										
Strongly agree	49.1%	51.0%	49.6%	42.3%	38.8%	39.4%	55.5%	61.6%	60.0%	
Somewhat agree	36.1%	36.0%	37.9%	39.9%	42.2%	43.0%	32.9%	31.2%	33.0%	
Somewhat disagree	9.2%	8.7%	9.0%	12.3%	12.2%	12.3%	6.5%	5.3%	5.4%	
Strongly disagree	5.6%	4.4%	3.5%	5.5%	6.8%	5.3%	5.2%	1.9%	1.5%	
Total(n)	338	3,538	5,428	163	1,581	2,754	155	1,743	2,497	
Mean	3.29	3.34	3.34	3.19	3.13	3.17	3.39	3.53	3.52	
Standard deviation	0.85	0.81	0.78	0.86	0.87	0.84	0.82	0.68	0.67	
Significance	-	-	-	-	-	-	-	*	*	
Effect size	-	-0.06	-0.06	-	0.07	0.02	-	-0.21	-0.19	
Promote students' ability to write effectively										
Strongly agree	71.7%	70.9%	69.9%	68.7%	66.8%	65.9%	73.7%	74.3%	74.1%	
Somewhat agree	23.3%	24.3%	25.3%	25.8%	27.7%	28.8%	21.8%	21.3%	21.9%	
Somewhat disagree	4.7%	3.7%	3.7%	5.5%	4.2%	4.2%	3.8%	3.4%	3.3%	
Strongly disagree	0.3%	1.1%	1.0%	0.0%	1.3%	1.1%	0.6%	1.0%	0.8%	
Total(n)	339	3,543	5,450	163	1,583	2,766	156	1,748	2,506	
Mean	3.66	3.65	3.64	3.63	3.60	3.60	3.69	3.69	3.69	
Standard deviation	0.58	0.61	0.61	0.59	0.63	0.62	0.58	0.59	0.57	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.02	0.03	-	0.05	0.05	-	0.00	0.00	
Encourage respect for different beliefs										
Strongly agree	67.2%	70.3%	71.3%	58.6%	59.6%	63.6%	76.9%	79.9%	79.1%	
Somewhat agree	26.9%	24.6%	24.6%	32.1%	32.6%	30.3%	21.2%	17.5%	19.0%	
Somewhat disagree	4.1%	3.4%	2.9%	6.2%	4.9%	4.4%	1.9%	2.2%	1.4%	
Strongly disagree	1.8%	1.7%	1.2%	3.1%	2.9%	1.7%	0.0%	0.5%	0.5%	
Total(n)	338	3,535	5,431	162	1,575	2,752	156	1,748	2,503	
Mean	3.59	3.63	3.66	3.46	3.49	3.56	3.75	3.77	3.77	
Standard deviation	0.66	0.63	0.59	0.75	0.72	0.66	0.48	0.50	0.49	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.06	-0.12	-	-0.04	-0.15	-	-0.04	-0.04	
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	15.8%	15.9%	11.7%	16.9%	17.6%	11.8%	16.0%	14.6%	11.6%	
Somewhat agree	51.0%	49.3%	48.0%	51.9%	45.4%	46.1%	50.0%	52.1%	50.0%	
Somewhat disagree	26.3%	25.0%	28.9%	25.0%	25.1%	28.7%	26.9%	25.6%	29.3%	
Strongly disagree	6.9%	9.8%	11.4%	6.3%	11.9%	13.4%	7.1%	7.7%	9.1%	
Total(n)	335	3,462	5,323	160	1,554	2,707	156	1,696	2,441	
Mean	2.76	2.71	2.60	2.79	2.69	2.56	2.75	2.73	2.64	
Standard deviation	0.80	0.85	0.84	0.79	0.90	0.87	0.81	0.80	0.80	
Significance	-	-	***	-	-	**	-	-	-	
Effect size	-	0.06	0.19	-	0.11	0.26	-	0.03	0.14	
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	80.3%	77.1%	74.8%	73.9%	68.6%	65.5%	87.8%	86.2%	84.9%	
Somewhat agree	16.7%	19.9%	22.0%	22.4%	26.5%	29.4%	11.5%	13.1%	14.2%	
Somewhat disagree	1.5%	2.1%	2.4%	1.9%	3.2%	3.8%	0.6%	0.5%	0.7%	
Strongly disagree	1.5%	0.9%	0.8%	1.9%	1.7%	1.3%	0.0%	0.1%	0.2%	
Total(n)	335	3,463	5,321	161	1,550	2,704	156	1,701	2,443	
Mean	3.76	3.73	3.71	3.68	3.62	3.59	3.87	3.85	3.84	
Standard deviation	0.55	0.54	0.55	0.61	0.64	0.63	0.35	0.38	0.40	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.06	0.09	-	0.09	0.14	-	0.05	0.08	
Colleges have a responsibility to work with their surrounding communities to address local issues										
Strongly agree	63.9%	60.1%	55.1%	58.1%	52.0%	46.2%	71.8%	68.3%	64.9%	
Somewhat agree	30.7%	35.3%	38.3%	36.3%	41.5%	44.5%	24.4%	28.9%	31.7%	
Somewhat disagree	4.5%	3.8%	5.7%	3.8%	4.9%	7.8%	3.8%	2.7%	3.3%	
Strongly disagree	0.9%	0.8%	0.9%	1.9%	1.6%	1.4%	0.0%	0.1%	0.2%	
Total(n)	335	3,472	5,328	160	1,555	2,705	156	1,702	2,447	
Mean	3.58	3.55	3.48	3.51	3.44	3.36	3.68	3.65	3.61	
Standard deviation	0.62	0.61	0.64	0.66	0.66	0.68	0.54	0.54	0.56	

Significance	-		**	-		**	-		
Effect size	-	0.05	0.16	-	0.11	0.22	-	0.06	0.13
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	15.5%	15.6%	13.3%	10.1%	14.4%	11.5%	21.6%	16.6%	15.0%
Somewhat agree	43.6%	48.5%	44.1%	48.1%	48.0%	43.1%	36.6%	49.0%	44.9%
Somewhat disagree	34.5%	29.2%	33.4%	35.4%	31.0%	35.4%	35.3%	28.0%	32.0%
Strongly disagree	6.4%	6.7%	9.1%	6.3%	6.6%	10.1%	6.5%	6.4%	8.0%
Total(n)	330	3,408	5,250	158	1,537	2,684	153	1,665	2,390
Mean	2.68	2.73	2.62	2.62	2.70	2.56	2.73	2.76	2.67
Standard deviation	0.81	0.80	0.83	0.75	0.79	0.82	0.87	0.80	0.83
Significance	-			-			-		
Effect size	-	-0.06	0.07	-	-0.10	0.07	-	-0.04	0.07
I try to dispel perceptions of competition in my classroom									
Strongly agree	30.7%	32.5%	35.4%	27.6%	24.3%	28.8%	34.2%	39.4%	42.0%
Somewhat agree	44.2%	41.8%	42.0%	42.9%	41.9%	42.3%	47.4%	42.7%	42.4%
Somewhat disagree	20.2%	20.4%	18.5%	23.1%	25.7%	22.9%	15.1%	15.2%	13.4%
Strongly disagree	4.9%	5.4%	4.1%	6.4%	8.1%	5.9%	3.3%	2.8%	2.1%
Total(n)	326	3,397	5,261	156	1,526	2,678	152	1,666	2,412
Mean	3.01	3.01	3.09	2.92	2.83	2.94	3.13	3.19	3.24
Standard deviation	0.84	0.86	0.83	0.87	0.89	0.87	0.78	0.79	0.76
Significance	-			-			-		
Effect size	-	0.00	-0.10	-	0.10	-0.02	-	-0.08	-0.14
Students' use of personal devices and laptops in the classroom serve as more of distraction than an educational resource									
Strongly agree	19.5%	20.6%	20.4%	19.4%	21.9%	20.4%	16.8%	18.8%	19.9%
Somewhat agree	35.3%	35.7%	35.1%	36.9%	37.0%	35.9%	34.8%	34.7%	34.4%
Somewhat disagree	32.3%	30.1%	31.6%	31.3%	27.9%	31.8%	34.2%	32.2%	32.1%
Strongly disagree	12.9%	13.6%	12.8%	12.5%	13.2%	11.9%	14.2%	14.3%	13.6%
Total(n)	334	3,451	5,312	160	1,547	2,699	155	1,695	2,438
Mean	2.61	2.63	2.63	2.63	2.68	2.65	2.54	2.58	2.61
Standard deviation	0.94	0.96	0.95	0.94	0.96	0.94	0.93	0.95	0.95
Significance	-			-			-		
Effect size	-	-0.02	-0.02	-	-0.05	-0.02	-	-0.04	-0.07
I feel I have the skills to facilitate conversation about diversity issues in the classroom									
Strongly agree	39.3%	38.9%	36.7%	34.4%	33.0%	30.6%	43.5%	43.2%	42.0%
Somewhat agree	39.0%	41.3%	43.2%	36.9%	41.1%	44.9%	42.2%	42.1%	41.9%
Somewhat disagree	18.0%	15.5%	16.5%	23.8%	19.3%	19.8%	12.3%	12.3%	13.5%
Strongly disagree	3.6%	4.3%	3.6%	5.0%	6.5%	4.7%	1.9%	2.4%	2.6%
Total(n)	333	3,448	5,308	160	1,542	2,689	154	1,695	2,444
Mean	3.14	3.15	3.13	3.01	3.01	3.01	3.27	3.26	3.23
Standard deviation	0.84	0.83	0.81	0.89	0.89	0.83	0.75	0.76	0.78
Significance	-			-			-		
Effect size	-	-0.01	0.01	-	0.00	0.00	-	0.01	0.05
I achieve a healthy balance between my personal life and my professional life									
Strongly agree	20.2%	24.2%	24.6%	25.9%	26.1%	28.5%	14.2%	22.0%	19.9%
Somewhat agree	44.3%	39.9%	40.2%	43.2%	42.2%	40.7%	45.2%	38.0%	39.9%
Somewhat disagree	25.9%	23.6%	24.3%	22.2%	21.2%	22.0%	29.0%	25.9%	27.0%
Strongly disagree	9.5%	12.3%	10.9%	8.6%	10.5%	8.8%	11.6%	14.1%	13.2%
Total(n)	336	3,466	5,325	162	1,551	2,703	155	1,702	2,447
Mean	2.75	2.76	2.79	2.86	2.84	2.89	2.62	2.68	2.67
Standard deviation	0.89	0.96	0.94	0.90	0.93	0.92	0.87	0.97	0.94
Significance	-			-			-		
Effect size	-	-0.01	-0.04	-	0.02	-0.03	-	-0.06	-0.05
I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar									
Strongly agree	27.2%	24.4%	22.7%	19.6%	19.2%	16.8%	34.9%	28.7%	28.4%
Somewhat agree	31.8%	31.1%	31.9%	29.1%	26.5%	29.2%	35.5%	35.4%	35.2%
Somewhat disagree	29.4%	29.3%	31.0%	36.1%	33.6%	35.2%	22.4%	25.6%	26.6%
Strongly disagree	11.6%	15.2%	14.5%	15.2%	20.7%	18.8%	7.2%	10.3%	9.7%
Total(n)	327	3,423	5,289	158	1,538	2,690	152	1,682	2,425
Mean	2.75	2.65	2.63	2.53	2.44	2.44	2.98	2.82	2.82
Standard deviation	0.98	1.01	0.99	0.98	1.02	0.98	0.93	0.96	0.95
Significance	-		*	-			-	*	*
Effect size	-	0.10	0.12	-	0.09	0.09	-	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	17.7%	21.9%	20.7%	18.5%	24.8%	22.9%	14.8%	18.7%	18.3%
Somewhat agree	48.6%	46.6%	45.8%	57.6%	47.9%	46.0%	42.3%	46.3%	45.3%
Somewhat disagree	22.4%	22.2%	22.4%	17.2%	18.7%	20.7%	26.2%	25.1%	24.5%
Strongly disagree	11.4%	9.3%	11.1%	6.6%	8.7%	10.4%	16.8%	10.0%	11.9%
Total(n)	317	3,361	5,166	151	1,514	2,621	149	1,646	2,372
Mean	2.73	2.81	2.76	2.88	2.89	2.81	2.55	2.74	2.70
Standard deviation	0.88	0.88	0.90	0.78	0.88	0.90	0.94	0.88	0.90
Significance	-			-			-		*
Effect size	-	-0.09	-0.03	-	-0.01	0.08	-	-0.22	-0.17
Student Affairs staff have the support and respect of faculty									
Strongly agree	21.0%	23.7%	24.3%	22.7%	23.2%	23.2%	21.0%	23.7%	25.2%
Somewhat agree	58.1%	56.2%	55.6%	61.3%	55.5%	56.4%	53.8%	57.7%	54.7%
Somewhat disagree	18.4%	16.5%	16.2%	15.3%	17.0%	16.3%	21.0%	15.7%	16.5%
Strongly disagree	2.6%	3.6%	3.9%	0.7%	4.2%	4.1%	4.2%	3.0%	3.7%
Total(n)	310	3,265	5,025	150	1,465	2,557	143	1,589	2,297
Mean	2.97	3.00	3.00	3.06	2.98	2.99	2.92	3.02	3.01
Standard deviation	0.71	0.74	0.75	0.64	0.76	0.75	0.76	0.72	0.75
Significance	-			-			-		
Effect size	-	-0.04	-0.04	-	0.11	0.09	-	-0.14	-0.12
There is a lot of campus racial conflict here									
Strongly agree	1.9%	5.0%	4.6%	0.7%	3.7%	3.1%	2.7%	6.3%	6.1%
Somewhat agree	13.7%	20.4%	20.8%	10.6%	15.9%	16.6%	15.0%	24.4%	25.6%
Somewhat disagree	53.3%	45.3%	42.9%	47.7%	45.3%	41.6%	60.5%	45.4%	44.4%
Strongly disagree	31.1%	29.3%	31.6%	41.1%	35.1%	38.6%	21.8%	23.9%	23.9%
Total(n)	315	3,342	5,138	151	1,506	2,615	147	1,637	2,351
Mean	1.86	2.01	1.98	1.71	1.88	1.84	1.99	2.13	2.14
Standard deviation	0.71	0.84	0.84	0.68	0.80	0.81	0.69	0.85	0.85
Significance	-	**	*	-	*	*	-	*	*
Effect size	-	-0.18	-0.14	-	-0.21	-0.16	-	-0.16	-0.18
My research is valued by faculty in my department									
Strongly agree	28.1%	28.8%	32.1%	31.0%	29.5%	35.0%	26.0%	28.0%	28.9%
Somewhat agree	49.8%	44.8%	43.3%	51.0%	45.8%	43.1%	50.0%	44.1%	43.8%
Somewhat disagree	16.1%	17.0%	16.7%	12.3%	15.5%	14.6%	18.5%	18.7%	19.1%
Strongly disagree	6.0%	9.5%	7.8%	5.8%	9.2%	7.4%	5.5%	9.3%	8.2%
Total(n)	317	3,255	5,046	155	1,481	2,596	146	1,586	2,283
Mean	3.00	2.93	3.00	3.07	2.96	3.06	2.97	2.91	2.93
Standard deviation	0.83	0.91	0.90	0.81	0.90	0.89	0.82	0.91	0.90
Significance	-			-			-		
Effect size	-	0.08	0.00	-	0.12	0.01	-	0.07	0.04
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	46.9%	50.8%	54.7%	49.7%	52.3%	56.3%	44.0%	49.7%	53.2%
Somewhat agree	40.7%	37.2%	34.6%	38.1%	37.1%	34.2%	46.0%	37.2%	36.3%
Somewhat disagree	8.7%	7.6%	6.8%	9.0%	6.2%	5.9%	6.0%	8.6%	7.5%
Strongly disagree	3.7%	4.4%	3.9%	3.2%	4.4%	3.6%	4.0%	4.6%	3.9%
Total(n)	322	3,391	5,198	155	1,520	2,644	150	1,655	2,390
Mean	3.31	3.34	3.40	3.34	3.37	3.43	3.30	3.32	3.38
Standard deviation	0.78	0.80	0.78	0.78	0.79	0.76	0.76	0.81	0.79
Significance	-		*	-			-		

Effect size	-	-0.04	-0.12	-	-0.04	-0.12	-	-0.02	-0.10	
My service is valued by faculty in my department										
Strongly agree	46.0%	44.8%	48.2%	48.7%	45.5%	50.2%	44.3%	44.4%	46.3%	Respect
Somewhat agree	33.9%	38.4%	36.8%	31.4%	38.1%	36.4%	36.9%	38.8%	37.2%	
Somewhat disagree	13.4%	10.3%	9.9%	12.8%	9.7%	8.6%	12.1%	10.6%	11.1%	
Strongly disagree	6.8%	6.5%	5.1%	7.1%	6.8%	4.8%	6.7%	6.3%	5.4%	
Total(n)	322	3,387	5,173	156	1,518	2,634	149	1,661	2,363	
Mean	3.19	3.21	3.28	3.22	3.22	3.32	3.19	3.21	3.24	
Standard deviation	0.91	0.87	0.84	0.92	0.88	0.82	0.90	0.87	0.85	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.02	-0.11	-	0.00	-0.12	-	-0.02	-0.06	
Faculty are sufficiently involved in campus decision-making										
Strongly agree	8.3%	13.3%	12.1%	9.8%	14.3%	12.5%	7.2%	12.7%	11.3%	Respect
Somewhat agree	41.7%	47.7%	43.1%	45.8%	48.0%	43.8%	40.1%	47.5%	42.5%	
Somewhat disagree	29.9%	25.7%	28.1%	27.5%	24.1%	27.0%	30.3%	27.1%	29.6%	
Strongly disagree	20.1%	13.2%	16.7%	17.0%	13.5%	16.6%	22.4%	12.7%	16.7%	
Total(n)	324	3,349	5,145	153	1,513	2,622	152	1,636	2,351	
Mean	2.38	2.61	2.51	2.48	2.63	2.52	2.32	2.60	2.48	
Standard deviation	0.90	0.88	0.91	0.89	0.89	0.91	0.90	0.86	0.90	
Significance	-	***	*	-	*	-	-	***	*	
Effect size	-	-0.26	-0.14	-	-0.17	-0.04	-	-0.33	-0.18	
The faculty are typically at odds with campus administration										
Strongly agree	11.2%	11.1%	12.1%	13.0%	12.5%	11.8%	9.9%	10.1%	12.6%	Respect
Somewhat agree	40.1%	39.7%	38.9%	41.6%	38.3%	37.2%	37.7%	40.7%	40.5%	
Somewhat disagree	42.5%	41.0%	38.2%	42.2%	41.2%	40.1%	43.7%	41.1%	36.4%	
Strongly disagree	6.2%	6.2%	10.9%	3.2%	8.0%	11.0%	8.6%	8.1%	10.5%	
Total(n)	322	3,309	5,107	154	1,505	2,610	151	1,610	2,327	
Mean	2.66	2.54	2.52	2.64	2.55	2.50	2.49	2.53	2.55	
Standard deviation	0.77	0.80	0.84	0.75	0.81	0.84	0.79	0.78	0.84	
Significance	-	-	-	-	*	*	-	-	-	
Effect size	-	0.03	0.05	-	0.11	0.17	-	-0.05	-0.07	
Faculty here respect each other										
Strongly agree	29.7%	30.6%	37.3%	28.8%	31.0%	40.0%	31.4%	30.9%	34.8%	Respect
Somewhat agree	57.8%	54.4%	50.2%	60.3%	55.8%	48.5%	54.9%	52.7%	51.9%	
Somewhat disagree	8.6%	11.4%	9.9%	7.7%	9.6%	8.7%	9.8%	12.8%	10.9%	
Strongly disagree	4.0%	3.6%	2.7%	3.2%	3.7%	2.8%	3.9%	3.6%	2.5%	
Total(n)	327	3,383	5,190	156	1,528	2,642	153	1,652	2,374	
Mean	3.13	3.12	3.22	3.15	3.14	3.26	3.14	3.11	3.19	
Standard deviation	0.72	0.74	0.73	0.69	0.73	0.73	0.74	0.76	0.72	
Significance	-	*	*	-	*	*	-	*	*	
Effect size	-	0.01	-0.12	-	0.01	-0.15	-	0.04	-0.07	
Administrators consider faculty concerns when making policy										
Strongly agree	7.5%	11.6%	14.8%	7.2%	11.2%	15.8%	7.3%	11.8%	13.6%	Respect
Somewhat agree	44.7%	47.7%	47.0%	49.0%	49.3%	48.3%	44.4%	47.1%	46.0%	
Somewhat disagree	30.7%	28.0%	24.8%	28.8%	26.5%	23.2%	30.5%	29.0%	26.4%	
Strongly disagree	17.1%	12.7%	13.4%	15.0%	13.0%	12.8%	17.9%	12.1%	14.0%	
Total(n)	322	3,334	5,136	153	1,513	2,619	151	1,625	2,346	
Mean	2.43	2.58	2.63	2.48	2.59	2.67	2.41	2.59	2.59	
Standard deviation	0.86	0.85	0.89	0.84	0.85	0.89	0.87	0.85	0.89	
Significance	-	**	***	-	*	*	-	*	*	
Effect size	-	-0.18	-0.22	-	-0.13	-0.21	-	-0.21	-0.20	
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	21.1%	20.6%	17.4%	24.3%	21.5%	17.8%	18.9%	20.0%	16.7%	Diversity Climate
Somewhat agree	53.5%	49.2%	49.2%	56.6%	49.9%	48.3%	50.0%	48.5%	48.9%	
Somewhat disagree	19.5%	22.0%	25.9%	15.1%	20.8%	25.0%	23.6%	23.0%	26.6%	
Strongly disagree	6.0%	8.2%	7.4%	3.9%	7.8%	7.1%	7.4%	6.4%	7.7%	
Total(n)	318	3,331	5,091	152	1,513	2,593	148	1,617	2,327	
Mean	2.90	2.82	2.77	3.01	2.85	2.79	2.80	2.80	2.75	
Standard deviation	0.80	0.85	0.82	0.75	0.84	0.82	0.83	0.85	0.82	
Significance	-	**	**	-	*	**	-	*	*	
Effect size	-	0.09	0.16	-	0.19	0.27	-	0.00	0.06	
The criteria for advancement and promotion decisions are clear										
Strongly agree	18.0%	26.2%	28.6%	21.4%	27.5%	31.5%	15.3%	25.4%	25.3%	Diversity Climate
Somewhat agree	44.7%	44.4%	42.7%	51.3%	46.3%	43.9%	40.0%	43.1%	41.7%	
Somewhat disagree	26.1%	20.5%	19.5%	21.4%	18.2%	16.9%	28.7%	22.0%	22.4%	
Strongly disagree	11.2%	8.8%	9.2%	5.8%	8.0%	7.7%	16.0%	9.5%	10.6%	
Total(n)	322	3,339	5,151	154	1,511	2,628	150	1,633	2,352	
Mean	2.70	2.88	2.91	2.88	2.93	2.99	2.55	2.84	2.82	
Standard deviation	0.89	0.90	0.92	0.81	0.88	0.89	0.94	0.91	0.93	
Significance	-	***	***	-	*	**	-	*	***	
Effect size	-	-0.20	-0.23	-	-0.06	-0.12	-	-0.32	-0.29	
Most of the students I teach lack the basic skills for college level work										
Strongly agree	7.8%	9.0%	4.6%	4.5%	8.9%	4.6%	10.2%	8.8%	4.5%	Diversity Climate
Somewhat agree	30.0%	27.1%	16.5%	29.2%	27.5%	15.9%	31.3%	26.3%	17.1%	
Somewhat disagree	50.9%	43.4%	40.1%	51.9%	41.9%	38.7%	49.7%	45.1%	42.1%	
Strongly disagree	11.3%	20.5%	38.7%	14.3%	21.7%	40.9%	8.8%	19.8%	36.3%	
Total(n)	320	3,375	5,167	154	1,519	2,630	147	1,654	2,363	
Mean	2.34	2.25	1.87	2.24	2.24	1.84	2.43	2.24	1.90	
Standard deviation	0.78	0.88	0.85	0.75	0.89	0.85	0.79	0.87	0.84	
Significance	-	***	***	-	***	***	-	*	***	
Effect size	-	0.10	0.55	-	0.00	0.47	-	0.22	0.63	
There is adequate support for faculty development										
Strongly agree	13.4%	16.9%	24.5%	14.4%	16.9%	26.6%	14.2%	16.8%	22.2%	Diversity Climate
Somewhat agree	48.1%	45.3%	47.0%	53.6%	46.7%	47.7%	44.6%	44.5%	46.6%	
Somewhat disagree	26.9%	26.0%	20.0%	23.5%	25.0%	18.2%	29.1%	26.3%	21.5%	
Strongly disagree	11.6%	11.9%	8.6%	8.5%	11.5%	7.5%	12.2%	12.4%	9.7%	
Total(n)	320	3,336	5,121	153	1,500	2,610	148	1,634	2,338	
Mean	2.63	2.67	2.87	2.74	2.69	2.93	2.61	2.66	2.81	
Standard deviation	0.86	0.89	0.88	0.81	0.88	0.86	0.88	0.90	0.89	
Significance	-	***	***	-	**	**	-	**	**	
Effect size	-	-0.04	-0.27	-	0.06	-0.22	-	-0.06	-0.22	
Faculty are not prepared to deal with conflict over diversity issues in the classroom										
Strongly agree	10.8%	10.8%	9.6%	8.7%	8.7%	7.6%	13.7%	12.5%	11.7%	Diversity Climate
Somewhat agree	47.5%	43.4%	43.0%	49.7%	41.0%	41.8%	43.2%	46.2%	44.4%	
Somewhat disagree	35.0%	39.1%	38.3%	34.2%	42.9%	40.9%	37.7%	35.6%	35.9%	
Strongly disagree	6.7%	6.7%	9.1%	7.4%	7.4%	9.7%	5.5%	5.7%	8.0%	
Total(n)	314	3,272	5,026	149	1,477	2,555	146	1,603	2,302	
Mean	2.62	2.58	2.53	2.60	2.51	2.47	2.65	2.65	2.60	
Standard deviation	0.77	0.77	0.79	0.75	0.76	0.77	0.78	0.77	0.80	
Significance	-	*	*	-	*	*	-	*	*	
Effect size	-	0.05	0.11	-	0.12	0.17	-	0.00	0.06	
This institution takes mentoring into consideration in the promotion process										
Strongly agree	8.0%	9.3%	12.9%	8.6%	9.0%	14.8%	7.0%	9.6%	10.9%	Diversity Climate
Somewhat agree	37.3%	37.7%	39.6%	43.7%	39.4%	41.6%	31.7%	35.7%	36.9%	
Somewhat disagree	37.6%	35.7%	32.8%	35.8%	36.6%	30.9%	38.0%	35.5%	35.4%	
Strongly disagree	17.0%	17.3%	14.7%	11.9%	15.0%	12.7%	23.2%	19.2%	16.8%	
Total(n)	311	3,189	4,953	151	1,450	2,547	142	1,549	2,240	
Mean	2.36	2.39	2.51	2.49	2.42	2.59	2.23	2.36	2.42	
Standard deviation	0.86	0.88	0.90	0.82	0.85	0.89	0.89	0.90	0.89	
Significance	-	**	**	-	*	*	-	*	*	
Effect size	-	-0.03	-0.17	-	0.08	-0.11	-	-0.14	-0.21	
Faculty of color are treated fairly here										
Strongly agree	26.9%	30.6%	31.6%	31.5%	36.3%	38.1%	21.8%	24.9%	24.0%	Diversity Climate
Somewhat agree	49.0%	45.6%	43.9%	55.0%	47.0%	43.5%	45.1%	44.8%	44.8%	
Somewhat disagree	18.2%	18.4%	18.3%	10.1%	13.2%	14.4%	24.6%	23.5%	22.7%	
Strongly disagree	5.8%	5.4%	6.2%	3.4%	3.5%	4.1%	8.5%	6.9%	8.4%	
Total(n)	308	3,204	4,954	149	1,465	2,540	142	1,557	2,250	

Mean	2.97	3.01	3.01	3.15	3.16	3.16	2.80	2.88	2.84	
Standard deviation	0.83	0.84	0.86	0.73	0.78	0.81	0.88	0.86	0.88	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.05	-0.05	-	-0.01	-0.01	-	-0.09	-0.05	
Women faculty are treated fairly here										
Strongly agree	27.8%	32.7%	33.0%	39.6%	42.9%	41.6%	15.6%	23.5%	23.1%	Diversity Climate
Somewhat agree	45.4%	43.3%	41.6%	48.3%	43.2%	41.9%	44.2%	43.8%	41.7%	
Somewhat disagree	18.8%	18.0%	18.2%	9.4%	11.1%	12.4%	26.5%	23.9%	24.5%	
Strongly disagree	8.0%	6.0%	7.3%	2.7%	2.7%	4.1%	13.6%	8.8%	10.6%	
Total(n)	313	3,277	5,054	149	1,471	2,559	147	1,616	2,324	
Mean	2.93	3.03	3.00	3.25	3.26	3.21	2.62	2.82	2.77	
Standard deviation	0.89	0.86	0.90	0.73	0.76	0.81	0.91	0.89	0.92	
Significance	-	-	-	-	-	-	-	**	-	
Effect size	-	-0.12	-0.08	-	-0.01	0.05	-	-0.22	-0.16	
LGBTQ+ faculty are treated fairly here										
Strongly agree	28.2%	32.5%	28.1%	36.1%	39.5%	33.5%	19.9%	25.4%	21.5%	Diversity Climate
Somewhat agree	53.1%	49.4%	42.9%	54.4%	48.1%	41.8%	55.3%	51.7%	43.9%	
Somewhat disagree	15.1%	14.2%	18.3%	7.5%	9.9%	14.9%	19.1%	17.9%	21.8%	
Strongly disagree	3.6%	3.9%	11.2%	2.0%	2.6%	9.8%	5.7%	5.0%	12.8%	
Total(n)	305	3,164	4,843	147	1,450	2,481	141	1,534	2,201	
Mean	3.06	3.11	2.88	3.24	3.25	2.99	2.89	2.98	2.74	
Standard deviation	0.76	0.78	0.95	0.68	0.73	0.94	0.78	0.79	0.94	
Significance	-	-	**	-	-	**	-	-	-	
Effect size	-	-0.06	0.19	-	-0.01	0.27	-	-0.11	0.16	
Indicate how important you believe each priority listed below is at your college or university:										
Increase or maintain institutional affordability										
Highest priority	24.4%	25.2%	18.8%	26.7%	25.1%	19.0%	22.6%	24.9%	18.2%	Institutional Priority: Commitment to Diversity
High priority	51.1%	52.0%	43.3%	51.4%	52.4%	45.3%	50.0%	51.9%	41.2%	
Medium priority	21.5%	18.7%	25.0%	19.9%	18.1%	24.4%	24.0%	19.4%	25.9%	
Low priority	2.9%	4.1%	12.8%	2.1%	4.4%	11.3%	3.4%	3.7%	14.6%	
Total(n)	311	3,234	4,967	146	1,451	2,524	146	1,585	2,275	
Mean	2.97	2.98	2.68	3.03	2.98	2.72	2.92	2.98	2.63	
Standard deviation	0.76	0.78	0.92	0.74	0.78	0.90	0.77	0.77	0.94	
Significance	-	-	***	-	-	***	-	-	***	
Effect size	-	-0.01	0.32	-	-0.06	0.34	-	-0.08	0.31	
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	23.8%	21.4%	26.9%	25.0%	20.6%	26.3%	24.3%	21.6%	27.1%	Institutional Priority: Civic Engagement
High priority	35.4%	41.5%	42.6%	37.5%	42.8%	45.0%	33.1%	40.7%	40.2%	
Medium priority	29.9%	28.6%	23.8%	30.6%	28.4%	23.0%	27.7%	28.9%	24.9%	
Low priority	10.9%	8.5%	6.7%	6.9%	8.2%	5.8%	14.9%	8.8%	7.8%	
Total(n)	311	3,222	4,945	144	1,439	2,502	148	1,585	2,275	
Mean	2.72	2.76	2.90	2.81	2.76	2.92	2.67	2.75	2.87	
Standard deviation	0.95	0.88	0.87	0.90	0.87	0.85	1.01	0.89	0.90	
Significance	-	-	***	-	-	***	-	-	**	
Effect size	-	-0.05	-0.21	-	-0.06	-0.13	-	-0.09	-0.22	
Facilitate student involvement in community service										
Highest priority	23.8%	12.6%	17.9%	23.3%	11.0%	16.3%	26.5%	13.7%	19.8%	Institutional Priority: Civic Engagement
High priority	37.0%	35.4%	41.4%	37.0%	34.7%	40.9%	38.8%	36.1%	41.8%	
Medium priority	34.7%	38.7%	32.5%	35.6%	39.4%	34.1%	29.9%	37.9%	30.7%	
Low priority	4.5%	13.3%	8.1%	4.1%	14.9%	8.7%	4.8%	12.3%	7.6%	
Total(n)	311	3,240	4,977	146	1,453	2,522	147	1,588	2,284	
Mean	2.80	2.47	2.69	2.79	2.42	2.65	2.87	2.51	2.74	
Standard deviation	0.85	0.88	0.86	0.85	0.87	0.85	0.86	0.88	0.86	
Significance	-	-	***	-	-	***	-	-	***	
Effect size	-	0.38	0.13	-	0.43	0.16	-	0.41	0.15	
Help students learn how to bring about change in society										
Highest priority	15.6%	13.8%	19.9%	14.6%	12.0%	17.5%	17.8%	15.0%	22.3%	Institutional Priority: Increase Prestige
High priority	28.9%	31.1%	37.3%	31.3%	30.2%	35.9%	26.7%	32.1%	38.8%	
Medium priority	39.9%	38.1%	32.2%	37.5%	39.4%	35.2%	42.5%	37.2%	29.3%	
Low priority	15.6%	17.0%	10.6%	16.7%	18.4%	11.4%	13.0%	15.8%	9.6%	
Total(n)	308	3,233	4,971	144	1,444	2,517	146	1,593	2,283	
Mean	2.44	2.42	2.67	2.44	2.36	2.60	2.49	2.46	2.74	
Standard deviation	0.93	0.93	0.91	0.94	0.92	0.90	0.93	0.93	0.91	
Significance	-	-	***	-	-	***	-	-	**	
Effect size	-	0.02	-0.25	-	0.09	-0.18	-	0.03	-0.27	
Increase or maintain institutional prestige										
Highest priority	18.9%	25.0%	35.0%	19.0%	25.2%	32.8%	20.4%	25.3%	37.4%	Institutional Priority: Increase Prestige
High priority	43.6%	39.3%	41.0%	45.6%	38.6%	43.2%	39.5%	39.5%	38.7%	
Medium priority	29.8%	26.2%	19.3%	28.6%	26.1%	19.7%	32.0%	26.3%	19.0%	
Low priority	7.7%	9.5%	4.7%	6.8%	10.0%	4.3%	8.2%	8.9%	4.9%	
Total(n)	312	3,257	5,009	147	1,463	2,536	147	1,594	2,303	
Mean	2.74	2.80	3.06	2.77	2.79	3.04	2.72	2.81	3.09	
Standard deviation	0.85	0.92	0.85	0.84	0.93	0.83	0.88	0.92	0.87	
Significance	-	-	***	-	-	***	-	-	***	
Effect size	-	-0.07	-0.38	-	-0.02	-0.33	-	-0.10	-0.43	
Indicate how important you believe each priority listed below is at your college or university:										
Hire faculty "stars"										
Highest priority	8.1%	6.7%	10.5%	6.2%	5.8%	9.2%	9.6%	7.0%	11.9%	Institutional Priority: Increase Prestige
High priority	20.1%	18.1%	24.2%	22.6%	18.0%	22.7%	18.5%	18.3%	25.0%	
Medium priority	42.4%	35.2%	35.1%	42.5%	31.6%	34.1%	41.8%	38.1%	36.6%	
Low priority	29.4%	40.0%	30.2%	28.8%	44.6%	34.0%	30.1%	36.6%	26.5%	
Total(n)	309	3,208	4,936	146	1,447	2,503	146	1,570	2,265	
Mean	2.07	1.91	2.15	2.06	1.85	2.07	2.08	1.96	2.22	
Standard deviation	0.90	0.92	0.97	0.87	0.91	0.96	0.93	0.91	0.97	
Significance	-	**	***	-	**	***	-	-	**	
Effect size	-	0.17	-0.08	-	0.23	-0.01	-	0.13	-0.14	
Recruit more traditionally underrepresented students										
Highest priority	19.5%	18.2%	15.1%	15.9%	15.0%	13.1%	24.1%	20.3%	16.8%	Institutional Priority: Commitment to Diversity
High priority	42.5%	40.0%	35.7%	46.9%	42.0%	37.3%	37.9%	38.5%	34.1%	
Medium priority	29.2%	31.7%	35.3%	29.7%	32.4%	35.4%	29.0%	32.0%	35.5%	
Low priority	8.8%	10.1%	13.9%	7.6%	10.6%	14.2%	9.0%	9.2%	13.7%	
Total(n)	308	3,236	4,977	145	1,453	2,524	145	1,588	2,284	
Mean	2.73	2.66	2.52	2.71	2.61	2.49	2.77	2.70	2.54	
Standard deviation	0.88	0.89	0.91	0.82	0.87	0.89	0.92	0.90	0.93	
Significance	-	-	***	-	-	***	-	-	**	
Effect size	-	0.08	0.23	-	0.11	0.25	-	0.08	0.25	
Increase the selectivity of the student body through more competitive admissions criteria										
Highest priority	4.9%	7.2%	11.0%	4.8%	7.7%	10.8%	4.8%	6.4%	10.8%	Institutional Priority: Increase Prestige
High priority	15.0%	21.6%	29.4%	17.2%	22.5%	30.6%	11.0%	20.1%	27.9%	
Medium priority	31.6%	34.8%	35.7%	31.0%	34.6%	35.4%	33.1%	35.1%	36.1%	
Low priority	48.5%	36.3%	23.9%	46.9%	35.2%	23.2%	51.0%	38.4%	25.2%	
Total(n)	307	3,206	4,927	145	1,448	2,512	145	1,566	2,249	
Mean	1.76	2.00	2.27	1.80	2.03	2.29	1.70	1.95	2.24	
Standard deviation	0.88	0.93	0.95	0.89	0.94	0.94	0.85	0.92	0.95	
Significance	-	***	***	-	**	***	-	**	***	
Effect size	-	-0.26	-0.54	-	-0.24	-0.52	-	-0.27	-0.57	
Promote gender diversity in the faculty and administration										
Highest priority	19.0%	16.7%	16.1%	20.5%	15.8%	16.2%	17.1%	16.8%	15.4%	Institutional Priority: Commitment to Diversity
High priority	35.8%	36.3%	36.0%	41.1%	42.1%	40.1%	32.2%	31.2%	31.7%	
Medium priority	30.3%	33.6%	32.9%	30.8%	32.0%	32.0%	30.8%	35.0%	34.3%	
Low priority	14.8%	13.6%	14.9%	7.5%	10.1%	11.7%	19.9%	16.1%	18.6%	
Total(n)	310	3,215	4,954	146	1,449	2,519	146	1,575	2,269	
Mean	2.59	2.56	2.53	2.75	2.64	2.61	2.47	2.49	2.44	

Standard deviation	0.96	0.92	0.93	0.87	0.87	0.89	1.00	0.95	0.96	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.03	0.06	-	0.13	0.16	-	-0.02	0.03	
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	25.2%	21.4%	19.9%	24.0%	18.8%	18.2%	26.2%	23.4%	21.4%	Institutional Priority: Commitment to Diversity
High priority	34.5%	35.5%	35.4%	41.1%	39.9%	38.6%	31.0%	31.9%	32.0%	
Medium priority	27.1%	29.7%	29.4%	25.3%	29.7%	28.8%	28.3%	30.0%	30.2%	
Low priority	13.2%	13.4%	15.3%	9.6%	11.5%	14.4%	14.5%	14.7%	16.4%	
Total(n)	310	3,224	4,953	146	1,450	2,516	145	1,581	2,270	
Mean	2.72	2.65	2.60	2.79	2.66	2.61	2.69	2.64	2.58	
Standard deviation	0.99	0.96	0.97	0.92	0.91	0.94	1.02	1.00	1.00	
Significance	-	-	*	-	*	*	-	-	-	
Effect size	-	0.07	0.12	-	0.14	0.19	-	0.05	0.11	
Provide resources for faculty to engage in community-based teaching or research										
Highest priority	21.9%	13.0%	11.6%	17.7%	11.2%	8.9%	26.2%	14.3%	14.1%	Institutional Priority: Civic Engagement
High priority	39.7%	30.9%	27.8%	44.2%	31.9%	27.7%	37.2%	30.3%	28.3%	
Medium priority	29.7%	35.2%	37.8%	29.9%	36.8%	38.9%	26.9%	33.5%	36.3%	
Low priority	8.7%	20.9%	22.8%	8.2%	20.0%	24.6%	9.7%	21.9%	21.2%	
Total(n)	310	3,208	4,918	147	1,443	2,494	145	1,572	2,256	
Mean	2.75	2.36	2.28	2.71	2.34	2.21	2.80	2.37	2.35	
Standard deviation	0.90	0.95	0.94	0.85	0.92	0.91	0.94	0.98	0.97	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.41	0.50	-	0.40	0.55	-	0.44	0.46	
Create and sustain partnerships with surrounding communities										
Highest priority	31.1%	18.0%	15.3%	30.1%	15.9%	12.5%	33.3%	19.2%	17.9%	Institutional Priority: Civic Engagement
High priority	40.1%	38.2%	33.4%	41.8%	38.6%	32.3%	38.2%	38.3%	34.7%	
Medium priority	23.9%	32.1%	36.2%	25.3%	34.3%	39.1%	20.8%	30.4%	33.2%	
Low priority	4.9%	11.8%	15.1%	2.7%	11.2%	16.1%	7.6%	12.0%	14.2%	
Total(n)	309	3,224	4,936	146	1,447	2,502	144	1,580	2,265	
Mean	2.97	2.62	2.49	2.99	2.59	2.41	2.97	2.65	2.56	
Standard deviation	0.86	0.91	0.93	0.82	0.89	0.90	0.92	0.92	0.94	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.38	0.52	-	0.45	0.64	-	0.35	0.44	
Indicate how important you believe each priority listed below is at your college or university:										
Pursue extramural funding										
Highest priority	26.1%	17.9%	20.5%	29.2%	19.1%	20.8%	22.9%	16.6%	20.2%	
High priority	39.5%	33.0%	32.2%	37.5%	32.9%	32.4%	42.4%	33.5%	31.7%	
Medium priority	28.8%	33.3%	32.0%	29.2%	33.4%	31.8%	27.8%	33.2%	32.3%	
Low priority	5.6%	15.8%	15.3%	4.2%	14.7%	15.0%	6.9%	16.7%	15.8%	
Total(n)	306	3,165	4,854	144	1,433	2,473	144	1,544	2,215	
Mean	2.86	2.53	2.58	2.92	2.56	2.59	2.81	2.50	2.56	
Standard deviation	0.87	0.96	0.98	0.87	0.96	0.98	0.87	0.96	0.98	
Significance	-	***	***	-	***	***	-	***	**	
Effect size	-	0.34	0.29	-	0.38	0.34	-	0.32	0.26	
Strengthen links with the for-profit, corporate sector										
Highest priority	19.0%	12.9%	15.6%	20.1%	12.9%	14.7%	16.0%	12.4%	16.2%	
High priority	38.6%	30.3%	31.4%	40.3%	32.3%	31.4%	36.8%	28.1%	31.1%	
Medium priority	29.1%	34.7%	32.8%	29.2%	32.9%	34.2%	30.6%	37.0%	31.6%	
Low priority	13.4%	22.1%	20.2%	10.4%	21.9%	19.6%	16.7%	22.5%	21.1%	
Total(n)	306	3,165	4,881	144	1,436	2,484	144	1,543	2,234	
Mean	2.63	2.34	2.42	2.70	2.36	2.41	2.52	2.30	2.42	
Standard deviation	0.94	0.96	0.98	0.91	0.96	0.96	0.95	0.95	1.00	
Significance	-	***	***	-	***	***	-	**	**	
Effect size	-	0.30	0.21	-	0.35	0.30	-	0.23	0.10	
Develop leadership ability among students										
Highest priority	19.4%	18.8%	26.5%	19.9%	18.1%	25.6%	20.0%	20.9%	27.3%	
High priority	34.0%	41.3%	42.5%	41.1%	41.2%	42.7%	29.0%	41.1%	42.3%	
Medium priority	36.6%	31.5%	26.2%	28.8%	32.3%	26.8%	40.7%	31.1%	25.6%	
Low priority	10.0%	7.4%	4.9%	10.3%	8.4%	4.9%	10.3%	6.9%	4.8%	
Total(n)	309	3,225	4,944	146	1,448	2,508	145	1,580	2,270	
Mean	2.63	2.73	2.91	2.71	2.69	2.89	2.59	2.76	2.92	
Standard deviation	0.91	0.86	0.84	0.90	0.86	0.84	0.92	0.86	0.84	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.12	-0.33	-	0.02	-0.21	-	-0.20	-0.39	
Indicate how important you believe each priority listed below is at your college or university:										
Develop an appreciation for multiculturalism										
Highest priority	25.8%	24.6%	22.9%	24.0%	20.5%	20.3%	28.8%	28.1%	24.9%	Institutional Priority: Commitment to Diversity
High priority	30.0%	38.8%	37.8%	32.2%	41.8%	39.6%	29.5%	36.3%	36.2%	
Medium priority	32.9%	28.3%	29.9%	34.9%	29.4%	30.6%	30.1%	27.5%	29.5%	
Low priority	11.3%	8.3%	9.5%	8.9%	8.3%	9.4%	11.6%	8.1%	9.4%	
Total(n)	310	3,230	4,960	146	1,447	2,515	146	1,588	2,278	
Mean	2.70	2.80	2.74	2.71	2.74	2.71	2.75	2.85	2.77	
Standard deviation	0.98	0.91	0.92	0.93	0.88	0.90	1.00	0.92	0.93	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.11	-0.04	-	-0.03	0.00	-	-0.11	-0.02	
Prepare students for the workplace										
Highest priority	39.5%	41.3%	42.2%	39.0%	40.8%	40.5%	39.7%	42.0%	43.8%	
High priority	44.1%	43.2%	44.3%	45.9%	43.8%	46.2%	41.8%	42.4%	42.3%	
Medium priority	13.5%	13.1%	11.9%	13.0%	12.8%	11.7%	14.4%	13.4%	12.3%	
Low priority	2.9%	2.4%	1.6%	2.1%	2.6%	1.6%	4.1%	2.1%	1.7%	
Total(n)	311	3,250	4,993	146	1,461	2,533	146	1,589	2,289	
Mean	3.20	3.23	3.27	3.22	3.23	3.26	3.17	3.24	3.28	
Standard deviation	0.78	0.77	0.73	0.75	0.77	0.72	0.83	0.76	0.74	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.04	-0.10	-	-0.01	-0.06	-	-0.09	-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	30.0%	26.4%	27.1%	31.0%	25.5%	27.8%	28.6%	27.0%	25.9%	
To a large extent	36.0%	34.4%	33.5%	37.3%	36.2%	35.2%	34.3%	32.9%	31.6%	
To some extent	22.7%	28.3%	28.1%	21.8%	27.8%	26.7%	25.0%	29.4%	30.1%	
To a small extent	9.3%	8.3%	8.6%	8.5%	8.3%	7.9%	10.7%	8.1%	9.4%	
Not at all	2.0%	2.6%	2.7%	1.4%	2.2%	2.4%	1.4%	2.6%	2.9%	
Total(n)	300	3,048	4,759	142	1,355	2,430	140	1,505	2,173	
Mean	3.83	3.74	3.74	3.88	3.74	3.78	3.78	3.74	3.68	
Standard deviation	1.03	1.02	1.03	0.99	1.00	1.01	1.03	1.03	1.05	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.09	0.09	-	0.14	0.10	-	0.04	0.10	
Experience close alignment between your work and your personal values										
To a very large extent	35.8%	36.7%	43.8%	40.7%	36.1%	44.4%	32.2%	37.7%	42.8%	
To a large extent	43.5%	42.5%	39.0%	41.4%	42.7%	39.1%	46.6%	42.9%	39.5%	
To some extent	16.8%	16.6%	13.7%	16.6%	17.5%	13.4%	15.8%	15.3%	13.7%	
To a small extent	3.5%	3.0%	2.7%	1.4%	2.8%	2.4%	5.5%	3.0%	3.0%	
Not at all	0.3%	1.1%	0.9%	0.0%	0.9%	0.8%	0.0%	1.1%	0.9%	
Total(n)	310	3,154	4,899	145	1,408	2,491	146	1,549	2,241	
Mean	4.11	4.11	4.22	4.21	4.10	4.24	4.05	4.13	4.20	
Standard deviation	0.83	0.86	0.84	0.77	0.85	0.83	0.84	0.86	0.85	
Significance	-	-	*	-	-	*	-	-	*	
Effect size	-	0.00	-0.13	-	0.13	-0.04	-	-0.09	-0.18	
Mentor faculty										
To a very large extent	20.7%	15.6%	16.5%	22.9%	16.6%	16.1%	19.2%	14.9%	16.5%	
To a large extent	22.7%	20.4%	21.0%	27.1%	22.9%	22.1%	18.5%	17.8%	19.2%	
To some extent	29.1%	29.0%	30.8%	26.4%	29.8%	32.3%	31.5%	28.2%	29.4%	

To a small extent	16.5%	16.5%	14.9%	15.3%	15.9%	15.7%	18.5%	17.4%	14.3%
Not at all	11.0%	18.5%	16.9%	8.3%	14.9%	13.8%	12.3%	21.7%	20.5%
Total(n)	309	3,119	4,862	144	1,387	2,463	146	1,544	2,235
Mean	3.26	2.98	3.05	3.41	3.10	3.11	3.14	2.87	2.97
Standard deviation	1.26	1.32	1.30	1.23	1.28	1.25	1.27	1.34	1.35
Significance	-	***	**	-	**	**	-	*	*
Effect size	-	0.21	0.16	-	0.24	0.24	-	0.20	0.13
Mentor undergraduate students									
To a very large extent	28.0%	31.6%	32.2%	29.9%	31.1%	32.4%	26.7%	31.9%	31.4%
To a large extent	28.0%	29.9%	27.3%	31.9%	32.1%	29.1%	24.7%	28.1%	25.2%
To some extent	23.5%	20.8%	20.4%	20.8%	20.7%	21.1%	26.7%	21.1%	20.1%
To a small extent	9.4%	10.0%	9.1%	6.9%	10.0%	8.7%	8.9%	9.4%	9.6%
Not at all	11.1%	7.8%	11.0%	10.4%	6.0%	8.7%	13.0%	9.4%	13.7%
Total(n)	307	3,135	4,867	144	1,394	2,470	146	1,546	2,232
Mean	3.52	3.68	3.61	3.64	3.72	3.68	3.43	3.64	3.51
Standard deviation	1.29	1.23	1.31	1.27	1.18	1.25	1.32	1.28	1.37
Significance	-	*	*	-	-	-	-	-	-
Effect size	-	-0.13	-0.07	-	-0.07	-0.03	-	-0.16	-0.06
Please indicate the extent to which you:									
Mentor graduate students									
To a very large extent	26.2%	20.4%	25.1%	25.5%	19.8%	25.8%	27.4%	20.7%	23.8%
To a large extent	23.6%	18.2%	19.7%	21.4%	17.6%	20.3%	25.3%	18.3%	18.9%
To some extent	24.9%	17.0%	18.2%	31.7%	18.4%	19.4%	19.2%	16.0%	17.0%
To a small extent	11.3%	13.2%	11.7%	7.6%	11.9%	10.6%	13.0%	14.2%	12.7%
Not at all	13.9%	31.2%	25.4%	13.8%	32.3%	23.9%	16.1%	30.7%	27.6%
Total(n)	309	3,131	4,981	145	1,396	2,482	146	1,545	2,235
Mean	3.37	2.83	3.07	3.37	2.81	3.14	3.37	2.84	2.99
Standard deviation	1.35	1.53	1.53	1.32	1.53	1.51	1.40	1.54	1.54
Significance	-	***	***	-	***	*	-	***	**
Effect size	-	0.35	0.20	-	0.37	0.15	-	0.34	0.25
Been mentored by at least one professional in academia									
To a very large extent	29.0%	25.7%	27.5%	29.9%	23.5%	26.4%	28.3%	27.9%	28.7%
To a large extent	22.6%	24.2%	24.7%	25.9%	25.0%	25.6%	20.7%	23.7%	23.5%
To some extent	24.2%	24.2%	24.7%	21.8%	25.7%	24.9%	27.6%	23.2%	24.9%
To a small extent	14.8%	16.0%	14.6%	15.0%	16.0%	14.8%	12.4%	15.9%	14.2%
Not at all	9.4%	9.9%	8.5%	7.5%	9.7%	8.2%	11.0%	9.3%	8.7%
Total(n)	310	3,153	4,904	147	1,411	2,497	145	1,550	2,240
Mean	3.47	3.40	3.48	3.56	3.37	3.47	3.43	3.45	3.49
Standard deviation	1.30	1.29	1.27	1.27	1.27	1.25	1.32	1.30	1.28
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.05	-0.01	-	0.15	0.07	-	-0.02	-0.05
Participated in training in preparation to be a mentor (e.g., workshops, programs)									
To a very large extent	9.3%	6.9%	8.0%	6.1%	6.2%	6.9%	12.2%	7.1%	8.9%
To a large extent	11.9%	10.1%	11.1%	17.7%	11.0%	11.4%	7.5%	9.4%	10.4%
To some extent	17.0%	19.2%	21.3%	18.4%	20.5%	21.4%	15.6%	18.0%	20.7%
To a small extent	19.2%	19.2%	20.1%	18.4%	20.0%	21.1%	21.8%	18.8%	19.7%
Not at all	42.6%	44.6%	39.5%	39.5%	42.3%	39.1%	42.9%	46.7%	40.2%
Total(n)	312	3,159	4,908	147	1,413	2,492	147	1,554	2,249
Mean	2.26	2.15	2.28	2.33	2.19	2.26	2.24	2.11	2.28
Standard deviation	1.36	1.28	1.30	1.32	1.26	1.27	1.39	1.29	1.32
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.09	-0.02	-	0.11	0.06	-	0.10	-0.03
Accessed the National Research Mentoring Network (NRMN) resource									
To a very large extent	1.6%	1.2%	1.1%	0.7%	1.3%	0.9%	2.0%	0.9%	1.2%
To a large extent	3.5%	2.0%	1.6%	4.8%	2.3%	1.5%	2.7%	1.5%	1.6%
To some extent	3.8%	3.3%	3.4%	5.4%	4.3%	3.6%	2.7%	2.4%	3.1%
To a small extent	3.8%	4.2%	3.9%	4.1%	5.0%	3.7%	4.1%	3.7%	4.0%
Not at all	87.2%	89.3%	90.0%	85.0%	87.0%	90.3%	88.4%	91.5%	90.2%
Total(n)	312	3,147	4,904	147	1,408	2,494	147	1,550	2,243
Mean	1.29	1.22	1.20	1.32	1.26	1.19	1.26	1.17	1.20
Standard deviation	0.83	0.71	0.67	0.84	0.76	0.66	0.81	0.62	0.67
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.10	0.13	-	0.08	0.20	-	0.15	0.09
How would you rate the overall quality of your mentoring relationship with your faculty mentee(s)?									
Excellent	31.9%	32.5%	32.1%	29.9%	30.6%	30.7%	33.9%	34.1%	33.5%
Good	52.5%	49.6%	52.6%	57.5%	51.9%	54.3%	48.8%	48.2%	51.1%
Fair	9.9%	13.9%	12.1%	8.7%	14.3%	12.2%	10.7%	13.2%	11.9%
Poor	5.7%	4.0%	3.2%	3.9%	3.2%	2.8%	6.6%	4.5%	3.5%
Total(n)	263	2,426	3,864	127	1,137	2,036	121	1,142	1,693
Mean	3.11	3.11	3.14	3.13	3.10	3.13	3.10	3.12	3.15
Standard deviation	0.80	0.78	0.74	0.73	0.75	0.72	0.84	0.80	0.76
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.00	-0.04	-	0.04	0.00	-	-0.03	-0.07
How would you rate the overall quality of your mentoring relationship with your undergraduate mentee(s)?									
Excellent	41.6%	42.3%	46.4%	44.4%	40.1%	45.3%	41.2%	44.3%	47.5%
Good	47.5%	48.9%	45.3%	46.8%	50.0%	46.3%	48.2%	48.0%	44.5%
Fair	9.4%	7.8%	7.2%	8.9%	9.1%	7.8%	8.8%	6.5%	6.6%
Poor	1.6%	1.1%	1.1%	0.0%	0.8%	0.6%	1.8%	1.2%	1.4%
Total(n)	255	2,759	4,124	124	1,265	2,185	114	1,330	1,801
Mean	3.29	3.32	3.37	3.35	3.29	3.36	3.29	3.35	3.38
Standard deviation	0.70	0.66	0.66	0.64	0.66	0.65	0.70	0.66	0.67
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.05	-0.12	-	0.09	-0.02	-	-0.09	-0.13
How would you rate the overall quality of your mentoring relationship with your graduate mentee(s)?									
Excellent	50.4%	46.7%	49.6%	42.1%	44.2%	48.7%	59.3%	48.6%	50.8%
Good	40.6%	43.0%	41.5%	47.9%	44.8%	42.4%	33.1%	41.6%	40.6%
Fair	8.6%	9.1%	7.6%	9.9%	10.0%	7.8%	7.6%	8.3%	7.2%
Poor	0.4%	1.3%	1.3%	0.0%	1.0%	1.1%	0.0%	1.5%	1.4%
Total(n)	256	2,023	3,455	121	909	1,809	118	993	1,521
Mean	3.41	3.35	3.39	3.32	3.32	3.39	3.52	3.37	3.41
Standard deviation	0.66	0.70	0.68	0.65	0.69	0.68	0.64	0.70	0.69
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.09	0.03	-	0.00	-0.10	-	0.21	0.16
How satisfied are you with the following aspects of your job?									
Salary									
Very satisfied	10.3%	9.6%	17.1%	12.9%	11.3%	21.0%	8.3%	8.2%	13.3%
Satisfied	34.1%	37.9%	41.6%	36.0%	38.8%	43.2%	33.8%	37.3%	40.1%
Marginally satisfied	31.5%	30.6%	24.8%	31.7%	29.4%	21.9%	30.3%	31.7%	27.9%
Not satisfied	24.2%	21.9%	16.4%	19.4%	20.5%	13.9%	27.6%	22.9%	18.7%
Total(n)	302	3,120	4,857	139	1,388	2,474	145	1,543	2,223
Mean	2.30	2.35	2.59	2.42	2.41	2.71	2.23	2.31	2.48
Standard deviation	0.95	0.93	0.96	0.95	0.94	0.95	0.95	0.91	0.94
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.05	-0.30	-	0.01	-0.31	-	-0.09	-0.27
Health benefits									
Very satisfied	16.7%	29.6%	29.7%	18.6%	29.7%	34.3%	13.6%	29.0%	24.8%
Satisfied	45.7%	44.3%	44.2%	47.6%	45.0%	43.9%	44.2%	44.3%	44.6%
Marginally satisfied	27.0%	17.1%	15.7%	24.1%	16.2%	13.9%	31.3%	17.5%	17.6%
Not satisfied	10.6%	9.0%	10.4%	9.7%	9.0%	7.9%	10.9%	9.2%	13.0%
Total(n)	311	3,122	4,848	145	1,397	2,478	147	1,539	2,210
Mean	2.68	2.94	2.93	2.75	2.95	3.04	2.61	2.93	2.81
Standard deviation	0.87	0.91	0.93	0.87	0.90	0.89	0.86	0.91	0.95
Significance	-	***	***	-	*	*	-	***	*
Effect size	-	-0.29	-0.27	-	-0.22	-0.33	-	-0.35	-0.21

Job Satisfaction: Compensation

Job Satisfaction: Compensation

How satisfied are you with the following aspects of your job?												
Retirement benefits												
Very satisfied	16.2%	26.4%	28.3%	18.6%	28.1%	33.1%	13.7%	25.6%	23.3%			
Satisfied	52.4%	46.7%	44.8%	51.7%	45.9%	44.2%	54.1%	47.5%	45.3%			
Marginally satisfied	24.6%	18.8%	17.1%	22.1%	18.0%	15.2%	26.7%	19.0%	19.2%			
Not satisfied	6.8%	8.1%	9.8%	7.6%	8.0%	7.5%	5.5%	8.0%	12.0%			
Total(n)	309	3,122	4,863	145	1,400	2,490	145	1,534	2,203			
Mean	2.78	2.91	2.92	2.81	2.94	3.03	2.76	2.91	2.80			
Standard deviation	0.80	0.88	0.92	0.82	0.88	0.88	0.75	0.87	0.93			
Significance	-	*	**	-	*	**	-	*	*			
Effect size	-	-0.15	-0.15	-	-0.15	-0.25	-	-0.17	-0.04			
Opportunity for scholarly pursuits												
Very satisfied	14.8%	12.4%	22.3%	19.9%	14.6%	27.8%	11.0%	10.3%	16.2%			
Satisfied	46.8%	41.1%	41.1%	48.6%	41.9%	41.3%	45.5%	41.1%	41.2%			
Marginally satisfied	26.5%	29.9%	24.2%	24.0%	28.3%	20.8%	27.6%	30.7%	27.7%			
Not satisfied	11.9%	16.7%	12.4%	7.5%	15.2%	10.1%	15.9%	17.9%	14.8%			
Total(n)	310	3,126	4,865	146	1,411	2,494	145	1,529	2,210			
Mean	2.65	2.49	2.73	2.81	2.56	2.87	2.52	2.44	2.59			
Standard deviation	0.88	0.91	0.94	0.84	0.92	0.93	0.89	0.90	0.93			
Significance	-	**	**	-	**	**	-	*	*			
Effect size	-	0.18	-0.09	-	0.27	-0.06	-	0.09	-0.08			
Teaching load												
Very satisfied	18.4%	13.3%	20.2%	25.0%	14.7%	23.5%	12.9%	11.6%	16.7%			
Satisfied	50.0%	45.1%	46.3%	50.7%	46.4%	46.7%	51.7%	44.6%	45.9%			
Marginally satisfied	20.3%	24.2%	20.6%	14.6%	22.4%	18.9%	23.8%	25.9%	22.5%			
Not satisfied	11.3%	17.4%	12.9%	9.7%	16.5%	10.9%	11.6%	17.9%	15.0%			
Total(n)	310	3,164	4,929	144	1,414	2,512	147	1,556	2,251			
Mean	2.75	2.54	2.74	2.91	2.59	2.83	2.66	2.50	2.64			
Standard deviation	0.88	0.93	0.92	0.88	0.93	0.91	0.85	0.92	0.93			
Significance	-	***	***	-	***	***	-	*	*			
Effect size	-	0.23	0.01	-	0.34	0.09	-	0.17	0.02			
Quality of students												
Very satisfied	15.1%	21.0%	33.9%	15.8%	20.2%	33.5%	14.3%	21.8%	34.3%			
Satisfied	52.2%	50.4%	45.5%	50.0%	47.2%	44.5%	56.5%	53.5%	46.8%			
Marginally satisfied	26.6%	21.3%	16.4%	29.5%	22.6%	17.3%	22.4%	19.9%	15.4%			
Not satisfied	6.1%	7.3%	4.2%	4.8%	10.0%	4.7%	6.8%	4.7%	3.5%			
Total(n)	312	3,164	4,939	146	1,414	2,515	147	1,560	2,257			
Mean	2.76	2.85	3.09	2.77	2.78	3.07	2.78	2.92	3.12			
Standard deviation	0.78	0.83	0.81	0.77	0.88	0.83	0.77	0.78	0.79			
Significance	-	***	***	-	***	***	-	***	***			
Effect size	-	-0.11	-0.41	-	-0.01	-0.36	-	-0.18	-0.43			
Autonomy and independence												
Very satisfied	44.2%	43.1%	48.4%	46.6%	41.7%	49.4%	42.9%	44.8%	47.8%			
Satisfied	42.0%	42.3%	38.6%	40.4%	43.3%	38.2%	42.9%	41.3%	38.8%			
Marginally satisfied	9.9%	10.9%	9.4%	11.6%	11.6%	9.3%	8.2%	10.0%	9.2%			
Not satisfied	3.8%	3.6%	3.6%	1.4%	3.4%	3.1%	6.1%	3.9%	4.3%			
Total(n)	312	3,167	4,936	146	1,416	2,518	147	1,558	2,251			
Mean	3.27	3.25	3.32	3.32	3.23	3.34	3.22	3.27	3.30			
Standard deviation	0.79	0.79	0.79	0.73	0.78	0.77	0.84	0.79	0.81			
Significance	-	-	-	-	-	-	-	-	-			
Effect size	-	0.03	-0.06	-	0.12	-0.03	-	-0.06	-0.10			
Departmental leadership												
Very satisfied	35.3%	37.0%	39.7%	37.7%	38.2%	42.3%	32.0%	35.8%	36.8%			
Satisfied	35.3%	35.7%	35.9%	38.4%	37.2%	36.9%	34.0%	34.6%	35.3%			
Marginally satisfied	14.4%	15.0%	13.0%	11.6%	12.6%	10.7%	17.0%	17.3%	15.5%			
Not satisfied	15.1%	12.3%	11.4%	12.3%	12.0%	10.1%	17.0%	12.3%	12.4%			
Total(n)	312	3,169	4,932	146	1,417	2,517	147	1,557	2,250			
Mean	2.91	2.97	3.04	3.01	3.02	3.11	2.81	2.94	2.97			
Standard deviation	1.05	1.01	0.99	1.00	0.99	0.96	1.07	1.01	1.01			
Significance	-	*	*	-	*	*	-	*	*			
Effect size	-	-0.06	-0.13	-	-0.01	-0.10	-	-0.13	-0.16			
Departmental support for work/life balance												
Very satisfied	29.5%	27.0%	29.5%	33.3%	27.8%	32.0%	26.7%	26.1%	26.9%			
Satisfied	38.3%	41.7%	42.7%	41.0%	43.9%	44.6%	36.3%	40.3%	41.0%			
Marginally satisfied	18.5%	19.2%	17.7%	13.9%	17.8%	15.9%	21.2%	20.3%	19.6%			
Not satisfied	13.6%	12.1%	10.1%	11.8%	10.6%	7.6%	15.8%	13.2%	12.5%			
Total(n)	308	3,154	4,915	144	1,407	2,509	146	1,554	2,242			
Mean	2.84	2.84	2.92	2.96	2.89	3.01	2.74	2.79	2.82			
Standard deviation	1.00	0.96	0.93	0.97	0.93	0.88	1.02	0.97	0.97			
Significance	-	-	-	-	-	-	-	-	-			
Effect size	-	0.00	-0.09	-	0.08	-0.06	-	-0.05	-0.08			
Institutional support for work/life balance												
Very satisfied	16.2%	15.0%	19.1%	21.5%	16.1%	22.8%	11.7%	13.9%	14.8%			
Satisfied	38.6%	39.0%	40.6%	43.8%	41.5%	41.4%	37.2%	38.9%	40.0%			
Marginally satisfied	29.5%	27.5%	24.8%	22.9%	25.3%	23.1%	31.0%	29.6%	26.7%			
Not satisfied	15.6%	18.5%	15.5%	11.8%	17.1%	12.6%	20.0%	19.7%	18.5%			
Total(n)	308	3,139	4,900	144	1,401	2,504	145	1,546	2,231			
Mean	2.56	2.50	2.63	2.75	2.57	2.74	2.41	2.45	2.51			
Standard deviation	0.94	0.96	0.96	0.93	0.95	0.95	0.94	0.96	0.96			
Significance	-	-	*	-	*	*	-	*	*			
Effect size	-	0.06	-0.07	-	0.19	0.01	-	-0.04	-0.10			
Prospects for career advancement												
Very satisfied	10.9%	10.6%	16.4%	13.7%	11.4%	19.3%	8.2%	9.8%	13.2%			
Satisfied	40.5%	40.3%	41.9%	50.0%	44.0%	45.0%	34.2%	37.7%	38.8%			
Marginally satisfied	27.3%	26.8%	23.8%	21.9%	25.1%	21.4%	31.5%	28.0%	26.3%			
Not satisfied	21.2%	22.3%	17.9%	14.4%	19.5%	14.3%	26.0%	24.5%	21.7%			
Total(n)	311	3,132	4,865	146	1,401	2,489	146	1,541	2,213			
Mean	2.41	2.39	2.57	2.63	2.47	2.69	2.25	2.33	2.43			
Standard deviation	0.94	0.95	0.97	0.89	0.93	0.94	0.94	0.95	0.97			
Significance	-	-	**	-	*	**	-	*	*			
Effect size	-	0.02	-0.16	-	0.17	-0.06	-	-0.08	-0.19			
How satisfied are you with the following aspects of your job?												
Relative equity of salary and job benefits												
Very satisfied	7.1%	7.9%	14.0%	8.2%	8.9%	17.8%	5.5%	6.8%	10.1%			
Satisfied	30.4%	33.5%	36.0%	42.5%	38.8%	41.1%	20.7%	29.4%	30.5%			
Marginally satisfied	29.1%	29.9%	25.9%	26.7%	27.5%	22.5%	32.4%	32.2%	29.5%			
Not satisfied	33.3%	28.7%	24.1%	22.6%	24.8%	18.6%	41.4%	31.6%	29.9%			
Total(n)	309	3,122	4,869	146	1,406	2,493	145	1,525	2,213			
Mean	2.11	2.21	2.40	2.36	2.32	2.58	1.90	2.11	2.21			
Standard deviation	0.96	0.95	1.00	0.92	0.94	0.99	0.92	0.93	0.98			
Significance	-	-	***	-	**	**	-	**	***			
Effect size	-	-0.11	-0.29	-	0.04	-0.22	-	-0.23	-0.32			
Flexibility in relation to family matters or emergencies												
Very satisfied	42.2%	35.9%	42.4%	44.8%	36.8%	45.7%	42.5%	35.7%	39.0%			
Satisfied	43.8%	46.9%	43.1%	46.9%	47.7%	42.0%	40.4%	46.4%	44.2%			
Marginally satisfied	11.7%	12.8%	10.9%	7.7%	10.8%	9.2%	13.7%	13.9%	12.6%			
Not satisfied	2.3%	4.4%	3.7%	0.7%	4.7%	3.0%	3.4%	4.0%	4.2%			
Total(n)	308	3,127	4,885	143	1,396	2,496	146	1,535	2,225			
Mean	3.26	3.14	3.24	3.36	3.17	3.30	3.22	3.14	3.18			
Standard deviation	0.75	0.80	0.79	0.65	0.80	0.76	0.81	0.80	0.81			
Significance	-	*	*	-	**	*	-	*	*			
Effect size	-	0.15	0.03	-	0.24	0.08	-	0.10	0.05			
Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)												
Very satisfied	24.6%	21.9%	26.9%	25.7%	22.8%	29.8%	25.2%	21.4%	23.9%			
Satisfied	50.2%	49.0%	48.5%	52.9%	51.3%	49.0%	48.9%	47.0%	47.7%			
Marginally satisfied	16.5%	18.2%	16.0%	15.0%	16.7%	14.3%	15.8%	19.4%	18.1%			
Not satisfied	8.8%	10.8%	8.6%	6.4%	9.1%	6.9%	10.1%	12.2%	10.4%			
Total(n)	297	3,040	4,765	140	1,371	2,454	139	1,488	2,154			

Mean	2.91	2.82	2.94	2.98	2.88	3.02	2.89	2.78	2.85
Standard deviation	0.87	0.90	0.88	0.82	0.86	0.85	0.90	0.92	0.90
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.10	-0.03	-	0.12	-0.05	-	0.12	0.04
Overall job									
Very satisfied	25.2%	24.4%	32.8%	25.7%	25.2%	36.9%	25.2%	23.5%	28.4%
Satisfied	56.1%	53.0%	48.5%	59.0%	52.4%	46.8%	53.7%	54.2%	50.5%
Marginally satisfied	16.1%	17.7%	14.6%	13.9%	16.8%	12.4%	17.7%	18.1%	17.0%
Not satisfied	2.6%	4.9%	4.1%	1.4%	5.5%	4.0%	3.4%	4.2%	4.1%
Total(n)	310	3,160	4,918	144	1,410	2,506	147	1,556	2,247
Mean	3.04	2.97	3.10	3.09	2.97	3.17	3.01	2.97	3.03
Standard deviation	0.72	0.78	0.79	0.67	0.80	0.79	0.75	0.76	0.79
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.09	-0.08	-	0.15	-0.10	-	0.05	-0.03
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	19.8%	20.2%	19.7%	16.1%	15.9%	16.2%	22.9%	24.0%	23.7%
Somewhat	57.0%	56.5%	55.9%	54.0%	58.2%	56.1%	59.7%	55.8%	56.0%
Not at all	23.2%	23.3%	24.4%	29.9%	25.9%	27.7%	17.4%	20.2%	20.2%
Total(n)	298	3,009	4,726	137	1,328	2,407	144	1,503	2,165
Mean	1.97	1.97	1.95	1.86	1.90	1.88	2.06	2.04	2.04
Standard deviation	0.66	0.66	0.66	0.67	0.64	0.65	0.63	0.66	0.66
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.00	0.03	-	-0.06	-0.03	-	0.03	0.03
Child care									
Extensive	14.4%	19.9%	20.4%	11.0%	15.6%	16.0%	17.3%	25.0%	26.4%
Somewhat	37.0%	38.1%	39.2%	28.6%	38.4%	38.9%	46.9%	38.5%	39.8%
Not at all	48.6%	42.0%	40.5%	60.4%	46.1%	45.2%	35.8%	36.4%	33.8%
Total(n)	181	1,668	2,855	91	816	1,601	81	763	1,174
Mean	1.66	1.78	1.80	1.51	1.69	1.71	1.81	1.89	1.93
Standard deviation	0.72	0.76	0.75	0.69	0.72	0.73	0.71	0.78	0.77
Significance	-	*	*	-	*	*	-	*	*
Effect size	-	-0.16	-0.19	-	-0.25	-0.27	-	-0.10	-0.16
My physical health									
Extensive	12.6%	12.7%	12.7%	9.3%	10.6%	10.7%	15.4%	14.5%	14.7%
Somewhat	42.9%	49.0%	47.6%	44.3%	49.5%	49.2%	41.3%	48.2%	47.1%
Not at all	44.5%	38.3%	39.7%	46.4%	40.0%	41.1%	43.6%	37.3%	38.2%
Total(n)	301	3,011	4,724	140	1,344	2,419	143	1,490	2,153
Mean	1.68	1.74	1.73	1.63	1.71	1.70	1.72	1.77	1.76
Standard deviation	0.69	0.67	0.67	0.65	0.65	0.65	0.72	0.68	0.69
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.09	-0.07	-	-0.12	-0.11	-	-0.07	-0.06
My emotional well-being									
Extensive	16.5%	18.1%	17.0%	13.0%	15.6%	14.2%	19.9%	20.2%	20.4%
Somewhat	48.8%	48.3%	48.6%	44.9%	45.8%	46.8%	53.2%	51.3%	50.7%
Not at all	34.7%	33.6%	34.4%	42.0%	38.6%	39.0%	27.0%	28.5%	29.0%
Total(n)	297	3,045	4,775	138	1,356	2,434	141	1,512	2,185
Mean	1.82	1.85	1.83	1.71	1.77	1.75	1.93	1.92	1.91
Standard deviation	0.69	0.70	0.70	0.69	0.70	0.69	0.68	0.69	0.70
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.04	-0.01	-	-0.09	-0.06	-	0.01	0.03
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	19.9%	19.7%	19.9%	15.9%	17.9%	17.2%	24.6%	20.9%	23.0%
Somewhat	35.5%	39.8%	37.6%	31.7%	36.9%	34.9%	39.5%	43.0%	40.5%
Not at all	44.5%	40.4%	42.6%	52.4%	45.2%	47.9%	36.0%	36.2%	36.5%
Total(n)	256	2,591	4,051	126	1,171	2,135	114	1,264	1,786
Mean	1.75	1.79	1.77	1.63	1.73	1.69	1.89	1.85	1.87
Standard deviation	0.77	0.75	0.76	0.74	0.75	0.75	0.77	0.74	0.76
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.05	-0.03	-	-0.13	-0.08	-	0.05	0.03
Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)									
Extensive	9.5%	8.0%	7.2%	6.9%	4.9%	5.2%	10.7%	9.7%	8.8%
Somewhat	24.5%	25.0%	24.3%	14.6%	18.1%	16.0%	35.9%	30.6%	33.1%
Not at all	65.9%	66.9%	68.5%	78.5%	77.0%	78.8%	53.4%	59.7%	58.2%
Total(n)	273	2,710	4,251	130	1,181	2,156	131	1,371	1,962
Mean	1.44	1.41	1.39	1.28	1.28	1.26	1.57	1.50	1.51
Standard deviation	0.66	0.63	0.62	0.59	0.55	0.55	0.68	0.67	0.65
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.05	0.08	-	0.00	0.04	-	0.10	0.09
Committee work									
Extensive	16.3%	14.1%	13.1%	13.8%	12.3%	10.6%	17.4%	15.9%	15.5%
Somewhat	47.8%	49.6%	49.6%	46.4%	49.2%	50.8%	52.1%	50.0%	48.3%
Not at all	35.9%	36.4%	37.3%	39.9%	38.5%	38.6%	30.6%	34.1%	36.2%
Total(n)	301	2,817	4,480	138	1,280	2,355	144	1,373	1,987
Mean	1.80	1.78	1.76	1.74	1.74	1.72	1.87	1.82	1.79
Standard deviation	0.70	0.67	0.67	0.69	0.66	0.64	0.68	0.68	0.69
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.03	0.06	-	0.00	0.03	-	0.07	0.12
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	15.5%	10.9%	10.0%	14.7%	9.6%	8.7%	15.4%	11.7%	10.9%
Somewhat	46.1%	43.6%	42.4%	44.1%	44.7%	41.8%	49.0%	42.7%	43.2%
Not at all	38.5%	45.5%	47.6%	41.3%	45.7%	49.5%	35.7%	45.5%	45.9%
Total(n)	304	2,918	4,619	143	1,315	2,397	143	1,425	2,074
Mean	1.77	1.65	1.62	1.73	1.64	1.59	1.80	1.66	1.65
Standard deviation	0.70	0.67	0.66	0.70	0.65	0.65	0.69	0.68	0.67
Significance	-	**	***	-	*	*	-	*	**
Effect size	-	0.18	0.23	-	0.14	0.22	-	0.21	0.22
Students									
Extensive	6.6%	10.6%	9.4%	2.8%	9.2%	8.4%	9.2%	12.2%	10.6%
Somewhat	58.6%	55.9%	56.3%	58.7%	53.9%	55.4%	60.3%	58.0%	57.8%
Not at all	34.8%	33.4%	34.4%	38.5%	36.9%	36.3%	30.5%	29.8%	31.6%
Total(n)	302	3,074	4,815	143	1,371	2,455	141	1,519	2,202
Mean	1.72	1.77	1.75	1.64	1.72	1.72	1.79	1.82	1.79
Standard deviation	0.58	0.62	0.61	0.54	0.62	0.61	0.60	0.62	0.61
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.08	-0.05	-	-0.13	-0.13	-	-0.05	0.00
Research or publishing demands									
Extensive	23.5%	18.7%	22.6%	17.2%	15.6%	21.5%	31.0%	22.2%	24.0%
Somewhat	51.3%	46.5%	46.7%	51.5%	45.5%	47.1%	50.0%	46.9%	46.6%
Not at all	25.3%	34.9%	30.7%	31.3%	38.8%	31.4%	19.0%	31.0%	29.4%
Total(n)	277	2,654	4,271	134	1,247	2,280	126	1,255	1,855
Mean	1.98	1.84	1.92	1.86	1.77	1.90	2.12	1.91	1.95
Standard deviation	0.70	0.71	0.73	0.68	0.70	0.72	0.70	0.72	0.73
Significance	-	**	*	-	*	*	-	**	*
Effect size	-	0.20	0.08	-	0.13	-0.06	-	0.29	0.23
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	31.9%	23.5%	21.6%	25.4%	24.3%	21.4%	35.2%	22.5%	21.1%
Somewhat	44.0%	47.5%	47.2%	45.7%	47.9%	47.7%	45.8%	48.0%	47.2%
Not at all	24.2%	29.0%	31.2%	29.0%	27.8%	30.9%	19.0%	29.5%	31.6%
Total(n)	298	2,946	4,628	138	1,336	2,414	142	1,433	2,064

Career Related Stress

Career Related Stress

Career Related Stress

Career Related Stress

Mean	2.08	1.95	1.90	1.96	1.96	1.91	2.16	1.93	1.89	
Standard deviation	0.75	0.72	0.72	0.74	0.72	0.72	0.72	0.72	0.72	
Significance	-	**	***	-	-	-	-	-	***	
Effect size	-	0.18	0.25	-	0.00	0.07	-	0.32	0.38	
Teaching load										
Extensive	13.0%	21.4%	17.1%	8.6%	18.5%	15.6%	16.1%	24.3%	19.0%	Career Related Stress
Somewhat	45.7%	44.2%	43.9%	44.6%	44.5%	43.1%	48.2%	44.7%	45.3%	
Not at all	41.3%	34.4%	39.0%	46.8%	36.9%	41.3%	35.6%	31.0%	35.7%	
Total(n)	293	3,040	4,759	139	1,359	2,445	137	1,504	2,157	
Mean	1.72	1.87	1.78	1.62	1.62	1.74	1.80	1.93	1.83	
Standard deviation	0.68	0.74	0.72	0.64	0.72	0.71	0.69	0.74	0.72	
Significance	-	***	-	-	**	-	-	-	-	
Effect size	-	-0.20	-0.08	-	-0.28	-0.17	-	-0.18	-0.04	
Lack of personal time										
Extensive	23.2%	26.4%	22.8%	14.7%	20.5%	17.5%	31.9%	32.3%	28.6%	Career Related Stress
Somewhat	43.8%	44.8%	47.0%	39.9%	44.6%	46.0%	46.5%	44.9%	48.6%	
Not at all	33.0%	28.7%	30.3%	45.5%	34.9%	36.5%	21.5%	22.8%	22.8%	
Total(n)	306	3,073	4,800	143	1,375	2,462	144	1,514	2,178	
Mean	1.90	1.98	1.93	1.69	1.86	1.81	2.10	2.10	2.06	
Standard deviation	0.74	0.74	0.72	0.71	0.73	0.71	0.73	0.74	0.71	
Significance	-	-	-	-	**	-	-	-	-	
Effect size	-	-0.11	-0.04	-	-0.23	-0.17	-	0.00	0.06	
Job security										
Extensive	7.2%	13.2%	13.4%	3.6%	11.4%	10.7%	8.8%	14.6%	16.2%	
Somewhat	21.0%	25.2%	26.1%	16.7%	23.8%	23.3%	26.5%	26.1%	28.8%	
Not at all	71.7%	61.6%	60.5%	79.7%	64.8%	66.0%	64.7%	59.2%	55.0%	
Total(n)	290	2,943	4,636	138	1,321	2,385	136	1,442	2,096	
Mean	1.36	1.52	1.53	1.24	1.47	1.45	1.44	1.55	1.51	
Standard deviation	0.61	0.72	0.72	0.51	0.69	0.68	0.65	0.73	0.75	
Significance	-	***	***	-	***	***	-	-	**	
Effect size	-	-0.22	-0.24	-	-0.33	-0.31	-	-0.15	-0.23	
Self-imposed high expectations										
Extensive	36.8%	32.9%	35.3%	37.3%	29.5%	34.7%	36.6%	36.8%	36.5%	Career Related Stress
Somewhat	50.0%	51.2%	50.0%	48.6%	52.5%	49.2%	52.4%	49.7%	50.5%	
Not at all	13.2%	15.9%	14.7%	14.1%	18.0%	16.1%	11.0%	13.5%	13.0%	
Total(n)	304	3,082	4,812	142	1,374	2,464	145	1,524	2,188	
Mean	2.24	2.17	2.21	2.23	2.11	2.19	2.26	2.23	2.23	
Standard deviation	0.67	0.68	0.68	0.68	0.68	0.69	0.64	0.67	0.66	
Significance	-	-	-	-	*	-	-	-	-	
Effect size	-	0.10	0.04	-	0.18	0.06	-	0.04	0.05	
Increased work responsibilities										
Extensive	28.9%	26.4%	24.3%	21.1%	21.6%	19.8%	35.4%	31.3%	29.6%	
Somewhat	43.1%	48.1%	46.2%	48.6%	49.6%	47.1%	38.9%	46.6%	45.2%	
Not at all	28.0%	25.5%	29.5%	30.3%	28.8%	33.1%	25.7%	22.1%	25.3%	
Total(n)	304	3,034	4,736	142	1,354	2,434	144	1,496	2,145	
Mean	2.01	2.01	1.95	1.91	1.93	1.87	2.10	2.09	2.04	
Standard deviation	0.76	0.72	0.73	0.71	0.71	0.72	0.78	0.73	0.74	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.00	0.08	-	-0.03	0.06	-	0.01	0.08	
Institutional budget cuts										
Extensive	22.8%	26.4%	21.8%	18.4%	26.0%	18.3%	25.2%	26.6%	25.5%	
Somewhat	55.4%	44.3%	34.1%	56.6%	43.4%	31.0%	55.9%	45.2%	37.3%	
Not at all	21.8%	29.3%	44.2%	25.0%	30.6%	50.7%	18.9%	28.2%	37.2%	
Total(n)	298	2,935	4,356	136	1,323	2,246	143	1,435	1,960	
Mean	2.01	1.97	1.78	1.93	1.95	1.68	2.06	1.98	1.88	
Standard deviation	0.67	0.75	0.78	0.66	0.75	0.77	0.66	0.74	0.78	
Significance	-	-	***	-	-	***	-	-	**	
Effect size	-	0.05	0.29	-	-0.03	0.32	-	0.11	0.23	
Have you been sexually harassed at this institution?										
Yes	8.3%	7.2%	5.9%	2.7%	2.5%	2.1%	12.8%	10.8%	10.0%	
No	91.7%	92.8%	94.1%	97.3%	97.5%	97.9%	87.2%	89.2%	90.0%	
Total(n)	314	3,257	5,010	147	1,460	2,553	148	1,595	2,286	
In the past year, have you:										
Considered leaving academe for another job?										
Yes	33.7%	36.2%	33.1%	26.9%	33.7%	29.6%	41.6%	38.2%	37.2%	
No	66.3%	63.8%	66.9%	73.1%	66.3%	70.4%	58.4%	61.8%	62.8%	
Total(n)	312	3,174	4,943	145	1,423	2,514	149	1,556	2,262	
Considered leaving this institution for another?										
Yes	47.9%	44.9%	41.5%	43.6%	46.4%	38.8%	52.4%	43.9%	44.6%	
No	52.1%	55.1%	58.5%	56.2%	53.6%	61.2%	47.6%	56.1%	55.4%	
Total(n)	311	3,163	4,930	146	1,413	2,507	147	1,555	2,256	
Engaged in public service/professional consulting without pay?										
Yes	57.6%	47.8%	49.0%	53.4%	47.6%	49.5%	61.5%	47.7%	48.0%	Civic Minded Practice
No	42.4%	52.2%	51.0%	46.6%	52.4%	50.5%	38.5%	52.3%	52.0%	
Total(n)	311	3,165	4,924	146	1,418	2,507	148	1,557	2,251	
Received at least one firm job offer elsewhere?										
Yes	16.5%	18.7%	17.9%	18.9%	19.5%	18.1%	14.8%	17.7%	17.5%	
No	83.5%	81.3%	82.1%	81.1%	80.5%	81.9%	85.2%	82.3%	82.5%	
Total(n)	310	3,157	4,922	143	1,413	2,504	149	1,556	2,253	
For each of the following items, please mark either Yes or No.										
Are you a member of a faculty union?										
Yes	46.0%	43.0%	18.1%	44.1%	42.2%	16.3%	47.3%	43.2%	19.5%	
No	54.0%	57.0%	81.9%	55.9%	57.8%	83.7%	52.7%	56.8%	80.5%	
Total(n)	309	3,144	4,889	143	1,401	2,484	148	1,551	2,239	
Do you plan to retire within the next three years?										
Yes	11.9%	12.6%	10.9%	11.1%	11.9%	11.6%	12.1%	12.0%	9.9%	
No	88.1%	87.4%	89.1%	88.9%	88.1%	88.4%	87.9%	88.0%	90.1%	
Total(n)	311	3,132	4,864	144	1,399	2,474	149	1,548	2,229	
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	7.7%	9.0%	9.1%	3.5%	4.5%	3.4%	10.7%	12.6%	15.3%	
No	92.3%	91.0%	90.9%	96.5%	95.5%	96.6%	89.3%	87.4%	84.7%	
Total(n)	311	3,136	4,888	144	1,394	2,485	149	1,551	2,239	
Have you ever been formally recognized for outstanding teaching at this institution?										
Yes	36.1%	30.4%	30.2%	34.3%	31.6%	32.6%	38.9%	29.2%	27.5%	
No	63.9%	69.6%	69.8%	65.7%	68.4%	67.4%	61.1%	70.8%	72.5%	
Total(n)	310	3,140	4,889	143	1,400	2,484	149	1,550	2,240	
Citizenship status:										
U.S. citizen	94.2%	92.8%	93.5%	91.9%	91.5%	92.6%	95.9%	93.7%	94.3%	
Permanent resident (green card)	4.5%	5.1%	4.7%	6.1%	5.8%	5.4%	3.4%	4.7%	4.0%	
Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)	1.3%	2.0%	1.7%	2.0%	2.6%	1.9%	0.7%	1.5%	1.6%	
None of the above	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.1%	0.0%	
Total(n)	312	3,241	4,990	148	1,455	2,540	148	1,592	2,280	
How would you characterize your political views?										
Far right	0.3%	0.2%	0.3%	0.7%	0.2%	0.4%	0.0%	0.2%	0.1%	
Conservative	12.3%	10.6%	14.2%	14.3%	11.3%	17.2%	9.6%	9.2%	10.8%	
Middle-of-the-road	32.7%	31.5%	33.2%	33.3%	35.5%	34.4%	33.6%	27.4%	31.8%	
Liberal	47.2%	46.5%	43.2%	42.9%	41.5%	39.5%	50.0%	52.1%	47.0%	
Far left	7.4%	11.2%	9.2%	8.8%	11.5%	8.4%	6.8%	11.1%	10.3%	
Total(n)	309	3,143	4,880	147	1,420	2,491	146	1,546	2,228	
If given the choice, would you:										
Still come to this institution?										
Definitely yes	39.5%	43.4%	49.3%	38.1%	42.5%	50.6%	42.6%	44.3%	48.0%	
Probably yes	42.0%	36.0%	33.0%	46.3%	36.6%	32.8%	39.2%	36.9%	33.8%	
Not sure	10.8%	11.8%	10.2%	10.2%	11.5%	9.0%	10.1%	11.7%	11.0%	
Probably no	4.8%	5.7%	4.8%	3.4%	5.9%	4.8%	6.1%	5.1%	4.9%	
Definitely no	2.9%	3.0%	2.6%	2.0%	3.5%	2.8%	2.0%	2.2%	2.3%	
Total(n)	314	3,227	4,972	147	1,447	2,532	148	1,579	2,270	

Mean	4.11	4.11	4.22	4.15	4.09	4.24	4.14	4.16	4.20
Standard deviation	0.97	1.02	0.99	0.89	1.04	0.99	0.97	0.96	0.98
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.00	-0.11	-	0.06	-0.09	-	-0.02	-0.06
Still be a college professor?									
Definitely yes	64.7%	64.3%	66.7%	65.3%	64.4%	68.1%	63.7%	64.0%	64.8%
Probably yes	27.6%	25.8%	24.8%	29.9%	26.7%	24.6%	25.3%	25.1%	25.6%
Not sure	5.4%	6.7%	6.3%	4.1%	6.0%	5.6%	6.8%	7.4%	6.9%
Probably no	1.3%	2.5%	1.6%	0.0%	2.1%	1.3%	2.7%	2.8%	2.1%
Definitely no	1.0%	0.8%	0.2%	0.7%	0.8%	0.5%	1.4%	0.7%	0.7%
Total(n)	312	3,228	4,970	147	1,444	2,528	146	1,584	2,271
Mean	4.54	4.50	4.55	4.59	4.52	4.59	4.47	4.49	4.52
Standard deviation	0.74	0.79	0.73	0.64	0.78	0.70	0.85	0.81	0.77
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.05	-0.01	-	0.09	0.00	-	-0.02	-0.06
Please select your base institutional salary.									
Less than \$10,000	0.0%	0.2%	0.1%	0.0%	0.2%	0.1%	0.0%	0.2%	0.1%
\$10,000-19,999	0.0%	0.2%	0.1%	0.0%	0.2%	0.0%	0.0%	0.2%	0.1%
\$20,000-29,999	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.1%
\$30,000-39,999	0.7%	1.3%	0.4%	0.0%	1.2%	0.3%	1.5%	1.2%	0.6%
\$40,000-49,999	7.8%	8.1%	2.6%	8.0%	5.7%	1.7%	8.5%	10.4%	3.6%
\$50,000-59,999	11.3%	13.1%	5.9%	10.1%	10.9%	4.7%	11.5%	15.6%	7.0%
\$60,000-69,999	21.3%	15.4%	10.4%	16.7%	14.6%	7.7%	24.6%	15.4%	13.3%
\$70,000-79,999	17.7%	15.5%	13.2%	17.4%	13.2%	10.5%	19.2%	18.2%	16.4%
\$80,000-89,999	12.8%	13.1%	12.7%	13.8%	13.4%	10.7%	11.5%	12.6%	15.1%
\$90,000-99,999	7.4%	9.9%	12.0%	9.4%	10.7%	12.2%	6.2%	9.2%	11.9%
\$100,000-124,999	13.1%	15.5%	20.7%	18.1%	19.1%	22.5%	6.9%	11.7%	18.7%
\$125,000-149,999	5.0%	4.8%	9.7%	3.6%	6.2%	12.4%	6.9%	3.9%	6.8%
\$150,000-199,999	2.1%	2.0%	8.4%	2.2%	3.2%	11.5%	2.3%	1.1%	4.8%
\$200,000-249,999	0.7%	0.6%	2.9%	0.7%	1.1%	4.2%	0.8%	0.2%	1.3%
\$250,000-499,999	0.0%	0.1%	0.9%	0.0%	0.3%	1.4%	0.0%	0.0%	0.3%
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	282	2,700	4,298	138	1,264	2,287	130	1,292	1,877
Your base institutional salary reported above is based on:									
Less than 9 months	5.2%	4.7%	8.6%	7.2%	4.7%	9.6%	3.7%	4.5%	7.3%
9/10 months	74.1%	74.2%	63.9%	71.7%	76.4%	65.2%	75.4%	72.4%	62.6%
11/12 months	20.6%	21.2%	27.5%	21.0%	18.9%	25.2%	20.9%	23.1%	30.1%
Total(n)	286	2,716	4,324	138	1,269	2,306	134	1,301	1,882
Total salary from teaching at this institution for this academic year for part-time faculty.									
Less than \$5,000	4.8%	7.9%	10.0%	0.0%	7.1%	8.3%	0.0%	7.4%	9.9%
\$5,000-9,999	0.0%	22.4%	26.7%	0.0%	25.5%	30.0%	0.0%	20.2%	25.4%
\$10,000-14,999	19.0%	16.6%	19.4%	12.5%	14.2%	19.4%	27.3%	18.9%	18.4%
\$15,000-19,999	14.3%	13.5%	12.7%	0.0%	14.9%	15.6%	27.3%	12.8%	11.7%
\$20,000-24,999	14.3%	8.2%	8.3%	25.0%	6.4%	7.8%	9.1%	9.5%	9.0%
\$25,000-29,999	4.8%	7.9%	5.3%	12.5%	7.8%	5.6%	0.0%	8.6%	5.5%
\$30,000-34,999	4.8%	6.0%	5.6%	12.5%	5.7%	5.0%	0.0%	6.6%	5.8%
\$35,000-39,999	0.0%	1.9%	1.5%	0.0%	2.8%	2.2%	0.0%	1.6%	1.2%
\$40,000-44,999	0.0%	4.1%	2.5%	0.0%	2.1%	0.6%	0.0%	4.9%	3.5%
\$45,000-49,999	14.3%	2.6%	2.2%	12.5%	2.8%	1.7%	9.1%	2.5%	2.6%
\$50,000-59,999	0.0%	2.6%	1.3%	0.0%	3.5%	0.6%	0.0%	2.5%	1.7%
\$60,000-69,999	9.5%	2.9%	1.3%	0.0%	5.0%	0.6%	18.2%	1.6%	1.7%
\$70,000-79,999	4.8%	1.2%	1.1%	0.0%	0.0%	0.6%	9.1%	1.2%	1.5%
\$80,000-89,999	4.8%	1.0%	1.1%	12.5%	1.4%	1.1%	0.0%	0.4%	1.2%
\$90,000-99,999	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%	0.0%
\$100,000 or more	4.8%	0.7%	1.1%	12.5%	0.7%	1.1%	0.0%	0.4%	0.9%
Total(n)	21	416	551	8	141	180	11	243	343
Per-Course earnings for part-time faculty.									
Less than \$500	0.0%	1.6%	0.8%	0.0%	0.7%	1.1%	0.0%	2.2%	0.6%
\$500-999	0.0%	8.0%	3.4%	0.0%	7.4%	1.7%	0.0%	7.2%	3.7%
\$1,000-1,499	6.7%	7.5%	5.5%	0.0%	5.1%	4.0%	11.1%	9.0%	6.2%
\$1,500-1,999	6.7%	5.7%	4.2%	0.0%	5.1%	2.8%	11.1%	6.3%	5.3%
\$2,000-2,499	13.3%	6.2%	6.3%	0.0%	5.1%	5.1%	11.1%	6.3%	6.5%
\$2,500-2,999	6.7%	7.3%	3.8%	0.0%	8.8%	4.0%	11.1%	6.7%	3.7%
\$3,000-3,499	20.0%	13.0%	14.1%	20.0%	9.6%	13.0%	22.2%	15.2%	15.2%
\$3,500-3,999	20.0%	5.4%	9.7%	20.0%	5.9%	9.0%	22.2%	5.4%	9.9%
\$4,000-4,499	6.7%	10.1%	12.2%	20.0%	9.6%	11.3%	0.0%	10.8%	12.7%
\$4,500-4,999	6.7%	4.4%	5.1%	20.0%	4.4%	5.1%	0.0%	3.6%	5.0%
\$5,000-5,499	6.7%	11.4%	13.1%	20.0%	11.8%	16.4%	0.0%	12.1%	11.8%
\$5,500-5,999	0.0%	3.6%	4.6%	0.0%	5.1%	3.4%	0.0%	3.1%	5.6%
\$6,000-6,499	0.0%	5.2%	4.6%	0.0%	8.8%	7.3%	0.0%	3.6%	3.4%
\$6,500-6,999	6.7%	1.3%	3.0%	0.0%	2.2%	5.6%	11.1%	0.9%	1.6%
\$7,000-7,499	0.0%	2.3%	1.7%	0.0%	2.2%	1.7%	0.0%	2.2%	1.2%
\$7,500-7,999	0.0%	1.8%	1.0%	0.0%	1.5%	0.6%	0.0%	1.8%	1.2%
\$8,000-8,499	0.0%	1.3%	2.3%	0.0%	2.9%	3.4%	0.0%	0.4%	1.9%
\$8,500-8,999	0.0%	0.5%	0.2%	0.0%	0.7%	0.6%	0.0%	0.4%	0.0%
\$9,000-9,499	0.0%	0.5%	0.4%	0.0%	0.0%	0.6%	0.0%	0.4%	0.3%
\$9,500-9,999	0.0%	0.5%	0.4%	0.0%	0.7%	0.0%	0.0%	0.0%	0.3%
\$10,000 or more	0.0%	2.3%	3.6%	0.0%	2.2%	3.4%	0.0%	2.2%	3.7%
Total(n)	15	386	525	5	136	177	9	223	322
Highest Degree Earned									
Bachelor's (B.A., B.S., etc.)	0.3%	1.5%	1.4%	0.0%	1.9%	1.3%	0.7%	1.2%	1.3%
Master's (M.A., M.S.)	11.5%	18.3%	11.6%	12.8%	12.4%	7.5%	11.0%	23.2%	15.9%
Terminal Master's (M.F.A., M.B.A.)	5.6%	6.4%	5.5%	5.4%	6.5%	5.5%	6.2%	5.9%	4.9%
J.D.	0.6%	1.0%	2.5%	0.0%	0.9%	2.4%	1.4%	1.1%	2.7%
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	0.1%	0.4%	0.0%	0.2%	0.5%	0.0%	0.1%	0.4%
Ph.D.	73.1%	66.6%	70.1%	75.7%	73.2%	77.1%	69.9%	59.7%	63.4%
Professional Doctorate (Ed.D., Psy.D., etc.)	7.1%	5.9%	7.4%	4.7%	3.9%	4.8%	8.9%	7.4%	10.0%
Other degree	1.6%	1.3%	1.2%	1.4%	1.0%	1.0%	2.1%	1.5%	1.4%
Total(n)	312	3,230	4,960	148	1,445	2,525	146	1,585	2,267
Degree Currently Working On									
Bachelor's (B.A., B.S., etc.)	0.0%	0.2%	0.1%	0.0%	0.3%	0.1%	0.0%	0.2%	0.1%
Master's (M.A., M.S.)	1.0%	1.2%	1.0%	0.7%	0.9%	0.5%	1.4%	1.5%	1.4%
Terminal Master's (M.F.A., M.B.A.)	0.3%	0.4%	0.2%	0.0%	0.4%	0.1%	0.7%	0.4%	0.4%
J.D.	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	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%	0.1%	0.0%
Ph.D.	2.0%	3.5%	3.2%	2.1%	3.7%	2.5%	2.1%	3.5%	3.7%
Professional Doctorate (Ed.D., Psy.D., etc.)	1.3%	1.3%	1.0%	0.0%	0.5%	0.4%	2.8%	2.0%	1.8%
Other degree	0.3%	0.6%	0.6%	0.7%	0.3%	0.4%	0.0%	0.7%	0.7%
None	95.1%	92.7%	93.9%	96.5%	94.0%	96.0%	93.1%	91.6%	91.9%
Total(n)	307	3,115	4,842	144	1,397	2,471	145	1,533	2,211
Are you currently serving in an administrative position as:									
Department chair	7.6%	6.2%	6.0%	7.5%	7.6%	6.7%	7.1%	5.2%	5.3%
Dean (associate or assistant)	3.9%	1.4%	2.5%	3.0%	1.4%	2.3%	4.9%	1.6%	2.7%
Vice-president	0.2%	0.1%	0.1%	0.5%	0.1%	0.1%	0.0%	0.0%	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%	0.1%	0.0%	0.0%	0.0%	0.0%
Other	14.5%	9.8%	11.3%	13.6%	9.9%	11.3%	15.8%	9.8%	11.5%
Not applicable	49.3%	52.3%	50.8%	46.7%	50.1%	50.2%	51.9%	54.7%	51.1%
Total(n)	406	4,374	6,691	199	1,959	3,364	183	2,124	3,106
Race/Ethnicity - mark all that apply (total may add to more than 100%)									
American Indian/Alaska Native	2.7%	1.6%	1.4%	1.4%	1.5%	1.3%	3.6%	1.7%	1.4%
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	5.0%	5.2%	4.8%	9.1%	5.6%	4.4%	1.4%	5.1%	4.9%
Filipino/a/x	0.0%	0.6%	0.5%	0.0%	0.5%	0.5%	0.0%	0.8%	0.5%
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.0%	0.5%	0.5%	0.0%	0.6%	0.6%	0.0%	0.6%	0.4%
South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	3.3%	2.4%	2.3%	4.2%	3.1%	2.6%	2.9%	1.9%	1.9%

Other Asian	1.0%	0.3%	0.3%	2.1%	0.4%	0.4%	0.0%	0.2%	0.2%	
African American/Black	3.3%	2.9%	2.5%	4.2%	2.6%	1.8%	2.1%	3.1%	3.2%	
African	0.7%	0.7%	0.6%	0.0%	0.8%	0.6%	1.4%	0.6%	0.5%	
Caribbean	0.0%	0.2%	0.4%	0.0%	0.1%	0.2%	0.0%	0.2%	0.5%	
Other Black	0.0%	0.0%	0.1%	0.0%	0.0%	0.2%	0.0%	0.1%	0.1%	
Native Hawaiian/Pacific Islander	0.3%	0.1%	0.2%	0.7%	0.1%	0.2%	0.0%	0.1%	0.1%	
Mexican American/Chicana/o/x	2.0%	2.8%	1.9%	3.5%	2.5%	1.7%	0.7%	2.7%	2.1%	
Puerto Rican	0.3%	0.4%	0.5%	0.0%	0.4%	0.3%	0.7%	0.5%	0.6%	
Central American	0.0%	0.2%	0.3%	0.0%	0.2%	0.3%	0.0%	0.2%	0.2%	
South American	1.0%	1.0%	1.1%	1.4%	0.9%	1.0%	0.7%	1.0%	1.0%	
Other Hispanic or Latina/o/x	2.3%	1.2%	1.4%	3.5%	1.2%	1.3%	1.4%	1.2%	1.5%	
Middle Eastern	2.0%	1.9%	1.9%	3.5%	2.5%	2.5%	0.7%	1.4%	1.3%	
European	76.7%	73.7%	77.2%	72.7%	74.6%	79.4%	80.0%	73.1%	75.6%	
Other White	8.0%	10.6%	9.6%	7.0%	8.3%	8.4%	10.0%	12.6%	10.4%	
Other	3.0%	2.3%	1.7%	2.8%	2.7%	1.4%	2.9%	1.7%	1.7%	
Total(n)	300	3,106	4,827	143	1,404	2,463	140	1,537	2,205	
Race/Ethnicity Group (with multiple race category)										
Native American/Alaska Native	0.7%	0.2%	0.2%	0.0%	0.1%	0.0%	0.7%	0.3%	0.3%	
Asian/Pacific Islander	7.3%	7.6%	6.6%	12.6%	8.6%	7.0%	2.9%	7.2%	6.3%	
Black/African American	3.3%	3.2%	2.7%	3.5%	2.8%	2.1%	2.9%	3.4%	3.3%	
Latina/o/x	2.0%	3.3%	2.7%	2.1%	3.1%	2.3%	2.1%	3.3%	2.9%	
White	77.3%	79.1%	82.1%	71.3%	78.7%	83.7%	82.9%	79.7%	81.0%	
Other Race/Ethnicity	2.3%	1.8%	1.2%	1.4%	2.1%	0.9%	2.9%	1.4%	1.2%	
Two or More Races/Ethnicities	7.0%	4.8%	4.6%	9.1%	4.6%	4.0%	5.7%	4.8%	5.0%	
Total (n)	300	3,106	4,827	143	1,404	2,463	140	1,537	2,205	
Is English your native language?										
Yes	88.7%	88.1%	89.6%	83.8%	85.9%	89.1%	93.8%	89.5%	90.3%	
No	11.3%	11.9%	10.4%	16.2%	14.1%	10.9%	6.2%	10.5%	9.7%	
Total(n)	311	3,215	4,940	148	1,443	2,514	145	1,574	2,257	
What is your sexual orientation?										
Heterosexual/straight	90.6%	88.8%	91.8%	92.3%	90.7%	92.6%	90.1%	88.8%	92.6%	
Gay	2.3%	2.8%	2.4%	4.2%	5.6%	4.4%	0.7%	0.1%	0.2%	
Lesbian	1.7%	2.4%	1.2%	0.0%	0.1%	0.0%	2.8%	4.1%	2.2%	
Bisexual	2.0%	2.4%	2.0%	1.4%	1.5%	1.3%	2.8%	3.2%	2.7%	
Queer	1.3%	1.4%	1.0%	0.7%	0.5%	0.5%	2.1%	1.8%	1.1%	
Pansexual	0.0%	0.6%	0.3%	0.0%	0.3%	0.2%	0.0%	0.8%	0.2%	
Asexual	0.0%	0.4%	0.3%	0.0%	0.1%	0.0%	0.0%	0.6%	0.5%	
Not listed above	2.0%	1.1%	1.0%	1.4%	1.3%	0.9%	1.4%	0.6%	0.5%	
Total (n)	298	3,100	4,829	142	1,404	2,454	142	1,542	2,214	
Do you identify as transgender?										
No	99.8%	99.5%	99.7%	99.5%	99.6%	99.8%	100.0%	99.8%	99.8%	
Yes	0.2%	0.5%	0.3%	0.5%	0.4%	0.2%	0.0%	0.2%	0.2%	
Total(n)	403	4,334	6,669	198	1,952	3,355	182	2,122	3,096	
How many children do you have in the following age ranges?										
Under 18 years old										
0	49.2%	56.5%	50.6%	45.2%	52.6%	46.2%	50.4%	58.7%	54.6%	
1	19.0%	18.8%	18.6%	20.0%	19.1%	18.5%	20.0%	18.9%	18.7%	
2	20.6%	17.1%	19.3%	17.4%	18.2%	19.7%	23.2%	16.7%	19.4%	
3	7.9%	5.8%	6.7%	13.0%	7.5%	7.9%	4.0%	4.6%	5.4%	
4+	3.2%	1.7%	4.8%	4.3%	2.6%	7.8%	2.4%	1.2%	1.8%	
Total(n)	252	2,643	4,045	115	1,170	2,038	125	1,336	1,885	
18 years or older										
0	57.8%	56.2%	51.4%	50.4%	52.8%	45.7%	64.2%	61.1%	58.2%	
1	12.0%	12.7%	12.0%	13.9%	13.6%	12.1%	11.4%	11.4%	11.5%	
2	19.9%	19.2%	19.3%	23.5%	20.7%	20.2%	17.9%	17.5%	18.6%	
3	7.2%	7.7%	8.8%	7.8%	8.2%	10.1%	4.9%	6.9%	7.5%	
4+	3.2%	4.2%	8.4%	4.3%	4.8%	11.9%	1.6%	3.1%	4.2%	
Total(n)	251	2,746	4,238	115	1,213	2,159	123	1,368	1,929	
How satisfied are you with the availability of child care at this institution?										
Very satisfied	17.4%	13.5%	7.1%	25.0%	12.4%	8.9%	11.8%	14.2%	4.5%	
Satisfied	33.3%	23.7%	18.8%	31.3%	27.9%	22.2%	35.3%	20.0%	14.8%	
Marginally satisfied	15.9%	19.8%	17.6%	15.6%	18.3%	17.7%	14.7%	21.3%	18.4%	
Not satisfied	33.3%	42.9%	56.5%	28.1%	41.4%	51.2%	38.2%	44.5%	62.3%	
Total(n)	69	615	1,074	32	290	582	34	310	467	
Mean	2.35	2.08	1.76	2.53	2.11	1.89	2.21	2.04	1.61	
Standard deviation	1.12	1.10	0.99	1.16	1.09	1.04	1.09	1.10	0.90	
Significance	-	-	***	-	-	***	-	-	***	
Effect size	-	-	0.25	0.60	-	0.39	0.62	-	0.15	0.67
Aggregated - Salary based on 9/10 months (full-time employees only)										
Less than \$10,000	0.0%	0.1%	0.0%	0.0%	0.1%	0.1%	0.0%	0.1%	0.0%	
\$10,000 - \$19,999	0.0%	0.2%	0.0%	0.0%	0.1%	0.0%	0.0%	0.2%	0.0%	
\$20,000 - \$29,999	0.0%	0.1%	0.0%	0.0%	0.1%	0.1%	0.0%	0.1%	0.0%	
\$30,000 - \$39,999	0.5%	1.3%	0.3%	0.0%	1.1%	0.2%	1.0%	1.1%	0.5%	
\$40,000 - \$49,999	6.8%	7.5%	2.8%	6.1%	4.9%	1.7%	8.3%	10.3%	4.0%	
\$50,000 - \$59,999	10.1%	13.3%	6.5%	9.1%	11.1%	5.3%	9.4%	16.0%	7.7%	
\$60,000 - \$69,999	24.6%	16.4%	11.8%	21.2%	15.5%	9.1%	27.1%	16.7%	14.9%	
\$70,000 - \$79,999	20.3%	15.9%	13.9%	19.2%	13.9%	10.9%	22.9%	18.2%	17.7%	
\$80,000 - \$89,999	15.5%	13.8%	13.6%	17.2%	13.3%	11.8%	13.5%	14.2%	16.0%	
\$90,000 - \$99,999	6.8%	9.7%	11.9%	7.1%	10.7%	12.5%	7.3%	8.7%	11.5%	
\$100,000 - \$124,999	10.6%	14.9%	19.6%	16.2%	19.5%	22.0%	4.2%	9.8%	16.5%	
\$125,000 - \$149,999	3.4%	4.7%	9.1%	2.0%	5.8%	11.9%	5.2%	3.8%	5.8%	
\$150,000 - \$199,999	1.4%	1.7%	7.2%	2.0%	2.8%	9.9%	1.0%	0.8%	3.8%	
\$200,000 - \$249,999	0.0%	0.6%	2.6%	0.0%	1.0%	3.6%	0.0%	0.1%	1.3%	
\$250,000 - \$499,999	0.0%	0.1%	0.7%	0.0%	0.1%	1.1%	0.0%	0.0%	0.2%	
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	207	1,993	2,735	99	964	1,489	96	930	1,169	
Mean	8.14	8.36	9.53	8.40	8.79	10.02	7.92	7.94	8.96	
Standard deviation	1.90	2.20	2.29	1.93	2.26	2.29	1.87	2.07	2.13	
Significance	-	-	***	-	-	***	-	-	***	
Effect size	-	-	-0.10	-0.61	-	-0.17	-0.71	-	-0.01	-0.49
Aggregated - Salary based on 11/12 months (full-time employees only)										
Less than \$10,000	0.0%	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%	0.3%	0.2%	
\$10,000 - \$19,999	0.0%	0.4%	0.2%	0.0%	0.4%	0.2%	0.0%	0.3%	0.2%	
\$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	1.7%	1.9%	0.6%	0.0%	1.7%	0.3%	3.6%	1.7%	0.9%	
\$40,000 - \$49,999	11.9%	9.6%	2.4%	17.2%	8.4%	2.1%	7.1%	10.0%	2.5%	
\$50,000 - \$59,999	11.9%	12.1%	5.0%	10.3%	10.1%	3.8%	14.3%	13.4%	5.7%	
\$60,000 - \$69,999	11.9%	11.9%	8.2%	6.9%	11.8%	5.6%	14.3%	11.7%	10.5%	
\$70,000 - \$79,999	8.5%	13.1%	12.3%	10.3%	10.1%	10.2%	7.1%	16.4%	14.7%	
\$80,000 - \$89,999	5.1%	11.0%	11.7%	3.4%	13.4%	8.9%	7.1%	9.0%	14.2%	
\$90,000 - \$99,999	10.2%	10.7%	11.9%	17.2%	10.1%	11.5%	3.6%	11.0%	12.4%	
\$100,000 - \$124,999	20.3%	18.6%	22.4%	20.7%	19.3%	22.6%	17.9%	18.1%	22.7%	
\$125,000 - \$149,999	10.2%	5.6%	10.6%	6.9%	7.1%	13.0%	14.3%	5.0%	8.7%	
\$150,000 - \$199,999	5.1%	3.5%	9.7%	3.4%	5.0%	13.4%	7.1%	2.3%	5.7%	
\$200,000 - \$249,999	3.4%	1.1%	3.8%	3.4%	1.7%	6.4%	3.6%	0.7%	1.2%	
\$250,000 - \$499,999	0.0%	0.4%	1.3%	0.0%	0.8%	2.1%	0.0%	0.0%	0.4%	
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	59	571	1,181	29	238	576	28	299	563	
Mean	8.95	8.61	9.96	8.86	8.95	10.50	9.04	8.41	9.45	
Standard deviation	2.75	2.48	2.36	2.71	2.55	2.37	2.89	2.40	2.21	
Significance	-	-	**	-	-	***	-	-	***	
Effect size	-	-	0.14	-0.43	-	-0.04	-0.69	-	0.26	-0.19
Please enter the four-digit year that each of the following occurred.										
Year of birth										
1993 or later	1.0%	0.6%	0.4%	1.4%	0.6%	0.4%	0.8%	0.6%	0.6%	
1984 - 1992	7.0%	9.6%	9.4%	7.7%	8.3%	8.5%	6.9%	11.7%	10.8%	
1979 - 1983	16.0%	13.9%	13.4%	14.1%	13.6%	13.1%	20.0%	14.9%	14.5%	
1974 - 1978	14.6%	13.6%	14.1%	12.7%	13.1%	12.9%	17.7%	14.9%	15.7%	
1969 - 1973	12.9%	13.2%	13.5%	12.7%	13.4%	13.4%	13.8%	13.7%	13.9%	

Optional Question 5 A B C D E Total(n)				
Optional Question 6 A B C D E Total(n)				
Optional Question 7 A B C D E Total(n)				
Optional Question 8 A B C D E Total(n)				
Optional Question 9 A B C D E Total(n)				
Optional Question 10 A B C D E Total(n)				
Optional Question 11 A B C D E Total(n)				
Optional Question 12 A B C D E Total(n)				
Optional Question 13 A B C D E Total(n)				
Optional Question 14 A B C D E Total(n)				
Optional Question 15 A B C D E Total(n)				
Optional Question 16 A B C D E Total(n)				
Optional Question 17 A B C D E Total(n)				
Optional Question 18 A B C D E Total(n)				
Optional Question 19 A B C D E Total(n)				
Optional Question 20 A B C D E Total(n)				
Optional Question 21 A B C D E Total(n)				
Optional Question 22 A B				

C				
D				
E				
Total(n)				
Optional Question 23				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 24				
A				
B				
C				
D				
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Total(n)				
Optional Question 25				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 26				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 27				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 28				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 29				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 30				
A				
B				
C				
D				
E				
Total(n)				

**2019-20 HERI Faculty Survey
 Institutional Profile Report
 Part-time Undergraduate Faculty**

University of Nebraska at Omaha	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	29	528	700	11	191	228	15	292	411	
What is your current gender identity?										
Man/Trans man	40.7%	37.4%	33.8%	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%	
Woman/Trans woman	55.6%	57.1%	60.9%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	
Genderqueer/Gender non-conforming	0.0%	0.4%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Not listed above	3.7%	5.1%	4.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	27	511	675	11	191	228	15	292	411	
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)	29	528	700	11	191	228	15	292	411	
What is your present academic rank?										
Professor	3.4%	4.0%	4.6%	9.1%	4.2%	4.4%	0.0%	3.1%	4.4%	
Associate Professor	6.9%	2.7%	4.3%	0.0%	2.6%	4.8%	6.7%	2.4%	3.4%	
Assistant Professor	10.3%	1.5%	6.2%	0.0%	0.5%	6.1%	13.3%	2.1%	6.3%	
Lecturer	0.0%	66.5%	40.5%	0.0%	68.1%	45.2%	0.0%	66.4%	37.6%	
Instructor	79.3%	25.2%	43.8%	90.9%	24.6%	39.5%	80.0%	25.7%	47.6%	
Graduate Student/Teaching Assistant	0.0%	0.2%	0.6%	0.0%	0.0%	0.0%	0.0%	0.3%	0.7%	
Total(n)	29	528	698	11	191	228	15	292	410	
What is your tenure status at this institution?										
Tenured	10.3%	3.8%	2.2%	9.1%	4.8%	2.2%	6.7%	2.1%	1.5%	
On tenure track, but not tenured	10.3%	0.8%	0.7%	0.0%	0.0%	0.4%	13.3%	1.0%	0.7%	
Not on tenure track, but institution has tenure system	79.3%	94.3%	94.1%	90.9%	94.7%	91.7%	80.0%	95.5%	95.8%	
Institution has no tenure system	0.0%	1.1%	3.0%	0.0%	0.5%	5.7%	0.0%	1.4%	2.0%	
Total(n)	29	524	691	11	189	228	15	290	404	
Are you retired from this institution?										
Yes	3.4%	4.0%	1.7%	9.1%	5.8%	1.3%	0.0%	2.7%	1.7%	
No	96.6%	96.0%	98.3%	90.9%	94.2%	98.7%	100.0%	97.3%	98.3%	
Total(n)	29	527	693	11	191	226	15	291	407	
PART-TIME ONLY										
If given the choice, I would prefer to work full-time at this institution										
Yes	71.4%	67.1%	64.5%	60.0%	70.7%	69.4%	73.3%	67.9%	63.5%	
No	28.6%	32.9%	35.5%	40.0%	29.3%	30.6%	26.7%	32.1%	36.5%	
Total(n)	28	496	674	10	174	222	15	280	395	
Have you ever sought a full-time teaching position at this or another institution?										
Yes	53.6%	54.1%	48.8%	50.0%	56.4%	50.0%	53.3%	54.6%	49.1%	
No	46.4%	45.9%	51.2%	50.0%	43.6%	50.0%	46.7%	45.4%	50.9%	
Total(n)	28	501	680	10	179	224	15	280	399	
If yes above, how long ago did you pursue a full-time position at this or another institution?										
Currently seeking a position	0.0%	26.0%	31.0%	0.0%	25.7%	29.5%	0.0%	27.0%	33.3%	
Within the last year	33.3%	14.1%	15.5%	40.0%	11.9%	15.2%	37.5%	15.8%	15.9%	
1 to 2 years ago	6.7%	9.7%	9.7%	0.0%	8.9%	7.1%	0.0%	8.6%	9.2%	
3 to 5 years ago	6.7%	14.1%	14.9%	20.0%	14.9%	16.1%	0.0%	13.2%	14.9%	
More than 5 years ago	53.3%	36.1%	28.9%	40.0%	38.6%	32.1%	62.5%	35.5%	26.7%	
Total(n)	15	269	329	5	101	112	8	152	195	
My full-time professional career is outside of academia										
Yes	28.6%	32.3%	39.3%	50.0%	38.0%	53.1%	20.0%	29.1%	32.2%	
No	71.4%	67.7%	60.7%	50.0%	62.0%	46.9%	80.0%	70.9%	67.8%	
Total(n)	28	504	682	10	179	224	15	282	401	
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	63.6%	57.3%	48.3%	66.7%	54.8%	41.6%	65.7%	59.1%	51.4%	
Agree somewhat	36.4%	24.8%	29.8%	33.3%	23.2%	25.8%	33.3%	26.4%	32.8%	
Disagree somewhat	0.0%	10.6%	11.7%	0.0%	11.3%	15.8%	0.0%	10.1%	8.9%	
Strongly disagree	0.0%	7.3%	10.2%	0.0%	10.7%	16.7%	0.0%	4.3%	6.9%	
Total(n)	22	492	667	9	177	221	12	276	393	
Mean	3.64	3.32	3.16	3.67	3.22	2.92	3.67	3.40	3.29	
Standard deviation	0.49	0.93	0.99	0.50	1.02	1.12	0.49	0.84	0.89	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.34	0.48	-	0.44	0.67	-	0.32	0.43	
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										
Agree strongly	13.6%	14.7%	16.0%	22.2%	18.0%	19.9%	8.3%	12.8%	14.4%	
Agree somewhat	22.7%	29.3%	31.5%	33.3%	26.4%	29.4%	8.3%	29.2%	30.8%	
Disagree somewhat	45.5%	24.6%	27.1%	33.3%	23.0%	27.1%	58.3%	27.0%	29.0%	
Strongly disagree	18.2%	31.4%	25.3%	11.1%	32.6%	23.5%	25.0%	31.0%	25.7%	
Total(n)	22	491	663	9	178	221	12	274	389	
Mean	2.32	2.27	2.38	2.67	2.30	2.46	2.00	2.24	2.34	
Standard deviation	0.95	1.06	1.03	1.00	1.11	1.06	0.85	1.03	1.01	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.05	0.06	-	0.33	0.20	-	-0.23	-0.34	
Part-time teaching is a stepping-stone to a full-time position										
Strongly agree	18.2%	24.4%	26.2%	11.1%	20.8%	27.0%	25.0%	28.9%	27.3%	
Agree somewhat	22.7%	28.1%	28.7%	22.2%	26.4%	29.7%	25.0%	29.6%	28.4%	
Disagree somewhat	31.8%	22.4%	22.1%	22.2%	29.2%	21.2%	33.3%	17.7%	22.7%	
Strongly disagree	27.3%	25.1%	23.0%	44.4%	23.6%	22.1%	16.7%	23.8%	21.6%	
Total(n)	22	491	661	9	178	222	12	277	388	
Mean	2.32	2.52	2.58	2.00	2.44	2.62	2.58	2.64	2.61	
Standard deviation	1.09	1.11	1.11	1.12	1.07	1.11	1.08	1.14	1.10	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.18	-0.23	-	-0.41	-0.56	-	-0.05	-0.03	
My part-time position provides benefits (e.g. health insurance, retirement, etc.) that I need										
Strongly agree	13.6%	32.7%	9.6%	11.1%	31.3%	9.0%	8.3%	33.1%	9.1%	
Agree somewhat	4.5%	12.6%	6.9%	0.0%	13.6%	8.6%	8.3%	11.9%	5.3%	
Disagree somewhat	9.1%	9.1%	8.4%	0.0%	10.8%	7.2%	16.7%	7.9%	8.9%	
Strongly disagree	72.7%	45.6%	75.1%	88.9%	44.3%	75.1%	66.7%	47.1%	76.6%	
Total(n)	22	493	668	9	176	221	12	278	394	
Mean	1.59	2.32	1.51	1.33	2.32	1.52	1.58	2.31	1.47	
Standard deviation	1.10	1.34	0.98	1.00	1.32	0.98	1.00	1.35	0.95	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.54	0.08	-	-0.75	-0.19	-	-0.54	0.12	
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	55.0%	46.7%	47.5%	66.7%	46.3%	42.2%	45.5%	45.1%	48.8%	
Agree somewhat	30.0%	33.5%	34.4%	33.3%	30.5%	37.7%	27.3%	36.0%	34.2%	
Disagree somewhat	10.0%	10.6%	10.4%	0.0%	12.4%	11.2%	18.2%	10.2%	10.5%	
Strongly disagree	5.0%	9.2%	7.7%	0.0%	10.7%	9.0%	9.1%	8.7%	6.4%	
Total(n)	20	490	663	9	177	223	11	275	389	
Mean	3.35	3.18	3.22	3.67	3.12	3.13	3.09	3.17	3.25	
Standard deviation	0.88	0.95	0.92	0.50	1.00	0.94	1.04	0.94	0.89	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.18	0.14	-	0.55	0.57	-	-0.09	-0.18	
Full-time positions were not available										
Strongly agree	33.3%	39.7%	38.7%	22.2%	44.4%	40.4%	36.4%	37.2%	38.7%	
Agree somewhat	33.3%	24.9%	24.7%	33.3%	22.2%	21.1%	36.4%	28.2%	25.5%	
Disagree somewhat	28.6%	15.4%	17.1%	33.3%	15.8%	19.2%	27.3%	15.0%	16.2%	
Strongly disagree	4.8%	19.9%	19.6%	11.1%	17.5%	19.2%	0.0%	19.5%	19.6%	

* 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.

Total(n)	21	473	639	9	171	213	11	266	377
Mean	2.95	2.85	2.82	2.67	2.94	2.83	3.09	2.83	2.83
Standard deviation	0.92	1.15	1.14	1.00	1.14	1.16	0.83	1.13	1.14
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.09	0.11	-	-0.24	-0.14	-	0.23	0.23
My expertise in my chosen profession is relevant to the course(s) I teach									
Strongly agree	90.9%	90.1%	89.3%	77.8%	86.0%	89.7%	100.0%	92.8%	89.1%
Agree somewhat	9.1%	8.1%	9.4%	22.2%	11.2%	9.0%	0.0%	6.1%	9.4%
Disagree somewhat	0.0%	0.6%	0.7%	0.0%	1.1%	0.9%	0.0%	0.4%	0.8%
Strongly disagree	0.0%	1.2%	0.6%	0.0%	1.7%	0.4%	0.0%	0.7%	0.8%
Total(n)	22	494	670	9	179	223	12	277	394
Mean	3.91	3.87	3.87	3.78	3.82	3.88	4.00	3.91	3.87
Standard deviation	0.29	0.45	0.40	0.44	0.52	0.39	0.00	0.36	0.42
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.09	0.10	-	-0.08	-0.26	-	0.25	0.31
Mark all institutional resources available to you in your last term as part-time faculty									
Use of private office	13.8%	16.5%	15.1%	9.1%	17.3%	14.9%	13.3%	16.4%	14.8%
Shared office space	41.4%	66.3%	55.9%	36.4%	64.9%	54.8%	53.3%	67.8%	57.7%
A personal computer	10.3%	32.0%	24.9%	9.1%	37.2%	23.2%	6.7%	29.5%	24.8%
An email account	72.4%	92.6%	86.7%	72.7%	90.6%	86.8%	80.0%	94.9%	87.1%
A phone/vocemail	13.8%	28.2%	22.1%	9.1%	28.3%	17.5%	13.3%	26.7%	23.6%
Professional development funds	10.3%	13.6%	10.4%	9.1%	16.8%	7.5%	13.3%	11.0%	12.2%
Printer access (i.e., free printing)	41.4%	71.4%	72.3%	36.4%	73.8%	67.5%	46.7%	70.2%	75.2%
Parking privileges	13.8%	40.0%	54.3%	9.1%	42.9%	54.8%	13.3%	38.0%	55.2%
Total(n)	29	528	700	11	191	228	15	292	411
Please indicate your agreement with the following statements.									
Part-time instructors at this institution:									
Are given specific training before teaching									
Strongly agree	21.7%	9.1%	14.2%	33.3%	10.7%	14.9%	15.4%	8.6%	14.4%
Agree somewhat	39.1%	23.6%	32.4%	44.4%	21.9%	30.3%	38.5%	23.3%	32.7%
Disagree somewhat	17.4%	30.5%	27.2%	0.0%	34.3%	31.7%	30.8%	29.4%	24.9%
Strongly disagree	21.7%	36.8%	26.2%	22.2%	33.1%	23.1%	15.4%	38.7%	28.0%
Total(n)	23	495	669	9	178	221	13	279	397
Mean	2.61	2.05	2.35	2.89	2.10	2.37	2.54	2.02	2.34
Standard deviation	1.08	0.98	1.02	1.17	0.99	1.00	0.97	0.98	1.04
Significance	-	**	-	-	*	-	-	-	-
Effect size	-	0.57	0.25	-	0.80	0.52	-	0.53	0.19
Rarely get hired into full-time positions									
Strongly agree	27.3%	39.6%	32.3%	50.0%	42.1%	30.0%	15.4%	38.8%	33.7%
Agree somewhat	31.8%	32.8%	37.0%	37.5%	35.4%	42.3%	30.8%	29.8%	33.7%
Disagree somewhat	36.4%	20.8%	23.6%	12.5%	14.0%	21.1%	46.2%	26.0%	24.9%
Strongly disagree	4.5%	6.8%	7.1%	0.0%	8.5%	6.6%	7.7%	5.4%	7.7%
Total(n)	22	457	622	8	164	213	13	258	362
Mean	2.82	3.05	2.95	3.38	3.11	2.96	2.54	3.02	2.93
Standard deviation	0.91	0.94	0.92	0.74	0.95	0.88	0.88	0.93	0.95
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.24	-0.14	-	0.28	0.48	-	-0.52	-0.41
Please indicate your agreement with the following statements.									
Part-time instructors at this institution:									
Receive respect from students									
Strongly agree	81.8%	62.9%	65.5%	100.0%	59.2%	71.8%	76.9%	63.9%	62.9%
Agree somewhat	13.6%	32.9%	29.5%	0.0%	35.1%	25.0%	15.4%	32.9%	32.2%
Disagree somewhat	4.5%	2.9%	3.6%	0.0%	4.0%	2.3%	7.7%	2.2%	4.1%
Strongly disagree	0.0%	1.4%	1.4%	0.0%	1.7%	0.9%	0.0%	1.1%	0.8%
Total(n)	22	490	664	8	174	220	13	277	391
Mean	3.77	3.57	3.59	4.00	3.52	3.68	3.69	3.60	3.57
Standard deviation	0.53	0.62	0.63	0.00	0.66	0.57	0.63	0.59	0.61
Significance	-	-	-	-	*	-	-	-	-
Effect size	-	0.32	0.29	-	0.73	0.56	-	0.15	0.20
Are primarily responsible for introductory classes									
Strongly agree	26.1%	32.9%	30.1%	33.3%	32.9%	25.6%	15.4%	33.2%	32.6%
Agree somewhat	30.4%	34.0%	33.0%	11.1%	33.5%	32.3%	46.2%	33.6%	33.6%
Disagree somewhat	26.1%	23.1%	25.3%	55.6%	23.7%	28.7%	7.7%	23.1%	23.4%
Strongly disagree	17.4%	10.1%	11.6%	0.0%	9.8%	13.5%	30.8%	10.1%	10.4%
Total(n)	23	477	655	9	173	223	13	268	384
Mean	2.65	2.50	2.82	2.78	2.90	2.70	2.46	2.90	2.88
Standard deviation	1.07	0.98	0.99	0.97	0.98	1.00	1.13	0.98	0.98
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.26	-0.17	-	-0.12	0.08	-	-0.45	-0.43
Have no guarantee of employment security									
Strongly agree	43.5%	52.6%	55.2%	55.6%	55.1%	54.1%	30.8%	51.3%	55.4%
Agree somewhat	39.1%	31.8%	30.0%	22.2%	28.4%	27.9%	53.8%	35.1%	31.1%
Disagree somewhat	13.0%	11.3%	11.5%	22.2%	12.5%	14.0%	7.7%	11.1%	10.9%
Strongly disagree	4.3%	4.3%	3.3%	0.0%	4.0%	4.1%	7.7%	2.5%	2.5%
Total(n)	23	494	669	9	176	222	13	279	395
Mean	3.22	3.33	3.37	3.33	3.35	3.32	3.08	3.35	3.39
Standard deviation	0.85	0.84	0.81	0.87	0.85	0.86	0.86	0.78	0.78
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.13	-0.19	-	-0.02	0.01	-	-0.35	-0.40
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	26.1%	40.8%	42.6%	22.2%	37.6%	39.5%	30.8%	41.0%	42.9%
Agree somewhat	47.8%	41.0%	39.6%	55.6%	41.6%	44.1%	38.5%	40.6%	37.8%
Disagree somewhat	13.0%	12.1%	12.7%	11.1%	17.3%	11.8%	15.4%	9.7%	13.6%
Strongly disagree	13.0%	6.1%	5.1%	11.1%	3.5%	4.5%	15.4%	8.6%	5.7%
Total(n)	23	488	662	9	173	220	13	278	389
Mean	2.87	3.16	3.20	2.89	3.13	3.19	2.85	3.14	3.18
Standard deviation	0.97	0.87	0.85	0.93	0.82	0.81	1.07	0.91	0.87
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.33	-0.39	-	-0.29	-0.37	-	-0.32	-0.38
Are compensated for advising/counseling students									
Strongly agree	4.3%	5.2%	9.0%	11.1%	5.7%	7.2%	0.0%	3.7%	9.8%
Agree somewhat	21.7%	11.4%	17.0%	22.2%	12.1%	18.1%	23.1%	11.2%	17.0%
Disagree somewhat	26.1%	26.6%	31.1%	11.1%	25.9%	35.3%	30.8%	26.8%	28.6%
Strongly disagree	47.8%	56.8%	42.9%	55.6%	56.3%	39.4%	46.2%	58.4%	44.6%
Total(n)	23	481	659	9	174	221	13	269	388
Mean	1.83	1.65	1.92	1.89	1.67	1.93	1.77	1.60	1.92
Standard deviation	0.94	0.88	0.98	1.17	0.90	0.93	0.83	0.83	1.00
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.20	-0.09	-	0.24	-0.04	-	0.20	-0.15
Are required to attend meetings									
Strongly agree	8.7%	10.4%	13.0%	11.1%	11.4%	9.5%	0.0%	8.7%	14.8%
Agree somewhat	26.1%	22.7%	27.7%	22.2%	22.7%	27.5%	30.8%	22.2%	27.6%
Disagree somewhat	39.1%	35.9%	33.3%	44.4%	35.8%	32.0%	38.5%	37.8%	33.9%
Strongly disagree	26.1%	31.0%	25.9%	22.2%	30.1%	31.1%	30.8%	31.3%	23.7%
Total(n)	23	490	667	9	176	222	13	275	392
Mean	2.17	2.12	2.28	2.22	2.15	2.15	2.00	2.08	2.33
Standard deviation	0.94	0.97	0.99	0.97	0.98	0.97	0.82	0.94	1.00
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.05	-0.11	-	0.07	0.07	-	-0.09	-0.33

Please indicate your agreement with the following statements.									
Part-time instructors at this institution:									
Have good working relationships with the administration									
Strongly agree	43.5%	40.5%	44.3%	33.3%	39.5%	43.0%	53.8%	40.5%	46.1%
Agree somewhat	47.8%	42.3%	41.5%	55.6%	44.1%	42.6%	38.5%	41.2%	40.5%
Disagree somewhat	0.0%	12.3%	10.1%	0.0%	10.7%	10.8%	0.0%	14.0%	9.4%
Strongly disagree	8.7%	4.9%	4.0%	11.1%	5.6%	3.6%	7.7%	4.3%	4.1%
Total(n)	23	494	670	9	177	223	13	279	393
Mean	3.26	3.18	3.26	3.11	3.18	3.25	3.38	3.18	3.28
Standard deviation	0.86	0.83	0.80	0.93	0.84	0.79	0.87	0.83	0.80
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.10	0.00	-	-0.08	-0.18	-	0.24	0.13
Are respected by full-time faculty									
Strongly agree	30.4%	35.6%	39.5%	44.4%	35.2%	38.4%	23.1%	34.7%	39.8%
Agree somewhat	47.8%	41.1%	40.5%	44.4%	46.4%	46.0%	53.8%	39.0%	38.8%
Disagree somewhat	13.0%	15.4%	14.9%	11.1%	12.3%	12.5%	7.7%	17.0%	16.0%
Strongly disagree	8.7%	7.9%	5.1%	0.0%	6.1%	3.1%	15.4%	9.4%	5.3%
Total(n)	23	494	669	9	179	224	13	277	394
Mean	3.00	3.04	3.14	3.33	3.11	3.20	2.85	2.99	3.13
Standard deviation	0.90	0.91	0.85	0.71	0.84	0.77	0.99	0.95	0.87
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.04	-0.16	-	0.26	0.17	-	-0.15	-0.32
Are paid fairly									
Strongly agree	17.4%	11.3%	16.1%	33.3%	11.2%	16.1%	7.7%	9.4%	16.3%
Agree somewhat	26.1%	29.4%	35.7%	22.2%	29.2%	34.8%	30.8%	30.0%	36.6%
Disagree somewhat	21.7%	26.3%	21.9%	22.2%	27.0%	24.1%	15.4%	26.0%	20.1%
Strongly disagree	34.8%	33.0%	26.3%	22.2%	32.6%	25.0%	46.2%	34.7%	27.0%
Total(n)	23	494	670	9	178	224	13	277	393
Mean	2.26	2.19	2.42	2.67	2.19	2.42	2.00	2.14	2.42
Standard deviation	1.14	1.02	1.05	1.22	1.02	1.03	1.08	1.00	1.05
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.07	-0.15	-	0.47	0.24	-	-0.14	-0.40
Please indicate your agreement with the following statements.									
Part-time instructors at this institution:									
Have input in course designs									
Strongly agree	60.9%	31.9%	36.6%	66.7%	30.9%	34.5%	61.5%	32.3%	38.1%
Agree somewhat	13.0%	34.5%	36.8%	22.2%	38.2%	42.2%	7.7%	33.0%	34.6%
Disagree somewhat	13.0%	22.0%	16.2%	11.1%	21.9%	14.8%	7.7%	21.5%	15.7%
Strongly disagree	13.0%	11.7%	10.4%	0.0%	9.0%	8.5%	23.1%	13.3%	11.6%
Total(n)	23	496	672	9	178	223	13	279	396
Mean	3.22	2.86	3.00	3.56	2.91	3.03	3.08	2.84	2.99
Standard deviation	1.13	0.99	0.97	0.73	0.94	0.91	1.32	1.02	1.00
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.36	0.23	-	0.69	0.58	-	0.24	0.09
Are included in faculty governance									
Strongly agree	17.4%	9.6%	6.2%	44.4%	11.3%	5.4%	0.0%	6.9%	5.9%
Agree somewhat	30.4%	33.4%	24.5%	11.1%	35.6%	24.9%	46.2%	32.1%	25.5%
Disagree somewhat	26.1%	32.2%	32.9%	33.3%	33.3%	33.9%	15.4%	33.6%	32.7%
Strongly disagree	26.1%	24.8%	36.4%	11.1%	19.8%	35.7%	38.5%	27.4%	35.8%
Total(n)	23	491	662	9	177	221	13	277	388
Mean	2.39	2.28	2.00	2.89	2.38	2.00	2.08	2.18	2.02
Standard deviation	1.08	0.94	0.93	1.17	0.93	0.91	0.95	0.92	0.92
Significance	-	-	-	-	-	**	-	-	-
Effect size	-	0.12	0.42	-	0.55	0.98	-	-0.11	0.07
Aside from this institution, at how many other institutions do you teach?									
None	68.0%	61.2%	61.1%	55.6%	57.9%	57.4%	73.3%	63.3%	63.8%
1	20.0%	27.8%	26.4%	33.3%	29.2%	29.1%	13.3%	27.4%	25.2%
2	12.0%	8.9%	8.5%	11.1%	10.1%	9.4%	13.3%	8.2%	7.5%
3 or more	0.0%	2.2%	4.0%	0.0%	2.8%	4.0%	0.0%	1.1%	3.5%
Total(n)	25	497	679	9	178	223	15	281	401
For the current term, how far in advance of the beginning of the term did you receive your course assignments?									
More than three months	42.3%	28.7%	28.3%	22.2%	26.6%	27.1%	53.3%	28.7%	28.1%
1-3 months	46.2%	44.1%	41.6%	77.8%	48.6%	45.7%	33.3%	43.3%	40.2%
3-4 weeks	3.8%	15.0%	15.9%	0.0%	18.1%	13.1%	6.7%	13.1%	17.3%
1-2 weeks	7.7%	8.6%	10.1%	0.0%	4.0%	8.1%	6.7%	11.0%	11.3%
Less than 1 week	0.0%	3.6%	4.1%	0.0%	2.8%	5.9%	0.0%	3.9%	3.0%
Total(n)	26	499	675	9	177	221	15	282	398
Mean	4.23	3.86	3.80	4.22	3.92	3.80	4.33	3.82	3.79
Standard deviation	0.86	1.04	1.09	0.44	0.93	1.11	0.90	1.09	1.07
Significance	-	-	-	-	-	-	-	-	-
Effect Size	-	0.36	0.39	-	0.32	0.38	-	0.47	0.50
END OF PART-TIME ONLY									
What is your principal activity in your current position at this institution?									
Administration	3.7%	1.0%	1.6%	0.0%	1.1%	1.3%	0.0%	0.7%	1.7%
Teaching	96.3%	96.0%	95.6%	100.0%	97.8%	95.1%	100.0%	95.1%	95.5%
Research	0.0%	1.2%	0.9%	0.0%	0.0%	0.0%	0.0%	1.8%	1.5%
Services to clients and patients	0.0%	0.6%	0.3%	0.0%	0.6%	0.4%	0.0%	0.7%	0.2%
Other	0.0%	1.2%	1.6%	0.0%	0.6%	3.1%	0.0%	1.8%	1.0%
Total(n)	27	502	681	10	179	225	15	283	401
Personally, how important to you is:									
Research									
Essential	35.7%	20.7%	24.5%	20.0%	17.2%	23.4%	40.0%	20.9%	24.4%
Very important	35.7%	29.8%	32.4%	40.0%	29.0%	29.0%	40.0%	31.3%	34.2%
Somewhat important	17.9%	29.6%	28.8%	20.0%	31.4%	30.8%	13.3%	29.1%	28.2%
Not important	10.7%	19.9%	14.3%	20.0%	22.5%	16.8%	6.7%	18.7%	13.2%
Total(n)	28	473	649	10	169	214	15	268	366
Mean	2.96	2.51	2.67	2.60	2.41	2.59	3.13	2.54	2.70
Standard deviation	1.00	1.03	1.00	1.07	1.02	1.03	0.92	1.02	0.98
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.44	0.29	-	0.19	0.01	-	0.58	0.44
Teaching									
Essential	81.5%	81.3%	79.6%	88.9%	74.9%	77.6%	86.7%	87.3%	81.3%
Very important	18.5%	17.3%	18.9%	11.1%	22.9%	20.6%	13.3%	11.7%	17.5%
Somewhat important	0.0%	1.4%	1.5%	0.0%	2.2%	1.8%	0.0%	1.1%	1.2%
Not important	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	27	503	681	9	179	223	15	283	401
Mean	3.81	3.80	3.78	3.89	3.73	3.76	3.87	3.86	3.80
Standard deviation	0.40	0.43	0.45	0.33	0.49	0.47	0.35	0.37	0.43
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.02	0.07	-	0.33	0.28	-	0.03	0.16
Personally, how important to you is:									
Service									
Essential	21.4%	22.9%	27.7%	20.0%	21.4%	26.4%	20.0%	23.0%	26.6%
Very important	25.0%	38.8%	42.6%	10.0%	35.8%	37.5%	40.0%	41.6%	46.3%
Somewhat important	42.9%	30.4%	25.1%	70.0%	33.5%	30.6%	20.0%	30.1%	22.8%
Not important	10.7%	6.9%	4.7%	0.0%	9.2%	5.6%	20.0%	5.2%	4.3%
Total(n)	28	480	658	10	173	216	15	269	391
Mean	2.57	2.79	2.93	2.50	2.69	2.85	2.60	2.83	2.95
Standard deviation	0.96	0.87	0.84	0.85	0.91	0.88	1.06	0.84	0.82
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.25	-0.43	-	-0.21	-0.40	-	-0.27	-0.43
How many courses are you teaching this term (include all institutions at which you teach)?									
None	0.0%	2.8%	2.4%	0.0%	1.0%	0.4%	0.0%	3.8%	3.2%

1	10.3%	23.5%	31.6%	18.2%	25.1%	36.0%	0.0%	20.9%	29.9%
2	41.4%	30.7%	28.9%	27.3%	27.2%	26.3%	53.3%	34.2%	30.4%
3	24.1%	17.6%	19.0%	27.3%	19.9%	17.1%	20.0%	16.8%	19.5%
4	13.8%	11.9%	7.7%	18.2%	12.0%	7.9%	13.3%	11.0%	6.8%
5	10.3%	13.4%	10.4%	9.1%	14.7%	12.3%	13.3%	13.4%	10.2%
6 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	29	528	700	11	191	228	15	292	411
How many of the courses that you are teaching this term are:									
General education courses									
None	36.0%	46.5%	54.3%	33.3%	49.1%	58.6%	46.2%	44.0%	52.8%
1-2	48.0%	39.6%	35.9%	44.4%	37.3%	31.0%	38.5%	41.7%	38.3%
3-4	8.0%	9.9%	7.4%	11.1%	10.1%	6.9%	7.7%	10.4%	7.0%
5+	8.0%	4.1%	2.4%	11.1%	3.6%	3.4%	7.7%	3.9%	1.9%
Total(n)	25	467	624	9	169	203	13	259	371
Courses required for an undergraduate major									
None	19.2%	14.9%	16.7%	12.5%	15.0%	16.2%	26.7%	14.1%	17.3%
1-2	61.5%	64.0%	66.6%	87.5%	65.3%	68.6%	40.0%	63.7%	66.1%
3-4	19.2%	15.6%	13.2%	0.0%	13.9%	11.0%	33.3%	17.2%	13.3%
5+	0.0%	5.5%	3.5%	0.0%	5.8%	4.3%	0.0%	5.0%	3.2%
Total(n)	26	475	635	8	173	210	15	262	375
Other undergraduate credit courses									
None	58.3%	53.5%	55.2%	54.5%	52.5%	58.0%	54.5%	51.8%	54.5%
1-2	29.2%	39.3%	37.4%	45.5%	39.2%	35.2%	18.2%	41.9%	38.6%
3-4	8.3%	5.5%	4.6%	0.0%	6.3%	4.1%	18.2%	4.5%	5.4%
5+	4.2%	1.7%	1.8%	0.0%	1.9%	2.6%	9.1%	1.8%	1.5%
Total(n)	24	415	569	11	158	193	11	222	334
Developmental/remedial courses (not for credit)									
None	95.2%	92.6%	94.5%	100.0%	94.0%	95.0%	100.0%	92.0%	95.0%
1-2	0.0%	5.7%	4.8%	0.0%	4.0%	3.9%	0.0%	7.1%	4.7%
3-4	4.8%	1.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.9%	0.3%
5+	0.0%	0.7%	0.4%	0.0%	2.0%	1.1%	0.0%	0.0%	0.0%
Total(n)	21	404	560	7	149	181	12	224	338
Graduate courses									
None	56.5%	82.4%	80.4%	57.1%	82.5%	79.8%	61.5%	83.8%	82.4%
1-2	43.5%	17.1%	18.2%	42.9%	17.5%	18.6%	38.5%	15.3%	16.1%
3-4	0.0%	0.5%	0.9%	0.0%	0.0%	1.1%	0.0%	0.9%	0.9%
5+	0.0%	0.0%	0.5%	0.0%	0.0%	0.5%	0.0%	0.0%	0.6%
Total(n)	23	415	571	7	154	188	13	229	341
How many of these courses that you are teaching this term are being taught at another institution:									
None	50.0%	35.6%	35.6%	63.6%	38.5%	40.7%	33.3%	34.1%	33.8%
1-2	17.9%	46.3%	47.2%	0.0%	44.4%	44.2%	33.3%	47.0%	48.8%
3-4	21.4%	12.5%	12.1%	27.3%	12.8%	9.7%	20.0%	12.2%	11.7%
5+	10.7%	5.7%	5.1%	9.1%	4.3%	5.3%	13.3%	6.7%	5.7%
Total(n)	28	495	663	11	187	226	15	270	385
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%	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)	0	15	17	0	2	1	0	11	13
In the past year, have you worked with or taught undergraduate students at this institution?									
Yes	100.0%	93.9%	92.0%	100.0%	94.7%	92.9%	100.0%	93.1%	91.6%
No	0.0%	6.1%	8.0%	0.0%	5.3%	7.1%	0.0%	6.9%	8.4%
Total(n)	29	522	690	11	190	226	15	288	404
In the past year, have you worked with or taught graduate students at this institution?									
Yes	44.8%	30.3%	30.6%	27.3%	28.9%	31.8%	46.7%	29.4%	29.0%
No	55.2%	69.7%	69.4%	72.7%	71.1%	68.2%	53.3%	70.6%	71.0%
Total(n)	29	519	676	11	190	223	15	286	397
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	7.7%	7.1%	11.2%	0.0%	7.4%	9.9%	14.3%	6.0%	10.5%
To a large extent	15.4%	7.1%	10.7%	0.0%	9.3%	11.3%	14.3%	6.0%	11.4%
To some extent	23.1%	27.9%	25.9%	0.0%	25.9%	26.8%	28.6%	30.1%	24.6%
To a small extent	30.8%	26.0%	26.3%	33.3%	27.8%	28.2%	28.6%	22.9%	27.2%
Not at all	23.1%	31.8%	25.9%	66.7%	29.6%	23.9%	14.3%	34.9%	26.3%
Total(n)	13	154	205	3	54	71	7	83	114
Mentored graduate students									
To a very large extent	0.0%	15.0%	17.6%	0.0%	15.1%	10.0%	0.0%	15.7%	21.1%
To a large extent	38.5%	15.0%	13.2%	33.3%	18.9%	14.3%	42.9%	12.0%	12.3%
To some extent	30.8%	24.2%	25.5%	0.0%	18.9%	30.0%	42.9%	26.5%	21.9%
To a small extent	15.4%	21.6%	18.6%	33.3%	18.9%	18.6%	0.0%	21.7%	17.5%
Not at all	15.4%	24.2%	25.0%	33.3%	28.3%	27.1%	14.3%	24.1%	27.2%
Total(n)	13	153	204	3	53	70	7	83	114
Helped graduate students access professional networks									
To a very large extent	0.0%	11.7%	12.5%	0.0%	9.1%	5.9%	0.0%	14.5%	15.9%
To a large extent	16.7%	14.3%	14.5%	0.0%	16.4%	17.6%	14.3%	12.0%	11.5%
To some extent	50.0%	22.7%	25.5%	66.7%	21.8%	23.5%	57.1%	21.7%	25.7%
To a small extent	16.7%	24.0%	21.5%	0.0%	23.6%	20.6%	14.3%	24.1%	23.0%
Not at all	16.7%	27.3%	26.0%	33.3%	29.1%	32.4%	14.3%	27.7%	23.9%
Total(n)	12	154	200	3	55	68	7	83	113
In the past year, to what extent have you:									
Presented with graduate students at conferences									
To a very large extent	0.0%	3.2%	2.5%	0.0%	3.6%	2.9%	0.0%	3.6%	2.7%
To a large extent	0.0%	1.3%	1.5%	0.0%	3.6%	2.9%	0.0%	0.0%	0.9%
To some extent	23.1%	8.4%	6.0%	0.0%	7.3%	2.9%	28.6%	9.6%	7.1%
To a small extent	0.0%	5.2%	4.0%	0.0%	5.5%	1.4%	0.0%	4.8%	3.5%
Not at all	76.9%	81.8%	86.1%	100.0%	80.0%	89.9%	71.4%	81.9%	85.8%
Total(n)	13	154	201	3	55	69	7	83	113
Published with graduate students									
To a very large extent	7.7%	2.6%	2.5%	0.0%	3.6%	2.9%	14.3%	2.4%	2.7%
To a large extent	0.0%	0.6%	0.5%	0.0%	1.8%	1.4%	0.0%	0.0%	0.0%
To some extent	0.0%	1.3%	3.5%	0.0%	1.8%	2.9%	0.0%	1.2%	4.4%
To a small extent	23.1%	5.8%	5.5%	0.0%	5.5%	2.9%	28.6%	6.0%	6.2%
Not at all	69.2%	89.6%	88.1%	100.0%	87.3%	89.9%	57.1%	90.4%	86.7%
Total(n)	13	154	201	3	55	69	7	83	113
Included graduate students in research grant writing									
To a very large extent	7.7%	0.6%	1.0%	0.0%	0.0%	0.0%	14.3%	1.2%	1.8%
To a large extent	7.7%	0.6%	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.9%
To some extent	0.0%	1.3%	2.5%	0.0%	0.0%	2.9%	0.0%	2.4%	2.7%
To a small extent	7.7%	5.2%	3.5%	0.0%	5.5%	4.3%	14.3%	6.0%	3.5%
Not at all	76.9%	92.2%	91.5%	100.0%	94.5%	92.8%	71.4%	90.4%	91.2%
Total(n)	13	154	201	3	55	69	7	83	113
In the past year, how many letters of recommendation have you written for graduate students?									
None	38.5%	31.4%	32.2%	66.7%	30.9%	41.4%	42.9%	33.7%	27.2%
1-5	61.5%	53.2%	54.1%	33.3%	56.4%	45.7%	57.1%	50.6%	58.8%
6-10	0.0%	7.1%	9.3%	0.0%	5.5%	10.0%	0.0%	8.4%	9.6%
11-20	0.0%	4.5%	3.4%	0.0%	5.5%	2.9%	0.0%	3.6%	3.5%
21 or more	0.0%	3.8%	1.0%	0.0%	1.8%	0.0%	0.0%	3.6%	0.9%
Total(n)	13	156	205	3	55	70	7	83	114
In the past year, how many master's thesis committees have you served on or are currently serving?									
None	53.8%	81.4%	85.3%	66.7%	81.8%	84.1%	57.1%	84.3%	86.0%

Effect size	-	-0.62	-0.63	-	-0.58	-0.31	-	-0.29	-0.59	
Most graduate students in this program move on to faculty positions										
Strongly agree	8.3%	4.8%	3.5%	0.0%	0.0%	0.0%	16.7%	7.4%	5.2%	
Somewhat agree	8.3%	24.6%	27.9%	0.0%	24.4%	25.4%	0.0%	20.6%	28.1%	
Somewhat disagree	33.3%	37.3%	39.5%	66.7%	37.8%	44.4%	16.7%	39.7%	37.5%	
Strongly disagree	50.0%	33.3%	29.1%	33.3%	37.8%	30.2%	66.7%	32.4%	29.2%	
Total(n)	12	126	172	3	45	63	6	68	96	
Mean	1.75	2.01	2.06	1.67	1.87	1.95	1.67	2.03	2.09	
Standard deviation	0.97	0.88	0.84	0.58	0.79	0.75	1.21	0.91	0.88	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.30	-0.37	-	-0.25	-0.37	-	-0.40	-0.48	
Most graduate students in this program move into positions outside of academia										
Strongly agree	50.0%	27.6%	34.5%	66.7%	28.9%	38.1%	50.0%	29.0%	31.3%	
Somewhat agree	33.3%	45.7%	50.0%	33.3%	40.0%	44.4%	33.3%	49.3%	56.3%	
Somewhat disagree	8.3%	18.1%	12.1%	0.0%	24.4%	14.3%	0.0%	13.0%	8.3%	
Strongly disagree	8.3%	8.7%	3.4%	0.0%	6.7%	3.2%	16.7%	8.7%	4.2%	
Total(n)	12	127	174	3	45	63	6	69	96	
Mean	3.25	2.92	3.16	3.67	2.91	3.17	3.17	2.99	3.15	
Standard deviation	0.97	0.90	0.76	0.58	0.90	0.79	1.17	0.88	0.74	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.37	0.12	-	0.84	0.63	-	0.20	0.03	
During the past three years, have you:										
Advised student groups involved in service/volunteer work										
Total(n)	27.6%	35.5%	37.4%	18.2%	35.9%	34.4%	26.7%	34.3%	38.1%	Civic Minded Practice
29	502	644	11	184	209	15	277	383		
Collaborated with the local community on research/teaching to address their needs										
Total(n)	34.5%	33.4%	32.0%	36.4%	28.3%	28.8%	33.3%	34.3%	32.4%	Civic Minded Practice
29	503	646	11	194	208	15	277	383		
Conducted research or writing focused on international/global issues										
Total(n)	10.3%	18.7%	20.9%	0.0%	21.3%	18.7%	13.3%	17.9%	21.9%	
29	497	645	11	183	209	15	274	384		
Conducted research or writing focused on racial or ethnic minorities										
Total(n)	20.7%	23.1%	23.3%	9.1%	16.6%	19.8%	33.3%	27.8%	24.8%	
29	498	640	11	181	207	15	277	383		
Conducted research or writing focused on women or gender issues										
Total(n)	20.7%	18.9%	19.7%	18.2%	10.9%	11.5%	26.7%	24.7%	23.6%	
29	498	639	11	183	208	15	275	381		
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) issues										
Total(n)	7.1%	10.5%	9.9%	0.0%	6.6%	6.2%	14.3%	12.5%	11.3%	
28	495	637	11	183	209	14	272	379		
Conducted research or writing focused on biomedical science fields										
Total(n)	6.9%	6.5%	7.6%	9.1%	9.3%	8.2%	6.7%	4.8%	6.6%	
29	494	635	11	182	208	15	272	376		
Engaged in academic research that spans multiple disciplines										
Total(n)	48.3%	35.1%	35.9%	45.5%	35.5%	36.2%	53.3%	35.3%	36.2%	
29	499	638	11	183	207	15	275	381		
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)										
Total(n)	37.9%	30.3%	34.3%	27.3%	31.0%	36.8%	46.7%	29.2%	32.9%	
29	502	639	11	184	209	15	277	380		
Written research grants										
Total(n)	21.4%	10.9%	10.4%	10.0%	11.0%	6.8%	20.0%	9.8%	11.3%	
28	497	637	10	181	206	15	275	380		
Received funding for your work from foundations										
Total(n)	17.2%	10.0%	10.9%	18.2%	8.7%	11.5%	13.3%	9.5%	10.3%	
29	500	634	11	183	208	15	275	377		
Received funding for your work from state or federal government										
Total(n)	10.3%	10.3%	7.8%	9.1%	9.4%	8.1%	6.7%	10.2%	7.0%	
29	494	632	11	180	209	15	274	374		
Received funding for your work from business or industry										
Total(n)	3.4%	5.9%	9.1%	9.1%	5.5%	11.5%	0.0%	5.5%	7.4%	
29	493	634	11	181	208	15	273	378		
During the past three years, have you:										
Taught an honors course										
Total(n)	13.8%	7.4%	7.6%	9.1%	8.7%	6.2%	20.0%	6.5%	8.6%	
29	501	642	11	183	209	15	277	382		
Taught an interdisciplinary course										
Total(n)	29.6%	26.8%	28.0%	36.4%	24.0%	26.9%	23.1%	27.7%	28.2%	
27	496	639	11	183	208	13	271	376		
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ+ studies)										
Total(n)	20.7%	12.9%	9.4%	18.2%	8.3%	4.8%	26.7%	15.5%	11.8%	
29	498	639	11	181	209	15	277	381		
Taught a service learning course										
Total(n)	17.2%	9.3%	10.3%	18.2%	8.2%	8.6%	20.0%	10.3%	11.3%	
29	495	639	11	183	209	15	273	380		
Taught a course exclusively online										
Total(n)	62.1%	28.0%	29.4%	54.5%	28.4%	26.3%	73.3%	28.2%	30.5%	
29	500	640	11	183	209	15	277	380		
Participated in organized activities around enhancing pedagogy or student learning										
Total(n)	69.0%	46.6%	46.0%	63.6%	39.1%	30.0%	73.3%	52.5%	51.3%	
29	502	641	11	184	210	15	278	378		
Taught a seminar for first-year students										
Total(n)	10.3%	14.0%	15.6%	27.3%	13.0%	15.2%	0.0%	14.4%	15.7%	
29	500	640	11	184	210	15	277	381		
Participated in the development of curriculum (enhancing an existing course or creating a new course)										
Total(n)	65.5%	57.3%	61.0%	54.5%	54.1%	53.6%	73.3%	59.1%	63.9%	
29	504	652	11	183	211	15	279	385		
In the past year, to what extent have you:										
Presented with undergraduate students at conferences										
To a very large extent	0.0%	1.0%	0.6%	0.0%	1.2%	0.5%	0.0%	1.1%	0.5%	
To a large extent	3.6%	2.5%	1.7%	10.0%	4.1%	1.5%	0.0%	1.9%	3.8%	
To some extent	3.6%	2.3%	4.4%	0.0%	2.3%	4.9%	6.7%	2.2%	4.8%	
To a small extent	3.6%	4.0%	3.0%	0.0%	4.1%	3.9%	6.7%	4.1%	2.7%	
Not at all	89.3%	90.2%	90.2%	90.0%	88.4%	89.3%	86.7%	90.7%	90.2%	
Total(n)	28	480	630	10	172	206	15	269	376	
Published with undergraduates										
To a very large extent	0.0%	0.2%	0.8%	0.0%	0.6%	1.0%	0.0%	0.0%	0.5%	
To a large extent	0.0%	0.8%	1.0%	0.0%	0.6%	1.0%	0.0%	1.1%	1.1%	
To some extent	3.7%	1.7%	2.2%	0.0%	3.5%	1.9%	0.0%	0.4%	1.9%	
To a small extent	3.7%	1.3%	2.1%	0.0%	1.2%	1.9%	0.0%	1.1%	2.1%	
Not at all	92.6%	96.0%	94.0%	100.0%	94.1%	94.2%	100.0%	97.4%	94.4%	
Total(n)	27	477	630	9	170	206	15	268	375	
Engaged undergraduates on your research projects										
To a very large extent	3.6%	1.7%	2.5%	0.0%	1.7%	3.4%	6.7%	1.5%	1.3%	
To a large extent	3.6%	3.1%	4.1%	0.0%	1.7%	1.9%	0.0%	4.1%	5.6%	
To some extent	10.7%	6.9%	9.0%	10.0%	10.4%	11.1%	6.7%	4.8%	8.2%	
To a small extent	7.1%	6.7%	8.1%	0.0%	6.4%	7.7%	13.3%	7.1%	7.7%	
Not at all	75.0%	81.7%	76.3%	90.0%	79.8%	75.8%	73.3%	82.5%	77.1%	
Total(n)	28	481	632	10	173	207	15	269	376	
Worked with undergraduates on their research projects										
To a very large extent	14.3%	6.5%	7.3%	20.0%	6.4%	5.3%	6.7%	7.1%	8.0%	
To a large extent	3.6%	6.9%	7.9%	10.0%	6.9%	9.7%	0.0%	7.1%	8.0%	
To some extent	10.7%	11.0%	10.4%	20.0%	11.6%	10.6%	0.0%	10.1%	9.9%	
To a small extent	14.3%	9.8%	13.1%	20.0%	11.6%	16.4%	13.3%	8.2%	10.9%	
Not at all	57.1%	65.8%	61.2%	30.0%	63.6%	58.0%	80.0%	67.5%	63.2%	
Total(n)	28	480	632	10	173	207	15	268	375	
How would you rate the overall experience of working with undergraduates on research projects?										
Excellent	7.1%	11.0%	13.0%	20.0%	13.9%	15.5%	0.0%	10.4%	12.0%	
Good	32.1%	18.3%	22.9%	40.0%	14.5%	21.7%	20.0%	19.8%	23.2%	
Fair	3.6%	5.8%	5.4%	10.0%	6.4%	4.8%	0.0%	4.9%	5.6%	
Poor	3.6%	1.3%	1.3%	0.0%	1.2%	0.5%	6.7%	1.1%	1.3%	
I have not worked with undergraduates on research projects	53.6%	63.5%	57.5%	30.0%	64.2%	57.5%	73.3%	63.8%	57.9%	
Total(n)	28	480	633	10	173	207	15	268	375	
How many undergraduates do you currently advise?										
None	78.6%	78.9%	69.6%	80.0%	79.5%	74.8%	86.7%	79.5%	67.7%	
1-5	7.1%	7.4%	7.5%	0.0%	7.0%	6.3%	6.7%	6.8%	7.6%	
6-10	0.0%	2.1%	4.8%	0.0%	2.3%	3.9%	0.0%	1.1%	4.9%	
11-20	0.0%	3.6%	6.3%	0.0%	2.9%	3.9%	0.0%	4.2%	7.3%	
21-30	3.6%	1.9%	3.4%	0.0%	1.2%	3.4%	0.0%	1.9%	3.3%	
31 or more	10.7%	6.1%	8.5%	20.0%	7.0%	7.8%	6.7%	6.5%	9.2%	
Total(n)	28	473	624	10	171	206	15	263	368	

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	50.0%	52.5%	38.3%	50.0%	51.4%	30.8%	50.0%	53.7%	38.1%
Occasionally	50.0%	39.4%	48.1%	50.0%	42.9%	53.8%	50.0%	37.0%	47.8%
Not at All	0.0%	8.1%	13.7%	0.0%	5.7%	15.4%	0.0%	9.3%	14.2%
Total(n)	6	99	183	2	35	52	2	54	113
Mean	2.50	2.44	2.25	2.50	2.46	2.15	2.50	2.44	2.24
Standard deviation	0.55	0.64	0.68	0.71	0.61	0.67	0.71	0.66	0.68
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.09	0.37	-	0.07	0.52	-	0.09	0.38
Helped them plan their course of study									
Frequently	16.7%	36.1%	31.7%	0.0%	42.9%	25.0%	0.0%	30.8%	31.9%
Occasionally	50.0%	39.2%	38.8%	100.0%	45.7%	55.8%	50.0%	38.5%	31.9%
Not at All	33.3%	24.7%	29.5%	0.0%	11.4%	19.2%	50.0%	30.8%	36.3%
Total(n)	6	97	183	2	35	52	2	52	113
Mean	1.83	2.11	2.02	2.00	2.31	2.06	1.50	2.00	1.96
Standard deviation	0.75	0.78	0.78	0.00	0.68	0.67	0.71	0.79	0.83
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.36	-0.24	-	-0.46	-0.09	-	-0.63	-0.55
Discussed their academic performance									
Frequently	50.0%	62.2%	51.4%	50.0%	65.7%	34.6%	50.0%	62.3%	57.5%
Occasionally	16.7%	31.6%	43.2%	50.0%	34.3%	63.5%	0.0%	28.3%	36.3%
Not at All	33.3%	6.1%	5.5%	0.0%	0.0%	1.9%	50.0%	9.4%	6.2%
Total(n)	6	98	183	2	35	52	2	53	113
Mean	2.17	2.56	2.46	2.50	2.66	2.33	2.00	2.53	2.51
Standard deviation	0.98	0.61	0.60	0.71	0.48	0.51	1.41	0.67	0.61
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.64	-0.48	-	-0.33	0.33	-	-0.79	-0.84
Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)									
Frequently	33.3%	45.5%	35.7%	50.0%	45.7%	38.5%	0.0%	46.3%	33.9%
Occasionally	50.0%	35.4%	40.5%	0.0%	37.1%	38.5%	100.0%	31.5%	39.1%
Not at All	16.7%	19.2%	23.8%	50.0%	17.1%	23.1%	0.0%	22.2%	27.0%
Total(n)	6	99	185	2	35	52	2	54	115
Mean	2.17	2.26	2.12	2.00	2.29	2.15	2.00	2.24	2.07
Standard deviation	0.75	0.76	0.76	1.41	0.75	0.78	0.00	0.80	0.78
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.12	0.07	-	-0.39	-0.19	-	-0.30	-0.09
Discussed career and post-graduation goals									
Frequently	50.0%	65.7%	63.0%	50.0%	68.6%	57.7%	50.0%	63.0%	63.2%
Occasionally	50.0%	29.3%	31.0%	50.0%	31.4%	32.7%	50.0%	27.8%	31.6%
Not at All	0.0%	5.1%	6.0%	0.0%	0.0%	9.6%	0.0%	9.3%	5.3%
Total(n)	6	99	184	2	35	52	2	54	114
Mean	2.50	2.61	2.57	2.50	2.69	2.48	2.50	2.54	2.58
Standard deviation	0.55	0.59	0.61	0.71	0.47	0.67	0.71	0.66	0.59
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.19	-0.11	-	-0.40	0.03	-	-0.06	-0.14
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	48.1%	32.3%	35.5%	40.0%	27.6%	28.6%	57.1%	35.4%	39.1%
No	25.9%	41.3%	36.9%	30.0%	52.4%	46.8%	21.4%	34.2%	31.4%
Not eligible	18.5%	12.4%	14.2%	30.0%	10.0%	13.8%	7.1%	13.1%	14.4%
Not available	7.4%	13.9%	13.4%	0.0%	10.0%	10.8%	14.3%	17.3%	15.0%
Total(n)	27	467	605	10	170	203	14	260	353
Funded workshops focused on research skills development									
Yes	22.2%	4.5%	8.0%	20.0%	4.7%	6.0%	21.4%	4.3%	9.1%
No	48.1%	60.5%	53.7%	40.0%	68.0%	58.5%	57.1%	56.0%	51.3%
Not eligible	18.5%	14.9%	18.6%	30.0%	11.2%	19.0%	7.1%	16.7%	18.2%
Not available	11.1%	20.1%	19.7%	10.0%	16.0%	16.5%	14.3%	23.0%	21.4%
Total(n)	27	463	598	10	169	200	14	257	351
Funded workshops focused on grant writing									
Yes	15.4%	3.5%	3.2%	10.0%	3.5%	2.0%	15.4%	3.5%	4.0%
No	53.8%	61.2%	57.4%	50.0%	69.4%	62.4%	61.5%	55.5%	54.8%
Not eligible	19.2%	16.9%	19.6%	30.0%	12.4%	18.3%	7.7%	19.7%	20.2%
Not available	11.5%	18.4%	19.8%	10.0%	14.7%	17.3%	15.4%	21.3%	21.0%
Total(n)	26	461	596	10	170	202	13	254	347
Paid sabbatical leave									
Yes	3.7%	0.4%	0.3%	0.0%	0.0%	0.0%	7.1%	0.8%	0.6%
No	33.3%	38.4%	33.1%	30.0%	45.6%	41.4%	35.7%	32.2%	27.6%
Not eligible	48.1%	45.5%	51.1%	60.0%	42.6%	45.8%	35.7%	48.1%	54.7%
Not available	14.8%	15.7%	15.5%	10.0%	11.8%	12.8%	21.4%	19.0%	17.1%
Total(n)	27	464	601	10	169	203	14	258	351
Travel funds paid by the institution									
Yes	26.9%	9.3%	10.5%	11.1%	9.6%	5.5%	28.6%	9.3%	13.6%
No	42.3%	44.3%	38.0%	55.6%	54.5%	49.8%	35.7%	36.7%	31.5%
Not eligible	15.4%	32.0%	37.5%	22.2%	26.3%	33.8%	14.3%	36.3%	39.5%
Not available	15.4%	14.5%	14.0%	11.1%	9.6%	10.9%	21.4%	17.8%	15.3%
Total(n)	26	463	600	9	167	201	14	259	352
Internal grants for research									
Yes	19.2%	3.7%	3.5%	10.0%	3.6%	2.0%	15.4%	3.5%	4.3%
No	38.5%	50.3%	43.6%	40.0%	58.3%	53.2%	46.2%	45.7%	38.4%
Not eligible	26.9%	31.7%	37.4%	40.0%	29.2%	31.8%	15.4%	33.2%	40.7%
Not available	15.4%	14.3%	15.6%	10.0%	8.9%	12.9%	23.1%	17.6%	16.6%
Total(n)	26	461	597	10	168	201	13	256	349
Training for administrative leadership									
Yes	3.7%	1.3%	2.5%	10.0%	1.2%	2.5%	0.0%	1.2%	2.3%
No	44.4%	49.1%	43.9%	40.0%	58.9%	52.5%	50.0%	42.4%	39.4%
Not eligible	29.6%	30.9%	34.2%	40.0%	25.0%	28.2%	14.3%	34.9%	38.2%
Not available	22.2%	18.7%	19.4%	10.0%	14.9%	16.8%	35.7%	21.6%	20.1%
Total(n)	27	460	597	10	168	202	14	256	348
Training for promoting inclusion and facilitating difficult conversations									
Yes	37.0%	17.2%	17.1%	20.0%	10.7%	12.9%	42.9%	20.9%	19.3%
No	37.0%	47.2%	44.7%	50.0%	58.0%	52.0%	28.6%	40.7%	41.4%
Not eligible	11.1%	19.2%	22.6%	20.0%	17.8%	21.8%	7.1%	19.8%	23.3%
Not available	14.8%	16.4%	15.6%	10.0%	13.6%	13.4%	21.4%	18.6%	16.1%
Total(n)	27	464	597	10	169	202	14	258	348
Incentives to develop new courses									
Yes	18.5%	7.8%	8.9%	10.0%	8.3%	8.4%	21.4%	7.0%	8.3%
No	44.4%	50.1%	45.9%	40.0%	55.6%	56.2%	50.0%	46.7%	40.5%
Not eligible	22.2%	22.7%	25.6%	30.0%	21.3%	19.2%	14.3%	24.1%	30.5%
Not available	14.8%	19.4%	19.6%	20.0%	14.8%	16.3%	14.3%	22.2%	20.7%
Total(n)	27	463	597	10	169	203	14	257	348
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	30.8%	17.1%	20.4%	33.3%	17.4%	20.4%	35.7%	17.8%	19.7%
No	42.3%	51.4%	43.5%	33.3%	55.1%	48.3%	42.9%	48.8%	41.0%
Not eligible	11.5%	15.4%	20.6%	11.1%	15.0%	16.9%	7.1%	14.7%	23.1%
Not available	15.4%	16.1%	15.5%	22.2%	12.6%	14.4%	14.3%	18.6%	16.2%
Total(n)	26	461	593	9	167	201	14	258	346
Resources to integrate culturally-competent practices into your classroom									
Yes	18.5%	18.8%	19.7%	30.0%	14.9%	18.2%	14.3%	21.3%	20.1%
No	51.9%	47.9%	44.8%	50.0%	57.7%	51.7%	50.0%	41.9%	41.4%
Not eligible	11.1%	14.7%	18.4%	10.0%	13.7%	15.8%	7.1%	14.7%	20.1%
Not available	18.5%	18.6%	17.1%	10.0%	13.7%	14.3%	28.6%	22.1%	18.4%
Total(n)	27	463	598	10	168	203	14	258	348

7-10	0.0%	4.6%	4.3%	0.0%	5.7%	4.0%	0.0%	4.5%	5.2%
More than 10	0.0%	3.1%	3.7%	0.0%	3.8%	4.0%	0.0%	1.5%	3.1%
Total(n)	10	130	163	4	53	50	4	67	97
Mean	1.90	2.59	2.68	2.00	2.75	2.74	1.50	2.36	2.63
Standard deviation	0.99	1.99	2.10	0.82	2.17	2.11	0.58	1.74	2.10
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.35	-0.37	-	-0.35	-0.35	-	-0.49	-0.54
How many of these publications in the past three years were co-authored?									
None	33.3%	40.3%	36.2%	66.7%	38.5%	39.6%	25.0%	43.1%	34.1%
1	0.0%	30.3%	26.3%	0.0%	36.5%	22.9%	0.0%	24.1%	26.1%
2	0.0%	10.9%	17.1%	0.0%	7.7%	12.5%	0.0%	13.8%	21.6%
3	11.1%	5.9%	6.6%	0.0%	5.8%	10.4%	0.0%	5.2%	4.5%
4	0.0%	2.5%	5.3%	0.0%	3.8%	4.2%	0.0%	1.7%	5.7%
5	33.3%	4.2%	3.3%	33.3%	3.8%	2.1%	50.0%	5.2%	4.5%
6	0.0%	1.7%	1.3%	0.0%	0.0%	2.1%	0.0%	3.4%	1.1%
7-10	11.1%	2.5%	2.6%	0.0%	1.9%	6.3%	0.0%	1.7%	0.0%
More than 10	11.1%	1.7%	1.3%	0.0%	1.9%	0.0%	25.0%	1.7%	2.3%
Total(n)	9	119	152	3	52	48	4	58	88
Mean	4.67	2.42	2.55	2.67	2.33	2.63	5.50	2.47	2.53
Standard deviation	3.08	1.91	1.86	2.89	1.80	2.03	3.32	1.98	1.77
Significance	-	**	**	-	-	-	-	**	**
Effect size	-	1.18	1.14	-	0.19	0.02	-	1.53	1.68
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	0.0%	3.3%	3.7%	0.0%	1.2%	1.6%	0.0%	4.8%	4.8%
1-4	24.0%	32.8%	34.6%	11.1%	27.8%	34.2%	30.8%	35.1%	34.3%
5-8	36.0%	26.3%	32.3%	22.2%	27.2%	32.1%	38.5%	25.8%	32.8%
9-12	24.0%	19.6%	16.2%	44.4%	21.0%	18.7%	15.4%	19.4%	14.8%
13-16	8.0%	8.5%	5.6%	11.1%	10.5%	4.7%	7.7%	8.1%	6.9%
17-20	4.0%	3.3%	2.8%	0.0%	6.2%	3.6%	7.7%	2.0%	2.4%
21+	4.0%	6.0%	4.9%	11.1%	6.2%	5.2%	0.0%	4.8%	3.9%
Total(n)	25	448	575	9	162	193	13	248	332
Mean	3.44	3.31	3.13	4.00	3.55	3.22	3.23	3.16	3.08
Standard deviation	1.29	1.47	1.38	1.41	1.49	1.38	1.24	1.41	1.34
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.09	0.22	-	0.30	0.57	-	0.05	0.11
Preparing for teaching (including reading student papers and grading)									
None	0.0%	2.4%	2.4%	0.0%	1.3%	1.5%	0.0%	3.2%	3.0%
1-4	8.3%	22.0%	26.5%	12.5%	23.8%	29.4%	7.7%	20.8%	24.5%
5-8	33.3%	26.5%	25.3%	25.0%	26.9%	28.9%	46.2%	25.6%	23.6%
9-12	25.0%	19.6%	21.4%	37.5%	21.9%	21.1%	7.7%	19.2%	22.4%
13-16	12.5%	10.7%	9.8%	12.5%	10.0%	7.7%	15.4%	10.4%	11.2%
17-20	16.7%	7.3%	7.0%	12.5%	4.4%	5.7%	23.1%	9.6%	8.2%
21+	4.2%	11.4%	7.7%	0.0%	11.9%	5.7%	0.0%	11.2%	7.2%
Total(n)	24	449	574	8	160	194	13	250	331
Mean	4.08	3.82	3.61	3.88	3.76	3.44	4.00	3.86	3.68
Standard deviation	1.38	1.66	1.57	1.25	1.62	1.45	1.41	1.69	1.57
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.16	0.30	-	0.07	0.30	-	0.08	0.20
During the present term, how many hours per week on average do you spend on each of the following?									
Advising or counseling students									
None	48.0%	31.7%	24.2%	66.7%	36.4%	27.9%	38.5%	29.1%	22.2%
1-4	48.0%	57.3%	63.5%	33.3%	52.7%	60.4%	61.5%	62.2%	65.8%
5-8	4.0%	7.3%	8.0%	0.0%	7.9%	8.1%	0.0%	6.0%	7.8%
9-12	0.0%	2.2%	2.4%	0.0%	2.4%	1.5%	0.0%	2.0%	2.4%
13-16	0.0%	0.2%	0.9%	0.0%	0.0%	1.0%	0.0%	0.4%	0.9%
17-20	0.0%	0.2%	0.3%	0.0%	0.0%	0.0%	0.0%	0.4%	0.6%
21+	0.0%	0.4%	0.7%	0.0%	0.6%	1.0%	0.0%	0.0%	0.3%
Total(n)	25	454	578	9	165	197	13	251	333
Mean	1.56	1.84	1.96	1.33	1.79	1.91	1.62	1.84	1.97
Standard deviation	0.58	0.79	0.85	0.50	0.81	0.87	0.51	0.71	0.81
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.35	-0.47	-	-0.57	-0.67	-	-0.31	-0.43
Committee work and meetings									
None	60.0%	66.7%	65.2%	77.8%	77.3%	75.5%	61.5%	62.6%	60.4%
1-4	20.0%	28.4%	28.6%	22.2%	20.2%	20.9%	15.4%	32.5%	32.6%
5-8	16.0%	4.3%	4.7%	0.0%	2.5%	2.6%	15.4%	4.1%	5.4%
9-12	4.0%	0.4%	0.9%	0.0%	0.0%	0.5%	7.7%	0.8%	1.2%
13-16	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
17-20	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
21+	0.0%	0.0%	0.5%	0.0%	0.0%	0.5%	0.0%	0.0%	0.3%
Total(n)	25	447	574	9	163	196	13	246	331
Mean	1.64	1.39	1.44	1.22	1.25	1.31	1.69	1.43	1.49
Standard deviation	0.91	0.63	0.76	0.44	0.49	0.67	1.03	0.61	0.72
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.40	0.26	-	-0.06	-0.13	-	0.43	0.28
Research and scholarly writing									
None	44.0%	64.5%	63.0%	55.6%	66.3%	66.8%	46.2%	63.9%	62.7%
1-4	20.0%	19.4%	18.5%	22.2%	18.4%	13.3%	23.1%	20.5%	20.3%
5-8	12.0%	8.3%	8.7%	22.2%	9.2%	8.7%	0.0%	7.2%	8.5%
9-12	16.0%	3.8%	3.7%	0.0%	3.1%	3.6%	30.8%	4.8%	3.9%
13-16	0.0%	1.3%	1.6%	0.0%	0.6%	2.0%	0.0%	1.2%	1.5%
17-20	0.0%	1.1%	1.6%	0.0%	0.6%	1.0%	0.0%	1.6%	1.8%
21+	8.0%	1.6%	3.0%	0.0%	1.8%	4.6%	0.0%	0.8%	1.2%
Total(n)	25	448	573	9	163	196	13	249	330
Mean	2.40	1.68	1.79	1.67	1.63	1.82	2.15	1.67	1.72
Standard deviation	1.78	1.21	1.40	0.87	1.17	1.54	1.34	1.17	1.23
Significance	-	**	*	-	-	-	-	-	-
Effect size	-	0.60	0.44	-	0.03	-0.10	-	0.41	0.35
During the present term, how many hours per week on average do you spend on each of the following?									
Other creative products/performance									
None	70.8%	67.8%	60.9%	77.8%	69.9%	61.5%	58.3%	66.7%	61.2%
1-4	20.8%	20.8%	22.1%	11.1%	18.4%	19.0%	33.3%	22.0%	23.6%
5-8	4.2%	6.3%	7.9%	11.1%	5.5%	10.3%	0.0%	6.9%	7.0%
9-12	0.0%	3.1%	2.6%	0.0%	4.3%	1.5%	0.0%	2.8%	3.0%
13-16	0.0%	0.2%	1.4%	0.0%	0.6%	2.6%	0.0%	0.0%	0.9%
17-20	4.2%	0.9%	1.2%	0.0%	0.0%	1.0%	8.3%	1.2%	1.2%
21+	0.0%	0.9%	3.9%	0.0%	1.2%	4.1%	0.0%	0.4%	3.0%
Total(n)	24	447	571	9	163	195	12	246	330
Mean	1.50	1.53	1.81	1.33	1.52	1.84	1.75	1.53	1.75
Standard deviation	1.10	1.02	1.43	0.71	1.03	1.48	1.42	0.96	1.33
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.03	-0.22	-	-0.18	-0.34	-	0.23	0.00
Community or public service									
None	48.0%	49.3%	43.7%	55.6%	54.6%	52.8%	46.2%	47.0%	38.9%
1-4	32.0%	36.2%	35.4%	22.2%	31.9%	30.5%	38.5%	39.3%	39.5%
5-8	12.0%	7.6%	11.5%	11.1%	8.0%	9.1%	15.4%	7.3%	12.5%
9-12	0.0%	2.7%	3.1%	0.0%	2.5%	2.0%	0.0%	2.4%	3.6%
13-16	4.0%	1.3%	2.8%	11.1%	1.8%	2.0%	0.0%	0.8%	3.0%
17-20	4.0%	1.8%	1.6%	0.0%	0.6%	1.5%	0.0%	2.4%	1.5%
21+	0.0%	1.1%	1.9%	0.0%	0.6%	2.0%	0.0%	0.8%	0.9%
Total(n)	25	448	574	9	163	197	13	247	329
Mean	1.92	1.80	1.98	1.89	1.69	1.83	1.69	1.81	2.01
Standard deviation	1.29	1.15	1.29	1.36	1.03	1.27	0.75	1.13	1.19
Significance	-	-	-	-	-	-	-	-	-

Civic Minded Practice

Effect size	-	0.10	-0.05	-	0.19	0.05	-	-0.11	-0.27
Outside consulting/freelance work									
None	66.7%	65.7%	55.7%	44.4%	65.0%	51.0%	83.3%	65.9%	58.0%
1-4	16.7%	17.9%	19.8%	33.3%	17.2%	21.6%	8.3%	19.1%	19.3%
5-8	4.2%	8.3%	7.6%	0.0%	9.2%	8.2%	8.3%	8.5%	7.4%
9-12	8.3%	3.4%	4.9%	11.1%	4.3%	6.7%	0.0%	2.0%	3.7%
13-16	4.2%	0.4%	2.8%	11.1%	0.6%	2.6%	0.0%	0.4%	3.1%
17-20	0.0%	0.9%	2.5%	0.0%	1.2%	2.1%	0.0%	0.4%	3.1%
21+	0.0%	3.4%	6.7%	0.0%	2.5%	7.7%	0.0%	3.7%	5.5%
Total(n)	24	446	566	9	163	194	12	245	326
Mean	1.67	1.71	2.14	2.11	1.72	2.25	1.25	1.68	2.06
Standard deviation	1.17	1.35	1.77	1.45	1.31	1.82	0.62	1.32	1.72
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.03	-0.27	-	0.30	-0.08	-	-0.33	-0.47
Household/childcare duties									
None	12.5%	16.6%	16.7%	12.5%	20.5%	20.6%	7.7%	12.8%	12.4%
1-4	8.3%	17.2%	14.6%	12.5%	19.3%	18.6%	7.7%	17.2%	13.3%
5-8	16.7%	19.5%	23.9%	12.5%	23.6%	26.8%	23.1%	16.0%	21.8%
9-12	25.0%	15.2%	12.5%	37.5%	14.9%	13.4%	23.1%	16.0%	12.7%
13-16	0.0%	8.3%	6.7%	0.0%	7.5%	6.2%	0.0%	8.8%	7.3%
17-20	4.2%	7.2%	5.3%	0.0%	5.6%	4.6%	0.0%	7.2%	5.7%
21+	33.3%	16.1%	20.5%	25.0%	8.7%	9.8%	38.5%	22.0%	26.9%
Total(n)	24	447	570	8	161	194	13	250	331
Mean	4.38	3.67	3.76	4.00	3.21	3.19	4.54	4.00	4.14
Standard deviation	2.20	2.02	2.10	2.14	1.82	1.83	2.18	2.09	2.14
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.35	0.30	-	0.43	0.44	-	0.26	0.19
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	76.0%	78.7%	82.0%	55.6%	75.6%	84.7%	84.6%	80.4%	80.5%
1-4	12.0%	11.3%	9.8%	33.3%	14.4%	9.0%	0.0%	9.4%	10.1%
5-8	12.0%	3.6%	3.8%	11.1%	4.4%	3.7%	15.4%	3.7%	4.3%
9-12	0.0%	1.6%	1.1%	0.0%	1.3%	0.0%	0.0%	1.6%	1.8%
13-16	0.0%	1.4%	0.5%	0.0%	1.9%	1.1%	0.0%	1.2%	0.3%
17-20	0.0%	0.9%	0.7%	0.0%	0.6%	0.5%	0.0%	0.8%	0.9%
21+	0.0%	2.5%	2.1%	0.0%	1.9%	1.1%	0.0%	2.9%	2.1%
Total(n)	25	441	560	9	160	189	13	245	328
Mean	1.36	1.48	1.39	1.56	1.49	1.30	1.31	1.48	1.43
Standard deviation	0.70	1.23	1.11	0.73	1.15	0.92	0.75	1.26	1.14
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.10	-0.03	-	0.06	0.28	-	-0.13	-0.11
Other employment outside of academia									
None	60.0%	51.0%	48.5%	33.3%	53.4%	41.3%	69.2%	48.6%	52.8%
1-4	0.0%	7.5%	6.3%	0.0%	6.8%	3.6%	0.0%	7.8%	8.0%
5-8	4.0%	6.1%	6.0%	0.0%	5.0%	6.6%	7.7%	6.9%	5.2%
9-12	8.0%	3.9%	4.4%	22.2%	3.1%	4.1%	0.0%	4.1%	4.3%
13-16	0.0%	2.9%	4.1%	0.0%	2.5%	3.6%	0.0%	3.7%	4.6%
17-20	4.0%	3.2%	3.5%	0.0%	2.5%	3.6%	7.7%	3.7%	3.4%
21+	24.0%	25.4%	27.2%	44.4%	26.7%	37.2%	15.4%	25.3%	21.8%
Total(n)	25	441	567	9	161	196	13	245	326
Mean	2.96	3.11	3.28	4.33	3.09	3.85	2.46	3.19	2.97
Standard deviation	2.64	2.57	2.61	2.78	2.62	2.73	2.47	2.57	2.49
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.06	-0.12	-	0.47	0.18	-	-0.28	-0.20
Personal time (e.g., exercise, hobbies, relaxing)									
None	0.0%	2.5%	3.0%	0.0%	2.5%	3.1%	0.0%	2.4%	2.1%
1-4	24.0%	22.7%	21.4%	33.3%	20.4%	19.5%	15.4%	23.1%	23.0%
5-8	50.0%	39.1%	39.8%	33.3%	34.6%	35.9%	69.2%	43.3%	41.8%
9-12	4.0%	16.9%	19.8%	11.1%	24.7%	23.1%	0.0%	12.6%	16.7%
13-16	8.0%	9.7%	6.8%	22.2%	8.6%	8.2%	0.0%	9.3%	6.4%
17-20	4.0%	4.5%	4.0%	0.0%	4.9%	3.1%	7.7%	4.0%	4.5%
21+	4.0%	4.7%	6.3%	0.0%	4.3%	7.2%	7.7%	5.3%	5.5%
Total(n)	25	445	570	9	162	195	13	247	330
Mean	3.24	3.41	3.42	3.22	3.49	3.52	3.38	3.36	3.38
Standard deviation	1.27	1.37	1.41	1.20	1.34	1.43	1.45	1.38	1.37
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.12	-0.13	-	-0.20	-0.21	-	0.01	0.00
In your interactions with undergraduates, how often in the past year did you encourage them to:									
Ask questions in class									
Frequently	95.8%	96.0%	95.2%	100.0%	94.4%	93.5%	91.7%	96.4%	96.1%
Occasionally	4.2%	2.5%	3.0%	0.0%	4.4%	5.4%	8.3%	1.6%	2.1%
Not at all	0.0%	1.6%	1.8%	0.0%	1.3%	1.1%	0.0%	2.0%	1.8%
Total(n)	24	446	565	9	160	184	12	250	333
Mean	2.96	2.94	2.93	3.00	2.93	2.92	2.92	2.94	2.94
Standard deviation	0.20	0.29	0.31	0.00	0.30	0.30	0.29	0.31	0.30
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.07	0.10	-	0.23	0.27	-	-0.06	-0.07
Support their opinions with a logical argument									
Frequently	91.7%	81.1%	80.1%	100.0%	75.2%	77.8%	83.3%	85.3%	80.8%
Occasionally	8.3%	16.4%	16.9%	0.0%	21.7%	20.0%	16.7%	12.7%	15.9%
Not at all	0.0%	2.4%	3.0%	0.0%	3.1%	2.2%	0.0%	2.0%	3.3%
Total(n)	24	450	567	9	161	185	12	251	334
Mean	2.92	2.79	2.77	3.00	2.72	2.76	2.83	2.83	2.78
Standard deviation	0.28	0.47	0.49	0.00	0.51	0.48	0.39	0.42	0.49
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.28	0.31	-	0.55	0.50	-	0.00	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	69.6%	77.1%	78.7%	75.0%	71.1%	75.1%	66.7%	81.0%	80.0%
Occasionally	26.1%	19.8%	18.5%	25.0%	25.8%	23.2%	25.0%	16.3%	16.7%
Not at all	4.3%	3.1%	2.8%	0.0%	3.1%	1.6%	8.3%	2.8%	3.3%
Total(n)	23	449	568	8	159	185	12	252	335
Mean	2.65	2.74	2.76	2.75	2.68	2.74	2.58	2.78	2.77
Standard deviation	0.57	0.51	0.49	0.46	0.53	0.48	0.67	0.48	0.50
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.18	-0.22	-	0.13	0.02	-	-0.42	-0.38
Analyze multiple sources of information before coming to a conclusion									
Occasionally	65.2%	73.1%	72.3%	50.0%	66.7%	69.2%	66.7%	75.8%	72.7%
Not at all	34.8%	22.5%	23.5%	50.0%	28.9%	27.0%	33.3%	19.8%	22.8%
Total(n)	23	449	567	8	159	185	12	252	333
Mean	2.65	2.69	2.68	2.50	2.62	2.65	2.67	2.71	2.68
Standard deviation	0.49	0.55	0.55	0.53	0.57	0.55	0.49	0.54	0.55
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.07	-0.05	-	-0.21	-0.27	-	-0.07	-0.02
Evaluate the quality or reliability of information they receive									
Frequently	69.6%	73.9%	72.6%	37.5%	70.0%	68.8%	83.3%	76.5%	74.2%
Occasionally	30.4%	22.3%	22.1%	62.5%	27.5%	26.9%	16.7%	18.7%	19.4%
Not at all	0.0%	3.8%	5.3%	0.0%	2.5%	4.3%	0.0%	4.8%	6.4%
Total(n)	23	449	565	8	160	186	12	251	330
Mean	2.70	2.70	2.67	2.38	2.68	2.65	2.83	2.72	2.68
Standard deviation	0.47	0.53	0.57	0.52	0.52	0.56	0.39	0.55	0.59
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.00	0.05	-	-0.58	-0.48	-	0.20	0.25
Take risks for potential gains									
Frequently	27.3%	39.9%	47.4%	25.0%	35.6%	48.4%	33.3%	41.0%	46.7%

Occasionally	63.6%	41.7%	35.4%	62.5%	45.0%	35.3%	58.3%	41.8%	36.4%
Not at all	9.1%	18.5%	17.2%	12.5%	19.4%	16.3%	8.3%	17.3%	17.0%
Total(n)	22	444	559	8	160	184	12	249	330
Mean	2.18	2.21	2.30	2.13	2.16	2.32	2.25	2.24	2.30
Standard deviation	0.59	0.73	0.75	0.64	0.73	0.74	0.62	0.73	0.74
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.04	-0.16	-	-0.04	-0.26	-	0.01	-0.07
In your interactions with undergraduates, how often in the past year did you encourage them to:									
Seek alternative solutions to a problem									
Frequently	59.1%	66.6%	68.6%	75.0%	64.6%	69.7%	41.7%	67.1%	67.7%
Occasionally	40.9%	30.7%	28.5%	25.0%	34.2%	28.6%	58.3%	30.2%	29.0%
Not at all	0.0%	2.7%	2.8%	0.0%	1.3%	1.6%	0.0%	2.8%	3.3%
Total(n)	22	446	564	8	158	185	12	252	331
Mean	2.59	2.64	2.66	2.75	2.63	2.68	2.42	2.64	2.64
Standard deviation	0.50	0.53	0.53	0.46	0.51	0.50	0.51	0.54	0.54
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.09	-0.13	-	0.24	0.14	-	-0.41	-0.41
Look up scientific research articles and resources									
Frequently	60.9%	53.9%	53.0%	62.5%	49.4%	46.7%	50.0%	57.4%	56.1%
Occasionally	34.8%	32.1%	27.2%	25.0%	35.4%	29.9%	50.0%	29.5%	26.1%
Not at all	4.3%	13.9%	19.8%	12.5%	15.2%	23.4%	0.0%	13.1%	17.9%
Total(n)	23	445	562	8	158	184	12	251	330
Mean	2.57	2.40	2.33	2.50	2.34	2.23	2.50	2.44	2.38
Standard deviation	0.59	0.72	0.79	0.76	0.73	0.81	0.52	0.72	0.77
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.24	0.30	-	0.22	0.33	-	0.08	0.16
Explore topics on their own, even though it was not required for a class									
Frequently	52.2%	56.0%	57.2%	62.5%	59.7%	55.7%	41.7%	55.2%	58.5%
Occasionally	43.5%	37.1%	37.1%	37.5%	34.0%	41.1%	50.0%	38.1%	34.8%
Not at all	4.3%	6.9%	5.7%	0.0%	6.3%	3.2%	8.3%	6.7%	6.7%
Total(n)	23	448	563	8	159	185	12	252	330
Mean	2.48	2.49	2.52	2.63	2.53	2.52	2.33	2.48	2.52
Standard deviation	0.59	0.62	0.60	0.52	0.61	0.56	0.65	0.62	0.62
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.02	-0.07	-	0.16	0.20	-	-0.24	-0.31
Accept mistakes as part of the learning process									
Frequently	82.6%	78.0%	79.5%	87.5%	76.9%	76.9%	75.0%	80.2%	81.3%
Occasionally	17.4%	20.0%	18.5%	12.5%	21.3%	21.5%	25.0%	17.8%	16.9%
Not at all	0.0%	2.0%	1.9%	0.0%	1.9%	1.6%	0.0%	2.0%	1.8%
Total(n)	23	450	567	8	160	185	12	253	332
Mean	2.83	2.76	2.78	2.88	2.75	2.75	2.75	2.78	2.80
Standard deviation	0.39	0.47	0.46	0.35	0.48	0.47	0.45	0.46	0.45
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.15	0.11	-	0.27	0.28	-	-0.07	-0.11
In your interactions with undergraduates, how often in the past year did you encourage them to:									
Recognize biases that affect their thinking									
Frequently	56.5%	61.4%	59.6%	62.5%	57.2%	53.0%	50.0%	64.7%	63.4%
Occasionally	39.1%	32.4%	32.7%	25.0%	35.2%	40.0%	50.0%	29.8%	29.0%
Not at all	4.3%	6.3%	7.7%	12.5%	7.5%	7.0%	0.0%	5.6%	7.6%
Total(n)	23	448	560	8	159	185	12	252	328
Mean	2.52	2.55	2.52	2.50	2.50	2.46	2.50	2.59	2.56
Standard deviation	0.59	0.61	0.64	0.76	0.64	0.63	0.52	0.60	0.63
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.05	0.00	-	0.09	0.06	-	-0.15	-0.10
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	82.6%	68.1%	62.6%	87.5%	62.7%	56.2%	75.0%	71.9%	66.3%
Occasionally	13.0%	19.3%	22.8%	0.0%	20.9%	23.8%	25.0%	18.5%	22.5%
Not at all	4.3%	12.6%	14.6%	12.5%	16.5%	20.0%	0.0%	9.6%	11.3%
Total(n)	23	445	553	8	158	185	12	249	320
Mean	2.78	2.56	2.48	2.75	2.46	2.36	2.75	2.62	2.55
Standard deviation	0.52	0.71	0.74	0.71	0.76	0.80	0.45	0.66	0.69
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.31	0.41	-	0.38	0.49	-	0.20	0.29
Describe how different perspectives would affect the interpretation of a question or issue in your discipline									
Frequently	78.3%	54.8%	56.9%	87.5%	47.5%	52.4%	66.7%	59.0%	59.2%
Occasionally	17.4%	30.0%	30.0%	0.0%	34.4%	31.9%	33.3%	28.5%	29.3%
Not at all	4.3%	15.2%	13.2%	12.5%	18.1%	15.7%	0.0%	12.4%	11.5%
Total(n)	23	447	554	8	160	185	12	249	321
Mean	2.74	2.40	2.44	2.75	2.29	2.37	2.67	2.47	2.48
Standard deviation	0.54	0.74	0.71	0.71	0.76	0.74	0.49	0.71	0.69
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.46	0.42	-	0.61	0.51	-	0.28	0.28
Discuss the ethical or moral implications of a course of action									
Frequently	60.9%	53.0%	52.5%	62.5%	48.4%	48.4%	58.3%	56.5%	55.0%
Occasionally	34.8%	30.7%	32.8%	25.0%	32.5%	34.1%	41.7%	30.2%	32.3%
Not at all	4.3%	16.3%	14.7%	12.5%	19.1%	17.6%	0.0%	13.3%	12.7%
Total(n)	23	443	552	8	157	182	12	248	322
Mean	2.57	2.37	2.38	2.50	2.29	2.31	2.58	2.43	2.42
Standard deviation	0.59	0.75	0.73	0.76	0.77	0.75	0.51	0.72	0.71
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.27	0.26	-	0.27	0.25	-	0.21	0.23
Apply mathematical concepts and computational thinking									
Frequently	26.1%	25.6%	22.2%	25.0%	38.8%	28.3%	16.7%	17.4%	18.1%
Occasionally	26.1%	28.5%	27.8%	50.0%	25.6%	26.1%	16.7%	30.4%	28.3%
Not at all	47.8%	45.8%	49.9%	25.0%	35.6%	45.7%	66.7%	52.2%	53.6%
Total(n)	23	445	553	8	160	184	12	247	321
Mean	1.78	1.80	1.72	2.00	2.03	1.83	1.50	1.65	1.64
Standard deviation	0.85	0.82	0.80	0.76	0.86	0.84	0.80	0.76	0.77
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.02	0.08	-	-0.03	0.20	-	-0.20	-0.18
In how many of the courses that you teach do you use each of the following?									
Class discussions									
All	75.0%	75.9%	78.5%	75.0%	66.2%	77.5%	76.9%	80.9%	78.7%
Most	16.7%	11.0%	9.5%	25.0%	14.3%	7.9%	7.7%	9.8%	10.2%
Some	8.3%	10.8%	8.8%	0.0%	16.9%	11.8%	15.4%	7.7%	7.7%
None	0.0%	2.3%	3.3%	0.0%	2.6%	2.8%	0.0%	1.6%	3.4%
Total(n)	24	436	548	8	154	178	13	246	324
Mean	3.67	3.61	3.63	3.75	3.44	3.60	3.62	3.70	3.64
Standard deviation	0.64	0.77	0.78	0.46	0.86	0.80	0.77	0.68	0.77
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.08	0.05	-	0.36	0.19	-	-0.12	-0.03
Cooperative learning (small groups)									
All	43.5%	57.7%	60.7%	50.0%	43.5%	54.3%	33.3%	66.9%	64.0%
Most	21.7%	17.2%	17.7%	12.5%	20.8%	13.9%	33.3%	14.3%	19.3%
Some	21.7%	16.6%	14.2%	12.5%	21.4%	20.8%	25.0%	13.9%	11.2%
None	13.0%	8.5%	7.4%	25.0%	14.3%	11.0%	8.3%	4.9%	5.6%
Total(n)	23	435	542	8	154	173	12	245	322
Mean	2.96	3.24	3.32	2.88	2.94	3.12	2.92	3.43	3.42
Standard deviation	1.11	1.01	0.97	1.36	1.11	1.09	1.00	0.91	0.90
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.28	-0.37	-	-0.05	-0.22	-	-0.56	-0.56
Experiential learning/Field studies									
All	31.8%	21.0%	28.7%	14.3%	21.6%	24.7%	33.3%	20.2%	29.8%

Student-Centered Pedagogy

Student-Centered Pedagogy

Effect size	-	0.14	0.29	-	0.39	0.38	-	0.13	0.36		
Supplemental instruction outside of class and office hours											
All	21.7%	24.4%	25.0%	37.5%	19.1%	23.2%	16.7%	28.8%	25.4%		
Most	4.3%	11.7%	14.7%	0.0%	12.5%	13.6%	8.3%	12.1%	16.9%		
Some	47.8%	33.1%	32.0%	37.5%	34.9%	37.3%	41.7%	29.2%	27.9%		
None	26.1%	30.8%	28.2%	25.0%	33.6%	26.0%	33.3%	30.0%	29.8%		
Total(n)	23	426	543	8	152	177	12	240	319		
Mean	2.22	2.30	2.37	2.50	2.17	2.34	2.08	2.40	2.38		
Standard deviation	1.09	1.15	1.14	1.31	1.10	1.10	1.08	1.19	1.16		
Significance	-	-	-	-	-	-	-	-	-		
Effect size	-	-0.07	-0.13	-	0.30	0.15	-	-0.27	-0.26		
In how many of the courses that you teach do you use each of the following?											
Student presentations											
All	17.4%	35.1%	46.3%	14.3%	22.1%	41.4%	23.1%	43.9%	49.7%	Student-Centered Pedagogy	
Most	17.4%	17.3%	18.0%	0.0%	18.8%	17.2%	15.4%	16.0%	17.5%		
Some	34.8%	27.6%	19.4%	42.9%	30.9%	21.3%	30.8%	26.6%	18.8%		
None	30.4%	19.9%	16.3%	42.9%	28.2%	20.1%	30.8%	13.5%	14.1%		
Total(n)	23	427	540	7	149	174	13	244	320		
Mean	2.22	2.68	2.94	1.86	2.35	2.80	2.31	2.90	3.03		
Standard deviation	1.09	1.15	1.14	1.07	1.11	1.18	1.18	1.11	1.12		
Significance	-	-	**	-	-	*	-	-	*		
Effect size	-	-0.40	-0.63	-	-0.44	-0.80	-	-0.53	-0.64		
Student evaluations of each others' work											
All	16.7%	23.1%	32.0%	0.0%	15.1%	28.8%	30.8%	28.3%	33.2%	Student-Centered Pedagogy	
Most	16.7%	16.3%	13.5%	25.0%	13.2%	10.2%	15.4%	18.0%	16.3%		
Some	37.5%	31.5%	26.5%	62.5%	35.5%	31.1%	15.4%	29.9%	24.8%		
None	29.2%	29.1%	28.0%	12.5%	36.2%	29.9%	38.5%	23.8%	25.7%		
Total(n)	24	429	540	8	152	177	13	244	319		
Mean	2.21	2.33	2.50	2.13	2.07	2.38	2.38	2.51	2.57		
Standard deviation	1.06	1.13	1.21	0.64	1.05	1.19	1.33	1.14	1.20		
Significance	-	-	-	-	-	-	-	-	-		
Effect size	-	-0.11	-0.24	-	0.06	-0.21	-	-0.11	-0.16		
Grading on a curve											
All	0.0%	8.1%	8.3%	0.0%	13.5%	10.3%	0.0%	4.6%	6.7%		
Most	8.7%	6.4%	7.5%	12.5%	8.8%	9.1%	0.0%	5.0%	6.7%		
Some	17.4%	20.0%	18.6%	25.0%	27.0%	21.1%	7.7%	15.4%	15.3%		
None	73.9%	65.6%	65.7%	62.5%	50.7%	59.4%	92.3%	75.1%	71.3%		
Total(n)	23	421	533	8	148	175	13	241	314		
Mean	1.35	1.57	1.58	1.50	1.85	1.70	1.08	1.39	1.49		
Standard deviation	0.65	0.93	0.94	0.76	1.06	1.01	0.28	0.78	0.89		
Significance	-	-	-	-	-	-	-	-	-		
Effect size	-	-0.24	-0.24	-	-0.33	-0.20	-	-0.40	-0.46		
Rubric-based assessment											
All	33.3%	50.0%	53.0%	12.5%	39.7%	44.3%	46.2%	58.0%	58.5%		
Most	37.5%	21.7%	20.6%	37.5%	25.8%	25.0%	30.8%	18.1%	17.6%		
Some	12.5%	15.9%	14.8%	37.5%	19.2%	17.6%	0.0%	14.8%	13.8%		
None	16.7%	12.4%	11.7%	12.5%	15.2%	13.1%	23.1%	9.1%	10.1%		
Total(n)	24	428	540	8	151	176	13	243	318		
Mean	2.88	3.09	3.15	2.50	2.90	3.01	3.00	3.25	3.25		
Standard deviation	1.08	1.07	1.06	0.93	1.09	1.07	1.22	1.02	1.03		
Significance	-	-	-	-	-	-	-	-	-		
Effect size	-	-0.20	-0.25	-	-0.37	-0.48	-	-0.25	-0.24		
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	17.4%	17.1%	22.8%	25.0%	11.8%	19.5%	16.7%	19.9%	23.4%		
Most	4.3%	13.3%	12.5%	0.0%	11.8%	12.1%	0.0%	14.1%	12.7%		
Some	43.5%	31.1%	31.0%	37.5%	32.9%	31.6%	50.0%	30.7%	31.6%		
None	34.8%	38.4%	33.6%	37.5%	43.4%	36.8%	33.3%	35.3%	32.3%		
Total(n)	23	427	535	8	152	174	12	241	316		
Mean	2.04	2.09	2.24	2.13	1.92	2.14	2.00	2.19	2.27		
Standard deviation	1.07	1.09	1.15	1.25	1.01	1.12	1.04	1.12	1.15		
Significance	-	-	-	-	-	-	-	-	-		
Effect size	-	-0.05	-0.17	-	0.21	-0.01	-	-0.17	-0.23		
How frequently do you incorporate the following forms of technology into your courses?											
Videos or podcasts											
Frequently	70.8%	51.3%	49.9%	75.0%	40.9%	44.3%	61.5%	58.0%	52.4%		
Occasionally	25.0%	35.9%	40.4%	12.5%	44.2%	43.8%	38.5%	30.5%	38.9%		
Not at all	4.2%	12.8%	9.6%	12.5%	14.9%	11.9%	0.0%	11.5%	8.8%		
Total(n)	24	429	539	8	154	176	13	243	319		
Mean	2.67	2.38	2.40	2.63	2.26	2.32	2.62	2.47	2.44		
Standard deviation	0.56	0.70	0.66	0.74	0.70	0.68	0.51	0.69	0.65		
Significance	-	*	*	-	-	-	-	-	-		
Effect size	-	0.41	0.41	-	0.53	0.46	-	0.22	0.28		
Simulations/animations											
Frequently	25.0%	21.0%	22.8%	37.5%	17.8%	18.9%	15.4%	22.8%	24.7%		
Occasionally	37.5%	36.1%	34.3%	37.5%	40.1%	39.4%	38.5%	33.2%	32.1%		
Not at all	37.5%	42.9%	42.8%	25.0%	42.1%	41.7%	46.2%	44.0%	43.3%		
Total(n)	24	424	530	8	152	175	13	241	312		
Mean	1.88	1.78	1.80	2.13	1.76	1.77	1.69	1.79	1.81		
Standard deviation	0.80	0.77	0.79	0.83	0.74	0.75	0.75	0.79	0.80		
Significance	-	-	-	-	-	-	-	-	-		
Effect size	-	0.13	0.10	-	0.50	0.48	-	-0.13	-0.15		
Online homework or virtual labs											
Frequently	41.7%	38.7%	36.4%	25.0%	40.3%	30.7%	53.8%	39.5%	39.1%		
Occasionally	41.7%	25.9%	31.9%	50.0%	23.4%	32.4%	38.5%	26.7%	33.1%		
Not at all	16.7%	35.4%	31.7%	25.0%	36.4%	36.9%	7.7%	33.7%	27.8%		
Total(n)	24	429	536	8	154	176	13	243	317		
Mean	2.25	2.03	2.05	2.00	2.04	1.94	2.46	2.06	2.11		
Standard deviation	0.74	0.86	0.82	0.76	0.88	0.82	0.66	0.86	0.81		
Significance	-	-	-	-	-	-	-	-	-		
Effect size	-	0.26	0.24	-	-0.05	0.07	-	0.47	0.43		
Online discussion boards											
Frequently	34.8%	27.5%	25.5%	37.5%	26.5%	21.1%	41.7%	29.0%	27.5%		
Occasionally	30.4%	27.3%	31.7%	0.0%	26.5%	32.0%	50.0%	29.4%	32.9%		
Not at all	34.8%	45.2%	42.8%	62.5%	47.1%	46.9%	8.3%	41.6%	39.6%		
Total(n)	23	425	533	8	155	175	12	238	316		
Mean	2.00	1.82	1.83	1.75	1.79	1.74	2.33	1.87	1.88		
Standard deviation	0.85	0.84	0.81	1.04	0.84	0.79	0.65	0.83	0.81		
Significance	-	-	-	-	-	-	-	-	-		
Effect size	-	0.21	0.21	-	-0.05	0.01	-	0.55	0.56		
Audience response systems to gauge students' understanding (e.g., clickers)											
Frequently	16.7%	7.5%	8.6%	12.5%	9.0%	6.3%	15.4%	6.6%	10.1%		
Occasionally	20.8%	16.3%	18.1%	12.5%	17.4%	17.6%	23.1%	15.7%	19.2%		
Not at all	62.5%	76.2%	73.3%	75.0%	73.5%	76.1%	61.5%	77.7%	70.8%		
Total(n)	24	429	536	8	155	176	13	242	318		
Mean	1.54	1.31	1.35	1.38	1.35	1.30	1.54	1.29	1.39		
Standard deviation	0.78	0.60	0.63	0.74	0.64	0.58	0.78	0.58	0.66		
Significance	-	-	-	-	-	-	-	-	-		
Effect size	-	0.38	0.30	-	0.05	0.14	-	0.43	0.23		
Please indicate the extent to which you agree it is your role to:											
Encourage students to become agents of social change											
Strongly agree	52.2%	47.4%	50.4%	57.1%	36.4%	40.6%	53.8%	55.4%	56.9%	Civic Minded Values	
Somewhat agree	30.4%	36.0%	35.4%	14.3%	38.4%	38.2%	38.5%	34.6%	34.0%		
Somewhat disagree	8.7%	10.4%	8.1%	14.3%	13.2%	11.8%	0.0%	7.5%	5.9%		
Strongly disagree	8.7%	6.2%	6.2%	14.3%	11.9%	9.4%	7.7%	2.5%	3.3%		
Total(n)	23	422	520	7	151	170	13	240	306		
Mean	3.26	3.25	3.30	3.14	2.99	3.10	3.38	3.43	3.44		

Standard deviation	0.96	0.88	0.86	1.21	0.99	0.95	0.87	0.74	0.75	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.01	-0.05	-	0.15	0.04	-	-0.07	-0.08	
Prepare students for employment after college										
Strongly agree	69.6%	65.9%	68.6%	100.0%	62.7%	72.1%	53.8%	68.5%	67.6%	
Somewhat agree	26.1%	28.9%	26.2%	0.0%	30.7%	23.3%	38.5%	27.4%	26.8%	
Somewhat disagree	4.3%	3.8%	3.8%	0.0%	5.9%	4.1%	7.7%	2.5%	3.9%	
Strongly disagree	0.0%	1.4%	1.3%	0.0%	0.7%	0.6%	0.0%	1.7%	1.6%	
Total(n)	23	425	523	7	153	172	13	241	306	
Mean	3.65	3.59	3.62	4.00	3.56	3.67	3.46	3.63	3.60	
Standard deviation	0.57	0.63	0.63	0.00	0.64	0.58	0.66	0.62	0.65	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.10	0.05	-	0.69	0.57	-	-0.27	-0.22	
Prepare students for graduate or advanced education										
Strongly agree	59.1%	56.3%	57.7%	83.3%	52.6%	52.0%	61.5%	59.8%	61.4%	
Somewhat agree	31.8%	37.8%	34.5%	0.0%	43.4%	36.8%	30.8%	33.5%	32.4%	
Somewhat disagree	9.1%	5.0%	5.9%	16.7%	3.3%	9.9%	7.7%	5.4%	3.9%	
Strongly disagree	0.0%	0.9%	1.9%	0.0%	0.7%	1.2%	0.0%	1.3%	2.3%	
Total(n)	22	423	522	6	152	171	13	239	306	
Mean	3.50	3.49	3.48	3.67	3.48	3.40	3.54	3.52	3.53	
Standard deviation	0.67	0.64	0.70	0.82	0.60	0.72	0.66	0.66	0.68	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.02	0.03	-	0.32	0.38	-	0.03	0.01	
Develop students' moral character										
Strongly agree	39.1%	44.2%	57.2%	14.3%	36.8%	50.9%	61.5%	49.8%	62.2%	
Somewhat agree	52.2%	43.0%	33.8%	85.7%	47.4%	36.8%	30.8%	40.2%	30.9%	
Somewhat disagree	4.3%	11.1%	7.8%	0.0%	13.8%	11.1%	0.0%	9.8%	5.9%	
Strongly disagree	4.3%	1.7%	1.3%	0.0%	2.0%	1.2%	7.7%	1.3%	1.0%	
Total(n)	23	423	523	7	152	171	13	239	307	
Mean	3.26	3.30	3.47	3.14	3.19	3.37	3.46	3.38	3.54	
Standard deviation	0.75	0.73	0.70	0.38	0.74	0.73	0.88	0.70	0.65	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.05	-0.30	-	-0.07	-0.32	-	0.11	-0.12	
Provide for students' emotional development										
Strongly agree	39.1%	38.0%	45.0%	14.3%	29.1%	36.8%	61.5%	43.9%	51.1%	
Somewhat agree	34.8%	43.2%	40.2%	57.1%	43.7%	40.9%	23.1%	42.7%	38.7%	
Somewhat disagree	17.4%	15.4%	12.7%	14.3%	22.5%	19.3%	7.7%	10.9%	8.5%	
Strongly disagree	8.7%	3.3%	2.1%	14.3%	4.6%	2.9%	7.7%	2.5%	1.6%	
Total(n)	23	421	520	7	151	171	13	239	305	
Mean	3.04	3.16	3.28	2.71	2.97	3.12	3.38	3.28	3.39	
Standard deviation	0.98	0.80	0.76	0.95	0.84	0.82	0.96	0.76	0.71	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.15	-0.32	-	-0.31	-0.50	-	0.13	-0.01	
Please indicate the extent to which you agree it is your role to:										
Help students develop personal values										
Strongly agree	39.1%	44.4%	51.0%	14.3%	37.1%	44.7%	61.5%	50.4%	56.1%	
Somewhat agree	56.5%	44.4%	38.8%	85.7%	45.7%	42.4%	38.5%	42.4%	36.4%	
Somewhat disagree	4.3%	9.0%	8.5%	0.0%	13.9%	11.8%	0.0%	5.9%	5.9%	
Strongly disagree	0.0%	2.1%	1.7%	0.0%	3.3%	1.2%	0.0%	1.3%	1.6%	
Total(n)	23	421	520	7	151	170	13	238	305	
Mean	3.35	3.31	3.39	3.14	3.17	3.31	3.62	3.42	3.47	
Standard deviation	0.57	0.72	0.72	0.38	0.79	0.72	0.51	0.66	0.68	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.06	-0.06	-	-0.04	-0.24	-	0.30	0.22	
Enhance students' knowledge of and appreciation for other racial/ethnic groups										
Strongly agree	52.2%	52.6%	51.1%	42.9%	39.5%	40.9%	69.2%	61.8%	59.0%	
Somewhat agree	39.1%	34.4%	36.2%	42.9%	42.8%	39.8%	23.1%	29.0%	32.6%	
Somewhat disagree	0.0%	9.0%	8.8%	0.0%	9.9%	12.9%	0.0%	7.5%	6.8%	
Strongly disagree	8.7%	4.0%	3.8%	14.3%	7.9%	6.4%	7.7%	1.7%	1.6%	
Total(n)	23	424	522	7	152	171	13	241	307	
Mean	3.35	3.36	3.35	3.14	3.14	3.15	3.54	3.51	3.49	
Standard deviation	0.88	0.81	0.80	1.07	0.89	0.88	0.88	0.71	0.70	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.01	0.00	-	0.00	-0.01	-	0.04	0.07	
Promote students' ability to write effectively										
Strongly agree	56.5%	63.2%	63.2%	42.9%	55.6%	57.6%	69.2%	68.0%	67.4%	
Somewhat agree	39.1%	28.1%	26.2%	57.1%	35.8%	29.4%	23.1%	23.2%	23.1%	
Somewhat disagree	4.3%	7.1%	7.9%	0.0%	6.6%	11.2%	7.7%	7.1%	6.5%	
Strongly disagree	0.0%	1.7%	2.7%	0.0%	2.0%	1.8%	0.0%	1.7%	2.9%	
Total(n)	23	424	522	7	151	170	13	241	307	
Mean	3.52	3.53	3.50	3.43	3.45	3.43	3.62	3.58	3.55	
Standard deviation	0.59	0.70	0.75	0.53	0.71	0.76	0.65	0.70	0.75	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.01	0.03	-	-0.03	0.00	-	0.06	0.09	
Encourage respect for different beliefs										
Strongly agree	69.6%	70.0%	73.4%	71.4%	59.6%	69.4%	76.9%	79.0%	78.2%	
Somewhat agree	30.4%	24.9%	23.0%	28.6%	30.5%	24.7%	23.1%	18.9%	20.1%	
Somewhat disagree	0.0%	4.0%	2.5%	0.0%	7.9%	5.3%	0.0%	1.6%	0.6%	
Strongly disagree	0.0%	1.2%	1.1%	0.0%	2.0%	0.6%	0.0%	0.4%	1.0%	
Total(n)	23	426	522	7	151	170	13	243	308	
Mean	3.70	3.64	3.69	3.71	3.48	3.63	3.77	3.77	3.76	
Standard deviation	0.47	0.62	0.58	0.49	0.73	0.61	0.44	0.49	0.51	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.10	0.02	-	0.32	0.13	-	0.00	0.02	
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	8.7%	16.1%	15.9%	14.3%	14.2%	14.6%	7.7%	18.6%	17.7%	
Somewhat agree	73.9%	55.7%	54.9%	85.7%	57.4%	54.3%	61.5%	52.5%	55.7%	
Somewhat disagree	8.7%	20.7%	22.4%	0.0%	17.5%	21.3%	15.4%	22.5%	21.7%	
Strongly disagree	8.7%	7.5%	6.7%	0.0%	10.8%	9.8%	15.4%	6.4%	5.0%	
Total(n)	23	415	508	7	148	164	13	236	300	
Mean	2.83	2.80	2.80	3.14	2.75	2.74	2.62	2.83	2.86	
Standard deviation	0.72	0.79	0.78	0.38	0.83	0.83	0.87	0.80	0.76	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.04	0.04	-	0.47	0.48	-	-0.26	-0.32	
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	91.3%	80.5%	75.9%	85.7%	72.3%	66.7%	100.0%	87.7%	82.5%	
Somewhat agree	4.3%	16.6%	20.4%	0.0%	20.9%	26.1%	0.0%	11.9%	16.2%	
Somewhat disagree	0.0%	1.7%	2.5%	0.0%	3.4%	5.5%	0.0%	0.4%	1.0%	
Strongly disagree	4.3%	1.2%	1.2%	14.3%	3.4%	1.8%	0.0%	0.0%	0.3%	
Total(n)	23	416	511	7	148	165	13	236	302	
Mean	3.83	3.76	3.71	3.57	3.62	3.58	4.00	3.87	3.81	
Standard deviation	0.65	0.54	0.57	1.13	0.71	0.68	0.00	0.35	0.44	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.13	0.21	-	-0.07	-0.01	-	0.37	0.43	
Colleges have a responsibility to work with their surrounding communities to address local issues										
Strongly agree	78.3%	61.8%	57.6%	85.7%	59.5%	50.0%	84.6%	66.5%	63.2%	
Somewhat agree	17.4%	34.6%	33.7%	0.0%	33.8%	36.0%	15.4%	32.2%	31.1%	
Somewhat disagree	0.0%	2.4%	7.1%	0.0%	3.4%	10.4%	0.0%	1.3%	5.3%	
Strongly disagree	4.3%	1.2%	1.6%	14.3%	3.4%	3.7%	0.0%	0.0%	0.3%	
Total(n)	23	416	510	7	148	164	13	236	302	
Mean	3.70	3.57	3.47	3.57	3.49	3.32	3.85	3.65	3.57	
Standard deviation	0.70	0.61	0.70	1.13	0.72	0.81	0.38	0.50	0.61	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.21	0.33	-	0.11	0.31	-	0.40	0.46	

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	22.7%	19.0%	16.4%	14.3%	18.2%	17.4%	33.3%	19.8%	15.7%
Somewhat agree	45.5%	53.7%	50.3%	42.9%	57.3%	50.9%	41.7%	51.8%	49.8%
Somewhat disagree	31.8%	22.3%	28.2%	42.9%	20.3%	28.0%	25.0%	23.4%	29.4%
Strongly disagree	0.0%	5.1%	5.1%	0.0%	4.2%	3.7%	0.0%	5.0%	5.1%
Total(n)	22	395	493	7	143	161	12	222	293
Mean	2.91	2.87	2.78	2.71	2.90	2.82	3.08	2.86	2.76
Standard deviation	0.75	0.77	0.78	0.76	0.74	0.76	0.79	0.78	0.77
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.05	0.17	-	-0.26	-0.14	-	0.28	0.42
I try to dispel perceptions of competition in my classroom									
Strongly agree	39.1%	35.9%	43.3%	28.6%	27.4%	34.1%	53.8%	40.9%	49.0%
Somewhat agree	43.5%	41.8%	37.0%	42.9%	44.5%	37.2%	38.5%	43.0%	38.0%
Somewhat disagree	13.0%	17.4%	15.8%	14.3%	20.5%	22.6%	7.7%	13.9%	11.0%
Strongly disagree	4.3%	4.9%	4.0%	14.3%	7.5%	6.1%	0.0%	2.2%	2.0%
Total(n)	23	407	506	7	146	164	13	230	300
Mean	3.17	3.09	3.20	2.86	2.92	2.99	3.46	3.23	3.34
Standard deviation	0.83	0.85	0.84	1.07	0.88	0.90	0.66	0.77	0.75
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.09	-0.04	-	-0.07	-0.14	-	0.30	0.16
Students' use of personal devices and laptops in the classroom serve as more of distraction than an educational resource									
Strongly agree	13.0%	26.0%	20.9%	0.0%	29.3%	25.6%	15.4%	23.1%	16.7%
Somewhat agree	52.2%	33.3%	31.6%	85.7%	27.9%	28.7%	38.5%	36.3%	34.0%
Somewhat disagree	30.4%	28.9%	32.4%	14.3%	33.3%	30.5%	38.5%	27.4%	35.3%
Strongly disagree	4.3%	11.9%	15.0%	0.0%	9.5%	15.2%	7.7%	13.2%	14.0%
Total(n)	23	412	506	7	147	164	13	234	300
Mean	2.74	2.73	2.58	2.86	2.77	2.65	2.62	2.69	2.53
Standard deviation	0.75	0.98	0.98	0.38	0.98	1.03	0.87	0.97	0.93
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.01	0.16	-	0.09	0.20	-	-0.07	0.10
I feel I have the skills to facilitate conversation about diversity issues in the classroom									
Strongly agree	47.8%	45.0%	48.6%	71.4%	38.8%	43.6%	38.5%	48.9%	51.7%
Somewhat agree	39.1%	36.3%	38.2%	28.6%	40.8%	39.9%	46.2%	36.6%	36.4%
Somewhat disagree	13.0%	13.8%	11.4%	0.0%	14.3%	12.9%	15.4%	13.2%	10.9%
Strongly disagree	0.0%	2.9%	1.8%	0.0%	6.1%	3.7%	0.0%	1.3%	1.0%
Total(n)	23	413	508	7	147	163	13	235	302
Mean	3.35	3.25	3.34	3.71	3.12	3.23	3.23	3.33	3.39
Standard deviation	0.71	0.80	0.75	0.49	0.88	0.81	0.73	0.75	0.72
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.13	0.01	-	0.67	0.59	-	-0.13	-0.22
I achieve a healthy balance between my personal life and my professional life									
Strongly agree	34.8%	38.6%	40.7%	71.4%	38.5%	46.0%	15.4%	37.0%	37.4%
Somewhat agree	39.1%	35.5%	37.6%	28.6%	40.5%	34.4%	53.8%	33.6%	38.1%
Somewhat disagree	17.4%	17.6%	16.5%	0.0%	13.5%	14.7%	15.4%	19.6%	18.5%
Strongly disagree	8.7%	8.2%	5.1%	0.0%	7.4%	4.9%	15.4%	9.8%	6.0%
Total(n)	23	414	508	7	148	163	13	235	302
Mean	3.00	3.05	3.14	3.71	3.10	3.21	2.69	2.98	3.07
Standard deviation	0.95	0.94	0.87	0.49	0.90	0.87	0.95	0.98	0.89
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.05	-0.16	-	0.68	0.57	-	-0.30	-0.43
I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar									
Strongly agree	23.8%	23.4%	27.1%	0.0%	24.8%	18.5%	25.0%	22.8%	30.2%
Somewhat agree	28.6%	33.7%	25.7%	14.3%	30.3%	25.3%	41.7%	34.9%	26.5%
Somewhat disagree	38.1%	27.3%	32.3%	71.4%	28.3%	37.7%	25.0%	27.6%	30.2%
Strongly disagree	9.5%	15.5%	15.0%	14.3%	16.6%	18.5%	8.3%	14.7%	13.1%
Total(n)	21	406	499	7	145	162	12	232	298
Mean	2.67	2.65	2.65	2.00	2.63	2.44	2.83	2.66	2.74
Standard deviation	0.97	1.00	1.04	0.58	1.03	1.00	0.94	0.99	1.03
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.02	0.02	-	-0.61	-0.44	-	0.17	0.09
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	15.0%	23.4%	26.1%	0.0%	26.7%	32.0%	27.3%	21.2%	22.8%
Somewhat agree	60.0%	54.1%	48.8%	85.7%	49.3%	44.0%	45.5%	56.8%	51.2%
Somewhat disagree	10.0%	16.5%	18.1%	0.0%	18.7%	18.0%	9.1%	15.8%	19.6%
Strongly disagree	15.0%	6.0%	6.9%	14.3%	5.3%	6.0%	18.2%	6.3%	6.3%
Total(n)	20	401	475	7	150	150	11	222	285
Mean	2.75	2.95	2.94	2.71	2.97	3.02	2.82	2.93	2.91
Standard deviation	0.91	0.80	0.85	0.76	0.82	0.86	1.08	0.79	0.82
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.25	-0.22	-	-0.32	-0.36	-	-0.14	-0.11
Student Affairs staff have the support and respect of faculty									
Strongly agree	30.0%	27.5%	32.0%	37.5%	28.9%	32.2%	30.0%	26.0%	30.9%
Somewhat agree	50.0%	57.3%	55.7%	50.0%	58.4%	57.7%	50.0%	58.6%	56.4%
Somewhat disagree	15.0%	12.2%	9.6%	12.5%	10.7%	8.1%	10.0%	11.6%	9.8%
Strongly disagree	5.0%	3.1%	2.8%	0.0%	2.0%	2.0%	10.0%	3.7%	2.9%
Total(n)	20	393	460	8	149	149	10	215	275
Mean	3.05	3.09	3.17	3.25	3.14	3.20	3.00	3.07	3.15
Standard deviation	0.83	0.72	0.71	0.71	0.68	0.67	0.94	0.72	0.71
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.06	-0.17	-	0.16	0.07	-	-0.10	-0.21
There is a lot of campus racial conflict here									
Strongly agree	0.0%	3.2%	3.6%	0.0%	2.0%	2.6%	0.0%	4.1%	3.9%
Somewhat agree	23.8%	19.2%	19.3%	12.5%	16.8%	16.9%	27.3%	20.4%	20.7%
Somewhat disagree	38.1%	43.1%	41.3%	37.5%	38.9%	35.7%	36.4%	44.8%	43.9%
Strongly disagree	38.1%	34.4%	35.8%	50.0%	42.3%	44.8%	36.4%	30.8%	31.6%
Total(n)	21	401	477	8	149	154	11	221	285
Mean	1.86	1.91	1.91	1.63	1.79	1.77	1.91	1.98	1.97
Standard deviation	0.79	0.81	0.83	0.74	0.79	0.82	0.83	0.82	0.82
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.06	-0.06	-	-0.20	-0.17	-	-0.09	-0.07
My research is valued by faculty in my department									
Strongly agree	21.1%	15.1%	18.1%	12.5%	10.0%	16.6%	33.3%	16.4%	17.6%
Somewhat agree	42.1%	44.3%	42.8%	62.5%	48.6%	43.4%	33.3%	41.3%	43.8%
Somewhat disagree	21.1%	24.4%	24.0%	0.0%	23.7%	5.8%	11.1%	25.9%	24.2%
Strongly disagree	15.8%	16.2%	15.1%	12.5%	17.9%	15.9%	22.2%	16.4%	14.5%
Total(n)	19	357	437	8	140	145	9	189	256
Mean	2.68	2.58	2.64	2.75	2.51	2.61	2.78	2.58	2.64
Standard deviation	1.00	0.93	0.95	0.89	0.90	0.94	1.20	0.95	0.93
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.11	0.04	-	0.27	0.15	-	0.21	0.15
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	38.1%	45.3%	51.5%	37.5%	42.0%	52.6%	45.5%	45.9%	51.4%
Somewhat agree	42.9%	38.7%	35.4%	62.5%	42.0%	37.8%	36.4%	37.6%	34.8%
Somewhat disagree	9.5%	11.4%	7.9%	0.0%	10.7%	5.8%	9.1%	12.2%	9.0%
Strongly disagree	9.5%	4.6%	5.1%	0.0%	5.3%	3.8%	9.1%	4.4%	4.8%
Total(n)	21	411	491	8	150	156	11	229	290
Mean	3.10	3.25	3.33	3.38	3.21	3.39	3.18	3.25	3.33
Standard deviation	0.94	0.83	0.83	0.52	0.84	0.77	0.98	0.83	0.83
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.18	-0.28	-	0.20	-0.01	-	-0.08	-0.18

Diversity Climate

Respect

Respect

My service is valued by faculty in my department									
Strongly agree	26.3%	34.1%	39.2%	25.0%	28.6%	43.0%	33.3%	35.7%	37.2%
Somewhat agree	47.4%	42.9%	40.6%	62.5%	46.9%	36.4%	44.4%	41.2%	42.9%
Somewhat disagree	10.5%	15.0%	12.6%	12.5%	15.0%	13.9%	0.0%	15.4%	12.4%
Strongly disagree	15.8%	8.0%	7.6%	0.0%	9.5%	6.6%	22.2%	7.7%	7.4%
Total(n)	19	399	475	8	147	151	9	221	282
Mean	2.84	3.03	3.11	3.13	2.95	3.16	2.89	3.05	3.10
Standard deviation	1.01	0.90	0.90	0.64	0.90	0.90	1.17	0.91	0.89
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.21	-0.30	-	0.20	-0.03	-	-0.18	-0.24
Faculty are sufficiently involved in campus decision-making									
Strongly agree	13.6%	13.8%	14.1%	12.5%	13.4%	12.8%	18.2%	13.8%	13.7%
Somewhat agree	40.9%	50.5%	53.5%	50.0%	52.3%	55.7%	45.5%	48.6%	54.2%
Somewhat disagree	36.4%	25.9%	24.0%	37.5%	23.5%	26.2%	18.2%	28.1%	22.7%
Strongly disagree	9.1%	9.7%	8.4%	0.0%	10.7%	5.4%	18.2%	9.5%	9.4%
Total(n)	22	390	467	8	149	149	11	210	277
Mean	2.59	2.68	2.73	2.75	2.68	2.76	2.64	2.67	2.72
Standard deviation	0.85	0.83	0.80	0.71	0.84	0.74	1.03	0.83	0.82
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.11	-0.18	-	0.08	-0.01	-	-0.04	-0.10
The faculty are typically at odds with campus administration									
Strongly agree	4.8%	6.6%	4.5%	0.0%	5.5%	2.7%	9.1%	8.5%	5.8%
Somewhat agree	28.6%	34.9%	26.3%	25.0%	37.7%	31.3%	27.3%	32.8%	23.4%
Somewhat disagree	57.1%	44.4%	47.8%	75.0%	44.5%	47.3%	45.5%	44.3%	49.6%
Strongly disagree	9.5%	14.0%	21.3%	0.0%	12.3%	18.7%	18.2%	14.4%	21.2%
Total(n)	21	378	464	8	146	150	11	201	274
Mean	2.29	2.34	2.14	2.25	2.36	2.18	2.27	2.35	2.14
Standard deviation	0.72	0.80	0.80	0.46	0.77	0.76	0.90	0.83	0.81
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.06	0.19	-	-0.14	0.09	-	-0.10	0.16
Faculty here respect each other									
Strongly agree	33.3%	34.8%	44.1%	25.0%	31.1%	46.5%	45.5%	38.4%	44.1%
Somewhat agree	57.1%	50.4%	44.7%	75.0%	57.6%	45.8%	36.4%	44.0%	43.1%
Somewhat disagree	4.8%	11.3%	8.4%	0.0%	8.6%	7.1%	9.1%	13.0%	8.9%
Strongly disagree	4.8%	3.5%	2.9%	0.0%	2.6%	0.6%	9.1%	4.6%	3.9%
Total(n)	21	399	479	8	151	155	11	216	281
Mean	3.19	3.17	3.30	3.25	3.17	3.38	3.18	3.16	3.27
Standard deviation	0.75	0.76	0.74	0.46	0.69	0.65	0.98	0.82	0.78
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.03	-0.15	-	0.12	-0.20	-	0.02	-0.12
Administrators consider faculty concerns when making policy									
Strongly agree	14.3%	14.0%	23.0%	12.5%	12.2%	22.6%	20.0%	13.4%	22.2%
Somewhat agree	52.4%	53.4%	52.3%	75.0%	59.9%	59.6%	50.0%	52.2%	51.6%
Somewhat disagree	23.8%	23.3%	18.0%	12.5%	18.4%	13.7%	10.0%	24.9%	18.9%
Strongly disagree	9.5%	9.3%	6.7%	0.0%	9.5%	4.1%	20.0%	9.6%	7.3%
Total(n)	21	386	461	8	147	146	10	209	275
Mean	2.71	2.72	2.92	3.00	2.75	3.01	2.70	2.69	2.89
Standard deviation	0.85	0.82	0.82	0.53	0.79	0.73	1.06	0.82	0.83
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.01	-0.26	-	0.32	-0.01	-	0.01	-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 takes responsibility for educating underprepared students									
Strongly agree	15.0%	19.7%	24.7%	25.0%	22.3%	25.7%	10.0%	18.0%	23.7%
Somewhat agree	45.0%	48.4%	49.6%	62.5%	47.3%	50.7%	40.0%	50.7%	51.1%
Somewhat disagree	40.0%	26.1%	20.2%	12.5%	23.0%	15.9%	50.0%	27.2%	21.2%
Strongly disagree	0.0%	5.8%	5.6%	0.0%	7.4%	6.8%	0.0%	4.1%	4.0%
Total(n)	20	395	466	8	148	148	10	217	278
Mean	2.75	2.82	2.93	3.13	2.84	2.95	2.60	2.82	2.95
Standard deviation	0.72	0.81	0.82	0.64	0.85	0.84	0.70	0.77	0.78
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.09	-0.22	-	0.34	0.21	-	-0.29	-0.45
The criteria for advancement and promotion decisions are clear									
Strongly agree	9.1%	16.7%	19.9%	12.5%	17.5%	15.4%	9.1%	14.3%	21.5%
Somewhat agree	31.8%	39.2%	37.1%	50.0%	41.3%	45.6%	27.3%	38.1%	33.8%
Somewhat disagree	45.5%	29.8%	29.2%	25.0%	26.6%	28.2%	45.5%	32.4%	30.9%
Strongly disagree	13.6%	14.4%	13.8%	12.5%	14.7%	10.7%	18.2%	15.2%	13.8%
Total(n)	22	383	463	8	143	149	11	210	275
Mean	2.36	2.58	2.63	2.63	2.62	2.66	2.27	2.51	2.63
Standard deviation	0.85	0.93	0.95	0.92	0.94	0.87	0.90	0.92	0.97
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.24	-0.28	-	0.01	-0.03	-	-0.26	-0.37
Most of the students I teach lack the basic skills for college level work									
Strongly agree	4.8%	11.1%	6.4%	0.0%	11.5%	5.3%	0.0%	9.9%	6.0%
Somewhat agree	38.1%	30.7%	18.9%	12.5%	35.8%	19.7%	50.0%	26.5%	17.5%
Somewhat disagree	57.1%	40.8%	38.9%	87.5%	35.8%	45.4%	50.0%	45.3%	37.2%
Strongly disagree	0.0%	17.3%	35.8%	0.0%	16.9%	29.6%	0.0%	18.4%	39.3%
Total(n)	21	404	481	8	148	152	10	223	285
Mean	2.48	2.36	1.96	2.13	2.42	2.01	2.50	2.28	1.90
Standard deviation	0.60	0.89	0.90	0.35	0.90	0.84	0.53	0.88	0.89
Significance	-	-	**	-	-	-	-	-	-
Effect size	-	0.13	0.58	-	-0.32	0.14	-	0.25	0.67
There is adequate support for faculty development									
Strongly agree	23.8%	15.4%	19.1%	25.0%	16.7%	18.8%	30.0%	13.6%	19.3%
Somewhat agree	23.8%	42.8%	47.7%	25.0%	46.5%	50.3%	20.0%	40.8%	46.9%
Somewhat disagree	42.9%	30.8%	23.9%	37.5%	25.0%	24.2%	40.0%	33.8%	23.3%
Strongly disagree	9.5%	11.0%	9.2%	12.5%	11.8%	6.7%	10.0%	11.7%	10.5%
Total(n)	21	390	465	8	144	149	10	213	275
Mean	2.62	2.63	2.77	2.63	2.68	2.81	2.70	2.56	2.75
Standard deviation	0.97	0.87	0.86	1.06	0.89	0.82	1.06	0.87	0.89
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.01	-0.17	-	-0.06	-0.22	-	0.16	-0.06
Faculty are not prepared to deal with conflict over diversity issues in the classroom									
Strongly agree	20.0%	8.7%	9.1%	0.0%	8.5%	6.3%	30.0%	7.7%	9.9%
Somewhat agree	30.0%	34.9%	30.7%	28.6%	25.4%	26.1%	20.0%	41.3%	32.7%
Somewhat disagree	40.0%	47.0%	42.8%	57.1%	57.7%	49.3%	40.0%	41.3%	41.9%
Strongly disagree	10.0%	9.4%	17.4%	14.3%	8.5%	18.3%	10.0%	9.6%	15.4%
Total(n)	20	381	453	7	142	142	10	208	272
Mean	2.60	2.43	2.31	2.14	2.34	2.20	2.70	2.47	2.37
Standard deviation	0.94	0.78	0.86	0.69	0.75	0.81	1.06	0.77	0.86
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.22	0.34	-	-0.27	-0.07	-	0.30	0.38
This institution takes mentoring into consideration in the promotion process									
Strongly agree	10.0%	6.6%	13.0%	12.5%	3.6%	9.2%	11.1%	7.2%	14.2%
Somewhat agree	35.0%	40.2%	45.8%	37.5%	43.8%	53.2%	33.3%	37.4%	42.3%
Somewhat disagree	40.0%	35.4%	30.1%	37.5%	36.5%	29.1%	33.3%	36.9%	32.0%
Strongly disagree	15.0%	17.4%	11.1%	12.5%	16.1%	8.5%	22.2%	18.5%	11.5%
Total(n)	20	362	432	8	137	141	9	195	253
Mean	2.40	2.36	2.61	2.50	2.35	2.63	2.33	2.33	2.59
Standard deviation	0.88	0.85	0.85	0.93	0.79	0.77	1.00	0.86	0.87
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.05	-0.25	-	0.19	-0.17	-	0.00	-0.30
Faculty of color are treated fairly here									
Strongly agree	27.8%	39.2%	42.4%	37.5%	42.4%	52.1%	22.2%	37.1%	36.8%
Somewhat agree	55.6%	44.1%	42.9%	62.5%	44.6%	37.7%	55.6%	43.1%	46.6%
Somewhat disagree	16.7%	14.2%	12.7%	0.0%	10.8%	9.6%	22.2%	17.3%	15.0%
Strongly disagree	0.0%	2.5%	2.0%	0.0%	2.2%	0.7%	0.0%	2.5%	1.5%
Total(n)	18	367	448	8	139	146	9	202	266
Mean	3.11	3.20	3.26	3.38	3.27	3.41	3.00	3.15	3.19

Standard deviation	0.68	0.77	0.75	0.52	0.74	0.69	0.71	0.79	0.74	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.12	-0.20	-	0.15	-0.04	-	-0.19	-0.26	
Women faculty are treated fairly here										
Strongly agree	33.3%	42.3%	42.4%	42.9%	49.6%	54.8%	30.0%	38.1%	35.8%	Diversity Climate
Somewhat agree	44.4%	41.5%	40.2%	57.1%	41.0%	38.4%	40.0%	41.4%	41.6%	
Somewhat disagree	16.7%	13.0%	13.5%	0.0%	7.9%	4.8%	20.0%	16.2%	18.2%	
Strongly disagree	5.6%	3.2%	3.9%	0.0%	1.4%	2.1%	10.0%	4.3%	4.4%	
Total(n)	18	376	458	7	139	146	10	210	274	
Mean	3.06	3.23	3.21	3.43	3.39	3.46	2.90	3.13	3.09	
Standard deviation	0.87	0.79	0.82	0.53	0.70	0.69	0.99	0.84	0.84	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.22	-0.18	-	0.06	-0.04	-	-0.27	-0.23	
LBGTQ+ faculty are treated fairly here										
Strongly agree	29.4%	39.7%	35.8%	37.5%	43.5%	45.5%	25.0%	38.1%	29.2%	Diversity Climate
Somewhat agree	52.9%	47.5%	44.3%	62.5%	45.7%	40.7%	50.0%	48.2%	47.9%	
Somewhat disagree	17.6%	10.6%	14.2%	0.0%	8.7%	9.7%	25.0%	11.7%	16.3%	
Strongly disagree	0.0%	2.2%	5.7%	0.0%	2.2%	4.1%	0.0%	2.0%	6.6%	
Total(n)	17	360	436	8	138	145	8	197	257	
Mean	3.12	3.25	3.10	3.38	3.30	3.28	3.00	3.22	3.00	
Standard deviation	0.70	0.73	0.85	0.52	0.72	0.80	0.76	0.73	0.85	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.18	0.02	-	0.11	0.13	-	-0.30	0.00	
Indicate how important you believe each priority listed below is at your college or university:										
Increase or maintain institutional affordability										
Highest priority	22.7%	24.0%	20.1%	12.5%	24.1%	17.2%	27.3%	23.1%	21.1%	Institutional Priority: Commitment to Diversity
High priority	59.1%	50.1%	46.9%	75.0%	50.4%	51.0%	54.5%	50.9%	45.5%	
Medium priority	13.6%	21.1%	26.1%	12.5%	19.1%	26.9%	18.2%	22.2%	25.6%	
Low priority	4.5%	4.7%	6.9%	0.0%	6.4%	4.8%	0.0%	3.8%	7.9%	
Total(n)	22	383	452	8	141	145	11	212	266	
Mean	3.00	2.93	2.80	3.00	2.92	2.81	3.09	2.93	2.80	
Standard deviation	0.76	0.80	0.84	0.53	0.83	0.78	0.70	0.78	0.86	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.09	0.24	-	0.10	0.24	-	0.21	0.34	
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	31.8%	25.7%	33.9%	12.5%	22.5%	28.3%	45.5%	26.9%	37.0%	Institutional Priority: Civic Engagement
High priority	40.9%	40.5%	41.8%	75.0%	44.9%	49.0%	18.2%	38.4%	37.4%	
Medium priority	27.3%	24.9%	20.4%	12.5%	21.7%	20.0%	36.4%	26.9%	21.5%	
Low priority	0.0%	8.8%	3.9%	0.0%	10.9%	2.8%	0.0%	7.9%	4.1%	
Total(n)	22	385	457	8	138	145	11	216	270	
Mean	3.05	2.83	3.06	3.00	2.79	3.03	3.09	2.84	3.07	
Standard deviation	0.79	0.91	0.84	0.53	0.92	0.77	0.94	0.91	0.86	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.24	-0.01	-	0.23	-0.04	-	0.27	0.02	
Facilitate student involvement in community service										
Highest priority	23.8%	13.6%	24.1%	25.0%	10.8%	21.2%	30.0%	15.5%	26.1%	Institutional Priority: Civic Engagement
High priority	33.3%	34.5%	40.9%	12.5%	34.5%	37.7%	50.0%	33.3%	42.0%	
Medium priority	28.6%	36.8%	26.5%	50.0%	36.7%	32.9%	10.0%	36.6%	23.9%	
Low priority	14.3%	15.1%	8.4%	12.5%	18.0%	8.2%	10.0%	14.6%	8.0%	
Total(n)	21	383	452	8	139	146	10	213	264	
Mean	2.67	2.46	2.81	2.50	2.38	2.72	3.00	2.50	2.86	
Standard deviation	1.02	0.91	0.90	1.07	0.90	0.89	0.94	0.92	0.90	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.23	-0.16	-	0.13	-0.25	-	0.54	0.16	
Help students learn how to bring about change in society										
Highest priority	20.0%	17.2%	25.0%	25.0%	16.4%	20.7%	22.2%	17.3%	27.3%	Institutional Priority: Increase Prestige
High priority	40.0%	37.5%	42.3%	25.0%	33.6%	35.2%	44.4%	40.2%	46.1%	
Medium priority	30.0%	34.1%	24.3%	25.0%	35.7%	34.5%	33.3%	32.7%	19.5%	
Low priority	10.0%	11.2%	8.4%	25.0%	14.3%	9.7%	0.0%	9.8%	7.1%	
Total(n)	20	384	452	8	140	145	9	214	267	
Mean	2.70	2.61	2.84	2.50	2.52	2.67	2.89	2.65	2.94	
Standard deviation	0.92	0.90	0.90	1.20	0.93	0.91	0.78	0.88	0.87	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.10	-0.16	-	-0.02	-0.19	-	0.27	-0.06	
Increase or maintain institutional prestige										
Highest priority	19.0%	27.8%	34.6%	12.5%	26.6%	35.4%	20.0%	27.9%	33.8%	Institutional Priority: Increase Prestige
High priority	47.6%	39.3%	46.2%	50.0%	37.1%	43.5%	40.0%	39.1%	46.8%	
Medium priority	33.3%	25.2%	15.5%	37.5%	27.3%	16.3%	40.0%	25.6%	16.0%	
Low priority	0.0%	7.7%	3.7%	0.0%	9.1%	4.8%	0.0%	7.4%	3.3%	
Total(n)	21	389	459	8	143	147	10	215	269	
Mean	2.86	2.87	3.12	2.75	2.81	3.10	2.80	2.87	3.11	
Standard deviation	0.73	0.91	0.80	0.71	0.93	0.84	0.79	0.91	0.79	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.01	-0.33	-	-0.06	-0.42	-	-0.08	-0.39	
Indicate how important you believe each priority listed below is at your college or university:										
Hire faculty "stars"										
Highest priority	9.5%	10.7%	12.8%	0.0%	5.8%	11.0%	20.0%	13.0%	12.7%	Institutional Priority: Increase Prestige
High priority	9.5%	22.9%	26.8%	25.0%	23.7%	25.5%	0.0%	22.2%	26.5%	
Medium priority	66.7%	36.2%	37.6%	50.0%	31.7%	38.2%	70.0%	37.2%	40.4%	
Low priority	14.3%	31.2%	22.7%	25.0%	38.8%	28.3%	10.0%	27.5%	20.4%	
Total(n)	21	375	444	8	139	145	10	207	260	
Mean	2.14	2.13	2.30	2.00	1.96	2.19	2.30	2.21	2.32	
Standard deviation	0.79	0.98	0.96	0.76	0.93	0.97	0.95	0.99	0.94	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.01	-0.17	-	0.04	-0.20	-	0.09	-0.02	
Recruit more traditionally underrepresented students										
Highest priority	38.1%	18.8%	17.2%	37.5%	17.6%	16.4%	50.0%	19.9%	17.4%	Institutional Priority: Commitment to Diversity
High priority	38.1%	42.7%	34.4%	25.0%	43.0%	34.9%	30.0%	40.8%	32.5%	
Medium priority	14.3%	30.5%	34.7%	12.5%	30.3%	30.8%	20.0%	31.8%	38.5%	
Low priority	9.5%	8.1%	13.7%	25.0%	9.2%	17.8%	0.0%	7.6%	11.7%	
Total(n)	21	384	453	8	142	146	10	211	265	
Mean	3.05	2.72	2.55	2.75	2.69	2.50	3.30	2.73	2.55	
Standard deviation	0.97	0.86	0.93	1.28	0.87	0.97	0.82	0.87	0.91	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.38	0.54	-	0.07	0.26	-	0.66	0.82	
Increase the selectivity of the student body through more competitive admissions criteria										
Highest priority	5.0%	6.1%	11.0%	12.5%	7.1%	7.7%	0.0%	4.9%	10.9%	Institutional Priority: Increase Prestige
High priority	25.0%	26.5%	32.4%	37.5%	26.4%	39.4%	10.0%	24.9%	30.0%	
Medium priority	40.0%	39.3%	40.6%	25.0%	37.1%	36.6%	50.0%	40.0%	43.2%	
Low priority	30.0%	28.1%	16.0%	25.0%	29.3%	16.2%	40.0%	30.2%	16.0%	
Total(n)	20	374	438	8	140	142	10	205	257	
Mean	2.05	2.11	2.38	2.38	2.11	2.39	1.70	2.04	2.36	
Standard deviation	0.89	0.88	0.88	1.06	0.91	0.85	0.67	0.86	0.88	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.07	-0.38	-	0.30	-0.01	-	-0.40	-0.75	
Promote gender diversity in the faculty and administration										
Highest priority	33.3%	20.2%	17.2%	50.0%	22.5%	19.6%	10.0%	18.0%	15.2%	Institutional Priority: Commitment to Diversity
High priority	33.3%	37.4%	38.2%	12.5%	41.3%	38.4%	50.0%	34.6%	40.1%	
Medium priority	28.6%	32.5%	29.9%	25.0%	27.5%	32.2%	40.0%	36.1%	28.8%	
Low priority	4.8%	9.9%	14.7%	12.5%	8.7%	11.9%	0.0%	11.2%	16.0%	
Total(n)	21	372	442	8	138	143	10	205	257	
Mean	2.95	2.68	2.58	3.00	2.78	2.54	2.70	2.60	2.54	
Standard deviation	0.92	0.91	0.94	1.20	0.90	0.93	0.67	0.91	0.93	

Significance	-	-	-	-	-	-	-	-	
Effect size	-	0.30	0.39	-	0.24	0.39	-	0.11 0.17	
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	42.9%	24.9%	22.1%	62.5%	27.5%	23.1%	20.0%	23.0%	20.5%
High priority	23.8%	36.3%	36.8%	0.0%	35.5%	35.0%	40.0%	36.4%	38.0%
Medium priority	28.6%	28.9%	27.3%	25.0%	26.8%	27.3%	40.0%	30.6%	28.3%
Low priority	4.8%	9.8%	13.8%	12.5%	10.1%	14.7%	0.0%	10.0%	13.2%
Total(n)	21	377	443	8	138	143	10	209	258
Mean	3.05	2.76	2.67	3.13	2.80	2.66	2.80	2.72	2.66
Standard deviation	0.97	0.94	0.97	1.25	0.96	0.99	0.79	0.93	0.95
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.31	0.39	-	0.34	0.47	-	0.09	0.15
Provide resources for faculty to engage in community-based teaching or research									
Highest priority	19.0%	14.4%	17.1%	0.0%	11.9%	12.1%	30.0%	16.2%	18.6%
High priority	47.6%	33.6%	32.3%	62.5%	35.8%	32.9%	50.0%	32.4%	33.2%
Medium priority	23.8%	33.1%	35.1%	25.0%	36.6%	40.0%	10.0%	30.4%	32.0%
Low priority	9.5%	19.0%	15.5%	12.5%	15.7%	15.0%	10.0%	21.1%	16.2%
Total(n)	21	369	433	8	134	140	10	204	253
Mean	2.76	2.43	2.51	2.50	2.44	2.42	3.00	2.44	2.54
Standard deviation	0.88	0.96	0.95	0.76	0.90	0.89	0.94	1.00	0.97
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.34	0.26	-	0.07	0.09	-	0.56	0.47
Create and sustain partnerships with surrounding communities									
Highest priority	38.1%	20.2%	20.5%	25.0%	21.2%	16.9%	50.0%	20.2%	21.5%
High priority	42.9%	37.2%	41.3%	62.5%	35.8%	39.4%	30.0%	37.5%	42.3%
Medium priority	14.3%	27.9%	26.2%	12.5%	28.5%	29.6%	10.0%	26.9%	25.0%
Low priority	4.8%	14.6%	12.0%	0.0%	14.6%	14.1%	10.0%	15.4%	11.2%
Total(n)	21	376	443	8	137	142	10	206	260
Mean	3.14	2.63	2.70	3.13	2.64	2.59	3.20	2.63	2.74
Standard deviation	0.85	0.97	0.93	0.64	0.98	0.93	1.03	0.97	0.92
Significance	-	*	*	-	-	-	-	-	-
Effect size	-	0.53	0.47	-	0.50	0.58	-	0.59	0.50
Indicate how important you believe each priority listed below is at your college or university:									
Pursue extramural funding									
Highest priority	15.0%	12.8%	15.0%	0.0%	12.8%	15.2%	22.2%	11.2%	13.3%
High priority	35.0%	35.0%	33.2%	62.5%	34.6%	34.1%	11.1%	35.5%	31.3%
Medium priority	45.0%	35.6%	38.1%	37.5%	38.3%	43.5%	55.6%	34.0%	37.8%
Low priority	5.0%	16.7%	13.8%	0.0%	14.3%	7.2%	11.1%	19.3%	17.7%
Total(n)	20	360	428	8	133	138	9	197	249
Mean	2.60	2.44	2.49	2.63	2.46	2.57	2.44	2.39	2.40
Standard deviation	0.82	0.92	0.91	0.52	0.89	0.84	1.01	0.92	0.93
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.17	0.12	-	0.19	0.07	-	0.05	0.04
Strengthen links with the for-profit, corporate sector									
Highest priority	15.0%	11.1%	14.5%	25.0%	12.0%	17.3%	0.0%	9.6%	11.8%
High priority	15.0%	31.3%	37.4%	25.0%	33.1%	38.1%	11.1%	29.9%	37.4%
Medium priority	60.0%	36.5%	33.5%	50.0%	35.3%	29.5%	66.7%	41.9%	36.6%
Low priority	10.0%	19.1%	14.5%	0.0%	19.5%	15.1%	22.2%	18.7%	14.2%
Total(n)	20	361	433	8	133	139	9	198	254
Mean	2.35	2.34	2.52	2.75	2.38	2.58	1.89	2.30	2.47
Standard deviation	0.88	0.91	0.91	0.89	0.93	0.95	0.60	0.88	0.88
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.01	-0.19	-	0.40	0.18	-	-0.47	-0.66
Develop leadership ability among students									
Highest priority	25.0%	27.3%	37.4%	28.6%	22.8%	31.9%	20.0%	28.9%	39.8%
High priority	35.0%	39.8%	40.1%	57.1%	41.2%	43.3%	30.0%	38.9%	38.7%
Medium priority	35.0%	27.3%	19.5%	0.0%	28.7%	22.7%	50.0%	28.0%	18.8%
Low priority	5.0%	5.6%	2.9%	14.3%	7.4%	2.1%	0.0%	4.3%	2.7%
Total(n)	20	377	441	7	136	141	10	211	261
Mean	2.80	2.89	3.12	3.00	2.79	3.05	2.70	2.92	3.16
Standard deviation	0.89	0.87	0.82	1.00	0.88	0.80	0.82	0.86	0.82
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.10	-0.39	-	0.24	-0.06	-	-0.26	-0.56
Indicate how important you believe each priority listed below is at your college or university:									
Develop an appreciation for multiculturalism									
Highest priority	38.1%	30.7%	30.4%	50.0%	29.0%	28.0%	30.0%	31.6%	30.3%
High priority	23.8%	42.8%	38.7%	25.0%	44.2%	39.9%	30.0%	42.9%	39.4%
Medium priority	33.3%	21.8%	24.7%	12.5%	18.8%	24.5%	40.0%	23.1%	25.8%
Low priority	4.8%	4.7%	6.2%	12.5%	8.0%	7.7%	0.0%	2.4%	4.5%
Total(n)	21	381	450	8	138	143	10	212	264
Mean	2.95	2.99	2.93	3.13	2.94	2.88	2.90	3.04	2.95
Standard deviation	0.97	0.85	0.89	1.13	0.89	0.91	0.88	0.80	0.86
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.05	0.02	-	0.21	0.27	-	-0.18	-0.06
Prepare students for the workplace									
Highest priority	50.0%	37.7%	45.6%	57.1%	37.7%	42.8%	40.0%	38.5%	45.9%
High priority	30.0%	46.3%	40.3%	28.6%	45.7%	42.1%	30.0%	45.5%	40.2%
Medium priority	10.0%	11.8%	11.0%	0.0%	10.9%	11.0%	20.0%	12.2%	11.7%
Low priority	10.0%	4.2%	3.1%	14.3%	5.8%	4.1%	10.0%	3.8%	2.3%
Total(n)	20	382	454	7	138	145	10	213	266
Mean	3.20	3.18	3.28	3.29	3.15	3.23	3.00	3.19	3.30
Standard deviation	1.01	0.80	0.78	1.11	0.84	0.81	1.05	0.79	0.76
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.03	-0.10	-	0.17	0.07	-	-0.24	-0.39
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	47.6%	31.4%	30.7%	42.9%	29.7%	24.6%	54.5%	32.7%	34.1%
To a large extent	19.0%	29.1%	29.1%	42.9%	32.2%	29.9%	9.1%	28.2%	28.9%
To some extent	19.0%	27.4%	24.6%	0.0%	25.4%	29.9%	27.3%	30.2%	22.9%
To a small extent	9.5%	7.8%	8.3%	14.3%	6.8%	7.5%	9.1%	6.9%	7.6%
Not at all	4.8%	4.3%	7.3%	0.0%	5.9%	8.2%	0.0%	2.0%	6.4%
Total(n)	21	347	423	7	118	134	11	202	249
Mean	3.95	3.76	3.68	4.14	3.73	3.55	4.09	3.83	3.77
Standard deviation	1.24	1.11	1.20	1.07	1.14	1.18	1.14	1.03	1.19
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.17	0.23	-	0.36	0.50	-	0.25	0.27
Experience close alignment between your work and your personal values									
To a very large extent	47.6%	45.7%	54.2%	57.1%	43.0%	53.6%	54.5%	48.8%	55.6%
To a large extent	23.8%	34.7%	32.6%	28.6%	32.0%	32.6%	9.1%	36.2%	32.4%
To some extent	19.0%	14.9%	9.8%	14.3%	20.3%	11.6%	27.3%	11.6%	8.5%
To a small extent	9.5%	3.6%	2.1%	0.0%	3.1%	0.7%	9.1%	2.9%	1.9%
Not at all	0.0%	1.1%	1.4%	0.0%	1.6%	1.4%	0.0%	0.5%	1.5%
Total(n)	21	363	439	7	128	138	11	207	259
Mean	4.10	4.20	4.36	4.43	4.12	4.36	4.09	4.30	4.39
Standard deviation	1.04	0.90	0.85	0.79	0.94	0.83	1.14	0.82	0.84
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.11	-0.31	-	0.33	0.08	-	-0.26	-0.36
Mentor faculty									
To a very large extent	23.8%	8.9%	9.7%	42.9%	9.8%	9.0%	18.2%	7.7%	9.3%
To a large extent	4.8%	12.3%	10.0%	0.0%	15.4%	11.3%	0.0%	8.7%	7.4%
To some extent	14.3%	15.9%	17.6%	0.0%	17.1%	21.1%	27.3%	14.9%	16.7%
To a small extent	4.8%	19.8%	18.1%	14.3%	17.1%	20.3%	0.0%	22.6%	16.7%

Not at all	52.4%	43.2%	44.7%	42.9%	40.7%	38.3%	54.5%	46.2%	50.0%	
Total(n)	21	359	432	7	123	133	11	208	258	
Mean	2.43	2.24	2.22	2.86	2.37	2.32	2.27	2.09	2.09	
Standard deviation	1.72	1.35	1.36	2.04	1.40	1.33	1.62	1.28	1.34	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.14	0.15	-	0.35	0.41	-	0.14	0.13	
Mentor undergraduate students										
To a very large extent	21.1%	24.2%	28.7%	16.7%	23.6%	29.0%	30.0%	23.9%	28.9%	
To a large extent	31.6%	24.8%	23.9%	66.7%	23.6%	21.7%	10.0%	24.4%	23.0%	
To some extent	26.3%	24.5%	23.0%	16.7%	24.4%	26.8%	30.0%	26.3%	22.3%	
To a small extent	10.5%	15.0%	12.9%	0.0%	17.9%	12.3%	10.0%	12.7%	12.5%	
Not at all	10.5%	11.4%	11.5%	0.0%	10.6%	10.1%	20.0%	12.7%	13.3%	
Total(n)	19	359	435	6	123	138	10	205	256	
Mean	3.42	3.35	3.46	4.00	3.32	3.47	3.20	3.34	3.42	
Standard deviation	1.26	1.31	1.33	0.63	1.30	1.30	1.55	1.31	1.37	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.05	-0.03	-	0.52	0.41	-	-0.11	-0.16	
Please indicate the extent to which you:										
Mentor graduate students										
To a very large extent	14.3%	10.6%	12.0%	14.3%	8.8%	8.6%	18.2%	10.1%	11.6%	
To a large extent	23.8%	12.2%	12.0%	28.6%	14.4%	12.9%	18.2%	10.1%	10.9%	
To some extent	23.8%	17.5%	16.8%	28.6%	14.4%	20.9%	18.2%	19.7%	15.5%	
To a small extent	4.8%	16.1%	16.6%	0.0%	16.0%	15.8%	0.0%	15.4%	15.9%	
Not at all	33.3%	43.6%	42.6%	28.6%	46.4%	41.7%	45.5%	44.7%	46.1%	
Total(n)	21	360	434	7	125	139	11	208	258	
Mean	2.81	2.30	2.34	3.00	2.23	2.31	2.64	2.25	2.26	
Standard deviation	1.50	1.40	1.43	1.53	1.39	1.36	1.69	1.38	1.43	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.36	0.33	-	0.55	0.51	-	0.28	0.27	
Been mentored by at least one professional in academia										
To a very large extent	25.0%	24.2%	26.1%	42.9%	26.0%	19.3%	20.0%	24.5%	30.1%	
To a large extent	10.0%	19.5%	18.6%	0.0%	12.6%	19.3%	20.0%	22.6%	18.8%	
To some extent	30.0%	23.9%	24.8%	42.9%	27.6%	27.9%	30.0%	23.1%	22.7%	
To a small extent	25.0%	17.9%	16.3%	14.3%	15.0%	15.7%	10.0%	18.3%	16.0%	
Not at all	10.0%	14.6%	14.2%	0.0%	18.9%	17.9%	20.0%	11.5%	12.5%	
Total(n)	20	364	436	7	127	140	10	208	256	
Mean	3.15	3.21	3.26	3.71	3.12	3.06	3.10	3.30	3.38	
Standard deviation	1.35	1.37	1.38	1.25	1.44	1.36	1.45	1.33	1.38	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.04	-0.08	-	0.41	0.48	-	-0.15	-0.20	
Participated in training in preparation to be a mentor (e.g., workshops, programs)										
To a very large extent	14.3%	7.8%	10.2%	14.3%	7.1%	7.9%	18.2%	8.3%	10.4%	
To a large extent	14.3%	9.2%	10.0%	28.6%	12.6%	13.6%	9.1%	6.4%	8.1%	
To some extent	14.3%	13.6%	15.2%	0.0%	11.0%	15.0%	18.2%	14.7%	14.2%	
To a small extent	9.5%	15.3%	15.9%	14.3%	13.4%	15.0%	9.1%	15.7%	16.5%	
Not at all	47.6%	54.2%	48.8%	42.9%	55.9%	48.6%	45.5%	54.9%	50.8%	
Total(n)	21	360	441	7	127	140	11	204	260	
Mean	2.38	2.01	2.17	2.57	2.02	2.17	2.45	1.98	2.11	
Standard deviation	1.56	1.32	1.39	1.72	1.35	1.37	1.63	1.31	1.38	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.28	0.15	-	0.41	0.29	-	0.36	0.25	
Accessed the National Research Mentoring Network (NRMN) resource										
To a very large extent	0.0%	2.2%	2.3%	0.0%	2.4%	0.7%	0.0%	1.0%	1.9%	
To a large extent	4.8%	2.2%	1.8%	14.3%	3.9%	4.3%	0.0%	1.5%	0.8%	
To some extent	4.8%	3.6%	4.4%	0.0%	4.7%	5.1%	9.1%	2.5%	3.5%	
To a small extent	9.5%	3.1%	3.9%	14.3%	1.6%	2.9%	9.1%	3.5%	3.9%	
Not at all	81.0%	88.8%	87.6%	71.4%	87.4%	87.0%	81.8%	91.6%	89.9%	
Total(n)	21	358	436	7	127	138	11	202	257	
Mean	1.33	1.26	1.27	1.57	1.32	1.29	1.27	1.17	1.21	
Standard deviation	0.80	0.82	0.82	1.13	0.92	0.81	0.65	0.63	0.72	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.09	0.07	-	0.27	0.35	-	0.16	0.08	
How would you rate the overall quality of your mentoring relationship with your faculty mentee(s)?										
Excellent	44.4%	34.2%	39.6%	66.7%	32.8%	32.9%	40.0%	33.7%	44.9%	
Good	55.6%	43.9%	43.2%	33.3%	52.2%	50.0%	60.0%	40.6%	40.7%	
Fair	0.0%	16.0%	12.2%	0.0%	10.4%	10.5%	0.0%	18.8%	10.2%	
Poor	0.0%	5.9%	5.0%	0.0%	4.5%	6.6%	0.0%	6.9%	4.2%	
Total(n)	9	187	222	3	67	76	5	101	118	
Mean	3.44	3.06	3.18	3.67	3.13	3.09	3.40	3.01	3.26	
Standard deviation	0.53	0.86	0.83	0.58	0.78	0.84	0.55	0.90	0.81	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.44	0.31	-	0.69	0.69	-	0.43	0.17	
How would you rate the overall quality of your mentoring relationship with your undergraduate mentee(s)?										
Excellent	28.6%	39.1%	40.5%	40.0%	29.2%	36.5%	33.3%	45.2%	44.9%	
Good	71.4%	48.5%	47.0%	60.0%	54.7%	47.8%	66.7%	44.0%	44.9%	
Fair	0.0%	10.4%	8.8%	0.0%	13.2%	12.2%	0.0%	9.0%	6.8%	
Poor	0.0%	2.0%	3.7%	0.0%	2.8%	3.5%	0.0%	1.8%	3.4%	
Total(n)	14	297	353	5	106	115	6	166	205	
Mean	3.29	3.25	3.24	3.40	3.10	3.17	3.33	3.33	3.31	
Standard deviation	0.47	0.72	0.76	0.55	0.73	0.78	0.52	0.72	0.75	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.06	0.07	-	0.41	0.29	-	0.00	0.03	
How would you rate the overall quality of your mentoring relationship with your graduate mentee(s)?										
Excellent	50.0%	33.2%	38.8%	40.0%	30.8%	31.6%	66.7%	32.0%	41.3%	
Good	50.0%	51.3%	44.8%	60.0%	49.2%	47.4%	33.3%	55.3%	44.4%	
Fair	0.0%	12.8%	11.6%	0.0%	18.5%	17.1%	0.0%	8.7%	9.5%	
Poor	0.0%	2.7%	4.9%	0.0%	1.5%	3.9%	0.0%	3.9%	4.8%	
Total(n)	14	187	224	5	65	76	6	103	126	
Mean	3.50	3.15	3.17	3.40	3.09	3.07	3.67	3.16	3.22	
Standard deviation	0.52	0.74	0.82	0.55	0.74	0.81	0.52	0.74	0.81	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.47	0.40	-	0.42	0.41	-	0.69	0.56	
How satisfied are you with the following aspects of your job?										
Salary										
Very satisfied	9.5%	5.1%	8.5%	14.3%	4.1%	7.2%	9.1%	4.9%	8.9%	
Satisfied	23.8%	30.6%	34.6%	28.6%	31.4%	34.8%	27.3%	30.2%	36.3%	
Marginally satisfied	28.6%	33.4%	27.8%	28.6%	33.9%	33.3%	9.1%	31.7%	24.3%	
Not satisfied	38.1%	30.9%	29.1%	28.6%	30.6%	24.6%	54.5%	33.2%	30.5%	
Total(n)	21	353	436	7	121	138	11	205	259	
Mean	2.05	2.10	2.22	2.29	2.09	2.25	1.91	2.07	2.24	
Standard deviation	1.02	0.90	0.96	1.11	0.89	0.91	1.14	0.91	0.99	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.06	-0.18	-	0.22	0.04	-	-0.18	-0.33	
Health benefits										
Very satisfied	5.0%	24.9%	10.1%	14.3%	24.8%	10.0%	0.0%	24.5%	9.1%	
Satisfied	40.0%	30.8%	20.5%	28.6%	32.2%	23.1%	40.0%	29.2%	19.5%	
Marginally satisfied	20.0%	16.0%	14.6%	0.0%	14.9%	16.2%	30.0%	16.1%	13.7%	
Not satisfied	35.0%	28.4%	54.7%	57.1%	28.1%	50.8%	30.0%	30.2%	57.7%	
Total(n)	20	338	404	7	121	130	10	192	241	
Mean	2.15	2.52	1.86	2.00	2.54	1.92	2.10	2.48	1.80	
Standard deviation	0.99	1.15	1.07	1.29	1.15	1.07	0.88	1.16	1.05	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.32	0.27	-	-0.47	0.07	-	-0.33	0.29	

Job Satisfaction: Compensation

Job Satisfaction: Compensation

How satisfied are you with the following aspects of your job?										
Retirement benefits										
Very satisfied	5.3%	13.7%	7.9%	14.3%	15.3%	9.0%	0.0%	13.5%	7.2%	
Satisfied	42.1%	35.6%	23.0%	28.6%	30.6%	22.4%	44.4%	35.9%	21.7%	Job Satisfaction: Compensation
Marginally satisfied	21.1%	24.2%	17.1%	0.0%	24.2%	14.9%	33.3%	24.0%	17.9%	
Not satisfied	31.6%	26.5%	52.0%	57.1%	29.8%	53.7%	22.2%	26.6%	53.2%	
Total(n)	19	343	404	7	124	134	9	192	235	
Mean	2.21	2.36	1.87	2.00	2.31	1.87	2.22	2.36	1.83	
Standard deviation	0.98	1.02	1.03	1.29	1.06	1.05	0.83	1.02	1.01	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.15	0.33	-	-0.29	0.12	-	-0.14	0.39	
Opportunity for scholarly pursuits										
Very satisfied	10.0%	7.1%	8.6%	14.3%	5.8%	7.5%	10.0%	7.4%	8.3%	
Satisfied	35.0%	28.6%	29.6%	42.9%	31.4%	31.6%	30.0%	25.9%	27.8%	Job Satisfaction: Compensation
Marginally satisfied	30.0%	32.4%	27.1%	14.3%	28.1%	26.3%	30.0%	35.4%	28.6%	
Not satisfied	25.0%	31.8%	34.7%	28.6%	34.7%	34.6%	30.0%	31.2%	35.3%	
Total(n)	20	336	409	7	121	133	10	189	241	
Mean	2.30	2.11	2.12	2.43	2.08	2.12	2.20	2.10	2.09	
Standard deviation	0.98	0.94	0.99	1.13	0.95	0.98	1.03	0.93	0.98	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.20	0.18	-	0.37	0.32	-	0.11	0.11	
Teaching load										
Very satisfied	10.0%	11.4%	16.7%	16.7%	6.4%	10.8%	9.1%	14.1%	20.2%	
Satisfied	45.0%	49.6%	52.3%	33.3%	54.4%	60.4%	63.6%	46.6%	49.0%	Job Satisfaction: Compensation
Marginally satisfied	15.0%	20.3%	15.6%	0.0%	16.8%	12.2%	9.1%	22.3%	16.3%	
Not satisfied	30.0%	18.7%	15.4%	50.0%	22.4%	16.5%	18.2%	17.0%	14.4%	
Total(n)	20	359	436	6	125	139	11	206	257	
Mean	2.35	2.54	2.70	2.17	2.45	2.65	2.64	2.58	2.75	
Standard deviation	1.04	0.92	0.92	1.33	0.91	0.88	0.92	0.93	0.94	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.21	-0.38	-	-0.31	-0.55	-	0.06	-0.12	
Quality of students										
Very satisfied	19.0%	22.7%	43.4%	28.6%	19.0%	36.9%	18.2%	24.6%	48.8%	
Satisfied	52.4%	48.2%	40.7%	42.9%	43.7%	45.4%	63.6%	51.2%	37.3%	Job Satisfaction: Compensation
Marginally satisfied	19.0%	23.5%	12.9%	28.6%	27.8%	12.8%	9.1%	21.3%	12.3%	
Not satisfied	9.5%	5.5%	2.9%	0.0%	9.5%	5.0%	9.1%	2.9%	1.5%	
Total(n)	21	361	442	7	126	141	11	207	260	
Mean	2.81	2.88	3.25	3.00	2.72	3.14	2.91	2.98	3.33	
Standard deviation	0.87	0.82	0.79	0.82	0.88	0.82	0.83	0.76	0.75	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.09	-0.56	-	0.32	-0.17	-	-0.09	-0.56	
Autonomy and independence										
Very satisfied	57.1%	49.7%	63.5%	57.1%	45.7%	59.2%	54.5%	52.7%	68.3%	
Satisfied	33.3%	41.5%	29.3%	42.9%	45.7%	37.3%	27.3%	40.0%	23.9%	Job Satisfaction: Workplace
Marginally satisfied	4.8%	6.4%	4.3%	0.0%	7.1%	2.8%	9.1%	5.4%	3.5%	
Not satisfied	4.8%	1.9%	2.9%	0.0%	1.6%	0.7%	9.1%	2.0%	4.2%	
Total(n)	21	360	441	7	127	142	11	205	259	
Mean	3.43	3.39	3.53	3.57	3.35	3.55	3.27	3.43	3.56	
Standard deviation	0.81	0.70	0.72	0.53	0.68	0.59	1.01	0.69	0.76	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.06	-0.14	-	0.32	0.03	-	-0.23	-0.38	
Departmental leadership										
Very satisfied	35.0%	38.0%	41.6%	28.6%	40.6%	38.0%	50.0%	36.3%	43.2%	
Satisfied	25.0%	35.5%	34.3%	42.9%	35.2%	39.4%	10.0%	34.8%	31.9%	Job Satisfaction: Workplace
Marginally satisfied	20.0%	18.6%	15.2%	14.3%	14.8%	15.5%	30.0%	21.6%	15.6%	
Not satisfied	20.0%	8.0%	8.9%	14.3%	9.4%	7.0%	10.0%	7.4%	9.3%	
Total(n)	20	361	440	7	128	142	10	204	257	
Mean	2.75	3.03	3.09	2.86	3.07	3.08	3.00	3.00	3.09	
Standard deviation	1.16	0.94	0.96	1.07	0.97	0.90	1.15	0.94	0.98	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.30	-0.35	-	-0.22	-0.24	-	0.00	-0.09	
Departmental support for work/life balance										
Very satisfied	27.8%	28.6%	34.7%	33.3%	28.5%	33.3%	30.0%	28.1%	35.7%	
Satisfied	27.8%	44.5%	41.2%	33.3%	43.9%	44.9%	30.0%	45.3%	39.6%	Job Satisfaction: Workplace
Marginally satisfied	16.7%	13.9%	14.2%	0.0%	14.6%	14.5%	20.0%	12.8%	13.7%	
Not satisfied	27.8%	13.0%	10.0%	33.3%	13.0%	7.2%	20.0%	13.8%	11.0%	
Total(n)	18	353	430	6	123	138	10	203	255	
Mean	2.56	2.89	3.00	2.67	2.88	3.04	2.70	2.88	3.00	
Standard deviation	1.20	0.97	0.94	1.37	0.97	0.88	1.16	0.97	0.97	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.34	-0.47	-	-0.22	-0.42	-	-0.19	-0.31	
Institutional support for work/life balance										
Very satisfied	14.3%	18.6%	27.3%	14.3%	16.3%	26.6%	18.2%	18.9%	27.5%	
Satisfied	42.9%	44.7%	40.3%	57.1%	50.4%	45.7%	45.5%	42.3%	38.9%	Job Satisfaction: Workplace
Marginally satisfied	23.8%	19.8%	18.6%	0.0%	15.4%	17.4%	18.2%	21.9%	18.4%	
Not satisfied	19.0%	16.9%	13.8%	28.6%	17.9%	10.1%	18.2%	16.9%	15.3%	
Total(n)	21	349	429	7	123	138	11	201	255	
Mean	2.52	2.65	2.81	2.57	2.65	2.89	2.64	2.63	2.78	
Standard deviation	0.98	0.97	0.99	1.13	0.96	0.92	1.03	0.98	1.01	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.13	-0.29	-	-0.08	-0.35	-	0.01	-0.14	
Prospects for career advancement										
Very satisfied	10.0%	7.6%	8.8%	14.3%	4.1%	4.3%	10.0%	8.2%	9.7%	
Satisfied	35.0%	25.0%	28.0%	42.9%	26.2%	31.2%	40.0%	24.5%	27.0%	Job Satisfaction: Compensation
Marginally satisfied	25.0%	25.6%	24.4%	0.0%	30.3%	25.4%	30.0%	22.4%	24.2%	
Not satisfied	30.0%	41.9%	38.9%	42.9%	39.3%	39.1%	20.0%	44.9%	39.1%	
Total(n)	20	344	422	7	122	138	10	196	248	
Mean	2.25	1.98	2.07	2.29	1.95	2.01	2.40	1.96	2.07	
Standard deviation	1.02	0.99	1.01	1.25	0.91	0.94	0.97	1.01	1.02	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.27	0.18	-	0.37	0.30	-	0.44	0.32	
How satisfied are you with the following aspects of your job?										
Relative equity of salary and job benefits										
Very satisfied	10.5%	6.3%	8.1%	14.3%	5.6%	5.8%	10.0%	6.1%	8.6%	
Satisfied	21.1%	26.6%	27.1%	28.6%	31.0%	33.8%	20.0%	23.9%	24.5%	Job Satisfaction: Workplace
Marginally satisfied	10.5%	30.1%	29.3%	0.0%	31.0%	29.5%	10.0%	28.4%	29.0%	
Not satisfied	57.9%	37.0%	35.5%	57.1%	32.5%	30.9%	60.0%	41.6%	38.0%	
Total(n)	19	349	420	7	126	139	10	197	245	
Mean	1.84	2.02	2.08	2.00	2.10	2.14	1.80	1.94	2.04	
Standard deviation	1.12	0.94	0.97	1.29	0.92	0.93	1.14	0.95	0.98	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.19	-0.25	-	-0.11	-0.15	-	-0.15	-0.24	
Flexibility in relation to family matters or emergencies										
Very satisfied	30.0%	30.4%	43.9%	33.3%	27.0%	42.0%	36.4%	32.2%	45.0%	
Satisfied	50.0%	49.0%	40.9%	66.7%	50.8%	44.2%	45.5%	48.2%	39.8%	Job Satisfaction: Workplace
Marginally satisfied	15.0%	14.9%	10.3%	0.0%	15.6%	10.1%	9.1%	13.6%	9.6%	
Not satisfied	5.0%	5.7%	4.9%	0.0%	6.6%	3.6%	9.1%	6.0%	5.6%	
Total(n)	20	349	428	6	122	138	11	199	251	
Mean	3.05	3.04	3.24	3.33	2.98	3.25	3.09	3.07	3.24	
Standard deviation	0.83	0.83	0.83	0.52	0.83	0.78	0.94	0.84	0.84	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.01	-0.23	-	0.42	0.10	-	0.02	-0.18	
Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)										
Very satisfied	20.0%	19.1%	21.1%	14.3%	15.0%	23.0%	30.0%	20.7%	18.8%	
Satisfied	45.0%	44.1%	42.2%	42.9%	45.8%	49.6%	50.0%	42.9%	38.9%	Job Satisfaction: Workplace
Marginally satisfied	15.0%	20.7%	14.3%	0.0%	19.2%	9.6%	10.0%	21.2%	17.0%	
Not satisfied	20.0%	16.1%	22.4%	42.9%	20.0%	17.8%	10.0%	15.2%	25.3%	
Total(n)	20	329	398	7	120	135	10	184	229	

Mean	2.65	2.66	2.62	2.29	2.56	2.78	3.00	2.69	2.51
Standard deviation	1.04	0.97	1.05	1.25	0.98	1.00	0.94	0.97	1.07
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.01	0.03	-	-0.28	-0.49	-	0.32	0.46
Overall job									
Very satisfied	35.0%	24.7%	34.6%	33.3%	26.4%	38.1%	36.4%	22.9%	34.2%
Satisfied	45.0%	51.4%	47.0%	66.7%	47.2%	46.0%	45.5%	54.1%	46.7%
Marginally satisfied	15.0%	18.3%	14.2%	0.0%	17.6%	11.5%	9.1%	19.0%	15.2%
Not satisfied	5.0%	5.6%	4.1%	0.0%	8.8%	4.3%	9.1%	3.9%	3.9%
Total(n)	20	360	436	6	125	139	11	205	257
Mean	3.10	2.95	3.12	3.33	2.91	3.18	3.09	2.98	3.11
Standard deviation	0.85	0.81	0.80	0.52	0.89	0.80	0.94	0.76	0.80
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.19	-0.03	-	0.47	0.19	-	0.17	-0.03
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	36.8%	21.0%	22.5%	42.9%	19.6%	20.0%	22.2%	21.6%	23.9%
Somewhat	52.6%	53.0%	52.1%	42.9%	50.9%	50.8%	66.7%	56.7%	53.9%
Not at all	10.5%	26.0%	25.4%	14.3%	29.5%	29.2%	11.1%	21.6%	22.2%
Total(n)	19	334	409	7	112	130	9	194	243
Mean	2.26	1.95	1.97	2.29	1.90	1.91	2.11	2.00	2.02
Standard deviation	0.65	0.68	0.69	0.76	0.70	0.70	0.60	0.66	0.68
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.46	0.42	-	0.56	0.54	-	0.17	0.13
Child care									
Extensive	12.5%	21.8%	23.8%	0.0%	16.1%	14.1%	0.0%	24.7%	27.3%
Somewhat	50.0%	36.1%	34.7%	50.0%	32.1%	35.9%	75.0%	42.0%	35.5%
Not at all	37.5%	42.2%	41.5%	50.0%	51.8%	50.0%	25.0%	33.3%	37.3%
Total(n)	8	147	193	2	56	64	4	81	110
Mean	1.75	1.80	1.82	1.50	1.64	1.64	1.75	1.91	1.90
Standard deviation	0.71	0.78	0.79	0.71	0.75	0.72	0.50	0.76	0.80
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.06	-0.09	-	-0.19	-0.19	-	-0.21	-0.19
My physical health									
Extensive	10.0%	11.6%	13.0%	0.0%	10.2%	12.2%	20.0%	12.0%	14.5%
Somewhat	35.0%	44.2%	46.4%	0.0%	44.9%	38.9%	50.0%	44.8%	50.2%
Not at all	55.0%	44.2%	40.5%	100.0%	44.9%	48.9%	30.0%	43.2%	35.3%
Total(n)	20	335	407	7	116	131	7	192	241
Mean	1.55	1.67	1.72	1.00	1.65	1.63	1.90	1.69	1.79
Standard deviation	0.69	0.67	0.68	0.00	0.66	0.69	0.74	0.68	0.68
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.18	-0.25	-	-0.98	-0.91	-	0.31	0.16
My emotional well-being									
Extensive	10.0%	16.7%	15.4%	0.0%	16.9%	17.4%	20.0%	17.3%	15.3%
Somewhat	50.0%	42.2%	45.7%	42.9%	39.8%	41.7%	60.0%	44.7%	49.8%
Not at all	40.0%	41.1%	38.9%	57.1%	43.2%	40.9%	20.0%	38.1%	34.9%
Total(n)	20	341	416	7	118	132	10	197	249
Mean	1.70	1.76	1.76	1.43	1.74	1.77	2.00	1.79	1.80
Standard deviation	0.66	0.72	0.70	0.53	0.73	0.73	0.67	0.72	0.68
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.08	-0.09	-	-0.42	-0.47	-	0.29	0.29
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	17.6%	15.9%	14.1%	0.0%	13.4%	10.8%	12.5%	17.5%	15.4%
Somewhat	47.1%	40.3%	34.8%	42.9%	42.3%	36.3%	62.5%	39.9%	33.3%
Not at all	35.3%	43.8%	51.0%	57.1%	44.3%	52.9%	25.0%	42.7%	51.2%
Total(n)	17	258	290	7	97	102	8	143	162
Mean	1.82	1.72	1.63	1.43	1.69	1.58	1.88	1.75	1.64
Standard deviation	0.73	0.72	0.72	0.53	0.70	0.68	0.64	0.74	0.74
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.14	0.26	-	-0.37	-0.22	-	0.18	0.32
Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)									
Extensive	12.5%	7.3%	6.1%	0.0%	2.9%	3.4%	25.0%	9.2%	6.1%
Somewhat	12.5%	22.4%	22.2%	0.0%	26.5%	17.1%	25.0%	19.6%	25.0%
Not at all	75.0%	70.3%	71.7%	100.0%	70.6%	79.5%	50.0%	71.2%	68.9%
Total(n)	16	286	343	6	102	117	8	163	196
Mean	1.38	1.37	1.34	1.00	1.32	1.24	1.75	1.38	1.37
Standard deviation	0.72	0.62	0.59	0.00	0.53	0.50	0.89	0.65	0.60
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.02	0.07	-	-0.60	-0.48	-	0.57	0.63
Committee work									
Extensive	5.6%	3.7%	3.1%	0.0%	1.4%	0.0%	12.5%	5.0%	4.7%
Somewhat	22.2%	17.4%	18.6%	0.0%	13.5%	16.9%	37.5%	18.0%	18.9%
Not at all	72.2%	78.9%	78.3%	100.0%	85.1%	83.1%	50.0%	77.0%	76.4%
Total(n)	18	190	226	7	74	83	8	100	127
Mean	1.33	1.25	1.25	1.00	1.16	1.17	1.63	1.28	1.28
Standard deviation	0.59	0.51	0.50	0.00	0.41	0.38	0.74	0.55	0.55
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.16	0.16	-	-0.39	-0.45	-	0.64	0.64
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	5.3%	2.6%	1.4%	0.0%	0.0%	0.0%	11.1%	4.0%	1.7%
Somewhat	26.3%	20.1%	19.3%	0.0%	15.5%	13.5%	55.6%	23.0%	22.5%
Not at all	68.4%	77.4%	79.4%	100.0%	84.5%	86.5%	33.3%	73.0%	75.7%
Total(n)	19	234	296	7	84	96	9	126	173
Mean	1.37	1.25	1.22	1.00	1.15	1.14	1.78	1.31	1.26
Standard deviation	0.60	0.49	0.45	0.00	0.36	0.34	0.67	0.54	0.48
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.24	0.33	-	-0.42	-0.41	-	0.87	1.08
Students									
Extensive	25.0%	9.6%	8.0%	0.0%	9.2%	4.4%	30.0%	8.6%	8.7%
Somewhat	50.0%	49.9%	53.5%	57.1%	47.5%	49.6%	60.0%	52.5%	57.1%
Not at all	25.0%	40.5%	38.4%	42.9%	43.3%	45.9%	10.0%	38.9%	34.1%
Total(n)	20	343	424	7	120	135	10	198	252
Mean	2.00	1.69	1.70	1.57	1.66	1.59	2.20	1.70	1.75
Standard deviation	0.73	0.64	0.61	0.53	0.64	0.58	0.63	0.62	0.60
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.48	0.49	-	-0.14	-0.03	-	0.81	0.75
Research or publishing demands									
Extensive	20.0%	10.1%	9.8%	0.0%	3.8%	5.7%	28.6%	13.3%	11.0%
Somewhat	40.0%	25.4%	26.6%	33.3%	24.4%	24.1%	42.9%	26.5%	26.5%
Not at all	40.0%	64.6%	63.5%	66.7%	71.8%	70.1%	28.6%	60.2%	62.5%
Total(n)	15	189	244	6	78	87	7	98	136
Mean	1.80	1.46	1.46	1.33	1.32	1.36	2.00	1.53	1.49
Standard deviation	0.77	0.67	0.67	0.52	0.55	0.59	0.82	0.72	0.69
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.51	0.51	-	0.02	-0.05	-	0.65	0.74
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	20.0%	11.5%	10.9%	0.0%	10.8%	7.3%	20.0%	10.5%	9.8%
Somewhat	30.0%	42.9%	37.0%	14.3%	43.1%	40.3%	40.0%	43.2%	36.3%
Not at all	50.0%	45.6%	52.1%	85.7%	46.1%	52.4%	40.0%	46.3%	53.9%
Total(n)	20	287	349	7	102	124	10	162	193

Career Related Stress

Career Related Stress

Career Related Stress

Career Related Stress

Mean	1.70	1.66	1.59	1.14	1.65	1.55	1.80	1.64	1.56	
Standard deviation	0.80	0.68	0.68	0.38	0.67	0.63	0.79	0.67	0.67	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.06	0.16	-	-0.76	-0.65	-	0.24	0.36	
Teaching load										
Extensive	10.5%	15.0%	8.4%	0.0%	12.5%	5.1%	10.0%	16.9%	10.2%	Career Related Stress
Somewhat	52.6%	34.5%	38.3%	42.9%	33.3%	36.0%	60.0%	36.9%	41.9%	
Not at all	36.8%	50.4%	53.3%	57.1%	54.2%	58.8%	30.0%	46.2%	48.0%	
Total(n)	19	339	415	7	120	136	10	195	246	
Mean	1.74	1.65	1.55	1.43	1.58	1.46	1.80	1.71	1.62	
Standard deviation	0.65	0.73	0.65	0.53	0.71	0.60	0.63	0.74	0.66	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.12	0.29	-	-0.21	-0.05	-	0.12	0.27	
Lack of personal time										
Extensive	15.0%	19.9%	13.1%	28.6%	17.5%	9.8%	10.0%	22.2%	15.5%	Career Related Stress
Somewhat	50.0%	38.7%	43.9%	14.3%	35.8%	40.6%	60.0%	42.3%	46.1%	
Not at all	35.0%	41.4%	43.0%	57.1%	46.7%	49.6%	30.0%	35.4%	38.4%	
Total(n)	20	336	412	7	120	133	10	189	245	
Mean	1.80	1.79	1.70	1.71	1.71	1.60	1.80	1.87	1.77	
Standard deviation	0.70	0.75	0.69	0.95	0.75	0.66	0.63	0.75	0.70	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.01	0.14	-	0.00	0.17	-	-0.09	0.04	
Job security										
Extensive	25.0%	35.2%	31.9%	0.0%	38.5%	28.1%	30.0%	35.8%	33.1%	
Somewhat	30.0%	34.0%	35.5%	57.1%	31.6%	36.7%	20.0%	35.8%	35.1%	
Not at all	45.0%	30.7%	32.6%	42.9%	29.9%	35.2%	50.0%	28.4%	31.8%	
Total(n)	20	332	408	7	117	128	10	190	242	
Mean	1.80	2.05	1.99	1.57	2.09	1.93	1.80	2.07	2.01	
Standard deviation	0.83	0.81	0.80	0.53	0.83	0.80	0.92	0.80	0.81	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.31	-0.24	-	-0.63	-0.45	-	-0.34	-0.26	
Self-imposed high expectations										
Extensive	45.0%	28.1%	29.5%	28.6%	29.2%	30.1%	50.0%	29.9%	30.6%	Career Related Stress
Somewhat	35.0%	51.6%	51.7%	42.9%	50.0%	47.4%	40.0%	52.8%	53.5%	
Not at all	20.0%	20.3%	18.8%	28.6%	20.8%	22.6%	10.0%	17.3%	15.9%	
Total(n)	20	345	414	7	120	133	10	197	245	
Mean	2.25	2.08	2.11	2.00	2.08	2.08	2.40	2.13	2.15	
Standard deviation	0.79	0.69	0.69	0.82	0.71	0.72	0.70	0.68	0.67	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.25	0.20	-	-0.11	-0.11	-	0.40	0.37	
Increased work responsibilities										
Extensive	15.0%	13.4%	10.8%	14.3%	9.5%	6.9%	10.0%	16.3%	13.2%	
Somewhat	50.0%	43.3%	40.9%	28.6%	43.1%	36.9%	60.0%	44.0%	42.3%	
Not at all	35.0%	43.3%	48.4%	57.1%	47.4%	56.2%	30.0%	39.7%	44.4%	
Total(n)	20	329	399	7	116	130	10	184	234	
Mean	1.80	1.70	1.62	1.57	1.62	1.51	1.80	1.77	1.69	
Standard deviation	0.70	0.69	0.67	0.79	0.65	0.63	0.63	0.71	0.69	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.14	0.27	-	-0.08	0.10	-	0.04	0.16	
Institutional budget cuts										
Extensive	27.8%	22.2%	21.9%	20.0%	20.6%	22.6%	20.0%	22.1%	18.8%	
Somewhat	22.2%	35.4%	26.3%	0.0%	34.6%	23.5%	30.0%	36.2%	27.7%	
Not at all	50.0%	42.4%	51.8%	80.0%	44.9%	53.9%	50.0%	41.7%	53.4%	
Total(n)	18	297	338	5	107	115	10	163	191	
Mean	1.78	1.80	1.70	1.40	1.76	1.69	1.70	1.80	1.65	
Standard deviation	0.88	0.78	0.81	0.89	0.78	0.82	0.82	0.78	0.78	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.03	0.10	-	-0.46	-0.35	-	-0.13	0.06	
Have you been sexually harassed at this institution?										
Yes	14.3%	4.0%	2.4%	0.0%	1.4%	0.0%	18.2%	5.0%	3.7%	
No	85.7%	96.0%	97.6%	100.0%	98.6%	100.0%	81.8%	95.0%	96.3%	
Total(n)	21	396	456	7	143	143	11	221	269	
In the past year, have you:										
Considered leaving academe for another job?										
Yes	35.0%	32.0%	35.5%	0.0%	33.6%	29.5%	54.5%	32.9%	39.9%	
No	65.0%	68.0%	64.5%	100.0%	66.4%	70.5%	45.5%	67.1%	60.1%	
Total(n)	20	369	442	6	131	139	11	210	263	
Considered leaving this institution for another?										
Yes	38.1%	32.9%	34.0%	28.6%	34.9%	33.3%	45.5%	32.7%	35.7%	Civic Minded Practice
No	61.9%	67.1%	66.0%	71.4%	65.1%	66.7%	54.5%	67.3%	64.3%	
Total(n)	21	368	441	7	129	138	11	211	263	
Engaged in public service/professional consulting without pay?										
Yes	33.3%	42.8%	46.8%	42.9%	47.3%	46.8%	27.3%	40.2%	45.2%	
No	66.7%	57.2%	53.2%	57.1%	52.7%	53.2%	72.7%	59.8%	54.8%	
Total(n)	21	367	440	7	129	139	11	209	261	
Received at least one firm job offer elsewhere?										
Yes	23.8%	26.2%	28.9%	42.9%	27.7%	36.4%	18.2%	26.2%	24.4%	
No	76.2%	73.8%	71.1%	57.1%	72.3%	63.6%	81.8%	73.8%	75.6%	
Total(n)	21	367	439	7	130	140	11	210	262	
For each of the following items, please mark either Yes or No.										
Are you a member of a faculty union?										
Yes	14.3%	59.8%	26.0%	0.0%	58.5%	28.4%	18.2%	61.4%	25.6%	
No	85.7%	40.2%	74.0%	100.0%	41.5%	71.6%	81.8%	38.6%	74.4%	
Total(n)	21	368	442	7	130	141	11	210	262	
Do you plan to retire within the next three years?										
Yes	4.8%	13.4%	10.5%	14.3%	13.1%	12.9%	0.0%	11.0%	8.4%	
No	95.2%	86.6%	89.5%	85.7%	86.9%	87.1%	100.0%	89.0%	91.6%	
Total(n)	21	367	440	7	130	140	11	209	261	
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	4.8%	16.8%	17.5%	0.0%	11.1%	7.9%	0.0%	19.6%	23.4%	
No	95.2%	83.2%	82.5%	100.0%	88.9%	92.1%	100.0%	80.4%	76.6%	
Total(n)	21	363	439	7	126	139	11	209	261	
Have you ever been formally recognized for outstanding teaching at this institution?										
Yes	28.6%	14.8%	18.9%	28.6%	16.3%	22.1%	36.4%	13.9%	17.2%	
No	71.4%	85.2%	81.1%	71.4%	83.7%	77.9%	63.6%	86.1%	82.8%	
Total(n)	21	366	440	7	129	140	11	209	261	
Citizenship status:										
U.S. citizen	100.0%	96.2%	94.8%	100.0%	96.5%	95.2%	100.0%	95.5%	93.7%	
Permanent resident (green card)	0.0%	2.3%	3.5%	0.0%	2.1%	3.4%	0.0%	2.7%	4.1%	
Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)	0.0%	1.0%	1.5%	0.0%	1.4%	1.4%	0.0%	0.9%	1.8%	
None of the above	0.0%	0.5%	0.2%	0.0%	0.0%	0.0%	0.0%	0.9%	0.4%	
Total(n)	21	396	458	8	144	145	11	221	271	
How would you characterize your political views?										
Far right	0.0%	0.3%	0.4%	0.0%	0.0%	0.7%	0.0%	0.5%	0.4%	
Conservative	19.0%	11.0%	20.2%	25.0%	12.1%	24.1%	9.1%	9.8%	17.4%	
Middle-of-the-road	23.8%	32.7%	34.3%	12.5%	40.7%	33.3%	36.4%	27.1%	34.1%	
Liberal	47.6%	46.3%	38.6%	50.0%	37.1%	34.0%	45.5%	52.8%	41.9%	
Far left	9.5%	9.7%	6.5%	12.5%	10.0%	7.8%	9.1%	9.8%	6.3%	
Total(n)	21	382	446	8	140	141	11	214	270	
If given the choice, would you:										
Still come to this institution?										
Definitely yes	63.6%	58.5%	66.0%	75.0%	56.7%	67.8%	63.6%	60.9%	67.3%	
Probably yes	22.7%	30.2%	26.1%	25.0%	26.2%	25.2%	27.3%	31.2%	25.3%	
Not sure	4.5%	7.5%	4.6%	0.0%	10.6%	4.2%	0.0%	5.6%	4.5%	
Probably no	0.0%	2.6%	2.0%	0.0%	4.3%	2.1%	0.0%	1.9%	1.5%	
Definitely no	9.1%	1.3%	1.3%	0.0%	2.1%	0.7%	9.1%	0.5%	1.5%	
Total(n)	22	388	456	8	141	143	11	215	269	

Mean	4.32	4.42	4.54	4.75	4.31	4.57	4.36	4.50	4.55
Standard deviation	1.21	0.84	0.79	0.46	0.97	0.74	1.21	0.73	0.78
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.12	-0.28	-	0.45	0.24	-	-0.19	-0.24
Still be a college professor?									
Definitely yes	72.7%	66.7%	71.6%	87.5%	62.9%	68.1%	72.7%	68.9%	73.8%
Probably yes	22.7%	24.6%	21.6%	12.5%	25.7%	24.3%	18.2%	23.7%	19.1%
Not sure	0.0%	5.4%	4.8%	0.0%	6.4%	5.6%	0.0%	4.6%	4.9%
Probably no	0.0%	2.6%	1.3%	0.0%	4.3%	1.4%	0.0%	1.8%	1.5%
Definitely no	4.5%	0.8%	0.7%	0.0%	0.7%	0.7%	9.1%	0.9%	0.7%
Total(n)	22	390	454	8	140	144	11	219	267
Mean	4.59	4.54	4.62	4.88	4.46	4.58	4.45	4.58	4.64
Standard deviation	0.91	0.78	0.70	0.35	0.85	0.72	1.21	0.75	0.71
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.06	-0.04	-	0.49	0.42	-	-0.17	-0.27
Total salary from teaching at this institution for this academic year for part-time faculty.									
Less than \$5,000	5.0%	8.2%	9.2%	0.0%	6.2%	6.5%	0.0%	8.1%	9.6%
\$5,000-9,999	0.0%	20.8%	23.4%	0.0%	24.6%	29.7%	0.0%	18.7%	20.0%
\$10,000-14,999	20.0%	16.4%	19.8%	14.3%	13.8%	19.6%	27.3%	19.6%	19.6%
\$15,000-19,999	15.0%	13.7%	12.9%	0.0%	14.6%	15.2%	27.3%	13.4%	11.9%
\$20,000-24,999	15.0%	8.8%	9.7%	28.6%	6.9%	7.2%	9.1%	10.0%	11.5%
\$25,000-29,999	5.0%	7.9%	5.5%	14.3%	8.5%	7.2%	0.0%	8.1%	5.4%
\$30,000-34,999	5.0%	6.0%	6.9%	14.3%	6.2%	6.5%	0.0%	6.2%	6.5%
\$35,000-39,999	0.0%	2.2%	1.4%	0.0%	3.1%	1.4%	0.0%	1.9%	1.5%
\$40,000-44,999	0.0%	3.8%	3.2%	0.0%	2.3%	0.7%	0.0%	4.3%	4.6%
\$45,000-49,999	15.0%	3.0%	2.8%	14.3%	3.1%	2.2%	9.1%	2.9%	3.1%
\$50,000-59,999	0.0%	3.0%	1.4%	0.0%	3.8%	0.7%	0.0%	2.9%	1.9%
\$60,000-69,999	10.0%	3.3%	0.9%	0.0%	5.4%	0.7%	18.2%	1.9%	1.2%
\$70,000-79,999	5.0%	1.1%	0.9%	0.0%	0.0%	0.0%	9.1%	1.0%	1.5%
\$80,000-89,999	5.0%	0.8%	1.1%	14.3%	1.5%	1.4%	0.0%	0.0%	0.8%
\$90,000-99,999	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%	0.0%
\$100,000 or more	0.0%	0.3%	0.9%	0.0%	0.0%	0.7%	0.0%	0.0%	0.8%
Total(n)	20	365	435	7	130	138	11	209	260
Per-Course earnings for part-time faculty.									
Less than \$500	0.0%	1.4%	0.5%	0.0%	0.8%	0.0%	0.0%	2.0%	0.8%
\$500-999	0.0%	8.1%	3.1%	0.0%	7.1%	1.5%	0.0%	7.6%	3.2%
\$1,000-1,499	6.7%	7.2%	5.3%	0.0%	5.6%	3.7%	11.1%	8.6%	5.2%
\$1,500-1,999	6.7%	5.6%	3.6%	0.0%	5.6%	2.2%	11.1%	6.1%	4.8%
\$2,000-2,499	13.3%	6.7%	7.2%	0.0%	5.6%	5.2%	11.1%	7.1%	7.2%
\$2,500-2,999	6.7%	7.0%	3.1%	0.0%	7.9%	3.7%	11.1%	7.1%	3.2%
\$3,000-3,499	20.0%	13.6%	13.9%	20.0%	9.5%	14.8%	22.2%	16.2%	13.6%
\$3,500-3,999	20.0%	5.5%	9.6%	20.0%	5.6%	8.9%	22.2%	5.6%	10.4%
\$4,000-4,499	6.7%	9.6%	12.2%	20.0%	7.9%	10.4%	0.0%	10.7%	14.0%
\$4,500-4,999	6.7%	4.3%	6.0%	20.0%	4.8%	5.9%	0.0%	3.0%	6.0%
\$5,000-5,499	6.7%	11.9%	14.1%	20.0%	12.7%	16.3%	0.0%	12.2%	13.2%
\$5,500-5,999	0.0%	3.5%	5.3%	0.0%	4.8%	3.7%	0.0%	3.0%	6.4%
\$6,000-6,499	0.0%	5.5%	3.3%	0.0%	9.5%	6.2%	0.0%	3.6%	2.8%
\$6,500-6,999	6.7%	0.9%	2.9%	0.0%	1.6%	5.9%	11.1%	0.5%	1.2%
\$7,000-7,499	0.0%	2.3%	2.2%	0.0%	2.4%	2.2%	0.0%	2.0%	1.6%
\$7,500-7,999	0.0%	1.4%	1.0%	0.0%	1.6%	0.7%	0.0%	1.0%	0.8%
\$8,000-8,499	0.0%	1.4%	2.9%	0.0%	3.2%	4.4%	0.0%	0.5%	2.4%
\$8,500-8,999	0.0%	0.6%	0.2%	0.0%	0.8%	0.7%	0.0%	0.5%	0.0%
\$9,000-9,499	0.0%	0.6%	0.2%	0.0%	0.0%	0.7%	0.0%	0.5%	0.0%
\$9,500-9,999	0.0%	0.3%	0.2%	0.0%	0.8%	0.0%	0.0%	0.0%	0.4%
\$10,000 or more	0.0%	2.3%	3.3%	0.0%	2.4%	3.7%	0.0%	2.0%	2.8%
Total(n)	15	345	418	5	126	135	9	197	250
Highest Degree Earned									
Bachelor's (B.A., B.S., etc.)	0.0%	4.6%	9.1%	0.0%	6.3%	12.0%	0.0%	3.6%	7.5%
Master's (M.A., M.S.)	42.9%	50.9%	45.2%	50.0%	44.1%	42.3%	40.0%	56.9%	47.9%
Terminal Master's (M.F.A., M.B.A.)	0.0%	9.4%	10.6%	0.0%	10.5%	16.2%	0.0%	8.2%	6.0%
J.D.	0.0%	2.3%	2.0%	0.0%	2.8%	4.2%	0.0%	2.3%	1.1%
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	0.0%	0.2%	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%
Ph.D.	38.1%	24.3%	21.7%	25.0%	30.1%	16.9%	40.0%	20.9%	24.0%
Professional Doctorate (Ed.D., Psy.D., etc.)	9.5%	5.6%	7.3%	12.5%	4.2%	4.9%	10.0%	5.9%	9.4%
Other degree	9.5%	3.0%	3.8%	12.5%	2.1%	2.8%	10.0%	3.2%	4.1%
Total(n)	21	395	451	8	143	142	10	220	267
Degree Currently Working On									
Bachelor's (B.A., B.S., etc.)	0.0%	0.3%	0.5%	0.0%	0.0%	0.0%	0.0%	0.5%	0.4%
Master's (M.A., M.S.)	0.0%	4.4%	2.8%	0.0%	3.1%	1.4%	0.0%	5.4%	4.0%
Terminal Master's (M.F.A., M.B.A.)	5.0%	0.8%	0.9%	0.0%	0.8%	1.4%	10.0%	1.0%	0.8%
J.D.	0.0%	0.3%	0.0%	0.0%	0.8%	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.	10.0%	6.0%	7.7%	14.3%	5.3%	7.9%	10.0%	6.8%	7.9%
Professional Doctorate (Ed.D., Psy.D., etc.)	5.0%	1.9%	2.8%	0.0%	0.8%	1.4%	10.0%	2.9%	3.6%
Other degree	0.0%	1.6%	1.2%	0.0%	0.0%	1.4%	0.0%	2.0%	0.4%
None	80.0%	84.7%	84.1%	85.7%	89.3%	86.3%	70.0%	81.5%	83.0%
Total(n)	20	365	429	7	131	139	10	205	253
Are you currently serving in an administrative position as:									
Department chair	0.0%	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%	0.3%	0.2%
Dean (associate or assistant)	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%
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%	1.3%	2.0%	0.0%	2.1%	1.8%	0.0%	0.7%	1.7%
Not applicable	69.0%	67.8%	58.6%	63.6%	66.5%	57.5%	66.7%	69.9%	60.1%
Total(n)	29	528	700	11	191	228	15	292	411
Race/Ethnicity - mark all that apply (total may add to more than 100%)									
American Indian/Alaska Native	0.0%	2.4%	3.0%	0.0%	3.5%	4.3%	0.0%	1.9%	2.3%
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	0.0%	3.7%	4.1%	0.0%	1.4%	2.9%	0.0%	5.7%	5.0%
Filipino/a/x	0.0%	0.5%	0.2%	0.0%	0.0%	0.7%	0.0%	0.9%	0.0%
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.0%	0.5%	0.2%	0.0%	0.0%	0.7%	0.0%	0.9%	0.0%
South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	5.0%	2.6%	2.5%	0.0%	2.1%	2.2%	10.0%	2.8%	2.7%
Other Asian	5.0%	0.5%	1.1%	12.5%	1.4%	2.2%	0.0%	4.0%	0.4%
African American/Black	0.0%	5.0%	3.7%	0.0%	4.9%	3.6%	0.0%	4.7%	3.8%
African	5.0%	0.5%	0.7%	0.0%	0.0%	0.0%	10.0%	0.9%	1.1%
Caribbean	0.0%	0.5%	0.5%	0.0%	0.0%	0.0%	0.0%	0.9%	0.8%
Other Black	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.2%	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%
Mexican American/Chicana/o/x	5.0%	5.5%	4.3%	12.5%	6.3%	5.1%	0.0%	4.7%	4.2%
Puerto Rican	0.0%	0.8%	1.4%	0.0%	0.7%	0.7%	0.0%	0.9%	1.5%
Central American	0.0%	0.3%	0.5%	0.0%	0.0%	1.4%	0.0%	0.5%	0.0%
South American	0.0%	1.6%	1.1%	0.0%	0.7%	0.0%	0.0%	1.9%	1.9%
Other Hispanic or Latina/o/x	0.0%	1.3%	2.1%	0.0%	0.7%	0.7%	0.0%	1.9%	2.7%
Middle Eastern	0.0%	3.4%	0.5%	0.0%	4.2%	0.7%	0.0%	3.3%	0.4%
European	90.0%	68.1%	70.5%	100.0%	67.6%	75.4%	80.0%	68.7%	67.9%
Other White	5.0%	12.3%	14.0%	0.0%	13.4%	10.9%	10.0%	11.8%	15.6%
Other	0.0%	2.6%	1.8%	0.0%	2.8%	2.2%	0.0%	1.4%	1.1%
Total(n)	20	382	437	8	142	138	10	211	262
Race/Ethnicity Group (with multiple race category)									
Native American/Alaska Native	0.0%	0.5%	0.2%	0.0%	1.4%	0.7%	0.0%	0.0%	0.0%
Asian/Pacific Islander	0.0%	5.5%	5.5%	0.0%	2.8%	4.3%	0.0%	7.6%	6.1%
Black/African American	0.0%	5.2%	3.4%	0.0%	3.5%	3.6%	0.0%	6.2%	3.4%
Latina/o/x	0.0%	5.2%	3.9%	0.0%	5.6%	2.2%	0.0%	4.7%	4.6%
White	85.0%	74.3%	78.3%	75.0%	76.8%	79.0%	90.0%	73.5%	78.2%
Other Race/Ethnicity	0.0%	1.8%	0.5%	0.0%	2.8%	0.7%	0.0%	0.5%	0.0%

Two or More Races/Ethnicities	15.0%	7.3%	8.2%	25.0%	7.0%	9.4%	10.0%	7.6%	7.6%
Total (n)	20	382	437	8	142	138	10	211	262
Is English your native language?									
Yes	90.5%	92.1%	92.2%	100.0%	89.4%	95.7%	90.0%	94.0%	90.6%
No	9.5%	7.9%	7.8%	0.0%	10.6%	4.3%	10.0%	6.0%	9.4%
Total(n)	21	392	450	8	142	141	10	218	267
What is your sexual orientation?									
Heterosexual/straight	80.0%	88.6%	91.7%	87.5%	89.7%	90.5%	70.0%	88.4%	92.8%
Gay	5.0%	2.1%	1.8%	12.5%	5.9%	5.8%	0.0%	0.0%	0.0%
Lesbian	5.0%	2.1%	0.9%	0.0%	0.0%	0.0%	10.0%	2.8%	1.5%
Bisexual	0.0%	1.9%	2.3%	0.0%	1.5%	0.7%	0.0%	1.9%	2.7%
Queer	10.0%	2.1%	0.7%	0.0%	0.0%	0.0%	20.0%	3.7%	1.1%
Pansexual	0.0%	1.1%	0.0%	0.0%	0.7%	0.0%	0.0%	1.4%	0.0%
Asexual	0.0%	0.5%	0.7%	0.0%	0.0%	0.0%	0.0%	0.9%	1.1%
Not listed above	0.0%	1.6%	1.8%	0.0%	2.2%	2.9%	0.0%	0.9%	0.8%
Total (n)	20	376	433	8	136	137	10	216	264
Do you identify as transgender?									
No	100.0%	99.6%	99.9%	100.0%	100.0%	100.0%	100.0%	99.7%	100.0%
Yes	0.0%	0.4%	0.1%	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%
Total(n)	28	520	690	11	189	226	15	292	411
How many children do you have in the following age ranges?									
Under 18 years old									
0	52.6%	64.4%	60.2%	71.4%	66.7%	59.3%	40.0%	62.9%	61.1%
1	10.5%	17.6%	15.7%	0.0%	13.9%	13.0%	20.0%	19.1%	15.9%
2	26.3%	12.7%	12.9%	0.0%	13.0%	10.2%	40.0%	12.9%	13.7%
3	5.3%	3.6%	5.8%	14.3%	3.7%	7.4%	0.0%	3.9%	5.3%
4+	5.3%	1.6%	5.5%	14.3%	2.8%	10.2%	0.0%	1.1%	4.0%
Total(n)	19	306	364	7	108	108	10	178	226
18 years or older									
0	66.7%	52.4%	51.6%	50.0%	42.5%	46.0%	75.0%	60.8%	55.8%
1	0.0%	13.0%	10.6%	0.0%	14.2%	12.9%	0.0%	11.1%	8.7%
2	13.3%	17.8%	14.9%	33.3%	24.4%	13.7%	0.0%	12.6%	15.7%
3	13.3%	11.6%	12.1%	16.7%	11.0%	13.7%	12.5%	12.1%	11.2%
4+	6.7%	5.1%	10.8%	0.0%	7.9%	13.7%	12.5%	3.5%	8.7%
Total(n)	15	353	397	6	127	124	8	199	242
How satisfied are you with the availability of child care at this institution?									
Very satisfied	0.0%	19.5%	2.0%	0.0%	10.0%	0.0%	0.0%	21.4%	2.6%
Satisfied	33.3%	22.0%	12.0%	0.0%	20.0%	37.5%	50.0%	25.0%	7.9%
Marginally satisfied	33.3%	4.9%	10.0%	0.0%	10.0%	0.0%	0.0%	0.0%	10.5%
Not satisfied	33.3%	53.7%	76.0%	0.0%	60.0%	62.5%	50.0%	53.6%	78.9%
Total(n)	3	41	50	0	10	8	2	28	38
Mean	2.00	2.07	1.40	-	1.80	1.75	2.00	2.14	1.34
Standard deviation	1.00	1.25	0.78	-	1.14	1.04	1.41	1.30	0.75
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.06	0.77	-	-	-	-	-0.11	0.88
Please enter the four-digit year that each of the following occurred.									
Year of birth									
1950 or later	5.3%	1.9%	1.8%	0.0%	1.5%	1.4%	10.0%	2.5%	2.3%
1984 - 1992	15.8%	13.6%	14.0%	12.5%	9.6%	10.1%	20.0%	17.6%	16.7%
1979 - 1983	26.3%	11.1%	10.8%	25.0%	11.0%	9.4%	30.0%	12.7%	11.7%
1974 - 1978	5.3%	10.1%	11.7%	0.0%	7.4%	12.3%	10.0%	11.3%	11.7%
1969 - 1973	15.8%	8.2%	13.8%	12.5%	8.8%	12.3%	20.0%	8.3%	15.2%
1964 - 1968	0.0%	11.4%	8.0%	0.0%	8.1%	6.5%	0.0%	13.7%	8.7%
1959 - 1963	10.5%	10.9%	13.8%	0.0%	11.0%	12.3%	10.0%	10.3%	15.2%
1954 - 1958	15.8%	14.4%	11.3%	37.5%	21.3%	15.9%	0.0%	10.3%	9.5%
1949 - 1953	5.3%	10.3%	8.7%	12.5%	10.3%	9.4%	0.0%	7.8%	6.1%
1944 - 1948	0.0%	5.7%	3.7%	0.0%	7.4%	5.8%	0.0%	4.4%	2.3%
1920 - 1943	0.0%	2.2%	2.3%	0.0%	3.7%	4.3%	0.0%	0.5%	0.8%
Earlier than 1920	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%	0.0%
Total(n)	19	368	435	8	136	138	10	204	264
Year of first academic appointment:									
1976 or earlier	0.0%	4.8%	2.6%	0.0%	6.3%	4.4%	0.0%	3.4%	1.2%
1977 - 1981	0.0%	2.5%	0.7%	0.0%	4.2%	0.4%	0.0%	0.7%	0.5%
1982 - 1986	10.3%	2.9%	2.4%	27.3%	5.3%	2.2%	0.0%	1.0%	2.2%
1987 - 1991	3.4%	3.0%	2.7%	0.0%	2.1%	2.2%	6.7%	3.4%	3.2%
1992 - 1996	10.3%	7.2%	5.3%	9.1%	7.4%	5.3%	6.7%	6.9%	5.1%
1997 - 2001	6.9%	10.3%	10.4%	9.1%	13.2%	10.2%	0.0%	8.2%	9.3%
2002 - 2006	17.2%	12.2%	12.2%	9.1%	8.9%	12.0%	26.7%	14.1%	11.5%
2007 - 2011	13.8%	19.2%	16.6%	9.1%	19.5%	17.8%	20.0%	18.3%	16.9%
2012 or later	37.9%	37.6%	47.0%	36.4%	33.2%	45.3%	40.0%	43.3%	50.1%
Total(n)	29	525	694	11	190	225	15	291	409
Year of appointment at present institution									
1976 or earlier	0.0%	1.8%	1.4%	0.0%	2.7%	2.8%	0.0%	0.7%	0.3%
1977 - 1981	0.0%	2.2%	0.5%	0.0%	3.8%	0.5%	0.0%	0.7%	0.5%
1982 - 1986	7.4%	2.4%	2.1%	20.0%	4.9%	1.4%	0.0%	0.4%	2.1%
1987 - 1991	0.0%	2.8%	1.7%	0.0%	2.2%	1.4%	0.0%	2.9%	1.6%
1992 - 1996	7.4%	5.8%	4.2%	0.0%	6.5%	3.2%	7.1%	5.1%	4.4%
1997 - 2001	7.4%	9.8%	7.0%	10.0%	10.3%	7.8%	0.0%	9.1%	5.4%
2002 - 2006	7.4%	10.8%	9.1%	0.0%	9.2%	9.2%	14.3%	12.4%	8.0%
2007 - 2011	29.6%	20.3%	18.6%	30.0%	19.0%	20.2%	35.7%	21.8%	18.1%
2012 or later	40.7%	44.0%	55.5%	40.0%	41.3%	53.7%	42.9%	46.9%	59.6%
Total(n)	27	498	660	10	184	218	14	275	386
If tenured, year tenure was awarded									
1976 or earlier	0.0%	10.5%	6.7%	0.0%	25.0%	20.0%	0.0%	0.0%	0.0%
1977 - 1981	0.0%	10.5%	13.3%	0.0%	25.0%	40.0%	0.0%	0.0%	0.0%
1982 - 1986	0.0%	15.8%	6.7%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%
1987 - 1991	33.3%	10.5%	6.7%	100.0%	25.0%	20.0%	0.0%	0.0%	0.0%
1992 - 1996	0.0%	0.0%	13.3%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%
1997 - 2001	0.0%	15.8%	13.3%	0.0%	0.0%	20.0%	0.0%	33.3%	16.7%
2002 - 2006	0.0%	21.1%	6.7%	0.0%	25.0%	0.0%	0.0%	33.3%	16.7%
2007 - 2011	33.3%	10.5%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%
2012 or later	33.3%	5.3%	13.3%	0.0%	0.0%	0.0%	100.0%	16.7%	33.3%
Total(n)	3	19	15	1	8	5	1	6	6
If tenured, year tenure was awarded (CC)									
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%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Biological and biomedical sciences (General Area 5)	4.8%	3.7%	3.4%	0.0%	2.2%	2.1%	0.0%	4.2%	3.4%
Business/management/marketing/related (General Area 6)	0.0%	5.7%	6.7%	0.0%	10.2%	10.6%	0.0%	2.3%	3.4%
Education (General Area 10 and Specific Discipline 2102)	9.5%	17.0%	14.6%	12.5%	12.4%	11.3%	10.0%	18.6%	17.0%
Engineering technologies/technicians (General Area 11)	0.0%	3.4%	3.6%	0.0%	8.0%	7.7%	0.0%	0.5%	1.1%
English language and literature/letters (General Area 12)	9.5%	8.9%	9.0%	12.5%	5.8%	3.5%	10.0%	11.2%	12.5%
Health professions/clinical sciences (General Area 15)	0.0%	5.0%	7.0%	0.0%	1.5%	2.8%	0.0%	7.0%	9.5%
History or Political Science (Specific Discipline 3007.3009)	0.0%	3.4%	2.2%	0.0%	4.4%	3.5%	0.0%	3.3%	1.9%
Humanities (General Area 14.24)	0.0%	4.7%	8.1%	0.0%	2.9%	2.8%	0.0%	6.0%	11.4%
Fine Arts (General Area 24.22)	4.8%	9.4%	16.4%	12.5%	7.3%	21.8%	0.0%	10.7%	13.3%
Mathematics and Statistics (General Area 18)	0.0%	4.7%	1.8%	0.0%	4.4%	2.1%	0.0%	4.2%	1.5%
Physical Sciences (General Area 25)	4.8%	3.1%	2.0%	0.0%	5.8%	2.1%	0.0%	1.4%	1.9%
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	38.1%	14.6%	10.3%	62.5%	16.1%	12.7%	20.0%	14.4%	9.1%

Total(n)				
Optional Question 15				
A				
B				
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D				
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Total(n)				
Optional Question 16				
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Total(n)				
Optional Question 17				
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Total(n)				
Optional Question 18				
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Optional Question 19				
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Total(n)				
Optional Question 20				
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Total(n)				
Optional Question 21				
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Optional Question 22				
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Total(n)				
Optional Question 23				
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Total(n)				
Optional Question 24				
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Total(n)				
Optional Question 25				
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Total(n)				
Optional Question 26				
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Total(n)				
Optional Question 27				
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Total(n)				
Optional Question 28				
A				
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C				
D				
E				
Total(n)				
Optional Question 29				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 30				
A				
B				
C				
D				
E				
Total(n)				

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

University of Nebraska at Omaha	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	102	733	1,308	47	359	675	49	337	580	
What is your current gender identity?										
Man/Trans man	47.0%	49.6%	52.3%	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%	
Woman/Trans woman	49.0%	46.5%	45.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	
Genderqueer/Gender non-conforming	0.0%	0.8%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Not listed above	4.0%	3.0%	2.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total (n)	100	724	1,290	47	359	675	49	337	580	
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)	102	733	1,308	47	359	675	49	337	580	
What is your present academic rank?										
Professor	57.8%	50.5%	46.3%	59.6%	55.7%	53.3%	57.1%	44.8%	37.8%	
Associate Professor	29.4%	29.6%	35.1%	29.8%	28.1%	35.2%	26.5%	32.3%	35.5%	
Assistant Professor	7.8%	10.0%	11.2%	6.4%	8.4%	6.5%	10.2%	11.0%	16.6%	
Lecturer	1.0%	6.3%	4.5%	0.0%	4.2%	2.5%	2.0%	8.0%	6.6%	
Instructor	3.9%	3.7%	2.9%	4.3%	3.6%	2.5%	4.1%	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)	102	733	1,307	47	359	674	49	337	580	
What is your tenure status at this institution?										
Tenured	87.3%	80.2%	70.9%	89.4%	84.4%	77.7%	83.7%	76.0%	62.7%	
On tenure track, but not tenured	7.8%	8.2%	7.3%	6.4%	7.5%	5.6%	10.2%	9.2%	8.6%	
Not on tenure track, but institution has tenure system	4.9%	11.6%	17.3%	4.3%	8.1%	13.2%	6.1%	14.8%	22.4%	
Institution has no tenure system	0.0%	0.0%	4.6%	0.0%	0.0%	3.3%	0.0%	0.0%	6.1%	
Total(n)	102	733	1,304	47	359	674	49	337	577	
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)	101	730	1,301	47	358	674	48	335	575	
What is your principal activity in your current position at this institution?										
Administration	44.6%	29.1%	29.4%	46.8%	27.9%	26.0%	39.6%	31.3%	33.3%	
Teaching	38.6%	60.9%	57.4%	38.3%	61.0%	58.2%	41.7%	60.2%	56.5%	
Research	13.9%	7.6%	10.4%	14.9%	9.7%	12.9%	12.5%	5.4%	7.6%	
Services to clients and patients	0.0%	0.5%	0.5%	0.0%	0.0%	0.6%	0.0%	0.9%	0.5%	
Other	3.0%	1.9%	2.2%	0.0%	1.4%	2.4%	6.3%	2.1%	2.1%	
Total(n)	101	728	1,304	47	359	674	48	332	577	
Personally, how important to you is:										
Research										
Essential	54.1%	41.4%	48.0%	57.4%	43.3%	51.8%	47.8%	39.0%	43.5%	
Very important	29.6%	34.7%	29.6%	31.9%	33.8%	28.0%	30.4%	35.6%	31.2%	
Somewhat important	16.3%	20.7%	19.7%	10.6%	19.8%	17.8%	21.7%	22.4%	22.1%	
Not important	0.0%	3.3%	2.7%	0.0%	3.2%	2.4%	0.0%	3.1%	3.2%	
Total(n)	98	707	1,277	47	349	657	46	326	570	
Mean	3.38	3.14	3.23	3.47	3.17	3.29	3.26	3.10	3.15	
Standard deviation	0.75	0.86	0.86	0.69	0.85	0.84	0.80	0.85	0.87	
Significance	-	**	-	-	*	-	-	-	-	
Effect size	-	0.28	0.17	-	0.35	0.21	-	0.19	0.13	
Teaching										
Essential	71.3%	75.9%	78.5%	72.3%	79.7%	81.2%	70.8%	71.3%	75.4%	
Very important	22.8%	21.6%	18.6%	21.3%	18.9%	16.3%	22.9%	25.1%	21.0%	
Somewhat important	5.0%	2.3%	2.2%	6.4%	1.4%	2.1%	4.2%	3.3%	2.6%	
Not important	1.0%	0.1%	0.7%	0.0%	0.0%	0.4%	2.1%	0.3%	1.0%	
Total(n)	101	731	1,305	47	359	675	48	335	577	
Mean	3.64	3.73	3.75	3.66	3.78	3.78	3.63	3.67	3.71	
Standard deviation	0.63	0.50	0.52	0.60	0.45	0.49	0.67	0.55	0.57	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.18	-0.21	-	-0.27	-0.24	-	-0.07	-0.14	
Personally, how important to you is:										
Service										
Essential	40.6%	31.0%	36.1%	34.0%	26.7%	35.2%	43.8%	33.6%	36.5%	
Very important	39.6%	50.8%	47.4%	36.2%	51.1%	45.5%	45.8%	52.4%	49.7%	
Somewhat important	18.8%	17.0%	15.3%	29.8%	21.3%	18.1%	8.3%	12.4%	12.6%	
Not important	1.0%	1.3%	1.2%	0.0%	0.9%	1.2%	2.1%	1.5%	1.2%	
Total(n)	101	717	1,286	47	352	662	48	330	572	
Mean	3.20	3.11	3.18	3.04	3.04	3.15	3.31	3.18	3.22	
Standard deviation	0.77	0.72	0.73	0.81	0.72	0.75	0.72	0.70	0.70	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.13	0.03	-	0.00	-0.15	-	0.19	0.13	
How many courses are you teaching this term (include all institutions at which you teach)?										
None	18.6%	12.0%	14.6%	10.6%	10.3%	13.0%	26.5%	13.9%	16.6%	
1	37.3%	23.5%	27.3%	42.6%	24.3%	28.6%	30.6%	22.8%	26.0%	
2	27.5%	28.8%	28.4%	29.8%	29.9%	28.3%	26.5%	28.5%	28.3%	
3	13.7%	21.4%	17.4%	14.9%	21.5%	18.7%	12.2%	21.1%	16.2%	
4	2.0%	9.6%	8.0%	0.0%	8.7%	7.1%	4.1%	10.1%	8.4%	
5	1.0%	4.6%	4.4%	2.1%	5.3%	4.3%	0.0%	3.6%	4.5%	
6 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	102	732	1,308	47	358	675	49	337	580	
How many of the courses that you are teaching this term are:										
General education courses										
None	69.3%	64.5%	70.3%	64.9%	63.4%	70.5%	76.5%	66.8%	71.2%	
1-2	28.0%	33.6%	26.2%	29.7%	34.2%	25.7%	23.5%	31.7%	25.4%	
3-4	2.7%	1.9%	3.2%	5.4%	2.5%	3.4%	0.0%	1.5%	3.1%	
5+	0.0%	0.0%	0.3%	0.0%	0.0%	0.4%	0.0%	0.0%	0.2%	
Total(n)	75	578	950	37	284	498	34	265	417	
Courses required for an undergraduate major										
None	47.4%	28.6%	36.2%	42.5%	24.9%	34.5%	53.1%	33.6%	39.4%	
1-2	44.7%	54.5%	49.7%	50.0%	57.7%	52.2%	37.5%	50.0%	46.0%	
3-4	7.9%	14.7%	13.1%	7.5%	15.7%	12.2%	9.4%	13.4%	13.7%	
5+	0.0%	2.2%	1.0%	0.0%	1.6%	1.1%	0.0%	3.0%	0.9%	
Total(n)	76	604	1,005	40	305	542	32	268	424	
Other undergraduate credit courses										
None	57.4%	58.3%	62.8%	55.9%	55.5%	60.6%	63.3%	62.3%	66.3%	
1-2	42.6%	38.7%	33.6%	44.1%	41.4%	35.1%	36.7%	35.6%	31.1%	
3-4	0.0%	2.3%	3.5%	0.0%	2.0%	4.4%	0.0%	1.7%	2.6%	
5+	0.0%	0.8%	0.0%	0.0%	1.2%	0.0%	0.0%	0.4%	0.0%	
Total(n)	88	520	874	34	256	459	30	229	386	
Developmental/remedial courses (not for credit)										
None	98.5%	98.8%	97.7%	100.0%	97.9%	97.9%	96.6%	99.6%	97.6%	
1-2	1.5%	1.2%	2.0%	0.0%	2.1%	1.8%	3.4%	0.4%	2.2%	
3-4	0.0%	0.0%	0.1%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	
5+	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	
Total(n)	65	496	832	32	242	435	29	230	368	
Graduate courses										
None	35.5%	55.5%	48.4%	36.8%	59.3%	50.4%	39.4%	53.4%	46.9%	
1-2	63.2%	39.9%	43.8%	63.2%	38.2%	43.1%	57.6%	39.3%	43.5%	
3-4	1.3%	4.4%	6.4%	0.0%	2.5%	5.5%	3.0%	6.9%	7.5%	
5+	0.0%	0.2%	1.5%	0.0%	0.0%	1.0%	0.0%	0.4%	2.2%	
Total(n)	76	551	941	38	275	490	33	247	416	
How many of these courses that you are teaching this term are being taught at another institution:										
None	69.5%	69.9%	74.2%	69.0%	69.3%	70.7%	71.4%	70.6%	77.3%	

* Faculty who identify as genderqueer/gender non-conforming, identify 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.

1-2	19.5%	21.4%	18.7%	19.0%	21.9%	21.0%	17.1%	21.5%	16.2%
3-4	7.3%	6.6%	5.8%	7.1%	6.3%	6.4%	8.6%	6.2%	5.6%
5+	3.7%	2.2%	1.4%	4.8%	2.5%	1.9%	2.9%	1.7%	0.8%
Total(n)	82	641	1,108	42	319	581	35	289	481
What types of courses do you primarily teach? (Based on faculty who indicated they were not teaching this term)									
Undergraduate credit courses	36.8%	46.1%	47.6%	40.0%	55.3%	52.3%	30.8%	36.2%	44.8%
Graduate courses	15.6%	24.7%	28.8%	20.0%	18.4%	30.7%	15.4%	29.8%	26.0%
Developmental/remedial courses	0.0%	1.1%	1.0%	0.0%	0.0%	0.0%	0.0%	2.1%	2.1%
I do not teach	47.4%	28.1%	22.5%	40.0%	26.3%	17.0%	53.8%	31.9%	27.1%
Total(n)	19	89	191	5	38	88	13	47	96
In the past year, have you worked with or taught undergraduate students at this institution?									
Yes	84.2%	88.7%	83.7%	89.4%	92.7%	86.6%	79.2%	84.8%	79.8%
No	15.8%	11.3%	16.3%	10.6%	7.3%	13.4%	20.8%	15.2%	20.2%
Total(n)	101	728	1,305	47	356	673	48	335	579
In the past year, have you worked with or taught graduate students at this institution?									
Yes	80.4%	63.1%	67.1%	83.0%	59.8%	69.2%	77.6%	66.4%	64.8%
No	19.6%	36.9%	32.9%	17.0%	40.2%	30.8%	22.4%	33.6%	35.2%
Total(n)	102	723	1,291	47	353	666	49	333	574
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	32.9%	26.9%	31.4%	30.8%	27.1%	31.4%	34.2%	25.6%	31.4%
To a large extent	20.7%	23.0%	22.4%	15.4%	25.2%	23.0%	26.3%	21.5%	22.4%
To some extent	37.8%	27.8%	25.5%	48.7%	28.6%	26.1%	26.3%	27.4%	24.1%
To a small extent	8.5%	13.7%	14.2%	5.1%	11.0%	14.5%	13.2%	16.4%	13.5%
Not at all	0.0%	8.6%	6.5%	0.0%	8.1%	5.0%	0.0%	9.1%	8.6%
Total(n)	82	453	859	39	210	456	38	219	370
Mentored graduate students									
To a very large extent	43.8%	37.8%	42.9%	36.8%	34.1%	40.4%	48.6%	40.2%	45.9%
To a large extent	12.5%	22.7%	25.9%	13.2%	23.6%	27.9%	10.8%	21.9%	24.3%
To some extent	36.3%	24.9%	18.4%	44.7%	27.9%	19.3%	29.7%	22.4%	16.5%
To a small extent	7.5%	11.3%	8.3%	5.3%	9.6%	8.8%	10.8%	13.2%	7.6%
Not at all	0.0%	3.3%	4.5%	0.0%	4.8%	3.5%	0.0%	2.3%	5.7%
Total(n)	80	450	858	38	208	455	37	219	370
Helped graduate students access professional networks									
To a very large extent	29.3%	21.4%	24.9%	17.9%	17.1%	21.7%	39.5%	25.1%	28.8%
To a large extent	22.0%	24.1%	25.5%	20.5%	24.8%	25.6%	21.1%	21.5%	25.3%
To some extent	29.3%	29.1%	28.4%	33.3%	30.5%	29.5%	28.9%	29.2%	27.7%
To a small extent	15.9%	17.0%	13.1%	23.1%	18.6%	15.6%	7.9%	16.0%	10.1%
Not at all	3.7%	8.4%	8.0%	5.1%	9.0%	7.6%	2.6%	8.2%	8.2%
Total(n)	82	453	862	39	210	461	38	219	368
In the past year, to what extent have you:									
Presented with graduate students at conferences									
To a very large extent	20.7%	9.7%	10.9%	15.4%	9.5%	12.0%	23.7%	9.1%	9.7%
To a large extent	9.8%	10.5%	10.8%	10.3%	9.5%	10.9%	10.5%	10.9%	10.8%
To some extent	18.3%	14.7%	15.3%	15.4%	14.2%	14.3%	21.1%	15.0%	17.0%
To a small extent	11.0%	9.5%	11.9%	15.4%	10.4%	10.7%	7.9%	9.1%	12.4%
Not at all	40.2%	55.6%	51.1%	43.6%	56.4%	52.2%	36.8%	55.9%	50.0%
Total(n)	82	455	863	39	211	460	38	220	370
Published with graduate students									
To a very large extent	17.1%	9.9%	12.3%	17.9%	11.4%	15.3%	15.8%	7.7%	8.9%
To a large extent	12.2%	8.1%	11.1%	10.3%	8.5%	12.2%	15.8%	8.2%	9.5%
To some extent	9.8%	10.3%	10.5%	10.3%	9.5%	10.3%	10.5%	11.8%	11.4%
To a small extent	11.0%	9.2%	10.9%	7.7%	9.0%	9.6%	10.5%	9.1%	11.9%
Not at all	50.0%	62.4%	55.2%	53.8%	61.6%	52.6%	47.4%	63.2%	58.4%
Total(n)	82	455	861	39	211	458	38	220	370
Included graduate students in research grant writing									
To a very large extent	15.9%	5.1%	6.9%	7.7%	3.8%	7.0%	23.7%	6.4%	6.8%
To a large extent	7.3%	6.9%	6.2%	12.8%	10.0%	8.0%	2.6%	3.7%	4.1%
To some extent	6.1%	8.8%	9.8%	5.1%	7.6%	8.5%	7.9%	9.2%	11.1%
To a small extent	11.0%	10.8%	11.0%	7.7%	11.8%	10.7%	10.5%	9.6%	10.9%
Not at all	59.8%	68.4%	66.2%	66.7%	66.8%	65.9%	55.3%	71.1%	67.1%
Total(n)	82	452	861	39	211	460	38	218	368
In the past year, how many letters of recommendation have you written for graduate students?									
None	12.2%	13.2%	12.7%	12.8%	12.9%	12.0%	13.2%	13.2%	13.3%
1-5	46.3%	48.5%	44.1%	48.7%	49.0%	45.2%	44.7%	47.7%	42.4%
6-10	23.2%	21.6%	22.4%	23.1%	21.9%	23.3%	26.3%	22.3%	21.5%
11-20	11.0%	9.3%	13.7%	15.4%	9.0%	14.3%	5.3%	9.1%	13.6%
21 or more	7.3%	7.5%	7.1%	0.0%	7.1%	5.2%	10.5%	7.7%	9.2%
Total(n)	82	454	861	39	210	460	38	220	368
In the past year, how many master's thesis committees have you served on or are currently serving?									
None	22.0%	37.7%	45.7%	12.8%	29.5%	39.6%	34.2%	46.8%	54.2%
1	17.1%	13.1%	11.0%	23.1%	12.4%	11.1%	10.5%	13.8%	10.3%
2	13.4%	14.6%	10.6%	15.4%	17.1%	10.4%	13.2%	13.3%	10.8%
3-4	18.3%	13.3%	12.2%	12.8%	15.2%	15.7%	21.1%	11.0%	8.4%
5-9	15.9%	10.0%	9.5%	20.5%	11.9%	11.8%	10.5%	7.3%	7.3%
10 or more	13.4%	11.3%	10.9%	15.4%	13.8%	11.7%	10.5%	7.8%	8.9%
Total(n)	82	451	860	39	210	460	38	218	369
In the past year, how many of these master's thesis committees have you chaired or are currently chairing?									
None	39.1%	38.1%	35.7%	38.2%	33.1%	34.8%	40.0%	44.0%	36.1%
1	14.1%	18.9%	21.7%	20.6%	20.3%	20.3%	8.0%	19.0%	23.7%
2	23.4%	23.5%	20.9%	23.5%	28.4%	26.4%	16.0%	16.4%	11.8%
3-4	20.3%	12.8%	13.5%	14.7%	12.2%	12.3%	32.0%	12.9%	17.2%
5-9	3.1%	4.6%	5.2%	2.9%	4.1%	4.7%	4.0%	6.0%	5.9%
10 or more	0.0%	2.1%	3.0%	0.0%	2.0%	1.4%	0.0%	1.7%	5.3%
Total(n)	64	281	465	34	148	276	25	116	169
How many dissertation committees have you served on or are currently serving?									
None	48.1%	59.5%	51.3%	43.6%	55.6%	50.7%	51.4%	63.1%	52.3%
1	7.4%	8.7%	8.7%	12.8%	8.7%	8.3%	2.7%	9.2%	9.8%
2	12.3%	8.1%	8.6%	15.4%	8.7%	8.7%	10.8%	7.8%	8.1%
3-4	8.6%	7.2%	8.9%	7.7%	8.7%	10.2%	10.8%	6.5%	7.6%
5-9	16.0%	9.2%	11.3%	15.4%	10.1%	11.1%	16.2%	7.8%	11.4%
10 or more	7.4%	7.4%	11.3%	5.1%	8.2%	11.1%	8.1%	5.5%	10.8%
Total(n)	81	447	862	39	207	460	37	217	369
In the past year, how many of these dissertation committees have you chaired or are currently chairing?									
None	50.0%	45.3%	38.8%	54.5%	47.8%	38.5%	44.4%	43.8%	39.4%
1	16.7%	17.7%	18.2%	18.2%	15.2%	19.5%	11.1%	20.0%	16.6%
2	14.3%	15.5%	12.4%	13.6%	15.2%	12.4%	16.7%	16.3%	12.6%
3-4	14.3%	11.6%	14.6%	9.1%	9.8%	14.2%	22.2%	12.5%	14.9%
5-9	2.4%	7.2%	10.5%	4.5%	7.6%	9.7%	0.0%	6.3%	12.0%
10 or more	2.4%	2.8%	5.5%	0.0%	4.3%	5.8%	5.6%	1.3%	4.6%
Total(n)	42	181	418	22	92	226	18	80	175
Rate your agreement with the following statements:									
Graduate students in this program must compete for research opportunities									
Strongly agree	24.1%	15.2%	15.1%	26.3%	15.3%	13.9%	19.4%	15.4%	16.7%
Somewhat agree	45.6%	35.0%	34.1%	42.1%	38.6%	38.7%	50.0%	29.9%	27.6%
Somewhat disagree	17.7%	24.3%	26.3%	15.8%	25.7%	27.0%	22.2%	23.4%	25.6%
Strongly disagree	12.7%	25.5%	24.5%	15.8%	20.3%	20.4%	8.3%	31.3%	30.1%
Total(n)	79	440	841	38	202	452	36	214	359
Mean	2.81	2.40	2.40	2.79	2.49	2.46	2.81	2.29	2.31
Standard deviation	0.95	1.03	1.02	1.02	0.98	0.97	0.86	1.07	1.07
Significance	-	**	***	-	-	*	-	**	**

Effect size	-	0.40	0.40	-	0.31	0.34	-	0.49	0.47		
It is important for graduate students to spend at least one term as a teaching assistant to develop teaching skills											
Strongly agree	41.6%	37.4%	35.7%	42.1%	36.1%	35.5%	41.2%	37.3%	36.0%		
Somewhat agree	28.6%	29.2%	30.3%	31.6%	35.6%	32.1%	23.5%	23.6%	27.7%		
Somewhat disagree	20.8%	17.8%	17.7%	15.8%	15.3%	18.5%	29.4%	21.2%	17.0%		
Strongly disagree	9.1%	15.5%	16.2%	10.5%	12.9%	13.8%	5.9%	17.9%	19.3%		
Total(n)	77	438	837	39	202	448	34	212	358		
Mean	3.03	2.89	2.86	3.05	2.95	2.89	3.00	2.80	2.80		
Standard deviation	1.00	1.08	1.08	1.01	1.02	1.04	0.98	1.13	1.13		
Significance	-	-	-	-	-	-	-	-	-		
Effect size	-	0.13	0.16	-	0.10	0.15	-	0.18	0.18		
This graduate program enrolls too few international students											
Strongly agree	16.3%	10.0%	9.2%	17.9%	9.4%	8.1%	8.3%	10.2%	9.7%		
Somewhat agree	31.3%	29.7%	27.7%	30.8%	27.7%	27.2%	33.3%	29.8%	27.6%		
Somewhat disagree	32.5%	37.2%	39.2%	28.2%	35.6%	40.6%	38.9%	39.5%	37.6%		
Strongly disagree	20.0%	23.1%	24.0%	23.1%	27.2%	24.1%	19.4%	20.5%	25.1%		
Total(n)	80	441	835	39	202	456	36	215	351		
Mean	2.44	2.27	2.22	2.44	2.19	2.19	2.31	2.30	2.22		
Standard deviation	0.99	0.93	0.91	1.05	0.94	0.90	0.89	0.91	0.93		
Significance	-	-	-	-	-	-	-	-	-		
Effect size	-	0.18	0.24	-	0.27	0.28	-	0.01	0.10		
Rate your agreement with the following statements:											
Graduate students work well together in this program											
Strongly agree	49.4%	49.7%	57.3%	41.0%	46.5%	57.4%	59.5%	52.8%	57.3%		
Somewhat agree	49.4%	46.5%	39.5%	59.0%	50.0%	39.6%	37.8%	42.5%	39.0%		
Somewhat disagree	0.0%	3.4%	2.9%	0.0%	3.0%	2.9%	0.0%	4.2%	3.1%		
Strongly disagree	1.2%	0.5%	0.4%	0.0%	0.5%	0.2%	2.7%	0.5%	0.6%		
Total(n)	81	439	841	39	202	455	37	214	356		
Mean	3.47	3.45	3.54	3.41	3.43	3.54	3.54	3.48	3.53		
Standard deviation	0.57	0.59	0.57	0.50	0.58	0.57	0.65	0.60	0.59		
Significance	-	-	-	-	-	-	-	-	-		
Effect size	-	0.03	-0.12	-	-0.03	-0.23	-	0.10	0.02		
I have encountered instances of academic dishonesty among graduate students											
Strongly agree	7.5%	8.2%	7.4%	7.7%	6.4%	5.5%	8.3%	8.5%	9.3%		
Somewhat agree	21.3%	27.5%	23.7%	20.5%	27.9%	21.4%	25.0%	28.8%	27.2%		
Somewhat disagree	32.5%	25.0%	24.2%	25.6%	20.6%	23.4%	33.3%	27.8%	24.4%		
Strongly disagree	38.6%	39.3%	44.7%	46.2%	45.1%	49.7%	33.3%	34.9%	39.0%		
Total(n)	80	440	843	39	204	457	36	212	356		
Mean	1.98	2.05	1.94	1.90	1.96	1.83	2.08	2.11	2.07		
Standard deviation	0.95	1.00	0.99	0.99	0.99	0.95	0.97	0.98	1.02		
Significance	-	-	-	-	-	-	-	-	-		
Effect size	-	-0.07	0.04	-	-0.06	0.07	-	-0.03	0.01		
Rate your agreement with the following statements:											
Graduate students in this program are trained to conduct research responsibly and ethically											
Strongly agree	55.0%	48.5%	51.3%	51.3%	48.5%	50.6%	61.1%	48.4%	52.4%		
Somewhat agree	41.3%	42.6%	39.5%	43.6%	42.2%	41.0%	36.1%	43.2%	37.7%		
Somewhat disagree	3.8%	6.8%	6.7%	5.1%	6.9%	5.5%	2.8%	6.6%	7.9%		
Strongly disagree	0.0%	2.0%	2.5%	0.0%	2.5%	2.9%	0.0%	1.9%	2.0%		
Total(n)	80	441	833	39	204	451	36	213	353		
Mean	3.51	3.38	3.39	3.46	3.37	3.39	3.58	3.38	3.41		
Standard deviation	0.57	0.70	0.72	0.60	0.72	0.72	0.55	0.69	0.72		
Significance	-	-	-	-	-	-	-	-	-		
Effect size	-	0.19	0.17	-	0.13	0.10	-	0.29	0.24		
Graduate students in this program receive adequate instruction on becoming good teachers											
Strongly agree	26.6%	22.2%	20.1%	21.1%	19.2%	15.8%	33.3%	24.8%	25.3%		
Somewhat agree	38.0%	34.9%	35.3%	44.7%	38.9%	40.8%	33.3%	30.4%	28.4%		
Somewhat disagree	19.0%	26.3%	30.6%	21.1%	29.1%	31.7%	13.9%	24.8%	29.8%		
Strongly disagree	16.5%	16.6%	14.0%	13.2%	12.8%	11.6%	19.4%	20.1%	16.6%		
Total(n)	79	441	830	38	203	448	36	214	356		
Mean	2.75	2.63	2.62	2.74	2.65	2.61	2.81	2.60	2.62		
Standard deviation	1.03	1.01	0.96	0.95	0.93	0.89	1.12	1.07	1.04		
Significance	-	-	-	-	-	-	-	-	-		
Effect size	-	0.12	0.14	-	0.10	0.15	-	0.20	0.18		
Rate your agreement with the following statements:											
Faculty in my department are good mentors for graduate students											
Strongly agree	48.8%	46.6%	52.6%	48.7%	47.1%	51.9%	47.2%	46.7%	53.0%		
Somewhat agree	40.0%	44.3%	39.5%	38.5%	43.6%	41.8%	41.7%	44.3%	37.4%		
Somewhat disagree	7.5%	6.8%	6.7%	12.8%	6.9%	5.9%	2.8%	6.6%	7.6%		
Strongly disagree	3.8%	2.3%	1.2%	0.0%	2.5%	0.4%	8.3%	2.4%	2.0%		
Total(n)	80	440	838	39	204	455	36	212	353		
Mean	3.34	3.35	3.44	3.36	3.35	3.45	3.28	3.35	3.41		
Standard deviation	0.78	0.71	0.67	0.71	0.72	0.63	0.88	0.71	0.72		
Significance	-	-	-	-	-	-	-	-	-		
Effect size	-	-0.01	-0.15	-	0.01	-0.14	-	-0.10	-0.18		
Most graduate students in this program move on to faculty positions											
Strongly agree	8.8%	5.4%	5.6%	7.7%	4.9%	3.6%	11.1%	5.1%	7.6%		
Somewhat agree	21.3%	16.1%	18.8%	23.1%	18.1%	17.6%	19.4%	13.6%	19.8%		
Somewhat disagree	37.5%	39.1%	38.6%	46.2%	44.6%	41.1%	30.6%	35.0%	36.3%		
Strongly disagree	32.5%	39.4%	37.0%	23.1%	32.4%	37.8%	38.9%	46.3%	36.3%		
Total(n)	80	442	832	39	204	450	36	214	353		
Mean	2.06	1.88	1.93	2.15	1.96	1.87	2.03	1.78	1.99		
Standard deviation	0.95	0.87	0.88	0.87	0.84	0.82	1.03	0.87	0.93		
Significance	-	-	-	-	-	-	-	-	-		
Effect size	-	0.21	0.15	-	0.23	0.34	-	0.29	0.04		
Most graduate students in this program move into positions outside of academia											
Strongly agree	31.3%	43.1%	44.1%	25.6%	37.3%	42.4%	38.9%	49.8%	46.8%		
Somewhat agree	47.5%	38.8%	39.6%	53.8%	47.1%	42.8%	38.9%	30.0%	34.9%		
Somewhat disagree	16.3%	11.6%	11.0%	17.9%	10.8%	12.0%	13.9%	12.2%	10.1%		
Strongly disagree	5.0%	6.6%	5.3%	2.6%	4.9%	2.9%	8.3%	8.0%	8.2%		
Total(n)	80	441	835	39	204	451	36	213	355		
Mean	3.05	3.18	3.23	3.03	3.17	3.25	3.08	3.22	3.20		
Standard deviation	0.83	0.88	0.84	0.74	0.81	0.77	0.94	0.95	0.93		
Significance	-	-	-	-	-	-	-	-	-		
Effect size	-	-0.15	-0.21	-	-0.17	-0.29	-	-0.15	-0.13		
During the past three years, have you:											
Advised student groups involved in service/volunteer work											
Total(n)	58.6%	61.2%	62.6%	60.9%	62.3%	62.1%	57.4%	59.9%	63.5%		Civic Minded Practice
	99	729	1,293	46	358	670	47	334	572		
Collaborated with the local community on research/teaching to address their needs											
Total(n)	73.3%	57.6%	52.4%	70.2%	54.1%	47.4%	75.0%	61.0%	58.1%		Civic Minded Practice
	101	727	1,298	47	355	669	48	336	577		
Conducted research or writing focused on international/global issues											
Total(n)	45.5%	40.2%	43.7%	54.3%	42.5%	46.6%	36.2%	36.9%	39.8%		
	99	724	1,290	46	355	671	47	333	570		
Conducted research or writing focused on racial or ethnic minorities											
Total(n)	35.0%	33.1%	34.0%	30.4%	28.2%	28.4%	37.5%	38.5%	39.6%		
	100	723	1,287	46	354	666	48	335	571		
Conducted research or writing focused on women or gender issues											
Total(n)	34.0%	32.9%	34.4%	26.1%	26.1%	25.7%	39.6%	39.5%	43.2%		
	100	715	1,279	46	352	665	48	329	565		
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) issues											
Total(n)	14.1%	12.0%	12.0%	10.9%	10.5%	9.0%	17.0%	12.2%	14.6%		
	99	715	1,270	46	351	663	47	329	560		
Conducted research or writing focused on biomedical science fields											
Total(n)	17.3%	15.0%	17.8%	22.2%	20.6%	20.5%	10.6%	9.0%	14.6%		
	98	708	1,261	45	350	662	47	323	553		
Engaged in academic research that spans multiple disciplines											
Total(n)	79.8%	72.6%	75.8%	80.9%	75.2%	78.4%	76.1%	70.4%	72.8%		
	99	722	1,291	47	355	667	46	331	574		
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)											
Total(n)	75.2%	55.6%	60.7%	83.0%	59.9%	65.5%	66.7%	50.6%	54.4%		
	101	726	1,299	47	357	672	48	332	575		

Written research grants	62.2%	46.1%	45.7%	70.2%	48.0%	46.4%	54.3%	45.4%	45.3%
Total(n)	98	712	1,276	47	352	660	46	326	565
Received funding for your work from foundations	43.4%	24.5%	24.6%	50.0%	27.1%	26.0%	34.7%	22.7%	22.8%
Total(n)	99	722	1,284	44	354	665	49	331	569
Received funding for your work from state or federal government	51.5%	31.5%	24.0%	60.9%	36.4%	27.4%	44.7%	27.5%	20.2%
Total(n)	99	715	1,273	46	354	665	47	324	559
Received funding for your work from business or industry	26.8%	12.0%	14.2%	33.3%	14.5%	18.0%	21.7%	9.5%	10.1%
Total(n)	97	715	1,265	45	351	662	46	327	555
During the past three years, have you:									
Taught an honors course	10.9%	14.7%	13.8%	6.4%	14.0%	16.2%	16.7%	15.9%	12.1%
Total(n)	101	728	1,291	47	357	667	48	334	572
Taught an interdisciplinary course	43.6%	41.2%	45.4%	48.9%	41.3%	46.4%	35.4%	40.9%	44.6%
Total(n)	101	718	1,276	47	351	659	48	330	567
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ+ studies)	14.9%	15.0%	14.9%	14.9%	10.4%	10.5%	10.4%	18.5%	19.2%
Total(n)	101	729	1,292	47	357	669	48	336	574
Taught a service learning course	30.0%	23.4%	19.3%	27.7%	19.0%	16.6%	34.0%	28.1%	22.8%
Total(n)	100	728	1,295	47	357	670	47	335	574
Taught a course exclusively online	36.0%	35.3%	26.5%	38.3%	33.7%	23.8%	36.2%	37.3%	29.9%
Total(n)	100	725	1,285	47	356	668	47	332	566
Participated in organized activities around enhancing pedagogy or student learning	79.4%	77.0%	76.9%	68.1%	71.8%	71.2%	89.8%	82.8%	83.9%
Total(n)	102	732	1,298	47	358	669	49	337	577
Taught a seminar for first-year students	9.0%	19.2%	22.4%	12.8%	19.3%	23.1%	6.4%	19.2%	21.7%
Total(n)	100	728	1,297	47	357	670	47	334	575
Participated in the development of curriculum (enhancing an existing course or creating a new course)	87.3%	90.4%	89.6%	85.1%	88.3%	89.5%	89.8%	92.9%	90.8%
Total(n)	102	732	1,304	47	358	673	49	337	578
In the past year, to what extent have you:									
Presented with undergraduate students at conferences									
To a very large extent	9.8%	6.3%	5.1%	10.6%	7.9%	6.0%	8.2%	5.0%	4.3%
To a large extent	7.8%	5.6%	5.7%	10.6%	5.6%	7.0%	6.1%	5.9%	4.3%
To some extent	10.8%	12.8%	12.7%	8.5%	12.4%	12.8%	12.2%	12.2%	12.2%
To a small extent	13.7%	10.3%	9.1%	12.8%	11.3%	8.4%	16.3%	8.9%	9.7%
Not at all	57.8%	65.0%	67.5%	57.4%	62.8%	65.8%	57.1%	68.0%	69.5%
Total(n)	102	729	1,303	47	355	670	49	337	580
Published with undergraduates									
To a very large extent	4.0%	2.4%	3.3%	4.3%	3.2%	4.5%	2.0%	1.5%	1.9%
To a large extent	4.0%	3.3%	5.0%	6.5%	4.6%	7.9%	2.0%	2.1%	1.7%
To some extent	9.0%	7.9%	9.8%	8.7%	9.8%	11.0%	10.2%	5.7%	8.1%
To a small extent	5.0%	8.9%	7.3%	4.3%	9.8%	6.6%	6.1%	7.8%	8.0%
Not at all	78.0%	77.4%	74.7%	76.1%	72.6%	69.9%	79.6%	83.0%	80.2%
Total(n)	100	717	1,291	46	347	662	49	335	577
Engaged undergraduates on your research projects									
To a very large extent	11.9%	11.5%	13.6%	13.0%	14.0%	16.3%	8.2%	9.5%	11.2%
To a large extent	5.9%	9.8%	11.6%	8.7%	10.7%	12.9%	4.1%	8.3%	9.3%
To some extent	18.8%	16.5%	18.0%	28.3%	19.4%	19.6%	12.2%	13.4%	16.4%
To a small extent	13.9%	14.0%	12.2%	13.0%	13.5%	12.0%	14.3%	14.0%	12.3%
Not at all	49.5%	48.2%	44.6%	37.0%	42.4%	39.2%	61.2%	54.8%	50.7%
Total(n)	101	728	1,297	46	356	668	49	336	578
Worked with undergraduates on their research projects									
To a very large extent	15.7%	15.2%	15.3%	14.9%	15.4%	16.0%	14.3%	13.9%	14.5%
To a large extent	12.7%	16.7%	13.9%	14.9%	16.8%	15.6%	10.2%	15.7%	11.4%
To some extent	20.6%	20.4%	20.3%	25.5%	23.7%	21.5%	16.3%	17.2%	18.3%
To a small extent	15.7%	13.3%	14.3%	19.1%	14.8%	15.6%	14.3%	12.2%	13.0%
Not at all	35.3%	34.6%	36.2%	25.5%	29.3%	31.2%	44.9%	40.9%	42.8%
Total(n)	102	732	1,305	47	358	673	49	337	579
How would you rate the overall experience of working with undergraduates on research projects?									
Excellent	19.6%	23.0%	26.1%	21.3%	24.9%	28.3%	16.3%	20.8%	24.4%
Good	39.2%	40.4%	35.7%	36.2%	41.7%	38.4%	44.9%	39.2%	31.8%
Fair	11.8%	12.2%	9.5%	12.8%	13.2%	9.2%	8.2%	10.4%	9.0%
Poor	2.9%	1.2%	1.2%	4.3%	1.7%	1.5%	2.0%	0.9%	1.0%
I have not worked with undergraduates on research projects	26.5%	23.3%	27.5%	25.5%	18.5%	22.7%	28.6%	28.8%	33.9%
Total(n)	102	731	1,307	47	357	675	49	337	579
How many undergraduates do you currently advise?									
None	52.9%	32.7%	39.4%	44.7%	29.5%	35.3%	61.2%	37.0%	44.9%
1-5	18.6%	13.8%	17.2%	23.4%	15.4%	20.9%	10.2%	11.6%	12.8%
6-10	5.9%	6.9%	10.0%	10.6%	7.6%	12.3%	2.0%	6.0%	7.3%
11-20	6.9%	13.2%	12.3%	10.6%	13.5%	12.3%	4.1%	13.1%	12.1%
21-30	2.9%	10.3%	7.0%	4.3%	11.0%	6.8%	2.0%	9.3%	7.4%
31 or more	12.7%	23.1%	14.0%	6.4%	23.0%	12.3%	20.4%	23.0%	15.5%
Total(n)	102	727	1,305	47	356	674	49	335	579
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	54.2%	55.4%	54.6%	46.2%	49.4%	46.3%	73.7%	62.6%	64.9%
Occasionally	39.6%	40.5%	40.6%	53.8%	47.0%	47.9%	15.8%	33.2%	32.0%
Not at All	6.3%	4.1%	4.8%	0.0%	3.6%	5.8%	10.5%	4.3%	3.1%
Total(n)	48	487	784	26	249	430	19	211	319
Mean	2.48	2.51	2.50	2.46	2.46	2.40	2.63	2.58	2.62
Standard deviation	0.62	0.58	0.59	0.51	0.57	0.60	0.68	0.57	0.55
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.05	-0.03	-	0.00	0.10	-	-0.09	0.02
Helped them plan their course of study									
Frequently	70.8%	70.7%	68.0%	76.9%	68.4%	63.7%	68.4%	73.9%	75.2%
Occasionally	27.1%	25.6%	25.2%	23.1%	29.2%	28.9%	26.3%	20.9%	18.6%
Not at All	2.1%	3.7%	6.9%	0.0%	2.4%	7.4%	5.3%	5.7%	6.3%
Total(n)	48	488	787	26	250	433	19	211	318
Mean	2.69	2.67	2.61	2.77	2.66	2.56	2.63	2.68	2.69
Standard deviation	0.51	0.54	0.61	0.43	0.52	0.63	0.60	0.58	0.58
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.04	0.13	-	0.21	0.33	-	-0.09	-0.10
Discussed their academic performance									
Frequently	62.5%	61.8%	57.2%	53.8%	56.0%	51.7%	78.9%	67.1%	65.1%
Occasionally	35.4%	35.7%	37.5%	46.2%	42.0%	41.6%	15.8%	29.5%	31.1%
Not at All	2.1%	2.5%	5.3%	0.0%	2.0%	6.7%	5.3%	3.3%	3.8%
Total(n)	48	487	787	26	250	433	19	210	318
Mean	2.60	2.59	2.52	2.54	2.54	2.45	2.74	2.64	2.61
Standard deviation	0.54	0.54	0.60	0.51	0.54	0.62	0.56	0.55	0.56
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.02	0.13	-	0.00	0.15	-	-0.18	0.23
Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)									
Frequently	62.5%	63.4%	67.1%	57.7%	59.8%	61.5%	73.7%	67.3%	75.2%
Occasionally	33.3%	33.9%	29.9%	38.5%	37.8%	35.0%	26.3%	30.3%	23.3%
Not at All	4.2%	2.7%	2.9%	3.8%	2.4%	3.5%	0.0%	2.4%	1.8%
Total(n)	48	487	788	26	249	434	19	211	318
Mean	2.58	2.61	2.64	2.54	2.57	2.58	2.74	2.65	2.74
Standard deviation	0.58	0.54	0.54	0.58	0.54	0.56	0.45	0.53	0.48
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.06	-0.11	-	-0.06	-0.07	-	-0.17	0.00
Discussed career and post-graduation goals									
Frequently	79.2%	73.2%	75.3%	76.9%	68.4%	71.0%	78.9%	76.8%	80.2%
Occasionally	18.8%	26.0%	23.7%	19.2%	30.8%	28.3%	21.1%	22.3%	18.6%
Not at All	2.1%	0.8%	1.0%	3.8%	0.8%	0.7%	0.0%	0.9%	1.3%
Total(n)	48	488	788	26	250	434	19	211	318
Mean	2.77	2.72	2.74	2.73	2.68	2.70	2.79	2.76	2.79

Standard deviation	0.47	0.47	0.46	0.53	0.49	0.47	0.42	0.45	0.44	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.11	0.07	-	0.10	0.06	-	0.07	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	55.0%	53.9%	54.9%	50.0%	47.6%	47.5%	62.5%	61.0%	63.5%	
No	41.0%	42.3%	41.4%	45.7%	49.6%	48.7%	33.3%	34.2%	33.0%	
Not eligible	1.0%	0.6%	0.6%	2.2%	0.6%	0.6%	0.0%	0.3%	0.7%	
Not available	3.0%	3.3%	3.1%	2.2%	2.2%	3.1%	4.2%	4.5%	2.8%	
Total(n)	100	726	1,298	46	357	669	48	333	576	
Funded workshops focused on research skills development										
Yes	27.7%	13.7%	19.3%	26.1%	12.7%	17.2%	30.6%	14.6%	21.6%	
No	65.3%	73.0%	71.0%	67.4%	77.5%	74.9%	61.2%	69.6%	66.6%	
Not eligible	1.0%	1.9%	1.7%	2.2%	1.4%	1.0%	0.0%	1.5%	2.3%	
Not available	5.9%	11.4%	8.0%	4.3%	8.5%	6.9%	8.2%	14.3%	9.6%	
Total(n)	101	725	1,295	46	355	668	49	335	575	
Funded workshops focused on grant writing										
Yes	20.8%	10.5%	11.0%	25.5%	10.1%	9.1%	18.8%	10.8%	13.1%	
No	75.2%	79.4%	80.0%	70.2%	81.8%	83.0%	77.1%	77.2%	76.3%	
Not eligible	0.0%	1.7%	1.2%	0.0%	1.1%	0.9%	0.0%	1.8%	1.6%	
Not available	4.0%	8.4%	7.8%	4.3%	7.0%	7.0%	4.2%	10.2%	9.1%	
Total(n)	101	725	1,294	47	357	669	48	334	574	
Paid sabbatical leave										
Yes	4.9%	8.3%	7.5%	6.4%	7.8%	6.9%	4.1%	9.0%	8.5%	
No	68.6%	70.7%	71.7%	76.6%	76.2%	78.1%	59.2%	64.8%	64.1%	
Not eligible	23.5%	18.4%	18.4%	12.8%	12.3%	13.0%	34.7%	24.5%	24.8%	
Not available	2.9%	2.6%	2.4%	4.3%	3.6%	1.9%	2.0%	1.8%	2.6%	
Total(n)	102	727	1,295	47	357	667	49	335	576	
Travel funds paid by the institution										
Yes	82.2%	77.6%	77.3%	84.8%	73.0%	75.7%	83.7%	83.9%	79.0%	
No	15.8%	20.4%	21.2%	15.2%	25.0%	22.9%	12.2%	14.6%	19.2%	
Not eligible	0.0%	0.8%	0.5%	0.0%	0.6%	0.3%	0.0%	0.6%	0.7%	
Not available	2.0%	1.2%	1.0%	0.0%	1.4%	1.0%	4.1%	0.9%	1.0%	
Total(n)	101	727	1,291	46	356	667	49	335	572	
Internal grants for research										
Yes	28.4%	30.4%	32.4%	31.9%	32.0%	34.7%	22.4%	30.1%	29.5%	
No	64.7%	62.5%	62.7%	66.0%	63.2%	61.9%	65.3%	61.0%	64.3%	
Not eligible	4.9%	3.3%	2.5%	0.0%	1.4%	1.7%	10.2%	5.1%	3.3%	
Not available	2.0%	3.7%	2.4%	2.1%	3.4%	1.8%	2.0%	3.9%	2.9%	
Total(n)	102	726	1,296	47	356	666	49	336	577	
Training for administrative leadership										
Yes	48.5%	33.7%	35.7%	48.9%	33.7%	35.1%	50.0%	34.6%	36.3%	
No	41.6%	54.9%	53.0%	42.6%	58.1%	55.9%	39.6%	51.6%	49.4%	
Not eligible	5.0%	2.8%	2.0%	6.4%	2.2%	1.5%	4.2%	2.7%	2.6%	
Not available	5.0%	8.7%	9.4%	2.1%	5.9%	7.5%	6.3%	11.0%	11.7%	
Total(n)	101	727	1,293	47	356	667	48	335	573	
Training for promoting inclusion and facilitating difficult conversations										
Yes	72.3%	47.1%	59.1%	72.3%	42.3%	54.5%	72.9%	53.3%	64.8%	
No	25.7%	47.3%	37.1%	25.5%	53.2%	43.1%	25.0%	40.5%	30.0%	
Not eligible	0.0%	0.7%	0.2%	0.0%	0.8%	0.1%	0.0%	0.0%	0.2%	
Not available	2.0%	4.9%	3.6%	2.1%	3.6%	2.2%	2.1%	6.3%	5.0%	
Total(n)	101	728	1,300	47	357	671	48	336	576	
Incentives to develop new courses										
Yes	20.8%	19.9%	20.4%	25.5%	20.7%	19.4%	14.6%	18.8%	21.7%	
No	67.3%	66.3%	66.8%	68.1%	68.2%	71.2%	68.8%	64.6%	61.5%	
Not eligible	5.9%	3.4%	1.8%	0.0%	2.2%	0.9%	12.5%	4.8%	3.0%	
Not available	5.9%	10.4%	11.0%	6.4%	8.9%	8.5%	4.2%	11.9%	13.9%	
Total(n)	101	730	1,299	47	358	670	48	336	576	
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	17.8%	21.7%	25.6%	17.0%	19.2%	22.4%	18.8%	23.9%	28.9%	
No	70.3%	68.1%	63.7%	74.5%	72.4%	68.4%	66.7%	64.8%	58.9%	
Not eligible	4.0%	2.8%	1.2%	0.0%	1.7%	0.4%	8.3%	3.6%	1.9%	
Not available	7.9%	7.4%	9.6%	8.5%	6.8%	8.8%	6.3%	7.8%	10.3%	
Total(n)	101	727	1,298	47	355	671	48	335	574	
Resources to integrate culturally-competent practices into your classroom										
Yes	24.8%	26.3%	34.8%	19.1%	20.2%	28.0%	29.2%	31.4%	43.0%	
No	64.4%	64.2%	56.3%	70.2%	72.3%	64.7%	60.4%	57.2%	46.1%	
Not eligible	3.0%	1.9%	0.6%	2.1%	2.0%	0.4%	4.2%	1.8%	0.9%	
Not available	7.9%	7.8%	8.3%	8.5%	5.6%	6.9%	6.3%	9.6%	10.1%	
Total(n)	101	726	1,296	47	357	669	48	334	575	
How many of the following have you published?										
Articles in academic or professional journals										
None	9.0%	12.6%	13.3%	12.8%	11.2%	11.8%	6.4%	13.7%	15.3%	
1-2	8.0%	15.7%	12.2%	4.3%	14.0%	11.4%	12.8%	17.3%	13.4%	
3-4	10.0%	13.0%	11.9%	8.5%	10.6%	10.0%	10.6%	15.8%	13.4%	
5-10	22.0%	21.6%	18.5%	17.0%	20.4%	16.0%	23.4%	23.0%	21.6%	
11-20	20.0%	16.9%	16.8%	14.9%	16.5%	16.6%	25.5%	17.0%	16.7%	
21-50	22.0%	14.1%	18.1%	25.5%	18.2%	21.1%	21.3%	11.0%	15.0%	
51+	9.0%	6.0%	9.2%	17.0%	9.2%	13.0%	0.0%	2.1%	4.5%	
Total(n)	100	728	1,294	47	358	668	47	335	574	
Mean	4.38	3.81	4.04	4.62	4.08	4.30	4.13	3.54	3.74	
Standard deviation	1.73	1.77	1.88	1.95	1.84	1.93	1.53	1.64	1.78	
Significance	-	**	*	-	-	-	-	-	*	
Effect size	-	0.32	0.18	-	0.29	0.17	-	0.36	0.22	
Chapters in edited volumes										
None	28.7%	35.5%	33.9%	29.8%	39.5%	32.3%	27.1%	30.9%	35.9%	
1-2	30.7%	30.1%	27.5%	31.9%	31.1%	28.1%	33.3%	29.7%	26.8%	
3-4	19.8%	16.8%	15.8%	17.0%	14.1%	15.1%	25.0%	20.5%	16.9%	
5-10	14.9%	12.0%	13.6%	14.9%	10.1%	15.3%	10.4%	13.8%	11.5%	
11-20	4.0%	4.2%	6.8%	4.3%	3.5%	6.3%	4.2%	4.6%	7.3%	
21-50	2.0%	1.1%	2.2%	2.1%	1.4%	2.8%	0.0%	0.6%	1.4%	
51+	0.0%	0.1%	0.2%	0.0%	0.3%	0.2%	0.0%	0.0%	0.2%	
Total(n)	101	707	1,268	47	347	654	48	327	563	
Mean	2.41	2.23	2.39	2.38	2.12	2.44	2.31	2.33	2.33	
Standard deviation	1.27	1.25	1.38	1.29	1.24	1.39	1.11	1.21	1.35	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.14	0.01	-	0.21	-0.04	-	-0.02	-0.01	
How many of the following have you published?										
Books, manuals, monographs, or research reports										
None	40.2%	49.9%	47.5%	31.9%	49.0%	45.3%	49.0%	51.8%	50.5%	
1-2	27.5%	29.4%	29.8%	25.5%	28.0%	28.6%	28.6%	31.1%	31.1%	
3-4	11.8%	10.4%	10.9%	19.1%	12.2%	12.5%	4.1%	8.1%	9.1%	
5-10	15.7%	7.2%	8.8%	14.9%	7.1%	9.8%	16.3%	6.9%	7.5%	
11-20	2.9%	2.2%	2.3%	4.3%	2.8%	3.2%	2.0%	1.2%	1.0%	
21-50	2.0%	0.7%	0.4%	4.3%	0.8%	0.5%	0.0%	0.6%	0.3%	
51+	0.0%	0.3%	0.3%	0.0%	0.0%	0.3%	0.0%	0.3%	0.3%	
Total(n)	102	722	1,288	47	353	665	49	334	572	
Mean	2.20	1.86	1.91	2.47	1.89	2.00	1.94	1.78	1.80	
Standard deviation	1.31	1.12	1.13	1.41	1.13	1.18	1.18	1.05	1.05	
Significance	-	**	*	-	**	**	-	-	-	
Effect size	-	0.30	0.26	-	0.51	0.40	-	0.15	0.13	
Other, such as patents or computer software products										
None	82.0%	88.6%	84.5%	78.3%	86.0%	80.2%	87.5%	91.9%	90.1%	
1-2	12.0%	6.7%	8.5%	15.2%	8.0%	11.0%	8.3%	4.7%	5.8%	
3-4	0.0%	1.4%	3.3%	0.0%	2.0%	4.3%	0.0%	0.9%	1.6%	

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Productivity

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5-10	5.0%	1.8%	1.8%	6.5%	2.0%	2.1%	2.1%	1.6%	0.9%	
11-20	1.0%	1.0%	1.3%	0.0%	1.4%	1.4%	2.1%	0.6%	1.3%	
21-50	0.0%	0.1%	0.5%	0.0%	0.3%	0.8%	0.0%	0.0%	0.2%	
51+	0.0%	0.3%	0.2%	0.0%	0.3%	0.3%	0.0%	0.3%	0.2%	
Total(n)	100	703	1,261	46	350	657	48	321	554	
Mean	1.31	1.21	1.29	1.35	1.27	1.37	1.23	1.16	1.19	
Standard deviation	0.80	0.74	0.84	0.79	0.82	0.92	0.75	0.64	0.69	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.14	0.02	-	0.10	-0.02	-	0.11	0.06	
In the past three years, how many exhibitions, recordings, or performances in the fine or applied arts have you presented?										
None	81.2%	83.2%	84.0%	82.6%	83.2%	83.9%	81.6%	84.0%	84.6%	
1-2	5.0%	4.9%	4.8%	2.2%	4.5%	3.1%	6.1%	5.0%	6.7%	
3-4	4.0%	3.6%	3.5%	2.2%	2.5%	4.0%	4.1%	4.2%	2.6%	
5-10	4.0%	4.8%	3.4%	4.3%	5.0%	3.9%	4.1%	4.5%	2.9%	
11-20	2.0%	1.1%	2.1%	4.3%	1.7%	1.6%	0.0%	0.3%	2.1%	
21+	4.0%	2.5%	2.2%	4.3%	3.1%	3.4%	4.1%	2.1%	1.0%	
Total(n)	101	730	1,300	46	357	671	49	337	578	
Mean	1.52	1.43	1.41	1.59	1.47	1.46	1.47	1.38	1.34	
Standard deviation	1.27	1.11	1.10	1.41	1.19	1.20	1.19	1.02	0.95	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.08	0.10	-	0.10	0.11	-	0.09	0.14	
How many these exhibitions or performances in the fine or applied arts were:										
Solo/Individual										
None	26.7%	26.8%	27.2%	28.6%	28.6%	29.7%	28.6%	25.0%	25.0%	
1-2	26.7%	42.3%	35.3%	14.3%	38.8%	27.5%	28.6%	47.5%	41.7%	
3-4	20.0%	12.4%	13.3%	28.6%	10.2%	15.4%	14.3%	12.5%	11.1%	
5-10	6.7%	12.4%	14.5%	0.0%	14.3%	13.2%	14.3%	10.0%	16.7%	
11-20	6.7%	2.1%	3.5%	14.3%	4.1%	4.4%	0.0%	0.0%	2.8%	
21+	13.3%	4.1%	6.4%	14.3%	4.1%	9.9%	14.3%	5.0%	2.8%	
Total(n)	15	97	173	7	49	91	7	40	72	
Mean	2.80	2.33	2.51	3.00	2.39	2.65	2.71	2.28	2.39	
Standard deviation	1.74	1.28	1.44	1.91	1.37	1.60	1.80	1.24	1.26	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.37	0.20	-	0.45	0.22	-	0.35	0.25	
How many these exhibitions or performances in the fine or applied arts were:										
Collaborative										
None	5.3%	10.3%	10.2%	0.0%	12.3%	8.8%	11.1%	7.8%	11.9%	
1-2	31.6%	29.9%	30.5%	25.0%	24.6%	27.5%	33.3%	35.3%	35.7%	
3-4	26.3%	25.6%	26.9%	12.5%	21.1%	27.5%	33.3%	29.4%	26.2%	
5-10	10.5%	14.5%	15.2%	25.0%	17.5%	14.7%	0.0%	11.8%	14.3%	
11-20	15.8%	11.1%	8.6%	37.5%	12.3%	8.8%	0.0%	9.8%	7.1%	
21+	10.5%	8.5%	8.6%	0.0%	12.3%	12.7%	22.2%	5.9%	4.8%	
Total(n)	19	117	197	8	57	102	9	51	84	
Mean	3.32	3.12	3.08	3.75	3.30	3.25	3.11	2.98	2.83	
Standard deviation	1.49	1.44	1.41	1.28	1.57	1.49	1.76	1.32	1.30	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.14	0.17	-	0.29	0.34	-	0.10	0.22	
In the past three years, how many of your professional writings have been published or accepted for publication?										
None	15.8%	22.5%	18.4%	15.2%	23.1%	16.6%	14.3%	21.0%	20.2%	
1	9.9%	13.4%	11.6%	4.3%	12.7%	11.2%	16.3%	14.1%	12.5%	
2	13.9%	15.2%	13.8%	19.6%	15.2%	14.8%	6.1%	14.4%	13.0%	
3	8.9%	13.8%	12.8%	10.9%	13.8%	12.4%	8.2%	15.0%	13.4%	
4	6.9%	7.6%	7.4%	6.5%	6.2%	6.4%	8.2%	9.6%	7.7%	
5	5.9%	7.0%	6.7%	4.3%	8.2%	6.0%	6.1%	5.7%	7.0%	
6	13.9%	8.2%	7.5%	6.5%	5.4%	8.2%	22.4%	7.5%	7.1%	
7-10	9.9%	7.5%	10.7%	15.2%	8.2%	11.2%	6.1%	7.2%	10.3%	
More than 10	14.9%	6.8%	11.0%	17.4%	7.3%	13.0%	12.2%	5.7%	8.9%	
Total(n)	101	724	1,295	46	355	668	48	334	575	
Mean	4.93	3.94	4.49	5.09	3.98	4.66	4.92	3.95	4.30	
Standard deviation	2.83	2.55	2.74	2.89	2.60	2.79	2.78	2.49	2.69	
Significance	-	***	-	-	**	-	-	-	*	
Effect size	-	0.39	0.16	-	0.43	0.15	-	0.39	0.23	
How many of these publications in the past three years were solo-authored?										
None	39.5%	39.0%	38.0%	44.4%	44.1%	42.8%	36.1%	33.9%	33.3%	
1	19.7%	23.0%	19.0%	19.4%	23.1%	19.8%	19.4%	22.5%	18.3%	
2	17.1%	15.2%	15.7%	13.9%	13.8%	13.3%	22.2%	17.4%	18.6%	
3	6.6%	9.1%	10.9%	5.6%	6.5%	9.1%	5.6%	11.4%	12.0%	
4	7.9%	4.6%	4.7%	8.3%	3.2%	3.4%	5.6%	5.9%	5.9%	
5	0.0%	3.6%	4.3%	0.0%	3.6%	3.8%	0.0%	3.8%	4.9%	
6	5.3%	1.6%	1.8%	2.8%	1.2%	1.2%	8.3%	2.1%	2.4%	
7-10	2.6%	1.8%	3.9%	5.6%	2.8%	4.8%	0.0%	0.4%	2.7%	
More than 10	1.3%	2.2%	1.8%	0.0%	1.6%	1.6%	2.8%	2.5%	2.0%	
Total(n)	76	505	939	36	247	495	36	236	409	
Mean	2.66	2.56	2.76	2.53	2.41	2.61	2.75	2.70	2.89	
Standard deviation	2.02	1.92	2.06	2.02	1.92	2.08	2.08	1.89	2.02	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.05	-0.05	-	0.06	-0.04	-	0.03	-0.07	
How many of these publications in the past three years were co-authored?										
None	15.0%	17.0%	17.6%	16.7%	18.4%	17.5%	15.0%	16.5%	17.6%	
1	11.3%	19.9%	16.9%	5.6%	18.0%	16.0%	15.0%	20.2%	18.1%	
2	11.3%	18.7%	14.9%	13.9%	16.1%	13.6%	5.0%	21.5%	16.7%	
3	15.0%	14.1%	13.3%	16.7%	15.7%	13.6%	15.0%	12.8%	13.6%	
4	10.0%	6.8%	7.2%	5.6%	5.5%	6.4%	15.0%	8.3%	6.9%	
5	6.3%	5.8%	5.5%	2.8%	4.7%	4.7%	10.0%	7.0%	6.7%	
6	7.5%	4.8%	5.3%	8.3%	5.5%	6.4%	7.5%	4.1%	4.3%	
7-10	6.3%	5.4%	8.1%	8.3%	7.1%	8.9%	5.0%	3.7%	7.1%	
More than 10	17.5%	7.5%	11.2%	22.2%	9.0%	12.8%	12.5%	5.8%	9.0%	
Total(n)	80	518	983	36	255	530	40	242	420	
Mean	4.79	3.83	4.21	5.06	3.97	4.36	4.60	3.67	4.01	
Standard deviation	2.79	2.44	2.69	2.97	2.59	2.77	2.64	2.28	2.57	
Significance	-	**	-	-	*	-	-	*	-	
Effect size	-	0.39	0.22	-	0.42	0.25	-	0.41	0.23	
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	17.0%	11.7%	13.4%	8.7%	10.5%	12.8%	25.0%	13.5%	14.1%	
1-4	30.0%	26.2%	28.1%	32.6%	26.3%	28.9%	27.1%	27.0%	28.3%	
5-8	36.0%	33.0%	31.5%	43.5%	33.9%	31.3%	29.2%	33.0%	31.3%	
9-12	9.0%	18.8%	17.4%	10.9%	18.9%	17.8%	8.3%	18.6%	16.5%	
13-16	7.0%	5.9%	5.4%	4.3%	7.1%	4.8%	8.3%	3.9%	6.0%	
17-20	1.0%	2.3%	2.1%	0.0%	2.3%	2.4%	2.1%	2.7%	1.6%	
21+	0.0%	1.9%	2.2%	0.0%	1.1%	2.0%	0.0%	1.2%	2.1%	
Total(n)	100	724	1,284	46	354	664	48	333	568	
Mean	2.62	2.96	2.88	2.70	2.97	2.88	2.54	2.85	2.85	
Standard deviation	1.14	1.30	1.32	0.94	1.24	1.30	1.30	1.25	1.31	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.26	-0.20	-	-0.22	-0.14	-	-0.25	-0.24	
Preparing for teaching (including reading student papers and grading)										
None	18.8%	10.9%	11.7%	8.5%	9.6%	11.1%	29.2%	12.9%	12.5%	
1-4	23.8%	18.3%	19.6%	27.7%	16.9%	20.2%	18.8%	19.5%	18.8%	
5-8	29.7%	26.7%	26.8%	38.3%	29.6%	29.2%	18.8%	23.7%	23.9%	
9-12	13.9%	20.5%	19.1%	12.8%	20.8%	19.1%	16.7%	20.7%	19.8%	
13-16	8.9%	12.7%	12.1%	8.5%	11.8%	11.1%	10.4%	13.2%	12.8%	
17-20	2.0%	6.5%	5.6%	2.1%	7.6%	5.1%	2.1%	5.4%	6.1%	
21+	3.0%	4.3%	5.1%	2.1%	3.7%	4.2%	4.2%	4.5%	6.1%	
Total(n)	101	722	1,285	47	355	665	48	333	570	

Scholarly Productivity

Mean	2.88	3.43	3.38	3.00	3.46	3.31	2.83	3.36	3.45
Standard deviation	1.46	1.56	1.59	1.29	1.52	1.52	1.68	1.59	1.65
Significance	-	***	**	-	*	-	-	*	*
Effect size	-	-0.35	-0.31	-	-0.30	-0.20	-	-0.33	-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	10.8%	6.2%	5.8%	10.6%	7.6%	5.4%	10.2%	4.8%	6.4%
1-4	56.9%	54.9%	54.0%	63.8%	55.3%	58.7%	51.0%	56.0%	48.0%
5-8	21.6%	25.3%	26.0%	19.1%	25.6%	24.6%	22.4%	26.0%	28.2%
9-12	6.9%	7.7%	8.4%	4.3%	5.9%	7.0%	10.2%	8.6%	10.1%
13-16	1.0%	2.5%	2.9%	2.1%	2.5%	2.5%	0.0%	2.7%	3.3%
17-20	2.0%	1.8%	1.4%	0.0%	2.0%	1.0%	4.1%	1.2%	1.7%
21+	1.0%	1.6%	1.5%	0.0%	1.1%	0.7%	2.0%	1.8%	2.3%
Total(n)	102	728	1,298	47	356	668	49	336	577
Mean	2.40	2.57	2.59	2.23	2.51	2.49	2.59	2.59	2.70
Standard deviation	1.05	1.10	1.08	0.79	1.07	0.96	1.26	1.08	1.18
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.15	-0.18	-	-0.26	-0.27	-	0.00	-0.09
Committee work and meetings									
None	1.0%	1.8%	1.8%	2.1%	2.0%	2.1%	0.0%	1.5%	1.6%
1-4	20.8%	28.7%	30.8%	29.8%	29.2%	33.9%	12.5%	27.5%	26.6%
5-8	27.7%	31.2%	28.4%	25.5%	32.6%	29.9%	31.3%	29.9%	27.5%
9-12	13.9%	16.3%	17.5%	12.8%	15.6%	17.4%	16.7%	18.2%	17.9%
13-16	13.9%	9.0%	9.4%	19.1%	9.1%	7.9%	10.4%	9.0%	10.8%
17-20	13.9%	6.6%	5.4%	10.6%	7.1%	4.9%	16.7%	6.6%	6.1%
21+	8.9%	6.4%	6.8%	0.0%	4.5%	3.9%	12.5%	7.5%	9.6%
Total(n)	101	724	1,294	47	353	667	48	335	575
Mean	3.96	3.47	3.45	3.49	3.40	3.26	4.25	3.55	3.66
Standard deviation	1.65	1.51	1.52	1.43	1.45	1.39	1.64	1.54	1.61
Significance	-	**	**	-	-	-	-	**	*
Effect size	-	0.32	0.34	-	0.06	0.17	-	0.45	0.37
Research and scholarly writing									
None	13.7%	18.8%	17.4%	6.4%	18.0%	15.9%	20.4%	18.9%	19.4%
1-4	43.1%	42.8%	39.5%	44.7%	40.6%	35.3%	40.8%	45.8%	43.5%
5-8	17.6%	19.4%	18.5%	19.1%	21.7%	19.8%	16.3%	17.7%	17.5%
9-12	10.8%	8.1%	10.4%	8.5%	7.3%	12.0%	12.2%	9.0%	8.3%
13-16	5.9%	4.8%	5.4%	12.8%	4.8%	6.2%	0.0%	4.5%	4.7%
17-20	4.9%	2.3%	4.2%	2.1%	2.5%	4.8%	8.2%	2.1%	3.5%
21+	3.9%	3.7%	4.7%	6.4%	5.1%	6.0%	2.0%	2.1%	3.1%
Total(n)	102	725	1,294	47	355	666	49	334	577
Mean	2.82	2.59	2.78	3.09	2.68	2.96	2.63	2.49	2.58
Standard deviation	1.54	1.45	1.58	1.60	1.53	1.66	1.52	1.32	1.46
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.16	0.03	-	0.27	0.08	-	0.11	0.03
During the present term, how many hours per week on average do you spend on each of the following?									
Other creative products/performance									
None	68.7%	72.7%	75.6%	61.7%	69.6%	75.4%	78.3%	77.7%	77.3%
1-4	19.2%	19.0%	16.3%	27.7%	21.0%	16.8%	6.5%	15.5%	14.9%
5-8	4.0%	4.3%	3.7%	6.4%	5.4%	3.8%	2.2%	3.0%	3.5%
9-12	3.0%	1.7%	1.9%	4.3%	2.3%	2.3%	2.2%	0.9%	1.4%
13-16	5.1%	1.4%	1.3%	0.0%	0.9%	1.1%	10.9%	1.8%	1.4%
17-20	0.0%	0.6%	0.6%	0.0%	0.9%	0.6%	0.0%	0.3%	0.4%
21+	0.0%	0.3%	0.6%	0.0%	0.0%	0.0%	0.0%	0.6%	1.1%
Total(n)	99	714	1,268	47	352	655	46	328	565
Mean	1.57	1.43	1.41	1.53	1.46	1.39	1.61	1.37	1.40
Standard deviation	1.06	0.89	0.93	0.80	0.88	0.84	1.32	0.90	0.98
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.16	0.17	-	0.08	0.17	-	0.27	0.21
Community or public service									
None	19.8%	30.8%	30.3%	21.3%	34.8%	31.5%	20.8%	28.0%	30.5%
1-4	45.5%	49.7%	49.1%	44.7%	45.2%	46.2%	45.8%	53.3%	51.1%
5-8	17.8%	12.8%	12.6%	19.1%	13.2%	13.5%	14.6%	12.7%	11.5%
9-12	7.9%	3.9%	4.7%	10.6%	4.5%	5.4%	4.2%	2.7%	3.5%
13-16	3.0%	1.5%	2.1%	2.1%	1.4%	2.4%	4.2%	1.8%	1.7%
17-20	2.0%	0.6%	0.5%	2.1%	0.6%	0.7%	2.1%	0.3%	0.2%
21+	4.0%	0.7%	0.8%	0.0%	0.3%	0.3%	8.3%	1.2%	1.4%
Total(n)	101	724	1,288	47	356	667	48	332	573
Mean	2.50	2.00	2.04	2.34	1.95	2.04	2.65	2.03	2.01
Standard deviation	1.43	1.00	1.04	1.13	0.97	1.04	1.72	1.01	1.05
Significance	-	***	***	-	*	-	-	***	***
Effect size	-	0.50	0.44	-	0.40	0.29	-	0.61	0.61
Outside consulting/freelance work									
None	69.3%	74.6%	71.7%	72.3%	74.8%	69.3%	66.7%	75.2%	75.5%
1-4	23.8%	19.9%	21.5%	19.1%	19.8%	22.5%	27.1%	19.3%	19.1%
5-8	6.9%	3.3%	4.6%	8.5%	3.7%	6.0%	6.3%	3.0%	3.2%
9-12	0.0%	1.4%	1.1%	0.0%	0.6%	1.4%	0.0%	2.1%	0.9%
13-16	0.0%	0.4%	0.5%	0.0%	0.6%	0.6%	0.0%	0.3%	0.4%
17-20	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%
21+	0.0%	0.4%	0.5%	0.0%	0.6%	0.2%	0.0%	0.0%	0.9%
Total(n)	101	720	1,281	47	353	662	48	331	571
Mean	1.38	1.35	1.40	1.36	1.35	1.42	1.40	1.33	1.36
Standard deviation	0.61	0.74	0.80	0.64	0.76	0.75	0.61	0.67	0.83
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.04	-0.03	-	0.01	-0.08	-	0.10	0.05
Household/childcare duties									
None	10.9%	10.5%	9.7%	14.9%	12.9%	14.3%	6.3%	7.1%	4.7%
1-4	18.8%	16.9%	16.5%	17.0%	17.7%	16.4%	18.8%	16.1%	16.4%
5-8	12.9%	21.3%	21.7%	14.9%	23.9%	22.6%	10.4%	19.6%	20.8%
9-12	20.8%	17.6%	18.7%	23.4%	18.5%	20.8%	16.7%	15.8%	15.7%
13-16	8.9%	9.8%	11.2%	8.4%	9.0%	9.4%	12.5%	10.7%	13.3%
17-20	9.9%	6.3%	7.3%	17.0%	5.9%	6.5%	4.2%	6.5%	8.2%
21+	17.8%	17.5%	14.9%	6.4%	12.1%	10.0%	31.3%	24.1%	20.8%
Total(n)	101	726	1,281	47	356	659	48	336	572
Mean	3.99	3.88	3.87	3.66	3.59	3.54	4.48	4.23	4.24
Standard deviation	2.00	1.94	1.86	1.86	1.83	1.79	2.09	2.00	1.89
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.06	0.06	-	0.04	0.07	-	0.13	0.13
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	88.0%	86.1%	81.1%	91.3%	91.7%	86.4%	83.3%	82.5%	76.2%
1-4	5.0%	8.1%	10.7%	4.3%	5.5%	8.7%	6.3%	9.3%	12.0%
5-8	2.0%	2.0%	3.6%	0.0%	0.9%	2.3%	4.2%	2.7%	4.9%
9-12	2.0%	1.5%	2.0%	4.3%	1.1%	1.2%	0.0%	1.8%	3.0%
13-16	1.0%	0.7%	0.5%	0.0%	0.3%	0.3%	2.1%	1.2%	0.9%
17-20	1.0%	0.7%	0.7%	0.0%	0.6%	0.3%	2.1%	0.9%	1.2%
21+	1.0%	0.8%	1.3%	0.0%	0.0%	0.8%	2.1%	1.5%	1.8%
Total(n)	100	713	1,273	46	348	655	48	332	568
Mean	1.30	1.28	1.37	1.17	1.15	1.24	1.46	1.39	1.51
Standard deviation	1.00	0.90	1.01	0.64	0.60	0.79	1.29	1.09	1.19
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.02	-0.07	-	0.03	-0.09	-	0.06	-0.04
Other employment outside of academia									
None	89.1%	93.2%	90.9%	91.5%	95.8%	91.9%	85.4%	91.3%	89.5%
1-4	7.9%	4.4%	5.2%	6.4%	2.3%	4.7%	10.4%	5.7%	6.0%
5-8	2.0%	1.1%	1.9%	0.0%	1.1%	1.7%	4.2%	1.2%	2.3%

Civic Minded Practice

9-12	1.0%	0.4%	0.9%	2.1%	0.3%	0.8%	0.0%	0.6%	1.1%	
13-16	0.0%	0.4%	0.3%	0.0%	0.3%	0.5%	0.0%	0.6%	0.2%	
17-20	0.0%	0.3%	0.2%	0.0%	0.3%	0.3%	0.0%	0.3%	0.2%	
21+	0.0%	0.1%	0.5%	0.0%	0.0%	0.3%	0.0%	0.3%	0.9%	
Total(n)	101	720	1,280	47	353	663	48	332	569	
Mean	1.15	1.12	1.18	1.13	1.08	1.15	1.19	1.16	1.21	
Standard deviation	0.48	0.55	0.70	0.49	0.45	0.64	0.49	0.65	0.77	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.05	-0.04	-	0.11	-0.03	-	0.05	-0.03	
Personal time (e.g., exercise, hobbies, relaxing)										
None	0.0%	2.9%	2.7%	0.0%	2.8%	2.7%	0.0%	3.0%	2.5%	
1-4	30.4%	26.0%	26.1%	29.8%	20.4%	22.2%	26.5%	31.1%	30.7%	
5-8	33.3%	34.9%	36.8%	36.2%	35.4%	37.0%	34.7%	34.7%	37.0%	
9-12	19.6%	18.4%	20.5%	17.0%	19.5%	23.1%	20.4%	16.5%	17.6%	
13-16	4.9%	8.6%	7.0%	2.1%	9.1%	7.3%	8.2%	8.4%	6.2%	
17-20	3.9%	4.0%	3.1%	6.4%	5.1%	3.3%	2.0%	3.3%	2.8%	
21+	7.8%	5.1%	3.8%	8.5%	7.6%	4.4%	8.2%	3.0%	3.2%	
Total(n)	102	722	1,278	47	353	662	49	334	567	
Mean	3.42	3.36	3.28	3.45	3.58	3.37	3.49	3.18	3.16	
Standard deviation	1.47	1.40	1.29	1.53	1.49	1.31	1.45	1.30	1.25	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.04	0.11	-	-0.09	0.06	-	0.24	0.26	
In your interactions with undergraduates, how often in the past year did you encourage them to:										
Ask questions in class										
Frequently	85.4%	87.6%	82.9%	87.0%	89.7%	83.8%	84.1%	85.5%	81.8%	
Occasionally	5.2%	5.7%	5.4%	10.9%	7.4%	7.1%	0.0%	3.8%	3.1%	
Not at all	9.4%	6.7%	11.7%	2.2%	2.9%	9.1%	15.9%	10.7%	15.1%	
Total(n)	96	702	1,246	46	349	650	44	317	544	
Mean	2.76	2.81	2.71	2.85	2.87	2.75	2.68	2.75	2.67	
Standard deviation	0.61	0.54	0.66	0.42	0.42	0.61	0.74	0.64	0.72	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.09	0.08	-	-0.05	0.16	-	-0.11	0.01	
Support their opinions with a logical argument										
Frequently	71.0%	73.9%	69.6%	77.8%	75.8%	69.2%	64.3%	72.0%	70.2%	
Occasionally	18.3%	18.3%	18.8%	17.8%	18.7%	21.8%	19.0%	17.6%	15.1%	
Not at all	10.8%	7.9%	11.6%	4.4%	5.5%	9.0%	16.7%	10.4%	14.7%	
Total(n)	93	700	1,238	45	347	642	42	318	544	
Mean	2.60	2.66	2.58	2.73	2.70	2.60	2.48	2.62	2.56	
Standard deviation	0.68	0.62	0.69	0.54	0.56	0.65	0.77	0.67	0.74	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.10	0.03	-	0.05	0.20	-	-0.21	-0.11	
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	70.8%	71.0%	66.9%	73.9%	71.0%	63.9%	68.2%	71.1%	70.4%	
Occasionally	18.8%	21.7%	21.1%	21.7%	24.4%	26.5%	15.9%	18.9%	14.6%	
Not at all	10.4%	7.4%	12.0%	4.3%	4.6%	9.6%	15.9%	9.9%	15.0%	
Total(n)	96	706	1,249	46	348	649	44	322	548	
Mean	2.60	2.64	2.55	2.70	2.66	2.54	2.52	2.61	2.55	
Standard deviation	0.67	0.62	0.70	0.55	0.56	0.66	0.76	0.66	0.74	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.06	0.07	-	0.07	0.24	-	-0.14	-0.04	
Analyze multiple sources of information before coming to a conclusion										
Occasionally	63.2%	66.8%	62.8%	55.6%	62.9%	59.0%	70.5%	70.3%	66.7%	
Not at all	24.2%	24.6%	24.2%	37.8%	30.7%	29.7%	11.4%	18.9%	17.7%	
Total(n)	95	707	1,245	45	348	647	44	323	547	
Mean	2.51	2.58	2.50	2.49	2.57	2.48	2.52	2.59	2.51	
Standard deviation	0.71	0.65	0.71	0.63	0.61	0.69	0.79	0.68	0.75	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.11	0.01	-	-0.13	0.01	-	-0.10	0.01	
Evaluate the quality or reliability of information they receive										
Frequently	61.5%	67.6%	63.3%	52.2%	64.0%	57.5%	70.5%	70.6%	68.9%	
Occasionally	27.1%	24.2%	24.1%	43.5%	29.7%	31.2%	11.4%	19.1%	16.4%	
Not at all	11.5%	8.2%	12.6%	4.3%	6.3%	11.2%	18.2%	10.3%	14.7%	
Total(n)	96	706	1,246	46	350	650	44	320	544	
Mean	2.50	2.59	2.51	2.48	2.58	2.46	2.52	2.60	2.54	
Standard deviation	0.70	0.64	0.71	0.59	0.61	0.69	0.79	0.67	0.74	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.14	-0.01	-	-0.16	0.03	-	-0.12	-0.03	
Take risks for potential gains										
Frequently	30.5%	37.2%	35.1%	23.9%	36.1%	31.8%	37.2%	38.2%	36.9%	
Occasionally	46.3%	41.5%	42.0%	54.3%	43.4%	46.0%	37.2%	40.4%	38.2%	
Not at all	23.2%	21.3%	22.9%	21.7%	20.5%	21.7%	25.6%	21.3%	24.9%	
Total(n)	95	701	1,235	46	346	642	43	319	542	
Mean	2.07	2.16	2.12	2.02	2.16	2.10	2.12	2.17	2.12	
Standard deviation	0.73	0.75	0.75	0.68	0.74	0.72	0.79	0.75	0.78	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.12	-0.07	-	-0.19	-0.11	-	-0.07	0.00	
In your interactions with undergraduates, how often in the past year did you encourage them to:										
Seek alternative solutions to a problem										
Frequently	66.0%	62.6%	58.6%	62.2%	63.7%	55.4%	69.8%	61.4%	61.4%	
Occasionally	23.4%	30.4%	29.6%	35.6%	32.3%	34.8%	11.6%	28.5%	24.0%	
Not at all	10.6%	7.0%	11.8%	2.2%	4.0%	9.8%	18.6%	10.0%	14.6%	
Total(n)	94	700	1,238	45	347	646	43	319	542	
Mean	2.55	2.56	2.47	2.60	2.60	2.46	2.51	2.51	2.47	
Standard deviation	0.68	0.62	0.70	0.54	0.57	0.67	0.80	0.67	0.74	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.02	0.11	-	0.00	0.21	-	0.00	0.05	
Look up scientific research articles and resources										
Frequently	56.3%	52.3%	49.0%	45.7%	49.9%	43.7%	65.9%	55.0%	55.6%	
Occasionally	29.2%	32.6%	28.3%	41.3%	36.7%	34.0%	18.2%	28.0%	20.6%	
Not at all	14.6%	15.2%	22.8%	13.0%	13.5%	22.3%	15.9%	17.1%	23.9%	
Total(n)	96	706	1,242	46	349	645	44	322	545	
Mean	2.42	2.37	2.26	2.33	2.36	2.21	2.50	2.38	2.32	
Standard deviation	0.74	0.73	0.81	0.70	0.71	0.78	0.76	0.76	0.83	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.07	0.20	-	-0.04	0.15	-	0.16	0.22	
Explore topics on their own, even though it was not required for a class										
Frequently	51.0%	50.2%	48.1%	50.0%	49.1%	45.8%	52.3%	50.5%	50.0%	
Occasionally	34.4%	39.3%	38.2%	41.3%	43.7%	43.2%	25.0%	35.5%	32.6%	
Not at all	14.6%	10.5%	13.7%	8.7%	7.2%	11.0%	22.7%	14.0%	17.4%	
Total(n)	96	705	1,245	46	348	646	44	321	546	
Mean	2.36	2.40	2.34	2.41	2.42	2.35	2.30	2.36	2.33	
Standard deviation	0.73	0.67	0.71	0.65	0.62	0.67	0.82	0.72	0.75	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.06	0.03	-	-0.02	0.09	-	-0.08	-0.04	
Accept mistakes as part of the learning process										
Frequently	58.3%	70.8%	65.5%	52.2%	68.5%	62.4%	65.9%	73.8%	69.2%	
Occasionally	33.3%	23.5%	24.0%	43.5%	28.9%	28.9%	20.5%	17.1%	17.6%	
Not at all	8.3%	5.7%	10.5%	4.3%	2.6%	8.7%	13.6%	9.0%	13.2%	
Total(n)	96	706	1,244	46	349	647	44	321	545	
Mean	2.50	2.65	2.55	2.48	2.66	2.54	2.52	2.65	2.56	
Standard deviation	0.65	0.58	0.68	0.59	0.53	0.65	0.73	0.64	0.72	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.26	-0.07	-	-0.34	-0.09	-	-0.20	-0.06	

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%	54.4%	50.0%	39.1%	47.6%	43.5%	59.1%	60.0%	57.1%
Occasionally	36.5%	35.1%	34.9%	47.8%	42.7%	41.5%	25.0%	28.4%	27.2%
Not at all	13.5%	10.5%	15.1%	13.0%	9.7%	15.0%	15.9%	11.6%	15.8%
Total(n)	96	704	1,245	46	349	648	44	320	545
Mean	2.36	2.44	2.35	2.26	2.38	2.29	2.43	2.48	2.41
Standard deviation	0.71	0.68	0.73	0.68	0.66	0.71	0.76	0.69	0.75
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.12	0.01	-	-0.18	-0.04	-	-0.07	0.03
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	64.6%	64.8%	65.3%	59.6%	58.6%	56.7%	69.6%	71.4%	75.0%
Occasionally	18.2%	24.1%	24.2%	19.1%	26.6%	30.4%	17.4%	21.3%	17.3%
Not at all	17.2%	11.1%	10.5%	21.3%	14.7%	12.9%	13.0%	7.3%	7.7%
Total(n)	99	719	1,281	47	353	661	46	329	568
Mean	2.47	2.54	2.55	2.38	2.44	2.44	2.57	2.64	2.67
Standard deviation	0.77	0.69	0.68	0.82	0.74	0.71	0.72	0.61	0.61
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.10	-0.12	-	-0.08	-0.08	-	-0.11	-0.16
Describe how different perspectives would affect the interpretation of a question or issue in your discipline									
Frequently	48.5%	50.4%	53.2%	42.6%	43.6%	46.7%	50.0%	55.9%	59.4%
Occasionally	31.3%	36.8%	33.3%	27.7%	38.2%	35.4%	39.1%	36.9%	31.4%
Not at all	20.2%	12.8%	13.5%	29.8%	18.1%	17.9%	10.9%	7.3%	9.2%
Total(n)	99	718	1,281	47	353	664	46	331	567
Mean	2.28	2.38	2.40	2.13	2.25	2.29	2.39	2.49	2.50
Standard deviation	0.78	0.70	0.71	0.85	0.74	0.75	0.68	0.63	0.66
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.14	-0.17	-	-0.16	-0.21	-	-0.16	-0.17
Discuss the ethical or moral implications of a course of action									
Frequently	49.5%	49.7%	53.4%	40.4%	43.9%	48.5%	54.3%	54.1%	57.5%
Occasionally	34.3%	36.4%	33.7%	44.7%	41.1%	36.0%	28.3%	32.6%	32.3%
Not at all	16.2%	13.9%	12.8%	14.9%	15.0%	15.5%	17.4%	13.3%	10.2%
Total(n)	99	720	1,286	47	353	664	46	331	570
Mean	2.33	2.36	2.41	2.26	2.29	2.33	2.37	2.41	2.47
Standard deviation	0.74	0.71	0.71	0.71	0.71	0.73	0.77	0.71	0.67
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.04	-0.11	-	-0.04	-0.10	-	-0.06	-0.15
Apply mathematical concepts and computational thinking									
Frequently	26.3%	28.8%	29.6%	34.0%	36.4%	34.5%	17.4%	21.2%	23.6%
Occasionally	29.3%	32.2%	27.1%	27.7%	32.5%	28.3%	30.4%	32.1%	25.9%
Not at all	44.4%	39.0%	43.3%	38.3%	31.1%	37.2%	52.2%	46.7%	50.4%
Total(n)	99	720	1,283	47	354	664	46	330	567
Mean	1.82	1.90	1.86	1.96	2.05	1.97	1.65	1.75	1.73
Standard deviation	0.83	0.82	0.84	0.86	0.82	0.85	0.77	0.78	0.82
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.10	-0.05	-	-0.11	-0.01	-	-0.13	-0.10
In how many of the courses that you teach do you use each of the following?									
Class discussions									
All	76.3%	74.4%	76.8%	69.6%	70.1%	73.2%	82.2%	78.0%	80.6%
Most	14.4%	14.5%	13.2%	17.4%	14.8%	14.4%	13.3%	15.2%	12.3%
Some	7.2%	8.7%	7.6%	10.9%	12.8%	9.6%	2.2%	4.0%	5.0%
None	2.1%	2.4%	2.4%	2.2%	2.3%	2.8%	2.2%	2.8%	2.1%
Total(n)	97	710	1,268	46	351	653	45	322	562
Mean	3.65	3.61	3.64	3.54	3.53	3.58	3.76	3.68	3.71
Standard deviation	0.71	0.75	0.72	0.78	0.80	0.78	0.61	0.68	0.66
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.05	0.01	-	0.01	-0.05	-	0.12	0.08
Cooperative learning (small groups)									
All	53.6%	52.7%	55.8%	43.5%	43.8%	48.4%	66.7%	61.5%	64.5%
Most	20.6%	19.6%	21.5%	26.1%	20.0%	23.6%	17.8%	19.6%	19.8%
Some	19.6%	21.3%	16.2%	19.6%	27.8%	19.6%	13.3%	14.7%	11.3%
None	6.2%	6.4%	6.4%	10.9%	8.4%	8.4%	2.2%	4.3%	4.5%
Total(n)	97	708	1,263	46	345	653	45	327	560
Mean	3.22	3.19	3.27	3.02	2.99	3.12	3.49	3.38	3.44
Standard deviation	0.97	0.98	0.95	1.04	1.03	1.00	0.82	0.89	0.86
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.03	-0.05	-	0.03	-0.10	-	0.12	0.06
Experiential learning/Field studies									
All	18.6%	17.5%	18.1%	19.6%	16.5%	16.9%	15.6%	18.1%	19.6%
Most	18.6%	13.6%	15.3%	17.4%	12.3%	15.2%	20.0%	15.3%	15.5%
Some	34.0%	35.6%	33.3%	34.8%	34.8%	33.3%	35.6%	35.3%	33.7%
None	28.9%	33.3%	33.3%	28.3%	36.5%	34.7%	28.9%	31.3%	31.2%
Total(n)	97	714	1,269	46	351	658	45	326	561
Mean	2.27	2.15	2.18	2.28	2.09	2.14	2.22	2.20	2.24
Standard deviation	1.08	1.07	1.09	1.09	1.07	1.07	1.04	1.07	1.09
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.11	0.08	-	0.18	0.13	-	0.02	-0.02
Performances/Demonstrations									
All	19.6%	17.9%	19.0%	21.7%	17.7%	16.7%	15.6%	17.6%	21.2%
Most	12.4%	16.0%	14.8%	15.2%	16.5%	15.2%	11.1%	15.8%	14.8%
Some	26.8%	27.3%	27.1%	23.9%	26.2%	29.6%	24.4%	28.0%	24.0%
None	41.2%	38.8%	39.1%	39.1%	39.6%	38.5%	48.9%	38.6%	40.0%
Total(n)	97	717	1,270	46	351	659	45	329	562
Mean	2.10	2.13	2.14	2.20	2.12	2.10	1.93	2.12	2.17
Standard deviation	1.15	1.12	1.13	1.19	1.12	1.09	1.12	1.11	1.17
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.03	-0.04	-	0.07	0.09	-	-0.17	-0.21
In how many of the courses that you teach do you use each of the following?									
Group projects									
All	21.9%	26.0%	28.7%	17.4%	25.6%	27.1%	26.7%	26.5%	30.7%
Most	16.7%	21.9%	22.0%	17.4%	21.9%	21.4%	17.8%	21.3%	21.9%
Some	40.6%	35.8%	33.1%	45.7%	34.4%	33.8%	31.1%	37.2%	32.7%
None	20.8%	16.3%	16.3%	19.6%	18.2%	17.6%	24.4%	14.9%	14.7%
Total(n)	96	716	1,279	46	352	663	45	328	566
Mean	2.40	2.58	2.63	2.33	2.55	2.58	2.47	2.59	2.69
Standard deviation	1.05	1.05	1.06	0.99	1.06	1.07	1.14	1.04	1.06
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.17	-0.22	-	-0.21	-0.23	-	-0.12	-0.21
Extensive lecturing									
All	14.4%	14.0%	14.8%	21.7%	20.2%	18.0%	4.4%	7.6%	11.2%
Most	19.6%	24.3%	21.5%	23.9%	30.3%	28.4%	11.1%	17.0%	13.1%
Some	39.2%	36.6%	40.1%	30.4%	32.3%	37.2%	51.1%	41.3%	42.8%
None	26.8%	25.1%	23.6%	23.9%	17.3%	16.5%	33.3%	34.0%	32.9%
Total(n)	97	713	1,272	46	347	656	45	329	563
Mean	2.22	2.27	2.28	2.43	2.53	2.48	1.87	1.98	2.03
Standard deviation	1.00	0.99	0.98	1.09	1.00	0.97	0.79	0.90	0.95
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.05	-0.06	-	-0.10	-0.05	-	-0.12	-0.17
Multiple drafts of written work									
All	22.7%	16.5%	18.9%	19.6%	13.9%	13.4%	26.7%	19.2%	25.5%
Most	18.6%	22.0%	21.4%	15.2%	21.9%	21.1%	20.0%	22.9%	21.8%
Some	37.1%	39.5%	37.1%	41.3%	40.1%	41.3%	33.3%	38.4%	32.0%
None	21.6%	22.0%	22.6%	23.9%	24.1%	24.3%	20.0%	19.5%	20.7%
Total(n)	97	717	1,276	46	352	659	45	328	565

Mean	2.42	2.33	2.37	2.30	2.26	2.24	2.53	2.42	2.52	
Standard deviation	1.07	1.00	1.03	1.05	0.98	0.97	1.10	1.01	1.08	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.09	0.05	-	0.04	0.06	-	0.11	0.01	
Reflective writing/Journaling										
All	21.6%	14.7%	16.9%	15.2%	10.0%	11.5%	24.4%	18.8%	22.4%	Student-Centered Pedagogy
Most	14.4%	16.3%	16.6%	13.0%	14.3%	15.3%	17.8%	19.1%	17.8%	
Some	29.9%	35.3%	31.2%	28.3%	34.6%	30.1%	33.3%	36.2%	33.1%	
None	34.0%	33.7%	35.3%	43.5%	41.1%	43.1%	24.4%	25.8%	26.8%	
Total(n)	97	716	1,273	46	350	664	45	329	564	
Mean	2.24	2.12	2.15	2.00	1.93	1.95	2.42	2.31	2.36	
Standard deviation	1.14	1.04	1.08	1.10	0.98	1.02	1.12	1.05	1.10	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.12	0.08	-	0.07	0.05	-	0.10	0.05	
Community service as part of coursework										
All	6.2%	3.4%	3.6%	4.3%	2.6%	1.8%	6.7%	3.6%	5.7%	Civic Minded Practice
Most	4.1%	7.4%	5.7%	0.0%	5.1%	4.7%	8.9%	9.4%	6.6%	
Some	37.1%	23.9%	24.4%	37.0%	20.2%	20.0%	42.2%	27.7%	29.4%	
None	52.6%	65.4%	66.2%	58.7%	72.1%	73.5%	42.2%	59.3%	58.3%	
Total(n)	97	716	1,277	46	351	661	45	329	564	
Mean	1.64	1.49	1.47	1.50	1.38	1.35	1.80	1.57	1.60	
Standard deviation	0.83	0.77	0.76	0.72	0.70	0.66	0.87	0.81	0.84	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.19	0.22	-	0.17	0.23	-	0.28	0.24	
Electronic quizzes with immediate feedback in class										
All	7.2%	7.5%	5.8%	6.5%	6.3%	5.9%	6.7%	8.0%	5.7%	
Most	14.4%	9.8%	9.8%	13.0%	10.2%	10.3%	15.6%	8.8%	9.4%	
Some	19.6%	21.5%	19.6%	19.6%	19.9%	19.4%	22.2%	23.4%	20.0%	
None	58.8%	61.2%	64.8%	60.9%	63.6%	64.3%	55.6%	59.0%	64.9%	
Total(n)	97	717	1,275	46	352	659	45	329	564	
Mean	1.70	1.64	1.57	1.65	1.59	1.58	1.73	1.67	1.56	
Standard deviation	0.97	0.94	0.89	0.95	0.91	0.90	0.96	0.96	0.88	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.06	0.15	-	0.07	0.08	-	0.06	0.19	
Real-life problems										
All	38.1%	37.3%	41.8%	28.3%	28.9%	39.5%	46.7%	46.0%	43.8%	
Most	25.8%	28.1%	27.8%	28.3%	34.9%	27.9%	24.4%	20.1%	27.9%	
Some	25.8%	24.9%	22.3%	30.4%	25.7%	23.8%	20.0%	25.0%	20.8%	
None	10.3%	9.7%	8.0%	13.0%	10.6%	8.9%	8.9%	8.8%	7.4%	
Total(n)	97	715	1,282	46	350	664	45	328	566	
Mean	2.92	2.93	3.03	2.72	2.82	2.98	3.09	3.03	3.08	
Standard deviation	1.03	1.00	0.98	1.03	0.97	0.99	1.02	1.03	0.97	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.01	-0.11	-	-0.10	-0.26	-	0.06	0.01	
In how many of the courses that you teach do you use each of the following?										
Student inquiry to drive learning										
All	30.9%	32.9%	35.7%	28.3%	29.3%	30.7%	28.9%	35.0%	40.6%	Student-Centered Pedagogy
Most	33.0%	26.8%	28.3%	32.6%	27.1%	28.5%	37.8%	28.0%	28.1%	
Some	23.7%	30.4%	26.5%	23.9%	31.6%	29.5%	24.4%	28.9%	23.3%	
None	12.4%	9.9%	9.6%	15.2%	12.0%	11.3%	8.9%	8.2%	8.0%	
Total(n)	97	717	1,281	46	351	662	45	329	566	
Mean	2.82	2.83	2.90	2.74	2.74	2.79	2.87	2.90	3.01	
Standard deviation	1.01	1.00	1.00	1.04	1.01	1.00	0.94	0.98	0.98	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.01	-0.08	-	0.00	-0.05	-	-0.03	-0.14	
Readings on racial and ethnic issues										
All	21.9%	18.1%	20.7%	17.8%	12.6%	14.0%	22.2%	23.3%	28.0%	
Most	16.7%	16.7%	16.1%	8.9%	14.3%	14.0%	24.4%	19.3%	18.7%	
Some	24.0%	30.0%	28.6%	26.7%	27.1%	30.1%	24.4%	32.8%	26.6%	
None	37.5%	35.2%	34.6%	46.7%	46.0%	41.9%	28.9%	24.5%	26.6%	
Total(n)	96	711	1,275	45	350	658	45	326	567	
Mean	2.23	2.18	2.23	1.98	1.93	2.00	2.40	2.41	2.48	
Standard deviation	1.17	1.10	1.13	1.14	1.05	1.06	1.14	1.10	1.16	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.05	0.00	-	0.05	-0.02	-	-0.01	-0.07	
Readings on women or gender issues										
All	18.9%	17.4%	18.8%	13.3%	11.2%	11.9%	22.7%	23.0%	26.6%	
Most	20.0%	15.7%	13.3%	17.8%	12.7%	12.0%	22.7%	18.3%	14.7%	
Some	21.1%	27.6%	28.3%	24.4%	27.5%	30.9%	18.2%	28.3%	25.4%	
None	40.0%	39.3%	39.6%	44.4%	48.5%	45.2%	36.4%	30.4%	33.3%	
Total(n)	95	695	1,242	45	338	641	44	322	552	
Mean	2.18	2.11	2.11	2.00	1.87	1.90	2.32	2.34	2.35	
Standard deviation	1.16	1.11	1.13	1.09	1.02	1.02	1.20	1.14	1.20	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.06	0.06	-	0.13	0.10	-	-0.02	-0.03	
Supplemental instruction outside of class and office hours										
All	27.8%	18.8%	22.2%	21.7%	17.1%	19.2%	31.1%	19.1%	24.9%	
Most	15.5%	18.0%	18.1%	15.2%	19.1%	19.5%	17.8%	17.0%	16.7%	
Some	36.1%	38.4%	37.4%	41.3%	39.3%	38.5%	28.9%	37.7%	36.6%	
None	20.6%	24.8%	22.3%	21.7%	24.5%	22.8%	22.2%	26.2%	21.8%	
Total(n)	97	711	1,270	46	351	657	45	324	563	
Mean	2.51	2.31	2.40	2.37	2.29	2.35	2.58	2.29	2.45	
Standard deviation	1.11	1.04	1.06	1.06	1.02	1.03	1.16	1.06	1.09	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.19	0.10	-	0.08	0.02	-	0.27	0.12	
In how many of the courses that you teach do you use each of the following?										
Student presentations										
All	25.0%	27.4%	32.0%	17.4%	21.0%	25.1%	31.1%	33.1%	39.5%	Student-Centered Pedagogy
Most	33.3%	31.2%	29.0%	43.5%	33.8%	29.5%	24.4%	29.1%	28.2%	
Some	31.3%	31.7%	30.4%	26.1%	32.7%	36.1%	37.8%	31.0%	24.5%	
None	10.4%	9.7%	8.6%	13.0%	12.5%	9.4%	6.7%	6.7%	7.8%	
Total(n)	96	712	1,278	46	352	662	45	326	567	
Mean	2.73	2.76	2.84	2.65	2.63	2.70	2.80	2.89	2.99	
Standard deviation	0.96	0.96	0.97	0.92	0.95	0.95	0.97	0.95	0.98	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.03	-0.11	-	0.02	-0.05	-	-0.09	-0.19	
Student evaluations of each others' work										
All	19.8%	17.0%	17.7%	17.4%	12.3%	14.2%	20.5%	21.0%	21.8%	Student-Centered Pedagogy
Most	20.8%	20.0%	20.5%	26.1%	20.2%	20.1%	18.2%	20.1%	20.9%	
Some	35.4%	38.5%	37.3%	30.4%	39.0%	39.0%	40.9%	38.3%	34.9%	
None	24.0%	24.5%	24.5%	26.1%	28.5%	26.6%	20.5%	20.7%	22.3%	
Total(n)	96	711	1,277	46	351	661	44	324	564	
Mean	2.36	2.30	2.31	2.35	2.16	2.22	2.39	2.41	2.42	
Standard deviation	1.06	1.02	1.03	1.06	0.98	0.99	1.04	1.04	1.06	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.06	0.05	-	0.19	0.13	-	-0.02	-0.03	
Grading on a curve										
All	2.1%	4.9%	8.2%	4.3%	6.9%	10.5%	0.0%	3.1%	5.7%	
Most	7.2%	9.4%	8.8%	6.5%	12.6%	11.5%	6.7%	5.6%	6.1%	
Some	20.6%	21.2%	16.2%	26.1%	23.7%	17.3%	11.1%	17.6%	13.8%	
None	70.1%	64.5%	66.8%	63.0%	56.9%	60.7%	82.2%	73.7%	74.4%	
Total(n)	97	709	1,268	46	350	659	45	323	559	
Mean	1.41	1.55	1.58	1.52	1.69	1.72	1.24	1.38	1.43	
Standard deviation	0.72	0.86	0.95	0.81	0.94	1.03	0.57	0.73	0.84	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.16	-0.18	-	-0.18	-0.19	-	-0.19	-0.23	
Rubric-based assessment										
All	40.2%	40.3%	45.6%	28.3%	30.7%	36.1%	51.1%	50.5%	56.8%	
Most	25.8%	28.0%	26.8%	26.1%	30.4%	31.1%	28.9%	25.8%	22.0%	

Some	22.7%	22.8%	18.7%	30.4%	28.1%	21.3%	11.1%	16.3%	14.7%	
None	11.3%	8.9%	9.0%	15.2%	10.9%	11.4%	8.9%	7.4%	6.4%	
Total(n)	97	710	1,271	46	349	656	45	325	563	
Mean	2.95	3.00	3.09	2.67	2.81	2.92	3.22	3.19	3.29	
Standard deviation	1.04	0.99	1.00	1.06	0.99	1.01	0.97	0.96	0.94	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.05	-0.14	-	-0.14	-0.25	-	-0.03	-0.07	
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	9.3%	10.1%	13.3%	4.3%	7.1%	9.8%	11.1%	12.3%	17.4%	
Most	17.5%	17.1%	16.7%	15.2%	16.5%	15.6%	22.2%	17.5%	18.1%	
Some	32.0%	38.0%	38.2%	39.1%	38.1%	40.6%	26.7%	37.4%	35.3%	
None	41.2%	34.9%	31.8%	41.3%	38.4%	33.9%	40.0%	32.8%	29.3%	
Total(n)	97	714	1,276	46	352	660	45	326	564	
Mean	1.95	2.02	2.12	1.83	1.92	2.01	2.04	2.09	2.24	
Standard deviation	0.98	0.96	1.00	0.85	0.91	0.94	1.04	0.99	1.06	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.07	-0.17	-	-0.10	-0.19	-	-0.05	-0.19	
How frequently do you incorporate the following forms of technology into your courses?										
Videos or podcasts										
Frequently	45.8%	45.0%	42.4%	45.7%	39.7%	38.7%	50.0%	50.5%	47.7%	
Occasionally	40.6%	44.8%	46.0%	34.8%	49.0%	48.0%	43.2%	41.3%	43.3%	
Not at all	13.5%	10.2%	11.6%	19.6%	11.3%	13.3%	6.8%	8.2%	9.0%	
Total(n)	96	718	1,275	46	353	661	44	329	566	
Mean	2.32	2.35	2.31	2.26	2.28	2.25	2.43	2.42	2.39	
Standard deviation	0.70	0.66	0.67	0.77	0.66	0.68	0.62	0.64	0.65	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.05	0.01	-	-0.03	0.01	-	0.02	0.06	
Simulations/animations										
Frequently	15.5%	16.4%	17.2%	15.2%	16.3%	17.2%	15.6%	15.8%	17.8%	
Occasionally	30.9%	40.5%	39.7%	41.3%	44.6%	40.6%	22.2%	36.8%	38.2%	
Not at all	53.6%	43.2%	43.1%	43.5%	39.1%	42.2%	62.2%	47.4%	44.0%	
Total(n)	97	702	1,253	46	343	652	45	323	552	
Mean	1.62	1.73	1.74	1.72	1.77	1.75	1.53	1.68	1.74	
Standard deviation	0.74	0.72	0.73	0.72	0.71	0.73	0.76	0.73	0.74	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.15	-0.16	-	-0.07	-0.04	-	-0.21	-0.28	
Online homework or virtual labs										
Frequently	29.9%	27.7%	23.5%	32.6%	28.0%	22.7%	28.9%	27.7%	25.1%	
Occasionally	36.1%	33.8%	34.9%	34.8%	32.9%	34.1%	35.6%	34.8%	35.5%	
Not at all	34.0%	38.5%	41.6%	32.6%	39.1%	43.2%	35.6%	37.5%	39.4%	
Total(n)	97	716	1,279	46	353	662	45	328	566	
Mean	1.96	1.89	1.82	2.00	1.89	1.79	1.93	1.90	1.86	
Standard deviation	0.80	0.81	0.79	0.82	0.81	0.79	0.81	0.80	0.79	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.09	0.18	-	0.14	0.27	-	0.04	0.09	
Online discussion boards										
Frequently	21.6%	23.8%	20.3%	26.1%	24.1%	19.2%	17.8%	22.7%	21.9%	
Occasionally	40.2%	37.8%	37.3%	32.6%	31.2%	32.2%	51.1%	46.1%	43.4%	
Not at all	38.1%	38.5%	42.4%	41.3%	44.7%	48.6%	31.1%	31.2%	34.7%	
Total(n)	97	715	1,268	46	349	655	45	330	562	
Mean	1.84	1.85	1.78	1.85	1.79	1.71	1.87	1.92	1.87	
Standard deviation	0.76	0.78	0.76	0.82	0.80	0.77	0.69	0.73	0.74	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.01	0.08	-	0.08	0.18	-	-0.07	0.00	
Audience response systems to gauge students' understanding (e.g., clickers)										
Frequently	6.2%	6.7%	8.1%	8.7%	6.8%	8.3%	4.4%	6.7%	8.3%	
Occasionally	13.4%	17.8%	18.6%	10.9%	14.7%	16.9%	13.3%	21.8%	20.7%	
Not at all	80.4%	75.5%	73.2%	80.4%	78.5%	74.8%	82.2%	71.5%	71.0%	
Total(n)	97	719	1,278	46	353	662	45	330	565	
Mean	1.26	1.31	1.35	1.28	1.28	1.34	1.22	1.35	1.37	
Standard deviation	0.56	0.59	0.62	0.62	0.58	0.62	0.52	0.60	0.63	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.08	-0.15	-	0.00	-0.10	-	-0.22	-0.24	
Please indicate the extent to which you agree it is your role to:										
Encourage students to become agents of social change										
Strongly agree	35.6%	40.0%	44.3%	29.8%	30.9%	33.7%	41.7%	49.0%	56.7%	Civic Minded Values
Somewhat agree	53.5%	44.1%	40.7%	55.3%	48.6%	45.4%	50.0%	40.3%	35.7%	
Somewhat disagree	7.9%	10.9%	10.8%	8.5%	13.5%	14.7%	8.3%	8.7%	6.6%	
Strongly disagree	3.0%	5.1%	4.2%	6.4%	7.0%	6.3%	0.0%	2.1%	1.0%	
Total(n)	101	728	1,295	47	356	668	48	335	575	
Mean	3.22	3.19	3.25	3.09	3.03	3.06	3.33	3.36	3.48	
Standard deviation	0.72	0.82	0.81	0.80	0.85	0.86	0.63	0.73	0.67	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.04	-0.04	-	0.07	0.03	-	-0.04	-0.22	
Prepare students for employment after college										
Strongly agree	69.3%	74.5%	70.8%	63.8%	72.6%	69.1%	72.9%	76.1%	73.2%	
Somewhat agree	28.7%	23.7%	27.1%	34.0%	25.4%	28.0%	25.0%	22.1%	25.4%	
Somewhat disagree	2.0%	1.7%	1.9%	2.1%	2.0%	2.5%	2.1%	1.5%	1.2%	
Strongly disagree	0.0%	0.1%	0.2%	0.0%	0.0%	0.3%	0.0%	0.3%	0.2%	
Total(n)	101	726	1,290	47	354	667	48	335	571	
Mean	3.67	3.73	3.68	3.62	3.71	3.66	3.71	3.74	3.72	
Standard deviation	0.51	0.49	0.52	0.53	0.50	0.54	0.50	0.49	0.49	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.12	-0.02	-	-0.18	-0.07	-	-0.06	-0.02	
Prepare students for graduate or advanced education										
Strongly agree	48.0%	55.8%	55.7%	39.1%	55.8%	53.1%	52.1%	54.6%	59.3%	
Somewhat agree	49.0%	40.4%	39.2%	58.7%	40.8%	42.1%	43.8%	40.9%	35.1%	
Somewhat disagree	3.0%	3.6%	4.2%	2.2%	3.4%	3.8%	4.2%	4.2%	4.7%	
Strongly disagree	0.0%	0.1%	0.9%	0.0%	0.0%	1.1%	0.0%	0.3%	0.9%	
Total(n)	100	727	1,290	46	355	665	48	335	572	
Mean	3.45	3.52	3.50	3.37	3.52	3.47	3.48	3.50	3.53	
Standard deviation	0.56	0.57	0.62	0.53	0.56	0.62	0.58	0.59	0.63	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.12	-0.08	-	-0.27	-0.16	-	-0.03	-0.08	
Develop students' moral character										
Strongly agree	26.0%	34.2%	51.1%	21.3%	30.6%	48.6%	27.7%	36.0%	53.8%	Undergraduate Education Goal: Personal Development
Somewhat agree	55.0%	51.9%	40.5%	59.6%	55.3%	42.0%	53.2%	50.5%	39.1%	
Somewhat disagree	14.0%	11.3%	6.9%	10.6%	11.0%	7.5%	17.0%	11.4%	6.1%	
Strongly disagree	5.0%	2.6%	1.5%	8.5%	3.1%	1.9%	2.1%	2.1%	1.0%	
Total(n)	100	726	1,295	47	356	669	47	333	573	
Mean	3.02	3.18	3.41	2.94	3.13	3.37	3.06	3.20	3.46	
Standard deviation	0.78	0.73	0.69	0.82	0.72	0.71	0.73	0.72	0.66	
Significance	-	-	***	-	-	***	-	-	***	
Effect size	-	-0.22	-0.57	-	-0.26	-0.61	-	-0.19	-0.61	
Provide for students' emotional development										
Strongly agree	18.0%	27.8%	36.3%	10.6%	21.3%	31.6%	23.4%	33.3%	41.6%	Undergraduate Education Goal: Personal Development
Somewhat agree	55.0%	51.0%	47.1%	55.3%	53.9%	48.7%	59.6%	49.2%	46.1%	
Somewhat disagree	23.0%	17.5%	13.7%	27.7%	19.7%	16.2%	14.9%	15.0%	10.0%	
Strongly disagree	4.0%	3.7%	2.9%	6.4%	5.1%	3.5%	2.1%	2.4%	2.3%	
Total(n)	100	726	1,288	47	356	665	47	333	570	
Mean	2.87	3.03	3.17	2.70	2.92	3.08	3.04	3.14	3.27	
Standard deviation	0.75	0.78	0.77	0.75	0.78	0.78	0.69	0.75	0.73	
Significance	-	-	***	-	-	**	-	-	*	
Effect size	-	-0.21	-0.39	-	-0.28	-0.49	-	-0.13	-0.32	
Please indicate the extent to which you agree it is your role to:										
Help students develop personal values										
Strongly agree	20.0%	34.8%	47.3%	14.9%	30.0%	44.0%	23.4%	39.2%	50.4%	

Somewhat agree	58.0%	51.0%	44.4%	63.8%	56.3%	47.0%	55.3%	46.7%	42.6%	Undergraduate Education Goal: Personal Development
Somewhat disagree	18.0%	12.1%	7.0%	17.0%	10.6%	7.5%	17.0%	13.2%	5.9%	
Strongly disagree	4.0%	2.1%	1.2%	4.3%	3.1%	1.5%	4.3%	0.9%	1.0%	
Total(n)	100	726	1,294	47	357	668	47	334	573	
Mean	2.94	3.19	3.38	2.89	3.13	3.34	2.98	3.24	3.42	Civic Minded Values
Standard deviation	0.74	0.72	0.67	0.70	0.72	0.68	0.77	0.71	0.65	
Significance	-	**	***	-	*	***	-	*	***	
Effect size	-	-0.35	-0.66	-	-0.33	-0.66	-	-0.37	-0.68	
Enhance students' knowledge of and appreciation for other racial/ethnic groups										
Strongly agree	53.5%	50.6%	53.1%	44.7%	38.7%	42.0%	60.4%	61.8%	65.0%	Civic Minded Values
Somewhat agree	36.6%	36.8%	37.0%	44.7%	44.3%	44.2%	29.2%	30.7%	29.6%	
Somewhat disagree	5.9%	9.7%	7.8%	6.4%	13.7%	10.8%	6.3%	5.7%	4.7%	
Strongly disagree	4.0%	2.9%	2.2%	4.3%	3.4%	3.0%	4.2%	1.8%	0.7%	
Total(n)	101	729	1,295	47	357	669	48	335	574	
Mean	3.40	3.35	3.41	3.30	3.18	3.25	3.46	3.53	3.59	
Standard deviation	0.78	0.77	0.73	0.78	0.79	0.76	0.80	0.69	0.62	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.06	-0.01	-	0.15	0.07	-	-0.10	-0.21	
Promote students' ability to write effectively										
Strongly agree	74.3%	73.9%	73.7%	68.1%	69.9%	68.6%	77.1%	76.7%	78.7%	Undergraduate Education Goal: Personal Development
Somewhat agree	23.8%	23.2%	22.9%	29.8%	27.5%	27.4%	20.8%	20.0%	18.5%	
Somewhat disagree	2.0%	2.5%	2.7%	2.1%	2.2%	3.1%	2.1%	3.0%	2.4%	
Strongly disagree	0.0%	0.4%	0.7%	0.0%	0.3%	0.9%	0.0%	0.3%	0.3%	
Total(n)	101	728	1,296	47	356	669	48	335	574	
Mean	3.72	3.71	3.70	3.66	3.67	3.64	3.75	3.73	3.76	
Standard deviation	0.49	0.53	0.55	0.52	0.53	0.59	0.48	0.52	0.50	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.02	0.04	-	-0.02	0.03	-	0.04	-0.02	
Encourage respect for different beliefs										
Strongly agree	65.0%	70.2%	73.0%	58.7%	61.8%	65.6%	72.9%	78.5%	81.2%	Undergraduate Education Goal: Personal Development
Somewhat agree	32.0%	26.8%	23.9%	34.8%	34.0%	29.3%	27.1%	20.0%	17.8%	
Somewhat disagree	3.0%	2.6%	2.4%	6.5%	3.7%	3.9%	0.0%	1.2%	0.9%	
Strongly disagree	0.0%	0.4%	0.7%	0.0%	0.6%	1.2%	0.0%	0.3%	0.2%	
Total(n)	100	725	1,291	46	353	665	48	335	574	
Mean	3.62	3.67	3.69	3.52	3.57	3.59	3.73	3.77	3.80	
Standard deviation	0.55	0.55	0.55	0.62	0.59	0.63	0.45	0.47	0.43	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.09	-0.13	-	-0.08	-0.11	-	-0.09	-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	10.9%	13.5%	9.2%	10.6%	14.9%	9.1%	12.5%	12.3%	9.1%	Civic Minded Values
Somewhat agree	47.5%	49.4%	48.1%	57.4%	48.3%	46.0%	39.6%	49.7%	46.0%	
Somewhat disagree	33.7%	27.6%	31.9%	21.3%	26.4%	30.5%	41.7%	29.0%	33.0%	
Strongly disagree	7.9%	9.5%	12.8%	10.6%	10.4%	13.8%	6.3%	9.0%	11.9%	
Total(n)	101	727	1,292	47	356	668	48	334	572	
Mean	2.61	2.67	2.52	2.68	2.68	2.51	2.58	2.65	2.52	
Standard deviation	0.79	0.83	0.83	0.81	0.85	0.84	0.79	0.81	0.82	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.07	0.11	-	0.00	0.20	-	-0.09	0.07	
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	83.2%	78.0%	78.2%	76.6%	71.4%	70.4%	89.6%	86.2%	87.8%	Civic Minded Values
Somewhat agree	12.9%	19.1%	18.8%	19.1%	24.9%	25.4%	8.3%	12.6%	11.5%	
Somewhat disagree	3.0%	2.1%	2.1%	4.3%	2.5%	3.0%	2.1%	0.9%	0.7%	
Strongly disagree	1.0%	0.8%	0.9%	0.0%	1.1%	1.2%	0.0%	0.3%	0.0%	
Total(n)	101	722	1,291	47	353	668	48	333	572	
Mean	3.78	3.74	3.74	3.72	3.67	3.65	3.88	3.85	3.87	
Standard deviation	0.54	0.53	0.53	0.54	0.59	0.60	0.39	0.41	0.36	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.08	0.08	-	0.08	0.12	-	0.07	0.03	
Colleges have a responsibility to work with their surrounding communities to address local issues										
Strongly agree	61.4%	60.1%	54.4%	53.2%	52.8%	44.4%	68.8%	69.0%	67.1%	Civic Minded Values
Somewhat agree	34.7%	35.0%	40.2%	42.6%	40.4%	48.7%	29.2%	28.3%	29.6%	
Somewhat disagree	2.0%	3.8%	4.6%	0.0%	4.8%	5.5%	2.1%	2.4%	3.3%	
Strongly disagree	2.0%	1.1%	0.8%	4.3%	2.0%	1.3%	0.0%	0.3%	0.0%	
Total(n)	101	729	1,293	47	356	667	48	336	574	
Mean	3.55	3.54	3.48	3.45	3.44	3.36	3.67	3.66	3.64	
Standard deviation	0.64	0.63	0.62	0.72	0.68	0.65	0.52	0.54	0.55	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.02	0.11	-	0.01	0.14	-	0.02	0.05	
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	10.1%	12.7%	9.8%	2.2%	11.1%	7.7%	17.0%	14.5%	12.4%	Civic Minded Values
Somewhat agree	45.5%	48.6%	44.2%	60.9%	48.4%	43.2%	27.7%	47.4%	44.9%	
Somewhat disagree	35.4%	31.3%	35.5%	34.8%	33.9%	38.4%	40.4%	30.2%	32.8%	
Strongly disagree	9.1%	7.4%	10.5%	2.2%	6.6%	10.7%	14.9%	7.9%	9.9%	
Total(n)	99	718	1,278	46	351	662	47	331	564	
Mean	2.57	2.67	2.53	2.63	2.64	2.48	2.47	2.69	2.60	
Standard deviation	0.80	0.79	0.81	0.57	0.76	0.79	0.95	0.82	0.83	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.13	0.05	-	-0.01	0.19	-	-0.27	-0.16	
I try to dispel perceptions of competition in my classroom										
Strongly agree	29.9%	30.2%	35.5%	20.0%	22.9%	28.3%	39.1%	38.6%	43.9%	Civic Minded Values
Somewhat agree	44.3%	42.1%	44.1%	48.9%	42.0%	46.2%	45.7%	42.2%	42.8%	
Somewhat disagree	20.6%	21.9%	17.4%	24.4%	26.6%	21.5%	13.0%	16.6%	11.8%	
Strongly disagree	5.2%	5.8%	3.1%	6.7%	8.6%	3.9%	2.2%	2.7%	1.6%	
Total(n)	97	718	1,272	45	350	660	46	332	561	
Mean	2.99	2.97	3.12	2.82	2.79	2.99	3.22	3.17	3.29	
Standard deviation	0.85	0.87	0.80	0.83	0.89	0.81	0.76	0.80	0.73	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.02	-0.16	-	0.03	-0.21	-	0.06	-0.10	
Students' use of personal devices and laptops in the classroom serve as more of distraction than an educational resource										
Strongly agree	20.0%	17.7%	18.7%	15.2%	16.7%	16.7%	16.7%	15.9%	19.9%	Civic Minded Values
Somewhat agree	32.0%	36.1%	36.5%	41.3%	41.1%	39.1%	27.1%	32.0%	33.4%	
Somewhat disagree	34.0%	30.8%	31.4%	34.8%	27.5%	32.0%	35.4%	35.0%	31.1%	
Strongly disagree	14.0%	15.4%	13.4%	8.7%	14.7%	12.2%	20.8%	17.1%	15.6%	
Total(n)	100	723	1,288	46	353	663	48	334	572	
Mean	2.58	2.56	2.60	2.63	2.60	2.60	2.40	2.47	2.58	
Standard deviation	0.97	0.95	0.94	0.85	0.93	0.91	1.01	0.95	0.98	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.02	-0.02	-	0.03	0.03	-	-0.07	-0.18	
I feel I have the skills to facilitate conversation about diversity issues in the classroom										
Strongly agree	36.0%	39.0%	35.2%	27.7%	35.1%	29.2%	38.3%	41.9%	41.1%	Civic Minded Values
Somewhat agree	48.0%	42.7%	46.3%	46.8%	41.9%	48.5%	55.3%	43.7%	44.8%	
Somewhat disagree	12.0%	13.7%	15.4%	19.1%	16.4%	18.4%	4.3%	11.4%	12.1%	
Strongly disagree	4.0%	4.7%	3.1%	6.4%	6.5%	3.9%	2.1%	3.0%	2.1%	
Total(n)	100	724	1,288	47	353	664	47	334	572	
Mean	3.16	3.16	3.14	2.96	3.06	3.03	3.30	3.25	3.25	
Standard deviation	0.79	0.83	0.78	0.86	0.88	0.80	0.66	0.77	0.74	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.00	0.03	-	-0.11	-0.09	-	0.06	0.07	
I achieve a healthy balance between my personal life and my professional life										
Strongly agree	12.0%	20.0%	20.3%	12.8%	21.8%	25.4%	10.6%	17.9%	14.3%	Civic Minded Values
Somewhat agree	45.0%	42.8%	39.3%	46.8%	46.2%	41.3%	44.7%	40.0%	36.9%	

Somewhat disagree	35.0%	25.8%	28.0%	34.0%	23.8%	23.1%	34.0%	26.9%	33.6%	
Strongly disagree	8.0%	11.4%	12.4%	6.4%	8.2%	10.2%	10.6%	15.2%	15.2%	
Total(n)	100	725	1,292	47	353	666	47	335	574	
Mean	2.61	2.71	2.67	2.66	2.82	2.82	2.55	2.61	2.50	
Standard deviation	0.80	0.91	0.93	0.79	0.87	0.93	0.83	0.95	0.92	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.11	-0.06	-	-0.18	-0.17	-	-0.06	0.05	
I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar										
Strongly agree	24.8%	22.3%	21.4%	17.0%	15.1%	14.7%	29.2%	29.9%	28.9%	
Somewhat agree	35.6%	26.6%	31.6%	40.4%	25.4%	28.2%	33.3%	26.9%	35.3%	
Somewhat disagree	28.7%	34.1%	31.7%	29.8%	36.8%	37.8%	29.2%	32.2%	25.4%	
Strongly disagree	10.9%	17.0%	15.3%	12.8%	22.8%	19.2%	8.3%	11.0%	10.4%	
Total(n)	101	722	1,287	47	351	666	48	335	570	
Mean	2.74	2.54	2.59	2.62	2.33	2.38	2.83	2.76	2.83	
Standard deviation	0.96	1.02	0.99	0.92	0.99	0.96	0.95	1.00	0.96	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.20	0.15	-	0.29	0.25	-	0.07	0.00	
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	13.9%	19.1%	17.9%	12.8%	20.0%	19.0%	12.5%	15.8%	15.9%	
Somewhat agree	53.5%	47.7%	46.0%	59.6%	53.0%	48.1%	50.0%	43.9%	43.3%	
Somewhat disagree	22.8%	24.5%	23.8%	23.4%	20.3%	21.9%	22.9%	29.3%	26.9%	
Strongly disagree	9.9%	8.7%	12.3%	4.3%	6.8%	10.9%	14.6%	11.0%	14.0%	
Total(n)	101	727	1,290	47	355	667	48	335	573	
Mean	2.71	2.77	2.69	2.81	2.86	2.75	2.60	2.64	2.61	
Standard deviation	0.83	0.86	0.90	0.71	0.81	0.89	0.89	0.88	0.91	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.07	0.02	-	-0.06	0.07	-	-0.05	-0.01	
Student Affairs staff have the support and respect of faculty										
Strongly agree	16.3%	17.7%	20.7%	14.9%	19.0%	20.3%	20.0%	15.8%	21.0%	
Somewhat agree	64.3%	59.8%	54.9%	70.2%	57.8%	54.7%	55.6%	62.7%	54.7%	
Somewhat disagree	18.4%	19.0%	20.2%	14.9%	18.7%	20.8%	22.2%	18.9%	19.8%	
Strongly disagree	1.0%	3.5%	4.2%	0.0%	4.6%	4.1%	2.2%	2.5%	4.5%	
Total(n)	98	706	1,265	47	348	654	45	322	561	
Mean	2.96	2.92	2.92	3.00	2.91	2.91	2.93	2.92	2.92	
Standard deviation	0.62	0.71	0.76	0.55	0.74	0.75	0.72	0.66	0.76	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.06	0.05	-	0.12	0.12	-	0.02	0.01	
There is a lot of campus racial conflict here										
Strongly agree	1.0%	4.8%	4.7%	0.0%	2.0%	2.6%	2.1%	8.0%	7.1%	
Somewhat agree	10.9%	22.3%	23.5%	8.5%	17.7%	18.8%	10.4%	26.2%	29.1%	
Somewhat disagree	55.4%	46.0%	44.2%	48.9%	46.8%	44.1%	64.6%	46.4%	44.9%	
Strongly disagree	32.7%	26.9%	27.6%	42.6%	33.5%	34.6%	22.9%	19.3%	18.8%	
Total(n)	101	726	1,287	47	355	665	48	336	574	
Mean	1.80	2.05	2.05	1.66	1.88	1.89	1.92	2.23	2.25	
Standard deviation	0.66	0.83	0.84	0.64	0.76	0.79	0.65	0.85	0.84	
Significance	-	**	**	-	-	-	-	-	**	
Effect size	-	-0.30	-0.30	-	-0.29	-0.29	-	-0.36	-0.39	
My research is valued by faculty in my department										
Strongly agree	31.7%	31.3%	36.3%	25.5%	30.4%	39.4%	37.5%	31.7%	31.4%	
Somewhat agree	52.5%	47.7%	44.3%	61.7%	52.2%	42.7%	45.8%	44.1%	47.3%	
Somewhat disagree	10.9%	15.6%	14.3%	6.4%	12.5%	12.7%	14.6%	17.8%	15.7%	
Strongly disagree	5.0%	5.5%	5.2%	6.4%	4.9%	5.2%	2.1%	6.3%	5.5%	
Total(n)	101	710	1,277	47	345	660	48	331	566	
Mean	3.11	3.05	3.12	3.06	3.08	3.16	3.19	3.01	3.05	
Standard deviation	0.79	0.83	0.84	0.76	0.79	0.84	0.76	0.87	0.83	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.07	-0.01	-	-0.03	-0.12	-	0.21	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:										
My teaching is valued by faculty in my department										
Strongly agree	46.0%	53.3%	57.1%	39.1%	54.3%	57.5%	52.1%	51.9%	55.6%	
Somewhat agree	44.0%	38.6%	35.0%	45.7%	38.9%	35.1%	45.8%	38.8%	36.2%	
Somewhat disagree	7.0%	5.5%	5.7%	8.7%	4.3%	5.0%	2.1%	6.0%	6.3%	
Strongly disagree	3.0%	2.8%	2.1%	6.5%	2.6%	2.4%	0.0%	3.3%	1.9%	
Total(n)	100	723	1,287	46	352	664	48	335	572	
Mean	3.33	3.42	3.47	3.17	3.45	3.48	3.50	3.39	3.45	
Standard deviation	0.74	0.72	0.70	0.85	0.70	0.70	0.55	0.75	0.70	
Significance	-	-	-	-	**	**	-	-	-	
Effect size	-	-0.13	-0.20	-	-0.40	-0.44	-	0.15	0.07	
My service is valued by faculty in my department										
Strongly agree	53.5%	54.3%	59.4%	44.7%	54.2%	59.8%	62.5%	54.6%	57.8%	
Somewhat agree	29.7%	33.7%	30.4%	38.3%	36.2%	31.5%	22.9%	31.6%	30.2%	
Somewhat disagree	10.9%	8.0%	6.7%	10.6%	5.4%	4.9%	8.3%	9.9%	8.6%	
Strongly disagree	5.9%	4.0%	3.5%	6.4%	4.2%	3.7%	6.3%	3.9%	3.5%	
Total(n)	101	726	1,294	47	354	669	48	335	573	
Mean	3.31	3.38	3.46	3.21	3.40	3.47	3.42	3.37	3.42	
Standard deviation	0.89	0.80	0.77	0.88	0.78	0.76	0.90	0.82	0.79	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.09	-0.19	-	-0.24	-0.34	-	0.06	0.00	
Faculty are sufficiently involved in campus decision-making										
Strongly agree	6.9%	16.3%	10.9%	2.1%	16.6%	10.6%	10.2%	15.9%	10.3%	
Somewhat agree	46.1%	48.3%	43.4%	51.1%	50.3%	44.6%	44.9%	47.6%	42.5%	
Somewhat disagree	28.4%	24.5%	29.8%	27.7%	22.8%	29.6%	26.5%	25.7%	30.7%	
Strongly disagree	18.6%	10.9%	15.8%	19.1%	10.4%	15.0%	18.4%	10.8%	16.6%	
Total(n)	102	726	1,294	47	356	668	49	334	574	
Mean	2.41	2.70	2.49	2.36	2.73	2.51	2.47	2.69	2.47	
Standard deviation	0.87	0.87	0.89	0.82	0.86	0.87	0.92	0.87	0.89	
Significance	-	**	**	-	**	**	-	-	-	
Effect size	-	-0.33	-0.09	-	-0.43	-0.17	-	-0.25	0.00	
The faculty are typically at odds with campus administration										
Strongly agree	11.9%	10.8%	12.8%	17.0%	11.5%	11.3%	8.3%	10.0%	14.7%	
Somewhat agree	40.6%	42.1%	42.1%	40.4%	39.7%	39.1%	41.7%	45.0%	45.8%	
Somewhat disagree	43.6%	41.3%	36.9%	42.6%	42.8%	40.2%	43.8%	39.6%	33.0%	
Strongly disagree	4.0%	5.8%	8.2%	0.0%	5.9%	9.5%	6.3%	5.4%	6.5%	
Total(n)	101	720	1,286	47	355	665	48	331	570	
Mean	2.60	2.58	2.60	2.74	2.57	2.52	2.52	2.60	2.69	
Standard deviation	0.75	0.76	0.81	0.74	0.77	0.82	0.74	0.74	0.80	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.03	0.00	-	0.22	0.27	-	-0.11	-0.21	
Faculty here respect each other										
Strongly agree	30.4%	25.5%	33.9%	25.5%	27.2%	35.6%	32.7%	22.1%	30.5%	
Somewhat agree	59.8%	59.8%	54.5%	63.8%	58.0%	53.9%	59.2%	63.9%	56.7%	
Somewhat disagree	6.9%	11.4%	10.0%	6.4%	11.8%	8.8%	6.1%	10.4%	11.3%	
Strongly disagree	2.9%	3.3%	1.6%	4.3%	3.1%	1.6%	2.0%	3.6%	1.6%	
Total(n)	102	728	1,296	47	357	668	49	335	577	
Mean	3.18	3.08	3.21	3.11	3.09	3.24	3.22	3.04	3.16	
Standard deviation	0.68	0.70	0.68	0.70	0.71	0.68	0.65	0.68	0.67	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.14	-0.04	-	0.03	-0.19	-	0.26	0.09	
Administrators consider faculty concerns when making policy										
Strongly agree	8.8%	11.3%	14.2%	4.3%	9.6%	14.8%	12.2%	13.2%	13.6%	
Somewhat agree	46.1%	50.4%	48.8%	53.2%	55.9%	50.7%	40.8%	45.0%	46.7%	
Somewhat disagree	30.4%	27.1%	23.5%	29.8%	25.0%	22.6%	30.6%	29.4%	24.4%	
Strongly disagree	14.7%	11.2%	13.5%	12.8%	9.6%	11.8%	16.3%	12.3%	15.3%	
Total(n)	102	724	1,293	47	356	668	49	333	574	
Mean	2.49	2.62	2.64	2.49	2.65	2.69	2.49	2.59	2.59	

Standard deviation	0.85	0.83	0.89	0.78	0.78	0.87	0.92	0.87	0.91	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.16	-0.17	-	-0.21	-0.23	-	-0.11	-0.11	
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	26.0%	19.3%	14.9%	23.9%	18.9%	14.3%	29.2%	20.9%	16.3%	Diversity Climate
Somewhat agree	47.0%	49.3%	48.9%	47.8%	52.7%	50.5%	45.8%	45.2%	46.0%	
Somewhat disagree	22.0%	24.2%	29.6%	26.1%	21.7%	28.7%	18.8%	26.1%	30.7%	
Strongly disagree	5.0%	7.2%	6.6%	2.2%	6.8%	6.5%	6.3%	7.9%	7.0%	
Total(n)	100	720	1,279	46	355	659	48	330	570	
Mean	2.94	2.81	2.72	2.93	2.84	2.73	2.98	2.79	2.72	
Standard deviation	0.83	0.83	0.79	0.77	0.81	0.78	0.86	0.86	0.82	
Significance	-	-	**	-	-	-	-	-	*	
Effect size	-	0.16	0.28	-	0.11	0.26	-	0.22	0.32	
The criteria for advancement and promotion decisions are clear										
Strongly agree	21.0%	29.2%	31.5%	23.4%	32.3%	34.2%	20.8%	26.6%	27.7%	Diversity Climate
Somewhat agree	51.0%	50.1%	45.8%	53.2%	50.0%	46.5%	47.9%	50.6%	45.2%	
Somewhat disagree	20.0%	14.9%	15.4%	19.1%	13.2%	13.5%	20.8%	15.9%	17.9%	
Strongly disagree	8.0%	5.8%	7.3%	4.3%	4.5%	5.8%	10.4%	6.9%	9.2%	
Total(n)	100	725	1,294	47	356	669	48	334	575	
Mean	2.85	3.03	3.01	2.96	3.10	3.09	2.79	2.97	2.91	
Standard deviation	0.85	0.82	0.87	0.78	0.79	0.84	0.90	0.84	0.90	
Significance	-	-	*	-	-	-	-	-	-	
Effect size	-	-0.22	-0.18	-	-0.18	-0.15	-	-0.21	-0.13	
Most of the students I teach lack the basic skills for college level work										
Strongly agree	7.1%	7.1%	4.3%	4.3%	5.4%	4.4%	8.5%	8.4%	4.0%	Diversity Climate
Somewhat agree	24.2%	22.0%	14.6%	21.7%	20.6%	12.0%	25.5%	21.4%	17.4%	
Somewhat disagree	54.5%	46.9%	41.5%	58.7%	49.9%	40.2%	51.1%	45.5%	43.9%	
Strongly disagree	14.1%	24.1%	39.6%	15.2%	24.2%	43.5%	14.9%	24.7%	34.7%	
Total(n)	99	723	1,286	46	355	665	47	332	570	
Mean	2.24	2.12	1.84	2.15	2.07	1.77	2.28	2.14	1.91	
Standard deviation	0.78	0.85	0.83	0.73	0.81	0.82	0.83	0.88	0.82	
Significance	-	-	***	-	-	**	-	-	**	
Effect size	-	0.14	0.48	-	0.10	0.46	-	0.16	0.45	
There is adequate support for faculty development										
Strongly agree	11.0%	15.2%	25.7%	10.9%	16.8%	27.8%	12.5%	13.9%	22.8%	Diversity Climate
Somewhat agree	53.0%	44.4%	46.2%	56.5%	45.5%	47.2%	50.0%	43.8%	45.9%	
Somewhat disagree	20.0%	27.1%	19.0%	19.6%	26.1%	18.1%	20.8%	27.8%	19.5%	
Strongly disagree	16.0%	13.4%	9.0%	13.0%	11.6%	6.9%	16.7%	14.5%	11.8%	
Total(n)	100	719	1,283	46	362	663	48	331	569	
Mean	2.59	2.61	2.89	2.65	2.67	2.96	2.58	2.57	2.80	
Standard deviation	0.89	0.90	0.89	0.85	0.89	0.86	0.92	0.90	0.92	
Significance	-	-	**	-	-	*	-	-	-	
Effect size	-	-0.02	-0.34	-	-0.02	-0.36	-	0.01	-0.24	
Faculty are not prepared to deal with conflict over diversity issues in the classroom										
Strongly agree	9.9%	12.2%	11.0%	12.8%	10.0%	8.2%	8.3%	14.5%	14.5%	Diversity Climate
Somewhat agree	52.5%	50.8%	48.8%	61.7%	50.7%	49.8%	41.7%	52.0%	48.6%	
Somewhat disagree	32.7%	32.9%	33.9%	25.5%	35.0%	35.5%	41.7%	29.9%	31.6%	
Strongly disagree	5.0%	4.2%	6.3%	0.0%	4.3%	6.5%	8.3%	3.6%	5.4%	
Total(n)	101	715	1,261	47	349	650	48	331	560	
Mean	2.67	2.71	2.65	2.87	2.66	2.60	2.50	2.77	2.72	
Standard deviation	0.72	0.73	0.76	0.61	0.71	0.73	0.77	0.73	0.77	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.05	0.03	-	0.30	0.37	-	-0.37	-0.29	
This institution takes mentoring into consideration in the promotion process										
Strongly agree	9.9%	8.1%	11.4%	6.4%	7.8%	14.2%	12.5%	8.4%	8.1%	Diversity Climate
Somewhat agree	35.6%	37.1%	38.7%	42.6%	41.1%	41.4%	33.3%	33.7%	35.1%	
Somewhat disagree	40.6%	38.5%	34.6%	40.4%	37.6%	31.7%	35.4%	37.5%	37.5%	
Strongly disagree	13.9%	16.3%	15.3%	10.6%	13.5%	12.8%	18.8%	20.4%	19.3%	
Total(n)	101	704	1,260	47	348	657	48	323	555	
Mean	2.42	2.37	2.46	2.45	2.43	2.57	2.40	2.30	2.32	
Standard deviation	0.85	0.85	0.89	0.77	0.82	0.89	0.94	0.89	0.88	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.06	-0.04	-	0.02	-0.13	-	0.11	0.09	
Faculty of color are treated fairly here										
Strongly agree	20.6%	25.6%	26.1%	19.6%	31.5%	32.7%	22.2%	18.1%	17.8%	Diversity Climate
Somewhat agree	58.8%	50.4%	47.1%	67.4%	54.2%	48.2%	51.1%	47.2%	46.3%	
Somewhat disagree	15.5%	19.0%	20.3%	13.0%	12.0%	15.6%	17.8%	26.4%	26.3%	
Strongly disagree	5.2%	5.1%	6.5%	0.0%	2.3%	3.5%	8.9%	8.3%	9.5%	
Total(n)	97	707	1,250	46	349	649	45	326	555	
Mean	2.95	2.96	2.93	3.07	3.15	3.10	2.87	2.75	2.72	
Standard deviation	0.76	0.81	0.85	0.57	0.71	0.78	0.87	0.85	0.87	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.01	0.02	-	-0.11	-0.04	-	0.14	0.17	
Women faculty are treated fairly here										
Strongly agree	22.0%	27.8%	27.2%	29.8%	37.1%	35.4%	14.9%	16.9%	17.0%	Diversity Climate
Somewhat agree	53.0%	48.0%	44.9%	57.4%	50.0%	46.4%	46.8%	46.2%	43.6%	
Somewhat disagree	18.0%	19.2%	21.1%	10.6%	11.1%	14.4%	27.7%	28.1%	29.2%	
Strongly disagree	7.0%	5.0%	6.9%	2.1%	1.7%	3.8%	10.6%	8.8%	10.2%	
Total(n)	100	715	1,273	47	350	655	47	331	569	
Mean	2.90	2.99	2.92	3.15	3.23	3.13	2.66	2.71	2.67	
Standard deviation	0.82	0.82	0.87	0.69	0.71	0.80	0.87	0.85	0.87	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.11	-0.02	-	-0.11	0.03	-	-0.06	-0.01	
LGBTQ+ faculty are treated fairly here										
Strongly agree	22.4%	28.4%	24.2%	21.7%	35.2%	28.1%	23.9%	19.8%	19.1%	Diversity Climate
Somewhat agree	62.2%	54.2%	42.8%	67.4%	55.0%	44.3%	58.7%	54.5%	41.8%	
Somewhat disagree	11.2%	14.1%	19.7%	6.5%	7.8%	17.4%	13.0%	20.7%	22.4%	
Strongly disagree	4.1%	3.3%	13.3%	4.3%	2.0%	10.2%	4.3%	5.0%	16.7%	
Total(n)	98	703	1,229	46	347	637	46	323	550	
Mean	3.03	3.08	2.78	3.07	3.23	2.90	3.02	2.89	2.63	
Standard deviation	0.71	0.74	0.96	0.68	0.68	0.92	0.75	0.77	0.97	
Significance	-	*	-	-	-	-	-	-	**	
Effect size	-	-0.07	0.26	-	-0.24	0.18	-	0.17	0.40	
Indicate how important you believe each priority listed below is at your college or university:										
Increase or maintain institutional affordability										
Highest priority	19.0%	25.6%	18.8%	19.1%	23.0%	17.9%	19.1%	28.1%	19.2%	Institutional Priority, Commitment to Diversity
High priority	55.0%	52.6%	43.3%	55.3%	55.2%	45.8%	55.3%	49.5%	40.5%	
Medium priority	24.0%	18.5%	26.3%	23.4%	19.0%	25.2%	23.4%	18.4%	27.3%	
Low priority	2.0%	3.3%	11.6%	2.1%	2.8%	11.1%	2.1%	3.9%	13.0%	
Total(n)	100	723	1,282	47	357	664	47	331	568	
Mean	2.91	3.00	2.69	2.91	2.98	2.70	2.91	3.02	2.66	
Standard deviation	0.71	0.76	0.91	0.72	0.73	0.89	0.72	0.79	0.93	
Significance	-	-	*	-	-	-	-	-	-	
Effect size	-	-0.12	0.24	-	-0.10	0.24	-	-0.14	0.27	
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	19.0%	19.6%	25.1%	25.5%	20.7%	25.5%	14.9%	17.9%	24.0%	Institutional Priority, Commitment to Diversity
High priority	35.0%	41.1%	43.9%	34.0%	40.3%	44.8%	38.3%	43.0%	43.1%	
Medium priority	34.0%	32.1%	24.6%	29.8%	33.2%	24.4%	31.9%	30.3%	24.9%	
Low priority	12.0%	7.3%	6.4%	10.8%	5.7%	5.3%	14.9%	8.8%	8.0%	
Total(n)	100	716	1,270	47	352	656	47	330	566	
Mean	2.61	2.73	2.88	2.74	2.76	2.90	2.53	2.70	2.83	
Standard deviation	0.93	0.86	0.86	0.97	0.84	0.84	0.93	0.86	0.88	

Significance	-	-	**	-	-	-	-	*	
Effect size	-	-0.14	-0.31	-	-0.02	-0.19	-	-0.20	-0.34
Facilitate student involvement in community service									
Highest priority	24.5%	12.7%	15.6%	21.7%	10.7%	13.9%	29.8%	15.2%	17.7%
High priority	39.8%	33.6%	41.2%	41.3%	34.1%	42.4%	42.6%	33.1%	39.7%
Medium priority	34.7%	40.6%	34.9%	34.8%	40.6%	34.9%	27.7%	40.6%	34.3%
Low priority	1.0%	13.1%	8.3%	2.2%	14.6%	8.8%	0.0%	11.0%	8.4%
Total(n)	98	726	1,283	46	355	662	47	335	572
Mean	2.88	2.46	2.64	2.83	2.41	2.61	3.02	2.53	2.67
Standard deviation	0.79	0.87	0.84	0.80	0.87	0.83	0.77	0.88	0.86
Significance	-	***	***	-	***	***	-	***	***
Effect size	-	0.48	0.29	-	0.48	0.27	-	0.56	0.41
Help students learn how to bring about change in society									
Highest priority	12.1%	11.4%	17.4%	10.6%	11.1%	15.0%	14.9%	11.7%	19.7%
High priority	34.3%	30.5%	37.5%	38.3%	29.5%	37.4%	31.9%	32.3%	38.7%
Medium priority	38.4%	39.1%	33.2%	34.0%	40.1%	35.3%	42.6%	37.4%	30.4%
Low priority	15.2%	19.1%	11.9%	17.0%	19.3%	12.3%	10.6%	18.6%	11.2%
Total(n)	99	719	1,280	47	352	660	47	334	569
Mean	2.43	2.34	2.60	2.43	2.32	2.55	2.51	2.37	2.67
Standard deviation	0.89	0.91	0.91	0.90	0.91	0.89	0.88	0.92	0.92
Significance	-	***	***	-	***	***	-	***	***
Effect size	-	0.10	-0.19	-	0.12	-0.13	-	0.15	-0.17
Increase or maintain institutional prestige									
Highest priority	10.2%	23.6%	33.8%	6.5%	21.3%	30.8%	14.9%	26.9%	37.5%
High priority	50.0%	38.1%	42.1%	54.3%	39.0%	45.6%	42.6%	36.8%	38.9%
Medium priority	27.6%	27.4%	19.8%	23.9%	28.1%	19.6%	31.9%	25.7%	19.7%
Low priority	12.2%	10.9%	4.3%	15.2%	11.5%	4.1%	10.6%	10.3%	4.0%
Total(n)	98	725	1,287	46	356	653	47	334	574
Mean	2.58	2.74	3.05	2.52	2.70	3.03	2.62	2.80	3.10
Standard deviation	0.84	0.94	0.84	0.84	0.93	0.82	0.87	0.95	0.85
Significance	-	***	***	-	***	***	-	***	***
Effect size	-	-0.17	-0.56	-	-0.19	-0.62	-	-0.19	-0.56
Indicate how important you believe each priority listed below is at your college or university:									
Hire faculty "stars"									
Highest priority	7.2%	4.0%	8.6%	4.3%	3.1%	6.8%	8.5%	4.5%	10.8%
High priority	16.5%	15.2%	22.7%	21.7%	15.3%	22.8%	12.8%	15.6%	22.1%
Medium priority	45.4%	37.0%	36.0%	43.5%	37.2%	35.3%	48.9%	36.8%	37.5%
Low priority	30.9%	43.8%	32.7%	30.4%	44.3%	35.1%	29.8%	43.1%	29.6%
Total(n)	97	719	1,271	46	362	659	47	334	565
Mean	2.00	1.79	2.07	2.00	1.77	2.01	2.00	1.81	2.14
Standard deviation	0.88	0.84	0.94	0.84	0.82	0.92	0.88	0.86	0.96
Significance	-	*	*	-	*	*	-	*	*
Effect size	-	0.25	-0.07	-	0.28	-0.01	-	0.22	-0.15
Recruit more traditionally underrepresented students									
Highest priority	17.2%	17.8%	15.3%	10.6%	14.9%	13.7%	23.4%	20.3%	17.2%
High priority	47.5%	39.9%	39.0%	59.6%	43.7%	40.5%	38.3%	38.2%	37.1%
Medium priority	26.3%	31.6%	32.5%	23.4%	32.7%	33.5%	29.8%	29.9%	31.4%
Low priority	9.1%	10.6%	13.3%	6.4%	8.7%	12.3%	8.5%	11.6%	14.3%
Total(n)	99	724	1,290	47	355	666	47	335	574
Mean	2.73	2.65	2.56	2.74	2.65	2.56	2.77	2.67	2.57
Standard deviation	0.85	0.89	0.90	0.74	0.84	0.88	0.91	0.93	0.94
Significance	-	*	*	-	*	*	-	*	*
Effect size	-	0.09	0.19	-	0.11	0.20	-	0.11	0.21
Increase the selectivity of the student body through more competitive admissions criteria									
Highest priority	1.0%	5.3%	10.1%	0.0%	5.1%	10.0%	2.1%	5.4%	10.2%
High priority	15.2%	20.9%	31.3%	21.3%	20.6%	32.0%	6.4%	20.8%	30.0%
Medium priority	27.3%	32.2%	33.9%	23.4%	34.4%	34.6%	31.9%	30.2%	33.2%
Low priority	56.6%	41.6%	24.7%	55.3%	40.0%	23.4%	59.6%	43.5%	26.7%
Total(n)	99	721	1,282	47	355	662	47	331	570
Mean	1.61	1.90	2.27	1.66	1.91	2.29	1.51	1.88	2.24
Standard deviation	0.78	0.91	0.94	0.81	0.90	0.93	0.72	0.92	0.96
Significance	-	**	***	-	**	***	-	**	***
Effect size	-	-0.32	-0.70	-	-0.28	-0.68	-	-0.40	-0.76
Promote gender diversity in the faculty and administration									
Highest priority	14.1%	13.1%	15.5%	10.6%	13.0%	16.0%	19.1%	13.5%	14.5%
High priority	38.4%	38.6%	35.2%	48.9%	46.8%	40.5%	25.5%	30.5%	29.3%
Medium priority	31.3%	34.7%	34.1%	34.0%	33.0%	33.1%	31.9%	37.4%	35.6%
Low priority	16.2%	13.6%	15.2%	6.4%	7.3%	10.4%	23.4%	18.6%	20.6%
Total(n)	99	723	1,283	47	355	662	47	334	573
Mean	2.51	2.51	2.51	2.64	2.65	2.62	2.40	2.39	2.38
Standard deviation	0.93	0.89	0.93	0.76	0.80	0.87	1.06	0.94	0.97
Significance	-	*	*	-	*	*	-	*	*
Effect size	-	0.00	0.00	-	-0.01	0.02	-	0.01	0.02
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	22.0%	18.8%	20.4%	17.0%	17.4%	18.9%	27.7%	21.0%	22.3%
High priority	36.0%	37.1%	35.0%	48.9%	44.4%	40.2%	25.5%	30.2%	29.6%
Medium priority	31.0%	31.3%	29.4%	29.8%	30.3%	27.3%	31.9%	32.3%	31.1%
Low priority	11.0%	12.8%	15.2%	4.3%	7.9%	13.6%	14.9%	16.5%	17.0%
Total(n)	100	725	1,284	47	366	662	47	334	575
Mean	2.69	2.62	2.61	2.79	2.71	2.64	2.66	2.56	2.57
Standard deviation	0.94	0.93	0.98	0.78	0.84	0.94	1.05	1.00	1.02
Significance	-	*	*	-	*	*	-	*	*
Effect size	-	0.08	0.08	-	0.10	0.16	-	0.10	0.09
Provide resources for faculty to engage in community-based teaching or research									
Highest priority	22.2%	12.3%	10.0%	17.0%	12.7%	7.8%	25.5%	11.1%	11.9%
High priority	45.5%	29.2%	27.6%	55.3%	29.9%	25.6%	38.3%	29.8%	29.6%
Medium priority	24.2%	37.7%	38.5%	21.3%	39.7%	39.8%	25.5%	34.3%	36.8%
Low priority	8.1%	20.8%	23.9%	6.4%	17.7%	26.7%	10.6%	24.7%	21.6%
Total(n)	99	722	1,274	47	355	655	47	332	570
Mean	2.82	2.33	2.24	2.83	2.37	2.15	2.79	2.27	2.32
Standard deviation	0.87	0.94	0.93	0.79	0.92	0.90	0.95	0.96	0.94
Significance	-	***	***	-	**	***	-	***	**
Effect size	-	0.52	0.62	-	0.50	0.76	-	0.54	0.50
Create and sustain partnerships with surrounding communities									
Highest priority	31.3%	18.8%	14.2%	28.3%	15.3%	11.3%	34.0%	20.9%	17.5%
High priority	46.5%	38.2%	32.1%	47.8%	42.1%	29.8%	46.8%	35.8%	34.7%
Medium priority	21.2%	32.8%	37.2%	23.9%	33.9%	42.0%	17.0%	31.6%	31.7%
Low priority	1.0%	10.2%	16.4%	0.0%	8.8%	16.9%	2.1%	11.6%	16.1%
Total(n)	99	725	1,278	46	354	657	47	335	571
Mean	3.08	2.66	2.44	3.04	2.64	2.35	3.13	2.66	2.54
Standard deviation	0.75	0.90	0.93	0.73	0.84	0.89	0.77	0.94	0.96
Significance	-	***	***	-	**	***	-	**	***
Effect size	-	0.47	0.69	-	0.48	0.78	-	0.50	0.61
Indicate how important you believe each priority listed below is at your college or university:									
Pursue extramural funding									
Highest priority	21.2%	17.8%	21.0%	21.3%	18.4%	20.7%	21.3%	17.5%	21.7%
High priority	45.5%	33.6%	32.8%	42.6%	30.2%	30.9%	48.9%	38.0%	35.3%
Medium priority	29.3%	32.6%	30.2%	29.8%	36.2%	30.5%	27.7%	29.2%	29.0%
Low priority	4.0%	16.0%	16.1%	6.4%	15.3%	17.9%	2.1%	15.4%	14.0%
Total(n)	99	720	1,273	47	354	659	47	332	566
Mean	2.84	2.53	2.59	2.79	2.52	2.54	2.89	2.58	2.65
Standard deviation	0.80	0.96	0.99	0.86	0.96	1.01	0.76	0.95	0.97
Significance	-	**	*	-	*	*	-	*	*

Effect size	-	0.32	0.25	-	0.28	0.25	-	0.33	0.25	
Strengthen links with the for-profit, corporate sector										
Highest priority	15.3%	11.0%	14.5%	12.8%	9.9%	12.4%	15.2%	12.0%	17.2%	
High priority	38.8%	31.9%	30.0%	34.0%	32.7%	30.1%	43.5%	31.3%	29.1%	
Medium priority	35.7%	37.4%	35.0%	44.7%	38.3%	37.4%	30.4%	37.0%	33.0%	
Low priority	10.2%	19.7%	20.5%	8.5%	19.2%	20.2%	10.9%	19.6%	20.7%	
Total(n)	98	720	1,266	47	355	655	46	332	564	
Mean	2.59	2.34	2.39	2.51	2.33	2.35	2.63	2.36	2.43	
Standard deviation	0.87	0.92	0.97	0.83	0.90	0.94	0.88	0.93	1.00	
Significance	-	*	*	-	-	-	-	-	-	
Effect size	-	0.27	0.21	-	0.20	0.17	-	0.29	0.20	
Develop leadership ability among students										
Highest priority	18.4%	16.7%	25.2%	19.1%	16.0%	25.7%	19.6%	18.3%	23.7%	
High priority	33.7%	41.2%	43.3%	42.6%	43.0%	43.9%	26.1%	38.4%	42.9%	
Medium priority	37.8%	34.6%	26.3%	25.5%	34.6%	25.6%	45.7%	34.2%	27.4%	
Low priority	10.2%	7.5%	5.2%	12.8%	6.5%	4.8%	8.7%	9.0%	5.9%	
Total(n)	98	723	1,282	47	356	661	46	333	573	
Mean	2.60	2.67	2.88	2.68	2.69	2.90	2.57	2.66	2.84	
Standard deviation	0.91	0.84	0.84	0.93	0.82	0.84	0.91	0.88	0.85	
Significance	-	*	**	-	-	-	-	-	*	
Effect size	-	-0.08	-0.33	-	-0.01	-0.26	-	-0.10	-0.32	
Indicate how important you believe each priority listed below is at your college or university:										
Develop an appreciation for multiculturalism										
Highest priority	22.4%	19.8%	21.2%	19.6%	16.7%	19.2%	27.7%	23.0%	23.2%	
High priority	33.7%	40.1%	37.9%	39.1%	46.0%	40.6%	29.8%	34.9%	34.9%	
Medium priority	32.7%	31.5%	30.8%	34.8%	31.1%	32.0%	29.8%	31.3%	29.7%	
Low priority	11.2%	8.6%	10.1%	6.5%	6.2%	8.2%	12.8%	10.7%	12.2%	
Total(n)	98	723	1,282	46	354	660	47	335	573	
Mean	2.67	2.71	2.70	2.72	2.73	2.71	2.72	2.70	2.69	
Standard deviation	0.95	0.88	0.91	0.86	0.81	0.87	1.02	0.94	0.96	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.05	-0.03	-	-0.01	0.01	-	0.02	0.03	
Prepare students for the workplace										
Highest priority	33.0%	38.2%	40.2%	21.3%	37.9%	38.1%	42.6%	37.8%	42.4%	
High priority	53.0%	48.0%	47.5%	66.0%	49.4%	50.4%	42.6%	47.7%	44.1%	
Medium priority	13.0%	11.7%	11.3%	12.8%	10.1%	10.4%	12.8%	13.2%	12.8%	
Low priority	1.0%	2.1%	0.9%	0.0%	2.5%	1.1%	2.1%	1.2%	0.7%	
Total(n)	100	725	1,283	47	356	661	47	333	571	
Mean	3.18	3.22	3.27	3.09	3.23	3.26	3.26	3.22	3.28	
Standard deviation	0.69	0.73	0.69	0.58	0.73	0.68	0.77	0.71	0.71	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.05	-0.13	-	-0.19	-0.25	-	0.06	-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	23.7%	22.5%	23.8%	17.0%	19.9%	23.5%	29.5%	24.1%	23.0%	
To a large extent	39.2%	35.7%	34.6%	42.6%	38.7%	38.3%	31.8%	32.9%	30.5%	
To some extent	25.8%	30.3%	30.5%	25.5%	30.5%	28.2%	29.5%	30.1%	33.5%	
To a small extent	9.3%	9.5%	8.7%	12.8%	9.4%	8.0%	6.8%	10.0%	9.9%	
Not at all	2.1%	2.0%	2.4%	2.1%	1.5%	2.0%	2.3%	2.8%	3.1%	
Total(n)	97	697	1,231	47	341	639	44	319	547	
Mean	3.73	3.67	3.69	3.60	3.66	3.73	3.80	3.66	3.61	
Standard deviation	0.99	0.99	1.01	0.99	0.95	0.97	1.02	1.04	1.04	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.06	0.04	-	-0.06	-0.13	-	0.13	0.18	
Experience close alignment between your work and your personal values										
To a very large extent	26.0%	33.7%	42.3%	25.5%	34.1%	42.7%	25.5%	32.2%	42.2%	
To a large extent	57.0%	47.9%	41.6%	53.2%	48.7%	42.1%	61.7%	47.3%	41.3%	
To some extent	16.0%	14.8%	13.4%	21.3%	14.9%	13.2%	10.6%	15.7%	13.1%	
To a small extent	1.0%	2.1%	2.1%	0.0%	1.4%	1.7%	2.1%	2.7%	2.7%	
Not at all	0.0%	1.5%	0.5%	0.0%	0.8%	0.5%	0.0%	2.1%	0.7%	
Total(n)	100	723	1,276	47	355	661	47	332	566	
Mean	4.08	4.10	4.23	4.04	4.14	4.25	4.11	4.05	4.22	
Standard deviation	0.68	0.83	0.80	0.69	0.78	0.78	0.67	0.88	0.82	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.02	-0.19	-	-0.13	-0.27	-	0.07	-0.13	
Mentor faculty										
To a very large extent	31.3%	26.6%	26.4%	25.5%	25.4%	25.4%	39.1%	27.4%	26.4%	
To a large extent	34.3%	29.1%	29.3%	38.3%	31.3%	29.5%	28.3%	26.1%	29.1%	
To some extent	25.3%	30.8%	30.0%	27.7%	31.6%	30.5%	23.9%	31.0%	30.3%	
To a small extent	7.1%	7.7%	9.0%	8.5%	8.0%	10.6%	4.3%	7.3%	7.2%	
Not at all	2.0%	5.7%	5.2%	0.0%	3.7%	4.0%	4.3%	8.2%	7.0%	
Total(n)	99	714	1,279	47	351	658	46	329	571	
Mean	3.86	3.63	3.63	3.81	3.67	3.62	3.93	3.57	3.61	
Standard deviation	1.01	1.12	1.12	0.92	1.06	1.09	1.10	1.20	1.15	
Significance	-	*	*	-	-	-	-	-	-	
Effect size	-	0.21	0.21	-	0.13	0.17	-	0.30	0.28	
Mentor undergraduate students										
To a very large extent	26.3%	33.9%	32.4%	27.7%	34.2%	33.8%	23.4%	32.5%	30.2%	
To a large extent	27.3%	30.7%	27.4%	31.9%	34.2%	28.5%	23.4%	27.7%	25.8%	
To some extent	26.3%	19.7%	20.4%	21.3%	19.8%	22.0%	31.9%	20.5%	18.7%	
To a small extent	8.1%	8.4%	8.5%	8.5%	7.8%	7.2%	6.4%	8.7%	10.2%	
Not at all	12.1%	7.3%	11.3%	10.6%	4.0%	8.5%	14.9%	10.5%	15.0%	
Total(n)	99	716	1,272	47	348	656	47	332	566	
Mean	3.47	3.76	3.61	3.57	3.87	3.72	3.34	3.63	3.46	
Standard deviation	1.30	1.21	1.32	1.28	1.09	1.24	1.32	1.30	1.40	
Significance	-	*	*	-	-	-	-	-	-	
Effect size	-	-0.24	-0.11	-	-0.28	-0.12	-	-0.22	-0.09	
Please indicate the extent to which you:										
Mentor graduate students										
To a very large extent	30.0%	25.3%	30.1%	25.5%	21.2%	29.1%	36.2%	28.1%	31.3%	
To a large extent	30.0%	21.3%	21.5%	23.4%	20.4%	21.9%	31.9%	22.0%	20.8%	
To some extent	26.0%	17.8%	18.0%	42.6%	21.2%	20.4%	12.8%	14.4%	15.6%	
To a small extent	7.0%	11.6%	10.9%	4.3%	11.3%	9.7%	8.5%	12.5%	11.9%	
Not at all	7.0%	24.1%	19.5%	4.3%	25.8%	19.0%	10.6%	22.9%	20.4%	
Total(n)	100	715	1,277	47	353	663	47	327	563	
Mean	3.69	3.12	3.32	3.62	3.00	3.32	3.74	3.20	3.31	
Standard deviation	1.18	1.51	1.49	1.05	1.48	1.46	1.33	1.53	1.52	
Significance	-	***	*	-	**	*	-	-	*	
Effect size	-	0.38	0.25	-	0.42	0.21	-	0.35	0.28	
Been mentored by at least one professional in academia										
To a very large extent	34.0%	28.1%	28.4%	25.5%	25.6%	27.0%	40.4%	29.8%	29.5%	
To a large extent	28.0%	26.3%	25.1%	36.2%	27.9%	25.0%	19.1%	24.9%	24.6%	
To some extent	23.0%	24.4%	26.4%	21.3%	25.6%	27.7%	25.5%	23.7%	25.8%	
To a small extent	11.0%	14.0%	13.1%	12.8%	15.8%	13.7%	10.6%	12.5%	12.6%	
Not at all	4.0%	7.2%	7.0%	4.3%	5.1%	6.6%	4.3%	9.1%	7.5%	
Total(n)	100	720	1,284	47	355	664	47	329	570	
Mean	3.77	3.54	3.55	3.66	3.53	3.52	3.81	3.54	3.56	
Standard deviation	1.15	1.24	1.22	1.13	1.18	1.21	1.21	1.28	1.24	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.19	0.18	-	0.11	0.12	-	0.21	0.20	
Participated in training in preparation to be a mentor (e.g., workshops, programs)										
To a very large extent	11.0%	8.3%	9.9%	4.3%	8.1%	7.1%	17.0%	7.8%	12.2%	
To a large extent	16.0%	10.2%	11.6%	27.7%	12.6%	13.3%	6.4%	8.1%	9.2%	
To some extent	17.0%	23.0%	24.4%	17.0%	24.2%	23.4%	14.9%	21.3%	25.5%	
To a small extent	26.0%	22.6%	21.1%	19.1%	22.8%	21.7%	34.0%	23.4%	20.8%	
Not at all	30.0%	35.9%	33.0%	31.9%	32.3%	34.5%	27.7%	39.3%	32.3%	

Institutional
Priority:
Commitment to
Diversity

Total(n)	100	725	1,287	47	356	663	47	333	573	
Mean	2.52	2.32	2.44	2.53	2.42	2.37	2.51	2.22	2.48	
Standard deviation	1.36	1.28	1.32	1.32	1.28	1.27	1.41	1.26	1.35	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.16	0.06	-	0.09	0.13	-	0.23	0.02	
Assessed the National Research Mentoring Network (NRMN) resource										
To a very large extent	2.0%	0.6%	0.8%	0.0%	0.3%	0.3%	2.1%	0.6%	1.2%	
To a large extent	4.0%	1.8%	1.5%	4.3%	2.5%	1.1%	4.3%	0.9%	1.6%	
To some extent	4.0%	2.9%	2.8%	6.4%	3.4%	2.6%	2.1%	2.4%	3.0%	
To a small extent	4.0%	5.5%	4.8%	4.3%	6.5%	4.7%	4.3%	4.5%	4.0%	
Not at all	86.0%	89.2%	90.4%	85.1%	87.3%	91.6%	87.2%	91.6%	90.2%	
Total(n)	100	723	1,287	47	355	664	47	333	572	
Mean	1.32	1.19	1.18	1.30	1.22	1.14	1.30	1.14	1.20	
Standard deviation	0.89	0.62	0.62	0.78	0.65	0.52	0.88	0.55	0.68	
Significance	-	-	*	-	-	-	-	-	-	
Effect size	-	0.21	0.23	-	0.12	0.31	-	0.29	0.15	
How would you rate the overall quality of your mentoring relationship with your faculty mentee(s)?										
Excellent	34.0%	33.5%	35.2%	23.4%	32.8%	34.1%	43.9%	33.2%	36.1%	
Good	53.2%	53.1%	52.3%	63.8%	54.4%	53.3%	46.3%	53.3%	51.1%	
Fair	6.4%	11.4%	10.2%	6.4%	10.9%	10.2%	2.4%	11.4%	10.3%	
Poor	6.4%	2.0%	2.3%	6.4%	1.8%	2.3%	7.3%	2.1%	2.5%	
Total(n)	94	650	1,175	47	329	615	41	289	513	
Mean	3.15	3.18	3.20	3.04	3.18	3.19	3.27	3.18	3.21	
Standard deviation	0.80	0.71	0.71	0.75	0.69	0.71	0.84	0.71	0.72	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.04	-0.07	-	-0.20	-0.21	-	0.13	0.08	
How would you rate the overall quality of your mentoring relationship with your undergraduate mentee(s)?										
Excellent	39.2%	43.6%	49.6%	35.0%	44.3%	48.6%	41.2%	42.2%	50.3%	
Good	51.9%	50.1%	43.9%	52.5%	48.4%	44.6%	52.9%	52.5%	43.1%	
Fair	8.9%	6.0%	6.0%	12.5%	7.2%	6.5%	5.9%	4.6%	5.7%	
Poor	0.0%	0.3%	0.6%	0.0%	0.0%	0.3%	0.0%	0.7%	0.9%	
Total(n)	79	631	1,073	40	318	588	34	282	441	
Mean	3.30	3.37	3.42	3.23	3.37	3.41	3.35	3.36	3.43	
Standard deviation	0.63	0.61	0.63	0.66	0.62	0.63	0.60	0.61	0.64	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.11	-0.19	-	-0.23	-0.29	-	-0.02	-0.13	
How would you rate the overall quality of your mentoring relationship with your graduate mentee(s)?										
Excellent	52.8%	49.7%	50.3%	38.6%	47.8%	48.8%	66.7%	51.3%	52.5%	
Good	37.1%	41.7%	42.0%	47.7%	41.8%	43.3%	28.2%	41.6%	40.3%	
Fair	10.1%	7.8%	6.7%	13.6%	9.6%	7.3%	5.1%	6.3%	6.0%	
Poor	0.0%	0.8%	1.0%	0.0%	0.8%	0.6%	0.0%	0.8%	1.2%	
Total(n)	89	515	976	44	251	520	39	238	419	
Mean	3.43	3.40	3.42	3.25	3.37	3.40	3.62	3.43	3.44	
Standard deviation	0.67	0.67	0.66	0.69	0.69	0.65	0.59	0.65	0.66	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.04	0.02	-	-0.17	-0.23	-	0.29	0.27	
How satisfied are you with the following aspects of your job?										
Salary										
Very satisfied	11.2%	14.7%	21.0%	11.1%	17.4%	24.8%	10.4%	12.1%	16.8%	
Satisfied	43.9%	41.8%	44.6%	40.0%	41.9%	45.7%	47.9%	42.1%	42.8%	
Marginally satisfied	29.6%	27.2%	22.3%	28.9%	26.5%	19.2%	31.3%	29.1%	26.2%	
Not satisfied	15.3%	16.3%	12.0%	20.0%	14.2%	10.2%	10.4%	16.7%	14.2%	
Total(n)	98	716	1,271	45	351	655	48	330	565	
Mean	2.51	2.55	2.75	2.42	2.62	2.85	2.58	2.50	2.62	
Standard deviation	0.89	0.93	0.92	0.94	0.93	0.91	0.82	0.91	0.93	
Significance	-	-	-	-	-	**	-	-	-	
Effect size	-	-0.04	-0.26	-	-0.22	-0.47	-	0.09	-0.04	
Health benefits										
Very satisfied	15.0%	32.2%	33.6%	10.9%	33.1%	37.0%	14.6%	31.3%	30.1%	
Satisfied	48.0%	44.6%	46.8%	50.0%	44.9%	45.8%	45.8%	45.2%	48.4%	
Marginally satisfied	31.0%	17.6%	15.3%	32.6%	15.8%	13.2%	33.3%	19.0%	16.9%	
Not satisfied	6.0%	5.5%	4.4%	6.5%	6.2%	4.1%	6.3%	4.5%	4.6%	
Total(n)	100	726	1,278	46	354	660	48	336	568	
Mean	2.72	3.04	3.10	2.65	3.05	3.16	2.69	3.03	3.04	
Standard deviation	0.79	0.85	0.81	0.77	0.86	0.80	0.80	0.83	0.81	
Significance	-	***	***	-	**	***	-	**	**	
Effect size	-	-0.38	-0.47	-	-0.47	-0.64	-	-0.41	-0.43	
How satisfied are you with the following aspects of your job?										
Retirement benefits										
Very satisfied	18.0%	33.3%	32.7%	13.0%	36.2%	35.2%	20.8%	31.4%	29.7%	
Satisfied	60.0%	46.0%	45.6%	69.6%	44.1%	45.3%	54.2%	48.5%	46.5%	
Marginally satisfied	16.0%	16.2%	17.8%	13.0%	15.3%	16.9%	18.8%	16.5%	18.9%	
Not satisfied	6.0%	4.6%	3.9%	4.3%	4.5%	2.6%	6.3%	3.6%	4.9%	
Total(n)	100	724	1,284	46	354	662	48	334	572	
Mean	2.90	3.08	3.07	2.91	3.12	3.13	2.90	3.08	3.01	
Standard deviation	0.76	0.82	0.81	0.66	0.83	0.78	0.81	0.79	0.83	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.22	-0.21	-	-0.25	-0.28	-	-0.23	-0.13	
Opportunity for scholarly pursuits										
Very satisfied	13.0%	15.3%	24.8%	10.6%	17.6%	29.8%	14.9%	12.6%	19.3%	
Satisfied	58.0%	43.8%	44.2%	68.1%	47.5%	44.3%	48.9%	41.6%	43.8%	
Marginally satisfied	19.0%	28.2%	21.9%	17.0%	26.5%	18.9%	21.3%	29.0%	25.4%	
Not satisfied	10.0%	12.7%	9.1%	4.3%	8.4%	7.0%	14.9%	16.8%	11.6%	
Total(n)	100	725	1,289	47	358	668	47	334	571	
Mean	2.74	2.62	2.85	2.85	2.74	2.97	2.64	2.50	2.71	
Standard deviation	0.81	0.89	0.90	0.66	0.84	0.88	0.92	0.92	0.91	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.13	-0.12	-	0.13	-0.14	-	0.15	-0.08	
Teaching load										
Very satisfied	18.8%	16.7%	21.7%	21.3%	18.4%	25.2%	16.7%	14.9%	17.9%	
Satisfied	55.4%	48.8%	48.8%	55.3%	50.6%	47.3%	58.3%	47.8%	50.1%	
Marginally satisfied	20.8%	22.3%	19.7%	19.1%	20.7%	18.9%	18.8%	24.5%	20.5%	
Not satisfied	5.0%	12.2%	9.9%	4.3%	10.3%	8.6%	6.3%	12.8%	11.6%	
Total(n)	101	730	1,288	47	358	666	48	335	571	
Mean	2.88	2.70	2.82	2.94	2.77	2.89	2.85	2.65	2.74	
Standard deviation	0.77	0.89	0.88	0.76	0.87	0.88	0.77	0.89	0.88	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.20	0.07	-	0.20	0.06	-	0.22	0.13	
Quality of students										
Very satisfied	11.9%	22.3%	36.3%	6.4%	22.3%	36.7%	16.7%	22.7%	36.2%	
Satisfied	62.4%	53.8%	46.4%	63.8%	53.1%	45.7%	62.5%	54.3%	47.0%	
Marginally satisfied	20.8%	18.5%	14.1%	21.3%	17.6%	13.9%	18.8%	19.7%	14.4%	
Not satisfied	5.0%	5.4%	3.2%	8.5%	7.0%	3.7%	2.1%	3.3%	2.4%	
Total(n)	101	728	1,296	47	358	668	48	335	577	
Mean	2.81	2.93	3.16	2.68	2.91	3.15	2.94	2.96	3.17	
Standard deviation	0.70	0.79	0.78	0.73	0.82	0.80	0.67	0.75	0.76	
Significance	-	***	***	-	***	***	-	-	-	
Effect size	-	-0.15	-0.45	-	-0.28	-0.59	-	-0.03	-0.30	
Autonomy and independence										
Very satisfied	45.5%	43.5%	49.3%	48.9%	47.4%	51.3%	43.8%	40.6%	47.1%	
Satisfied	43.6%	44.6%	39.7%	40.4%	42.9%	38.2%	47.9%	46.9%	41.7%	
Marginally satisfied	8.9%	10.4%	8.6%	10.6%	9.5%	8.4%	4.2%	9.9%	8.5%	
Not satisfied	2.0%	1.5%	2.4%	0.0%	0.3%	2.1%	4.2%	2.7%	2.6%	
Total(n)	101	731	1,297	47	359	670	48	335	575	
Mean	3.33	3.30	3.36	3.38	3.37	3.39	3.31	3.25	3.33	
Standard deviation	0.72	0.71	0.74	0.68	0.66	0.73	0.75	0.74	0.74	

Job Satisfaction: Compensation

Job Satisfaction: Compensation

Job Satisfaction: Compensation

Job Satisfaction: Compensation

Job Satisfaction: Compensation

Job Satisfaction: Workplace

Significance	-	-	-	-	-	-	-	-	
Effect size	-	0.04	-0.04	-	0.02	-0.01	-	0.08	-0.03
Departmental leadership									
Very satisfied	44.6%	42.2%	47.2%	42.6%	45.4%	49.5%	41.7%	38.3%	43.9%
Satisfied	33.7%	37.4%	34.1%	38.3%	40.6%	34.8%	33.3%	34.7%	34.1%
Marginally satisfied	8.9%	10.9%	9.9%	6.4%	7.8%	8.2%	12.5%	14.4%	11.6%
Not satisfied	12.9%	9.6%	8.8%	12.8%	6.2%	7.5%	12.5%	12.6%	10.4%
Total(n)	101	728	1,289	47	357	669	48	334	569
Mean	3.10	3.12	3.20	3.11	3.25	3.26	3.04	2.99	3.12
Standard deviation	1.02	0.95	0.94	1.01	0.85	0.90	1.03	1.02	0.98
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.02	-0.11	-	-0.16	-0.17	-	-0.05	-0.08
Departmental support for work/life balance									
Very satisfied	26.7%	28.6%	28.7%	21.3%	30.2%	32.2%	31.3%	26.2%	23.9%
Satisfied	45.5%	43.3%	46.7%	51.1%	46.9%	48.5%	41.7%	41.0%	45.2%
Marginally satisfied	15.8%	18.2%	16.1%	14.9%	15.9%	13.7%	16.7%	19.9%	18.6%
Not satisfied	11.9%	9.9%	8.5%	12.8%	7.0%	5.5%	10.4%	13.0%	12.3%
Total(n)	101	727	1,290	47	358	670	48	332	569
Mean	2.87	2.91	2.96	2.81	3.00	3.07	2.94	2.80	2.81
Standard deviation	0.95	0.93	0.89	0.92	0.86	0.82	0.95	0.97	0.94
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.04	-0.10	-	-0.22	-0.32	-	-0.14	0.14
Institutional support for work/life balance									
Very satisfied	11.0%	13.9%	16.5%	13.0%	16.1%	21.4%	8.3%	11.1%	10.9%
Satisfied	43.0%	41.2%	41.3%	47.8%	45.4%	44.2%	43.8%	38.7%	39.1%
Marginally satisfied	32.0%	28.6%	25.9%	26.1%	25.9%	22.3%	33.3%	30.6%	29.2%
Not satisfied	14.0%	16.3%	15.3%	13.0%	12.7%	12.1%	14.6%	19.9%	20.8%
Total(n)	100	725	1,290	46	355	668	48	333	571
Mean	2.51	2.53	2.58	2.61	2.65	2.75	2.46	2.41	2.40
Standard deviation	0.87	0.92	0.95	0.88	0.90	0.93	0.85	0.93	0.94
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.02	-0.07	-	-0.04	-0.15	-	0.05	0.06
Prospects for career advancement									
Very satisfied	10.9%	12.9%	18.7%	10.6%	14.3%	21.2%	8.3%	11.1%	15.5%
Satisfied	40.6%	44.8%	44.7%	51.1%	49.9%	47.1%	33.3%	41.0%	42.5%
Marginally satisfied	29.7%	25.7%	23.2%	27.7%	23.5%	20.9%	31.3%	28.1%	25.7%
Not satisfied	18.8%	16.5%	13.4%	10.6%	12.3%	10.8%	27.1%	19.8%	16.3%
Total(n)	101	727	1,283	47	357	665	48	334	569
Mean	2.44	2.54	2.69	2.62	2.66	2.79	2.23	2.43	2.57
Standard deviation	0.92	0.92	0.93	0.82	0.87	0.90	0.95	0.93	0.94
Significance	-	-	**	-	-	-	-	-	-
Effect size	-	-0.11	-0.27	-	-0.05	-0.19	-	-0.22	-0.36
How satisfied are you with the following aspects of your job?									
Relative equity of salary and job benefits									
Very satisfied	3.0%	8.4%	15.5%	0.0%	10.4%	18.7%	4.2%	5.7%	11.4%
Satisfied	29.7%	36.1%	37.3%	42.6%	41.7%	42.7%	20.8%	31.5%	31.9%
Marginally satisfied	38.6%	31.7%	24.3%	29.8%	29.7%	21.1%	47.9%	34.5%	28.0%
Not satisfied	28.7%	23.8%	22.9%	27.7%	18.2%	17.4%	27.1%	28.2%	28.7%
Total(n)	101	726	1,286	47	357	667	48	333	568
Mean	2.07	2.29	2.45	2.15	2.44	2.63	2.02	2.15	2.26
Standard deviation	0.84	0.92	1.01	0.83	0.91	0.98	0.81	0.90	1.00
Significance	-	*	***	-	*	**	-	-	-
Effect size	-	-0.24	-0.38	-	-0.32	-0.49	-	-0.14	-0.24
Flexibility in relation to family matters or emergencies									
Very satisfied	46.5%	41.3%	45.0%	44.7%	45.9%	49.5%	47.9%	36.8%	39.4%
Satisfied	40.6%	44.9%	43.6%	42.6%	43.4%	41.1%	39.6%	48.5%	47.4%
Marginally satisfied	10.9%	11.7%	9.2%	10.6%	9.2%	8.0%	12.5%	12.9%	10.6%
Not satisfied	2.0%	2.1%	2.2%	2.1%	1.4%	1.5%	0.0%	1.8%	2.6%
Total(n)	101	728	1,289	47	357	665	48	334	574
Mean	3.32	3.26	3.31	3.30	3.34	3.38	3.35	3.20	3.24
Standard deviation	0.75	0.74	0.73	0.75	0.70	0.70	0.70	0.73	0.74
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.08	0.01	-	-0.06	-0.11	-	0.21	0.15
Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)									
Very satisfied	21.0%	24.7%	29.7%	15.2%	27.3%	32.5%	27.1%	21.8%	26.4%
Satisfied	57.0%	50.9%	49.8%	65.2%	53.8%	49.5%	50.0%	49.7%	50.0%
Marginally satisfied	15.0%	15.7%	14.1%	17.4%	12.1%	13.5%	14.6%	17.9%	15.4%
Not satisfied	7.0%	8.7%	6.4%	2.2%	6.8%	4.4%	8.3%	10.6%	8.2%
Total(n)	100	721	1,272	46	355	658	48	330	564
Mean	2.92	2.92	3.03	2.93	3.02	3.10	2.96	2.83	2.95
Standard deviation	0.80	0.86	0.83	0.65	0.82	0.79	0.87	0.89	0.86
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.00	-0.13	-	-0.11	-0.22	-	0.15	0.01
Overall job									
Very satisfied	23.8%	27.0%	34.1%	19.1%	30.7%	37.5%	27.1%	22.5%	30.3%
Satisfied	54.5%	53.8%	49.8%	61.7%	55.0%	48.4%	47.9%	54.7%	51.8%
Marginally satisfied	19.8%	17.1%	13.0%	17.0%	12.3%	10.8%	22.9%	20.7%	15.1%
Not satisfied	2.0%	2.2%	3.1%	2.1%	2.0%	3.3%	2.1%	2.1%	2.8%
Total(n)	101	727	1,293	47	358	667	48	333	575
Mean	3.00	3.06	3.15	2.98	3.15	3.20	3.00	2.98	3.10
Standard deviation	0.72	0.73	0.76	0.68	0.70	0.76	0.77	0.72	0.75
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.08	-0.20	-	-0.24	-0.29	-	-0.03	-0.13
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	13.1%	17.9%	19.3%	8.7%	15.7%	15.6%	18.8%	20.7%	24.6%
Somewhat	64.6%	59.1%	56.0%	63.0%	59.4%	55.4%	64.6%	58.5%	55.9%
Not at all	22.2%	23.0%	24.7%	28.3%	24.9%	29.0%	16.7%	20.7%	19.5%
Total(n)	99	705	1,256	46	345	652	48	328	558
Mean	1.91	1.95	1.95	1.80	1.91	1.87	2.02	2.00	2.05
Standard deviation	0.59	0.64	0.66	0.58	0.63	0.66	0.60	0.64	0.66
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.06	-0.06	-	-0.17	-0.11	-	0.03	-0.05
Child care									
Extensive	12.3%	16.7%	17.7%	10.0%	12.7%	13.1%	16.0%	22.5%	25.2%
Somewhat	35.1%	36.4%	39.0%	30.0%	33.9%	38.2%	40.0%	39.0%	39.0%
Not at all	52.6%	46.9%	43.3%	60.0%	53.4%	48.7%	44.0%	38.5%	35.8%
Total(n)	57	420	787	30	221	450	25	182	313
Mean	1.60	1.70	1.74	1.50	1.59	1.64	1.72	1.84	1.89
Standard deviation	0.70	0.74	0.74	0.68	0.71	0.70	0.74	0.77	0.78
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.14	-0.19	-	-0.13	-0.20	-	-0.16	-0.22
My physical health									
Extensive	13.3%	11.7%	12.6%	8.7%	10.6%	10.3%	14.9%	12.5%	15.1%
Somewhat	42.9%	52.6%	49.0%	47.8%	56.6%	50.8%	38.3%	48.0%	46.2%
Not at all	43.9%	35.7%	38.5%	43.5%	32.8%	38.9%	46.8%	39.4%	38.7%
Total(n)	98	709	1,266	46	348	661	47	327	558
Mean	1.69	1.76	1.74	1.65	1.78	1.71	1.68	1.73	1.76
Standard deviation	0.69	0.65	0.67	0.64	0.62	0.64	0.73	0.67	0.69
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.11	-0.07	-	-0.21	-0.09	-	-0.07	-0.12
My emotional well-being									
Extensive	19.2%	16.4%	15.6%	15.2%	13.4%	11.5%	20.8%	19.4%	20.4%
Somewhat	47.5%	50.6%	51.1%	50.0%	50.3%	50.6%	47.9%	51.2%	52.2%
Not at all	33.3%	33.1%	33.3%	34.8%	36.4%	37.9%	31.3%	29.4%	27.4%
Total(n)	99	714	1,271	46	352	660	48	330	563
Mean	1.86	1.83	1.82	1.80	1.77	1.74	1.90	1.90	1.93

Standard deviation	0.71	0.68	0.68	0.69	0.67	0.65	0.72	0.69	0.69	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.04	0.06	-	0.04	0.09	-	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:										
Review/promotion process										
Extensive	17.1%	14.2%	13.2%	20.5%	13.4%	11.2%	12.5%	13.8%	15.9%	
Somewhat	28.9%	32.5%	35.4%	23.1%	30.8%	31.8%	34.4%	33.8%	39.4%	
Not at all	53.9%	53.3%	51.5%	56.4%	55.9%	57.0%	53.1%	52.4%	44.7%	
Total(n)	76	604	1,063	39	299	570	32	275	452	
Mean	1.63	1.61	1.62	1.64	1.58	1.54	1.59	1.61	1.71	
Standard deviation	0.76	0.72	0.71	0.81	0.72	0.69	0.71	0.72	0.72	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.03	0.01	-	0.08	0.14	-	-0.03	-0.17	
Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)										
Extensive	9.7%	8.2%	7.1%	6.7%	4.8%	3.7%	9.1%	10.1%	10.3%	
Somewhat	22.6%	23.6%	25.2%	13.3%	15.3%	17.1%	34.1%	32.5%	34.5%	
Not at all	67.7%	68.3%	67.8%	80.0%	79.9%	79.2%	56.8%	57.5%	55.2%	
Total(n)	93	649	1,160	45	313	595	44	308	522	
Mean	1.42	1.40	1.39	1.27	1.25	1.25	1.52	1.53	1.55	
Standard deviation	0.66	0.64	0.62	0.58	0.53	0.51	0.66	0.67	0.67	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.03	0.05	-	0.04	0.04	-	-0.01	-0.04	
Committee work										
Extensive	19.0%	19.3%	19.0%	15.2%	17.8%	16.0%	18.8%	20.5%	21.8%	
Somewhat	55.0%	55.6%	56.1%	52.2%	54.7%	56.9%	58.3%	56.5%	55.2%	
Not at all	26.0%	25.1%	24.9%	32.6%	27.5%	27.0%	22.9%	23.0%	22.9%	
Total(n)	100	714	1,273	46	349	662	48	331	563	
Mean	1.93	1.94	1.94	1.83	1.90	1.89	1.96	1.98	1.99	
Standard deviation	0.67	0.66	0.66	0.68	0.67	0.65	0.65	0.66	0.67	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.02	-0.02	-	-0.10	-0.09	-	-0.03	-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	17.3%	12.0%	12.7%	14.9%	8.8%	10.7%	19.6%	14.3%	14.6%	
Somewhat	45.9%	51.1%	49.6%	46.8%	54.8%	49.1%	41.3%	47.4%	50.5%	
Not at all	36.7%	36.8%	37.7%	38.3%	36.4%	40.2%	39.1%	38.3%	34.8%	
Total(n)	98	714	1,270	47	352	662	46	329	560	
Mean	1.81	1.75	1.75	1.77	1.72	1.71	1.80	1.76	1.80	
Standard deviation	0.71	0.65	0.66	0.70	0.61	0.65	0.75	0.69	0.67	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.09	0.09	-	0.08	0.09	-	0.06	0.00	
Students										
Extensive	3.1%	8.8%	8.6%	4.3%	7.4%	7.8%	2.2%	10.3%	9.9%	
Somewhat	59.2%	54.0%	55.0%	55.3%	53.0%	53.2%	60.9%	54.7%	57.1%	
Not at all	37.8%	37.2%	36.4%	40.4%	39.7%	38.9%	37.0%	35.0%	33.0%	
Total(n)	98	717	1,279	47	353	663	46	329	566	
Mean	1.65	1.72	1.72	1.64	1.68	1.69	1.65	1.75	1.77	
Standard deviation	0.54	0.62	0.61	0.57	0.61	0.61	0.53	0.63	0.61	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.11	-0.11	-	-0.07	-0.08	-	-0.16	-0.20	
Research or publishing demands										
Extensive	23.7%	14.3%	17.0%	20.0%	12.5%	14.2%	28.6%	17.4%	20.5%	
Somewhat	50.5%	49.5%	52.3%	51.1%	47.5%	53.6%	45.2%	49.7%	50.1%	
Not at all	25.8%	36.3%	30.7%	28.9%	40.0%	32.1%	26.2%	32.9%	29.4%	
Total(n)	93	673	1,201	45	335	632	42	304	521	
Mean	1.98	1.78	1.86	1.91	1.73	1.82	2.02	1.85	1.91	
Standard deviation	0.71	0.68	0.68	0.70	0.67	0.66	0.75	0.69	0.70	
Significance	-	**	-	-	-	-	-	-	-	
Effect size	-	0.29	0.18	-	0.27	0.14	-	0.25	0.16	
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	37.8%	28.6%	28.6%	38.3%	29.3%	29.8%	34.8%	27.3%	26.3%	
Somewhat	48.0%	52.2%	49.1%	46.8%	51.7%	48.5%	52.2%	53.7%	50.9%	
Not at all	14.3%	19.2%	22.2%	14.9%	19.0%	21.8%	13.0%	19.0%	22.8%	
Total(n)	98	713	1,264	47	352	662	46	326	562	
Mean	2.23	2.09	2.06	2.23	2.10	2.08	2.22	2.08	2.03	
Standard deviation	0.69	0.69	0.71	0.70	0.69	0.71	0.66	0.68	0.70	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.20	0.24	-	0.19	0.21	-	0.21	0.27	
Teaching load										
Extensive	7.7%	15.7%	13.6%	4.5%	13.4%	12.6%	9.5%	16.8%	14.9%	
Somewhat	39.6%	44.1%	42.0%	38.6%	42.4%	40.4%	40.5%	47.0%	43.9%	
Not at all	52.7%	40.2%	44.4%	56.8%	44.2%	47.0%	50.0%	36.2%	41.2%	
Total(n)	91	694	1,243	44	344	649	42	315	544	
Mean	1.55	1.76	1.69	1.48	1.69	1.66	1.60	1.81	1.74	
Standard deviation	0.64	0.71	0.70	0.59	0.69	0.69	0.66	0.70	0.70	
Significance	-	**	-	-	-	-	-	-	-	
Effect size	-	-0.30	-0.20	-	-0.30	-0.26	-	-0.30	-0.20	
Lack of personal time										
Extensive	21.8%	26.6%	25.5%	17.0%	19.5%	20.2%	25.0%	34.1%	31.7%	
Somewhat	50.5%	45.8%	47.1%	48.9%	46.3%	45.5%	52.1%	44.4%	48.7%	
Not at all	27.7%	27.6%	27.4%	34.0%	34.2%	34.3%	22.9%	21.5%	19.6%	
Total(n)	101	721	1,279	47	354	662	48	331	567	
Mean	1.94	1.99	1.98	1.83	1.85	1.86	2.02	2.13	2.12	
Standard deviation	0.70	0.74	0.73	0.70	0.72	0.73	0.70	0.74	0.71	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.07	-0.05	-	-0.03	-0.04	-	-0.15	-0.14	
Job security										
Extensive	3.3%	5.7%	6.1%	4.5%	5.2%	5.4%	0.0%	4.6%	6.7%	
Somewhat	14.1%	15.2%	19.6%	9.1%	15.1%	18.1%	18.6%	15.6%	20.9%	
Not at all	82.6%	79.0%	74.4%	86.4%	79.7%	76.5%	81.4%	79.8%	72.4%	
Total(n)	92	682	1,201	44	344	634	43	307	521	
Mean	1.21	1.27	1.32	1.18	1.26	1.29	1.19	1.25	1.34	
Standard deviation	0.48	0.56	0.58	0.50	0.54	0.56	0.39	0.53	0.60	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.11	-0.19	-	-0.15	-0.20	-	-0.11	-0.25	
Self-imposed high expectations										
Extensive	34.0%	31.8%	36.2%	36.2%	28.4%	35.0%	31.3%	36.4%	38.3%	
Somewhat	58.0%	53.1%	50.4%	53.2%	54.5%	49.7%	62.5%	50.9%	50.3%	
Not at all	8.0%	15.0%	13.4%	10.6%	17.1%	15.3%	6.3%	12.7%	11.5%	
Total(n)	100	719	1,282	47	356	666	48	330	567	
Mean	2.26	2.17	2.23	2.26	2.11	2.20	2.25	2.24	2.27	
Standard deviation	0.60	0.66	0.67	0.64	0.67	0.68	0.56	0.66	0.65	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.14	0.04	-	0.22	0.09	-	0.02	-0.03	
Increased work responsibilities										
Extensive	46.0%	38.1%	37.6%	36.2%	33.1%	30.1%	54.2%	43.4%	47.0%	
Somewhat	41.0%	46.8%	46.8%	51.1%	50.8%	49.8%	33.3%	43.1%	42.5%	
Not at all	13.0%	15.1%	15.6%	12.8%	16.1%	20.0%	12.5%	13.5%	10.5%	
Total(n)	100	724	1,284	47	354	664	48	334	570	
Mean	2.33	2.23	2.22	2.23	2.17	2.10	2.42	2.30	2.36	
Standard deviation	0.70	0.69	0.70	0.67	0.68	0.70	0.71	0.69	0.67	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.14	0.16	-	0.09	0.19	-	0.17	0.09	

\$50,000-59,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$60,000-69,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$70,000-79,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$80,000-89,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$90,000-99,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$100,000 or more	0.0%	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	0
Per-Course earnings for part-time faculty.										
Less than \$500	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$500-999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$1,000-1,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$1,500-1,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$2,000-2,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$2,500-2,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$3,000-3,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$3,500-3,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	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%	0.0%
\$4,500-4,999	0.0%	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%	0.0%
\$5,500-5,999	0.0%	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%	0.0%
\$6,500-6,999	0.0%	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%	0.0%
\$7,500-7,999	0.0%	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%	0.0%
\$8,500-8,999	0.0%	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%	0.0%
\$9,500-9,999	0.0%	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%	0.0%
Total(n)	0	0	0	0	0	0	0	0	0	0
Highest Degree Earned										
Bachelor's (B.A., B.S., etc.)	0.0%	0.4%	0.5%	0.0%	0.8%	1.0%	0.0%	0.0%	0.0%	0.0%
Master's (M.A., M.S.)	4.9%	8.5%	6.4%	6.4%	7.5%	3.9%	4.1%	9.5%	9.5%	9.5%
Terminal Master's (M.F.A., M.B.A.)	8.8%	5.3%	4.8%	8.5%	5.6%	5.6%	10.2%	4.7%	3.6%	3.6%
J.D.	1.0%	0.5%	2.5%	0.0%	0.3%	2.2%	2.0%	0.9%	2.9%	2.9%
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%	0.5%
Ph.D.	78.4%	77.2%	76.4%	80.9%	80.4%	81.3%	73.5%	73.9%	70.6%	70.6%
Professional Doctorate (Ed.D., Psy.D., etc.)	4.9%	7.0%	8.0%	2.1%	3.9%	4.9%	8.2%	10.1%	11.4%	11.4%
Other degree	2.0%	1.1%	1.1%	2.1%	1.4%	1.0%	2.0%	0.9%	1.4%	1.4%
Total(n)	102	732	1,307	47	358	675	49	337	579	579
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%	0.0%
Master's (M.A., M.S.)	1.0%	0.4%	0.6%	0.0%	0.6%	0.4%	2.0%	0.3%	0.9%	0.9%
Terminal Master's (M.F.A., M.B.A.)	0.0%	0.3%	0.2%	0.0%	0.3%	0.0%	0.0%	0.3%	0.5%	0.5%
J.D.	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.2%
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%	0.0%
Ph.D.	0.0%	1.9%	1.6%	0.0%	1.4%	0.9%	0.0%	2.4%	2.4%	2.4%
Professional Doctorate (Ed.D., Psy.D., etc.)	0.0%	1.0%	0.8%	0.0%	0.3%	0.1%	0.0%	1.8%	1.6%	1.6%
Other degree	1.0%	0.5%	0.5%	2.1%	0.3%	0.6%	0.0%	0.6%	0.5%	0.5%
None	98.0%	95.9%	96.1%	97.9%	97.2%	97.9%	98.0%	94.6%	93.9%	93.9%
Total(n)	102	731	1,290	47	358	669	49	336	572	572
Are you currently serving in an administrative position as:										
Department chair	30.4%	36.7%	31.2%	31.9%	41.5%	33.6%	26.5%	32.0%	28.1%	28.1%
Dean (associate or assistant)	14.7%	8.3%	12.5%	12.8%	7.5%	11.3%	16.3%	9.5%	14.0%	14.0%
Vice-president	1.0%	0.4%	0.8%	2.1%	0.6%	0.7%	0.0%	0.3%	0.7%	0.7%
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Provost	0.0%	0.1%	0.2%	0.0%	0.3%	0.1%	0.0%	0.0%	0.2%	0.2%
Other	57.8%	57.2%	57.4%	57.4%	52.9%	55.7%	59.2%	60.5%	59.7%	59.7%
Not applicable	2.0%	0.5%	0.8%	2.1%	0.6%	0.7%	2.0%	0.6%	0.9%	0.9%
Total(n)	102	733	1,308	47	359	675	49	337	580	580
Race/Ethnicity - mark all that apply (total may add to more than 100%)										
American Indian/Alaska Native	4.0%	1.5%	1.3%	2.2%	1.1%	1.2%	4.1%	1.5%	0.7%	0.7%
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	3.0%	4.6%	4.1%	4.3%	4.3%	3.0%	2.0%	5.4%	5.4%	5.4%
Filipino/a/x	0.0%	0.4%	0.4%	0.0%	0.3%	0.2%	0.0%	0.6%	0.5%	0.5%
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.0%	0.4%	0.5%	0.0%	0.6%	0.5%	0.0%	0.3%	0.5%	0.5%
South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	1.0%	1.8%	1.9%	2.2%	1.7%	1.7%	0.0%	2.1%	2.1%	2.1%
Other Asian	2.0%	0.6%	0.4%	4.3%	0.9%	0.5%	0.0%	0.3%	0.2%	0.2%
African American/Black	2.0%	2.9%	2.5%	0.0%	1.7%	1.8%	2.0%	4.2%	3.1%	3.1%
African	0.0%	0.7%	0.3%	0.0%	0.9%	0.5%	0.0%	0.6%	0.0%	0.0%
Caribbean	0.0%	0.1%	0.3%	0.0%	0.0%	0.0%	0.0%	0.3%	0.5%	0.5%
Other Black	0.0%	0.0%	0.3%	0.0%	0.0%	0.3%	0.0%	0.0%	0.2%	0.2%
Native Hawaiian/Pacific Islander	1.0%	0.1%	0.2%	2.2%	0.3%	0.3%	0.0%	0.0%	0.0%	0.0%
Mexican American/Chicana/o/x	0.0%	1.5%	1.3%	0.0%	2.0%	0.8%	0.0%	1.2%	1.4%	1.4%
Puerto Rican	0.0%	0.4%	0.6%	0.0%	0.6%	0.6%	0.0%	0.3%	0.5%	0.5%
Central American	0.0%	0.1%	0.2%	0.0%	0.3%	0.2%	0.0%	0.0%	0.0%	0.0%
South American	2.0%	0.7%	0.7%	4.3%	0.9%	0.8%	0.0%	0.6%	0.5%	0.5%
Other Hispanic or Latina/o/x	3.0%	1.1%	1.2%	6.5%	1.4%	1.2%	0.0%	0.6%	0.9%	0.9%
Middle Eastern	3.0%	1.4%	1.6%	4.3%	1.7%	1.8%	2.0%	0.9%	1.2%	1.2%
European	83.2%	77.5%	80.3%	80.4%	79.7%	84.7%	87.8%	74.9%	76.0%	76.0%
Other White	7.9%	9.8%	9.1%	6.5%	7.2%	6.8%	10.2%	12.3%	11.1%	11.1%
Other	2.0%	1.8%	1.1%	4.3%	2.0%	0.6%	0.0%	1.5%	1.2%	1.2%
Total(n)	101	716	1,279	46	349	662	49	334	574	574
Race/Ethnicity Group (with multiple race category)										
Native American/Alaska Native	1.0%	0.1%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.2%
Asian/Pacific Islander	3.0%	6.3%	5.5%	6.5%	6.0%	4.4%	0.0%	7.2%	7.1%	7.1%
Black/African American	2.0%	3.2%	2.7%	0.0%	2.6%	2.3%	2.0%	3.9%	3.3%	3.3%
Latina/o/x	1.0%	2.1%	2.2%	2.2%	2.6%	1.8%	0.0%	1.8%	2.6%	2.6%
White	85.1%	82.4%	85.2%	80.4%	83.1%	87.9%	91.8%	81.4%	82.9%	82.9%
Other Race/Ethnicity	1.0%	1.4%	0.7%	2.2%	1.4%	0.3%	0.0%	1.2%	0.9%	0.9%
Two or More Races/Ethnicities	6.9%	4.5%	3.5%	8.7%	4.3%	3.3%	6.1%	4.5%	3.0%	3.0%
Total (n)	101	716	1,279	46	349	662	49	334	574	574
Is English your native language?										
Yes	93.1%	90.0%	92.3%	87.2%	90.3%	92.9%	100.0%	89.6%	92.1%	92.1%
No	6.9%	10.0%	7.7%	12.8%	9.7%	7.1%	0.0%	10.4%	7.9%	7.9%
Total(n)	102	732	1,304	47	359	672	49	336	579	579
What is your sexual orientation?										
Heterosexual/straight	91.8%	90.0%	92.3%	91.5%	91.0%	93.0%	91.5%	89.7%	92.5%	92.5%
Gay	3.1%	2.7%	2.5%	4.3%	5.1%	4.4%	2.1%	0.3%	0.5%	0.5%
Lesbian	0.0%	2.4%	0.9%	0.0%	0.0%	0.0%	0.0%	4.5%	1.6%	1.6%
Bisexual	3.1%	2.7%	2.2%	2.1%	2.0%	1.2%	4.3%	3.3%	3.5%	3.5%
Queer	0.0%	0.7%	0.9%	0.0%	0.0%	0.3%	0.0%	1.2%	1.1%	1.1%
Pansexual	0.0%	0.1%	0.1%	0.0%	0.3%	0.2%	0.0%	0.0%	0.0%	0.0%
Asexual	0.0%	0.3%	0.1%	0.0%	0.0%	0.0%	0.0%	0.3%	0.2%	0.2%
Not listed above	2.0%	1.1%	1.1%	2.1%	1.7%	0.9%	2.1%	0.6%	0.7%	0.7%
Total (n)	98	713	1,268	47	354	658	47	331	570	570
Do you identify as transgender?										
No	100.0%	99.9%	99.9%	100.0%	100.0%	99.9%	100.0%	99.7%	100.0%	100.0%
Yes	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	0.0%	0.3%	0.0%	0.0%
Total(n)	102	731	1,302	47	358	675	49	337	578	578
How many children do you have in the following age ranges?										
Under 18 years old										
0	50.0%	54.3%	49.3%	48.6%	51.7%	44.7%	50.0%	55.0%	53.8%	53.8%
1	16.3%	19.2%	19.7%	16.2%	17.7%	19.1%	17.5%	21.8%	21.0%	21.0%
2	25.0%	18.4%	22.3%	21.6%	18.1%	24.7%	27.5%	19.0%	19.9%	19.9%
3	7.5%	7.0%	5.4%	13.5%	10.8%	7.0%	2.5%	3.5%	3.2%	3.2%
4+	1.3%	1.2%	3.3%	0.0%	1.7%	4.5%	2.5%	0.7%	2.1%	2.1%

C				
D				
E				
Total(n)				
Optional Question 13				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 14				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 15				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 16				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 17				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 18				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 19				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 20				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 21				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 22				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 23				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 24				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 25				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 26				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 27				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 28				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 29				
A				
B				
C				
D				
E				

Total(n)				
Optional Question 30				
A				
B				
C				
D				
E				
Total(n)				

2019-20 HERI Faculty Survey
 Institutional Profile Report
 Graduate Faculty

University of Nebraska at Omaha	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	302	2,277	4,075	146	1,006	2,089	137	1,129	1,787	
What is your current gender identity?										
Man/Trans man	49.3%	45.3%	52.2%	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%	
Woman/Trans woman	46.3%	50.8%	44.7%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	
Genderqueer/Gender non-conforming	0.0%	0.6%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Not listed above	4.4%	3.4%	2.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	296	2,223	4,001	146	1,006	2,089	137	1,129	1,787	
Are you considered a full-time employee of your institution for at least nine months of the current academic year?										
Yes	95.0%	90.0%	90.0%	96.6%	92.6%	93.4%	94.9%	89.0%	86.8%	
No	5.0%	10.0%	10.0%	3.4%	7.4%	6.6%	5.1%	11.0%	13.2%	
Total(n)	302	2,260	4,068	146	996	2,083	137	1,124	1,787	
What is your present academic rank?										
Professor	33.8%	32.2%	31.1%	36.3%	39.7%	37.8%	30.7%	25.0%	23.3%	
Associate Professor	26.5%	23.4%	29.1%	23.3%	20.9%	29.9%	29.2%	26.0%	27.9%	
Assistant Professor	26.2%	24.0%	25.0%	26.0%	22.8%	21.5%	28.5%	26.6%	30.0%	
Lecturer	1.3%	13.3%	8.5%	1.4%	11.2%	6.7%	0.7%	14.3%	10.4%	
Instructor	12.3%	7.1%	6.4%	13.0%	5.5%	4.1%	10.9%	8.2%	8.5%	
Graduate Student/Teaching Assistant	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	302	2,277	4,069	146	1,006	2,087	137	1,129	1,784	
What is your tenure status at this institution?										
Tenured	60.3%	54.2%	50.2%	59.6%	59.2%	58.1%	59.9%	49.6%	41.1%	
On tenure track, but not tenured	26.2%	22.7%	19.9%	26.0%	22.4%	19.1%	28.5%	24.5%	21.3%	
Not on tenure track, but institution has tenure system	13.6%	22.8%	26.5%	14.4%	16.0%	20.1%	11.7%	25.9%	33.3%	
Institution has no tenure system	0.0%	0.2%	3.4%	0.0%	0.4%	2.7%	0.0%	0.0%	4.2%	
Total(n)	302	2,277	4,068	146	1,006	2,087	137	1,129	1,782	
Are you retired from this institution?										
Yes	0.0%	1.2%	0.4%	0.0%	1.5%	0.5%	0.0%	0.8%	0.2%	
No	100.0%	98.8%	99.6%	100.0%	98.5%	99.5%	100.0%	99.2%	99.8%	
Total(n)	301	2,275	4,062	146	1,005	2,085	136	1,128	1,781	
What is your principal activity in your current position at this institution?										
Administration	14.1%	8.8%	8.3%	14.4%	8.9%	7.8%	11.9%	8.8%	8.9%	
Teaching	63.4%	75.3%	70.1%	60.3%	72.9%	67.7%	68.1%	77.3%	72.5%	
Research	18.8%	12.5%	18.4%	24.7%	16.8%	22.1%	13.3%	9.3%	14.6%	
Services to clients and patients	0.7%	0.9%	1.2%	0.0%	0.3%	1.2%	1.5%	1.3%	1.5%	
Other	3.0%	2.4%	2.0%	0.7%	1.1%	1.3%	5.2%	3.2%	2.6%	
Total(n)	298	2,243	4,047	146	990	2,076	135	1,116	1,779	
Personally, how important to you is:										
Research										
Essential	55.6%	46.9%	50.7%	63.4%	53.3%	56.1%	48.5%	41.2%	44.8%	
Very important	30.8%	31.2%	28.5%	24.8%	28.6%	25.6%	37.1%	34.2%	31.8%	
Somewhat important	11.9%	17.9%	16.8%	10.3%	14.4%	14.0%	12.9%	20.5%	19.5%	
Not important	1.7%	4.0%	4.0%	1.4%	3.7%	4.3%	1.5%	4.1%	3.9%	
Total(n)	295	2,184	3,939	145	969	2,017	132	1,089	1,737	
Mean	3.40	3.21	3.26	3.50	3.31	3.34	3.33	3.12	3.18	
Standard deviation	0.76	0.87	0.88	0.74	0.85	0.87	0.76	0.88	0.88	
Significance	-	***	**	-	*	*	-	**		
Effect size	-	0.22	0.16	-	0.22	0.18	-	0.24	0.17	
Teaching										
Essential	73.4%	76.9%	75.4%	74.0%	78.2%	76.6%	73.5%	75.4%	73.5%	
Very important	23.9%	20.5%	22.0%	23.3%	19.3%	20.6%	24.3%	22.0%	23.9%	
Somewhat important	2.7%	2.4%	2.4%	2.7%	2.5%	2.5%	2.2%	2.5%	2.4%	
Not important	0.0%	0.1%	0.2%	0.0%	0.0%	0.2%	0.0%	0.1%	0.3%	
Total(n)	301	2,245	4,062	146	991	2,076	136	1,117	1,779	
Mean	3.71	3.74	3.73	3.71	3.76	3.74	3.71	3.73	3.71	
Standard deviation	0.51	0.50	0.51	0.51	0.48	0.51	0.50	0.50	0.52	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.06	-0.04	-	-0.10	-0.06	-	-0.04	0.00	
Service										
Essential	30.9%	27.3%	29.6%	25.5%	24.2%	28.6%	35.1%	29.2%	30.3%	
Very important	38.3%	45.3%	45.3%	35.9%	44.0%	43.6%	42.5%	46.6%	47.5%	
Somewhat important	27.5%	25.4%	22.9%	36.6%	29.1%	25.3%	18.7%	22.9%	20.6%	
Not important	3.4%	2.1%	2.2%	2.1%	2.7%	2.4%	3.7%	1.3%	1.6%	
Total(n)	298	2,195	3,950	145	975	2,022	134	1,088	1,738	
Mean	2.97	2.98	3.02	2.85	2.90	2.98	3.09	3.04	3.07	
Standard deviation	0.85	0.78	0.78	0.83	0.79	0.80	0.83	0.76	0.75	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.01	-0.06	-	-0.06	-0.16	-	0.07	0.03	
How many courses are you teaching this term (include all institutions at which you teach)?										
None	7.3%	8.2%	9.3%	4.8%	7.4%	9.0%	10.9%	9.3%	9.8%	
1	19.9%	16.6%	21.9%	19.9%	17.4%	23.2%	19.0%	15.6%	21.3%	
2	33.1%	26.5%	31.5%	37.0%	28.3%	32.1%	30.7%	25.8%	30.9%	
3	30.8%	25.7%	21.8%	31.5%	28.1%	21.6%	30.7%	23.8%	22.0%	
4	6.3%	15.2%	9.6%	4.1%	12.1%	8.3%	6.6%	17.3%	10.6%	
5	2.6%	7.8%	5.8%	2.7%	6.8%	5.9%	2.2%	8.2%	5.4%	
6 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	302	2,274	4,075	146	1,005	2,089	137	1,128	1,787	
How many of the courses that you are teaching this term are:										
General education courses										
None	63.7%	67.2%	75.0%	61.4%	64.9%	75.1%	68.9%	70.0%	75.8%	
1-2	33.6%	28.2%	21.5%	35.4%	30.7%	21.8%	28.6%	25.8%	21.2%	
3-4	2.3%	3.9%	3.1%	3.1%	4.2%	2.9%	1.7%	3.4%	2.8%	
5+	0.4%	0.6%	0.4%	0.0%	0.2%	0.4%	0.8%	0.8%	0.2%	
Total(n)	262	1,834	3,101	127	809	1,593	119	918	1,369	
Courses required for an undergraduate major										
None	30.4%	27.8%	39.5%	27.7%	23.6%	35.1%	34.8%	31.8%	44.8%	
1-2	57.7%	53.1%	48.3%	61.5%	58.3%	53.2%	53.9%	49.3%	43.0%	
3-4	11.2%	16.9%	11.0%	10.8%	16.2%	10.5%	9.6%	16.6%	10.9%	
5+	0.8%	2.2%	1.2%	0.0%	1.8%	1.1%	1.7%	2.4%	1.3%	
Total(n)	260	1,940	3,304	130	869	1,707	115	954	1,443	
Other undergraduate credit courses										
None	59.5%	61.8%	66.5%	56.5%	58.6%	63.0%	62.3%	64.9%	70.8%	
1-2	38.3%	34.4%	30.8%	42.6%	38.3%	33.8%	34.0%	31.0%	27.3%	
3-4	2.2%	3.4%	2.4%	0.9%	2.8%	2.9%	3.8%	3.8%	1.7%	
5+	0.0%	0.3%	0.3%	0.0%	0.3%	0.4%	0.0%	0.4%	0.2%	
Total(n)	227	1,596	2,863	108	708	1,469	106	798	1,270	
Developmental/remedial courses (not for credit)										
None	94.5%	96.7%	96.9%	95.2%	97.2%	97.4%	95.0%	96.5%	96.7%	
1-2	4.6%	2.6%	2.7%	3.8%	2.2%	2.1%	5.0%	2.8%	3.1%	
3-4	0.9%	0.3%	0.3%	1.0%	0.3%	0.4%	0.0%	0.3%	0.2%	
5+	0.0%	0.3%	0.1%	0.0%	0.3%	0.1%	0.0%	0.4%	0.1%	
Total(n)	219	1,536	2,688	105	674	1,361	100	777	1,210	
Graduate courses										
None	29.8%	34.1%	28.9%	27.8%	38.2%	31.4%	31.9%	30.3%	26.7%	
1-2	65.5%	57.7%	58.9%	67.5%	57.0%	58.8%	63.7%	58.4%	58.3%	
3-4	4.7%	7.6%	10.5%	4.8%	4.6%	8.5%	4.4%	10.4%	12.9%	
5+	0.0%	0.5%	1.7%	0.0%	0.2%	1.3%	0.0%	0.9%	2.1%	
Total(n)	258	1,839	3,280	126	811	1,688	113	914	1,452	
How many of these courses that you are teaching this term are being taught at another institution:										
None	62.8%	64.2%	67.5%	59.9%	64.0%	67.0%	65.8%	65.2%	68.3%	

* Faculty who identify as genderqueer/gender non-conforming, identify 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.

1-2	23.7%	23.3%	23.7%	27.0%	24.5%	24.8%	20.0%	22.0%	22.4%
3-4	12.4%	10.3%	7.4%	11.7%	9.7%	6.8%	13.3%	10.2%	7.8%
5+	1.1%	2.2%	1.4%	1.5%	1.7%	1.5%	0.8%	2.6%	1.4%
Total(n)	274	2,052	3,641	137	917	1,880	120	1,009	1,586
What types of courses do you primarily teach? (Based on faculty who indicated they were not teaching this term)									
Undergraduate credit courses	22.7%	42.9%	43.2%	42.9%	41.3%	46.0%	13.3%	42.6%	40.9%
Graduate courses	27.3%	30.7%	39.2%	14.3%	33.3%	39.0%	33.3%	30.2%	39.8%
Developmental/remedial courses	0.0%	1.1%	1.1%	0.0%	0.0%	0.5%	0.0%	1.9%	1.1%
I do not teach	50.0%	25.4%	16.6%	42.9%	25.3%	14.4%	53.3%	25.5%	18.2%
Total(n)	22	189	380	7	75	187	15	106	176
In the past year, have you worked with or taught undergraduate students at this institution?									
Yes	90.1%	88.6%	78.9%	94.5%	92.4%	83.6%	85.4%	85.2%	73.3%
No	9.9%	11.4%	21.1%	5.5%	7.6%	16.4%	14.6%	14.8%	26.7%
Total(n)	302	2,273	4,068	146	1,003	2,084	137	1,129	1,785
In the past year, have you worked with or taught graduate students at this institution?									
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)	302	2,277	4,075	146	1,006	2,089	137	1,129	1,787
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	29.4%	26.0%	28.4%	31.7%	27.3%	29.2%	27.2%	24.4%	27.2%
To a large extent	18.7%	19.1%	20.1%	19.3%	21.9%	21.4%	17.6%	17.3%	19.3%
To some extent	28.8%	26.2%	24.8%	28.3%	26.1%	25.2%	29.4%	26.4%	24.2%
To a small extent	17.7%	16.5%	15.8%	15.9%	14.9%	16.0%	20.6%	17.8%	16.1%
Not at all	5.4%	12.2%	10.8%	4.9%	9.9%	8.3%	5.1%	14.0%	13.1%
Total(n)	299	2,246	4,009	145	994	2,056	136	1,113	1,759
Mentored graduate students									
To a very large extent	34.5%	34.3%	38.1%	34.5%	33.5%	37.7%	33.8%	34.9%	38.8%
To a large extent	21.6%	23.2%	23.6%	21.8%	23.8%	24.7%	21.3%	23.4%	22.8%
To some extent	25.3%	22.6%	20.9%	26.1%	23.8%	20.6%	25.7%	21.7%	20.7%
To a small extent	12.5%	12.1%	10.6%	12.0%	11.7%	10.9%	13.2%	11.9%	10.2%
Not at all	6.1%	7.8%	6.8%	5.6%	7.2%	6.0%	5.9%	8.2%	7.4%
Total(n)	296	2,238	4,006	142	988	2,054	136	1,113	1,761
Helped graduate students access professional networks									
To a very large extent	23.2%	19.7%	21.0%	20.8%	17.4%	19.2%	24.1%	21.5%	22.7%
To a large extent	21.1%	20.9%	21.3%	21.5%	21.1%	21.7%	21.2%	20.3%	20.6%
To some extent	30.5%	29.3%	29.9%	31.3%	31.0%	31.0%	31.4%	28.2%	29.2%
To a small extent	16.8%	16.4%	15.8%	18.8%	17.3%	17.0%	14.6%	15.8%	14.4%
Not at all	8.4%	13.6%	12.1%	7.6%	13.1%	11.2%	8.8%	14.2%	13.1%
Total(n)	298	2,246	4,015	144	993	2,064	137	1,116	1,759
In the past year, to what extent have you:									
Presented with graduate students at conferences									
To a very large extent	12.1%	8.4%	10.1%	11.8%	8.5%	11.2%	12.5%	8.4%	8.7%
To a large extent	9.4%	8.8%	9.9%	9.7%	9.9%	11.1%	10.3%	8.1%	9.1%
To some extent	18.5%	12.2%	13.4%	16.7%	12.2%	13.3%	20.6%	12.3%	13.8%
To a small extent	7.7%	8.3%	8.3%	10.4%	8.5%	8.3%	5.9%	8.4%	8.3%
Not at all	52.3%	62.2%	58.4%	51.4%	60.8%	56.2%	50.7%	62.8%	60.0%
Total(n)	298	2,250	4,016	144	995	2,060	136	1,117	1,763
Published with graduate students									
To a very large extent	12.0%	8.5%	11.1%	13.1%	9.8%	13.8%	11.8%	7.5%	8.2%
To a large extent	8.4%	6.9%	9.6%	9.0%	8.9%	11.5%	8.8%	5.7%	7.7%
To some extent	13.4%	10.3%	11.1%	15.2%	11.0%	11.9%	12.5%	10.1%	10.8%
To a small extent	9.7%	6.6%	7.9%	6.9%	6.3%	7.1%	11.0%	6.7%	8.6%
Not at all	56.5%	67.6%	60.3%	55.9%	64.1%	55.8%	55.9%	69.8%	64.6%
Total(n)	299	2,246	4,012	145	994	2,057	136	1,114	1,763
Included graduate students in research grant writing									
To a very large extent	9.0%	4.5%	5.5%	8.3%	4.6%	5.8%	10.2%	4.7%	5.3%
To a large extent	7.4%	4.8%	5.2%	9.0%	6.4%	6.1%	5.8%	3.5%	4.4%
To some extent	11.0%	8.9%	10.0%	11.8%	10.1%	11.1%	11.7%	7.7%	9.0%
To a small extent	8.7%	8.4%	9.1%	10.4%	9.5%	9.9%	6.6%	7.8%	8.5%
Not at all	63.9%	73.4%	70.2%	60.4%	69.4%	67.1%	65.7%	76.4%	72.9%
Total(n)	299	2,248	4,016	144	993	2,062	137	1,118	1,763
In the past year, how many letters of recommendation have you written for graduate students?									
None	17.5%	20.2%	17.2%	14.5%	18.3%	15.4%	20.1%	21.6%	18.9%
1-5	53.2%	49.5%	49.0%	55.9%	51.0%	50.4%	50.0%	48.1%	47.7%
6-10	19.2%	17.1%	19.7%	21.4%	18.0%	20.5%	18.7%	16.9%	18.9%
11-20	5.7%	8.4%	9.6%	7.6%	8.3%	9.7%	3.7%	8.6%	9.5%
21 or more	4.4%	4.8%	4.5%	0.7%	4.5%	4.0%	7.5%	4.8%	5.0%
Total(n)	297	2,232	3,987	145	986	2,053	134	1,105	1,744
In the past year, how many master's thesis committees have you served on or are currently serving?									
None	34.1%	46.5%	54.3%	27.6%	41.0%	49.1%	39.7%	51.3%	60.0%
1	12.7%	12.5%	10.1%	12.4%	12.1%	10.4%	13.2%	12.8%	9.9%
2	14.0%	10.8%	8.8%	14.5%	12.8%	9.5%	14.7%	9.4%	8.0%
3-4	16.4%	11.9%	11.1%	17.2%	13.0%	13.0%	14.7%	10.5%	9.1%
5-9	12.0%	10.0%	8.3%	13.8%	10.0%	9.1%	10.3%	9.7%	7.4%
10 or more	10.7%	8.4%	7.5%	14.5%	11.0%	8.8%	7.4%	6.3%	5.6%
Total(n)	299	2,240	3,988	145	990	2,055	136	1,114	1,754
In the past year, how many of these master's thesis committees have you chaired or are currently chairing?									
None	47.7%	41.5%	38.8%	44.8%	38.3%	36.4%	51.2%	45.6%	41.7%
1	16.8%	20.3%	24.2%	17.1%	23.0%	25.8%	18.3%	17.6%	22.2%
2	16.8%	17.5%	16.3%	20.0%	19.7%	19.2%	8.5%	14.3%	11.2%
3-4	13.7%	12.4%	13.0%	11.4%	11.3%	12.0%	18.3%	13.0%	15.5%
5-9	4.6%	6.3%	5.3%	5.7%	5.1%	5.1%	3.7%	8.1%	5.9%
10 or more	0.5%	2.1%	2.4%	1.0%	2.6%	1.5%	0.0%	1.5%	3.6%
Total(n)	197	1,194	1,821	105	583	1,042	82	540	698
How many dissertation committees have you served on or are currently serving?									
None	51.0%	65.5%	56.5%	44.4%	61.3%	52.4%	55.2%	68.1%	60.6%
1	11.8%	9.5%	10.0%	12.5%	10.3%	10.5%	11.2%	9.3%	9.7%
2	11.1%	5.7%	7.6%	18.1%	6.6%	8.6%	5.2%	5.2%	6.5%
3-4	11.8%	7.5%	9.8%	11.8%	8.5%	10.8%	13.4%	7.2%	9.0%
5-9	8.8%	7.0%	9.0%	9.0%	7.9%	9.8%	9.0%	6.3%	8.1%
10 or more	5.4%	4.8%	7.2%	4.2%	5.4%	7.8%	6.0%	4.0%	6.1%
Total(n)	296	2,219	3,984	144	982	2,051	134	1,102	1,746
In the past year, how many of these dissertation committees have you chaired or are currently chairing?									
None	57.6%	48.1%	44.8%	59.5%	47.2%	44.6%	55.0%	49.9%	45.7%
1	16.7%	19.4%	18.5%	16.5%	19.9%	19.1%	16.7%	18.9%	18.1%
2	10.4%	12.3%	11.6%	11.4%	13.0%	12.7%	10.0%	11.2%	10.0%
3-4	11.1%	12.0%	13.5%	8.9%	11.4%	13.7%	15.0%	12.9%	13.6%
5-9	3.5%	6.2%	8.4%	3.8%	6.1%	7.1%	1.7%	5.4%	9.1%
10 or more	0.7%	2.1%	3.3%	0.0%	2.4%	2.7%	1.7%	1.7%	3.4%
Total(n)	144	759	1,716	79	377	968	60	349	678
Rate your agreement with the following statements:									
Graduate students in this program must compete for research opportunities									
Strongly agree	24.5%	20.0%	17.6%	29.6%	21.7%	18.6%	19.2%	19.1%	16.9%
Somewhat agree	37.9%	32.5%	33.2%	37.8%	35.5%	35.1%	36.2%	29.1%	30.8%
Somewhat disagree	23.4%	23.9%	26.5%	20.7%	23.2%	26.6%	28.5%	24.4%	26.5%
Strongly disagree	14.2%	23.6%	22.7%	11.9%	19.6%	19.8%	16.2%	27.4%	25.9%
Total(n)	282	2,060	3,715	135	911	1,924	130	1,030	1,626
Mean	2.73	2.49	2.46	2.85	2.59	2.52	2.58	2.40	2.39
Standard deviation	0.99	1.06	1.03	0.98	1.03	1.01	0.98	1.08	1.05
Significance	-	***	***	-	**	***	-	-	*

Effect size	-	0.23	0.26	-	0.25	0.33	-	0.17	0.18	
It is important for graduate students to spend at least one term as a teaching assistant to develop teaching skills										
Strongly agree	46.1%	39.9%	37.2%	51.1%	40.8%	38.2%	40.6%	39.0%	36.1%	
Somewhat agree	28.0%	30.1%	32.4%	25.5%	33.6%	33.8%	30.5%	26.9%	31.0%	
Somewhat disagree	16.3%	15.5%	16.3%	12.4%	13.5%	15.0%	21.1%	17.5%	17.7%	
Strongly disagree	9.8%	14.5%	14.1%	10.9%	12.2%	13.0%	7.8%	16.6%	15.3%	
Total(n)	282	2,060	3,721	137	912	1,928	128	1,030	1,628	
Mean	3.11	2.95	2.93	3.17	3.03	2.97	3.04	2.88	2.88	
Standard deviation	1.00	1.06	1.05	1.03	1.01	1.03	0.97	1.10	1.07	
Significance	-	*	**	-	*	*	-	*	*	
Effect size	-	0.15	0.17	-	0.14	0.19	-	0.15	0.15	
This graduate program enrolls too few international students										
Strongly agree	17.6%	11.7%	9.2%	16.7%	11.3%	8.8%	18.8%	12.2%	9.0%	
Somewhat agree	26.4%	26.0%	24.3%	25.4%	23.9%	23.5%	28.1%	27.6%	25.5%	
Somewhat disagree	37.0%	40.0%	40.4%	40.6%	40.8%	41.4%	32.0%	39.2%	39.4%	
Strongly disagree	19.0%	22.3%	26.1%	17.4%	24.1%	26.2%	21.1%	21.0%	26.1%	
Total(n)	284	2,031	3,681	138	905	1,924	128	1,010	1,594	
Mean	2.43	2.27	2.17	2.41	2.22	2.15	2.45	2.31	2.17	
Standard deviation	0.99	0.94	0.92	0.96	0.94	0.91	1.03	0.94	0.92	
Significance	-	**	***	-	*	**	-	*	**	
Effect size	-	0.17	0.28	-	0.20	0.29	-	0.15	0.30	
Rate your agreement with the following statements:										
Graduate students work well together in this program										
Strongly agree	41.8%	46.2%	49.6%	40.9%	42.8%	48.8%	43.8%	49.5%	51.0%	
Somewhat agree	49.8%	46.3%	44.3%	53.3%	49.3%	45.7%	46.2%	43.4%	42.7%	
Somewhat disagree	6.3%	6.1%	4.8%	5.8%	6.7%	4.5%	6.2%	5.6%	4.8%	
Strongly disagree	2.1%	1.4%	1.3%	0.0%	1.1%	1.0%	3.8%	1.6%	1.6%	
Total(n)	285	2,048	3,707	137	908	1,924	130	1,021	1,613	
Mean	3.31	3.37	3.42	3.35	3.34	3.42	3.30	3.41	3.43	
Standard deviation	0.68	0.66	0.65	0.59	0.65	0.63	0.75	0.67	0.66	
Significance	-	**	**	-	*	*	-	*	*	
Effect size	-	-0.09	-0.17	-	0.02	-0.11	-	-0.16	-0.20	
I have encountered instances of academic dishonesty among graduate students										
Strongly agree	9.1%	7.8%	6.9%	7.3%	7.2%	6.2%	11.5%	7.8%	7.2%	
Somewhat agree	22.8%	22.9%	22.2%	20.4%	21.4%	19.6%	26.9%	25.3%	25.3%	
Somewhat disagree	23.9%	22.7%	21.5%	24.8%	21.6%	20.8%	20.8%	22.9%	22.8%	
Strongly disagree	44.2%	46.6%	49.4%	47.4%	49.8%	53.4%	40.8%	43.9%	44.7%	
Total(n)	285	2,055	3,722	137	916	1,934	130	1,020	1,619	
Mean	1.97	1.92	1.86	1.88	1.86	1.79	2.09	1.97	1.95	
Standard deviation	1.02	1.00	0.99	0.98	0.99	0.97	1.07	1.00	0.99	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.05	0.11	-	0.02	0.09	-	0.12	0.14	
Rate your agreement with the following statements:										
Graduate students in this program are trained to conduct research responsibly and ethically										
Strongly agree	48.2%	46.6%	47.7%	48.2%	44.6%	47.3%	50.8%	48.3%	48.6%	
Somewhat agree	39.1%	41.1%	40.2%	40.9%	42.4%	41.9%	34.6%	39.8%	37.9%	
Somewhat disagree	9.5%	8.8%	8.0%	8.0%	9.2%	7.0%	10.8%	8.5%	9.1%	
Strongly disagree	3.2%	3.5%	4.1%	2.9%	3.9%	3.8%	3.8%	3.4%	4.4%	
Total(n)	284	2,032	3,655	137	906	1,904	130	1,006	1,598	
Mean	3.32	3.31	3.31	3.34	3.28	3.33	3.32	3.33	3.31	
Standard deviation	0.78	0.77	0.79	0.75	0.78	0.77	0.82	0.77	0.81	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.01	0.01	-	0.08	0.01	-	-0.01	0.01	
Graduate students in this program receive adequate instruction on becoming good teachers										
Strongly agree	24.5%	23.6%	17.2%	22.1%	18.4%	14.7%	27.1%	27.7%	19.8%	
Somewhat agree	36.9%	34.4%	35.2%	40.4%	38.1%	37.7%	35.7%	30.6%	32.5%	
Somewhat disagree	24.5%	25.5%	31.2%	24.3%	28.8%	32.5%	23.3%	23.3%	30.2%	
Strongly disagree	14.2%	16.5%	16.4%	13.2%	14.7%	15.1%	14.0%	18.4%	17.4%	
Total(n)	282	2,024	3,644	136	897	1,897	129	1,013	1,592	
Mean	2.72	2.65	2.53	2.71	2.60	2.52	2.76	2.68	2.55	
Standard deviation	0.99	1.01	0.96	0.96	0.95	0.92	1.01	1.07	1.00	
Significance	-	**	**	-	*	*	-	*	*	
Effect size	-	0.07	0.20	-	0.12	0.21	-	0.07	0.21	
Rate your agreement with the following statements:										
Faculty in my department are good mentors for graduate students										
Strongly agree	44.4%	47.4%	49.7%	49.6%	45.8%	49.3%	40.0%	49.2%	50.4%	
Somewhat agree	41.9%	41.2%	39.8%	38.7%	43.1%	40.9%	44.6%	39.3%	39.0%	
Somewhat disagree	10.9%	8.9%	8.6%	10.9%	9.2%	8.4%	10.8%	8.7%	8.3%	
Strongly disagree	2.8%	2.4%	1.9%	0.7%	1.9%	1.3%	4.6%	2.8%	2.4%	
Total(n)	284	2,051	3,697	137	912	1,926	130	1,019	1,606	
Mean	3.28	3.34	3.37	3.37	3.33	3.38	3.20	3.35	3.37	
Standard deviation	0.77	0.74	0.72	0.71	0.72	0.70	0.81	0.76	0.74	
Significance	-	*	*	-	*	*	-	*	*	
Effect size	-	-0.08	-0.13	-	0.06	-0.01	-	-0.20	-0.23	
Most graduate students in this program move on to faculty positions										
Strongly agree	6.5%	5.5%	4.1%	6.7%	4.4%	3.2%	7.1%	5.9%	4.9%	
Somewhat agree	20.8%	18.2%	18.1%	22.2%	18.4%	17.6%	18.9%	17.7%	18.7%	
Somewhat disagree	38.4%	35.9%	38.2%	42.2%	37.2%	40.2%	33.9%	35.1%	36.0%	
Strongly disagree	34.4%	40.4%	39.5%	28.9%	40.0%	39.0%	40.2%	41.4%	40.5%	
Total(n)	279	2,016	3,644	135	899	1,901	127	1,006	1,585	
Mean	1.99	1.89	1.87	2.07	1.87	1.85	1.83	1.88	1.88	
Standard deviation	0.90	0.89	0.85	0.88	0.86	0.82	0.94	0.90	0.88	
Significance	-	*	**	-	*	**	-	*	*	
Effect size	-	0.11	0.14	-	0.23	0.27	-	0.06	0.06	
Most graduate students in this program move into positions outside of academia										
Strongly agree	37.1%	42.7%	45.9%	33.6%	40.2%	43.8%	41.4%	45.8%	48.7%	
Somewhat agree	40.6%	35.8%	37.9%	45.5%	38.8%	41.0%	35.9%	32.6%	34.3%	
Somewhat disagree	17.6%	14.7%	11.8%	16.4%	14.8%	12.0%	17.2%	14.5%	11.4%	
Strongly disagree	4.7%	6.7%	4.4%	4.5%	6.2%	3.2%	5.5%	7.1%	5.7%	
Total(n)	278	2,026	3,664	134	904	1,908	128	1,007	1,594	
Mean	3.10	3.15	3.25	3.08	3.13	3.25	3.13	3.17	3.26	
Standard deviation	0.85	0.91	0.83	0.82	0.88	0.79	0.89	0.93	0.87	
Significance	-	**	**	-	*	*	-	*	*	
Effect size	-	-0.05	-0.18	-	-0.06	-0.22	-	-0.04	-0.15	
During the past three years, have you:										
Advised student groups involved in service/volunteer work										
Total(n)	56.5%	57.4%	56.6%	61.8%	57.7%	54.4%	51.5%	56.5%	58.8%	Civic Minded Practice
	283	2,087	3,721	136	923	1,914	132	1,042	1,644	
Collaborated with the local community on research/teaching to address their needs										
Total(n)	73.1%	55.7%	50.9%	73.0%	52.5%	46.0%	73.3%	58.5%	56.3%	Civic Minded Practice
	283	2,107	3,755	137	929	1,931	131	1,052	1,655	
Conducted research or writing focused on international/global issues										
Total(n)	38.9%	36.3%	40.3%	46.3%	38.7%	43.6%	32.8%	34.4%	36.8%	
	280	2,089	3,733	134	927	1,931	131	1,041	1,640	
Conducted research or writing focused on racial or ethnic minorities										
Total(n)	35.5%	33.7%	32.3%	26.7%	26.3%	25.4%	44.7%	40.3%	39.6%	
	282	2,084	3,732	135	920	1,921	132	1,044	1,648	
Conducted research or writing focused on women or gender issues										
Total(n)	33.5%	30.7%	30.2%	24.1%	21.7%	21.6%	42.1%	37.8%	39.1%	
	281	2,075	3,710	133	915	1,906	133	1,041	1,641	
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) issues										
Total(n)	15.1%	13.2%	11.8%	11.3%	9.7%	8.9%	17.7%	14.6%	14.0%	
	278	2,068	3,693	133	914	1,907	130	1,033	1,625	
Conducted research or writing focused on biomedical science fields										
Total(n)	18.5%	16.8%	19.9%	25.2%	20.3%	23.2%	12.2%	14.3%	16.7%	
	281	2,059	3,680	135	915	1,901	131	1,025	1,620	
Engaged in academic research that spans multiple disciplines										
Total(n)	83.0%	71.5%	72.3%	83.9%	74.6%	75.3%	83.8%	69.7%	69.4%	
	282	2,086	3,740	137	924	1,927	130	1,040	1,647	
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)										
Total(n)	66.1%	52.5%	55.4%	74.1%	57.0%	58.0%	57.9%	48.7%	52.3%	
	283	2,105	3,755	135	928	1,935	133	1,051	1,654	

Written research grants	65.1%	50.1%	49.0%	70.8%	55.2%	51.9%	60.8%	47.4%	47.2%
Total(n)	281	2,065	3,698	137	912	1,899	130	1,031	1,632
Received funding for your work from foundations	37.4%	24.8%	23.3%	44.7%	27.2%	24.8%	29.8%	23.9%	22.1%
Total(n)	278	2,076	3,712	132	918	1,908	131	1,035	1,640
Received funding for your work from state or federal government	46.1%	29.8%	25.8%	57.7%	36.5%	29.5%	37.1%	24.9%	22.3%
Total(n)	284	2,088	3,716	137	923	1,923	132	1,041	1,631
Received funding for your work from business or industry	19.6%	11.1%	13.8%	22.7%	15.3%	18.0%	17.8%	7.6%	9.4%
Total(n)	276	2,050	3,678	132	910	1,907	129	1,020	1,611
During the past three years, have you:									
Taught an honors course	18.9%	14.4%	12.4%	20.3%	16.8%	13.7%	18.3%	12.0%	10.9%
Total(n)	286	2,094	3,728	138	921	1,917	131	1,046	1,643
Taught an interdisciplinary course	46.5%	38.7%	40.2%	50.0%	41.5%	40.9%	42.3%	36.2%	39.1%
Total(n)	282	2,075	3,697	136	908	1,897	130	1,039	1,633
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ+ studies)	19.0%	13.8%	12.6%	16.8%	10.0%	9.1%	19.8%	16.7%	16.5%
Total(n)	284	2,093	3,734	137	922	1,926	131	1,047	1,645
Taught a service learning course	28.4%	22.5%	19.4%	26.1%	19.1%	16.3%	31.8%	25.3%	22.5%
Total(n)	282	2,095	3,733	134	923	1,922	132	1,047	1,643
Taught a course exclusively online	40.3%	36.8%	30.6%	39.7%	32.8%	27.1%	40.8%	40.5%	34.1%
Total(n)	283	2,089	3,723	136	920	1,921	130	1,043	1,635
Participated in organized activities around enhancing pedagogy or student learning	75.6%	71.9%	69.0%	69.3%	63.6%	64.1%	82.7%	78.7%	74.8%
Total(n)	287	2,104	3,746	137	923	1,928	133	1,054	1,648
Taught a seminar for first-year students	13.1%	16.8%	18.9%	17.6%	19.5%	19.8%	9.9%	14.7%	17.8%
Total(n)	282	2,094	3,734	136	924	1,924	131	1,045	1,646
Participated in the development of curriculum (enhancing an existing course or creating a new course)	89.9%	85.2%	85.5%	89.1%	82.0%	84.1%	91.0%	88.0%	87.4%
Total(n)	287	2,114	3,761	137	927	1,933	133	1,056	1,655
In the past year, to what extent have you:									
Presented with undergraduate students at conferences									
To a very large extent	5.6%	5.2%	5.7%	7.4%	6.4%	6.3%	3.8%	4.3%	4.9%
To a large extent	5.6%	5.7%	6.2%	7.4%	7.1%	7.5%	4.5%	4.9%	4.9%
To some extent	10.9%	11.0%	11.3%	8.8%	11.2%	11.9%	13.6%	10.6%	10.8%
To a small extent	9.9%	8.1%	7.8%	9.6%	8.2%	7.9%	11.4%	8.4%	7.7%
Not at all	68.0%	70.0%	69.1%	66.9%	67.2%	66.3%	66.7%	71.7%	71.8%
Total(n)	284	2,070	3,718	136	905	1,912	132	1,044	1,642
Published with undergraduates									
To a very large extent	2.5%	2.5%	4.2%	2.9%	3.5%	5.5%	1.5%	1.7%	2.6%
To a large extent	3.5%	3.9%	5.5%	6.6%	5.7%	7.8%	0.8%	2.6%	3.2%
To some extent	8.1%	7.3%	8.9%	8.1%	8.3%	10.2%	8.3%	6.2%	7.5%
To a small extent	7.4%	7.1%	6.8%	6.6%	8.3%	6.6%	8.3%	6.1%	7.2%
Not at all	78.4%	79.1%	74.5%	75.7%	74.3%	69.9%	81.2%	83.4%	79.4%
Total(n)	283	2,054	3,689	136	894	1,891	133	1,041	1,634
Engaged undergraduates on your research projects									
To a very large extent	12.7%	13.0%	16.2%	14.8%	15.9%	19.1%	9.8%	10.6%	13.2%
To a large extent	9.5%	10.3%	11.6%	12.6%	11.3%	12.7%	6.8%	9.5%	10.4%
To some extent	17.6%	15.5%	14.9%	20.7%	17.5%	16.4%	15.0%	14.2%	13.7%
To a small extent	14.4%	12.1%	10.0%	10.4%	12.7%	10.7%	18.8%	11.7%	9.0%
Not at all	45.8%	49.1%	47.2%	41.5%	42.6%	41.1%	49.6%	54.0%	53.7%
Total(n)	284	2,068	3,711	135	904	1,908	133	1,043	1,640
Worked with undergraduates on their research projects									
To a very large extent	14.7%	15.4%	14.0%	15.4%	17.1%	14.9%	12.8%	13.6%	13.1%
To a large extent	12.3%	13.6%	12.3%	16.9%	15.0%	13.5%	8.3%	12.4%	10.4%
To some extent	20.0%	18.3%	17.7%	22.8%	20.7%	19.7%	16.5%	16.3%	15.6%
To a small extent	13.7%	13.1%	13.8%	15.4%	14.2%	15.0%	13.5%	12.4%	12.8%
Not at all	39.3%	39.5%	42.2%	29.4%	32.9%	36.9%	48.9%	45.2%	48.1%
Total(n)	285	2,081	3,725	136	911	1,917	133	1,048	1,643
How would you rate the overall experience of working with undergraduates on research projects?									
Excellent	16.5%	21.1%	22.7%	18.4%	22.9%	25.3%	13.6%	19.4%	20.1%
Good	40.1%	34.9%	32.3%	42.6%	37.4%	34.8%	39.4%	33.4%	29.5%
Fair	10.6%	11.8%	9.4%	10.3%	12.6%	10.0%	9.1%	10.6%	8.6%
Poor	3.9%	1.6%	1.4%	3.7%	2.4%	1.5%	4.5%	1.1%	1.5%
I have not worked with undergraduates on research projects	28.9%	30.5%	34.1%	25.0%	24.6%	28.4%	33.3%	35.4%	40.3%
Total(n)	284	2,078	3,728	136	911	1,923	132	1,045	1,639
How many undergraduates do you currently advise?									
None	52.3%	41.7%	46.8%	43.6%	37.2%	42.5%	61.5%	46.1%	51.7%
1-5	21.1%	17.7%	20.7%	25.6%	20.9%	23.8%	15.4%	14.6%	17.4%
6-10	8.6%	7.5%	9.7%	10.5%	8.8%	11.8%	7.7%	6.7%	7.4%
11-20	5.0%	11.2%	9.8%	7.5%	11.4%	9.6%	2.3%	10.8%	9.9%
21-30	2.5%	7.1%	5.4%	1.5%	6.9%	5.2%	3.1%	6.8%	5.3%
31 or more	10.4%	14.9%	7.6%	11.3%	14.8%	7.1%	10.0%	15.0%	8.1%
Total(n)	279	2,060	3,698	133	904	1,908	130	1,034	1,629
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	49.6%	53.4%	45.4%	49.3%	46.2%	40.7%	54.0%	59.8%	51.0%
Occasionally	43.6%	39.3%	43.8%	45.3%	45.7%	47.6%	38.0%	33.6%	39.4%
Not at All	6.8%	7.3%	10.8%	5.3%	8.1%	11.7%	8.0%	6.6%	9.7%
Total(n)	133	1,190	1,930	75	568	1,074	50	557	775
Mean	2.43	2.46	2.35	2.44	2.38	2.29	2.46	2.53	2.41
Standard deviation	0.62	0.63	0.66	0.60	0.63	0.66	0.65	0.62	0.66
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.05	0.12	-	0.10	0.23	-	-0.11	0.08
Helped them plan their course of study									
Frequently	60.2%	62.7%	54.5%	62.7%	59.0%	52.9%	56.0%	65.9%	57.1%
Occasionally	29.3%	30.6%	34.1%	30.7%	35.9%	37.7%	28.0%	25.2%	28.6%
Not at All	10.5%	6.9%	11.4%	6.7%	5.2%	9.4%	16.0%	8.8%	14.4%
Total(n)	133	1,192	1,935	75	563	1,080	50	555	773
Mean	2.50	2.56	2.43	2.56	2.54	2.43	2.40	2.57	2.43
Standard deviation	0.68	0.62	0.69	0.62	0.59	0.66	0.76	0.65	0.73
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.10	0.10	-	0.03	0.20	-	-0.26	-0.04
Discussed their academic performance									
Frequently	50.4%	56.2%	48.4%	46.7%	50.4%	45.7%	54.0%	60.4%	52.1%
Occasionally	41.4%	39.1%	43.7%	48.0%	44.6%	46.5%	34.0%	35.0%	39.5%
Not at All	8.3%	4.7%	7.9%	5.3%	5.0%	7.8%	12.0%	4.7%	8.4%
Total(n)	133	1,189	1,933	75	560	1,079	50	555	773
Mean	2.42	2.51	2.41	2.41	2.45	2.38	2.42	2.56	2.44
Standard deviation	0.64	0.59	0.63	0.59	0.59	0.63	0.70	0.58	0.64
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.15	0.02	-	-0.07	0.05	-	-0.24	-0.03
Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)									
Frequently	61.7%	59.4%	57.8%	58.7%	55.3%	54.8%	68.0%	63.9%	62.6%
Occasionally	34.6%	35.5%	36.6%	40.0%	41.0%	39.7%	26.0%	30.0%	32.0%
Not at All	3.8%	5.0%	5.9%	1.3%	3.7%	5.5%	6.0%	6.1%	5.4%
Total(n)	133	1,193	1,935	75	561	1,080	50	557	775
Mean	2.58	2.54	2.52	2.57	2.52	2.49	2.62	2.58	2.57
Standard deviation	0.57	0.59	0.60	0.52	0.57	0.60	0.60	0.61	0.59
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.07	0.10	-	0.09	0.13	-	0.07	0.08
Discussed career and post-graduation goals									
Frequently	75.9%	72.4%	71.6%	73.3%	67.3%	69.3%	78.0%	76.3%	74.0%
Occasionally	23.3%	26.9%	26.9%	26.7%	31.8%	29.5%	20.0%	23.0%	24.0%
Not at All	0.8%	0.8%	1.5%	0.0%	0.9%	1.2%	2.0%	0.7%	1.9%
Total(n)	133	1,194	1,938	75	563	1,082	50	556	774
Mean	2.75	2.72	2.70	2.73	2.66	2.68	2.76	2.76	2.72

Standard deviation	0.45	0.47	0.49	0.45	0.49	0.49	0.48	0.45	0.49
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.06	0.10	-	0.14	0.10	-	0.00	0.08
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	52.0%	52.1%	50.6%	45.5%	44.5%	44.3%	60.9%	59.1%	58.1%
No	42.2%	41.0%	42.5%	50.0%	50.0%	49.8%	35.2%	33.7%	34.4%
Not eligible	1.4%	1.9%	2.0%	2.3%	1.1%	1.8%	0.0%	2.3%	2.1%
Not available	4.3%	5.0%	4.9%	2.3%	4.4%	4.0%	3.9%	4.9%	5.4%
Total(n)	277	2,023	3,623	132	886	1,879	128	1,020	1,585
Funded workshops focused on research skills development									
Yes	31.4%	18.1%	21.2%	27.3%	17.2%	19.0%	38.0%	19.5%	23.9%
No	58.1%	66.8%	64.3%	66.7%	71.3%	69.0%	50.4%	63.9%	59.5%
Not eligible	2.9%	2.8%	3.5%	3.8%	2.3%	3.1%	1.6%	2.9%	3.5%
Not available	7.6%	12.3%	11.0%	2.3%	9.2%	8.9%	10.1%	13.8%	13.1%
Total(n)	277	2,014	3,615	132	883	1,875	129	1,016	1,584
Funded workshops focused on grant writing									
Yes	21.8%	13.1%	14.2%	21.4%	13.3%	13.5%	24.2%	12.8%	15.4%
No	70.5%	73.7%	72.4%	74.8%	77.0%	76.4%	66.4%	71.8%	68.1%
Not eligible	2.2%	3.1%	3.4%	2.3%	2.0%	2.7%	1.6%	3.6%	3.7%
Not available	5.5%	10.1%	10.0%	1.5%	7.6%	7.4%	7.8%	11.7%	12.7%
Total(n)	275	2,013	3,604	131	884	1,870	128	1,014	1,579
Paid sabbatical leave									
Yes	6.1%	7.6%	8.0%	3.8%	7.3%	8.0%	8.5%	8.2%	8.2%
No	66.3%	61.6%	62.5%	73.7%	69.1%	69.2%	60.0%	55.7%	54.8%
Not eligible	24.7%	25.8%	25.1%	20.3%	19.8%	19.5%	28.5%	30.5%	31.5%
Not available	2.9%	4.9%	4.5%	2.3%	3.8%	3.2%	3.1%	5.6%	5.5%
Total(n)	279	2,023	3,617	133	889	1,868	130	1,016	1,590
Travel funds paid by the institution									
Yes	73.2%	67.4%	67.7%	72.1%	64.4%	67.4%	76.2%	71.1%	68.7%
No	23.2%	24.8%	24.1%	25.6%	30.1%	26.8%	19.2%	20.2%	20.9%
Not eligible	1.4%	4.8%	5.2%	2.3%	3.3%	3.6%	0.8%	5.7%	6.8%
Not available	2.2%	3.1%	3.0%	0.0%	2.3%	2.1%	3.8%	3.0%	3.7%
Total(n)	276	2,014	3,605	129	878	1,864	130	1,019	1,582
Internal grants for research									
Yes	37.3%	36.0%	35.4%	38.9%	36.5%	37.9%	34.9%	36.8%	33.7%
No	55.4%	53.7%	53.9%	56.5%	56.3%	54.4%	55.0%	50.9%	52.6%
Not eligible	3.6%	6.3%	6.6%	3.1%	4.9%	5.1%	3.9%	7.3%	8.1%
Not available	3.6%	4.0%	4.0%	1.5%	2.3%	2.5%	6.2%	5.0%	5.5%
Total(n)	276	2,014	3,613	131	884	1,866	129	1,014	1,588
Training for administrative leadership									
Yes	19.1%	12.6%	13.8%	19.7%	11.8%	14.2%	17.8%	13.4%	13.3%
No	63.2%	67.7%	66.4%	66.7%	73.2%	70.6%	62.0%	64.3%	61.9%
Not eligible	7.9%	8.3%	8.1%	8.3%	7.1%	6.4%	7.0%	8.8%	10.1%
Not available	9.7%	11.4%	11.7%	5.3%	7.9%	8.8%	13.2%	13.5%	14.7%
Total(n)	277	2,017	3,597	132	885	1,863	129	1,015	1,576
Training for promoting inclusion and facilitating difficult conversations									
Yes	50.4%	36.3%	42.7%	43.2%	28.6%	30.3%	57.4%	43.0%	46.5%
No	44.2%	54.4%	47.4%	53.8%	64.4%	53.4%	34.1%	46.4%	40.8%
Not eligible	0.0%	2.8%	3.0%	0.0%	2.5%	2.4%	0.0%	2.6%	3.5%
Not available	5.4%	6.5%	7.0%	3.0%	4.5%	4.9%	8.5%	7.9%	9.2%
Total(n)	278	2,024	3,632	132	888	1,876	129	1,020	1,594
Incentives to develop new courses									
Yes	25.7%	19.6%	17.9%	25.8%	19.1%	17.8%	25.0%	20.0%	17.7%
No	63.8%	64.5%	64.7%	68.2%	69.1%	70.1%	60.9%	61.1%	59.5%
Not eligible	3.6%	4.4%	4.2%	1.5%	3.2%	2.6%	5.5%	5.5%	5.9%
Not available	6.9%	11.5%	13.2%	4.5%	8.6%	9.5%	8.6%	13.4%	16.8%
Total(n)	276	2,021	3,619	132	888	1,871	128	1,018	1,589
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	23.0%	24.7%	25.3%	18.9%	21.9%	23.0%	26.4%	26.3%	27.2%
No	66.5%	63.8%	60.4%	73.5%	69.7%	65.8%	61.2%	60.4%	55.7%
Not eligible	2.5%	2.9%	3.1%	1.5%	2.7%	2.1%	3.1%	2.8%	4.1%
Not available	7.9%	8.6%	11.2%	6.1%	5.6%	9.1%	9.3%	10.4%	13.0%
Total(n)	278	2,021	3,622	132	885	1,873	129	1,018	1,590
Resources to integrate culturally-competent practices into your classroom									
Yes	23.0%	26.7%	29.3%	17.4%	18.0%	22.4%	28.7%	33.8%	37.1%
No	64.7%	62.0%	57.8%	75.0%	73.5%	67.7%	56.6%	53.4%	47.2%
Not eligible	1.4%	2.5%	2.5%	0.8%	2.6%	2.0%	1.6%	2.3%	3.1%
Not available	10.8%	8.7%	10.3%	6.8%	5.9%	7.9%	13.2%	10.5%	12.6%
Total(n)	278	2,020	3,619	132	888	1,871	129	1,018	1,591
How many of the following have you published?									
Articles in academic or professional journals									
None	10.5%	15.3%	15.3%	10.5%	11.9%	12.3%	8.6%	16.9%	17.9%
1-2	11.6%	16.4%	14.1%	10.5%	13.7%	11.8%	14.1%	19.4%	16.8%
3-4	10.5%	12.6%	11.4%	9.0%	10.0%	9.9%	10.2%	14.7%	13.1%
5-10	22.0%	20.0%	15.9%	21.1%	20.3%	13.8%	23.4%	20.4%	18.9%
11-20	20.2%	15.2%	15.9%	18.8%	15.5%	16.4%	21.9%	15.1%	15.4%
21-50	19.1%	14.2%	17.5%	21.1%	18.0%	21.1%	18.8%	10.8%	13.8%
51+	6.1%	6.2%	9.8%	9.0%	10.6%	14.7%	3.1%	2.5%	4.1%
Total(n)	277	2,051	3,640	133	906	1,887	128	1,024	1,590
Mean	4.12	3.71	3.95	4.26	4.10	4.32	4.05	3.40	3.55
Standard deviation	1.74	1.83	1.95	1.80	1.88	1.98	1.65	1.70	1.81
Significance	-	***	**	-	-	-	-	***	**
Effect size	-	0.22	0.09	-	0.09	-0.03	-	0.38	0.28
Chapters in edited volumes									
None	34.4%	44.0%	40.6%	33.9%	43.5%	37.9%	33.1%	44.2%	43.5%
1-2	28.1%	26.3%	25.7%	24.4%	25.7%	24.9%	33.9%	27.2%	26.8%
3-4	18.9%	14.2%	14.2%	18.9%	13.3%	14.6%	20.5%	15.1%	14.1%
5-10	13.0%	10.2%	11.8%	16.5%	11.3%	13.7%	7.9%	9.5%	9.9%
11-20	3.0%	3.7%	4.8%	3.9%	4.0%	5.3%	2.4%	2.7%	3.9%
21-50	1.9%	1.3%	2.4%	0.8%	1.2%	3.0%	2.4%	1.2%	1.6%
51+	0.7%	0.5%	0.5%	1.6%	0.9%	0.6%	0.0%	0.1%	0.3%
Total(n)	270	2,000	3,546	127	882	1,828	127	1,002	1,558
Mean	2.30	2.09	2.24	2.41	2.14	2.35	2.20	2.03	2.10
Standard deviation	1.31	1.28	1.38	1.38	1.34	1.43	1.19	1.20	1.28
Significance	-	*	**	-	*	*	-	***	***
Effect size	-	0.16	0.04	-	0.20	0.04	-	0.14	0.08
How many of the following have you published?									
Books, manuals, monographs, or research reports									
None	47.4%	55.5%	53.8%	47.3%	50.9%	49.5%	47.2%	59.6%	58.8%
1-2	24.5%	25.4%	25.7%	22.1%	25.8%	26.0%	26.8%	26.1%	26.0%
3-4	13.1%	9.0%	9.7%	16.8%	10.9%	11.4%	9.4%	7.4%	8.0%
5-10	9.5%	6.6%	7.2%	8.4%	7.7%	8.5%	11.0%	5.0%	5.2%
11-20	3.6%	2.1%	2.4%	3.8%	3.0%	3.3%	3.9%	1.1%	1.1%
21-50	0.4%	1.1%	0.7%	0.8%	1.5%	0.8%	0.0%	0.5%	0.4%
51+	1.5%	0.4%	0.4%	0.8%	0.2%	0.4%	1.6%	0.4%	0.4%
Total(n)	274	2,028	3,607	131	892	1,863	127	1,017	1,582
Mean	2.04	1.79	1.83	2.05	1.91	1.94	2.04	1.65	1.67
Standard deviation	1.32	1.15	1.15	1.28	1.22	1.21	1.33	1.01	1.02
Significance	-	***	**	-	-	-	-	***	***
Effect size	-	0.22	0.18	-	0.11	0.09	-	0.39	0.36
Other, such as patents or computer software products									
None	79.5%	86.9%	83.2%	76.2%	82.7%	76.7%	83.6%	90.5%	90.7%
1-2	12.8%	7.8%	8.6%	13.8%	9.4%	11.3%	11.7%	6.4%	5.8%
3-4	2.2%	2.1%	3.4%	3.1%	3.1%	4.7%	1.6%	1.3%	1.7%

Scholarly Productivity

Scholarly Productivity

5-10	3.7%	1.9%	2.4%	5.4%	2.9%	3.5%	1.6%	1.0%	1.0%	
11-20	1.1%	0.8%	1.1%	0.8%	1.3%	1.7%	1.6%	0.4%	0.5%	
21-50	0.4%	0.3%	0.6%	0.0%	0.5%	1.1%	0.0%	0.0%	0.0%	
51+	0.4%	0.3%	0.6%	0.8%	0.2%	0.8%	0.0%	0.4%	0.4%	
Total(n)	273	1,991	3,534	130	872	1,832	128	1,003	1,545	
Mean	1.37	1.24	1.34	1.44	1.33	1.49	1.26	1.16	1.16	
Standard deviation	0.90	0.75	0.94	0.98	0.88	1.11	0.71	0.62	0.64	
Significance	-	**	-	-	-	-	-	-	-	
Effect size	-	0.17	0.03	-	0.13	-0.05	-	0.16	0.16	
In the past three years, how many exhibitions, recordings, or performances in the fine or applied arts have you presented?										
None	83.5%	84.1%	85.6%	84.1%	84.0%	85.8%	83.8%	84.8%	85.8%	
1-2	4.7%	4.7%	4.7%	2.3%	4.1%	4.1%	6.2%	5.2%	5.4%	
3-4	3.6%	3.4%	3.1%	3.0%	3.0%	3.1%	3.8%	3.7%	2.8%	
5-10	2.2%	3.6%	2.8%	3.0%	3.9%	2.7%	1.5%	3.1%	2.8%	
11-20	2.2%	1.5%	1.5%	3.0%	1.9%	1.4%	1.5%	1.2%	1.5%	
21+	4.0%	2.7%	2.3%	4.5%	3.1%	2.9%	3.1%	2.0%	1.8%	
Total(n)	278	2,050	3,635	132	901	1,888	130	1,026	1,585	
Mean	1.47	1.42	1.37	1.52	1.45	1.39	1.40	1.37	1.34	
Standard deviation	1.23	1.11	1.05	1.33	1.18	1.10	1.10	1.02	0.99	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.05	0.10	-	0.06	0.12	-	0.03	0.06	
How many these exhibitions or performances in the fine or applied arts were:										
Solo/Individual										
None	37.5%	25.4%	30.4%	26.3%	25.6%	30.0%	55.6%	26.6%	32.6%	
1-2	27.5%	34.5%	30.7%	31.6%	33.9%	30.0%	16.7%	35.8%	30.5%	
3-4	15.0%	14.0%	14.6%	21.1%	14.9%	16.3%	5.6%	12.2%	12.3%	
5-10	10.0%	15.5%	13.7%	15.8%	16.5%	13.2%	5.6%	14.6%	13.9%	
11-20	2.5%	4.9%	4.1%	0.0%	4.1%	4.0%	5.6%	4.9%	4.3%	
21+	7.5%	5.7%	6.4%	5.3%	5.0%	6.6%	11.1%	5.7%	6.4%	
Total(n)	40	264	437	19	121	227	18	123	187	
Mean	2.35	2.57	2.50	2.47	2.55	2.51	2.22	2.52	2.46	
Standard deviation	1.51	1.43	1.47	1.35	1.40	1.47	1.80	1.44	1.49	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.15	-0.10	-	-0.06	-0.03	-	-0.21	-0.16	
How many these exhibitions or performances in the fine or applied arts were:										
Collaborative										
None	4.4%	12.5%	11.2%	5.0%	11.2%	10.6%	4.8%	13.6%	11.4%	
1-2	35.6%	33.4%	34.7%	20.0%	27.6%	33.1%	47.6%	38.6%	37.0%	
3-4	20.0%	20.7%	20.0%	20.0%	19.4%	18.8%	19.0%	21.8%	20.9%	
5-10	8.9%	12.8%	14.5%	15.0%	15.7%	13.1%	4.8%	10.2%	16.1%	
11-20	17.8%	10.8%	8.7%	25.0%	12.7%	9.8%	9.5%	7.5%	6.6%	
21+	13.3%	9.8%	11.0%	15.0%	13.4%	14.7%	14.3%	8.2%	8.1%	
Total(n)	45	305	484	20	134	245	21	147	211	
Mean	3.40	3.06	3.08	3.80	3.31	3.22	3.10	2.84	2.94	
Standard deviation	1.56	1.51	1.51	1.54	1.59	1.60	1.58	1.43	1.41	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.23	0.21	-	0.31	0.36	-	0.18	0.11	
In the past three years, how many of your professional writings have been published or accepted for publication?										
None	12.7%	21.2%	19.6%	9.8%	18.0%	16.0%	12.5%	22.5%	22.7%	
1	8.0%	11.9%	9.3%	8.3%	11.8%	8.3%	8.6%	12.4%	10.4%	
2	13.4%	12.9%	10.5%	14.4%	12.5%	10.3%	12.5%	13.5%	11.4%	
3	13.0%	12.7%	11.6%	13.6%	12.1%	11.9%	13.3%	13.3%	11.0%	
4	6.2%	8.1%	7.9%	7.6%	8.0%	8.1%	4.7%	8.4%	7.7%	
5	9.8%	7.3%	7.6%	7.6%	8.2%	7.6%	11.7%	6.8%	7.5%	
6	9.1%	5.8%	6.8%	4.5%	5.0%	7.1%	14.1%	5.9%	6.3%	
7-10	12.3%	11.1%	13.6%	15.2%	12.6%	14.6%	10.9%	10.0%	12.9%	
More than 10	15.6%	9.4%	13.3%	18.9%	11.7%	16.1%	11.7%	7.3%	10.2%	
Total(n)	276	2,032	3,612	132	895	1,871	128	1,020	1,579	
Mean	5.13	4.31	4.76	5.31	4.58	5.08	5.05	4.10	4.44	
Standard deviation	2.74	2.72	2.85	2.77	2.77	2.84	2.65	2.64	2.82	
Significance	-	***	*	-	**	-	-	***	*	
Effect size	-	0.30	0.13	-	0.26	0.08	-	0.36	0.22	
How many of these publications in the past three years were solo-authored?										
None	40.2%	39.3%	42.2%	41.1%	41.7%	44.8%	40.4%	37.5%	40.3%	
1	23.2%	21.8%	18.4%	20.5%	19.4%	17.8%	26.9%	24.2%	18.9%	
2	11.6%	14.2%	12.4%	12.5%	14.6%	12.1%	11.5%	14.2%	12.9%	
3	9.8%	9.3%	9.6%	9.8%	8.4%	8.4%	8.7%	10.0%	11.0%	
4	4.9%	4.5%	4.9%	5.4%	4.5%	4.7%	2.9%	4.2%	4.7%	
5	2.2%	3.7%	4.0%	1.8%	3.8%	3.8%	2.9%	3.8%	4.3%	
6	2.2%	1.3%	1.7%	1.8%	1.4%	1.7%	2.9%	1.1%	1.8%	
7-10	3.1%	3.5%	4.4%	4.5%	4.1%	4.9%	1.9%	2.5%	3.6%	
More than 10	2.7%	2.5%	2.2%	2.7%	2.3%	1.9%	1.9%	2.4%	2.4%	
Total(n)	224	1,444	2,636	112	666	1,434	104	710	1,105	
Mean	2.63	2.66	2.71	2.69	2.65	2.64	2.48	2.62	2.74	
Standard deviation	2.08	2.06	2.15	2.15	2.10	2.15	1.94	1.97	2.12	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.01	-0.04	-	0.02	0.02	-	-0.07	-0.12	
How many of these publications in the past three years were co-authored?										
None	12.8%	16.7%	14.9%	12.8%	16.3%	13.5%	13.9%	17.1%	16.1%	
1	11.5%	17.6%	14.5%	9.2%	17.4%	12.4%	13.9%	17.7%	17.2%	
2	14.2%	15.9%	13.4%	15.6%	13.6%	13.3%	11.1%	17.7%	13.8%	
3	13.7%	11.8%	11.8%	12.8%	11.0%	11.8%	14.8%	12.8%	11.5%	
4	8.4%	7.2%	7.7%	9.2%	6.7%	7.3%	7.4%	7.9%	7.9%	
5	8.0%	6.6%	6.1%	4.6%	6.1%	6.0%	12.0%	7.1%	6.6%	
6	5.3%	4.7%	5.5%	4.6%	5.0%	5.9%	6.5%	4.2%	5.1%	
7-10	10.2%	10.1%	12.3%	11.0%	11.9%	13.1%	9.3%	8.7%	11.4%	
More than 10	15.9%	9.3%	13.8%	20.2%	12.0%	16.7%	11.1%	6.9%	10.4%	
Total(n)	226	1,490	2,703	109	683	1,470	108	736	1,137	
Mean	4.85	4.20	4.68	5.05	4.44	4.94	4.63	4.00	4.38	
Standard deviation	2.75	2.65	2.80	2.86	2.79	2.84	2.64	2.51	2.71	
Significance	-	***	-	-	*	-	-	*	-	
Effect size	-	0.25	0.06	-	0.22	0.04	-	0.25	0.09	
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	6.0%	6.6%	8.0%	3.9%	6.4%	7.7%	9.1%	7.2%	8.5%	
1-4	17.4%	20.3%	23.0%	18.1%	19.4%	23.3%	16.5%	21.3%	23.0%	
5-8	40.4%	32.6%	36.4%	46.5%	34.2%	38.8%	34.7%	31.0%	34.3%	
9-12	23.8%	26.2%	21.0%	23.6%	28.2%	20.3%	24.8%	25.4%	21.2%	
13-16	7.2%	7.7%	6.6%	4.7%	7.0%	5.9%	9.1%	7.7%	7.3%	
17-20	3.0%	3.2%	2.6%	2.4%	2.9%	2.5%	1.7%	3.3%	2.3%	
21+	2.3%	3.3%	2.4%	0.8%	1.9%	1.4%	4.1%	4.0%	3.3%	
Total(n)	265	1,943	3,479	127	857	1,803	121	970	1,625	
Mean	3.27	3.31	3.12	3.17	3.26	3.07	3.30	3.31	3.16	
Standard deviation	1.23	1.33	1.27	1.04	1.23	1.20	1.37	1.38	1.34	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.03	0.12	-	-0.07	0.08	-	-0.01	0.10	
Preparing for teaching (including reading student papers and grading)										
None	6.7%	6.0%	6.7%	3.9%	5.9%	6.6%	10.7%	6.6%	7.0%	
1-4	14.2%	14.6%	17.0%	13.2%	15.7%	18.3%	14.8%	13.7%	15.4%	
5-8	25.4%	24.3%	25.4%	29.5%	25.9%	28.3%	22.1%	23.6%	22.8%	
9-12	22.0%	20.6%	21.8%	26.4%	22.0%	21.8%	18.0%	19.7%	21.9%	
13-16	13.1%	13.7%	13.8%	14.7%	13.6%	13.3%	11.5%	13.3%	13.9%	
17-20	11.6%	10.3%	8.0%	8.5%	8.8%	5.9%	13.9%	11.3%	10.4%	
21+	7.1%	10.5%	7.3%	3.9%	8.2%	5.8%	9.0%	11.9%	8.7%	
Total(n)	268	1,941	3,450	129	854	1,807	122	972	1,528	

Scholarly Productivity

Mean	3.84	3.94	3.72	3.76	3.81	3.58	3.83	4.01	3.86
Standard deviation	1.62	1.69	1.61	1.40	1.61	1.52	1.80	1.74	1.67
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.06	0.07	-	-0.03	0.12	-	-0.10	-0.02
During the present term, how many hours per week on average do you spend on each of the following?									
Advising or counseling students									
None	12.9%	8.5%	6.4%	15.4%	8.8%	6.5%	8.9%	8.2%	6.2%
1-4	54.2%	56.2%	57.8%	53.8%	56.7%	59.6%	55.6%	56.1%	56.1%
5-8	24.0%	25.1%	23.8%	23.8%	25.3%	23.2%	24.2%	24.8%	24.4%
9-12	4.8%	6.5%	7.7%	3.8%	5.0%	7.1%	5.6%	7.5%	8.0%
13-16	2.2%	1.4%	2.2%	2.3%	2.0%	2.0%	2.4%	1.1%	2.4%
17-20	1.8%	1.5%	1.1%	0.8%	1.5%	1.0%	3.2%	1.5%	1.4%
21+	0.0%	0.8%	1.0%	0.0%	0.7%	0.5%	0.0%	0.7%	1.5%
Total(n)	271	1,966	3,521	130	864	1,822	124	985	1,643
Mean	2.35	2.44	2.49	2.26	2.42	2.44	2.47	2.45	2.54
Standard deviation	0.97	0.98	1.00	0.90	0.98	0.93	1.04	0.98	1.07
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.09	-0.14	-	-0.16	-0.19	-	0.02	-0.07
Committee work and meetings									
None	3.7%	9.0%	9.5%	4.7%	9.2%	8.5%	3.3%	8.7%	10.3%
1-4	40.5%	44.9%	47.3%	46.5%	48.0%	51.3%	35.0%	41.6%	42.8%
5-8	25.7%	26.3%	23.5%	21.7%	25.0%	22.7%	29.3%	27.9%	24.8%
9-12	11.9%	10.5%	9.8%	13.2%	9.3%	9.5%	12.2%	12.0%	10.2%
13-16	8.9%	4.2%	4.7%	9.3%	4.0%	4.2%	7.3%	4.3%	5.0%
17-20	6.3%	2.6%	2.4%	3.9%	2.6%	1.9%	8.9%	2.8%	3.1%
21+	3.0%	2.4%	2.8%	0.8%	1.9%	2.0%	4.1%	2.8%	3.7%
Total(n)	269	1,954	3,513	129	856	1,820	123	981	1,538
Mean	3.13	2.73	2.72	2.91	2.66	2.63	3.28	2.81	2.81
Standard deviation	1.44	1.28	1.31	1.28	1.23	1.21	1.51	1.31	1.41
Significance	-	***	***	-	*	*	-	***	***
Effect size	-	0.31	0.31	-	0.20	0.23	-	0.36	0.33
Research and scholarly writing									
None	10.8%	18.1%	17.1%	7.0%	14.3%	14.5%	12.9%	20.3%	20.0%
1-4	34.6%	33.9%	28.8%	34.1%	31.2%	24.8%	36.3%	36.6%	33.4%
5-8	19.0%	18.7%	18.7%	19.4%	20.1%	19.9%	18.5%	17.9%	17.6%
9-12	14.1%	11.9%	13.0%	12.4%	12.8%	14.6%	16.1%	11.2%	11.5%
13-16	8.6%	6.3%	7.4%	11.6%	7.9%	8.8%	5.6%	5.0%	5.9%
17-20	5.6%	4.2%	5.7%	6.2%	4.8%	6.1%	5.6%	3.8%	5.2%
21+	7.4%	7.0%	9.1%	9.3%	8.8%	11.3%	4.8%	5.2%	6.5%
Total(n)	269	1,949	3,506	129	859	1,817	124	976	1,537
Mean	3.22	2.95	3.19	3.43	3.19	3.42	3.02	2.76	2.91
Standard deviation	1.71	1.71	1.83	1.76	1.77	1.87	1.60	1.62	1.73
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.16	0.02	-	0.14	0.01	-	0.16	0.06
During the present term, how many hours per week on average do you spend on each of the following?									
Other creative products/performance									
None	70.7%	72.2%	74.1%	64.5%	68.6%	73.2%	77.3%	76.4%	76.2%
1-4	19.1%	19.1%	17.2%	22.3%	21.0%	17.5%	15.1%	16.8%	16.5%
5-8	4.3%	4.2%	4.5%	7.4%	5.2%	5.0%	0.8%	3.5%	3.6%
9-12	2.7%	2.0%	2.0%	3.3%	2.7%	2.4%	2.5%	1.5%	1.6%
13-16	2.0%	0.9%	0.7%	0.0%	0.8%	0.4%	4.2%	0.7%	0.8%
17-20	0.8%	0.8%	0.6%	1.7%	1.1%	0.8%	0.0%	0.5%	0.2%
21+	0.4%	0.8%	0.9%	0.8%	0.6%	0.7%	0.0%	0.5%	1.1%
Total(n)	256	1,930	3,431	121	846	1,784	119	970	1,500
Mean	1.50	1.46	1.44	1.60	1.52	1.45	1.41	1.37	1.39
Standard deviation	1.01	0.97	0.97	1.08	1.00	0.95	0.96	0.86	0.94
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.04	0.06	-	0.08	0.16	-	0.05	0.02
Community or public service									
None	24.7%	33.9%	33.2%	24.4%	37.7%	35.8%	25.2%	31.5%	30.9%
1-4	46.4%	48.2%	47.5%	48.8%	46.6%	44.2%	47.2%	49.4%	51.0%
5-8	19.1%	11.7%	12.7%	18.9%	9.8%	13.1%	17.1%	13.0%	12.1%
9-12	6.0%	3.7%	3.8%	5.5%	3.7%	4.4%	5.7%	3.7%	3.0%
13-16	1.9%	1.3%	1.5%	1.6%	1.3%	1.4%	2.4%	1.3%	1.5%
17-20	0.7%	0.5%	0.4%	0.8%	0.5%	0.5%	0.0%	0.3%	0.2%
21+	1.1%	0.6%	0.9%	0.0%	0.5%	0.6%	2.4%	0.8%	1.3%
Total(n)	267	1,951	3,487	127	859	1,808	123	976	1,525
Mean	2.21	1.94	1.97	2.13	1.88	1.95	2.23	1.98	1.99
Standard deviation	1.10	0.97	1.01	0.95	0.96	1.01	1.20	0.98	1.02
Significance	-	***	***	-	**	**	-	**	*
Effect size	-	0.28	0.24	-	0.26	0.18	-	0.26	0.24
Outside consulting/freelance work									
None	74.2%	74.7%	69.7%	73.2%	74.6%	67.4%	75.2%	75.6%	72.8%
1-4	20.1%	17.3%	20.2%	20.5%	16.2%	20.9%	20.7%	17.9%	18.9%
5-8	4.2%	4.7%	5.8%	4.7%	5.5%	7.7%	3.3%	3.9%	3.8%
9-12	1.5%	1.8%	2.1%	1.6%	2.4%	2.3%	0.8%	1.2%	1.8%
13-16	0.0%	0.2%	0.6%	0.0%	0.2%	0.6%	0.0%	0.1%	0.6%
17-20	0.0%	0.3%	0.5%	0.0%	0.5%	0.4%	0.0%	0.1%	0.5%
21+	0.0%	0.9%	1.2%	0.0%	0.6%	0.7%	0.0%	1.1%	1.6%
Total(n)	264	1,937	3,469	127	851	1,803	121	971	1,518
Mean	1.33	1.40	1.50	1.35	1.41	1.52	1.30	1.37	1.46
Standard deviation	0.63	0.90	1.00	0.65	0.89	0.95	0.57	0.87	1.04
Significance	-	-	**	-	-	*	-	-	-
Effect size	-	-0.08	-0.17	-	-0.07	-0.18	-	-0.08	-0.15
Household/childcare duties									
None	12.3%	12.7%	11.5%	15.5%	17.0%	14.8%	8.9%	8.3%	7.0%
1-4	16.0%	15.4%	15.0%	17.1%	16.1%	16.2%	13.8%	15.1%	13.9%
5-8	16.4%	20.5%	20.7%	14.7%	20.0%	21.1%	17.9%	20.7%	20.0%
9-12	20.4%	17.4%	18.2%	23.3%	18.7%	19.6%	17.9%	16.5%	16.8%
13-16	8.2%	9.2%	10.2%	9.3%	9.3%	9.6%	7.3%	9.1%	10.8%
17-20	6.3%	7.5%	7.3%	7.8%	7.4%	7.1%	4.9%	7.9%	7.9%
21+	20.4%	17.2%	17.0%	12.4%	11.6%	11.6%	29.3%	22.4%	23.6%
Total(n)	269	1,948	3,482	129	857	1,807	123	976	1,525
Mean	3.97	3.86	3.91	3.67	3.55	3.61	4.33	4.16	4.29
Standard deviation	2.02	1.97	1.94	1.91	1.90	1.86	2.09	1.99	1.96
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.06	0.03	-	0.06	0.03	-	0.09	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	84.0%	83.5%	83.6%	89.1%	88.8%	87.6%	78.2%	80.6%	79.2%
1-4	9.0%	9.3%	9.6%	8.4%	7.7%	8.2%	8.1%	9.6%	10.9%
5-8	2.6%	2.7%	3.1%	0.0%	1.5%	2.0%	5.6%	3.6%	4.2%
9-12	2.6%	1.8%	1.5%	1.6%	0.9%	1.1%	4.0%	2.4%	2.1%
13-16	0.4%	0.7%	0.5%	0.0%	0.5%	0.3%	0.8%	0.9%	0.7%
17-20	0.4%	0.6%	0.5%	0.0%	0.4%	0.3%	0.8%	1.0%	0.7%
21+	1.1%	1.2%	1.3%	0.0%	0.2%	0.5%	2.4%	1.9%	2.2%
Total(n)	268	1,927	3,458	128	847	1,795	124	968	1,515
Mean	1.32	1.34	1.32	1.14	1.19	1.21	1.53	1.44	1.45
Standard deviation	0.94	1.00	0.96	0.47	0.66	0.72	1.27	1.16	1.15
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.02	0.00	-	-0.08	-0.10	-	0.08	0.07
Other employment outside of academia									
None	90.0%	87.2%	84.6%	89.1%	89.6%	86.8%	89.4%	85.8%	82.7%
1-4	4.8%	5.0%	5.0%	4.7%	4.4%	4.8%	5.7%	5.2%	5.3%
5-8	2.6%	3.1%	3.3%	1.6%	2.6%	2.7%	4.1%	3.3%	3.7%

Civic Minded Practice

9-12	1.1%	0.9%	1.8%	2.3%	0.6%	1.6%	0.0%	1.1%	1.8%	
13-16	0.0%	0.4%	0.7%	0.0%	0.1%	0.4%	0.0%	0.6%	0.9%	
17-20	0.0%	0.4%	0.5%	0.0%	0.4%	0.7%	0.0%	0.3%	0.3%	
21+	1.5%	3.0%	4.0%	2.3%	2.3%	3.0%	0.8%	3.7%	5.3%	
Total(n)	269	1,948	3,476	129	855	1,805	123	977	1,521	
Mean	1.22	1.36	1.47	1.29	1.28	1.38	1.19	1.41	1.55	
Standard deviation	0.86	1.18	1.35	1.04	1.04	1.22	0.69	1.27	1.47	
Significance	-	-	**	-	-	-	-	-	**	
Effect size	-	-0.12	-0.19	-	0.01	-0.07	-	-0.17	-0.24	
Personal time (e.g., exercise, hobbies, relaxing)										
None	2.6%	3.5%	2.9%	3.1%	3.3%	2.3%	2.4%	3.4%	3.6%	
1-4	29.4%	27.1%	26.3%	23.4%	21.9%	22.1%	33.9%	30.1%	31.0%	
5-8	38.3%	35.0%	36.4%	38.3%	35.8%	36.2%	41.1%	35.6%	36.9%	
9-12	18.6%	18.4%	19.6%	24.2%	19.4%	22.5%	12.1%	17.6%	16.3%	
13-16	3.3%	8.4%	7.4%	3.9%	9.8%	8.3%	3.2%	7.3%	6.1%	
17-20	4.8%	3.9%	3.2%	3.9%	4.4%	3.3%	4.8%	3.6%	3.0%	
21+	3.0%	3.7%	4.2%	3.1%	5.5%	5.4%	2.4%	2.3%	3.0%	
Total(n)	269	1,942	3,473	128	850	1,799	124	974	1,523	
Mean	3.17	3.28	3.29	3.27	3.46	3.44	3.04	3.15	3.11	
Standard deviation	1.27	1.34	1.32	1.25	1.42	1.35	1.23	1.25	1.27	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.08	-0.09	-	-0.13	-0.13	-	-0.09	-0.06	
In your interactions with undergraduates, how often in the past year did you encourage them to:										
Ask questions in class										
Frequently	85.5%	87.3%	80.4%	85.5%	88.4%	82.0%	85.2%	86.0%	78.5%	
Occasionally	6.3%	5.1%	5.6%	8.9%	7.1%	6.8%	4.3%	3.8%	4.5%	
Not at all	8.2%	7.5%	14.0%	5.6%	4.5%	11.3%	10.4%	10.2%	17.0%	
Total(n)	256	1,885	3,294	124	831	1,729	115	941	1,416	
Mean	2.77	2.80	2.66	2.80	2.84	2.71	2.75	2.76	2.61	
Standard deviation	0.58	0.56	0.71	0.53	0.47	0.66	0.63	0.62	0.76	
Significance	-	-	*	-	-	-	-	-	-	
Effect size	-	-0.05	0.15	-	-0.09	0.14	-	-0.02	0.18	
Support their opinions with a logical argument										
Frequently	75.9%	75.3%	67.9%	78.2%	75.7%	67.9%	73.5%	75.3%	68.2%	
Occasionally	15.8%	16.3%	17.7%	16.1%	18.3%	20.1%	15.9%	14.2%	14.7%	
Not at all	8.3%	8.3%	14.4%	5.6%	6.0%	12.0%	10.6%	10.4%	17.2%	
Total(n)	253	1,884	3,284	124	832	1,727	113	941	1,411	
Mean	2.68	2.67	2.54	2.73	2.70	2.56	2.63	2.65	2.51	
Standard deviation	0.62	0.62	0.73	0.56	0.58	0.70	0.67	0.66	0.77	
Significance	-	-	**	-	-	**	-	-	-	
Effect size	-	0.02	0.19	-	0.05	0.24	-	-0.03	0.16	
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	69.9%	71.8%	65.5%	63.7%	70.4%	64.2%	76.5%	73.0%	67.2%	
Occasionally	21.1%	19.4%	19.8%	29.8%	23.0%	23.5%	12.2%	16.4%	15.6%	
Not at all	9.0%	8.8%	14.7%	6.5%	6.6%	12.3%	11.3%	10.7%	17.3%	
Total(n)	256	1,893	3,307	124	832	1,740	115	948	1,420	
Mean	2.61	2.63	2.51	2.57	2.64	2.52	2.65	2.62	2.50	
Standard deviation	0.65	0.64	0.74	0.61	0.60	0.70	0.68	0.67	0.77	
Significance	-	-	*	-	-	-	-	-	*	
Effect size	-	-0.03	0.14	-	-0.12	0.07	-	0.04	0.19	
Analyze multiple sources of information before coming to a conclusion										
Occasionally	64.8%	65.9%	60.4%	57.3%	62.4%	56.9%	71.3%	68.1%	64.2%	
Not at all	25.6%	24.1%	23.9%	36.3%	29.5%	13.6%	16.5%	20.2%	17.7%	
Total(n)	256	1,900	3,309	124	838	1,739	115	949	1,422	
Mean	2.55	2.56	2.45	2.51	2.54	2.43	2.59	2.56	2.46	
Standard deviation	0.66	0.67	0.75	0.62	0.64	0.72	0.70	0.69	0.78	
Significance	-	-	*	-	-	-	-	-	-	
Effect size	-	-0.01	0.13	-	-0.05	0.11	-	0.04	0.17	
Evaluate the quality or reliability of information they receive										
Frequently	64.5%	67.6%	61.0%	54.8%	65.1%	57.4%	73.0%	68.5%	64.7%	
Occasionally	25.0%	23.1%	23.4%	37.1%	27.5%	28.7%	13.9%	20.2%	17.5%	
Not at all	10.5%	9.3%	15.6%	8.1%	7.3%	13.8%	13.0%	11.3%	17.8%	
Total(n)	256	1,888	3,304	124	835	1,741	115	940	1,415	
Mean	2.54	2.58	2.45	2.47	2.58	2.44	2.60	2.57	2.47	
Standard deviation	0.68	0.66	0.75	0.64	0.62	0.72	0.71	0.69	0.78	
Significance	-	-	*	-	-	-	-	-	-	
Effect size	-	-0.06	0.12	-	-0.18	0.04	-	0.04	0.17	
Take risks for potential gains										
Frequently	30.6%	37.0%	32.6%	23.6%	34.1%	29.7%	35.4%	39.3%	34.8%	
Occasionally	43.3%	39.6%	39.6%	44.7%	42.7%	42.8%	42.5%	37.4%	36.7%	
Not at all	26.2%	23.4%	27.9%	31.7%	23.2%	27.5%	22.1%	23.3%	28.5%	
Total(n)	252	1,877	3,276	123	832	1,725	113	934	1,406	
Mean	2.04	2.14	2.05	1.92	2.11	2.02	2.13	2.16	2.06	
Standard deviation	0.75	0.77	0.78	0.74	0.75	0.76	0.75	0.78	0.79	
Significance	-	-	*	-	**	-	-	-	-	
Effect size	-	-0.13	-0.01	-	-0.25	-0.13	-	-0.04	0.09	
In your interactions with undergraduates, how often in the past year did you encourage them to:										
Seek alternative solutions to a problem										
Frequently	64.6%	62.3%	56.5%	61.8%	62.7%	55.2%	65.2%	61.5%	57.2%	
Occasionally	26.8%	28.3%	29.9%	33.3%	31.2%	32.5%	22.6%	27.5%	25.4%	
Not at all	8.7%	8.9%	14.7%	4.9%	6.1%	12.3%	12.2%	11.0%	17.4%	
Total(n)	254	1,887	3,285	123	834	1,729	115	942	1,411	
Mean	2.56	2.53	2.42	2.57	2.57	2.43	2.53	2.50	2.40	
Standard deviation	0.65	0.65	0.73	0.59	0.61	0.70	0.70	0.69	0.77	
Significance	-	-	**	-	-	*	-	-	-	
Effect size	-	0.05	0.19	-	0.00	0.20	-	0.04	0.17	
Look up scientific research articles and resources										
Frequently	57.4%	56.1%	52.2%	53.6%	53.6%	49.3%	60.3%	58.4%	55.6%	
Occasionally	28.7%	28.5%	26.5%	32.0%	33.2%	31.2%	25.9%	24.5%	21.2%	
Not at all	14.0%	15.3%	21.3%	14.4%	13.2%	19.5%	13.8%	17.1%	23.1%	
Total(n)	258	1,899	3,297	125	838	1,732	116	948	1,417	
Mean	2.43	2.41	2.31	2.39	2.40	2.30	2.47	2.41	2.32	
Standard deviation	0.73	0.74	0.80	0.73	0.71	0.77	0.73	0.76	0.83	
Significance	-	-	*	-	-	-	-	-	-	
Effect size	-	0.03	0.15	-	-0.01	0.12	-	0.08	0.18	
Explore topics on their own, even though it was not required for a class										
Frequently	54.9%	52.2%	46.7%	53.6%	51.6%	45.3%	54.8%	52.4%	47.9%	
Occasionally	35.4%	37.4%	37.0%	39.2%	40.8%	40.8%	32.2%	34.7%	33.0%	
Not at all	9.7%	10.4%	16.4%	7.2%	7.7%	13.9%	13.0%	12.9%	19.1%	
Total(n)	257	1,893	3,300	125	834	1,740	115	946	1,413	
Mean	2.45	2.42	2.30	2.46	2.44	2.31	2.42	2.40	2.29	
Standard deviation	0.67	0.67	0.73	0.63	0.63	0.70	0.71	0.71	0.77	
Significance	-	-	**	-	-	*	-	-	-	
Effect size	-	0.04	0.21	-	0.03	0.21	-	0.03	0.17	
Accept mistakes as part of the learning process										
Frequently	63.2%	69.9%	63.3%	57.6%	67.0%	60.5%	68.1%	72.1%	66.4%	
Occasionally	29.1%	22.2%	22.7%	36.0%	27.5%	27.5%	22.4%	17.7%	17.3%	
Not at all	7.8%	8.0%	14.0%	6.4%	5.5%	12.0%	9.5%	10.2%	16.3%	
Total(n)	258	1,898	3,305	125	836	1,739	116	949	1,417	
Mean	2.55	2.62	2.49	2.51	2.61	2.48	2.59	2.62	2.50	
Standard deviation	0.64	0.63	0.73	0.62	0.59	0.70	0.66	0.66	0.76	
Significance	-	-	*	-	-	-	-	-	-	
Effect size	-	-0.11	0.08	-	-0.17	0.04	-	-0.05	0.12	

In your interactions with undergraduates, how often in the past year did you encourage them to:									
Recognize biases that affect their thinking									
Frequently	52.9%	55.9%	46.5%	45.5%	48.6%	41.0%	59.1%	61.3%	52.6%
Occasionally	33.7%	31.7%	34.3%	39.0%	38.3%	40.4%	28.7%	26.6%	27.5%
Not at all	13.3%	12.5%	19.2%	15.4%	13.1%	18.6%	12.2%	12.1%	20.0%
Total(n)	255	1,887	3,299	123	833	1,735	115	942	1,417
Mean	2.40	2.43	2.27	2.30	2.36	2.22	2.47	2.49	2.33
Standard deviation	0.71	0.70	0.76	0.72	0.70	0.74	0.70	0.70	0.79
Significance	-	-	**	-	-	-	-	-	-
Effect size	-	-0.04	0.17	-	-0.09	0.11	-	-0.03	0.18
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	69.5%	70.0%	66.6%	65.6%	62.2%	60.2%	72.5%	76.1%	73.3%
Occasionally	19.7%	22.1%	24.2%	23.0%	27.3%	28.0%	17.5%	18.0%	20.3%
Not at all	10.8%	7.9%	9.2%	11.5%	10.5%	11.8%	10.0%	5.9%	6.3%
Total(n)	259	1,913	3,416	122	835	1,768	120	963	1,497
Mean	2.59	2.62	2.57	2.54	2.52	2.48	2.63	2.70	2.67
Standard deviation	0.68	0.63	0.65	0.69	0.68	0.70	0.66	0.57	0.59
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.05	0.03	-	0.03	0.09	-	-0.12	-0.07
Describe how different perspectives would affect the interpretation of a question or issue in your discipline									
Frequently	55.6%	55.5%	52.3%	52.4%	47.9%	45.6%	56.7%	60.6%	59.0%
Occasionally	33.0%	32.2%	34.1%	32.3%	33.9%	35.8%	35.0%	31.7%	32.5%
Not at all	11.5%	12.3%	13.7%	15.3%	18.2%	18.6%	8.3%	7.8%	8.5%
Total(n)	261	1,914	3,412	124	835	1,765	120	966	1,499
Mean	2.44	2.43	2.39	2.37	2.30	2.27	2.48	2.53	2.51
Standard deviation	0.69	0.70	0.71	0.74	0.76	0.75	0.65	0.64	0.65
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.01	0.07	-	0.09	0.13	-	-0.08	-0.05
Discuss the ethical or moral implications of a course of action									
Frequently	50.6%	50.7%	51.1%	46.3%	42.6%	44.2%	52.9%	56.5%	57.8%
Occasionally	37.5%	36.6%	35.8%	39.0%	40.6%	39.1%	37.0%	33.5%	32.9%
Not at all	12.0%	12.8%	13.0%	14.6%	16.8%	16.7%	10.1%	10.1%	9.3%
Total(n)	259	1,915	3,426	123	835	1,771	119	965	1,503
Mean	2.39	2.38	2.38	2.32	2.26	2.28	2.43	2.46	2.48
Standard deviation	0.69	0.70	0.70	0.72	0.73	0.73	0.67	0.67	0.66
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.01	0.01	-	0.08	0.05	-	-0.04	-0.08
Apply mathematical concepts and computational thinking									
Frequently	35.3%	32.5%	34.8%	41.5%	43.6%	43.6%	28.8%	23.9%	25.0%
Occasionally	31.4%	30.4%	27.3%	33.3%	30.8%	25.4%	30.5%	30.3%	29.4%
Not at all	33.3%	37.0%	37.9%	25.2%	25.7%	31.0%	40.7%	45.8%	45.6%
Total(n)	258	1,918	3,425	123	838	1,772	118	965	1,501
Mean	2.02	1.96	1.97	2.16	2.18	2.13	1.88	1.78	1.79
Standard deviation	0.83	0.83	0.85	0.80	0.81	0.85	0.83	0.81	0.81
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.07	0.06	-	-0.02	0.04	-	0.12	0.11
In how many of the courses that you teach do you use each of the following?									
Class discussions									
All	76.3%	72.7%	75.4%	68.9%	66.0%	71.5%	84.7%	78.1%	80.1%
Most	14.4%	15.0%	13.6%	19.7%	16.3%	14.7%	9.3%	14.3%	12.2%
Some	8.2%	10.1%	8.9%	11.5%	14.6%	11.3%	4.2%	6.1%	6.2%
None	1.2%	2.2%	2.1%	0.0%	3.0%	2.5%	1.7%	1.5%	1.5%
Total(n)	257	1,877	3,355	122	821	1,728	118	945	1,479
Mean	3.66	3.58	3.62	3.57	3.45	3.55	3.77	3.69	3.71
Standard deviation	0.68	0.76	0.73	0.69	0.85	0.79	0.60	0.65	0.65
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.11	0.05	-	0.14	0.03	-	0.12	0.09
Cooperative learning (small groups)									
All	53.5%	53.2%	54.4%	44.0%	41.8%	48.2%	64.7%	63.2%	61.7%
Most	22.1%	21.0%	20.7%	26.4%	22.8%	21.0%	19.8%	19.8%	20.5%
Some	19.4%	18.9%	17.8%	20.8%	25.4%	21.4%	14.7%	13.0%	13.5%
None	5.0%	6.8%	7.0%	8.8%	9.9%	9.3%	0.9%	3.9%	4.2%
Total(n)	258	1,869	3,339	125	815	1,725	116	943	1,466
Mean	3.24	3.21	3.23	3.06	2.97	3.08	3.48	3.42	3.40
Standard deviation	0.94	0.98	0.98	1.00	1.03	1.03	0.77	0.86	0.87
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.03	0.01	-	0.09	-0.02	-	0.07	0.09
Experiential learning/Field studies									
All	20.9%	21.0%	19.5%	20.7%	17.7%	17.2%	19.0%	23.6%	21.5%
Most	15.8%	14.9%	15.3%	15.7%	14.3%	14.5%	15.5%	15.5%	16.3%
Some	28.5%	30.8%	29.9%	26.4%	30.9%	30.5%	31.9%	30.4%	29.6%
None	34.8%	33.2%	35.3%	37.2%	37.1%	37.8%	33.6%	30.5%	32.6%
Total(n)	253	1,877	3,349	121	821	1,733	116	944	1,468
Mean	2.23	2.24	2.19	2.20	2.12	2.11	2.20	2.32	2.27
Standard deviation	1.14	1.13	1.12	1.15	1.10	1.10	1.11	1.14	1.13
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.01	0.04	-	0.07	0.08	-	-0.11	-0.06
Performances/Demonstrations									
All	18.2%	20.7%	20.4%	16.8%	19.2%	18.4%	20.5%	21.7%	22.2%
Most	15.5%	15.9%	14.7%	17.6%	16.3%	14.4%	12.0%	15.7%	14.9%
Some	30.6%	27.0%	26.2%	32.8%	26.5%	27.1%	27.4%	27.1%	25.2%
None	35.7%	36.4%	38.7%	32.8%	38.0%	40.2%	40.2%	35.5%	37.7%
Total(n)	258	1,879	3,361	125	827	1,742	117	941	1,471
Mean	2.16	2.21	2.17	2.18	2.17	2.11	2.13	2.24	2.22
Standard deviation	1.10	1.14	1.15	1.07	1.13	1.13	1.16	1.15	1.17
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.04	-0.01	-	0.01	0.06	-	-0.10	-0.08
In how many of the courses that you teach do you use each of the following?									
Group projects									
All	24.4%	28.8%	30.0%	23.4%	25.7%	27.2%	26.3%	31.3%	32.5%
Most	22.1%	22.6%	22.3%	21.0%	22.8%	21.1%	24.6%	23.3%	24.2%
Some	36.8%	33.5%	31.4%	37.9%	35.0%	32.6%	33.1%	31.8%	30.0%
None	16.7%	15.1%	16.3%	17.7%	16.5%	19.1%	16.1%	13.7%	13.3%
Total(n)	258	1,891	3,381	124	829	1,751	118	950	1,481
Mean	2.54	2.65	2.66	2.50	2.58	2.56	2.61	2.72	2.76
Standard deviation	1.04	1.05	1.07	1.04	1.04	1.08	1.05	1.05	1.05
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.10	-0.11	-	-0.08	-0.06	-	-0.10	-0.14
Extensive lecturing									
All	14.8%	15.0%	19.2%	19.5%	22.2%	25.2%	9.4%	8.9%	12.9%
Most	21.0%	24.0%	24.2%	24.4%	29.9%	28.7%	16.2%	18.7%	18.9%
Some	44.7%	37.7%	36.3%	45.5%	34.5%	32.1%	46.2%	40.0%	40.1%
None	19.5%	23.3%	20.3%	10.6%	13.4%	14.0%	28.2%	32.4%	28.1%
Total(n)	257	1,885	3,362	123	820	1,739	117	952	1,472
Mean	2.31	2.31	2.42	2.53	2.61	2.65	2.07	2.04	2.17
Standard deviation	0.95	0.99	1.02	0.93	0.98	1.01	0.91	0.93	0.98
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.00	-0.11	-	-0.08	-0.12	-	0.03	-0.10
Multiple drafts of written work									
All	17.4%	17.0%	16.7%	16.9%	13.0%	12.6%	16.9%	20.3%	20.9%
Most	23.2%	21.9%	20.5%	22.6%	21.2%	19.3%	23.7%	22.5%	21.7%
Some	39.0%	38.8%	37.3%	39.5%	40.1%	39.8%	38.1%	37.8%	34.2%
None	20.5%	22.3%	25.5%	21.0%	25.8%	28.3%	21.2%	19.4%	23.2%
Total(n)	259	1,886	3,364	124	826	1,740	118	947	1,475

Mean	2.37	2.34	2.28	2.35	2.21	2.16	2.36	2.44	2.40	
Standard deviation	1.00	1.00	1.02	1.00	0.97	0.98	1.00	1.02	1.06	
Significance	-	-	-	-	-	*	-	-	-	
Effect size	-	0.03	0.09	-	0.14	0.19	-	-0.08	-0.04	
Reflective writing/Journaling										
All	20.2%	17.9%	16.7%	13.7%	11.4%	11.8%	25.4%	22.4%	21.3%	Student-Centered Pedagogy
Most	17.4%	16.1%	15.6%	14.5%	11.8%	12.9%	22.0%	20.5%	18.8%	
Some	27.9%	31.3%	28.7%	29.8%	32.4%	27.7%	25.4%	30.5%	30.3%	
None	34.5%	34.6%	39.1%	41.9%	44.3%	47.6%	27.1%	26.6%	29.7%	
Total(n)	258	1,886	3,363	124	823	1,737	118	951	1,477	
Mean	2.23	2.17	2.10	2.00	1.90	1.89	2.46	2.39	2.32	
Standard deviation	1.13	1.09	1.10	1.06	1.00	1.03	1.14	1.10	1.11	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.06	0.12	-	0.10	0.11	-	0.06	0.13	
Community service as part of coursework										
All	4.7%	4.9%	3.3%	2.5%	3.5%	1.8%	6.8%	6.1%	4.7%	Civic Minded Practice
Most	5.5%	6.4%	5.0%	3.3%	4.2%	3.9%	7.6%	8.0%	6.0%	
Some	34.8%	24.4%	21.0%	32.8%	20.7%	17.9%	39.8%	27.3%	24.4%	
None	55.1%	64.3%	70.7%	61.5%	71.5%	76.4%	45.8%	58.5%	64.9%	
Total(n)	256	1,885	3,367	122	825	1,742	118	948	1,478	
Mean	1.60	1.52	1.41	1.47	1.40	1.31	1.75	1.62	1.50	
Standard deviation	0.80	0.82	0.74	0.68	0.73	0.63	0.87	0.87	0.81	
Significance	-	-	***	-	-	**	-	-	**	
Effect size	-	0.10	0.26	-	0.10	0.25	-	0.15	0.31	
Electronic quizzes with immediate feedback in class										
All	9.3%	9.0%	6.5%	7.3%	9.1%	8.6%	10.2%	9.0%	8.2%	Student-Centered Pedagogy
Most	15.5%	11.4%	10.5%	12.9%	10.6%	10.6%	17.8%	11.4%	10.1%	
Some	24.4%	21.9%	21.1%	26.6%	21.1%	20.0%	22.9%	23.2%	22.8%	
None	50.8%	57.7%	59.9%	53.2%	59.2%	60.6%	49.2%	56.3%	58.9%	
Total(n)	258	1,892	3,369	124	828	1,742	118	952	1,480	
Mean	1.83	1.72	1.68	1.74	1.70	1.68	1.89	1.73	1.68	
Standard deviation	1.01	0.98	0.97	0.94	0.98	0.98	1.04	0.98	0.96	
Significance	-	-	*	-	-	-	-	-	*	
Effect size	-	0.11	0.15	-	0.04	0.06	-	0.16	0.22	
Real-life problems										
All	45.2%	42.9%	44.4%	39.5%	33.9%	40.3%	50.0%	49.9%	48.9%	Student-Centered Pedagogy
Most	26.6%	26.9%	27.1%	26.6%	29.3%	27.6%	27.1%	24.6%	26.3%	
Some	23.6%	22.3%	20.9%	29.0%	26.3%	23.0%	17.8%	19.7%	18.7%	
None	4.6%	7.8%	7.6%	4.8%	10.5%	9.1%	5.1%	5.8%	6.1%	
Total(n)	259	1,893	3,384	124	826	1,749	118	954	1,485	
Mean	3.12	3.05	3.08	3.01	2.87	2.99	3.22	3.19	3.18	
Standard deviation	0.93	0.98	0.97	0.94	1.00	1.00	0.92	0.94	0.94	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.07	0.04	-	0.14	0.02	-	0.03	0.04	
In how many of the courses that you teach do you use each of the following?										
Student inquiry to drive learning										
All	34.2%	35.3%	35.7%	30.9%	29.4%	30.3%	33.3%	38.9%	40.5%	Student-Centered Pedagogy
Most	30.7%	29.2%	27.4%	32.5%	28.8%	27.8%	29.9%	29.5%	27.2%	
Some	28.0%	27.3%	28.0%	27.6%	30.7%	31.1%	30.8%	25.4%	25.1%	
None	7.0%	8.3%	9.0%	8.9%	11.1%	10.8%	6.0%	6.3%	7.2%	
Total(n)	257	1,890	3,373	123	822	1,742	117	954	1,480	
Mean	2.92	2.91	2.90	2.85	2.77	2.78	2.91	3.01	3.01	
Standard deviation	0.95	0.97	0.99	0.96	1.00	1.00	0.94	0.95	0.97	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.01	0.02	-	0.08	0.07	-	-0.11	-0.10	
Readings on racial and ethnic issues										
All	25.0%	21.9%	19.3%	17.8%	14.1%	11.9%	32.2%	28.3%	27.3%	Student-Centered Pedagogy
Most	16.7%	14.8%	14.7%	14.4%	12.4%	13.2%	19.5%	16.4%	16.1%	
Some	23.0%	27.8%	26.6%	23.7%	25.2%	24.1%	21.2%	29.6%	28.7%	
None	35.3%	35.4%	39.5%	44.1%	48.3%	50.9%	27.1%	25.7%	27.8%	
Total(n)	252	1,860	3,335	118	816	1,724	118	935	1,469	
Mean	2.31	2.23	2.14	2.06	1.92	1.86	2.57	2.47	2.43	
Standard deviation	1.19	1.15	1.14	1.14	1.08	1.05	1.20	1.15	1.16	
Significance	-	-	*	-	-	*	-	-	-	
Effect size	-	0.07	0.15	-	0.13	0.19	-	0.09	0.12	
Readings on women or gender issues										
All	21.0%	18.8%	16.9%	13.6%	12.5%	10.2%	27.8%	23.4%	23.9%	Student-Centered Pedagogy
Most	14.9%	12.3%	12.0%	11.9%	9.3%	10.4%	19.1%	14.5%	13.5%	
Some	24.6%	28.3%	27.1%	27.1%	26.6%	25.8%	20.0%	29.3%	28.0%	
None	39.5%	40.7%	44.1%	47.5%	51.6%	53.7%	33.0%	32.7%	34.6%	
Total(n)	248	1,822	3,266	118	798	1,681	115	917	1,444	
Mean	2.17	2.09	2.02	1.92	1.83	1.77	2.42	2.29	2.27	
Standard deviation	1.17	1.13	1.11	1.07	1.04	1.00	1.21	1.15	1.17	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.07	0.14	-	0.09	0.15	-	0.11	0.13	
Supplemental instruction outside of class and office hours										
All	26.5%	19.0%	21.0%	20.2%	14.9%	16.8%	32.2%	22.3%	25.1%	Student-Centered Pedagogy
Most	14.6%	18.5%	18.9%	12.6%	18.5%	18.6%	16.9%	17.6%	18.9%	
Some	39.5%	36.4%	35.8%	45.4%	39.2%	39.2%	32.2%	34.1%	32.3%	
None	19.4%	26.1%	24.3%	21.8%	27.5%	25.4%	18.6%	26.0%	23.7%	
Total(n)	263	1,850	3,321	119	812	1,712	118	932	1,464	
Mean	2.48	2.30	2.37	2.31	2.21	2.27	2.63	2.36	2.45	
Standard deviation	1.08	1.06	1.07	1.03	1.01	1.02	1.12	1.09	1.11	
Significance	-	*	-	-	-	-	-	*	-	
Effect size	-	0.17	0.10	-	0.10	0.04	-	0.25	0.16	
In how many of the courses that you teach do you use each of the following?										
Student presentations										
All	30.3%	31.0%	33.0%	19.3%	23.9%	26.5%	41.5%	37.1%	40.1%	Student-Centered Pedagogy
Most	30.3%	28.3%	26.2%	36.1%	28.1%	25.3%	23.7%	29.1%	27.2%	
Some	30.7%	32.9%	31.8%	34.5%	39.1%	36.5%	28.0%	27.5%	26.6%	
None	8.7%	7.8%	9.0%	10.1%	8.9%	11.7%	6.8%	6.3%	6.2%	
Total(n)	254	1,862	3,334	119	816	1,723	118	938	1,468	
Mean	2.82	2.82	2.83	2.65	2.67	2.67	3.00	2.97	3.01	
Standard deviation	0.96	0.96	0.99	0.91	0.94	0.99	0.99	0.95	0.96	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.00	-0.01	-	-0.02	-0.02	-	0.03	-0.01	
Student evaluations of each others' work										
All	14.6%	17.3%	17.2%	10.0%	12.4%	12.8%	17.9%	21.3%	22.0%	Student-Centered Pedagogy
Most	16.9%	19.1%	18.0%	21.7%	18.0%	17.1%	14.5%	20.6%	19.3%	
Some	40.2%	40.0%	37.6%	41.7%	41.1%	38.7%	41.0%	39.2%	36.4%	
None	28.3%	23.6%	27.2%	26.7%	28.5%	31.5%	26.5%	18.9%	22.4%	
Total(n)	254	1,857	3,330	120	815	1,724	117	933	1,462	
Mean	2.18	2.30	2.25	2.15	2.14	2.11	2.24	2.44	2.41	
Standard deviation	1.00	1.02	1.04	0.93	0.97	0.99	1.04	1.03	1.06	
Significance	-	-	-	-	-	-	-	*	-	
Effect size	-	-0.12	-0.07	-	0.01	0.04	-	-0.19	-0.16	
Grading on a curve										
All	3.6%	5.9%	9.7%	6.7%	8.9%	13.0%	0.9%	3.5%	6.3%	Student-Centered Pedagogy
Most	10.0%	8.5%	9.8%	6.7%	11.1%	12.1%	12.0%	6.1%	7.3%	
Some	19.6%	20.1%	18.5%	21.8%	21.4%	19.7%	15.4%	18.2%	16.3%	
None	66.8%	65.5%	62.0%	64.7%	58.7%	55.1%	71.8%	72.2%	70.1%	
Total(n)	250	1,848	3,313	119	813	1,718	117	930	1,456	
Mean	1.50	1.55	1.67	1.55	1.70	1.83	1.42	1.41	1.50	
Standard deviation	0.82	0.88	1.00	0.89	0.98	1.08	0.73	0.76	0.88	
Significance	-	-	**	-	-	**	-	-	-	
Effect size	-	-0.06	-0.17	-	-0.15	-0.26	-	0.01	-0.09	
Rubric-based assessment										
All	46.1%	47.0%	45.2%	36.4%	35.6%	36.5%	56.9%	57.6%	54.9%	Student-Centered Pedagogy
Most	22.0%	24.7%	25.8%	23.1%	27.7%	28.8%	19.8%	22.1%	22.4%	

Some	21.7%	18.9%	18.4%	28.9%	24.4%	21.5%	13.8%	13.7%	15.0%	
None	10.2%	9.4%	10.6%	11.6%	12.4%	13.1%	9.5%	6.6%	7.7%	
Total(n)	254	1,848	3,320	121	809	1,717	116	931	1,461	
Mean	3.04	3.09	3.05	2.84	2.87	2.89	3.24	3.31	3.24	
Standard deviation	1.04	1.01	1.03	1.05	1.04	1.05	1.02	0.94	0.97	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.05	-0.01	-	-0.03	-0.05	-	-0.07	0.00	
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	13.4%	13.4%	14.5%	5.8%	9.8%	10.9%	20.5%	16.1%	17.8%	
Most	16.9%	15.6%	15.4%	15.8%	14.4%	14.4%	18.8%	16.6%	16.7%	
Some	38.6%	36.6%	37.2%	43.3%	36.0%	38.7%	34.2%	37.1%	35.5%	
None	31.1%	34.4%	32.9%	35.0%	39.7%	36.0%	26.5%	30.2%	30.1%	
Total(n)	254	1,852	3,327	120	813	1,721	117	932	1,463	
Mean	2.13	2.08	2.11	1.93	1.94	2.00	2.33	2.19	2.22	
Standard deviation	1.00	1.02	1.02	0.86	0.97	0.97	1.08	1.04	1.06	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.05	0.02	-	-0.01	-0.07	-	0.13	0.10	
How frequently do you incorporate the following forms of technology into your courses?										
Videos or podcasts										
Frequently	47.8%	47.2%	45.3%	40.8%	39.1%	41.4%	55.1%	53.7%	50.1%	
Occasionally	43.1%	43.2%	43.8%	46.7%	47.1%	44.6%	39.8%	40.0%	42.7%	
Not at all	9.0%	9.6%	10.8%	12.5%	13.9%	14.0%	5.1%	6.3%	7.2%	
Total(n)	255	1,859	3,331	120	814	1,722	118	935	1,463	
Mean	2.39	2.38	2.34	2.28	2.25	2.27	2.50	2.47	2.43	
Standard deviation	0.65	0.65	0.67	0.68	0.68	0.69	0.60	0.61	0.62	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.02	0.07	-	0.04	0.01	-	0.05	0.11	
Simulations/animations										
Frequently	18.9%	20.4%	20.7%	19.3%	19.8%	21.2%	19.1%	21.2%	20.6%	
Occasionally	38.6%	41.4%	40.9%	40.3%	44.5%	42.1%	37.4%	38.6%	39.7%	
Not at all	42.6%	38.2%	38.3%	40.3%	35.7%	36.7%	43.5%	40.2%	39.7%	
Total(n)	249	1,823	3,264	119	802	1,688	115	917	1,439	
Mean	1.76	1.82	1.82	1.79	1.84	1.84	1.76	1.81	1.81	
Standard deviation	0.75	0.74	0.75	0.75	0.73	0.75	0.76	0.76	0.75	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.08	-0.08	-	-0.07	-0.07	-	-0.07	-0.07	
Online homework or virtual labs										
Frequently	32.7%	30.6%	28.7%	32.5%	29.5%	29.4%	33.3%	32.0%	28.2%	
Occasionally	36.6%	35.8%	34.2%	37.5%	33.7%	32.3%	34.2%	36.8%	35.8%	
Not at all	30.7%	33.5%	37.1%	30.0%	36.9%	38.3%	32.5%	31.2%	36.1%	
Total(n)	254	1,850	3,322	120	811	1,719	117	930	1,460	
Mean	2.02	1.97	1.92	2.03	1.93	1.91	2.01	2.01	1.92	
Standard deviation	0.80	0.80	0.81	0.79	0.81	0.82	0.81	0.80	0.80	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.06	0.12	-	0.12	0.15	-	0.00	0.11	
Online discussion boards										
Frequently	28.2%	26.6%	23.7%	25.6%	22.5%	19.8%	31.6%	30.0%	27.9%	
Occasionally	36.9%	36.4%	36.1%	33.9%	33.2%	32.8%	40.2%	39.8%	40.2%	
Not at all	34.9%	37.0%	40.2%	40.5%	44.3%	47.4%	28.2%	30.2%	32.0%	
Total(n)	255	1,848	3,310	121	810	1,715	117	930	1,454	
Mean	1.93	1.90	1.84	1.85	1.78	1.72	2.03	2.00	1.96	
Standard deviation	0.79	0.79	0.78	0.80	0.79	0.77	0.78	0.78	0.77	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.04	0.12	-	0.09	0.17	-	0.04	0.09	
Audience response systems to gauge students' understanding (e.g., clickers)										
Frequently	10.6%	8.8%	11.1%	10.8%	8.9%	10.4%	10.2%	8.8%	12.0%	
Occasionally	16.5%	18.8%	19.8%	13.3%	14.4%	17.8%	17.8%	22.3%	22.1%	
Not at all	72.8%	72.4%	69.1%	75.8%	76.6%	71.7%	72.0%	68.9%	65.9%	
Total(n)	254	1,856	3,318	120	817	1,723	118	931	1,453	
Mean	1.38	1.36	1.42	1.35	1.32	1.39	1.38	1.40	1.46	
Standard deviation	0.67	0.64	0.68	0.67	0.63	0.67	0.67	0.65	0.70	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.03	-0.06	-	0.05	-0.06	-	-0.03	-0.11	
Please indicate the extent to which you agree it is your role to:										
Encourage students to become agents of social change										
Strongly agree	43.4%	45.5%	43.8%	36.7%	33.7%	34.2%	49.6%	55.8%	54.4%	
Somewhat agree	41.4%	39.1%	40.2%	44.2%	43.6%	43.5%	39.5%	35.6%	37.2%	
Somewhat disagree	11.7%	10.0%	11.1%	14.2%	13.8%	15.0%	9.2%	6.1%	6.5%	
Strongly disagree	3.5%	5.4%	4.9%	5.0%	8.9%	7.2%	1.7%	2.5%	1.9%	
Total(n)	256	1,851	3,285	120	802	1,702	119	921	1,442	
Mean	3.25	3.25	3.23	3.13	3.02	3.05	3.37	3.45	3.44	
Standard deviation	0.80	0.84	0.83	0.84	0.91	0.88	0.72	0.72	0.70	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.00	0.02	-	0.12	0.09	-	-0.11	-0.10	
Prepare students for employment after college										
Strongly agree	73.5%	76.0%	74.6%	70.2%	71.7%	72.0%	78.2%	80.4%	77.9%	
Somewhat agree	26.1%	22.1%	22.6%	29.8%	26.6%	24.9%	21.0%	17.7%	19.8%	
Somewhat disagree	0.4%	1.6%	2.2%	0.0%	1.5%	2.5%	0.8%	1.7%	1.9%	
Strongly disagree	0.0%	0.2%	0.5%	0.0%	0.2%	0.6%	0.0%	0.2%	0.4%	
Total(n)	257	1,841	3,290	121	805	1,704	119	927	1,444	
Mean	3.73	3.74	3.71	3.70	3.70	3.68	3.77	3.78	3.75	
Standard deviation	0.45	0.49	0.53	0.46	0.51	0.55	0.44	0.47	0.50	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.02	0.04	-	0.00	0.04	-	-0.02	0.04	
Prepare students for graduate or advanced education										
Strongly agree	53.7%	60.3%	59.7%	55.0%	58.4%	58.6%	52.5%	62.2%	61.6%	
Somewhat agree	42.7%	36.1%	34.5%	41.7%	37.9%	36.2%	44.1%	34.1%	31.6%	
Somewhat disagree	3.5%	3.4%	4.4%	3.3%	3.3%	4.1%	3.4%	3.5%	4.9%	
Strongly disagree	0.0%	0.3%	1.4%	0.0%	0.4%	1.1%	0.0%	0.2%	1.9%	
Total(n)	255	1,839	3,280	120	807	1,702	118	923	1,435	
Mean	3.50	3.56	3.52	3.52	3.54	3.52	3.49	3.58	3.53	
Standard deviation	0.57	0.57	0.65	0.56	0.58	0.63	0.57	0.57	0.68	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.11	-0.03	-	-0.03	0.00	-	-0.16	-0.06	
Develop students' moral character										
Strongly agree	34.2%	37.9%	50.7%	29.8%	34.0%	50.4%	38.7%	41.1%	51.2%	
Somewhat agree	48.6%	48.1%	40.0%	53.7%	51.2%	40.1%	45.4%	46.4%	40.2%	
Somewhat disagree	14.0%	11.8%	7.7%	11.6%	11.8%	7.6%	15.1%	10.8%	7.3%	
Strongly disagree	3.1%	2.2%	1.6%	5.0%	3.0%	1.9%	0.8%	1.6%	1.2%	
Total(n)	257	1,835	3,292	121	803	1,702	119	924	1,446	
Mean	3.14	3.22	3.40	3.08	3.16	3.39	3.22	3.27	3.41	
Standard deviation	0.77	0.73	0.70	0.78	0.74	0.71	0.73	0.72	0.68	
Significance	-	-	***	-	-	***	-	-	-	
Effect size	-	-0.11	-0.37	-	-0.11	-0.44	-	-0.07	-0.28	
Provide for students' emotional development										
Strongly agree	29.3%	32.0%	35.5%	22.3%	24.3%	30.7%	34.7%	38.5%	40.6%	
Somewhat agree	42.6%	46.6%	46.0%	46.3%	49.1%	48.5%	43.2%	45.1%	44.2%	
Somewhat disagree	25.4%	18.2%	15.6%	27.3%	22.0%	17.5%	20.3%	14.0%	12.6%	
Strongly disagree	2.7%	3.2%	3.0%	4.1%	4.6%	3.4%	1.7%	2.4%	2.6%	
Total(n)	256	1,833	3,285	121	803	1,701	118	922	1,442	
Mean	2.98	3.07	3.14	2.87	2.93	3.07	3.11	3.20	3.23	
Standard deviation	0.81	0.79	0.78	0.81	0.80	0.78	0.78	0.76	0.76	
Significance	-	-	**	-	-	**	-	-	-	
Effect size	-	-0.11	-0.21	-	-0.08	-0.26	-	-0.12	-0.16	
Please indicate the extent to which you agree it is your role to:										
Help students develop personal values										
Strongly agree	31.9%	37.5%	45.0%	26.4%	32.8%	43.3%	36.1%	41.4%	46.7%	

Civic Minded Values

Undergraduate Education Goal: Personal Development

Undergraduate Education Goal: Personal Development

Somehat agree	51.8%	48.4%	43.6%	57.9%	51.1%	44.9%	48.7%	46.9%	42.8%	Undergraduate Education Goal: Personal Development
Somehat disagree	15.2%	12.3%	9.6%	14.0%	13.3%	9.7%	14.3%	10.8%	9.2%	
Strongly disagree	1.2%	1.9%	1.7%	1.7%	2.9%	2.1%	0.8%	0.9%	1.3%	
Total(n)	257	1,836	3,286	121	805	1,699	119	923	1,442	
Mean	3.14	3.22	3.32	3.09	3.14	3.29	3.20	3.29	3.35	
Standard deviation	0.71	0.73	0.72	0.68	0.75	0.73	0.71	0.69	0.70	
Significance	-	-	***	-	-	**	-	-	*	
Effect size	-	-0.11	-0.25	-	-0.07	-0.27	-	-0.13	-0.21	
Enhance students' knowledge of and appreciation for other racial/ethnic groups										
Strongly agree	51.6%	52.8%	47.4%	43.8%	38.2%	37.3%	58.5%	64.7%	58.4%	Civic Minded Values
Somehat agree	35.9%	34.8%	39.6%	43.0%	42.5%	44.0%	29.7%	28.8%	34.3%	
Somehat disagree	9.4%	8.5%	9.3%	11.6%	12.9%	12.5%	7.6%	4.7%	5.7%	
Strongly disagree	3.1%	3.9%	3.7%	1.7%	6.3%	5.5%	4.2%	1.7%	1.6%	
Total(n)	256	1,831	3,278	121	804	1,698	118	919	1,439	
Mean	3.36	3.36	3.31	3.29	3.13	3.14	3.42	3.57	3.49	
Standard deviation	0.78	0.80	0.79	0.74	0.87	0.84	0.81	0.67	0.68	
Significance	-	-	-	-	-	-	-	*	*	
Effect size	-	0.00	0.06	-	0.18	0.18	-	-	-0.22	-0.10
Promote students' ability to write effectively										
Strongly agree	72.4%	73.4%	70.3%	69.4%	67.6%	65.6%	73.9%	77.7%	74.8%	Undergraduate Education Goal: Personal Development
Somehat agree	23.7%	23.6%	25.5%	26.4%	28.8%	29.8%	21.8%	19.6%	21.3%	
Somehat disagree	3.5%	2.4%	3.2%	4.1%	2.7%	3.5%	3.4%	2.3%	3.0%	
Strongly disagree	0.4%	0.6%	1.0%	0.0%	0.9%	1.1%	0.8%	0.4%	0.8%	
Total(n)	257	1,840	3,301	121	806	1,708	119	925	1,448	
Mean	3.68	3.70	3.65	3.65	3.63	3.60	3.69	3.75	3.70	
Standard deviation	0.56	0.54	0.59	0.56	0.58	0.61	0.58	0.51	0.57	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.04	0.05	-	0.03	0.08	-	-0.12	-0.02	
Encourage respect for different beliefs										
Strongly agree	68.4%	71.4%	70.3%	60.0%	60.1%	62.8%	77.3%	81.2%	78.2%	Undergraduate Education Goal: Personal Development
Somehat agree	27.0%	24.2%	25.8%	33.3%	32.9%	31.6%	20.2%	16.6%	19.7%	
Somehat disagree	4.3%	3.3%	2.8%	5.8%	5.0%	3.9%	2.5%	1.9%	1.6%	
Strongly disagree	0.4%	1.0%	1.1%	0.8%	2.0%	1.6%	0.0%	0.3%	0.5%	
Total(n)	256	1,832	3,285	120	799	1,697	119	924	1,444	
Mean	3.63	3.66	3.65	3.53	3.51	3.56	3.75	3.79	3.76	
Standard deviation	0.59	0.59	0.59	0.65	0.69	0.65	0.49	0.48	0.50	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.05	-0.03	-	0.03	-0.05	-	-0.08	-0.02	
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	14.2%	14.2%	11.4%	16.0%	16.5%	11.9%	13.6%	12.1%	10.9%	Civic Minded Values
Somehat agree	51.2%	49.7%	48.6%	49.6%	44.8%	47.2%	51.7%	53.3%	50.0%	
Somehat disagree	28.3%	26.9%	29.0%	28.6%	27.0%	28.2%	28.0%	27.6%	30.3%	
Strongly disagree	6.3%	9.3%	10.9%	5.9%	11.7%	12.7%	6.8%	7.0%	8.8%	
Total(n)	254	1,795	3,216	119	786	1,666	118	899	1,407	
Mean	2.73	2.69	2.61	2.76	2.66	2.58	2.72	2.71	2.63	
Standard deviation	0.78	0.83	0.83	0.79	0.89	0.86	0.78	0.77	0.79	
Significance	-	*	*	-	*	*	-	-	-	
Effect size	-	0.05	0.14	-	0.11	0.21	-	0.01	0.11	
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	81.2%	77.9%	75.2%	75.0%	67.3%	66.2%	89.0%	87.9%	85.7%	Civic Minded Values
Somehat agree	16.1%	19.0%	21.6%	22.5%	27.5%	28.8%	10.2%	11.4%	13.6%	
Somehat disagree	2.0%	2.2%	2.4%	2.5%	3.5%	3.8%	0.8%	0.7%	0.6%	
Strongly disagree	0.8%	0.9%	0.8%	0.0%	1.8%	1.2%	0.0%	0.0%	0.1%	
Total(n)	255	1,792	3,211	120	779	1,665	118	902	1,408	
Mean	3.78	3.74	3.71	3.73	3.60	3.60	3.88	3.87	3.85	
Standard deviation	0.51	0.54	0.55	0.50	0.65	0.62	0.35	0.35	0.38	
Significance	-	*	*	-	*	*	-	-	-	
Effect size	-	0.07	0.13	-	0.20	0.21	-	0.03	0.08	
Colleges have a responsibility to work with their surrounding communities to address local issues										
Strongly agree	65.0%	62.7%	56.3%	58.8%	52.4%	46.7%	73.7%	72.8%	67.7%	Civic Minded Values
Somehat agree	31.5%	33.0%	37.4%	38.7%	41.3%	44.7%	23.7%	24.6%	29.0%	
Somehat disagree	2.8%	3.5%	5.5%	0.8%	4.6%	7.5%	2.5%	2.3%	3.0%	
Strongly disagree	0.8%	0.8%	0.8%	1.7%	1.7%	1.1%	0.0%	0.2%	0.3%	
Total(n)	254	1,796	3,219	119	784	1,665	118	901	1,412	
Mean	3.61	3.58	3.49	3.55	3.45	3.37	3.71	3.70	3.64	
Standard deviation	0.59	0.60	0.64	0.61	0.66	0.67	0.51	0.52	0.56	
Significance	-	-	-	-	-	**	-	-	-	
Effect size	-	0.05	0.19	-	0.15	0.27	-	0.02	0.13	
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	14.9%	14.1%	12.0%	12.0%	12.3%	10.7%	18.3%	15.5%	13.3%	Civic Minded Values
Somehat agree	43.0%	46.0%	42.6%	44.4%	45.6%	41.2%	39.1%	46.3%	43.7%	
Somehat disagree	36.5%	31.9%	35.3%	37.6%	33.7%	36.7%	37.4%	30.7%	34.3%	
Strongly disagree	5.6%	8.0%	10.1%	6.0%	8.3%	11.3%	5.2%	7.5%	8.6%	
Total(n)	249	1,770	3,168	117	780	1,652	115	885	1,380	
Mean	2.67	2.66	2.57	2.62	2.62	2.51	2.70	2.70	2.62	
Standard deviation	0.80	0.82	0.83	0.77	0.81	0.83	0.83	0.82	0.82	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.01	0.12	-	0.00	0.13	-	0.00	0.10	
I try to dispel perceptions of competition in my classroom										
Strongly agree	30.0%	33.0%	34.4%	28.4%	24.5%	28.7%	32.2%	40.2%	40.6%	Civic Minded Values
Somehat agree	45.7%	41.2%	43.2%	45.7%	42.0%	43.5%	47.8%	41.0%	43.9%	
Somehat disagree	19.8%	20.4%	18.4%	20.7%	25.3%	22.3%	16.5%	15.9%	13.3%	
Strongly disagree	4.5%	5.5%	4.0%	5.2%	8.2%	5.5%	3.5%	3.0%	2.2%	
Total(n)	247	1,756	3,172	116	771	1,649	115	881	1,388	
Mean	3.01	3.02	3.08	2.97	2.83	2.96	3.09	3.18	3.23	
Standard deviation	0.82	0.87	0.83	0.84	0.89	0.85	0.79	0.80	0.76	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.01	-0.08	-	0.16	0.01	-	-0.11	-0.18	
Students' use of personal devices and laptops in the classroom serve as more of distraction than an educational resource										
Strongly agree	18.9%	18.2%	18.1%	18.5%	19.1%	18.5%	16.1%	16.3%	17.0%	Civic Minded Values
Somehat agree	34.3%	33.9%	34.9%	37.0%	37.4%	36.2%	33.1%	31.7%	33.6%	
Somehat disagree	33.1%	31.8%	32.2%	32.3%	28.5%	32.8%	36.4%	34.9%	34.2%	
Strongly disagree	13.8%	16.0%	13.8%	14.3%	15.0%	12.5%	14.4%	17.1%	15.2%	
Total(n)	254	1,787	3,207	119	780	1,658	118	898	1,406	
Mean	2.58	2.54	2.57	2.60	2.61	2.61	2.51	2.47	2.52	
Standard deviation	0.95	0.97	0.94	0.95	0.96	0.93	0.93	0.96	0.95	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.04	0.01	-	-0.01	-0.01	-	0.04	-0.01	
I feel I have the skills to facilitate conversation about diversity issues in the classroom										
Strongly agree	41.1%	39.6%	36.1%	32.8%	32.9%	31.0%	47.9%	44.5%	40.3%	Civic Minded Values
Somehat agree	39.1%	41.4%	43.4%	39.5%	42.2%	43.9%	39.3%	41.3%	43.7%	
Somehat disagree	16.6%	15.7%	16.8%	23.5%	19.8%	20.4%	10.3%	12.2%	13.2%	
Strongly disagree	3.2%	3.3%	3.8%	4.2%	5.0%	4.8%	2.6%	2.0%	2.8%	
Total(n)	253	1,785	3,203	119	777	1,651	117	899	1,411	
Mean	3.18	3.17	3.12	3.01	3.03	3.01	3.32	3.28	3.21	
Standard deviation	0.82	0.81	0.82	0.86	0.85	0.84	0.76	0.75	0.78	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.01	0.07	-	-0.02	0.00	-	0.05	0.14	
I achieve a healthy balance between my personal life and my professional life										
Strongly agree	18.1%	21.6%	22.8%	24.2%	25.5%	27.5%	12.0%	18.0%	17.0%	Civic Minded Values
Somehat agree	46.1%	40.6%	41.3%	41.7%	42.3%	41.7%	49.6%	39.7%	40.6%	

Somewhat disagree	26.8%	25.2%	25.0%	25.8%	22.2%	22.3%	27.4%	27.2%	28.5%	
Strongly disagree	9.1%	12.5%	10.9%	8.3%	10.0%	8.4%	11.1%	15.2%	14.0%	
Total(n)	254	1,794	3,212	120	783	1,661	117	902	1,410	
Mean	2.73	2.71	2.76	2.82	2.83	2.88	2.62	2.60	2.60	
Standard deviation	0.86	0.94	0.93	0.90	0.92	0.91	0.84	0.95	0.93	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.02	-0.03	-	-0.01	-0.07	-	0.02	0.02	
I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar										
Strongly agree	26.5%	22.8%	22.6%	21.2%	17.0%	17.4%	31.9%	27.6%	27.9%	
Somewhat agree	33.3%	32.3%	31.9%	29.7%	27.6%	28.6%	37.9%	36.4%	36.4%	
Somewhat disagree	28.9%	29.6%	30.6%	33.9%	34.7%	35.0%	23.3%	25.1%	25.6%	
Strongly disagree	11.2%	15.3%	14.9%	15.3%	20.7%	19.0%	6.9%	11.0%	10.1%	
Total(n)	249	1,775	3,193	118	778	1,655	116	894	1,403	
Mean	2.75	2.63	2.62	2.57	2.41	2.44	2.95	2.81	2.82	
Standard deviation	0.97	1.00	0.99	0.99	1.00	0.99	0.91	0.96	0.95	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.12	0.13	-	0.16	0.13	-	0.15	0.14	
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	17.1%	22.3%	20.3%	18.0%	24.9%	21.5%	14.9%	19.7%	18.6%	Diversity Climate
Somewhat agree	49.2%	46.7%	45.9%	59.5%	49.7%	46.8%	42.1%	45.1%	44.9%	
Somewhat disagree	22.1%	21.6%	22.8%	16.2%	16.9%	21.3%	25.4%	24.9%	24.4%	
Strongly disagree	11.7%	9.4%	11.1%	6.3%	8.5%	10.4%	17.5%	10.4%	12.1%	
Total(n)	240	1,733	3,115	111	764	1,617	114	869	1,366	
Mean	2.72	2.82	2.75	2.89	2.91	2.79	2.54	2.74	2.70	
Standard deviation	0.88	0.88	0.90	0.77	0.87	0.90	0.95	0.89	0.91	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.11	-0.03	-	-0.02	0.11	-	-0.22	-0.18	
Student Affairs staff have the support and respect of faculty										
Strongly agree	20.3%	23.1%	23.9%	20.5%	21.8%	23.2%	22.0%	23.8%	24.6%	
Somewhat agree	59.3%	56.0%	55.6%	62.5%	55.7%	55.6%	55.0%	56.9%	55.3%	
Somewhat disagree	17.8%	17.0%	16.5%	16.1%	18.0%	16.8%	19.3%	16.2%	16.4%	
Strongly disagree	2.5%	3.9%	4.1%	0.9%	4.5%	4.3%	3.7%	3.1%	3.7%	
Total(n)	236	1,678	3,008	112	749	1,573	109	832	1,307	
Mean	2.97	2.98	2.99	3.03	2.95	2.98	2.95	3.01	3.01	
Standard deviation	0.70	0.75	0.75	0.64	0.76	0.76	0.75	0.73	0.75	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.01	-0.03	-	0.11	0.07	-	-0.08	-0.08	
There is a lot of campus racial conflict here										
Strongly agree	2.1%	5.1%	4.9%	0.9%	3.0%	3.0%	2.6%	6.7%	7.0%	
Somewhat agree	13.0%	20.4%	19.7%	8.2%	15.2%	15.9%	14.9%	24.7%	24.0%	
Somewhat disagree	55.2%	46.3%	43.0%	50.0%	45.8%	40.9%	61.4%	46.3%	45.2%	
Strongly disagree	29.7%	28.3%	32.5%	40.9%	36.0%	40.1%	21.1%	22.3%	23.7%	
Total(n)	239	1,720	3,093	110	758	1,612	114	862	1,352	
Mean	1.87	2.02	1.97	1.69	1.85	1.82	1.99	2.16	2.14	
Standard deviation	0.70	0.83	0.85	0.66	0.78	0.81	0.68	0.85	0.86	
Significance	-	**	-	-	*	-	-	*	-	
Effect size	-	-0.18	-0.12	-	-0.21	-0.16	-	-0.20	-0.17	
My research is valued by faculty in my department										
Strongly agree	28.4%	31.7%	33.6%	31.0%	33.1%	37.6%	27.4%	30.4%	28.8%	Respect
Somewhat agree	51.0%	44.9%	43.2%	52.6%	45.7%	42.3%	50.4%	44.3%	44.8%	
Somewhat disagree	16.9%	15.6%	16.2%	12.9%	14.1%	13.8%	18.6%	17.2%	18.8%	
Strongly disagree	3.7%	7.8%	7.1%	3.4%	7.0%	6.3%	3.5%	8.1%	7.7%	
Total(n)	243	1,705	3,052	116	752	1,606	113	855	1,316	
Mean	3.04	3.00	3.03	3.11	3.05	3.11	3.02	2.97	2.95	
Standard deviation	0.78	0.89	0.88	0.75	0.87	0.87	0.78	0.89	0.88	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.04	0.01	-	0.07	0.00	-	0.06	0.08	
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	46.5%	50.8%	53.9%	48.2%	51.8%	55.6%	44.8%	50.1%	51.6%	Respect
Somewhat agree	41.2%	38.1%	35.6%	38.6%	38.5%	35.2%	46.6%	37.9%	37.0%	
Somewhat disagree	8.2%	7.2%	6.8%	9.6%	5.7%	5.7%	4.3%	8.2%	7.7%	
Strongly disagree	4.1%	3.8%	3.6%	3.5%	3.9%	3.4%	4.3%	3.9%	3.7%	
Total(n)	245	1,753	3,141	114	766	1,632	116	882	1,371	
Mean	3.30	3.36	3.40	3.32	3.38	3.43	3.32	3.34	3.36	
Standard deviation	0.79	0.78	0.77	0.79	0.77	0.75	0.75	0.79	0.78	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.08	-0.13	-	-0.08	-0.15	-	-0.03	-0.05	
My service is valued by faculty in my department										
Strongly agree	45.1%	46.2%	48.3%	46.5%	46.9%	50.9%	45.2%	45.9%	45.3%	Respect
Somewhat agree	33.2%	37.6%	36.3%	31.6%	37.4%	35.5%	35.7%	37.7%	37.5%	
Somewhat disagree	14.8%	10.3%	10.4%	14.0%	9.4%	9.2%	13.0%	10.8%	11.8%	
Strongly disagree	7.0%	5.9%	5.0%	7.9%	6.3%	4.5%	6.1%	5.5%	5.3%	
Total(n)	244	1,758	3,140	114	767	1,632	115	885	1,370	
Mean	3.16	3.24	3.28	3.17	3.25	3.33	3.20	3.24	3.23	
Standard deviation	0.92	0.86	0.84	0.95	0.87	0.82	0.89	0.86	0.86	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.09	-0.14	-	-0.09	-0.20	-	-0.05	-0.03	
Faculty are sufficiently involved in campus decision-making										
Strongly agree	9.4%	13.6%	11.9%	11.6%	13.5%	12.5%	7.8%	13.9%	11.2%	Respect
Somewhat agree	42.9%	46.7%	42.3%	48.2%	47.3%	43.3%	40.5%	46.7%	41.3%	
Somewhat disagree	26.9%	26.3%	28.5%	23.2%	25.3%	27.3%	27.8%	26.5%	30.2%	
Strongly disagree	20.8%	13.5%	17.1%	17.0%	13.9%	16.9%	24.1%	12.9%	17.4%	
Total(n)	245	1,738	3,112	112	763	1,622	116	871	1,353	
Mean	2.41	2.60	2.49	2.54	2.60	2.51	2.32	2.62	2.46	
Standard deviation	0.92	0.88	0.91	0.91	0.89	0.92	0.93	0.88	0.91	
Significance	-	**	-	-	-	-	-	***	-	
Effect size	-	-0.22	-0.09	-	-0.07	0.03	-	-0.34	-0.15	
The faculty are typically at odds with campus administration										
Strongly agree	11.1%	11.2%	11.7%	13.3%	13.9%	11.4%	10.4%	9.1%	12.4%	Respect
Somewhat agree	37.0%	39.2%	37.6%	37.2%	36.8%	35.1%	34.8%	40.6%	40.1%	
Somewhat disagree	46.1%	41.4%	40.0%	47.8%	41.9%	42.3%	46.1%	41.5%	37.7%	
Strongly disagree	5.8%	8.3%	10.6%	1.8%	7.4%	11.2%	8.7%	8.8%	9.8%	
Total(n)	243	1,719	3,082	113	761	1,616	115	857	1,334	
Mean	2.53	2.53	2.50	2.62	2.57	2.47	2.47	2.50	2.55	
Standard deviation	0.77	0.80	0.84	0.74	0.82	0.84	0.80	0.78	0.83	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.00	0.04	-	0.06	0.18	-	-0.04	-0.10	
Faculty here respect each other										
Strongly agree	29.0%	30.0%	38.0%	30.4%	30.8%	40.8%	29.9%	30.0%	34.8%	Respect
Somewhat agree	58.5%	55.7%	50.2%	58.3%	56.3%	49.0%	57.3%	55.4%	51.8%	
Somewhat disagree	7.7%	10.7%	9.1%	7.0%	9.0%	7.4%	8.5%	11.3%	11.0%	
Strongly disagree	4.8%	3.6%	2.7%	4.3%	3.9%	2.9%	4.3%	3.3%	2.4%	
Total(n)	248	1,752	3,138	115	769	1,631	117	879	1,369	
Mean	3.12	3.12	3.24	3.15	3.14	3.28	3.13	3.12	3.19	
Standard deviation	0.74	0.73	0.72	0.73	0.73	0.72	0.74	0.73	0.72	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.00	-0.17	-	0.01	-0.18	-	0.01	-0.08	
Administrators consider faculty concerns when making policy										
Strongly agree	7.8%	11.7%	14.3%	6.2%	10.7%	15.8%	8.7%	12.3%	12.7%	Respect
Somewhat agree	45.9%	46.5%	47.3%	52.2%	48.4%	48.5%	45.2%	46.3%	46.8%	
Somewhat disagree	28.3%	28.4%	24.5%	25.7%	25.8%	22.4%	27.0%	29.9%	26.2%	
Strongly disagree	18.0%	13.4%	13.9%	15.9%	15.0%	13.4%	19.1%	11.5%	14.3%	
Total(n)	244	1,728	3,104	113	766	1,628	115	860	1,343	
Mean	2.43	2.56	2.62	2.49	2.55	2.67	2.43	2.59	2.58	

Standard deviation	0.87	0.87	0.89	0.84	0.87	0.90	0.90	0.85	0.89	
Significance	-	*	**	-	-	*	-	-	-	
Effect size	-	-0.15	-0.21	-	-0.07	-0.20	-	-0.19	-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 takes responsibility for educating underprepared students										
Strongly agree	21.6%	20.2%	16.6%	24.1%	21.2%	16.8%	20.4%	19.4%	16.0%	Diversity Climate
Somewhat agree	51.5%	48.7%	49.0%	55.4%	50.7%	50.6%	47.8%	47.6%	48.0%	
Somewhat disagree	20.7%	22.8%	26.8%	17.0%	20.1%	25.8%	23.9%	24.6%	27.6%	
Strongly disagree	6.2%	8.3%	7.6%	3.6%	8.0%	6.8%	8.0%	8.2%	8.4%	
Total(n)	241	1,722	3,068	112	763	1,604	113	855	1,332	
Mean	2.88	2.81	2.75	3.00	2.85	2.77	2.81	2.78	2.72	
Standard deviation	0.81	0.85	0.82	0.75	0.84	0.80	0.85	0.85	0.83	
Significance	-	*	*	-	-	**	-	-	-	
Effect size	-	0.08	0.16	-	0.18	0.29	-	0.04	0.11	
The criteria for advancement and promotion decisions are clear										
Strongly agree	19.7%	26.5%	29.3%	23.9%	26.8%	32.0%	17.4%	26.5%	26.1%	
Somewhat agree	44.3%	46.5%	43.3%	49.6%	48.8%	44.4%	41.7%	45.5%	42.7%	
Somewhat disagree	26.2%	18.6%	18.3%	20.4%	16.9%	15.7%	28.7%	19.1%	21.1%	
Strongly disagree	9.8%	8.4%	9.1%	6.2%	7.5%	7.9%	12.2%	9.0%	10.1%	
Total(n)	244	1,735	3,112	113	764	1,627	115	871	1,353	
Mean	2.74	2.91	2.93	2.91	2.95	3.01	2.64	2.90	2.85	
Standard deviation	0.89	0.88	0.91	0.83	0.86	0.89	0.91	0.90	0.92	
Significance	-	**	**	-	**	**	-	**	*	
Effect size	-	-0.19	-0.21	-	-0.05	-0.11	-	-0.29	-0.23	
Most of the students I teach lack the basic skills for college level work										
Strongly agree	6.6%	6.9%	4.1%	2.6%	6.8%	3.9%	8.9%	6.3%	3.5%	
Somewhat agree	29.2%	23.7%	14.9%	31.6%	24.1%	14.0%	27.7%	23.1%	15.6%	
Somewhat disagree	51.9%	44.3%	39.7%	50.0%	42.6%	38.0%	53.6%	46.5%	42.4%	
Strongly disagree	12.3%	25.1%	41.3%	15.8%	26.5%	44.1%	9.8%	24.1%	38.5%	
Total(n)	243	1,744	3,119	114	767	1,624	112	873	1,360	
Mean	2.30	2.12	1.82	2.21	2.11	1.78	2.36	2.12	1.84	
Standard deviation	0.77	0.86	0.83	0.73	0.87	0.83	0.78	0.84	0.81	
Significance	-	**	***	-	-	***	-	**	***	
Effect size	-	0.21	0.58	-	0.11	0.52	-	0.29	0.64	
There is adequate support for faculty development										
Strongly agree	12.8%	15.3%	24.2%	14.2%	15.0%	27.5%	13.4%	15.7%	20.8%	
Somewhat agree	49.2%	46.7%	46.7%	54.9%	47.8%	47.1%	47.3%	46.3%	47.0%	
Somewhat disagree	25.6%	25.4%	19.9%	20.4%	24.5%	17.5%	28.6%	25.5%	21.9%	
Strongly disagree	12.4%	12.6%	9.1%	10.5%	12.7%	7.9%	10.7%	12.5%	10.3%	
Total(n)	242	1,727	3,093	113	758	1,614	112	864	1,344	
Mean	2.62	2.65	2.86	2.73	2.65	2.94	2.63	2.65	2.78	
Standard deviation	0.86	0.89	0.89	0.84	0.88	0.87	0.85	0.89	0.89	
Significance	-	*	***	-	*	*	-	-	-	
Effect size	-	-0.03	-0.27	-	0.09	-0.24	-	-0.02	-0.17	
Faculty are not prepared to deal with conflict over diversity issues in the classroom										
Strongly agree	10.3%	10.5%	9.3%	8.0%	8.1%	7.4%	13.3%	12.7%	11.7%	
Somewhat agree	47.5%	44.7%	43.5%	48.2%	43.4%	43.0%	44.2%	45.5%	44.2%	
Somewhat disagree	36.0%	37.7%	38.8%	36.6%	40.2%	41.1%	37.2%	36.1%	36.3%	
Strongly disagree	6.2%	7.2%	8.4%	7.1%	8.3%	8.5%	5.3%	5.8%	7.8%	
Total(n)	242	1,703	3,039	112	751	1,585	113	851	1,325	
Mean	2.62	2.58	2.54	2.57	2.51	2.49	2.65	2.65	2.60	
Standard deviation	0.75	0.77	0.78	0.74	0.76	0.75	0.78	0.77	0.79	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.05	0.10	-	0.08	0.11	-	0.00	0.06	
This institution takes mentoring into consideration in the promotion process										
Strongly agree	8.9%	10.5%	13.3%	9.8%	9.6%	16.6%	7.5%	11.5%	9.8%	
Somewhat agree	36.2%	35.3%	38.6%	41.1%	37.8%	39.3%	32.7%	32.9%	37.3%	
Somewhat disagree	37.9%	37.4%	33.2%	36.6%	38.1%	30.8%	37.4%	36.7%	35.9%	
Strongly disagree	17.0%	16.8%	14.9%	12.5%	14.5%	13.2%	22.4%	18.9%	16.9%	
Total(n)	235	1,665	3,004	112	740	1,586	107	826	1,288	
Mean	2.37	2.39	2.50	2.48	2.43	2.59	2.25	2.37	2.40	
Standard deviation	0.87	0.89	0.90	0.84	0.85	0.92	0.89	0.92	0.88	
Significance	-	-	*	-	-	*	-	-	-	
Effect size	-	-0.02	-0.14	-	0.06	-0.12	-	-0.13	-0.17	
Faculty of color are treated fairly here										
Strongly agree	24.3%	31.4%	32.0%	27.9%	39.3%	38.9%	20.2%	24.3%	23.7%	Diversity Climate
Somewhat agree	51.5%	43.6%	43.6%	61.3%	44.6%	42.8%	45.0%	43.0%	45.0%	
Somewhat disagree	18.3%	19.3%	17.9%	7.2%	12.7%	14.1%	26.6%	25.2%	22.2%	
Strongly disagree	6.0%	5.7%	6.5%	3.6%	3.4%	4.1%	8.3%	7.5%	9.1%	
Total(n)	235	1,662	2,975	111	740	1,570	109	828	1,281	
Mean	2.94	3.01	3.01	3.14	3.20	3.16	2.77	2.84	2.83	
Standard deviation	0.81	0.86	0.87	0.69	0.79	0.82	0.87	0.88	0.89	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.08	-0.08	-	-0.08	-0.02	-	-0.08	-0.07	
Women faculty are treated fairly here										
Strongly agree	25.3%	33.3%	32.8%	37.2%	45.4%	42.0%	13.3%	22.7%	21.9%	Diversity Climate
Somewhat agree	48.1%	41.2%	41.1%	52.2%	40.8%	41.2%	46.9%	41.9%	41.2%	
Somewhat disagree	19.5%	19.6%	18.7%	8.0%	11.6%	12.4%	28.3%	26.3%	25.9%	
Strongly disagree	7.1%	6.0%	7.4%	2.7%	2.1%	4.4%	11.5%	9.0%	10.9%	
Total(n)	241	1,708	3,051	113	747	1,587	113	862	1,334	
Mean	2.92	3.02	2.99	3.24	3.29	3.21	2.62	2.78	2.74	
Standard deviation	0.85	0.88	0.90	0.71	0.75	0.82	0.86	0.90	0.92	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.11	-0.08	-	-0.07	0.04	-	-0.18	-0.13	
LGBTQ+ faculty are treated fairly here										
Strongly agree	25.8%	33.0%	28.1%	33.0%	42.4%	33.5%	18.3%	24.2%	21.3%	Diversity Climate
Somewhat agree	54.9%	48.0%	42.2%	59.6%	45.8%	41.3%	55.0%	51.0%	43.8%	
Somewhat disagree	15.0%	15.0%	18.8%	5.5%	9.5%	15.5%	19.3%	19.6%	22.1%	
Strongly disagree	4.3%	4.0%	11.0%	1.8%	2.3%	9.7%	7.3%	5.2%	12.8%	
Total(n)	233	1,644	2,913	109	734	1,537	109	815	1,261	
Mean	3.02	3.10	2.87	3.24	3.28	2.99	2.84	2.94	2.73	
Standard deviation	0.76	0.79	0.94	0.64	0.73	0.94	0.81	0.80	0.94	
Significance	-	-	*	-	-	**	-	-	-	
Effect size	-	-0.10	0.16	-	-0.05	0.27	-	-0.13	0.12	
Indicate how important you believe each priority listed below is at your college or university:										
Increase or maintain institutional affordability										
Highest priority	25.2%	25.3%	18.6%	29.2%	24.2%	18.8%	21.6%	26.4%	18.5%	Institutional Priority, Commitment to Diversity
High priority	50.4%	51.6%	43.8%	49.1%	52.3%	45.8%	51.4%	50.6%	41.4%	
Medium priority	21.8%	18.8%	24.7%	18.9%	18.7%	24.1%	25.2%	19.5%	25.3%	
Low priority	2.6%	4.2%	12.9%	2.8%	4.6%	11.4%	1.8%	3.6%	14.8%	
Total(n)	234	1,673	2,998	106	732	1,566	111	836	1,308	
Mean	2.98	2.98	2.68	3.05	2.96	2.72	2.93	3.00	2.64	
Standard deviation	0.76	0.78	0.92	0.77	0.78	0.90	0.73	0.78	0.95	
Significance	-	-	***	-	-	***	-	-	**	
Effect size	-	0.00	0.33	-	0.12	0.37	-	-0.09	0.31	
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	26.5%	21.4%	26.3%	29.5%	20.9%	26.2%	25.9%	21.5%	26.3%	
High priority	34.2%	40.6%	42.5%	32.4%	40.4%	45.0%	35.7%	41.3%	39.9%	
Medium priority	28.6%	29.4%	24.1%	28.6%	30.2%	22.5%	26.8%	28.6%	26.0%	
Low priority	10.7%	8.6%	7.0%	9.5%	8.6%	6.2%	11.6%	8.4%	7.8%	
Total(n)	234	1,675	2,981	105	736	1,541	112	836	1,307	
Mean	2.76	2.75	2.88	2.82	2.74	2.91	2.76	2.76	2.85	
Standard deviation	0.96	0.89	0.88	0.97	0.89	0.85	0.97	0.88	0.90	

Significance	-	*	-	-	-	-	-	-
Effect size	-	0.01	-0.14	-	0.09	-0.11	-	0.00 -0.10
Facilitate student involvement in community service								
Highest priority	23.6%	12.8%	17.1%	21.7%	9.8%	15.5%	27.9%	15.6% 19.1%
High priority	35.6%	36.1%	40.5%	33.0%	34.6%	40.7%	39.6%	37.0% 40.2%
Medium priority	36.5%	39.0%	33.9%	41.5%	41.6%	34.8%	27.9%	36.4% 32.7%
Low priority	4.3%	12.1%	8.5%	3.8%	14.0%	9.0%	4.5%	11.0% 8.0%
Total(n)	233	1,677	2,998	106	736	1,553	111	838 1,310
Mean	2.79	2.50	2.66	2.73	2.40	2.83	2.91	2.57 2.70
Standard deviation	0.85	0.87	0.86	0.85	0.85	0.85	0.86	0.88 0.87
Significance	-	***	*	-	***	*	-	*** *
Effect size	-	0.33	0.15	-	0.39	0.12	-	0.39 0.24
Help students learn how to bring about change in society								
Highest priority	17.6%	14.1%	19.9%	16.2%	11.4%	17.5%	20.5%	15.9% 22.3%
High priority	30.0%	32.5%	36.0%	29.5%	31.7%	36.5%	30.4%	33.2% 35.7%
Medium priority	37.3%	38.2%	32.9%	37.1%	39.5%	34.2%	36.6%	37.5% 31.8%
Low priority	15.0%	15.2%	11.2%	17.1%	17.3%	11.7%	12.5%	13.4% 10.2%
Total(n)	233	1,676	2,994	106	734	1,552	112	841 1,307
Mean	2.50	2.45	2.65	2.45	2.37	2.60	2.59	2.52 2.70
Standard deviation	0.95	0.91	0.92	0.96	0.90	0.91	0.95	0.92 0.93
Significance	-	***	*	-	***	*	-	*** *
Effect size	-	0.05	-0.16	-	0.09	-0.16	-	0.08 -0.12
Increase or maintain institutional prestige								
Highest priority	19.1%	27.6%	34.8%	20.6%	29.1%	33.1%	19.6%	27.8% 37.3%
High priority	41.7%	40.2%	41.3%	43.9%	39.4%	43.2%	36.6%	40.0% 38.9%
Medium priority	29.6%	23.8%	19.4%	27.1%	21.9%	19.6%	33.9%	25.1% 16.7%
Low priority	9.4%	8.4%	4.5%	8.4%	9.6%	4.0%	9.8%	7.1% 5.1%
Total(n)	235	1,690	3,018	107	743	1,560	112	843 1,323
Mean	2.71	2.87	3.06	2.77	2.88	3.05	2.66	2.88 3.08
Standard deviation	0.88	0.91	0.85	0.88	0.94	0.83	0.91	0.90 0.87
Significance	-	*	***	-	*	***	-	* ***
Effect size	-	-0.18	-0.41	-	-0.12	-0.34	-	-0.24 -0.48
Indicate how important you believe each priority listed below is at your college or university:								
Hire faculty "stars"								
Highest priority	7.3%	6.6%	10.9%	6.6%	5.4%	9.7%	7.2%	7.3% 12.3%
High priority	22.4%	20.2%	25.3%	22.6%	22.4%	24.2%	23.4%	19.0% 25.9%
Medium priority	40.1%	37.6%	35.3%	39.6%	33.2%	34.7%	39.6%	41.7% 36.9%
Low priority	30.2%	35.6%	28.5%	31.1%	38.9%	31.4%	29.7%	32.0% 24.9%
Total(n)	232	1,661	2,974	106	736	1,543	111	827 1,298
Mean	2.07	1.98	2.19	2.05	1.94	2.12	2.08	2.01 2.26
Standard deviation	0.90	0.91	0.97	0.90	0.91	0.96	0.91	0.90 0.97
Significance	-	***	*	-	***	*	-	*** *
Effect size	-	0.10	-0.12	-	0.12	-0.07	-	0.08 -0.19
Recruit more traditionally underrepresented students								
Highest priority	21.1%	19.4%	15.3%	16.0%	15.1%	13.4%	28.2%	22.8% 16.9%
High priority	46.6%	41.4%	36.3%	52.8%	43.7%	37.5%	40.0%	38.9% 34.6%
Medium priority	25.0%	29.7%	34.6%	24.5%	30.8%	35.0%	25.5%	30.0% 34.3%
Low priority	7.3%	9.4%	13.9%	6.6%	10.4%	14.0%	6.4%	8.3% 14.2%
Total(n)	232	1,675	3,003	106	737	1,555	110	836 1,313
Mean	2.81	2.71	2.53	2.78	2.63	2.50	2.90	2.76 2.54
Standard deviation	0.85	0.89	0.91	0.79	0.86	0.89	0.89	0.90 0.93
Significance	-	***	*	-	***	*	-	*** *
Effect size	-	0.11	0.31	-	0.17	0.31	-	0.16 0.39
Increase the selectivity of the student body through more competitive admissions criteria								
Highest priority	4.7%	8.3%	11.9%	5.6%	8.7%	11.7%	3.6%	7.6% 11.8%
High priority	15.9%	22.7%	28.9%	18.7%	25.5%	30.2%	10.9%	19.7% 27.1%
Medium priority	29.7%	35.6%	34.9%	29.0%	34.8%	34.8%	31.8%	36.7% 35.0%
Low priority	49.6%	33.5%	24.3%	47.7%	31.0%	23.3%	53.6%	36.0% 26.0%
Total(n)	232	1,659	2,976	107	736	1,552	110	824 1,294
Mean	1.76	2.06	2.28	1.82	2.12	2.30	1.65	1.99 2.25
Standard deviation	0.89	0.94	0.96	0.93	0.95	0.96	0.82	0.93 0.97
Significance	-	***	***	-	**	***	-	*** ***
Effect size	-	-0.32	-0.54	-	-0.32	-0.50	-	-0.37 -0.62
Promote gender diversity in the faculty and administration								
Highest priority	22.3%	18.2%	16.7%	22.4%	16.4%	16.3%	21.8%	19.0% 16.1%
High priority	36.5%	36.5%	36.2%	43.9%	43.2%	41.8%	31.8%	30.6% 30.0%
Medium priority	28.3%	31.7%	32.3%	29.0%	30.8%	31.3%	29.1%	33.5% 33.8%
Low priority	12.9%	13.7%	14.8%	4.7%	9.6%	10.6%	17.3%	17.0% 20.1%
Total(n)	233	1,668	2,987	107	740	1,552	110	828 1,302
Mean	2.68	2.59	2.55	2.84	2.66	2.64	2.58	2.51 2.42
Standard deviation	0.96	0.94	0.94	0.83	0.86	0.88	1.02	0.99 0.98
Significance	-	***	*	-	*	**	-	*** *
Effect size	-	0.10	0.14	-	0.21	0.23	-	0.07 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	27.9%	23.5%	20.6%	25.2%	20.4%	18.8%	31.2%	25.6% 22.2%
High priority	35.2%	36.1%	35.0%	43.0%	42.1%	38.9%	31.2%	31.2% 30.3%
Medium priority	25.8%	27.8%	29.3%	26.2%	26.8%	28.7%	24.8%	29.2% 30.2%
Low priority	11.2%	12.6%	15.1%	5.6%	10.7%	13.7%	12.8%	14.0% 17.3%
Total(n)	233	1,678	2,988	107	739	1,551	109	836 1,303
Mean	2.80	2.70	2.61	2.88	2.72	2.63	2.81	2.68 2.57
Standard deviation	0.97	0.96	0.98	0.85	0.91	0.94	1.02	1.00 1.02
Significance	-	***	*	-	***	**	-	*** *
Effect size	-	0.10	0.19	-	0.18	0.27	-	0.13 0.24
Provide resources for faculty to engage in community-based teaching or research								
Highest priority	24.0%	14.1%	11.6%	19.6%	11.8%	8.4%	28.2%	15.7% 14.8%
High priority	37.3%	30.4%	27.3%	42.1%	31.1%	27.9%	36.4%	30.4% 26.9%
Medium priority	31.3%	35.0%	36.9%	29.9%	35.5%	37.5%	29.1%	34.0% 35.9%
Low priority	7.3%	20.5%	24.2%	8.4%	21.7%	26.2%	6.4%	19.9% 22.5%
Total(n)	233	1,675	2,970	107	739	1,536	110	835 1,299
Mean	2.78	2.38	2.26	2.73	2.33	2.18	2.86	2.42 2.34
Standard deviation	0.89	0.96	0.95	0.87	0.94	0.92	0.90	0.98 0.98
Significance	-	***	***	-	***	***	-	*** ***
Effect size	-	0.42	0.55	-	0.43	0.60	-	0.45 0.53
Create and sustain partnerships with surrounding communities								
Highest priority	30.0%	20.0%	15.3%	29.2%	15.9%	11.9%	31.8%	22.4% 18.6%
High priority	41.6%	37.1%	33.0%	42.5%	38.2%	32.2%	41.8%	37.4% 34.1%
Medium priority	25.3%	32.0%	36.5%	26.4%	34.0%	39.5%	21.8%	30.7% 33.3%
Low priority	3.0%	10.9%	15.3%	1.9%	12.0%	16.4%	4.5%	9.5% 14.0%
Total(n)	233	1,677	2,982	106	736	1,543	110	838 1,303
Mean	2.99	2.66	2.48	2.99	2.58	2.40	3.01	2.73 2.57
Standard deviation	0.82	0.92	0.93	0.80	0.90	0.90	0.85	0.92 0.95
Significance	-	***	***	-	***	***	-	** ***
Effect size	-	0.36	0.55	-	0.46	0.66	-	0.30 0.46
Indicate how important you believe each priority listed below is at your college or university:								
Pursue extramural funding								
Highest priority	27.6%	23.7%	24.2%	31.8%	26.1%	24.7%	22.9%	21.9% 23.9%
High priority	40.5%	33.1%	31.7%	36.4%	32.5%	31.4%	46.8%	34.5% 32.1%
Medium priority	27.6%	29.1%	29.4%	29.0%	28.8%	28.6%	24.8%	29.0% 29.7%
Low priority	4.3%	14.0%	14.7%	2.8%	12.7%	15.3%	5.5%	14.6% 14.3%
Total(n)	232	1,655	2,948	107	733	1,533	109	823 1,282
Mean	2.91	2.67	2.65	2.97	2.72	2.65	2.87	2.64 2.66
Standard deviation	0.85	0.99	1.00	0.85	0.99	1.01	0.83	0.98 1.00
Significance	-	***	**	-	*	**	-	* *

Effect size	-	0.24	0.26	-	0.25	0.32	-	0.23	0.21	
Strengthen links with the for-profit, corporate sector										
Highest priority	17.7%	13.7%	16.1%	18.9%	13.5%	15.2%	13.8%	13.6%	17.0%	
High priority	38.5%	31.4%	31.2%	39.6%	33.7%	31.3%	38.5%	29.5%	31.1%	
Medium priority	29.9%	34.0%	32.7%	30.2%	32.2%	34.4%	31.2%	36.3%	30.6%	
Low priority	13.9%	20.8%	19.9%	11.3%	20.5%	19.2%	16.5%	20.7%	21.3%	
Total(n)	231	1,651	2,959	106	735	1,540	109	818	1,289	
Mean	2.60	2.38	2.44	2.66	2.40	2.43	2.50	2.36	2.44	
Standard deviation	0.94	0.96	0.98	0.91	0.96	0.97	0.93	0.96	1.01	
Significance	-	**	*	-	**	*	-	**	*	
Effect size	-	0.23	0.16	-	0.27	0.24	-	0.15	0.06	
Develop leadership ability among students										
Highest priority	19.0%	18.5%	26.3%	19.8%	17.7%	26.7%	19.3%	19.0%	25.3%	
High priority	32.9%	41.3%	41.5%	37.7%	40.4%	41.6%	30.3%	41.8%	42.0%	
Medium priority	38.5%	32.5%	27.0%	31.1%	32.4%	26.3%	42.2%	32.8%	27.6%	
Low priority	9.5%	7.7%	5.3%	11.3%	9.5%	5.4%	8.3%	6.4%	5.1%	
Total(n)	231	1,672	2,985	106	735	1,546	109	832	1,304	
Mean	2.61	2.71	2.89	2.66	2.66	2.90	2.61	2.73	2.88	
Standard deviation	0.90	0.86	0.85	0.92	0.88	0.86	0.89	0.84	0.85	
Significance	-	**	***	-	**	**	-	**	**	
Effect size	-	-0.12	-0.33	-	0.00	-0.28	-	-0.14	-0.32	
Indicate how important you believe each priority listed below is at your college or university:										
Develop an appreciation for multiculturalism										
Highest priority	26.9%	25.5%	22.5%	26.2%	21.6%	20.2%	28.8%	28.5%	24.4%	
High priority	29.1%	38.5%	37.5%	28.0%	40.8%	40.0%	31.5%	36.9%	34.9%	
Medium priority	34.2%	27.8%	30.4%	39.3%	29.3%	31.2%	28.8%	26.7%	29.9%	
Low priority	9.8%	8.2%	9.6%	6.5%	8.3%	8.6%	10.8%	7.9%	10.8%	
Total(n)	234	1,678	2,999	107	736	1,554	111	839	1,311	
Mean	2.73	2.81	2.73	2.74	2.76	2.72	2.78	2.86	2.73	
Standard deviation	0.97	0.91	0.92	0.92	0.88	0.88	0.99	0.92	0.95	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.09	0.00	-	-0.02	0.02	-	-0.09	0.05	
Prepare students for the workplace										
Highest priority	39.1%	41.4%	43.4%	37.7%	40.2%	42.3%	40.0%	42.6%	44.1%	
High priority	46.8%	43.2%	43.8%	49.1%	44.3%	45.5%	44.5%	42.1%	42.2%	
Medium priority	12.0%	12.9%	11.2%	11.3%	13.1%	10.6%	12.7%	13.0%	12.2%	
Low priority	2.1%	2.5%	1.6%	1.9%	2.4%	1.5%	2.7%	2.3%	1.6%	
Total(n)	233	1,655	3,012	106	742	1,561	110	838	1,316	
Mean	3.23	3.24	3.29	3.28	3.22	3.29	3.22	3.25	3.29	
Standard deviation	0.74	0.77	0.73	0.72	0.76	0.71	0.77	0.76	0.74	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.01	-0.08	-	0.01	-0.08	-	-0.04	-0.09	
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	32.0%	27.7%	28.4%	35.0%	27.9%	29.3%	28.6%	28.0%	26.8%	
To a large extent	35.6%	34.6%	33.8%	37.9%	36.9%	35.3%	33.3%	33.1%	32.2%	
To some extent	21.3%	27.9%	27.6%	18.4%	26.9%	26.0%	25.7%	28.7%	29.7%	
To a small extent	9.3%	7.9%	8.0%	7.8%	7.6%	7.6%	11.4%	7.7%	8.7%	
Not at all	1.8%	1.9%	2.3%	1.0%	0.7%	1.8%	1.0%	2.5%	2.6%	
Total(n)	225	1,591	2,882	103	685	1,500	105	806	1,254	
Mean	3.87	3.78	3.78	3.88	3.84	3.83	3.77	3.77	3.72	
Standard deviation	1.03	1.00	1.02	0.97	0.94	1.00	1.02	1.02	1.03	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.09	0.09	-	0.15	0.15	-	0.00	0.05	
Experience close alignment between your work and your personal values										
To a very large extent	35.2%	37.6%	43.8%	41.0%	38.6%	45.8%	30.6%	38.0%	41.8%	
To a large extent	43.8%	42.5%	39.1%	42.9%	42.0%	38.5%	46.8%	43.0%	40.3%	
To some extent	18.0%	16.1%	13.4%	16.2%	16.5%	12.6%	18.0%	15.0%	13.6%	
To a small extent	2.6%	2.8%	2.8%	0.0%	2.2%	2.5%	4.5%	2.9%	3.2%	
Not at all	0.4%	1.0%	0.8%	0.0%	0.7%	0.7%	0.0%	1.1%	1.0%	
Total(n)	233	1,658	2,959	105	722	1,536	111	832	1,300	
Mean	4.11	4.13	4.22	4.25	4.16	4.26	4.04	4.14	4.19	
Standard deviation	0.82	0.85	0.84	0.72	0.82	0.82	0.82	0.85	0.86	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.02	-0.13	-	0.11	-0.01	-	-0.12	-0.17	
Mentor faculty										
To a very large extent	22.7%	18.3%	18.4%	25.7%	19.4%	18.8%	20.7%	17.6%	17.7%	
To a large extent	24.0%	21.7%	21.5%	27.6%	24.3%	23.0%	20.7%	19.7%	19.3%	
To some extent	30.0%	30.4%	32.0%	27.6%	31.2%	31.7%	32.4%	29.7%	32.2%	
To a small extent	15.5%	15.7%	14.1%	14.3%	15.2%	14.5%	18.0%	16.0%	14.0%	
Not at all	7.7%	13.9%	14.1%	4.8%	10.0%	12.1%	8.1%	17.0%	16.8%	
Total(n)	233	1,638	2,954	105	712	1,525	111	824	1,295	
Mean	3.39	3.15	3.16	3.55	3.28	3.22	3.28	3.05	3.07	
Standard deviation	1.21	1.28	1.28	1.16	1.22	1.25	1.21	1.32	1.31	
Significance	-	**	**	-	*	**	-	-	-	
Effect size	-	0.19	0.18	-	0.22	0.26	-	0.17	0.16	
Mentor undergraduate students										
To a very large extent	26.7%	30.1%	28.8%	28.3%	31.3%	30.6%	25.2%	28.8%	26.5%	
To a large extent	27.6%	29.7%	25.3%	30.2%	31.4%	26.9%	25.2%	28.3%	23.3%	
To some extent	25.9%	20.8%	21.5%	23.6%	21.8%	21.8%	28.8%	20.8%	21.8%	
To a small extent	9.5%	10.6%	10.1%	8.5%	9.5%	9.4%	8.1%	10.7%	10.4%	
Not at all	10.3%	8.9%	14.3%	9.4%	6.0%	11.2%	12.6%	11.4%	18.0%	
Total(n)	232	1,643	2,943	106	716	1,525	111	826	1,286	
Mean	3.51	3.61	3.44	3.59	3.72	3.56	3.42	3.53	3.30	
Standard deviation	1.27	1.26	1.37	1.25	1.17	1.31	1.30	1.31	1.43	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.08	0.05	-	-0.11	0.02	-	-0.08	0.08	
Please indicate the extent to which you:										
Mentor graduate students										
To a very large extent	31.9%	34.1%	37.4%	31.4%	33.9%	37.7%	33.3%	34.1%	36.9%	
To a large extent	27.6%	27.7%	27.1%	25.7%	27.4%	27.8%	28.8%	28.0%	26.7%	
To some extent	27.2%	22.4%	22.2%	35.2%	24.8%	23.1%	20.7%	21.1%	21.2%	
To a small extent	11.2%	12.2%	10.3%	5.7%	11.3%	9.2%	14.4%	12.3%	10.9%	
Not at all	2.2%	3.7%	3.0%	1.9%	2.6%	2.1%	2.7%	4.5%	4.2%	
Total(n)	232	1,655	2,971	105	723	1,539	111	829	1,300	
Mean	3.76	3.76	3.85	3.79	3.79	3.90	3.76	3.75	3.81	
Standard deviation	1.09	1.15	1.12	1.02	1.11	1.08	1.15	1.18	1.17	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.00	-0.08	-	0.00	-0.10	-	0.01	-0.04	
Been mentored by at least one professional in academia										
To a very large extent	32.5%	29.7%	29.7%	31.8%	27.6%	29.3%	33.3%	32.0%	30.5%	
To a large extent	23.5%	24.9%	25.1%	29.0%	26.9%	25.1%	19.8%	23.7%	24.5%	
To some extent	22.6%	22.7%	24.2%	20.6%	23.9%	25.1%	27.0%	22.1%	23.7%	
To a small extent	13.7%	14.6%	13.6%	13.1%	14.4%	13.8%	10.8%	13.8%	13.3%	
Not at all	7.7%	8.1%	7.3%	5.6%	7.1%	6.7%	9.0%	8.3%	8.0%	
Total(n)	234	1,660	2,972	107	728	1,543	111	831	1,297	
Mean	3.59	3.54	3.56	3.68	3.53	3.57	3.58	3.57	3.56	
Standard deviation	1.28	1.27	1.25	1.21	1.23	1.23	1.30	1.29	1.27	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.04	0.02	-	0.12	0.09	-	0.01	0.02	
Participated in training in preparation to be a mentor (e.g., workshops, programs)										
To a very large extent	8.5%	7.9%	8.7%	4.7%	7.4%	7.6%	11.6%	8.3%	9.7%	
To a large extent	12.8%	11.1%	11.4%	19.6%	12.7%	12.0%	8.0%	10.2%	10.4%	
To some extent	17.4%	19.4%	21.5%	17.8%	20.5%	21.5%	17.0%	18.3%	21.2%	
To a small extent	22.1%	19.9%	21.2%	20.6%	21.2%	22.6%	25.9%	18.9%	20.3%	
Not at all	39.1%	41.7%	37.2%	37.4%	38.2%	36.3%	37.5%	44.2%	38.4%	

Total(n)	235	1,661	2,976	107	726	1,543	112	834	1,300	
Mean	2.29	2.24	2.33	2.34	2.30	2.32	2.30	2.19	2.33	
Standard deviation	1.33	1.31	1.31	1.29	1.29	1.28	1.35	1.32	1.33	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.04	-0.03	-	0.03	0.02	-	0.08	-0.02	
Accessed the National Research Mentoring Network (NRMN) resource										
To a very large extent	2.1%	1.4%	1.2%	0.9%	1.4%	1.0%	2.7%	1.3%	1.5%	
To a large extent	3.4%	1.8%	1.7%	3.7%	2.3%	1.4%	3.6%	1.4%	1.9%	
To some extent	3.4%	3.6%	3.1%	5.6%	5.1%	3.4%	1.8%	2.3%	2.7%	
To a small extent	3.8%	4.5%	4.5%	3.7%	5.5%	4.4%	4.5%	4.1%	4.3%	
Not at all	87.2%	88.6%	89.6%	86.0%	85.6%	89.9%	87.9%	80.8%	89.6%	
Total(n)	235	1,654	2,967	107	724	1,544	112	830	1,293	
Mean	1.29	1.23	1.20	1.30	1.28	1.19	1.29	1.18	1.21	
Standard deviation	0.86	0.72	0.69	0.82	0.78	0.65	0.89	0.66	0.72	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.08	0.13	-	0.03	0.17	-	0.17	0.11	
How would you rate the overall quality of your mentoring relationship with your faculty mentee(s)?										
Excellent	33.5%	35.0%	33.4%	29.3%	30.7%	32.5%	37.1%	38.9%	34.4%	
Good	53.6%	51.2%	53.4%	59.6%	55.4%	55.1%	50.5%	48.5%	51.8%	
Fair	9.1%	11.3%	11.0%	8.1%	12.0%	10.5%	9.3%	10.1%	11.2%	
Poor	3.8%	2.5%	2.3%	3.0%	1.9%	1.9%	3.1%	2.5%	2.6%	
Total(n)	209	1,358	2,434	99	625	1,292	97	653	1,027	
Mean	3.17	3.19	3.18	3.15	3.15	3.18	3.22	3.24	3.18	
Standard deviation	0.74	0.73	0.71	0.69	0.69	0.69	0.74	0.73	0.73	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.03	-0.01	-	0.00	-0.04	-	-0.03	0.05	
How would you rate the overall quality of your mentoring relationship with your undergraduate mentee(s)?										
Excellent	39.2%	43.3%	45.8%	44.6%	42.2%	45.7%	35.6%	44.5%	45.9%	
Good	49.5%	48.5%	45.7%	48.9%	48.6%	45.9%	50.6%	48.6%	45.6%	
Fair	9.3%	7.4%	7.4%	6.5%	8.9%	7.7%	11.5%	6.0%	7.2%	
Poor	2.1%	0.8%	1.1%	0.0%	0.3%	0.8%	2.3%	0.9%	1.2%	
Total(n)	194	1,430	2,405	92	650	1,316	87	697	984	
Mean	3.26	3.34	3.36	3.38	3.33	3.36	3.20	3.37	3.36	
Standard deviation	0.71	0.65	0.67	0.61	0.65	0.66	0.73	0.64	0.67	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.12	-0.15	-	0.08	0.03	-	-0.27	-0.24	
How would you rate the overall quality of your mentoring relationship with your graduate mentee(s)?										
Excellent	51.1%	51.7%	53.8%	42.2%	48.7%	53.0%	60.2%	54.7%	55.5%	
Good	41.2%	41.2%	39.7%	51.0%	43.4%	40.9%	32.0%	39.0%	38.3%	
Fair	7.2%	6.4%	5.9%	6.9%	7.3%	5.8%	7.8%	5.8%	5.6%	
Poor	0.5%	0.7%	0.5%	0.0%	0.6%	0.3%	0.0%	0.5%	0.6%	
Total(n)	221	1,535	2,779	102	686	1,463	103	759	1,191	
Mean	3.43	3.44	3.47	3.35	3.40	3.46	3.52	3.48	3.49	
Standard deviation	0.65	0.64	0.63	0.61	0.65	0.62	0.64	0.63	0.63	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.02	-0.06	-	-0.08	-0.18	-	0.06	0.05	
How satisfied are you with the following aspects of your job?										
Salary										
Very satisfied	10.7%	10.6%	18.5%	14.9%	12.9%	22.5%	7.4%	9.3%	14.1%	
Satisfied	33.3%	39.8%	42.3%	33.7%	38.9%	43.9%	35.2%	41.0%	40.9%	
Marginally satisfied	30.2%	28.7%	24.3%	27.7%	27.6%	21.1%	31.5%	29.5%	27.8%	
Not satisfied	25.8%	20.9%	14.8%	23.9%	20.7%	12.5%	25.9%	20.2%	17.2%	
Total(n)	225	1,625	2,945	101	707	1,532	108	820	1,282	
Mean	2.29	2.40	2.65	2.40	2.44	2.76	2.24	2.39	2.52	
Standard deviation	0.97	0.93	0.95	1.01	0.96	0.94	0.93	0.91	0.94	
Significance	-	-	***	-	-	***	-	-	**	
Effect size	-	-0.12	-0.38	-	-0.04	-0.38	-	-0.16	-0.30	
Health benefits										
Very satisfied	17.4%	30.4%	31.5%	20.6%	31.2%	36.5%	12.6%	29.1%	25.7%	
Satisfied	46.0%	45.3%	44.7%	44.9%	45.1%	43.4%	48.6%	46.7%	46.6%	
Marginally satisfied	27.2%	16.4%	15.3%	26.2%	15.3%	13.6%	29.7%	16.7%	16.7%	
Not satisfied	9.4%	7.9%	8.5%	8.4%	8.4%	6.5%	9.0%	7.5%	11.0%	
Total(n)	235	1,636	2,937	107	712	1,535	111	827	1,273	
Mean	2.71	2.98	2.99	2.78	2.99	3.10	2.65	2.97	2.87	
Standard deviation	0.86	0.89	0.90	0.87	0.90	0.87	0.82	0.87	0.92	
Significance	-	***	***	-	-	***	-	***	*	
Effect size	-	-0.30	-0.31	-	-0.23	-0.37	-	-0.37	-0.24	
How satisfied are you with the following aspects of your job?										
Retirement benefits										
Very satisfied	18.1%	27.5%	31.0%	22.6%	29.4%	35.9%	13.6%	26.9%	25.7%	
Satisfied	53.0%	48.1%	44.7%	50.0%	46.8%	43.1%	58.2%	49.6%	47.0%	
Marginally satisfied	22.8%	17.5%	16.1%	20.8%	17.0%	14.6%	23.6%	17.0%	17.5%	
Not satisfied	6.0%	7.0%	8.1%	6.6%	6.9%	6.3%	4.5%	6.6%	9.8%	
Total(n)	232	1,633	2,941	106	712	1,539	110	823	1,270	
Mean	2.83	2.96	2.99	2.89	2.99	3.09	2.81	2.97	2.89	
Standard deviation	0.79	0.85	0.89	0.83	0.86	0.87	0.72	0.84	0.90	
Significance	-	*	**	-	-	*	-	-	-	
Effect size	-	-0.15	-0.18	-	-0.12	-0.23	-	-0.19	-0.09	
Opportunity for scholarly pursuits										
Very satisfied	17.0%	14.9%	24.8%	23.4%	17.3%	31.4%	12.6%	13.0%	17.4%	
Satisfied	47.7%	42.2%	41.7%	47.7%	43.1%	41.4%	49.5%	42.7%	42.3%	
Marginally satisfied	23.4%	28.6%	22.7%	20.6%	26.1%	18.6%	23.4%	29.7%	27.1%	
Not satisfied	11.9%	14.3%	10.9%	8.4%	13.5%	8.6%	14.4%	14.8%	13.3%	
Total(n)	235	1,644	2,957	107	721	1,544	111	824	1,279	
Mean	2.70	2.58	2.80	2.86	2.64	2.96	2.60	2.54	2.64	
Standard deviation	0.89	0.91	0.93	0.87	0.92	0.92	0.89	0.89	0.92	
Significance	-	-	-	-	*	-	-	-	-	
Effect size	-	0.13	-0.11	-	0.24	-0.11	-	0.07	-0.04	
Teaching load										
Very satisfied	18.9%	14.1%	21.7%	26.7%	16.3%	26.4%	12.6%	11.8%	16.5%	
Satisfied	49.4%	43.0%	44.9%	49.5%	43.3%	44.7%	53.2%	43.8%	45.1%	
Marginally satisfied	19.7%	25.4%	20.7%	14.3%	23.6%	18.8%	21.6%	27.2%	23.2%	
Not satisfied	12.0%	17.5%	12.6%	9.5%	16.8%	10.2%	12.6%	17.3%	15.2%	
Total(n)	233	1,654	2,989	105	719	1,554	111	832	1,299	
Mean	2.75	2.54	2.76	2.93	2.59	2.87	2.66	2.50	2.63	
Standard deviation	0.90	0.94	0.93	0.89	0.95	0.92	0.86	0.91	0.93	
Significance	-	**	-	-	***	-	-	-	-	
Effect size	-	0.22	-0.01	-	0.36	0.07	-	0.18	0.03	
Quality of students										
Very satisfied	12.8%	22.3%	34.2%	12.1%	21.7%	35.3%	12.6%	22.9%	32.8%	
Satisfied	53.2%	51.7%	45.6%	50.5%	48.3%	43.4%	58.6%	54.8%	48.6%	
Marginally satisfied	26.4%	19.7%	15.7%	30.8%	21.5%	16.3%	20.7%	18.3%	14.9%	
Not satisfied	7.7%	6.3%	4.5%	6.5%	8.4%	4.9%	8.1%	4.0%	3.7%	
Total(n)	235	1,658	2,994	107	722	1,556	111	834	1,302	
Mean	2.71	2.90	3.10	2.68	2.83	3.09	2.76	2.97	3.11	
Standard deviation	0.79	0.81	0.82	0.77	0.86	0.84	0.78	0.76	0.78	
Significance	-	***	***	-	**	***	-	**	***	
Effect size	-	-0.23	-0.48	-	-0.17	-0.49	-	-0.28	-0.45	
Autonomy and independence										
Very satisfied	41.7%	42.3%	48.2%	46.7%	43.5%	51.0%	37.8%	42.4%	45.5%	
Satisfied	43.0%	42.8%	39.0%	37.4%	41.6%	36.9%	47.7%	43.3%	41.1%	
Marginally satisfied	10.2%	11.2%	9.4%	14.0%	11.4%	9.5%	6.3%	10.6%	9.0%	
Not satisfied	5.1%	3.7%	3.4%	1.9%	3.6%	2.6%	8.1%	3.7%	4.4%	
Total(n)	235	1,668	2,994	107	722	1,557	111	833	1,300	
Mean	3.21	3.24	3.32	3.29	3.25	3.36	3.15	3.24	3.28	
Standard deviation	0.83	0.79	0.78	0.78	0.79	0.76	0.87	0.79	0.80	

Job Satisfaction: Compensation

Job Satisfaction: Compensation

Job Satisfaction: Compensation

Job Satisfaction: Compensation

Job Satisfaction: Compensation

Job Satisfaction: Workplace

Significance	-	*	-	-	-	-	-	-
Effect size	-	-0.04	-0.14	-	0.05	-0.09	-	-0.11 -0.16
Departmental leadership								
Very satisfied	35.7%	35.5%	39.9%	38.3%	38.0%	43.7%	32.4%	33.8% 35.6%
Satisfied	37.9%	36.8%	34.9%	39.3%	38.1%	34.8%	39.6%	35.6% 35.2%
Marginally satisfied	11.1%	14.1%	13.0%	8.4%	11.5%	10.6%	12.6%	16.3% 15.8%
Not satisfied	15.3%	13.5%	12.3%	14.0%	12.3%	10.9%	15.3%	14.3% 13.4%
Total(n)	235	1,655	2,987	107	721	1,553	111	832 1,298
Mean	2.94	2.94	3.02	3.02	3.02	3.11	2.89	2.89 2.93
Standard deviation	1.04	1.02	1.01	1.02	0.99	0.98	1.03	1.03 1.02
Significance	-	-	-	-	-	-	-	-
Effect size	-	0.00	-0.08	-	0.00	-0.09	-	0.00 -0.04
Departmental support for work/life balance								
Very satisfied	28.1%	24.7%	28.6%	30.5%	27.2%	32.0%	26.4%	22.6% 24.7%
Satisfied	39.4%	42.6%	42.6%	42.9%	44.3%	44.2%	38.2%	41.9% 40.9%
Marginally satisfied	18.6%	19.9%	18.3%	15.2%	17.7%	16.0%	19.1%	21.2% 20.7%
Not satisfied	13.9%	12.8%	10.5%	11.4%	10.8%	7.7%	16.4%	14.4% 13.7%
Total(n)	231	1,647	2,975	105	716	1,551	110	829 1,290
Mean	2.82	2.79	2.89	2.92	2.88	3.01	2.75	2.73 2.77
Standard deviation	1.00	0.96	0.94	0.96	0.93	0.89	1.03	0.97 0.97
Significance	-	-	-	-	-	-	-	-
Effect size	-	0.03	-0.07	-	0.04	-0.10	-	0.02 -0.02
Institutional support for work/life balance								
Very satisfied	16.0%	14.9%	19.1%	21.7%	17.8%	23.8%	11.1%	12.7% 13.8%
Satisfied	36.4%	36.8%	40.7%	39.6%	37.7%	42.0%	37.0%	36.2% 39.7%
Marginally satisfied	31.2%	29.0%	24.4%	25.5%	26.9%	21.2%	31.5%	30.8% 27.4%
Not satisfied	16.6%	19.3%	15.8%	13.2%	17.6%	13.0%	20.4%	20.3% 19.1%
Total(n)	231	1,642	2,970	105	714	1,550	108	826 1,286
Mean	2.52	2.47	2.63	2.70	2.56	2.77	2.39	2.41 2.48
Standard deviation	0.95	0.97	0.96	0.96	0.98	0.96	0.94	0.95 0.95
Significance	-	-	-	-	-	-	-	-
Effect size	-	0.05	-0.11	-	0.14	-0.07	-	-0.02 -0.09
Prospects for career advancement								
Very satisfied	12.0%	11.3%	17.8%	15.9%	12.9%	21.8%	8.2%	10.4% 13.5%
Satisfied	42.3%	42.4%	42.1%	51.4%	46.6%	44.8%	38.2%	39.8% 39.0%
Marginally satisfied	24.8%	26.5%	23.5%	16.8%	23.7%	19.9%	30.9%	28.7% 27.6%
Not satisfied	20.9%	19.8%	16.6%	15.9%	16.8%	13.5%	22.7%	21.1% 19.9%
Total(n)	234	1,640	2,948	107	714	1,539	110	825 1,277
Mean	2.45	2.45	2.61	2.67	2.56	2.75	2.32	2.40 2.46
Standard deviation	0.95	0.93	0.96	0.93	0.92	0.95	0.92	0.93 0.96
Significance	-	*	*	-	-	-	-	-
Effect size	-	0.00	-0.17	-	0.12	-0.08	-	-0.09 -0.15
How satisfied are you with the following aspects of your job?								
Relative equity of salary and job benefits								
Very satisfied	7.8%	8.4%	14.7%	9.3%	9.6%	18.9%	5.5%	7.6% 10.2%
Satisfied	28.9%	34.1%	36.9%	42.1%	39.2%	42.3%	19.3%	30.6% 31.0%
Marginally satisfied	28.9%	29.6%	25.5%	22.4%	27.1%	21.5%	35.8%	32.2% 29.6%
Not satisfied	34.5%	27.8%	22.8%	26.2%	24.0%	17.3%	39.4%	29.7% 29.2%
Total(n)	232	1,634	2,946	107	716	1,538	109	818 1,276
Mean	2.10	2.23	2.44	2.35	2.34	2.63	1.91	2.16 2.22
Standard deviation	0.97	0.95	1.00	0.97	0.95	0.98	0.90	0.94 0.98
Significance	-	***	***	-	**	**	-	** **
Effect size	-	-0.14	-0.34	-	0.01	-0.29	-	-0.27 -0.32
Flexibility in relation to family matters or emergencies								
Very satisfied	40.8%	37.0%	44.2%	43.9%	38.0%	48.3%	41.3%	37.1% 39.8%
Satisfied	43.8%	47.1%	42.4%	46.7%	48.9%	40.6%	40.4%	45.8% 44.1%
Marginally satisfied	13.3%	11.5%	10.2%	9.3%	8.9%	8.5%	14.7%	12.9% 12.3%
Not satisfied	21.1%	4.4%	3.2%	0.0%	4.2%	2.5%	3.7%	4.2% 3.8%
Total(n)	233	1,644	2,971	107	716	1,550	109	824 1,288
Mean	3.23	3.17	3.28	3.35	3.21	3.35	3.19	3.16 3.20
Standard deviation	0.76	0.80	0.77	0.65	0.77	0.74	0.82	0.80 0.80
Significance	-	-	-	-	-	-	-	-
Effect size	-	0.08	-0.06	-	0.18	0.00	-	0.04 -0.01
Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)								
Very satisfied	24.1%	23.4%	27.6%	22.9%	25.2%	30.9%	27.2%	22.3% 23.8%
Satisfied	49.1%	49.5%	49.0%	55.2%	51.4%	48.9%	45.6%	48.1% 48.6%
Marginally satisfied	17.4%	17.7%	15.7%	16.2%	16.0%	14.1%	15.5%	18.7% 18.0%
Not satisfied	9.4%	9.5%	7.7%	5.7%	7.4%	6.0%	11.7%	10.9% 9.5%
Total(n)	224	1,593	2,885	105	702	1,522	103	797 1,238
Mean	2.88	2.87	2.96	2.95	2.94	3.05	2.88	2.82 2.87
Standard deviation	0.88	0.88	0.86	0.79	0.84	0.83	0.94	0.90 0.88
Significance	-	-	-	-	-	-	-	-
Effect size	-	0.01	-0.09	-	0.01	-0.12	-	0.07 0.01
Overall job								
Very satisfied	24.4%	25.1%	32.9%	24.3%	27.0%	37.6%	24.5%	23.7% 27.6%
Satisfied	55.6%	52.7%	48.3%	58.9%	51.0%	46.0%	53.6%	54.7% 51.1%
Marginally satisfied	17.1%	17.1%	14.6%	15.0%	16.5%	12.2%	18.2%	16.9% 17.0%
Not satisfied	3.0%	5.1%	4.2%	1.9%	5.4%	4.1%	3.6%	4.7% 4.2%
Total(n)	234	1,653	2,987	107	721	1,553	110	832 1,299
Mean	3.01	2.98	3.10	3.06	3.00	3.17	2.99	2.97 3.02
Standard deviation	0.73	0.79	0.80	0.68	0.81	0.80	0.76	0.77 0.78
Significance	-	-	-	-	-	-	-	-
Effect size	-	0.04	-0.11	-	0.07	-0.14	-	0.03 -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	18.6%	19.9%	19.4%	15.0%	15.8%	15.7%	20.9%	23.5% 23.8%
Somewhat	58.4%	57.2%	55.3%	53.0%	56.7%	54.8%	63.6%	57.8% 56.2%
Not at all	23.0%	22.8%	25.3%	32.0%	27.5%	29.5%	15.5%	18.7% 20.0%
Total(n)	226	1,580	2,877	100	677	1,501	110	809 1,250
Mean	1.96	1.97	1.94	1.83	1.88	1.86	2.05	2.05 2.04
Standard deviation	0.64	0.65	0.67	0.67	0.65	0.66	0.60	0.65 0.66
Significance	-	-	-	-	-	-	-	-
Effect size	-	-0.02	0.03	-	-0.08	-0.05	-	0.00 0.02
Child care								
Extensive	15.1%	19.4%	19.6%	11.9%	15.5%	15.2%	17.5%	24.0% 26.5%
Somewhat	36.7%	37.9%	38.2%	26.9%	35.4%	36.9%	47.6%	40.6% 40.6%
Not at all	48.2%	42.8%	42.2%	61.2%	49.1%	47.9%	34.9%	35.3% 33.0%
Total(n)	139	919	1,785	67	432	1,027	63	433 688
Mean	1.67	1.77	1.77	1.51	1.66	1.67	1.83	1.89 1.93
Standard deviation	0.73	0.75	0.75	0.70	0.73	0.72	0.71	0.76 0.77
Significance	-	-	-	-	-	-	-	-
Effect size	-	-0.13	-0.13	-	-0.21	-0.22	-	-0.08 -0.13
My physical health								
Extensive	12.4%	12.2%	12.5%	8.8%	9.0%	10.2%	14.8%	14.6% 14.8%
Somewhat	42.5%	49.0%	47.5%	43.1%	49.3%	49.4%	41.7%	48.7% 45.7%
Not at all	45.1%	38.7%	40.0%	48.0%	41.7%	40.4%	43.5%	36.7% 39.5%
Total(n)	226	1,577	2,872	102	688	1,513	108	795 1,233
Mean	1.67	1.73	1.73	1.61	1.67	1.70	1.71	1.78 1.75
Standard deviation	0.69	0.66	0.67	0.65	0.63	0.64	0.71	0.68 0.69
Significance	-	-	-	-	-	-	-	-
Effect size	-	-0.09	-0.09	-	-0.10	-0.14	-	-0.10 -0.06
My emotional well-being								
Extensive	16.0%	16.9%	16.6%	12.6%	13.1%	14.0%	18.9%	19.9% 19.7%
Somewhat	50.2%	49.0%	48.1%	44.7%	44.6%	45.7%	55.7%	53.5% 51.3%
Not at all	33.8%	34.1%	35.3%	42.7%	42.3%	40.3%	25.5%	26.6% 29.0%
Total(n)	225	1,605	2,903	103	695	1,516	106	815 1,259
Mean	1.82	1.83	1.81	1.70	1.71	1.74	1.93	1.93 1.91

Standard deviation	0.68	0.69	0.70	0.68	0.69	0.69	0.67	0.68	0.69	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.01	0.01	-	-0.01	-0.06	-	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:										
Review/promotion process										
Extensive	21.4%	20.4%	20.1%	16.7%	17.4%	16.8%	26.1%	22.7%	24.2%	
Somewhat	34.4%	39.5%	36.4%	31.1%	35.6%	33.7%	37.5%	43.2%	39.0%	
Not at all	44.3%	40.1%	43.5%	52.2%	47.0%	49.5%	36.4%	34.1%	36.9%	
Total(n)	192	1,357	2,508	90	592	1,338	88	683	1,060	
Mean	1.77	1.80	1.77	1.64	1.70	1.67	1.90	1.89	1.87	
Standard deviation	0.78	0.75	0.76	0.75	0.75	0.75	0.79	0.75	0.77	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.04	0.00	-	-0.08	-0.04	-	0.01	0.04	
Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)										
Extensive	9.5%	8.9%	7.9%	7.2%	5.5%	5.6%	9.9%	10.5%	9.9%	
Somewhat	25.7%	24.9%	23.6%	15.5%	17.6%	15.4%	37.6%	30.8%	33.2%	
Not at all	64.8%	66.3%	68.5%	77.3%	76.9%	79.1%	52.5%	58.7%	56.9%	
Total(n)	210	1,443	2,609	97	615	1,361	101	744	1,141	
Mean	1.45	1.43	1.39	1.30	1.29	1.27	1.57	1.52	1.53	
Standard deviation	0.66	0.65	0.63	0.60	0.56	0.55	0.67	0.68	0.67	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.03	0.10	-	0.02	0.05	-	0.07	0.06	
Committee work										
Extensive	18.3%	15.3%	14.2%	17.6%	13.3%	12.2%	17.1%	17.1%	16.8%	
Somewhat	51.3%	52.6%	51.9%	51.0%	51.7%	53.0%	55.9%	53.7%	50.5%	
Not at all	30.4%	32.1%	33.9%	31.4%	35.1%	34.8%	27.0%	29.2%	32.7%	
Total(n)	230	1,547	2,817	102	679	1,495	111	777	1,204	
Mean	1.88	1.83	1.80	1.86	1.78	1.77	1.90	1.88	1.84	
Standard deviation	0.69	0.67	0.67	0.69	0.66	0.65	0.66	0.67	0.69	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.07	0.12	-	0.12	0.14	-	0.03	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	17.0%	12.2%	11.1%	16.3%	10.8%	9.9%	16.5%	13.0%	12.3%	
Somewhat	48.0%	46.9%	43.7%	47.1%	45.9%	42.0%	50.5%	47.9%	45.3%	
Not at all	34.9%	40.9%	45.3%	36.5%	43.3%	48.1%	33.0%	39.1%	42.4%	
Total(n)	229	1,570	2,846	104	684	1,502	109	752	1,222	
Mean	1.82	1.71	1.66	1.80	1.68	1.62	1.83	1.74	1.70	
Standard deviation	0.70	0.67	0.67	0.70	0.66	0.66	0.69	0.67	0.68	
Significance	-	*	***	-	-	**	-	-	-	
Effect size	-	0.16	0.24	-	0.18	0.27	-	0.13	0.19	
Students										
Extensive	6.1%	9.9%	9.3%	2.9%	7.9%	8.5%	7.4%	11.7%	9.9%	
Somewhat	60.5%	56.9%	56.4%	60.6%	54.7%	56.0%	63.0%	58.8%	58.0%	
Not at all	33.3%	33.2%	34.4%	36.5%	37.4%	35.5%	29.6%	29.5%	32.1%	
Total(n)	228	1,612	2,919	104	698	1,517	108	818	1,273	
Mean	1.73	1.77	1.75	1.66	1.70	1.73	1.78	1.82	1.78	
Standard deviation	0.57	0.61	0.61	0.53	0.61	0.61	0.57	0.62	0.61	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.07	-0.03	-	-0.07	-0.11	-	-0.06	0.00	
Research or publishing demands										
Extensive	24.7%	21.5%	24.5%	19.6%	18.4%	23.5%	31.1%	25.6%	26.7%	
Somewhat	54.3%	48.5%	48.9%	54.9%	46.2%	48.6%	52.8%	49.5%	49.2%	
Not at all	21.1%	30.0%	26.6%	25.5%	35.4%	27.9%	16.0%	24.9%	24.1%	
Total(n)	223	1,486	2,694	102	669	1,450	106	734	1,130	
Mean	2.04	1.91	1.98	1.94	1.83	1.96	2.15	2.01	2.03	
Standard deviation	0.68	0.71	0.71	0.67	0.71	0.72	0.67	0.71	0.71	
Significance	-	*	-	-	-	-	-	-	-	
Effect size	-	0.18	0.08	-	0.15	-0.03	-	0.20	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	36.3%	25.9%	22.8%	30.0%	27.0%	22.5%	39.1%	24.5%	22.2%	
Somewhat	42.9%	48.4%	47.7%	45.0%	47.0%	47.4%	45.5%	50.3%	48.7%	
Not at all	20.8%	25.7%	29.5%	25.0%	26.1%	30.1%	15.5%	25.3%	29.1%	
Total(n)	226	1,576	2,845	100	690	1,505	110	752	1,214	
Mean	2.15	2.00	1.93	2.05	2.01	1.92	2.24	1.99	1.93	
Standard deviation	0.74	0.72	0.72	0.74	0.73	0.72	0.70	0.71	0.71	
Significance	-	**	***	-	-	-	-	***	***	
Effect size	-	0.21	0.31	-	0.05	0.18	-	0.35	0.44	
Teaching load										
Extensive	14.9%	21.7%	17.0%	9.8%	19.6%	15.6%	18.3%	23.9%	18.7%	
Somewhat	45.2%	45.1%	44.2%	44.1%	44.2%	43.2%	47.1%	46.3%	46.3%	
Not at all	39.8%	33.1%	38.8%	46.1%	36.2%	41.3%	34.6%	29.8%	35.0%	
Total(n)	221	1,593	2,865	102	684	1,515	104	805	1,248	
Mean	1.75	1.89	1.78	1.64	1.83	1.74	1.84	1.94	1.84	
Standard deviation	0.70	0.73	0.71	0.66	0.73	0.71	0.71	0.73	0.71	
Significance	-	**	-	-	*	-	-	-	-	
Effect size	-	-0.19	-0.04	-	-0.26	-0.14	-	-0.14	0.00	
Lack of personal time										
Extensive	23.5%	27.4%	23.0%	13.5%	20.3%	17.6%	33.0%	33.8%	29.7%	
Somewhat	45.2%	45.1%	47.3%	41.3%	43.2%	46.1%	47.7%	46.3%	49.4%	
Not at all	31.3%	27.5%	29.7%	45.2%	36.5%	36.3%	19.3%	19.9%	21.0%	
Total(n)	230	1,608	2,913	104	696	1,526	109	816	1,260	
Mean	1.92	2.00	1.93	1.68	1.84	1.81	2.14	2.14	2.09	
Standard deviation	0.74	0.74	0.72	0.70	0.74	0.71	0.71	0.72	0.71	
Significance	-	-	-	-	*	-	-	-	-	
Effect size	-	-0.11	-0.01	-	-0.22	-0.18	-	0.00	0.07	
Job security										
Extensive	5.6%	10.0%	10.7%	3.0%	7.6%	8.5%	4.9%	11.5%	13.2%	
Somewhat	18.1%	22.9%	24.2%	15.2%	20.8%	21.6%	21.6%	24.2%	26.8%	
Not at all	76.3%	67.3%	65.1%	81.8%	71.6%	69.9%	73.5%	64.3%	60.0%	
Total(n)	215	1,515	2,797	99	689	1,474	102	759	1,203	
Mean	1.29	1.43	1.46	1.21	1.36	1.39	1.31	1.47	1.53	
Standard deviation	0.57	0.67	0.68	0.48	0.62	0.64	0.56	0.69	0.72	
Significance	-	**	***	-	*	**	-	*	**	
Effect size	-	-0.21	-0.25	-	-0.24	-0.28	-	-0.23	-0.31	
Self-imposed high expectations										
Extensive	39.7%	35.1%	36.9%	41.3%	31.5%	37.1%	38.2%	38.8%	37.6%	
Somewhat	51.1%	50.6%	49.2%	51.0%	52.3%	48.1%	52.7%	49.1%	49.8%	
Not at all	9.2%	14.3%	13.9%	7.7%	16.2%	14.8%	9.1%	12.1%	12.6%	
Total(n)	229	1,617	2,924	104	702	1,530	110	819	1,266	
Mean	2.31	2.21	2.23	2.34	2.15	2.22	2.29	2.27	2.25	
Standard deviation	0.63	0.67	0.67	0.62	0.67	0.69	0.63	0.66	0.66	
Significance	-	*	-	-	**	-	-	-	-	
Effect size	-	0.15	0.12	-	0.28	0.17	-	0.03	0.06	
Increased work responsibilities										
Extensive	31.0%	29.7%	26.7%	23.3%	22.9%	21.8%	36.4%	36.0%	33.0%	
Somewhat	44.5%	46.9%	46.8%	49.5%	49.0%	47.5%	40.9%	44.6%	45.3%	
Not at all	24.5%	23.4%	26.5%	27.2%	28.1%	30.8%	22.7%	19.4%	21.6%	
Total(n)	229	1,596	2,879	103	690	1,508	110	811	1,244	
Mean	2.07	2.06	2.00	1.96	1.95	1.91	2.14	2.17	2.11	
Standard deviation	0.74	0.73	0.73	0.71	0.71	0.72	0.76	0.73	0.73	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.01	0.10	-	0.01	0.07	-	-0.04	0.04	

Institutional budget cuts									
Extensive	23.2%	25.8%	21.5%	17.3%	25.0%	17.3%	25.7%	26.0%	25.9%
Somewhat	56.3%	45.0%	33.6%	59.2%	44.8%	30.0%	56.9%	45.5%	37.7%
Not at all	20.5%	29.1%	44.9%	23.5%	30.2%	52.7%	17.4%	28.5%	36.3%
Total(n)	224	1,561	2,648	98	681	1,388	109	786	1,137
Mean	2.03	1.97	1.77	1.94	1.95	1.65	2.08	1.97	1.90
Standard deviation	0.66	0.74	0.78	0.64	0.74	0.76	0.65	0.74	0.78
Significance	-	-	***	-	-	***	-	-	*
Effect size	-	0.08	0.33	-	-0.01	0.38	-	0.15	0.23
Have you been sexually harassed at this institution?									
Yes	9.4%	7.8%	6.7%	3.8%	3.5%	2.5%	13.4%	10.4%	11.5%
No	90.6%	92.2%	93.3%	96.2%	96.5%	97.5%	86.6%	89.6%	88.5%
Total(n)	235	1,693	3,021	106	741	1,575	112	846	1,308
In the past year, have you:									
Considered leaving academe for another job?									
Yes	32.6%	35.0%	33.7%	24.8%	30.5%	30.8%	41.1%	38.2%	37.2%
No	67.4%	65.0%	66.3%	75.2%	69.5%	69.2%	58.9%	61.8%	62.8%
Total(n)	233	1,655	2,985	105	721	1,562	112	833	1,302
Considered leaving this institution for another?									
Yes	51.9%	48.2%	43.7%	47.2%	49.2%	41.1%	56.8%	46.9%	47.0%
No	48.1%	51.8%	56.3%	52.8%	50.8%	58.9%	43.2%	53.1%	53.0%
Total(n)	233	1,652	2,981	106	719	1,562	111	832	1,299
Engaged in public service/professional consulting without pay?									
Yes	62.1%	52.7%	53.8%	58.5%	51.5%	52.8%	65.8%	52.5%	54.2%
No	37.9%	47.3%	46.2%	41.5%	48.5%	47.2%	34.2%	47.5%	45.8%
Total(n)	232	1,650	2,975	106	720	1,548	111	834	1,296
Received at least one firm job offer elsewhere?									
Yes	14.7%	18.5%	18.8%	17.3%	20.0%	19.0%	12.5%	16.8%	17.8%
No	85.3%	81.5%	81.2%	82.7%	80.0%	81.0%	87.5%	83.2%	82.2%
Total(n)	232	1,646	2,967	104	716	1,544	112	833	1,295
For each of the following items, please mark either Yes or No.									
Are you a member of a faculty union?									
Yes	48.5%	49.1%	21.6%	48.5%	51.1%	20.1%	48.2%	47.4%	22.7%
No	51.5%	50.9%	78.4%	51.5%	48.9%	79.9%	51.8%	52.6%	77.3%
Total(n)	231	1,642	2,955	103	712	1,531	112	831	1,293
Do you plan to retire within the next three years?									
Yes	11.2%	13.4%	10.7%	10.6%	13.5%	11.3%	12.5%	12.3%	9.5%
No	88.8%	86.6%	89.3%	89.4%	86.5%	88.7%	87.5%	87.7%	90.5%
Total(n)	232	1,636	2,937	104	712	1,527	112	828	1,283
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	8.2%	8.4%	7.9%	2.9%	3.5%	3.1%	11.6%	11.9%	13.3%
No	91.8%	91.6%	92.1%	97.1%	96.5%	96.9%	88.4%	88.1%	86.7%
Total(n)	232	1,637	2,953	104	709	1,531	112	830	1,292
Have you ever been formally recognized for outstanding teaching at this institution?									
Yes	37.1%	33.2%	32.5%	36.5%	35.5%	35.7%	39.3%	30.7%	28.6%
No	62.9%	66.8%	67.5%	63.5%	64.5%	64.3%	60.7%	69.3%	71.4%
Total(n)	232	1,641	2,956	104	713	1,532	112	831	1,293
Citizenship status:									
U.S. citizen	93.1%	93.0%	94.1%	89.7%	91.7%	93.3%	95.5%	93.6%	94.7%
Permanent resident (green card)	5.6%	5.5%	4.7%	8.4%	6.5%	5.5%	3.6%	5.0%	4.1%
Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)	1.3%	1.4%	1.1%	1.9%	1.6%	1.1%	0.9%	1.3%	1.2%
None of the above	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%
Total(n)	232	1,680	2,997	107	739	1,562	111	844	1,304
How would you characterize your political views?									
Far right	0.0%	0.1%	0.3%	0.0%	0.1%	0.4%	0.0%	0.1%	0.1%
Conservative	9.5%	9.8%	13.9%	10.4%	10.5%	16.9%	8.1%	8.5%	10.0%
Middle-of-the-road	33.8%	31.3%	33.5%	34.9%	34.6%	34.8%	35.1%	27.9%	32.1%
Liberal	48.5%	47.5%	43.8%	45.3%	43.4%	40.5%	48.6%	51.7%	47.5%
Far left	8.2%	11.3%	8.6%	9.4%	11.3%	7.4%	8.1%	11.8%	10.3%
Total(n)	231	1,636	2,931	106	723	1,535	111	824	1,277
If given the choice, would you:									
Still come to this institution?									
Definitely yes	37.6%	42.9%	48.6%	34.9%	41.7%	50.4%	42.3%	44.2%	46.7%
Probably yes	41.9%	36.6%	33.1%	48.1%	38.4%	33.2%	37.8%	36.6%	33.5%
Not sure	10.7%	11.4%	10.6%	9.4%	10.2%	8.6%	9.9%	11.7%	12.4%
Probably no	6.4%	6.0%	5.2%	4.7%	6.2%	5.1%	8.1%	5.1%	5.4%
Definitely no	3.4%	3.1%	2.5%	2.8%	3.5%	2.7%	1.8%	2.1%	2.0%
Total(n)	234	1,683	3,005	106	737	1,562	111	843	1,306
Mean	4.04	4.10	4.20	4.08	4.08	4.24	4.11	4.16	4.17
Standard deviation	1.02	1.03	0.99	0.94	1.04	0.99	1.00	0.97	0.98
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.06	-0.16	-	0.00	-0.16	-	-0.05	-0.06
Still be a college professor?									
Definitely yes	68.2%	66.5%	66.8%	69.8%	67.1%	68.9%	67.3%	66.3%	64.4%
Probably yes	28.3%	24.8%	25.4%	27.4%	25.6%	24.9%	22.7%	24.5%	26.2%
Not sure	4.3%	5.7%	5.7%	1.9%	4.6%	4.7%	6.4%	6.3%	6.8%
Probably no	1.3%	2.3%	1.6%	0.0%	1.8%	1.0%	2.7%	2.4%	2.2%
Definitely no	0.9%	0.7%	0.5%	0.9%	1.0%	0.4%	0.9%	0.6%	0.5%
Total(n)	233	1,679	3,001	106	735	1,561	110	842	1,302
Mean	4.59	4.54	4.57	4.65	4.56	4.61	4.53	4.53	4.52
Standard deviation	0.71	0.76	0.71	0.62	0.75	0.67	0.81	0.77	0.76
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.07	0.03	-	0.12	0.06	-	0.00	0.01
Please select your base institutional salary.									
Less than \$10,000	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%
\$10,000-19,999	0.0%	0.1%	0.0%	0.0%	0.3%	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	0.5%	0.4%	0.2%	0.0%	0.3%	0.1%	1.0%	0.4%	0.4%
\$40,000-49,999	4.2%	4.4%	1.4%	4.9%	2.7%	0.8%	3.9%	6.3%	2.4%
\$50,000-59,999	9.7%	9.2%	3.7%	6.9%	6.4%	2.3%	10.8%	11.9%	5.1%
\$60,000-69,999	22.7%	12.8%	8.1%	18.6%	11.1%	5.6%	24.5%	13.1%	10.8%
\$70,000-79,999	19.0%	16.0%	11.6%	16.7%	11.5%	8.0%	22.5%	20.3%	16.2%
\$80,000-89,999	14.8%	14.8%	12.6%	16.7%	14.5%	10.1%	13.7%	15.1%	15.7%
\$90,000-99,999	8.3%	11.9%	12.5%	9.8%	12.7%	12.6%	7.8%	11.4%	12.6%
\$100,000-124,999	13.4%	19.8%	23.7%	20.0%	25.2%	26.1%	5.9%	14.7%	20.9%
\$125,000-149,999	4.6%	6.7%	11.3%	3.9%	9.0%	14.1%	5.9%	5.0%	8.2%
\$150,000-199,999	1.9%	2.8%	10.3%	1.0%	4.2%	13.8%	2.9%	1.6%	5.9%
\$200,000-249,999	0.9%	0.7%	3.3%	1.0%	4.5%	5.0%	1.0%	0.1%	1.3%
\$250,000-499,999	0.0%	0.1%	1.0%	0.0%	0.3%	1.6%	0.0%	0.0%	0.4%
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	216	1,473	2,692	102	667	1,450	102	734	1,137
Your base institutional salary reported above is based on:									
Less than 9 months	5.0%	4.5%	9.5%	8.8%	5.5%	11.0%	1.9%	3.2%	7.7%
9/10 months	76.4%	75.0%	62.3%	73.5%	76.2%	63.7%	78.3%	74.4%	60.6%
11/12 months	18.6%	20.5%	28.2%	17.6%	18.3%	25.3%	19.8%	22.4%	31.7%
Total(n)	220	1,485	2,712	102	671	1,462	106	741	1,142
Total salary from teaching at this institution for this academic year for part-time faculty.									
Less than \$5,000	10.0%	7.3%	10.0%	0.0%	6.4%	10.0%	0.0%	6.9%	10.5%
\$5,000-9,999	0.0%	25.3%	26.8%	0.0%	29.8%	28.6%	0.0%	24.1%	26.6%
\$10,000-14,999	10.0%	13.3%	16.0%	25.0%	10.6%	17.1%	0.0%	14.9%	14.0%
\$15,000-19,999	0.0%	12.0%	12.6%	0.0%	21.3%	20.0%	0.0%	8.0%	9.8%
\$20,000-24,999	10.0%	6.0%	6.5%	25.0%	4.3%	8.6%	0.0%	6.9%	5.6%
\$25,000-29,999	0.0%	6.7%	5.6%	0.0%	6.4%	4.3%	0.0%	6.9%	7.0%
\$30,000-34,999	0.0%	6.7%	6.5%	0.0%	2.1%	2.9%	0.0%	9.2%	7.0%
\$35,000-39,999	0.0%	1.3%	1.7%	0.0%	4.3%	2.9%	0.0%	0.0%	1.4%
\$40,000-44,999	0.0%	6.0%	2.6%	0.0%	4.3%	1.4%	0.0%	6.9%	2.8%

\$45,000-49,999	30.0%	4.0%	3.5%	25.0%	4.3%	1.4%	25.0%	3.4%	4.2%
\$50,000-59,999	0.0%	2.7%	1.7%	0.0%	4.3%	0.0%	0.0%	2.3%	2.8%
\$60,000-69,999	20.0%	3.3%	2.2%	0.0%	0.0%	0.0%	50.0%	4.6%	3.5%
\$70,000-79,999	10.0%	2.0%	1.3%	0.0%	0.0%	1.4%	25.0%	2.3%	1.4%
\$80,000-89,999	0.0%	0.7%	1.3%	0.0%	0.0%	0.0%	0.0%	1.1%	2.1%
\$90,000-99,999	0.0%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%	0.0%
\$100,000 or more	10.0%	2.0%	1.7%	25.0%	2.1%	1.4%	0.0%	1.1%	1.4%
Total(n)	10	150	231	4	47	70	4	87	143
Per-Course earnings for part-time faculty.									
Less than \$500	0.0%	3.0%	1.4%	0.0%	0.0%	1.5%	0.0%	5.3%	1.6%
\$500-999	0.0%	6.1%	4.7%	0.0%	6.8%	1.5%	0.0%	3.9%	6.2%
\$1,000-1,499	0.0%	6.1%	6.1%	0.0%	4.5%	2.9%	0.0%	6.6%	7.0%
\$1,500-1,999	20.0%	7.6%	5.6%	0.0%	9.1%	5.9%	50.0%	7.9%	6.2%
\$2,000-2,499	20.0%	7.6%	3.3%	0.0%	4.5%	2.9%	0.0%	6.6%	2.3%
\$2,500-2,999	0.0%	6.8%	4.2%	0.0%	6.8%	2.9%	0.0%	6.6%	4.7%
\$3,000-3,499	20.0%	10.6%	11.7%	50.0%	6.8%	10.3%	0.0%	14.5%	13.2%
\$3,500-3,999	0.0%	6.1%	11.2%	0.0%	9.1%	14.7%	0.0%	3.9%	10.1%
\$4,000-4,499	20.0%	10.6%	11.7%	50.0%	15.9%	14.7%	0.0%	9.2%	10.9%
\$4,500-4,999	0.0%	2.3%	1.4%	0.0%	0.0%	0.0%	0.0%	3.9%	2.3%
\$5,000-5,499	0.0%	9.1%	13.6%	0.0%	13.6%	19.1%	0.0%	7.9%	10.1%
\$5,500-5,999	0.0%	3.8%	4.2%	0.0%	2.3%	1.5%	0.0%	5.3%	6.2%
\$6,000-6,499	0.0%	6.1%	6.1%	0.0%	9.1%	8.8%	0.0%	5.3%	5.4%
\$6,500-6,999	20.0%	2.3%	2.3%	0.0%	2.3%	2.9%	50.0%	2.6%	2.3%
\$7,000-7,499	0.0%	3.0%	2.3%	0.0%	0.0%	1.5%	0.0%	3.9%	1.6%
\$7,500-7,999	0.0%	2.3%	0.9%	0.0%	2.3%	0.0%	0.0%	2.6%	1.6%
\$8,000-8,499	0.0%	0.8%	1.9%	0.0%	2.3%	2.9%	0.0%	0.0%	1.6%
\$8,500-8,999	0.0%	0.8%	0.5%	0.0%	2.3%	1.5%	0.0%	0.0%	0.0%
\$9,000-9,499	0.0%	0.8%	0.9%	0.0%	0.0%	1.5%	0.0%	0.0%	0.8%
\$9,500-9,999	0.0%	0.8%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$10,000 or more	0.0%	3.8%	5.6%	0.0%	2.3%	2.9%	0.0%	3.9%	6.2%
Total(n)	5	132	214	2	44	68	2	76	129
Highest Degree Earned									
Bachelor's (B.A., B.S., etc.)	0.0%	0.7%	0.5%	0.0%	1.0%	0.7%	0.0%	0.5%	0.3%
Master's (M.A., M.S.)	4.3%	11.7%	7.6%	5.6%	7.5%	5.0%	2.7%	14.7%	10.3%
Terminal Master's (M.F.A., M.B.A.)	5.1%	3.6%	4.0%	3.7%	3.0%	3.5%	6.3%	3.4%	4.0%
J.D.	0.4%	0.7%	3.2%	0.0%	0.7%	2.9%	0.9%	0.6%	3.8%
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	0.1%	0.5%	0.0%	0.0%	0.5%	0.0%	0.1%	0.6%
Ph.D.	81.6%	74.2%	74.1%	85.0%	81.7%	80.7%	79.3%	69.0%	67.6%
Professional Doctorate (Ed.D., Psy.D., etc.)	6.8%	7.8%	8.7%	3.7%	5.1%	5.6%	9.0%	10.2%	11.8%
Other degree	1.7%	1.3%	1.3%	1.9%	1.1%	1.1%	1.8%	1.4%	1.5%
Total(n)	234	1,677	2,991	107	732	1,554	111	842	1,301
Degree Currently Working On									
Bachelor's (B.A., B.S., etc.)	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%
Master's (M.A., M.S.)	0.0%	0.3%	0.7%	0.0%	0.1%	0.5%	0.0%	0.5%	0.8%
Terminal Master's (M.F.A., M.B.A.)	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	0.0%	0.1%	0.1%
J.D.	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%
Ph.D.	1.7%	2.8%	2.3%	2.9%	3.2%	2.0%	0.9%	2.7%	2.5%
Professional Doctorate (Ed.D., Psy.D., etc.)	0.9%	1.0%	0.9%	0.0%	0.6%	0.5%	1.8%	1.6%	1.5%
Other degree	0.4%	0.4%	0.5%	1.0%	0.3%	0.4%	0.0%	0.1%	0.5%
None	97.0%	95.2%	95.5%	96.2%	95.8%	96.6%	97.3%	94.7%	94.6%
Total(n)	231	1,628	2,926	105	709	1,524	110	825	1,279
Are you currently serving in an administrative position as:									
Department chair	9.3%	6.5%	6.2%	8.2%	7.8%	6.7%	9.5%	5.4%	5.7%
Dean (associate or assistant)	3.6%	1.6%	2.8%	3.4%	1.6%	2.6%	3.6%	1.6%	3.1%
Vice-president	0.3%	0.1%	0.1%	0.7%	0.2%	0.2%	0.0%	0.1%	0.1%
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
Provost	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Other	15.2%	12.8%	12.9%	15.8%	12.2%	13.0%	15.3%	13.4%	13.0%
Not applicable	47.0%	49.0%	47.9%	41.8%	45.9%	47.2%	51.1%	52.0%	49.0%
Total(n)	302	2,277	4,075	146	1,006	2,089	137	1,129	1,787
Race/Ethnicity - mark all that apply (total may add to more than 100%)									
American Indian/Alaska Native	3.6%	1.9%	1.4%	1.9%	1.7%	1.1%	4.8%	1.8%	1.3%
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	5.8%	5.7%	4.3%	11.5%	7.2%	4.4%	1.0%	4.8%	4.4%
Filipino/a/x	0.0%	0.6%	0.5%	0.0%	0.7%	0.5%	0.0%	0.5%	0.4%
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.0%	0.6%	0.4%	0.0%	0.7%	0.5%	0.0%	0.5%	0.2%
South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	4.0%	2.5%	2.6%	4.8%	3.3%	3.0%	3.8%	2.0%	2.0%
Other Asian	0.9%	0.4%	0.2%	1.9%	0.6%	0.3%	0.0%	0.4%	0.1%
African American/Black	2.7%	3.0%	2.4%	2.9%	2.5%	1.9%	1.9%	3.5%	2.9%
African	0.9%	0.4%	0.4%	0.0%	0.7%	0.3%	1.9%	0.2%	0.5%
Caribbean	0.0%	0.2%	0.3%	0.0%	0.1%	0.1%	0.0%	0.1%	0.3%
Other Black	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%
Native Hawaiian/Pacific Islander	0.4%	0.1%	0.1%	1.0%	0.1%	0.2%	0.0%	0.1%	0.0%
Mexican American/Chicana/o/x	0.9%	2.7%	1.5%	1.0%	1.8%	1.3%	1.0%	3.3%	1.7%
Puerto Rican	0.4%	0.4%	0.7%	0.0%	0.4%	0.4%	1.0%	0.5%	0.8%
Central American	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	0.0%	0.1%	0.1%
South American	1.3%	0.9%	1.0%	1.9%	0.8%	0.9%	1.0%	0.9%	0.9%
Other Hispanic or Latina/o/x	2.2%	1.3%	1.3%	2.9%	1.1%	1.1%	1.9%	1.3%	1.6%
Middle Eastern	2.2%	2.1%	1.9%	3.8%	2.5%	2.2%	1.0%	1.7%	1.5%
European	75.0%	74.9%	78.4%	71.2%	75.8%	80.2%	78.1%	74.0%	76.9%
Other White	8.0%	9.2%	9.4%	6.7%	6.6%	8.1%	10.5%	11.2%	10.6%
Other	3.1%	2.1%	1.4%	3.8%	2.5%	1.2%	1.9%	1.5%	1.1%
Total(n)	224	1,609	2,885	104	707	1,512	105	819	1,262
Race/Ethnicity Group (with multiple race category)									
Native American/Alaska Native	0.9%	0.2%	0.3%	0.0%	0.0%	0.0%	1.0%	0.4%	0.5%
Asian/Pacific Islander	8.9%	8.1%	6.4%	15.4%	10.0%	7.3%	3.8%	7.0%	5.8%
Black/African American	3.1%	3.0%	2.5%	2.9%	2.8%	2.0%	2.9%	3.3%	2.9%
Latina/o/x	1.8%	2.9%	2.5%	1.0%	2.3%	2.2%	2.9%	3.4%	2.9%
White	76.3%	79.1%	83.3%	71.2%	77.9%	84.0%	81.0%	79.9%	83.0%
Other Race/Ethnicity	2.2%	1.6%	1.0%	1.9%	1.8%	0.9%	1.9%	1.1%	0.8%
Two or More Races/Ethnicities	6.7%	5.1%	4.1%	7.7%	5.1%	3.6%	6.7%	5.0%	4.3%
Total (n)	224	1,609	2,885	104	707	1,512	105	819	1,262
Is English your native language?									
Yes	86.7%	88.1%	90.3%	80.4%	85.0%	89.2%	92.7%	89.9%	91.2%
No	13.3%	11.9%	9.7%	19.6%	15.0%	10.8%	7.3%	10.1%	8.8%
Total(n)	233	1,674	2,976	107	733	1,549	110	840	1,292
What is your sexual orientation?									
Heterosexual/straight	89.7%	89.0%	91.7%	91.3%	91.3%	92.7%	89.6%	88.3%	92.2%
Gay	2.7%	2.4%	2.5%	4.9%	4.8%	4.3%	0.9%	0.1%	0.3%
Lesbian	1.8%	3.0%	1.2%	0.0%	0.1%	0.0%	2.8%	5.1%	2.4%
Bisexual	2.2%	2.4%	2.0%	1.0%	1.8%	1.3%	3.9%	3.0%	2.8%
Queer	1.3%	1.3%	1.1%	1.0%	0.6%	0.6%	1.9%	1.6%	1.3%
Pansexual	0.0%	0.4%	0.3%	0.0%	0.0%	0.2%	0.0%	0.6%	0.2%
Asexual	0.0%	0.4%	0.2%	0.0%	0.1%	0.1%	0.0%	0.6%	0.3%
Not listed above	2.2%	1.2%	1.0%	1.9%	1.3%	0.9%	0.9%	0.6%	0.6%
Total (n)	223	1,617	2,892	103	715	1,518	106	823	1,267
Do you identify as transgender?									
No	99.7%	99.5%	99.7%	99.3%	99.6%	99.7%	100.0%	99.9%	99.9%
Yes	0.3%	0.5%	0.3%	0.7%	0.4%	0.3%	0.0%	0.1%	0.1%
Total(n)	300	2,261	4,048	145	1,003	2,084	137	1,128	1,781
How many children do you have in the following age ranges?									
Under 16 years old									
0	49.7%	55.8%	49.4%	43.9%	52.2%	44.5%	52.6%	57.7%	53.8%
1	19.3%	19.6%	19.9%	23.2%	21.2%	20.0%	17.9%	19.1%	20.2%
2	20.3%	17.3%	18.6%	15.9%	17.4%	18.9%	23.2%	17.3%	18.6%

Optional Question 12 A B C D E Total(n)				
Optional Question 13 A B C D E Total(n)				
Optional Question 14 A B C D E Total(n)				
Optional Question 15 A B C D E Total(n)				
Optional Question 16 A B C D E Total(n)				
Optional Question 17 A B C D E Total(n)				
Optional Question 18 A B C D E Total(n)				
Optional Question 19 A B C D E Total(n)				
Optional Question 20 A B C D E Total(n)				
Optional Question 21 A B C D E Total(n)				
Optional Question 22 A B C D E Total(n)				
Optional Question 23 A B C D E Total(n)				
Optional Question 24 A B C D E Total(n)				
Optional Question 25 A B C D E Total(n)				
Optional Question 26 A B C D E Total(n)				
Optional Question 27 A B C D E Total(n)				
Optional Question 28 A B C D E Total(n)				
Optional Question 29 A B				

C				
D				
E				
Total(n)				
Optional Question 30				
A				
B				
C				
D				
E				
Total(n)				

University of Nebraska at Omaha	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	
Other Respondents	10	97	149							
What is your current gender identity?										
Man/Trans man	44.4%	36.6%	42.2%							
Woman/Trans woman	44.4%	57.3%	52.0%							
Genderqueer/Gender non-conforming	0.0%	1.2%	1.0%							
Not listed above	11.1%	4.9%	4.9%							
Total(n)	9	82	102							
Are you considered a full-time employee of your institution for at least nine months of the current academic year?										
Yes	90.0%	76.4%	51.0%							
No	10.0%	23.6%	49.0%							
Total(n)	10	89	143							
What is your present academic rank?										
Professor	30.0%	36.1%	23.5%							
Associate Professor	10.0%	16.5%	15.4%							
Assistant Professor	20.0%	21.6%	20.1%							
Lecturer	10.0%	14.4%	18.8%							
Instructor	30.0%	11.3%	21.5%							
Graduate Student/Teaching Assistant	0.0%	0.0%	0.7%							
Total(n)	10	97	149							
What is your tenure status at this institution?										
Tenured	40.0%	40.2%	25.0%							
On tenure track, but not tenured	20.0%	30.9%	10.8%							
Not on tenure track, but institution has tenure system	40.0%	28.9%	56.8%							
Institution has no tenure system	0.0%	0.0%	7.4%							
Total(n)	10	97	148							
Are you retired from this institution?										
Yes	0.0%	11.3%	6.8%							
No	100.0%	88.7%	93.2%							
Total(n)	10	97	147							
What is your principal activity in your current position at this institution?										
Administration	11.1%	6.6%	9.6%							
Teaching	11.1%	23.7%	35.1%							
Research	33.3%	7.9%	18.1%							
Services to clients and patients	11.1%	13.2%	9.6%							
Other	33.3%	48.7%	27.7%							
Total(n)	9	76	94							
Personally, how important to you is:										
Research										
Essential	44.4%	29.6%	38.0%							
Very important	33.3%	35.2%	31.5%							
Somewhat important	22.2%	26.8%	25.0%							
Not important	0.0%	8.5%	5.4%							
Total(n)	9	71	92							
Mean	3.22	2.86	3.02							
Standard deviation	0.83	0.95	0.93							
Significance	-	-	-							
Effect size	-	0.38	0.22							
Teaching										
Essential	88.9%	63.5%	63.4%							
Very important	11.1%	23.0%	21.5%							
Somewhat important	0.0%	12.2%	8.6%							
Not important	0.0%	1.4%	6.5%							
Total(n)	9	74	93							
Mean	3.69	3.49	3.42							
Standard deviation	0.33	0.76	0.90							
Significance	-	-	-							
Effect size	-	0.53	0.52							
Service										
Essential	60.0%	47.2%	48.9%							
Very important	20.0%	31.9%	31.5%							
Somewhat important	20.0%	19.4%	17.4%							
Not important	0.0%	1.4%	2.2%							
Total(n)	10	72	92							
Mean	3.40	3.25	3.27							
Standard deviation	0.84	0.82	0.83							
Significance	-	-	-							
Effect size	-	0.18	0.16							
How many courses are you teaching this term (include all institutions at which you teach)?										
None	90.0%	86.4%	70.5%							
1	0.0%	2.3%	11.4%							
2	0.0%	1.1%	7.6%							
3	10.0%	6.8%	6.7%							
4	0.0%	1.1%	1.0%							
5	0.0%	2.3%	2.9%							
6 or more	0.0%	0.0%	0.0%							
Total(n)	10	88	105							
How many of the courses that you are teaching this term are:										
General education courses										
None	0.0%	100.0%	100.0%							
1-2	0.0%	0.0%	0.0%							
3-4	0.0%	0.0%	0.0%							
5+	0.0%	0.0%	0.0%							
Total(n)	0	3	10							
Courses required for an undergraduate major										
None	0.0%	100.0%	100.0%							
1-2	0.0%	0.0%	0.0%							
3-4	0.0%	0.0%	0.0%							
5+	0.0%	0.0%	0.0%							
Total(n)	0	4	12							
Other undergraduate credit courses										
None	0.0%	100.0%	100.0%							
1-2	0.0%	0.0%	0.0%							
3-4	0.0%	0.0%	0.0%							
5+	0.0%	0.0%	0.0%							
Total(n)	0	3	8							
Developmental/remedial courses (not for credit)										
None	0.0%	100.0%	100.0%							
1-2	0.0%	0.0%	0.0%							
3-4	0.0%	0.0%	0.0%							
5+	0.0%	0.0%	0.0%							
Total(n)	0	3	12							
Graduate courses										
None	100.0%	100.0%	100.0%							
1-2	0.0%	0.0%	0.0%							
3-4	0.0%	0.0%	0.0%							
5+	0.0%	0.0%	0.0%							
Total(n)	1	3	11							
How many of these courses that you are teaching this term are being taught at another institution:										
None	0.0%	66.7%	78.9%							

* 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.

1-2	0.0%	11.1%	15.8%		
3-4	0.0%	11.1%	0.0%		
5+	0.0%	11.1%	5.3%		
Total(n)	0	9	19		
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%	6.7%	5.4%		
Graduate courses	0.0%	0.0%	0.0%		
Developmental/remedial courses	0.0%	1.3%	5.4%		
I do not teach	100.0%	92.0%	89.2%		
Total(n)	9	75	74		
In the past year, have you worked with or taught undergraduate students at this institution?					
Yes	80.0%	77.3%	74.5%		
No	20.0%	22.7%	25.5%		
Total(n)	10	88	94		
In the past year, have you worked with or taught graduate students at this institution?					
Yes	60.0%	52.3%	59.3%		
No	40.0%	47.7%	40.7%		
Total(n)	10	86	91		
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	20.0%	20.0%	21.6%		
To a large extent	20.0%	17.5%	23.5%		
To some extent	40.0%	27.5%	17.6%		
To a small extent	20.0%	22.5%	25.5%		
Not at all	0.0%	12.5%	11.8%		
Total(n)	5	40	51		
Mentored graduate students					
To a very large extent	0.0%	14.6%	17.6%		
To a large extent	20.0%	19.5%	17.6%		
To some extent	0.0%	17.1%	13.7%		
To a small extent	40.0%	26.8%	17.6%		
Not at all	40.0%	22.0%	33.3%		
Total(n)	5	41	51		
Helped graduate students access professional networks					
To a very large extent	0.0%	0.0%	7.8%		
To a large extent	20.0%	19.5%	15.7%		
To some extent	20.0%	24.4%	17.6%		
To a small extent	20.0%	19.5%	25.5%		
Not at all	40.0%	36.6%	33.3%		
Total(n)	5	41	51		
In the past year, to what extent have you:					
Presented with graduate students at conferences					
To a very large extent	0.0%	2.4%	5.9%		
To a large extent	20.0%	9.5%	11.8%		
To some extent	0.0%	9.5%	5.9%		
To a small extent	0.0%	0.0%	5.9%		
Not at all	80.0%	78.6%	70.6%		
Total(n)	5	42	51		
Published with graduate students					
To a very large extent	0.0%	7.5%	11.8%		
To a large extent	0.0%	2.5%	9.8%		
To some extent	20.0%	10.0%	9.8%		
To a small extent	0.0%	2.5%	2.0%		
Not at all	80.0%	77.5%	66.7%		
Total(n)	5	40	51		
Included graduate students in research grant writing					
To a very large extent	0.0%	0.0%	2.0%		
To a large extent	0.0%	2.4%	5.9%		
To some extent	0.0%	7.1%	5.9%		
To a small extent	0.0%	2.4%	3.9%		
Not at all	100.0%	88.1%	82.4%		
Total(n)	5	42	51		
In the past year, how many letters of recommendation have you written for graduate students?					
None	60.0%	43.6%	48.1%		
1-5	40.0%	28.2%	25.0%		
6-10	0.0%	20.5%	19.2%		
11-20	0.0%	7.7%	3.8%		
21 or more	0.0%	0.0%	3.8%		
Total(n)	5	39	62		
In the past year, how many master's thesis committees have you served on or are currently serving?					
None	80.0%	75.7%	77.6%		
1	0.0%	5.4%	4.1%		
2	20.0%	10.8%	12.2%		
3-4	0.0%	0.0%	0.0%		
5-9	0.0%	2.7%	2.0%		
10 or more	0.0%	5.4%	4.1%		
Total(n)	5	37	49		
In the past year, how many of these master's thesis committees have you chaired or are currently chairing?					
None	100.0%	62.5%	55.6%		
1	0.0%	25.0%	22.2%		
2	0.0%	12.5%	22.2%		
3-4	0.0%	0.0%	0.0%		
5-9	0.0%	0.0%	0.0%		
10 or more	0.0%	0.0%	0.0%		
Total(n)	1	8	9		
How many dissertation committees have you served on or are currently serving?					
None	100.0%	81.1%	78.4%		
1	0.0%	8.1%	9.8%		
2	0.0%	2.7%	2.0%		
3-4	0.0%	5.4%	3.9%		
5-9	0.0%	2.7%	3.9%		
10 or more	0.0%	0.0%	2.0%		
Total(n)	5	37	51		
In the past year, how many of these dissertation committees have you chaired or are currently chairing?					
None	0.0%	28.6%	27.3%		
1	0.0%	28.6%	18.2%		
2	0.0%	28.6%	27.3%		
3-4	0.0%	14.3%	18.2%		
5-9	0.0%	0.0%	0.0%		
10 or more	0.0%	0.0%	9.1%		
Total(n)	0	7	11		
Rate your agreement with the following statements:					
Graduate students in this program must compete for research opportunities					
Strongly agree	60.0%	28.6%	32.4%		
Somewhat agree	20.0%	28.6%	32.4%		
Somewhat disagree	0.0%	28.6%	26.5%		
Strongly disagree	20.0%	14.3%	8.8%		
Total(n)	5	21	34		
Mean	3.20	2.71	2.88		
Standard deviation	1.30	1.06	0.98		
Significance	-	-	-		

Effect size	-	0.46	0.33			
It is important for graduate students to spend at least one term as a teaching assistant to develop teaching skills						
Strongly agree	80.0%	52.2%	52.9%			
Somewhat agree	20.0%	26.1%	32.4%			
Somewhat disagree	0.0%	13.0%	5.9%			
Strongly disagree	0.0%	8.7%	8.8%			
Total(n)	5	23	34			
Mean	3.80	3.22	3.29			
Standard deviation	0.45	1.00	0.94			
Significance	-					
Effect size	-	0.58	0.54			
This graduate program enrolls too few international students						
Strongly agree	50.0%	11.8%	15.6%			
Somewhat agree	0.0%	23.5%	18.8%			
Somewhat disagree	25.0%	47.1%	46.9%			
Strongly disagree	25.0%	17.6%	18.8%			
Total(n)	4	17	32			
Mean	2.75	2.29	2.31			
Standard deviation	1.50	0.92	0.97			
Significance	-					
Effect size	-	0.50	0.45			
Rate your agreement with the following statements:						
Graduate students work well together in this program						
Strongly agree	25.0%	36.8%	35.5%			
Somewhat agree	75.0%	57.9%	58.1%			
Somewhat disagree	0.0%	5.3%	6.5%			
Strongly disagree	0.0%	0.0%	0.0%			
Total(n)	4	19	31			
Mean	3.25	3.32	3.29			
Standard deviation	0.50	0.58	0.59			
Significance	-					
Effect size	-	-0.12	-0.07			
I have encountered instances of academic dishonesty among graduate students						
Strongly agree	25.0%	5.9%	10.0%			
Somewhat agree	0.0%	5.9%	13.3%			
Somewhat disagree	0.0%	5.9%	16.7%			
Strongly disagree	75.0%	82.4%	60.0%			
Total(n)	4	17	30			
Mean	1.75	1.35	1.73			
Standard deviation	1.50	0.86	1.05			
Significance	-					
Effect size	-	0.47	0.02			
Rate your agreement with the following statements:						
Graduate students in this program are trained to conduct research responsibly and ethically						
Strongly agree	75.0%	47.4%	55.2%			
Somewhat agree	25.0%	42.1%	41.4%			
Somewhat disagree	0.0%	5.3%	0.0%			
Strongly disagree	0.0%	5.3%	3.4%			
Total(n)	4	19	29			
Mean	3.75	3.32	3.48			
Standard deviation	0.50	0.82	0.69			
Significance	-					
Effect size	-	0.52	0.39			
Graduate students in this program receive adequate instruction on becoming good teachers						
Strongly agree	0.0%	23.5%	19.4%			
Somewhat agree	50.0%	58.8%	35.5%			
Somewhat disagree	50.0%	17.6%	38.7%			
Strongly disagree	0.0%	0.0%	6.5%			
Total(n)	4	17	31			
Mean	2.50	3.06	2.68			
Standard deviation	0.58	0.66	0.87			
Significance	-					
Effect size	-	-0.85	-0.21			
Rate your agreement with the following statements:						
Faculty in my department are good mentors for graduate students						
Strongly agree	25.0%	43.5%	46.9%			
Somewhat agree	75.0%	52.2%	46.9%			
Somewhat disagree	0.0%	4.3%	6.3%			
Strongly disagree	0.0%	0.0%	0.0%			
Total(n)	4	23	32			
Mean	3.25	3.39	3.41			
Standard deviation	0.50	0.58	0.61			
Significance	-					
Effect size	-	-0.24	-0.26			
Most graduate students in this program move on to faculty positions						
Strongly agree	0.0%	11.8%	9.7%			
Somewhat agree	50.0%	41.2%	32.3%			
Somewhat disagree	50.0%	35.3%	35.5%			
Strongly disagree	0.0%	11.8%	22.6%			
Total(n)	4	17	31			
Mean	2.50	2.53	2.29			
Standard deviation	0.58	0.87	0.94			
Significance	-					
Effect size	-	-0.03	0.22			
Most graduate students in this program move into positions outside of academia						
Strongly agree	0.0%	15.8%	25.8%			
Somewhat agree	75.0%	47.4%	51.6%			
Somewhat disagree	25.0%	31.6%	16.1%			
Strongly disagree	0.0%	5.3%	6.5%			
Total(n)	4	19	31			
Mean	2.75	2.74	2.97			
Standard deviation	0.50	0.81	0.84			
Significance	-					
Effect size	-	0.01	-0.26			
During the past three years, have you:						
Advised student groups involved in service/volunteer work	25.0%	36.8%	34.6%			Civic Minded Practice
Total(n)	8	68	78			
Collaborated with the local community on research/teaching to address their needs	50.0%	38.8%	41.0%			Civic Minded Practice
Total(n)	8	67	78			
Conducted research or writing focused on international/global issues	14.3%	24.6%	24.0%			
Total(n)	7	65	75			
Conducted research or writing focused on racial or ethnic minorities	14.3%	24.6%	21.3%			
Total(n)	7	65	75			
Conducted research or writing focused on women or gender issues	14.3%	19.7%	16.0%			
Total(n)	7	66	75			
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) issues	14.3%	11.1%	5.3%			
Total(n)	7	63	75			
Conducted research or writing focused on biomedical science fields	28.6%	11.1%	15.8%			
Total(n)	7	63	76			
Engaged in academic research that spans multiple disciplines	75.0%	46.2%	53.2%			
Total(n)	8	65	79			
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)	57.1%	48.5%	50.0%			
Total(n)	7	68	78			

Written research grants	62.5%	29.7%	28.4%		
Total(n)	8	64	74		
Received funding for your work from foundations	55.6%	16.7%	19.5%		
Total(n)	9	66	77		
Received funding for your work from state or federal government	44.4%	23.9%	23.7%		
Total(n)	9	67	76		
Received funding for your work from business or industry	12.5%	3.2%	8.3%		
Total(n)	8	63	72		
During the past three years, have you:					
Taught an honors course	11.1%	1.5%	5.3%		
Total(n)	9	66	76		
Taught an interdisciplinary course	0.0%	9.0%	10.5%		
Total(n)	8	67	76		
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ+ studies)	0.0%	4.6%	2.6%		
Total(n)	8	65	77		
Taught a service learning course	0.0%	12.1%	9.3%		
Total(n)	8	66	75		
Taught a course exclusively online	11.1%	7.6%	7.9%		
Total(n)	9	66	76		
Participated in organized activities around enhancing pedagogy or student learning	44.4%	54.3%	53.1%		
Total(n)	9	70	81		
Taught a seminar for first-year students	0.0%	6.1%	13.2%		
Total(n)	8	66	76		
Participated in the development of curriculum (enhancing an existing course or creating a new course)	22.2%	34.8%	46.3%		
Total(n)	9	69	80		
In the past year, to what extent have you:					
Presented with undergraduate students at conferences					
To a very large extent	0.0%	0.0%	1.5%		
To a large extent	14.3%	1.8%	3.0%		
To some extent	14.3%	5.3%	7.5%		
To a small extent	0.0%	7.0%	3.0%		
Not at all	71.4%	86.0%	85.1%		
Total(n)	7	57	67		
Published with undergraduates					
To a very large extent	0.0%	0.0%	3.0%		
To a large extent	28.6%	3.4%	4.5%		
To some extent	0.0%	1.7%	3.0%		
To a small extent	0.0%	1.7%	3.0%		
Not at all	71.4%	93.1%	86.6%		
Total(n)	7	58	67		
Engaged undergraduates on your research projects					
To a very large extent	14.3%	1.7%	10.3%		
To a large extent	14.3%	6.9%	5.9%		
To some extent	0.0%	1.7%	11.8%		
To a small extent	14.3%	8.6%	10.3%		
Not at all	57.1%	81.0%	61.8%		
Total(n)	7	58	68		
Worked with undergraduates on their research projects					
To a very large extent	42.9%	11.7%	16.4%		
To a large extent	14.3%	6.7%	6.0%		
To some extent	14.3%	16.7%	13.4%		
To a small extent	14.3%	11.7%	11.9%		
Not at all	14.3%	53.3%	52.2%		
Total(n)	7	60	67		
How would you rate the overall experience of working with undergraduates on research projects?					
Excellent	37.5%	18.8%	22.1%		
Good	37.5%	25.0%	30.9%		
Fair	0.0%	3.1%	5.9%		
Poor	0.0%	0.0%	2.9%		
I have not worked with undergraduates on research projects	25.0%	53.1%	38.2%		
Total(n)	8	64	68		
How many undergraduates do you currently advise?					
None	75.0%	80.0%	60.0%		
1-5	25.0%	6.7%	13.8%		
6-10	0.0%	3.3%	7.7%		
11-20	0.0%	5.0%	10.8%		
21-30	0.0%	5.0%	3.1%		
31 or more	0.0%	0.0%	4.6%		
Total(n)	8	60	65		
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	0.0%	25.0%	34.6%		
Occasionally	50.0%	50.0%	42.3%		
Not at All	50.0%	25.0%	23.1%		
Total(n)	2	12	26		
Mean	1.50	2.00	2.12		
Standard deviation	0.71	0.74	0.77		
Significance	-	-	-		
Effect size	-	-0.68	-0.81		
Helped them plan their course of study					
Frequently	0.0%	41.7%	50.0%		
Occasionally	100.0%	50.0%	23.1%		
Not at All	0.0%	8.3%	26.9%		
Total(n)	2	12	26		
Mean	2.00	2.33	2.23		
Standard deviation	0.00	0.65	0.86		
Significance	-	-	-		
Effect size	-	-0.51	-0.27		
Discussed their academic performance					
Frequently	0.0%	66.7%	46.2%		
Occasionally	100.0%	33.3%	38.5%		
Not at All	0.0%	0.0%	15.4%		
Total(n)	2	12	26		
Mean	2.00	2.67	2.31		
Standard deviation	0.00	0.49	0.74		
Significance	-	-	-		
Effect size	-	-1.37	-0.42		
Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)					
Frequently	0.0%	25.0%	34.6%		
Occasionally	100.0%	50.0%	50.0%		
Not at All	0.0%	25.0%	15.4%		
Total(n)	2	12	26		
Mean	2.00	2.00	2.19		
Standard deviation	0.00	0.74	0.69		
Significance	-	-	-		
Effect size	-	0.00	-0.28		
Discussed career and post-graduation goals					
Frequently	100.0%	63.6%	65.4%		
Occasionally	0.0%	36.4%	34.6%		
Not at All	0.0%	0.0%	0.0%		
Total(n)	2	11	26		
Mean	3.00	2.64	2.65		

Standard deviation	0.00	0.50	0.49		
Significance	-				
Effect size	-	0.72	0.71		
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	42.9%	30.2%	33.9%		
No	42.9%	49.1%	48.2%		
Not eligible	0.0%	9.4%	5.4%		
Not available	14.3%	11.3%	12.5%		
Total(n)	7	53	56		
Funded workshops focused on research skills development					
Yes	33.3%	6.1%	23.6%		
No	50.0%	67.3%	52.7%		
Not eligible	0.0%	12.2%	7.3%		
Not available	16.7%	14.3%	16.4%		
Total(n)	6	49	55		
Funded workshops focused on grant writing					
Yes	33.3%	5.9%	14.5%		
No	66.7%	70.6%	61.8%		
Not eligible	0.0%	9.8%	7.3%		
Not available	0.0%	13.7%	16.4%		
Total(n)	6	51	55		
Paid sabbatical leave					
Yes	0.0%	2.0%	3.5%		
No	50.0%	58.0%	59.6%		
Not eligible	33.3%	28.0%	29.8%		
Not available	16.7%	12.0%	7.0%		
Total(n)	6	50	57		
Travel funds paid by the institution					
Yes	42.9%	64.8%	60.3%		
No	42.9%	22.2%	27.6%		
Not eligible	0.0%	3.7%	6.9%		
Not available	14.3%	9.3%	5.2%		
Total(n)	7	54	58		
Internal grants for research					
Yes	33.3%	19.1%	19.6%		
No	50.0%	57.4%	57.1%		
Not eligible	0.0%	10.6%	14.3%		
Not available	16.7%	12.8%	8.9%		
Total(n)	6	47	56		
Training for administrative leadership					
Yes	14.3%	17.6%	14.0%		
No	71.4%	56.9%	66.7%		
Not eligible	0.0%	5.9%	8.8%		
Not available	14.3%	19.6%	10.5%		
Total(n)	7	51	57		
Training for promoting inclusion and facilitating difficult conversations					
Yes	50.0%	37.3%	39.0%		
No	50.0%	45.1%	45.8%		
Not eligible	0.0%	5.9%	8.5%		
Not available	0.0%	11.8%	6.8%		
Total(n)	8	51	59		
Incentives to develop new courses					
Yes	0.0%	3.9%	3.5%		
No	66.7%	60.8%	66.7%		
Not eligible	33.3%	21.6%	21.1%		
Not available	0.0%	13.7%	8.8%		
Total(n)	6	51	57		
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	14.3%	8.2%	13.8%		
No	57.1%	55.1%	58.6%		
Not eligible	28.6%	22.4%	17.2%		
Not available	0.0%	14.3%	10.3%		
Total(n)	7	49	58		
Resources to integrate culturally-competent practices into your classroom					
Yes	33.3%	28.6%	27.3%		
No	33.3%	40.8%	43.6%		
Not eligible	33.3%	18.4%	16.4%		
Not available	0.0%	12.2%	12.7%		
Total(n)	6	49	55		
How many of the following have you published?					
Articles in academic or professional journals					
None	28.6%	30.6%	26.8%		
1-2	0.0%	16.1%	14.1%		
3-4	14.3%	12.9%	12.7%		
5-10	42.9%	11.3%	12.7%		
11-20	0.0%	6.5%	7.0%		
21-50	14.3%	9.7%	11.3%		
51+	0.0%	12.9%	15.5%		
Total(n)	7	62	71		
Mean	3.29	3.27	3.55		
Standard deviation	1.80	2.17	2.21		
Significance	-				
Effect size	-	0.01	-0.12		
Chapters in edited volumes					
None	57.1%	50.0%	51.5%		
1-2	14.3%	24.2%	22.1%		
3-4	14.3%	9.7%	8.8%		
5-10	14.3%	3.2%	4.4%		
11-20	0.0%	6.5%	5.9%		
21-50	0.0%	1.6%	4.4%		
51+	0.0%	4.8%	2.9%		
Total(n)	7	62	68		
Mean	1.86	2.16	2.16		
Standard deviation	1.21	1.67	1.66		
Significance	-				
Effect size	-	-0.18	-0.18		
How many of the following have you published?					
Books, manuals, monographs, or research reports					
None	57.1%	57.4%	60.6%		
1-2	42.9%	26.2%	21.1%		
3-4	0.0%	3.3%	7.0%		
5-10	0.0%	6.6%	7.0%		
11-20	0.0%	1.6%	1.4%		
21-50	0.0%	3.3%	2.8%		
51+	0.0%	1.6%	0.0%		
Total(n)	7	61	71		
Mean	1.43	1.85	1.76		
Standard deviation	0.53	1.40	1.22		
Significance	-				
Effect size	-	-0.30	-0.27		
Other, such as patents or computer software products					
None	100.0%	90.5%	87.3%		
1-2	0.0%	3.2%	5.6%		
3-4	0.0%	3.2%	4.2%		

Scholarly Productivity

Scholarly Productivity

5-10	0.0%	0.0%	0.0%			
11-20	0.0%	1.6%	2.8%			
21-50	0.0%	0.0%	0.0%			
51+	0.0%	1.6%	0.0%			
Total(n)	7	63	71			
Mean	1.00	1.25	1.25			
Standard deviation	0.00	0.97	0.79			
Significance	-					
Effect size	-	-0.26	-0.32			
In the past three years, how many exhibitions, recordings, or performances in the fine or applied arts have you presented?						
None	85.7%	87.5%	84.5%			
1-2	14.3%	7.8%	8.5%			
3-4	0.0%	1.6%	4.2%			
5-10	0.0%	0.0%	0.0%			
11-20	0.0%	0.0%	1.4%			
21+	0.0%	3.1%	1.4%			
Total(n)	7	64	71			
Mean	1.14	1.27	1.30			
Standard deviation	0.38	0.93	0.87			
Significance	-					
Effect size	-	-0.14	-0.18			
How many these exhibitions or performances in the fine or applied arts were:						
Solo/Individual						
None	100.0%	20.0%	45.5%			
1-2	0.0%	60.0%	36.4%			
3-4	0.0%	0.0%	0.0%			
5-10	0.0%	0.0%	9.1%			
11-20	0.0%	0.0%	0.0%			
21+	0.0%	20.0%	9.1%			
Total(n)	1	5	11			
Mean	1.00	2.60	2.09			
Standard deviation	-	1.95	1.58			
Significance	-					
Effect size	-	-0.82	-0.69			
How many these exhibitions or performances in the fine or applied arts were:						
Collaborative						
None	0.0%	12.5%	0.0%			
1-2	100.0%	62.5%	50.0%			
3-4	0.0%	0.0%	30.0%			
5-10	0.0%	0.0%	10.0%			
11-20	0.0%	12.5%	10.0%			
21+	0.0%	12.5%	0.0%			
Total(n)	1	8	10			
Mean	2.00	2.75	2.80			
Standard deviation	-	1.75	1.03			
Significance	-					
Effect size	-	-0.43	-0.78			
In the past three years, how many of your professional writings have been published or accepted for publication?						
None	28.6%	37.7%	37.7%			
1	0.0%	11.5%	7.2%			
2	0.0%	13.1%	11.6%			
3	14.3%	8.2%	5.8%			
4	14.3%	4.9%	7.2%			
5	14.3%	1.6%	2.9%			
6	14.3%	6.6%	7.2%			
7-10	0.0%	4.9%	5.8%			
More than 10	14.3%	11.5%	14.5%			
Total(n)	7	61	69			
Mean	4.71	3.56	3.91			
Standard deviation	2.98	2.88	3.05			
Significance	-					
Effect size	-	0.40	0.26			
How many of these publications in the past three years were solo-authored?						
None	25.0%	36.4%	36.8%			
1	25.0%	24.2%	23.7%			
2	0.0%	9.1%	5.3%			
3	0.0%	3.0%	2.6%			
4	25.0%	6.1%	7.9%			
5	0.0%	3.0%	2.6%			
6	0.0%	0.0%	0.0%			
7-10	25.0%	12.1%	18.4%			
More than 10	0.0%	6.1%	2.6%			
Total(n)	4	33	38			
Mean	4.00	3.24	3.37			
Standard deviation	3.16	2.76	2.81			
Significance	-					
Effect size	-	0.28	0.22			
How many of these publications in the past three years were co-authored?						
None	0.0%	17.6%	5.3%			
1	0.0%	20.6%	26.3%			
2	25.0%	23.5%	15.8%			
3	0.0%	8.8%	13.2%			
4	0.0%	5.9%	2.6%			
5	25.0%	2.9%	5.3%			
6	25.0%	5.9%	7.9%			
7-10	0.0%	2.9%	2.6%			
More than 10	25.0%	11.8%	21.1%			
Total(n)	4	34	38			
Mean	6.25	3.82	4.68			
Standard deviation	2.50	2.63	2.84			
Significance	-					
Effect size	-	0.92	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	57.1%	51.0%	52.6%			
1-4	14.3%	15.7%	24.6%			
5-8	0.0%	5.9%	10.5%			
9-12	14.3%	11.8%	8.8%			
13-16	0.0%	5.9%	0.0%			
17-20	0.0%	2.0%	1.8%			
21+	14.3%	7.8%	1.8%			
Total(n)	7	51	57			
Mean	2.43	2.43	1.91			
Standard deviation	2.30	1.93	1.31			
Significance	-					
Effect size	-	0.00	0.40			
Preparing for teaching (including reading student papers and grading)						
None	71.4%	54.0%	54.4%			
1-4	14.3%	12.0%	24.6%			
5-8	0.0%	14.0%	5.3%			
9-12	0.0%	4.0%	10.5%			
13-16	0.0%	8.0%	1.8%			
17-20	0.0%	2.0%	0.0%			
21+	14.3%	6.0%	3.5%			
Total(n)	7	50	57			

Scholarly
Productivity

Mean	2.00	2.30	1.95			
Standard deviation	2.24	1.83	1.44			
Significance	-					
Effect size	-	-0.16	0.03			
During the present term, how many hours per week on average do you spend on each of the following?						
Advising or counseling students						
None	42.9%	43.1%	34.5%			
1-4	14.3%	33.3%	43.1%			
5-8	42.9%	17.6%	13.8%			
9-12	0.0%	0.0%	5.2%			
13-16	0.0%	0.0%	0.0%			
17-20	0.0%	2.0%	0.0%			
21+	0.0%	3.9%	3.4%			
Total(n)	7	51	58			
Mean	2.00	2.02	2.07			
Standard deviation	1.00	1.39	1.25			
Significance	-					
Effect size	-	-0.01	-0.06			
Committee work and meetings						
None	25.0%	21.8%	18.6%			
1-4	37.5%	40.0%	49.2%			
5-8	12.5%	18.2%	11.9%			
9-12	12.5%	7.3%	5.1%			
13-16	12.5%	3.6%	5.1%			
17-20	0.0%	3.6%	1.7%			
21+	0.0%	5.5%	8.5%			
Total(n)	8	55	69			
Mean	2.50	2.64	2.68			
Standard deviation	1.41	1.61	1.72			
Significance	-					
Effect size	-	-0.09	-0.10			
Research and scholarly writing						
None	16.7%	44.9%	25.5%			
1-4	50.0%	38.8%	41.8%			
5-8	0.0%	2.0%	5.5%			
9-12	0.0%	2.0%	9.1%			
13-16	0.0%	2.0%	5.5%			
17-20	0.0%	2.0%	1.8%			
21+	33.3%	8.2%	10.9%			
Total(n)	6	49	55			
Mean	3.50	2.16	2.76			
Standard deviation	2.74	1.77	1.91			
Significance	-					
Effect size	-	0.76	0.39			
During the present term, how many hours per week on average do you spend on each of the following?						
Other creative products/performances						
None	100.0%	80.4%	83.0%			
1-4	0.0%	13.0%	9.4%			
5-8	0.0%	2.2%	3.8%			
9-12	0.0%	2.2%	1.9%			
13-16	0.0%	0.0%	0.0%			
17-20	0.0%	0.0%	1.9%			
21+	0.0%	2.2%	0.0%			
Total(n)	4	46	50			
Mean	1.00	1.37	1.32			
Standard deviation	0.00	1.04	0.89			
Significance	-					
Effect size	-	-0.36	-0.36			
Community or public service						
None	28.6%	32.1%	36.8%			
1-4	28.6%	49.1%	42.1%			
5-8	14.3%	9.4%	10.5%			
9-12	0.0%	3.8%	7.0%			
13-16	0.0%	0.0%	0.0%			
17-20	0.0%	0.0%	0.0%			
21+	28.6%	5.7%	3.5%			
Total(n)	7	53	57			
Mean	3.29	2.13	2.05			
Standard deviation	2.63	1.41	1.29			
Significance	-					
Effect size	-	0.82	0.96			
Outside consulting/freelance work						
None	100.0%	87.8%	80.8%			
1-4	0.0%	8.2%	15.4%			
5-8	0.0%	2.0%	0.0%			
9-12	0.0%	0.0%	1.9%			
13-16	0.0%	0.0%	0.0%			
17-20	0.0%	0.0%	0.0%			
21+	0.0%	2.0%	1.9%			
Total(n)	5	49	52			
Mean	1.00	1.24	1.33			
Standard deviation	0.00	0.92	0.96			
Significance	-					
Effect size	-	-0.26	-0.34			
Household/childcare duties						
None	14.3%	16.0%	18.2%			
1-4	0.0%	16.0%	14.5%			
5-8	28.6%	32.0%	32.7%			
9-12	28.6%	10.0%	12.7%			
13-16	28.6%	10.0%	14.5%			
17-20	0.0%	4.0%	0.0%			
21+	0.0%	12.0%	7.3%			
Total(n)	7	50	55			
Mean	3.57	3.42	3.20			
Standard deviation	1.40	1.86	1.66			
Significance	-					
Effect size	-	0.08	0.22			
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	100.0%	80.4%	77.8%			
1-4	0.0%	8.7%	11.1%			
5-8	0.0%	2.2%	3.7%			
9-12	0.0%	4.3%	3.7%			
13-16	0.0%	0.0%	0.0%			
17-20	0.0%	0.0%	0.0%			
21+	0.0%	4.3%	3.7%			
Total(n)	5	46	54			
Mean	1.00	1.52	1.52			
Standard deviation	0.00	1.38	1.30			
Significance	-					
Effect size	-	-0.38	-0.40			
Other employment outside of academia						
None	100.0%	79.2%	83.6%			
1-4	0.0%	10.4%	5.5%			
5-8	0.0%	2.1%	5.5%			

Civic Minded Practice

9-12	0.0%	4.2%	1.8%			
13-16	0.0%	0.0%	0.0%			
17-20	0.0%	2.1%	1.8%			
21+	0.0%	2.1%	1.8%			
Total(n)	6	48	55			
Mean	1.00	1.50	1.42			
Standard deviation	0.00	1.27	1.18			
Significance	-					
Effect size	-	-0.39	-0.36			
Personal time (e.g., exercise, hobbies, relaxing)						
None	0.0%	1.9%	1.7%			
1-4	42.9%	17.3%	17.2%			
5-8	28.6%	38.5%	39.7%			
9-12	0.0%	19.2%	20.7%			
13-16	0.0%	7.7%	8.6%			
17-20	28.6%	7.7%	5.2%			
21+	0.0%	7.7%	6.9%			
Total(n)	7	52	58			
Mean	3.43	3.67	3.60			
Standard deviation	1.81	1.50	1.43			
Significance	-					
Effect size	-	-0.16	-0.12			
In your interactions with undergraduates, how often in the past year did you encourage them to:						
Ask questions in class						
Frequently	50.0%	67.4%	62.3%			
Occasionally	16.7%	17.4%	15.1%			
Not at all	33.3%	15.2%	22.6%			
Total(n)	6	46	53			
Mean	2.17	2.52	2.40			
Standard deviation	0.98	0.75	0.84			
Significance	-					
Effect size	-	-0.47	-0.27			
Support their opinions with a logical argument						
Frequently	66.7%	56.3%	49.1%			
Occasionally	16.7%	25.0%	30.2%			
Not at all	16.7%	18.8%	20.8%			
Total(n)	6	48	53			
Mean	2.50	2.38	2.28			
Standard deviation	0.84	0.79	0.79			
Significance	-					
Effect size	-	0.15	0.28			
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	83.3%	60.0%	58.5%			
Occasionally	0.0%	22.2%	24.5%			
Not at all	16.7%	17.8%	17.0%			
Total(n)	6	45	53			
Mean	2.67	2.42	2.42			
Standard deviation	0.82	0.78	0.77			
Significance	-					
Effect size	-	0.32	0.32			
Analyze multiple sources of information before coming to a conclusion						
Frequently	83.3%	54.3%	51.9%			
Occasionally	0.0%	28.3%	25.0%			
Not at all	16.7%	17.4%	23.1%			
Total(n)	6	46	52			
Mean	2.67	2.37	2.29			
Standard deviation	0.82	0.77	0.82			
Significance	-					
Effect size	-	0.39	0.46			
Evaluate the quality or reliability of information they receive						
Frequently	83.3%	53.5%	55.8%			
Occasionally	0.0%	32.6%	23.1%			
Not at all	16.7%	14.0%	21.2%			
Total(n)	6	43	52			
Mean	2.67	2.40	2.35			
Standard deviation	0.82	0.73	0.81			
Significance	-					
Effect size	-	0.37	0.40			
Take risks for potential gains						
Frequently	33.3%	30.4%	29.3%			
Occasionally	33.3%	37.0%	32.1%			
Not at all	33.3%	32.6%	39.6%			
Total(n)	6	46	53			
Mean	2.00	1.98	1.89			
Standard deviation	0.89	0.80	0.82			
Significance	-					
Effect size	-	0.03	0.13			
In your interactions with undergraduates, how often in the past year did you encourage them to:						
Seek alternative solutions to a problem						
Frequently	50.0%	60.0%	50.9%			
Occasionally	16.7%	24.4%	35.8%			
Not at all	33.3%	15.6%	13.2%			
Total(n)	6	45	53			
Mean	2.17	2.44	2.38			
Standard deviation	0.98	0.76	0.71			
Significance	-					
Effect size	-	-0.36	-0.30			
Look up scientific research articles and resources						
Frequently	83.3%	50.0%	57.7%			
Occasionally	0.0%	21.7%	26.9%			
Not at all	16.7%	28.3%	15.4%			
Total(n)	6	46	52			
Mean	2.67	2.22	2.42			
Standard deviation	0.82	0.87	0.75			
Significance	-					
Effect size	-	0.52	0.33			
Explore topics on their own, even though it was not required for a class						
Frequently	66.7%	45.5%	40.4%			
Occasionally	16.7%	31.8%	40.4%			
Not at all	16.7%	22.7%	19.2%			
Total(n)	6	44	52			
Mean	2.50	2.23	2.21			
Standard deviation	0.84	0.80	0.75			
Significance	-					
Effect size	-	0.34	0.39			
Accept mistakes as part of the learning process						
Frequently	66.7%	62.5%	54.7%			
Occasionally	16.7%	25.0%	34.0%			
Not at all	16.7%	12.5%	11.3%			
Total(n)	6	48	53			
Mean	2.50	2.50	2.43			
Standard deviation	0.84	0.71	0.69			
Significance	-					
Effect size	-	0.00	0.10			

In your interactions with undergraduates, how often in the past year did you encourage them to:				
Recognize biases that affect their thinking				
Frequently	83.3%	59.1%	46.2%	
Occasionally	16.7%	25.0%	28.8%	
Not at all	0.0%	15.9%	25.0%	
Total(n)	6	44	82	
Mean	2.83	2.43	2.21	
Standard deviation	0.41	0.76	0.82	
Significance	-			
Effect size	-	0.53	0.76	
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%	22.2%	32.6%	
Occasionally	20.0%	16.7%	19.6%	
Not at all	40.0%	61.1%	47.8%	
Total(n)	5	36	46	
Mean	2.00	1.61	1.85	
Standard deviation	1.00	0.84	0.89	
Significance	-			
Effect size	-	0.46	0.17	
Describe how different perspectives would affect the interpretation of a question or issue in your discipline				
Frequently	40.0%	23.7%	30.4%	
Occasionally	20.0%	23.7%	23.9%	
Not at all	40.0%	52.6%	45.7%	
Total(n)	5	38	46	
Mean	2.00	1.71	1.85	
Standard deviation	1.00	0.84	0.87	
Significance	-			
Effect size	-	0.35	0.17	
Discuss the ethical or moral implications of a course of action				
Frequently	25.0%	19.4%	26.7%	
Occasionally	25.0%	27.8%	22.2%	
Not at all	50.0%	52.8%	51.1%	
Total(n)	4	36	45	
Mean	1.75	1.67	1.76	
Standard deviation	0.96	0.79	0.86	
Significance	-			
Effect size	-	0.10	-0.01	
Apply mathematical concepts and computational thinking				
Frequently	0.0%	5.4%	15.6%	
Occasionally	50.0%	18.9%	13.3%	
Not at all	50.0%	75.7%	71.1%	
Total(n)	4	37	45	
Mean	1.50	1.30	1.44	
Standard deviation	0.58	0.57	0.76	
Significance	-			
Effect size	-	0.35	0.08	
In how many of the courses that you teach do you use each of the following?				
Class discussions				
All	50.0%	34.3%	37.0%	
Most	0.0%	17.1%	13.0%	
Some	25.0%	20.0%	17.4%	
None	25.0%	28.6%	32.6%	
Total(n)	4	35	46	
Mean	2.75	2.57	2.54	
Standard deviation	1.50	1.24	1.29	
Significance	-			
Effect size	-	0.15	0.16	
Cooperative learning (small groups)				
All	50.0%	31.4%	24.4%	
Most	0.0%	17.1%	26.7%	
Some	25.0%	22.9%	13.3%	
None	25.0%	28.6%	35.6%	
Total(n)	4	35	45	
Mean	2.75	2.51	2.40	
Standard deviation	1.50	1.22	1.21	
Significance	-			
Effect size	-	0.20	0.29	
Experiential learning/Field studies				
All	33.3%	16.7%	18.2%	
Most	0.0%	6.7%	6.8%	
Some	0.0%	16.7%	13.6%	
None	66.7%	60.0%	61.4%	
Total(n)	3	30	44	
Mean	2.00	1.80	1.82	
Standard deviation	1.73	1.16	1.19	
Significance	-			
Effect size	-	0.17	0.15	
Performances/Demonstrations				
All	0.0%	21.2%	15.9%	
Most	0.0%	15.2%	20.5%	
Some	0.0%	12.1%	11.4%	
None	100.0%	51.5%	52.3%	
Total(n)	3	33	44	
Mean	1.00	2.06	2.00	
Standard deviation	0.00	1.25	1.18	
Significance	-			
Effect size	-	-0.85	-0.85	
In how many of the courses that you teach do you use each of the following?				
Group projects				
All	25.0%	18.2%	22.2%	
Most	0.0%	9.1%	15.6%	
Some	25.0%	18.2%	17.8%	
None	50.0%	54.5%	44.4%	
Total(n)	4	33	45	
Mean	2.00	1.91	2.16	
Standard deviation	1.41	1.18	1.22	
Significance	-			
Effect size	-	0.08	-0.13	
Extensive lecturing				
All	25.0%	5.7%	15.6%	
Most	0.0%	8.6%	6.7%	
Some	0.0%	25.7%	24.4%	
None	75.0%	60.0%	53.3%	
Total(n)	4	35	45	
Mean	1.75	1.60	1.84	
Standard deviation	1.50	0.88	1.11	
Significance	-			
Effect size	-	0.17	-0.08	
Multiple drafts of written work				
All	25.0%	6.5%	6.8%	
Most	0.0%	12.9%	11.4%	
Some	0.0%	12.9%	18.2%	
None	75.0%	67.7%	63.6%	
Total(n)	4	31	44	

Mean	1.75	1.58	1.61			
Standard deviation	1.50	0.96	0.95			
Significance	-					
Effect size	-	0.18	0.15			
Reflective writing/Journaling						
All	0.0%	12.1%	11.1%			
Most	0.0%	9.1%	2.2%			
Some	0.0%	27.3%	31.1%			
None	100.0%	51.5%	55.6%			Student-Centered Pedagogy
Total(n)	3	33	45			
Mean	1.00	1.82	1.69			
Standard deviation	0.00	1.04	0.97			
Significance	-					
Effect size	-	-0.79	-0.71			
Community service as part of coursework						
All	0.0%	6.3%	4.7%			
Most	0.0%	6.3%	2.3%			
Some	0.0%	28.1%	16.3%			
None	100.0%	59.4%	76.7%			Civic Minded Practice
Total(n)	3	32	43			
Mean	1.00	1.59	1.35			
Standard deviation	0.00	0.87	0.75			
Significance	-					
Effect size	-	-0.68	-0.47			
Electronic quizzes with immediate feedback in class						
All	0.0%	3.1%	4.7%			
Most	0.0%	9.4%	4.7%			
Some	33.3%	6.3%	18.6%			
None	66.7%	81.3%	72.1%			
Total(n)	3	32	43			
Mean	1.33	1.34	1.42			
Standard deviation	0.58	0.79	0.79			
Significance	-					
Effect size	-	-0.01	-0.11			
Real-life problems						
All	25.0%	21.2%	22.7%			
Most	0.0%	18.2%	20.5%			
Some	25.0%	18.2%	11.4%			
None	50.0%	42.4%	45.5%			
Total(n)	4	33	44			
Mean	2.00	2.18	2.20			
Standard deviation	1.41	1.21	1.25			
Significance	-					
Effect size	-	-0.15	-0.16			
In how many of the courses that you teach do you use each of the following?						
Student inquiry to drive learning						
All	25.0%	24.3%	17.4%			
Most	25.0%	27.0%	23.9%			
Some	0.0%	16.2%	15.2%			
None	50.0%	32.4%	43.5%			Student-Centered Pedagogy
Total(n)	4	37	46			
Mean	2.25	2.43	2.15			
Standard deviation	1.50	1.19	1.17			
Significance	-					
Effect size	-	-0.15	0.09			
Readings on racial and ethnic issues						
All	0.0%	10.7%	7.0%			
Most	0.0%	3.6%	11.6%			
Some	0.0%	17.9%	4.7%			
None	100.0%	67.9%	76.7%			
Total(n)	2	28	43			
Mean	1.00	1.57	1.49			
Standard deviation	0.00	1.00	0.96			
Significance	-					
Effect size	-	-0.57	-0.51			
Readings on women or gender issues						
All	33.3%	10.3%	7.0%			
Most	0.0%	3.4%	9.3%			
Some	0.0%	17.2%	9.3%			
None	66.7%	69.0%	74.4%			
Total(n)	3	29	43			
Mean	2.00	1.55	1.49			
Standard deviation	1.73	0.99	0.94			
Significance	-					
Effect size	-	0.45	0.54			
Supplemental instruction outside of class and office hours						
All	0.0%	7.1%	11.6%			
Most	0.0%	21.4%	23.3%			
Some	50.0%	17.9%	23.3%			
None	50.0%	53.6%	41.9%			
Total(n)	2	28	43			
Mean	1.50	1.82	2.05			
Standard deviation	0.71	1.02	1.07			
Significance	-					
Effect size	-	-0.31	-0.51			
In how many of the courses that you teach do you use each of the following?						
Student presentations						
All	33.3%	16.1%	9.1%			
Most	0.0%	6.5%	13.6%			
Some	0.0%	25.8%	29.5%			
None	66.7%	51.6%	47.7%			Student-Centered Pedagogy
Total(n)	3	31	44			
Mean	2.00	1.87	1.84			
Standard deviation	1.73	1.12	0.99			
Significance	-					
Effect size	-	0.12	0.16			
Student evaluations of each others' work						
All	33.3%	13.3%	7.0%			
Most	0.0%	13.3%	16.3%			
Some	0.0%	10.0%	20.9%			
None	66.7%	63.3%	55.8%			Student-Centered Pedagogy
Total(n)	3	30	43			
Mean	2.00	1.77	1.74			
Standard deviation	1.73	1.14	0.98			
Significance	-					
Effect size	-	0.20	0.27			
Grading on a curve						
All	0.0%	0.0%	0.0%			
Most	0.0%	6.9%	2.4%			
Some	0.0%	13.8%	9.8%			
None	100.0%	79.3%	87.8%			
Total(n)	2	29	41			
Mean	1.00	1.28	1.15			
Standard deviation	0.00	0.59	0.42			
Significance	-					
Effect size	-	-0.47	-0.36			
Rubric-based assessment						
All	33.3%	24.1%	16.3%			
Most	0.0%	10.3%	20.9%			

Some	33.3%	13.8%	16.3%			
None	33.3%	51.7%	46.5%			
Total(n)	3	29	43			
Mean	2.33	2.07	2.07			
Standard deviation	1.53	1.28	1.16			
Significance	-					
Effect size	-	0.20	0.22			
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	33.3%	6.7%	7.1%			
Most	0.0%	3.3%	11.9%			
Some	33.3%	23.3%	23.8%			
None	33.3%	66.7%	57.1%			
Total(n)	3	30	42			
Mean	2.33	1.50	1.69			
Standard deviation	1.53	0.86	0.95			
Significance	-					
Effect size	-	0.97	0.67			
How frequently do you incorporate the following forms of technology into your courses?						
Videos or podcasts						
Frequently	33.3%	42.9%	31.8%			
Occasionally	33.3%	25.7%	27.3%			
Not at all	33.3%	31.4%	40.9%			
Total(n)	3	35	44			
Mean	2.00	2.11	1.91			
Standard deviation	1.00	0.87	0.86			
Significance	-					
Effect size	-	-0.13	0.10			
Simulations/animations						
Frequently	0.0%	15.6%	7.3%			
Occasionally	0.0%	25.0%	31.7%			
Not at all	100.0%	59.4%	61.0%			
Total(n)	2	32	41			
Mean	1.00	1.56	1.46			
Standard deviation	0.00	0.76	0.64			
Significance	-					
Effect size	-	-0.74	-0.72			
Online homework or virtual labs						
Frequently	33.3%	12.5%	14.3%			
Occasionally	0.0%	31.3%	26.2%			
Not at all	66.7%	56.3%	59.5%			
Total(n)	3	32	42			
Mean	1.67	1.56	1.55			
Standard deviation	1.15	0.72	0.74			
Significance	-					
Effect size	-	0.15	0.16			
Online discussion boards						
Frequently	33.3%	12.5%	9.5%			
Occasionally	33.3%	37.5%	28.6%			
Not at all	33.3%	50.0%	61.9%			
Total(n)	3	32	42			
Mean	2.00	1.63	1.48			
Standard deviation	1.00	0.71	0.67			
Significance	-					
Effect size	-	0.52	0.78			
Audience response systems to gauge students' understanding (e.g., clickers)						
Frequently	0.0%	9.7%	4.9%			
Occasionally	0.0%	12.9%	29.3%			
Not at all	100.0%	77.4%	65.9%			
Total(n)	2	31	41			
Mean	1.00	1.32	1.39			
Standard deviation	0.00	0.65	0.59			
Significance	-					
Effect size	-	-0.49	-0.66			
Please indicate the extent to which you agree it is your role to:						
Encourage students to become agents of social change						
Strongly agree	0.0%	36.1%	31.7%			
Somewhat agree	66.7%	52.8%	43.9%			
Somewhat disagree	33.3%	5.6%	14.6%			Civic Minded Values
Strongly disagree	0.0%	5.6%	9.8%			
Total(n)	3	35	41			
Mean	2.67	3.19	2.98			
Standard deviation	0.58	0.79	0.94			
Significance	-					
Effect size	-	-0.66	-0.33			
Prepare students for employment after college						
Strongly agree	33.3%	70.0%	76.7%			
Somewhat agree	66.7%	30.0%	20.9%			
Somewhat disagree	0.0%	0.0%	0.0%			
Strongly disagree	0.0%	0.0%	2.3%			
Total(n)	3	40	43			
Mean	3.33	3.70	3.72			
Standard deviation	0.58	0.46	0.59			
Significance	-					
Effect size	-	-0.80	-0.66			
Prepare students for graduate or advanced education						
Strongly agree	33.3%	51.4%	57.1%			
Somewhat agree	66.7%	48.6%	40.5%			
Somewhat disagree	0.0%	0.0%	0.0%			
Strongly disagree	0.0%	0.0%	2.4%			
Total(n)	3	35	41			
Mean	3.33	3.51	3.52			
Standard deviation	0.58	0.51	0.63			
Significance	-					
Effect size	-	-0.35	-0.30			
Develop students' moral character						
Strongly agree	33.3%	52.5%	55.0%			
Somewhat agree	33.3%	32.5%	32.5%			
Somewhat disagree	33.3%	10.0%	7.5%			Undergraduate Education Goal: Personal Development
Strongly disagree	0.0%	5.0%	5.0%			
Total(n)	3	40	40			
Mean	3.00	3.33	3.38			
Standard deviation	1.00	0.86	0.84			
Significance	-					
Effect size	-	-0.38	-0.45			
Provide for students' emotional development						
Strongly agree	33.3%	54.1%	35.0%			
Somewhat agree	66.7%	37.8%	47.5%			
Somewhat disagree	0.0%	5.4%	15.0%			Undergraduate Education Goal: Personal Development
Strongly disagree	0.0%	2.7%	2.5%			
Total(n)	3	37	40			
Mean	3.33	3.43	3.15			
Standard deviation	0.58	0.73	0.77			
Significance	-					
Effect size	-	-0.14	0.23			
Please indicate the extent to which you agree it is your role to:						
Help students develop personal values						
Strongly agree	33.3%	48.7%	50.0%			

Somewhat agree	66.7%	43.6%	40.0%			Undergraduate Education Goal: Personal Development
Somewhat disagree	0.0%	5.1%	2.5%			
Strongly disagree	0.0%	2.6%	7.5%			
Total(n)	3	39	40			
Mean	3.33	3.38	3.33			
Standard deviation	0.58	0.71	0.86			
Significance	-					
Effect size	-	-0.07	0.00			
Enhance students' knowledge of and appreciation for other racial/ethnic groups						
Strongly agree	66.7%	60.0%	52.5%			Civic Minded Values
Somewhat agree	33.3%	37.1%	37.5%			
Somewhat disagree	0.0%	0.0%	2.5%			
Strongly disagree	0.0%	2.9%	7.5%			
Total(n)	3	35	40			
Mean	3.67	3.54	3.35			
Standard deviation	0.58	0.66	0.86			
Significance	-					
Effect size	-	0.20	0.37			
Promote students' ability to write effectively						
Strongly agree	66.7%	47.2%	57.5%			Undergraduate Education Goal: Personal Development
Somewhat agree	33.3%	33.3%	30.0%			
Somewhat disagree	0.0%	11.1%	10.0%			
Strongly disagree	0.0%	8.3%	2.5%			
Total(n)	3	36	40			
Mean	3.67	3.19	3.43			
Standard deviation	0.58	0.95	0.78			
Significance	-					
Effect size	-	0.51	0.31			
Encourage respect for different beliefs						
Strongly agree	66.7%	66.7%	70.0%			Undergraduate Education Goal: Personal Development
Somewhat agree	33.3%	30.6%	25.0%			
Somewhat disagree	0.0%	0.0%	0.0%			
Strongly disagree	0.0%	2.8%	5.0%			
Total(n)	3	36	40			
Mean	3.67	3.61	3.60			
Standard deviation	0.58	0.64	0.74			
Significance	-					
Effect size	-	0.09	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	25.0%	15.8%	17.8%			Undergraduate Education Goal: Personal Development
Somewhat agree	25.0%	52.6%	51.1%			
Somewhat disagree	25.0%	18.4%	24.4%			
Strongly disagree	25.0%	13.2%	6.7%			
Total(n)	4	38	45			
Mean	2.50	2.71	2.80			
Standard deviation	1.29	0.90	0.81			
Significance	-					
Effect size	-	-0.23	-0.37			
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	75.0%	80.0%	75.6%			Undergraduate Education Goal: Personal Development
Somewhat agree	25.0%	15.0%	24.4%			
Somewhat disagree	0.0%	5.0%	0.0%			
Strongly disagree	0.0%	0.0%	0.0%			
Total(n)	4	40	45			
Mean	3.75	3.75	3.76			
Standard deviation	0.50	0.54	0.43			
Significance	-					
Effect size	-	0.00	-0.02			
Colleges have a responsibility to work with their surrounding communities to address local issues						
Strongly agree	100.0%	73.7%	66.7%			Civic Minded Values
Somewhat agree	0.0%	26.3%	28.9%			
Somewhat disagree	0.0%	0.0%	2.2%			
Strongly disagree	0.0%	0.0%	2.2%			
Total(n)	4	38	45			
Mean	4.00	3.74	3.60			
Standard deviation	0.00	0.45	0.65			
Significance	-					
Effect size	-	0.58	0.62			
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	25.0%	25.0%	9.3%			Undergraduate Education Goal: Personal Development
Somewhat agree	50.0%	55.6%	53.5%			
Somewhat disagree	25.0%	19.4%	32.6%			
Strongly disagree	0.0%	0.0%	4.7%			
Total(n)	4	36	43			
Mean	3.00	3.06	2.67			
Standard deviation	0.82	0.67	0.71			
Significance	-					
Effect size	-	-0.09	0.46			
I try to dispel perceptions of competition in my classroom						
Strongly agree	0.0%	20.0%	31.6%			Undergraduate Education Goal: Personal Development
Somewhat agree	100.0%	52.0%	47.4%			
Somewhat disagree	0.0%	20.0%	15.8%			
Strongly disagree	0.0%	8.0%	5.3%			
Total(n)	1	25	38			
Mean	3.00	2.84	3.05			
Standard deviation	-	0.85	0.84			
Significance	-					
Effect size	-	0.19	-0.06			
Students' use of personal devices and laptops in the classroom serve as more of distraction than an educational resource						
Strongly agree	0.0%	18.8%	4.9%			Undergraduate Education Goal: Personal Development
Somewhat agree	100.0%	34.4%	34.1%			
Somewhat disagree	0.0%	31.3%	34.1%			
Strongly disagree	0.0%	15.8%	26.8%			
Total(n)	2	32	41			
Mean	3.00	2.56	2.17			
Standard deviation	0.00	0.98	0.89			
Significance	-					
Effect size	-	0.45	0.93			
I feel I have the skills to facilitate conversation about diversity issues in the classroom						
Strongly agree	33.3%	33.3%	35.0%			Undergraduate Education Goal: Personal Development
Somewhat agree	0.0%	50.0%	37.5%			
Somewhat disagree	66.7%	10.0%	20.0%			
Strongly disagree	0.0%	6.7%	7.5%			
Total(n)	3	30	40			
Mean	2.67	3.10	3.00			
Standard deviation	1.15	0.84	0.93			
Significance	-					
Effect size	-	-0.51	-0.35			
I achieve a healthy balance between my personal life and my professional life						
Strongly agree	25.0%	38.5%	32.6%			Undergraduate Education Goal: Personal Development
Somewhat agree	25.0%	35.9%	37.2%			

Somewhat disagree	0.0%	17.9%	18.6%			
Strongly disagree	50.0%	7.7%	11.6%			
Total(n)	4	39	43			
Mean	2.25	3.05	2.91			
Standard deviation	1.50	0.94	1.00			
Significance	-					
Effect size	-	-0.85	-0.66			
I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar						
Strongly agree	0.0%	17.2%	17.1%			
Somewhat agree	50.0%	51.7%	48.8%			
Somewhat disagree	0.0%	17.2%	19.5%			
Strongly disagree	50.0%	13.8%	14.6%			
Total(n)	2	29	41			
Mean	2.00	2.72	2.68			
Standard deviation	1.41	0.92	0.93			
Significance	-					
Effect size	-	-0.78	-0.73			
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	25.0%	37.2%	40.4%			Diversity Climate
Somewhat agree	25.0%	37.2%	34.6%			
Somewhat disagree	50.0%	23.3%	17.3%			
Strongly disagree	0.0%	2.3%	7.7%			
Total(n)	4	43	52			
Mean	2.75	3.09	3.08			
Standard deviation	0.96	0.84	0.95			
Significance	-					
Effect size	-	-0.40	-0.35			
Student Affairs staff have the support and respect of faculty						
Strongly agree	0.0%	39.5%	40.4%			
Somewhat agree	100.0%	55.8%	51.1%			
Somewhat disagree	0.0%	4.7%	8.5%			
Strongly disagree	0.0%	0.0%	0.0%			
Total(n)	3	43	47			
Mean	3.00	3.35	3.32			
Standard deviation	0.00	0.57	0.63			
Significance	-					
Effect size	-	-0.61	-0.51			
There is a lot of campus racial conflict here						
Strongly agree	0.0%	2.4%	0.0%			
Somewhat agree	50.0%	24.4%	24.5%			
Somewhat disagree	50.0%	46.3%	40.8%			
Strongly disagree	0.0%	26.8%	34.7%			
Total(n)	2	41	49			
Mean	2.50	2.02	1.90			
Standard deviation	0.71	0.79	0.77			
Significance	-					
Effect size	-	0.61	0.78			
My research is valued by faculty in my department						
Strongly agree	0.0%	37.8%	45.8%			Respect
Somewhat agree	66.7%	48.6%	37.5%			
Somewhat disagree	33.3%	10.8%	10.4%			
Strongly disagree	0.0%	2.7%	6.3%			
Total(n)	3	37	48			
Mean	2.67	3.22	3.23			
Standard deviation	0.58	0.75	0.88			
Significance	-					
Effect size	-	-0.73	-0.64			
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	50.0%	47.1%	50.0%			Respect
Somewhat agree	50.0%	44.1%	39.6%			
Somewhat disagree	0.0%	5.9%	8.3%			
Strongly disagree	0.0%	2.9%	2.1%			
Total(n)	2	34	48			
Mean	3.50	3.35	3.38			
Standard deviation	0.71	0.73	0.73			
Significance	-					
Effect size	-	0.21	0.16			
My service is valued by faculty in my department						
Strongly agree	66.7%	57.1%	53.8%			Respect
Somewhat agree	33.3%	38.1%	34.6%			
Somewhat disagree	0.0%	0.0%	5.8%			
Strongly disagree	0.0%	4.8%	5.8%			
Total(n)	3	42	52			
Mean	3.67	3.48	3.37			
Standard deviation	0.58	0.74	0.84			
Significance	-					
Effect size	-	0.26	0.36			
Faculty are sufficiently involved in campus decision-making						
Strongly agree	0.0%	23.8%	15.4%			
Somewhat agree	66.7%	54.8%	50.0%			
Somewhat disagree	0.0%	14.3%	19.2%			
Strongly disagree	33.3%	7.1%	15.4%			
Total(n)	3	42	52			
Mean	2.33	2.95	2.65			
Standard deviation	1.15	0.82	0.93			
Significance	-					
Effect size	-	-0.76	-0.34			
The faculty are typically at odds with campus administration						
Strongly agree	0.0%	2.4%	7.7%			
Somewhat agree	33.3%	36.6%	34.6%			
Somewhat disagree	66.7%	41.5%	38.5%			
Strongly disagree	0.0%	19.5%	19.2%			
Total(n)	3	41	52			
Mean	2.33	2.22	2.31			
Standard deviation	0.58	0.79	0.88			
Significance	-					
Effect size	-	0.14	0.02			
Faculty here respect each other						
Strongly agree	0.0%	33.3%	35.8%			Respect
Somewhat agree	100.0%	57.8%	50.9%			
Somewhat disagree	0.0%	8.9%	11.3%			
Strongly disagree	0.0%	0.0%	1.9%			
Total(n)	4	45	53			
Mean	3.00	3.24	3.21			
Standard deviation	0.00	0.61	0.72			
Significance	-					
Effect size	-	-0.39	-0.29			
Administrators consider faculty concerns when making policy						
Strongly agree	0.0%	23.3%	17.3%			
Somewhat agree	66.7%	53.5%	57.7%			
Somewhat disagree	33.3%	20.9%	15.4%			
Strongly disagree	0.0%	2.3%	9.6%			
Total(n)	3	43	52			
Mean	2.67	2.98	2.83			

Standard deviation	0.58	0.74	0.83			
Significance	-	-	-			
Effect size	-	-0.42	-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:						
This institution takes responsibility for educating underprepared students						
Strongly agree	0.0%	34.9%	25.0%			Diversity Climate
Somewhat agree	100.0%	51.2%	46.2%			
Somewhat disagree	0.0%	14.0%	26.9%			
Strongly disagree	0.0%	0.0%	1.9%			
Total(n)	3	43	52			
Mean	3.00	3.21	2.94			
Standard deviation	0.00	0.67	0.78			
Significance	-	-	-			
Effect size	-	-0.31	0.08			
The criteria for advancement and promotion decisions are clear						
Strongly agree	0.0%	43.9%	33.3%			
Somewhat agree	100.0%	31.7%	37.5%			
Somewhat disagree	0.0%	22.0%	20.8%			
Strongly disagree	0.0%	2.4%	8.3%			
Total(n)	2	41	48			
Mean	3.00	3.17	2.96			
Standard deviation	0.00	0.86	0.94			
Significance	-	-	-			
Effect size	-	-0.20	0.04			
Most of the students I teach lack the basic skills for college level work						
Strongly agree	50.0%	2.9%	8.2%			
Somewhat agree	0.0%	31.4%	14.3%			
Somewhat disagree	50.0%	42.9%	34.7%			
Strongly disagree	0.0%	22.9%	42.9%			
Total(n)	2	35	49			
Mean	3.00	2.14	1.88			
Standard deviation	1.41	0.81	0.95			
Significance	-	-	-			
Effect size	-	1.06	1.18			
There is adequate support for faculty development						
Strongly agree	0.0%	18.6%	27.5%			
Somewhat agree	66.7%	58.1%	51.0%			
Somewhat disagree	33.3%	20.9%	15.7%			
Strongly disagree	0.0%	2.3%	5.9%			
Total(n)	3	43	51			
Mean	2.67	2.93	3.00			
Standard deviation	0.58	0.70	0.82			
Significance	-	-	-			
Effect size	-	-0.37	-0.40			
Faculty are not prepared to deal with conflict over diversity issues in the classroom						
Strongly agree	0.0%	13.2%	8.3%			
Somewhat agree	100.0%	44.7%	31.3%			
Somewhat disagree	0.0%	28.9%	45.8%			
Strongly disagree	0.0%	13.2%	14.6%			
Total(n)	2	38	48			
Mean	3.00	2.58	2.33			
Standard deviation	0.00	0.89	0.83			
Significance	-	-	-			
Effect size	-	0.47	0.81			
This institution takes mentoring into consideration in the promotion process						
Strongly agree	0.0%	17.1%	13.0%			
Somewhat agree	100.0%	40.0%	41.3%			
Somewhat disagree	0.0%	34.3%	34.8%			
Strongly disagree	0.0%	8.6%	10.9%			
Total(n)	2	35	46			
Mean	3.00	2.66	2.57			
Standard deviation	0.00	0.87	0.86			
Significance	-	-	-			
Effect size	-	0.39	0.50			
Faculty of color are treated fairly here						
Strongly agree	0.0%	34.1%	36.7%			Diversity Climate
Somewhat agree	66.7%	46.3%	46.9%			
Somewhat disagree	33.3%	19.5%	12.2%			
Strongly disagree	0.0%	0.0%	4.1%			
Total(n)	3	41	49			
Mean	2.67	3.15	3.16			
Standard deviation	0.58	0.73	0.80			
Significance	-	-	-			
Effect size	-	-0.66	-0.61			
Women faculty are treated fairly here						
Strongly agree	0.0%	32.5%	31.3%			Diversity Climate
Somewhat agree	66.7%	55.0%	50.0%			
Somewhat disagree	33.3%	12.5%	12.5%			
Strongly disagree	0.0%	0.0%	6.3%			
Total(n)	3	40	48			
Mean	2.67	3.20	3.06			
Standard deviation	0.58	0.65	0.84			
Significance	-	-	-			
Effect size	-	-0.82	-0.46			
LGBTQ+ faculty are treated fairly here						
Strongly agree	0.0%	38.1%	33.3%			Diversity Climate
Somewhat agree	66.7%	47.6%	39.6%			
Somewhat disagree	33.3%	14.3%	18.8%			
Strongly disagree	0.0%	0.0%	8.3%			
Total(n)	3	42	48			
Mean	2.67	3.24	2.98			
Standard deviation	0.58	0.69	0.93			
Significance	-	-	-			
Effect size	-	-0.83	-0.33			
Indicate how important you believe each priority listed below is at your college or university:						
Increase or maintain institutional affordability						
Highest priority	66.7%	30.8%	38.8%			Institutional Priority; Commitment to Diversity
High priority	33.3%	38.5%	36.7%			
Medium priority	0.0%	28.2%	22.4%			
Low priority	0.0%	2.6%	2.0%			
Total(n)	3	39	49			
Mean	3.67	2.97	3.12			
Standard deviation	0.58	0.84	0.83			
Significance	-	-	-			
Effect size	-	0.83	0.66			
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	50.0%	23.8%	27.5%			
High priority	50.0%	50.0%	43.1%			
Medium priority	0.0%	23.8%	27.5%			
Low priority	0.0%	2.4%	2.0%			
Total(n)	4	42	51			
Mean	3.50	2.95	2.96			
Standard deviation	0.58	0.76	0.80			

Significance	-				
Effect size	-	0.72	0.68		
Facilitate student involvement in community service					
Highest priority	50.0%	20.5%	26.0%		
High priority	25.0%	51.3%	38.0%		
Medium priority	25.0%	25.6%	32.0%		
Low priority	0.0%	2.6%	4.0%		Institutional Priority: Civic Engagement
Total(n)	4	39	50		
Mean	3.25	2.90	2.86		
Standard deviation	0.96	0.75	0.86		
Significance	-				
Effect size	-	0.47	0.45		
Help students learn how to bring about change in society					
Highest priority	33.3%	14.6%	22.0%		
High priority	0.0%	36.6%	32.0%		
Medium priority	33.3%	36.6%	36.0%		
Low priority	33.3%	12.2%	10.0%		
Total(n)	3	41	50		
Mean	2.33	2.54	2.66		
Standard deviation	1.53	0.90	0.94		
Significance	-				
Effect size	-	-0.23	-0.35		
Increase or maintain institutional prestige					
Highest priority	33.3%	20.5%	34.0%		
High priority	0.0%	51.3%	40.0%		
Medium priority	66.7%	28.2%	22.0%		
Low priority	0.0%	0.0%	4.0%		Institutional Priority: Increase Prestige
Total(n)	3	39	50		
Mean	2.67	2.92	3.04		
Standard deviation	1.15	0.70	0.86		
Significance	-				
Effect size	-	-0.36	-0.43		
Indicate how important you believe each priority listed below is at your college or university:					
Hire faculty "stars"					
Highest priority	0.0%	5.3%	10.9%		
High priority	33.3%	28.9%	32.6%		
Medium priority	0.0%	34.2%	34.8%		
Low priority	66.7%	31.6%	21.7%		Institutional Priority: Increase Prestige
Total(n)	3	38	46		
Mean	1.67	2.08	2.33		
Standard deviation	1.15	0.91	0.94		
Significance	-				
Effect size	-	-0.45	-0.70		
Recruit more traditionally underrepresented students					
Highest priority	25.0%	25.6%	26.0%		
High priority	75.0%	41.0%	28.0%		
Medium priority	0.0%	30.8%	38.0%		
Low priority	0.0%	2.6%	8.0%		Institutional Priority: Commitment to Diversity
Total(n)	4	39	50		
Mean	3.25	2.90	2.72		
Standard deviation	0.50	0.82	0.95		
Significance	-				
Effect size	-	0.43	0.56		
Increase the selectivity of the student body through more competitive admissions criteria					
Highest priority	33.3%	7.7%	12.2%		
High priority	0.0%	15.4%	18.4%		
Medium priority	0.0%	38.5%	51.0%		
Low priority	66.7%	38.5%	18.4%		Institutional Priority: Increase Prestige
Total(n)	3	39	49		
Mean	2.00	1.92	2.24		
Standard deviation	1.73	0.93	0.90		
Significance	-				
Effect size	-	0.09	-0.27		
Promote gender diversity in the faculty and administration					
Highest priority	25.0%	15.4%	22.0%		
High priority	50.0%	51.3%	36.0%		
Medium priority	0.0%	23.1%	24.0%		
Low priority	25.0%	10.3%	18.0%		Institutional Priority: Commitment to Diversity
Total(n)	4	39	50		
Mean	2.75	2.72	2.62		
Standard deviation	1.26	0.86	1.03		
Significance	-				
Effect size	-	0.03	0.13		
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%	25.6%	26.5%		
High priority	50.0%	46.2%	30.6%		
Medium priority	0.0%	12.8%	28.6%		
Low priority	25.0%	15.4%	14.3%		Institutional Priority: Commitment to Diversity
Total(n)	4	39	49		
Mean	2.75	2.82	2.69		
Standard deviation	1.26	1.00	1.02		
Significance	-				
Effect size	-	-0.07	0.06		
Provide resources for faculty to engage in community-based teaching or research					
Highest priority	33.3%	13.9%	16.3%		
High priority	33.3%	36.1%	24.5%		
Medium priority	33.3%	38.9%	44.9%		
Low priority	0.0%	11.1%	14.3%		Institutional Priority: Civic Engagement
Total(n)	3	36	49		
Mean	3.00	2.53	2.43		
Standard deviation	1.00	0.88	0.94		
Significance	-				
Effect size	-	0.53	0.61		
Create and sustain partnerships with surrounding communities					
Highest priority	66.7%	25.6%	20.4%		
High priority	0.0%	46.2%	40.8%		
Medium priority	33.3%	25.6%	32.7%		
Low priority	0.0%	2.5%	6.1%		Institutional Priority: Civic Engagement
Total(n)	3	39	49		
Mean	3.33	2.95	2.76		
Standard deviation	1.15	0.79	0.85		
Significance	-				
Effect size	-	0.48	0.67		
Indicate how important you believe each priority listed below is at your college or university:					
Pursue extramural funding					
Highest priority	50.0%	22.2%	29.8%		
High priority	25.0%	44.4%	34.0%		
Medium priority	25.0%	27.8%	23.4%		
Low priority	0.0%	5.6%	12.8%		
Total(n)	4	36	47		
Mean	3.25	2.83	2.81		
Standard deviation	0.96	0.85	1.01		
Significance	-				

Effect size	-	0.49	0.44			
Strengthen links with the for-profit, corporate sector						
Highest priority	75.0%	22.2%	21.7%			
High priority	0.0%	36.1%	37.0%			
Medium priority	25.0%	25.0%	30.4%			
Low priority	0.0%	16.7%	10.9%			
Total(n)	4	36	46			
Mean	3.50	2.64	2.70			
Standard deviation	1.00	1.02	0.94			
Significance	-	-	-			
Effect size	-	0.84	0.85			
Develop leadership ability among students						
Highest priority	50.0%	25.6%	30.6%			
High priority	25.0%	35.9%	46.9%			
Medium priority	25.0%	33.3%	22.4%			
Low priority	0.0%	5.1%	0.0%			
Total(n)	4	39	49			
Mean	3.25	2.82	3.08			
Standard deviation	0.96	0.88	0.73			
Significance	-	-	-			
Effect size	-	0.49	0.23			
Indicate how important you believe each priority listed below is at your college or university:						
Develop an appreciation for multiculturalism						
Highest priority	50.0%	33.3%	29.2%			
High priority	0.0%	33.3%	39.6%			
Medium priority	50.0%	28.2%	27.1%			
Low priority	0.0%	5.1%	4.2%			
Total(n)	4	39	48			
Mean	3.00	2.95	2.94			
Standard deviation	1.15	0.92	0.86			
Significance	-	-	-			
Effect size	-	0.05	0.07			
Prepare students for the workplace						
Highest priority	50.0%	45.0%	46.0%			
High priority	50.0%	40.0%	40.0%			
Medium priority	0.0%	12.5%	14.0%			
Low priority	0.0%	2.5%	0.0%			
Total(n)	4	40	50			
Mean	3.50	3.28	3.32			
Standard deviation	0.58	0.78	0.71			
Significance	-	-	-			
Effect size	-	0.28	0.25			
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	66.7%	16.0%	25.6%			
To a large extent	0.0%	36.0%	25.6%			
To some extent	33.3%	28.0%	35.9%			
To a small extent	0.0%	4.0%	12.8%			
Not at all	0.0%	16.0%	0.0%			
Total(n)	3	25	30			
Mean	4.33	3.32	3.64			
Standard deviation	1.15	1.28	1.01			
Significance	-	-	-			
Effect size	-	0.79	0.68			
Experience close alignment between your work and your personal values						
To a very large extent	33.3%	33.3%	35.1%			
To a large extent	33.3%	46.7%	40.5%			
To some extent	33.3%	10.0%	18.9%			
To a small extent	0.0%	0.0%	2.7%			
Not at all	0.0%	10.0%	2.7%			
Total(n)	3	30	37			
Mean	4.00	3.93	4.03			
Standard deviation	1.00	1.17	0.96			
Significance	-	-	-			
Effect size	-	0.06	-0.03			
Mentor faculty						
To a very large extent	0.0%	4.2%	16.2%			
To a large extent	0.0%	20.8%	16.2%			
To some extent	50.0%	29.2%	35.1%			
To a small extent	0.0%	12.5%	8.1%			
Not at all	50.0%	33.3%	24.3%			
Total(n)	2	24	37			
Mean	2.00	2.50	2.92			
Standard deviation	1.41	1.29	1.38			
Significance	-	-	-			
Effect size	-	-0.39	-0.67			
Mentor undergraduate students						
To a very large extent	0.0%	14.8%	22.9%			
To a large extent	0.0%	14.8%	17.1%			
To some extent	100.0%	29.6%	40.0%			
To a small extent	0.0%	25.9%	11.4%			
Not at all	0.0%	14.8%	8.6%			
Total(n)	1	27	35			
Mean	3.00	2.89	3.34			
Standard deviation	.	1.28	1.21			
Significance	-	-	-			
Effect size	-	0.09	-0.28			
Please indicate the extent to which you:						
Mentor graduate students						
To a very large extent	0.0%	8.0%	14.7%			
To a large extent	0.0%	12.0%	8.8%			
To some extent	0.0%	8.0%	17.6%			
To a small extent	100.0%	16.0%	23.5%			
Not at all	0.0%	56.0%	35.3%			
Total(n)	1	25	34			
Mean	2.00	2.00	2.44			
Standard deviation	.	1.38	1.44			
Significance	-	-	-			
Effect size	-	0.00	-0.31			
Been mentored by at least one professional in academia						
To a very large extent	0.0%	12.0%	25.7%			
To a large extent	0.0%	8.0%	20.0%			
To some extent	100.0%	40.0%	34.3%			
To a small extent	0.0%	4.0%	11.4%			
Not at all	0.0%	36.0%	8.6%			
Total(n)	1	25	35			
Mean	3.00	2.56	3.43			
Standard deviation	.	1.39	1.24			
Significance	-	-	-			
Effect size	-	0.32	-0.35			
Participated in training in preparation to be a mentor (e.g., workshops, programs)						
To a very large extent	0.0%	0.0%	2.9%			
To a large extent	0.0%	12.5%	5.7%			
To some extent	0.0%	25.0%	25.7%			
To a small extent	100.0%	20.8%	20.0%			
Not at all	0.0%	41.7%	45.7%			

Institutional
Priority:
Commitment to
Diversity

Significance	-				
Effect size	-	-0.88	-0.83		
Departmental leadership					
Very satisfied	75.0%	38.2%	43.6%		
Satisfied	0.0%	32.4%	25.6%		
Marginally satisfied	0.0%	20.6%	23.1%		
Not satisfied	25.0%	8.8%	7.7%		
Total(n)	4	34	39		Job Satisfaction: Workplace
Mean	3.25	3.00	3.05		
Standard deviation	1.50	0.98	1.00		
Significance	-				
Effect size	-	0.26	0.20		
Departmental support for work/life balance					
Very satisfied	25.0%	31.3%	41.0%		
Satisfied	50.0%	53.1%	30.8%		
Marginally satisfied	25.0%	12.5%	17.9%		
Not satisfied	0.0%	3.1%	10.3%		
Total(n)	4	32	39		
Mean	3.00	3.13	3.03		
Standard deviation	0.82	0.75	1.01		
Significance	-				
Effect size	-	-0.17	-0.03		
Institutional support for work/life balance					
Very satisfied	25.0%	29.4%	28.2%		
Satisfied	50.0%	50.0%	35.9%		
Marginally satisfied	25.0%	17.6%	25.6%		
Not satisfied	0.0%	2.9%	10.3%		
Total(n)	4	34	39		
Mean	3.00	3.06	2.82		
Standard deviation	0.82	0.78	0.97		
Significance	-				
Effect size	-	-0.08	0.19		
Prospects for career advancement					
Very satisfied	25.0%	12.9%	16.2%		
Satisfied	25.0%	54.8%	40.5%		
Marginally satisfied	50.0%	25.8%	32.4%		
Not satisfied	0.0%	6.5%	10.8%		
Total(n)	4	31	37		Job Satisfaction: Compensation
Mean	2.75	2.74	2.62		
Standard deviation	0.96	0.77	0.89		
Significance	-				
Effect size	-	0.01	0.15		
How satisfied are you with the following aspects of your job?					
Relative equity of salary and job benefits					
Very satisfied	25.0%	25.0%	13.5%		
Satisfied	25.0%	40.6%	43.2%		
Marginally satisfied	25.0%	31.3%	24.3%		
Not satisfied	25.0%	3.1%	18.9%		
Total(n)	4	32	37		Job Satisfaction: Workplace
Mean	2.50	2.88	2.51		
Standard deviation	1.29	0.83	0.96		
Significance	-				
Effect size	-	-0.46	-0.01		
Flexibility in relation to family matters or emergencies					
Very satisfied	50.0%	43.8%	48.7%		
Satisfied	25.0%	53.1%	38.5%		
Marginally satisfied	25.0%	3.1%	10.3%		
Not satisfied	0.0%	0.0%	2.6%		
Total(n)	4	32	39		Job Satisfaction: Workplace
Mean	3.25	3.41	3.33		
Standard deviation	0.96	0.56	0.77		
Significance	-				
Effect size	-	-0.29	-0.10		
Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)					
Very satisfied	66.7%	30.0%	34.3%		
Satisfied	0.0%	56.7%	40.0%		
Marginally satisfied	33.3%	6.7%	20.0%		
Not satisfied	0.0%	6.7%	5.7%		
Total(n)	3	30	35		
Mean	3.33	3.10	3.03		
Standard deviation	1.15	0.80	0.89		
Significance	-				
Effect size	-	0.29	0.34		
Overall job					
Very satisfied	50.0%	35.5%	35.9%		
Satisfied	25.0%	58.1%	51.3%		
Marginally satisfied	25.0%	6.5%	10.3%		
Not satisfied	0.0%	0.0%	2.6%		
Total(n)	4	31	39		
Mean	3.25	3.29	3.21		
Standard deviation	0.96	0.59	0.73		
Significance	-				
Effect size	-	-0.07	0.05		
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	0.0%	7.4%	11.4%		
Somewhat	25.0%	66.7%	60.0%		
Not at all	75.0%	25.9%	28.6%		
Total(n)	4	27	35		
Mean	1.25	1.81	1.83		
Standard deviation	0.50	0.56	0.62		
Significance	-				
Effect size	-	-1.00	-0.94		
Child care					
Extensive	0.0%	14.3%	15.8%		
Somewhat	0.0%	21.4%	31.6%		
Not at all	100.0%	64.3%	52.6%		
Total(n)	1	14	19		
Mean	1.00	1.50	1.63		
Standard deviation	-	0.76	0.76		
Significance	-				
Effect size	-	-0.66	-0.83		
My physical health					
Extensive	0.0%	3.4%	13.9%		
Somewhat	25.0%	55.2%	52.8%		
Not at all	75.0%	41.4%	33.3%		
Total(n)	4	29	36		
Mean	1.25	1.62	1.81		
Standard deviation	0.50	0.56	0.67		
Significance	-				
Effect size	-	-0.66	-0.84		
My emotional well-being					
Extensive	0.0%	12.5%	10.8%		
Somewhat	33.3%	40.6%	45.9%		
Not at all	66.7%	46.9%	43.2%		
Total(n)	3	32	37		
Mean	1.33	1.66	1.68		

Standard deviation	0.58	0.70	0.67			
Significance	-	-	-			
Effect size	-	-0.47	-0.52			
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%	20.8%	18.8%			
Somewhat	50.0%	50.0%	37.5%			
Not at all	50.0%	29.2%	43.8%			
Total(n)	2	24	32			
Mean	1.50	1.92	1.75			
Standard deviation	0.71	0.72	0.76			
Significance	-	-	-			
Effect size	-	-0.58	-0.33			
Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)						
Extensive	0.0%	12.5%	6.5%			
Somewhat	0.0%	29.2%	19.4%			
Not at all	100.0%	58.3%	74.2%			
Total(n)	1	24	31			
Mean	1.00	1.54	1.32			
Standard deviation	-	0.72	0.60			
Significance	-	-	-			
Effect size	-	-0.75	-0.53			
Committee work						
Extensive	33.3%	16.7%	14.7%			
Somewhat	33.3%	50.0%	55.9%			
Not at all	33.3%	33.3%	29.4%			
Total(n)	3	24	34			
Mean	2.00	1.83	1.85			
Standard deviation	1.00	0.70	0.66			
Significance	-	-	-			
Effect size	-	0.24	0.23			
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	33.3%	7.1%	2.9%			
Somewhat	33.3%	50.0%	60.0%			
Not at all	33.3%	42.9%	37.1%			
Total(n)	3	28	35			
Mean	2.00	1.64	1.66			
Standard deviation	1.00	0.62	0.54			
Significance	-	-	-			
Effect size	-	0.58	0.63			
Students						
Extensive	50.0%	7.4%	5.7%			
Somewhat	0.0%	25.9%	42.9%			
Not at all	50.0%	66.7%	51.4%			
Total(n)	2	27	36			
Mean	2.00	1.41	1.54			
Standard deviation	1.41	0.64	0.61			
Significance	-	-	-			
Effect size	-	0.92	0.75			
Research or publishing demands						
Extensive	0.0%	0.0%	26.7%			
Somewhat	0.0%	45.0%	40.0%			
Not at all	100.0%	55.0%	33.3%			
Total(n)	1	20	30			
Mean	1.00	1.45	1.93			
Standard deviation	-	0.51	0.78			
Significance	-	-	-			
Effect size	-	-0.88	-1.19			
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	33.3%	7.7%	22.2%			
Somewhat	33.3%	53.8%	55.6%			
Not at all	33.3%	38.5%	22.2%			
Total(n)	3	26	36			
Mean	2.00	1.69	2.00			
Standard deviation	1.00	0.62	0.68			
Significance	-	-	-			
Effect size	-	0.50	0.00			
Teaching load						
Extensive	0.0%	5.3%	11.5%			
Somewhat	100.0%	31.6%	42.3%			
Not at all	0.0%	63.2%	46.2%			
Total(n)	1	19	26			
Mean	2.00	1.42	1.65			
Standard deviation	-	0.61	0.69			
Significance	-	-	-			
Effect size	-	0.95	0.51			
Lack of personal time						
Extensive	0.0%	3.6%	17.1%			
Somewhat	33.3%	50.0%	37.1%			
Not at all	66.7%	46.4%	45.7%			
Total(n)	3	28	35			
Mean	1.33	1.57	1.71			
Standard deviation	0.58	0.57	0.75			
Significance	-	-	-			
Effect size	-	-0.42	-0.51			
Job security						
Extensive	0.0%	11.5%	11.8%			
Somewhat	0.0%	38.5%	23.5%			
Not at all	100.0%	50.0%	64.7%			
Total(n)	2	26	34			
Mean	1.00	1.62	1.47			
Standard deviation	0.00	0.70	0.71			
Significance	-	-	-			
Effect size	-	-0.89	-0.66			
Self-imposed high expectations						
Extensive	0.0%	25.0%	27.8%			
Somewhat	50.0%	60.7%	52.8%			
Not at all	50.0%	14.3%	19.4%			
Total(n)	2	28	36			
Mean	1.50	2.11	2.08			
Standard deviation	0.71	0.63	0.69			
Significance	-	-	-			
Effect size	-	-0.97	-0.84			
Increased work responsibilities						
Extensive	33.3%	24.1%	29.4%			
Somewhat	0.0%	48.3%	38.2%			
Not at all	66.7%	27.6%	32.4%			
Total(n)	3	29	34			
Mean	1.67	1.97	1.97			
Standard deviation	1.15	0.73	0.80			
Significance	-	-	-			
Effect size	-	-0.41	-0.38			

Institutional budget cuts					
Extensive	50.0%	41.4%	26.5%		
Somewhat	0.0%	44.8%	29.4%		
Not at all	50.0%	13.8%	44.1%		
Total(n)	2	29	34		
Mean	2.00	2.28	1.82		
Standard deviation	1.41	0.70	0.83		
Significance	-				
Effect size	-	-0.40	0.22		
Have you been sexually harassed at this institution?					
Yes	0.0%	0.0%	0.0%		
No	100.0%	100.0%	100.0%		
Total(n)	4	45	54		
In the past year, have you:					
Considered leaving academe for another job?					
Yes	33.3%	23.5%	37.5%		
No	66.7%	76.5%	62.5%		
Total(n)	3	34	40		
Considered leaving this institution for another?					
Yes	33.3%	45.7%	45.0%		
No	66.7%	54.3%	55.0%		
Total(n)	3	35	40		
Engaged in public service/professional consulting without pay?					
Yes	0.0%	30.3%	30.0%		
No	100.0%	69.7%	70.0%		
Total(n)	3	33	40		Civic Minded Practice
Received at least one firm job offer elsewhere?					
Yes	33.3%	23.5%	25.0%		
No	66.7%	76.5%	75.0%		
Total(n)	3	34	40		
For each of the following items, please mark either Yes or No.					
Are you a member of a faculty union?					
Yes	33.3%	67.6%	15.0%		
No	66.7%	32.4%	85.0%		
Total(n)	3	34	40		
Do you plan to retire within the next three years?					
Yes	33.3%	22.9%	26.3%		
No	66.7%	77.1%	73.7%		
Total(n)	3	35	38		
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%	2.9%	7.7%		
No	100.0%	97.1%	92.3%		
Total(n)	3	34	39		
Have you ever been formally recognized for outstanding teaching at this institution?					
Yes	0.0%	17.1%	18.4%		
No	100.0%	82.9%	81.6%		
Total(n)	3	35	38		
Citizenship status:					
U.S. citizen	100.0%	95.5%	94.2%		
Permanent resident (green card)	0.0%	4.5%	1.9%		
Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)	0.0%	0.0%	3.8%		
None of the above	0.0%	0.0%	0.0%		
Total(n)	3	44	52		
How would you characterize your political views?					
Far right	0.0%	0.0%	0.0%		
Conservative	0.0%	7.7%	25.5%		
Middle-of-the-road	66.7%	20.5%	27.7%		
Liberal	33.3%	56.4%	40.4%		
Far left	0.0%	15.4%	6.4%		
Total(n)	3	39	47		
If given the choice, would you:					
Still come to this institution?					
Definitely yes	25.0%	44.2%	54.0%		
Probably yes	50.0%	41.9%	28.0%		
Not sure	0.0%	2.3%	6.0%		
Probably no	0.0%	9.3%	6.0%		
Definitely no	25.0%	2.3%	6.0%		
Total(n)	4	43	50		
Mean	3.50	4.16	4.18		
Standard deviation	1.73	1.02	1.17		
Significance	-				
Effect size	-	-0.65	-0.58		
Still be a college professor?					
Definitely yes	0.0%	50.0%	60.4%		
Probably yes	66.7%	36.8%	29.2%		
Not sure	33.3%	10.5%	8.3%		
Probably no	0.0%	0.0%	2.1%		
Definitely no	0.0%	2.6%	0.0%		
Total(n)	3	39	48		
Mean	3.67	4.32	4.48		
Standard deviation	0.58	0.87	0.74		
Significance	-				
Effect size	-	-0.75	-1.09		
Please select your base institutional salary.					
Less than \$10,000	0.0%	0.0%	0.0%		
\$10,000-19,999	0.0%	0.0%	0.0%		
\$20,000-29,999	0.0%	0.0%	0.0%		
\$30,000-39,999	0.0%	0.0%	0.0%		
\$40,000-49,999	50.0%	7.4%	3.8%		
\$50,000-59,999	0.0%	11.1%	11.5%		
\$60,000-69,999	0.0%	14.8%	26.9%		
\$70,000-79,999	0.0%	11.1%	11.5%		
\$80,000-89,999	0.0%	22.2%	11.5%		
\$90,000-99,999	50.0%	7.4%	7.7%		
\$100,000-124,999	0.0%	18.5%	19.2%		
\$125,000-149,999	0.0%	7.4%	3.8%		
\$150,000-199,999	0.0%	0.0%	0.0%		
\$200,000-249,999	0.0%	0.0%	0.0%		
\$250,000-499,999	0.0%	0.0%	3.8%		
\$500,000 or higher	0.0%	0.0%	0.0%		
Total(n)	2	27	26		
Your base institutional salary reported above is based on:					
Less than 9 months	0.0%	3.7%	7.1%		
9/10 months	0.0%	18.5%	10.7%		
11/12 months	100.0%	77.8%	82.1%		
Total(n)	2	27	28		
Total salary from teaching at this institution for this academic year for part-time faculty.					
Less than \$5,000	0.0%	0.0%	16.7%		
\$5,000-9,999	0.0%	25.0%	50.0%		
\$10,000-14,999	0.0%	0.0%	0.0%		
\$15,000-19,999	0.0%	0.0%	0.0%		
\$20,000-24,999	0.0%	0.0%	0.0%		
\$25,000-29,999	0.0%	50.0%	33.3%		
\$30,000-34,999	0.0%	0.0%	0.0%		
\$35,000-39,999	0.0%	0.0%	0.0%		
\$40,000-44,999	0.0%	25.0%	0.0%		
\$45,000-49,999	0.0%	0.0%	0.0%		

\$50,000-59,999	0.0%	0.0%	0.0%
\$60,000-69,999	0.0%	0.0%	0.0%
\$70,000-79,999	0.0%	0.0%	0.0%
\$80,000-89,999	0.0%	0.0%	0.0%
\$90,000-99,999	0.0%	0.0%	0.0%
\$100,000 or more	0.0%	0.0%	0.0%
Total(n)	0	4	6
Per-Course earnings for part-time faculty.			
Less than \$500	0.0%	0.0%	0.0%
\$500-999	0.0%	100.0%	25.0%
\$1,000-1,499	0.0%	0.0%	0.0%
\$1,500-1,999	0.0%	0.0%	0.0%
\$2,000-2,499	0.0%	0.0%	0.0%
\$2,500-2,999	0.0%	0.0%	25.0%
\$3,000-3,499	0.0%	0.0%	25.0%
\$3,500-3,999	0.0%	0.0%	25.0%
\$4,000-4,499	0.0%	0.0%	0.0%
\$4,500-4,999	0.0%	0.0%	0.0%
\$5,000-5,499	0.0%	0.0%	0.0%
\$5,500-5,999	0.0%	0.0%	0.0%
\$6,000-6,499	0.0%	0.0%	0.0%
\$6,500-6,999	0.0%	0.0%	0.0%
\$7,000-7,499	0.0%	0.0%	0.0%
\$7,500-7,999	0.0%	0.0%	0.0%
\$8,000-8,499	0.0%	0.0%	0.0%
\$8,500-8,999	0.0%	0.0%	0.0%
\$9,000-9,499	0.0%	0.0%	0.0%
\$9,500-9,999	0.0%	0.0%	0.0%
\$10,000 or more	0.0%	0.0%	0.0%
Total(n)	0	1	4
Highest Degree Earned			
Bachelor's (B.A., B.S., etc.)	0.0%	23.3%	0.0%
Master's (M.A., M.S.)	33.3%	18.6%	35.4%
Terminal Master's (M.F.A., M.B.A.)	0.0%	18.6%	8.3%
J.D.	33.3%	2.3%	2.1%
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	0.0%	2.1%
Ph.D.	33.3%	34.9%	43.8%
Professional Doctorate (Ed.D., Psy.D., etc.)	0.0%	0.0%	8.3%
Other degree	0.0%	2.3%	0.0%
Total(n)	3	43	48
Degree Currently Working On			
Bachelor's (B.A., B.S., etc.)	0.0%	0.0%	2.9%
Master's (M.A., M.S.)	0.0%	3.2%	8.6%
Terminal Master's (M.F.A., M.B.A.)	0.0%	0.0%	0.0%
J.D.	0.0%	0.0%	0.0%
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	0.0%	0.0%
Ph.D.	0.0%	0.0%	2.9%
Professional Doctorate (Ed.D., Psy.D., etc.)	0.0%	0.0%	2.9%
Other degree	0.0%	0.0%	0.0%
None	100.0%	96.8%	82.9%
Total(n)	3	31	35
Are you currently serving in an administrative position as:			
Department chair	0.0%	1.0%	0.7%
Dean (associate or assistant)	10.0%	1.0%	0.7%
Vice-president	0.0%	0.0%	0.0%
President	0.0%	0.0%	0.0%
Provost	0.0%	0.0%	0.0%
Other	0.0%	1.0%	0.7%
Not applicable	20.0%	28.9%	18.8%
Total(n)	10	97	149
Race/Ethnicity - mark all that apply (total may add to more than 100%)			
American Indian/Alaska Native	0.0%	0.0%	0.0%
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	0.0%	2.6%	4.3%
Filipina/o/x	0.0%	0.0%	0.0%
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.0%	0.0%	0.0%
South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	33.3%	2.6%	4.3%
Other Asian	0.0%	0.0%	0.0%
African American/Black	0.0%	5.1%	0.0%
African	0.0%	2.6%	0.0%
Caribbean	0.0%	0.0%	0.0%
Other Black	0.0%	0.0%	0.0%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%
Mexican American/Chicana/o/x	0.0%	2.6%	2.2%
Puerto Rican	0.0%	0.0%	2.2%
Central American	0.0%	0.0%	0.0%
South American	0.0%	0.0%	0.0%
Other Hispanic or Latina/o/x	0.0%	0.0%	2.2%
Middle Eastern	0.0%	2.6%	0.0%
European	66.7%	69.2%	82.6%
Other White	0.0%	12.8%	2.2%
Other	0.0%	2.6%	2.2%
Total(n)	3	39	46
Race/Ethnicity Group (with multiple race category)			
Native American/Alaska Native	0.0%	0.0%	0.0%
Asian/Pacific Islander	33.3%	5.1%	6.5%
Black/African American	0.0%	7.7%	0.0%
Latina/o/x	0.0%	2.6%	6.5%
White	66.7%	82.1%	82.6%
Other Race/Ethnicity	0.0%	2.6%	2.2%
Two or More Races/Ethnicities	0.0%	0.0%	2.2%
Total(n)	3	39	46
Is English your native language?			
Yes	66.7%	90.9%	87.8%
No	33.3%	9.1%	12.2%
Total(n)	3	44	49
What is your sexual orientation?			
Heterosexual/straight	100.0%	87.2%	93.5%
Gay	0.0%	7.7%	4.3%
Lesbian	0.0%	5.1%	0.0%
Bisexual	0.0%	0.0%	2.2%
Queer	0.0%	0.0%	0.0%
Pansexual	0.0%	0.0%	0.0%
Asexual	0.0%	0.0%	0.0%
Not listed above	0.0%	0.0%	0.0%
Total(n)	3	39	46
Do you identify as transgender?			
No	100.0%	98.8%	99.1%
Yes	0.0%	1.2%	0.9%
Total(n)	9	86	110
How many children do you have in the following age ranges?			
Under 18 years old			
0	50.0%	67.9%	78.1%
1	50.0%	10.7%	12.5%
2	0.0%	10.7%	6.3%
3	0.0%	10.7%	0.0%
4+	0.0%	0.0%	3.1%

Total(n)	2	28	32		
18 years or older					
0	50.0%	40.0%	40.0%		
1	0.0%	8.6%	5.0%		
2	0.0%	37.1%	25.0%		
3	50.0%	11.4%	15.0%		
4+	0.0%	2.9%	15.0%		
Total(n)	2	35	40		
How satisfied are you with the availability of child care at this institution?					
Very satisfied	0.0%	20.0%	20.0%		
Satisfied	0.0%	40.0%	0.0%		
Marginally satisfied	0.0%	0.0%	0.0%		
Not satisfied	100.0%	40.0%	80.0%		
Total(n)	1	5	5		
Standard deviation	-	1.34	1.34		
Significance	-	-	-		
Effect size	-	-1.04	-0.45		
Aggregated - Salary based on 9/10 months (full-time employees only)					
Less than \$10,000	0.0%	0.0%	0.0%		
\$10,000 - \$19,999	0.0%	0.0%	0.0%		
\$20,000 - \$29,999	0.0%	0.0%	0.0%		
\$30,000 - \$39,999	0.0%	0.0%	0.0%		
\$40,000 - \$49,999	0.0%	0.0%	0.0%		
\$50,000 - \$59,999	0.0%	0.0%	0.0%		
\$60,000 - \$69,999	0.0%	60.0%	0.0%		
\$70,000 - \$79,999	0.0%	20.0%	33.3%		
\$80,000 - \$89,999	0.0%	0.0%	0.0%		
\$90,000 - \$99,999	0.0%	0.0%	0.0%		
\$100,000 - \$124,999	0.0%	20.0%	33.3%		
\$125,000 - \$149,999	0.0%	0.0%	0.0%		
\$150,000 - \$199,999	0.0%	0.0%	0.0%		
\$200,000 - \$249,999	0.0%	0.0%	0.0%		
\$250,000 - \$499,999	0.0%	0.0%	33.3%		
\$500,000 or higher	0.0%	0.0%	0.0%		
Total(n)	0	5	3		
Mean	-	8.00	11.33		
Standard deviation	-	1.73	3.51		
Significance	-	-	-		
Effect size	-	-	-		
Aggregated - Salary based on 11/12 months (full-time employees only)					
Less than \$10,000	0.0%	0.0%	0.0%		
\$10,000 - \$19,999	0.0%	0.0%	0.0%		
\$20,000 - \$29,999	0.0%	0.0%	0.0%		
\$30,000 - \$39,999	0.0%	0.0%	0.0%		
\$40,000 - \$49,999	50.0%	9.5%	4.5%		
\$50,000 - \$59,999	0.0%	14.3%	13.6%		
\$60,000 - \$69,999	0.0%	0.0%	31.8%		
\$70,000 - \$79,999	0.0%	9.5%	9.1%		
\$80,000 - \$89,999	0.0%	28.6%	13.6%		
\$90,000 - \$99,999	50.0%	9.5%	9.1%		
\$100,000 - \$124,999	0.0%	19.0%	18.2%		
\$125,000 - \$149,999	0.0%	9.5%	0.0%		
\$150,000 - \$199,999	0.0%	0.0%	0.0%		
\$200,000 - \$249,999	0.0%	0.0%	0.0%		
\$250,000 - \$499,999	0.0%	0.0%	0.0%		
\$500,000 or higher	0.0%	0.0%	0.0%		
Total(n)	2	21	22		
Mean	7.50	8.86	8.14		
Standard deviation	3.54	2.20	1.88		
Significance	-	-	-		
Effect size	-	-0.62	-0.34		
Please enter the four-digit year that each of the following occurred.					
Year of birth					
1953 or later	0.0%	2.4%	2.3%		
1984 - 1992	33.3%	7.3%	11.4%		
1979 - 1983	0.0%	7.3%	9.1%		
1974 - 1978	0.0%	7.3%	4.5%		
1969 - 1973	0.0%	9.8%	4.5%		
1964 - 1968	0.0%	12.2%	6.8%		
1959 - 1963	33.3%	14.6%	11.4%		
1954 - 1958	33.3%	12.2%	20.5%		
1949 - 1953	0.0%	17.1%	18.2%		
1944 - 1948	0.0%	7.3%	9.1%		
1920 - 1943	0.0%	2.4%	2.3%		
Earlier than 1920	0.0%	0.0%	0.0%		
Total(n)	3	41	44		
Year of first academic appointment:					
1976 or earlier	0.0%	9.0%	6.3%		
1977 - 1981	0.0%	6.7%	2.8%		
1982 - 1986	11.1%	6.7%	5.6%		
1987 - 1991	0.0%	6.7%	3.5%		
1992 - 1996	0.0%	9.0%	7.7%		
1997 - 2001	11.1%	11.2%	9.2%		
2002 - 2006	11.1%	12.4%	9.9%		
2007 - 2011	11.1%	15.7%	10.6%		
2012 or later	55.6%	22.5%	44.4%		
Total(n)	9	89	142		
Year of appointment at present institution					
1976 or earlier	0.0%	3.4%	3.0%		
1977 - 1981	0.0%	3.4%	1.5%		
1982 - 1986	0.0%	5.7%	3.7%		
1987 - 1991	11.1%	6.8%	2.2%		
1992 - 1996	0.0%	4.5%	4.4%		
1997 - 2001	11.1%	15.9%	11.1%		
2002 - 2006	0.0%	12.5%	11.1%		
2007 - 2011	11.1%	12.5%	11.9%		
2012 or later	66.7%	35.2%	51.1%		
Total(n)	9	88	135		
If tenured, year tenure was awarded					
1976 or earlier	0.0%	0.0%	3.3%		
1977 - 1981	0.0%	8.6%	10.0%		
1982 - 1986	0.0%	0.0%	3.3%		
1987 - 1991	0.0%	11.4%	6.7%		
1992 - 1996	50.0%	22.9%	13.3%		
1997 - 2001	0.0%	5.7%	10.0%		
2002 - 2006	0.0%	14.3%	16.7%		
2007 - 2011	0.0%	5.7%	13.3%		
2012 or later	50.0%	31.4%	23.3%		
Total(n)	2	35	30		
If tenured, year tenure was awarded (CC)					
1976 or earlier	0.0%	0.0%	0.0%		
1977 - 1981	0.0%	0.0%	0.0%		
1982 - 1986	0.0%	0.0%	0.0%		
1987 - 1991	0.0%	0.0%	0.0%		
1992 - 1996	0.0%	0.0%	0.0%		
1997 - 2001	0.0%	0.0%	0.0%		
2002 - 2006	0.0%	0.0%	0.0%		
2007 - 2011	0.0%	0.0%	0.0%		
2012 or later	0.0%	0.0%	0.0%		

Total(n)	0	0	0		
Aggregated Major					
Agriculture/natural resources/related (General Area 1)	0.0%	0.0%	0.0%		
Biological and biomedical sciences (General Area 5)	0.0%	5.0%	14.3%		
Business/management/marketing/related (General Area 6)	0.0%	2.5%	0.0%		
Education (General Area 10 and Specific Discipline 2102)	0.0%	12.5%	14.3%		
Engineering technologies/technicians (General Area 11)	0.0%	2.5%	2.4%		
English language and literature/letters (General Area 12)	0.0%	2.5%	2.4%		
Health professions/clinical sciences (General Area 15)	0.0%	0.0%	7.1%		
History or Political Science (Specific Discipline 3007,3009)	0.0%	2.5%	2.4%		
Humanities (General Area 14,24)	0.0%	5.0%	4.8%		
Fine Arts (General Area 2,4,22)	0.0%	5.0%	0.0%		
Mathematics and Statistics (General Area 18)	0.0%	2.5%	4.8%		
Physical Sciences (General Area 25)	0.0%	5.0%	4.8%		
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	0.0%	10.0%	2.4%		
Other Technical (General Area 8,19,28)	50.0%	2.5%	2.4%		
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	50.0%	42.5%	38.1%		
Total(n)	2	40	42		
Aggregated Department					
Agriculture/natural resources/related (General Area 1)	0.0%	0.0%	0.0%		
Biological and biomedical sciences (General Area 5)	50.0%	5.0%	11.6%		
Business/management/marketing/related (General Area 6)	0.0%	0.0%	0.0%		
Education (General Area 10 and Specific Discipline 2102)	0.0%	5.0%	11.6%		
Engineering technologies/technicians (General Area 11)	0.0%	0.0%	2.3%		
English language and literature/letters (General Area 12)	0.0%	5.0%	4.7%		
Health professions/clinical sciences (General Area 15)	0.0%	0.0%	11.6%		
History or Political Science (Specific Discipline 3007,3009)	0.0%	2.5%	2.3%		
Humanities (General Area 14,24)	0.0%	2.5%	4.7%		
Fine Arts (General Area 2,4,22)	0.0%	5.0%	0.0%		
Mathematics and Statistics (General Area 18)	0.0%	5.0%	7.0%		
Physical Sciences (General Area 25)	0.0%	5.0%	2.3%		
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	0.0%	5.0%	0.0%		
Other Technical (General Area 8,19,28)	0.0%	2.5%	2.3%		
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	50.0%	57.5%	39.5%		
Total(n)	2	40	43		
Faculty works in a STEM department					
Yes	10.0%	7.2%	10.7%		
No	90.0%	92.8%	89.3%		
Total(n)	10	97	149		
Optional Question 1					
A					
B					
C					
D					
E					
Total(n)					
Optional Question 2					
A					
B					
C					
D					
E					
Total(n)					
Optional Question 3					
A					
B					
C					
D					
E					
Total(n)					
Optional Question 4					
A					
B					
C					
D					
E					
Total(n)					
Optional Question 5					
A					
B					
C					
D					
E					
Total(n)					
Optional Question 6					
A					
B					
C					
D					
E					
Total(n)					
Optional Question 7					
A					
B					
C					
D					
E					
Total(n)					
Optional Question 8					
A					
B					
C					
D					
E					
Total(n)					
Optional Question 9					
A					
B					
C					
D					
E					
Total(n)					
Optional Question 10					
A					
B					
C					
D					
E					
Total(n)					
Optional Question 11					
A					
B					
C					
D					
E					
Total(n)					
Optional Question 12					
A					
B					
C					

D				
E				
Total(n)				
Optional Question 13				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 14				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 15				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 16				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 17				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 18				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 19				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 20				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 21				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 22				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 23				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 24				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 25				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 26				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 27				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 28				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 29				
A				
B				
C				
D				
E				
Total(n)				

Optional Question 30				
A				
B				
C				
D				
E				
Total(n)				

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.

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 range of response options.

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.

2019-20 HERI Faculty Survey
Mentoring Module
All Respondents

University of Nebraska at Omaha	Total		Men/Trans men		Women/Trans women	
	Your Inst	All	Your Inst	All	Your Inst	All
All Respondents	296	3,855	137	1,930	141	1,754
How would you rate yourself as a mentor in the following areas:						
Providing constructive feedback to your mentees						
A major strength	43.2%	39.5%	42.3%	35.5%	44.7%	43.4%
Somewhat strong	38.9%	42.0%	40.1%	44.4%	37.6%	39.4%
Average	16.9%	17.1%	16.8%	18.3%	17.7%	16.1%
Somewhat weak	1.0%	1.4%	0.7%	1.7%	0.0%	1.0%
A major weakness	0.0%	0.1%	0.0%	0.1%	0.0%	0.1%
Total(n)	296	3,855	137	1,930	141	1,754
Mean	4.24	4.19	4.24	4.14	4.27	4.25
Standard deviation	0.76	0.77	0.75	0.77	0.75	0.76
Significance	-	-	-	-	-	-
Effect size	-	0.06	-	0.13	-	0.03
Taking into account the biases and prejudices you bring into the mentor/mentee relationship						
A major strength	24.3%	21.1%	28.9%	19.2%	17.1%	21.9%
Somewhat strong	43.5%	47.2%	37.0%	45.3%	51.4%	49.7%
Average	30.8%	29.0%	32.6%	32.3%	30.0%	25.9%
Somewhat weak	0.7%	2.5%	0.7%	2.8%	0.7%	2.3%
A major weakness	0.7%	0.2%	0.7%	0.3%	0.7%	0.2%
Total(n)	292	3,813	135	1,914	140	1,733
Mean	3.90	3.86	3.93	3.80	3.84	3.91
Standard deviation	0.80	0.78	0.84	0.79	0.74	0.76
Significance	-	-	-	-	-	-
Effect size	-	0.05	-	0.16	-	-0.09
Working effectively with mentees whose personal background is different from your own (age, race, gender, class, religion, sexual orientation, etc.)						
A major strength	38.0%	32.9%	40.7%	29.5%	34.3%	36.0%
Somewhat strong	37.7%	45.0%	35.6%	45.2%	41.4%	45.4%
Average	22.3%	20.4%	22.2%	23.5%	21.4%	17.1%
Somewhat weak	2.1%	1.6%	1.5%	1.8%	2.9%	1.4%
A major weakness	0.0%	0.1%	0.0%	0.1%	0.0%	0.1%
Total(n)	292	3,834	135	1,920	140	1,744
Mean	4.12	4.09	4.16	4.02	4.07	4.16
Standard deviation	0.82	0.77	0.82	0.78	0.82	0.76
Significance	-	-	-	*	-	-
Effect size	-	0.04	-	0.18	-	-0.12
Being an advocate for your mentees						
A major strength	54.9%	49.6%	51.8%	44.0%	57.4%	56.0%
Somewhat strong	36.3%	35.6%	40.1%	38.8%	32.6%	31.8%
Average	7.8%	13.5%	6.6%	15.5%	9.2%	11.1%
Somewhat weak	1.0%	1.2%	1.5%	1.5%	0.7%	0.9%
A major weakness	0.0%	0.1%	0.0%	0.2%	0.0%	0.1%
Total(n)	295	3,841	137	1,923	141	1,749
Mean	4.45	4.33	4.42	4.25	4.47	4.43
Standard deviation	0.68	0.76	0.68	0.78	0.69	0.73
Significance	-	**	-	*	-	-
Effect size	-	0.16	-	0.22	-	0.05
Helping your mentees network effectively						
A major strength	34.0%	26.2%	26.7%	22.7%	41.8%	30.2%
Somewhat strong	33.0%	35.6%	36.3%	36.8%	29.8%	34.5%
Average	26.2%	28.1%	26.7%	28.6%	25.5%	27.3%
Somewhat weak	6.1%	8.6%	8.9%	10.5%	2.8%	6.5%
A major weakness	0.7%	1.4%	1.5%	1.5%	0.0%	1.5%
Total(n)	294	3,834	135	1,919	141	1,746
Mean	3.94	3.77	3.78	3.69	4.11	3.86
Standard deviation	0.95	0.98	0.99	0.98	0.88	0.97
Significance	-	**	-	-	-	**
Effect size	-	0.17	-	0.09	-	0.26
Helping your mentees acquire financial resources (e.g., scholarships, fellowships, grants)						
A major strength	19.1%	12.8%	22.1%	13.0%	15.8%	12.5%
Somewhat strong	33.1%	26.9%	31.6%	27.2%	34.5%	26.8%
Average	32.4%	36.4%	30.9%	36.6%	33.1%	35.7%
Somewhat weak	11.3%	18.0%	11.0%	17.3%	12.2%	18.8%
A major weakness	4.1%	6.0%	4.4%	5.9%	4.3%	6.2%
Total(n)	293	3,807	136	1,908	139	1,732
Mean	3.52	3.23	3.56	3.24	3.45	3.21
Standard deviation	1.05	1.07	1.09	1.07	1.04	1.08
Significance	-	***	-	***	-	*
Effect size	-	0.27	-	0.30	-	0.22
How many undergraduate students do you currently mentor?						
None	38.4%	32.0%	36.2%	30.5%	40.6%	33.3%
1-2	18.2%	13.4%	19.1%	13.9%	17.5%	13.2%
3-4	13.9%	11.5%	15.6%	12.8%	11.9%	10.3%
5-7	9.9%	10.9%	8.5%	11.3%	10.5%	10.2%
8-10	3.6%	8.1%	5.0%	8.6%	2.8%	7.6%
11-15	5.0%	8.6%	5.7%	9.2%	4.9%	8.0%
16-30	7.0%	9.5%	6.4%	8.8%	7.0%	10.2%
31 or more	4.0%	6.0%	3.5%	4.9%	4.9%	7.0%
Total(n)	302	3,906	141	1,954	143	1,778
How often do you typically communicate with your undergraduate mentee(s)?						
Daily	5.4%	6.1%	6.7%	6.9%	3.5%	5.1%
Weekly	60.2%	55.7%	58.9%	57.6%	61.2%	53.8%
Monthly	23.7%	28.2%	25.6%	26.2%	23.5%	30.2%
Once per term	9.1%	9.4%	7.8%	8.9%	9.4%	10.2%

* 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.

Yearly	1.6%	0.5%	1.1%	0.4%	2.4%	0.7%
Total(n)	186	2,650	90	1,356	85	1,182
Mean	3.59	3.57	3.62	3.62	3.54	3.52
Standard deviation	0.80	0.77	0.77	0.76	0.81	0.77
Significance	-	-	-	-	-	-
Effect size	-	0.03	-	0.00	-	0.03
To what extent do you work with your undergraduate mentees on the following:						
Educational choices and strategies						
To a very large extent	27.3%	27.4%	20.2%	23.7%	33.7%	31.2%
To a large extent	26.8%	37.2%	32.6%	38.5%	20.5%	36.1%
To some extent	36.6%	28.8%	40.4%	31.3%	34.9%	26.2%
To a small extent	7.7%	5.3%	4.5%	5.2%	9.6%	5.3%
Not at all	1.6%	1.3%	2.2%	1.3%	1.2%	1.2%
Total(n)	183	2,623	89	1,344	83	1,169
Mean	3.70	3.84	3.64	3.78	3.76	3.91
Standard deviation	1.01	0.93	0.93	0.91	1.07	0.94
Significance	-	-	-	-	-	-
Effect size	-	-0.15	-	-0.15	-	-0.16
Their research projects and interests						
To a very large extent	24.2%	27.3%	20.5%	29.0%	27.7%	25.8%
To a large extent	26.9%	29.0%	31.8%	32.3%	19.3%	25.2%
To some extent	24.2%	26.2%	26.1%	25.2%	21.7%	27.6%
To a small extent	16.5%	11.8%	12.5%	9.6%	22.9%	14.2%
Not at all	8.2%	5.6%	9.1%	4.0%	8.4%	7.1%
Total(n)	182	2,629	88	1,347	83	1,173
Mean	3.42	3.61	3.42	3.73	3.35	3.49
Standard deviation	1.25	1.17	1.21	1.10	1.33	1.22
Significance	-	*	-	*	-	-
Effect size	-	-0.16	-	-0.28	-	-0.11
To what extent have you:						
Explored career options with your undergraduate mentee(s)						
To a very large extent	28.6%	28.6%	21.6%	26.4%	34.9%	30.9%
To a large extent	34.6%	34.5%	42.0%	37.4%	25.3%	31.2%
To some extent	29.1%	30.1%	30.7%	29.7%	30.1%	30.9%
To a small extent	6.0%	5.3%	4.5%	5.2%	7.2%	5.5%
Not at all	1.6%	1.6%	1.1%	1.3%	2.4%	1.5%
Total(n)	182	2,622	88	1,341	83	1,170
Mean	3.82	3.83	3.78	3.82	3.83	3.84
Standard deviation	0.97	0.96	0.88	0.93	1.07	0.98
Significance	-	-	-	-	-	-
Effect size	-	-0.01	-	-0.04	-	-0.01
Served as a role model to your undergraduate mentee(s)						
To a very large extent	34.6%	34.8%	26.1%	31.6%	42.2%	38.5%
To a large extent	39.6%	38.0%	43.2%	38.1%	38.6%	37.7%
To some extent	19.2%	23.0%	26.1%	26.1%	10.8%	19.7%
To a small extent	4.4%	3.4%	1.1%	3.4%	7.2%	3.3%
Not at all	2.2%	0.8%	3.4%	0.8%	1.2%	0.7%
Total(n)	182	2,613	88	1,337	83	1,165
Mean	4.00	4.02	3.88	3.96	4.13	4.10
Standard deviation	0.96	0.89	0.93	0.89	0.96	0.88
Significance	-	-	-	-	-	-
Effect size	-	-0.02	-	-0.09	-	0.03
Gone out of your way to promote your undergraduate mentees' academic interests						
To a very large extent	31.9%	28.6%	22.7%	26.7%	41.0%	30.6%
To a large extent	34.1%	37.0%	38.6%	37.5%	28.9%	36.1%
To some extent	24.7%	26.6%	30.7%	28.6%	18.1%	25.0%
To a small extent	8.2%	5.8%	6.8%	5.5%	10.8%	6.3%
Not at all	1.1%	2.0%	1.1%	1.7%	1.2%	2.1%
Total(n)	182	2,613	88	1,336	83	1,167
Mean	3.87	3.84	3.75	3.82	3.98	3.87
Standard deviation	0.99	0.97	0.93	0.95	1.07	0.99
Significance	-	-	-	-	-	-
Effect size	-	0.03	-	-0.07	-	0.11
Conveyed empathy for concerns or feelings your undergraduate mentees have discussed with you						
To a very large extent	46.7%	51.5%	37.5%	43.1%	55.4%	61.0%
To a large extent	35.7%	35.7%	39.8%	39.3%	34.9%	31.8%
To some extent	14.3%	11.0%	20.5%	15.8%	6.0%	5.7%
To a small extent	2.2%	1.4%	2.3%	1.6%	2.4%	1.1%
Not at all	1.1%	0.4%	0.0%	0.2%	1.2%	0.3%
Total(n)	182	2,616	88	1,340	83	1,168
Mean	4.25	4.37	4.13	4.23	4.41	4.52
Standard deviation	0.86	0.76	0.81	0.79	0.81	0.69
Significance	-	*	-	-	-	-
Effect size	-	-0.16	-	-0.13	-	-0.16
How many graduate students do you currently mentor?						
None	36.6%	56.4%	36.5%	53.8%	37.8%	59.2%
1-2	25.2%	15.7%	28.5%	17.5%	20.3%	14.0%
3-4	13.8%	9.2%	12.4%	11.2%	16.1%	7.4%
5-7	14.8%	8.0%	17.5%	8.8%	13.3%	7.0%
8-10	4.7%	3.5%	2.2%	3.0%	6.3%	4.0%
11 or more	5.0%	7.3%	2.9%	5.7%	6.3%	8.4%
Total(n)	298	3,882	137	1,939	143	1,767
How often do you typically communicate with your graduate mentee(s)?						
Daily	9.0%	11.6%	10.3%	14.1%	7.9%	8.1%
Weekly	51.9%	55.4%	55.2%	57.7%	49.4%	53.1%
Monthly	30.2%	25.4%	25.3%	22.0%	32.6%	29.5%
Once per term	7.9%	7.1%	8.0%	5.7%	9.0%	8.9%
Yearly	1.1%	0.5%	1.1%	0.4%	1.1%	0.4%
Total(n)	189	1,686	87	894	89	718

Mean	3.60	3.70	3.66	3.79	3.54	3.59
Standard deviation	0.80	0.78	0.82	0.77	0.81	0.78
Significance	-		-		-	
Effect size	-	-0.13	-	-0.17	-	-0.06
To what extent do you work with your graduate mentees on the following:						
Educational choices and strategies						
To a very large extent	40.3%	33.9%	36.5%	32.3%	42.0%	35.5%
To a large extent	31.2%	36.0%	36.5%	38.7%	26.1%	33.7%
To some extent	17.2%	21.8%	17.6%	21.8%	18.2%	21.4%
To a small extent	9.1%	6.0%	7.1%	5.4%	11.4%	6.6%
Not at all	2.2%	2.3%	2.4%	1.8%	2.3%	2.8%
Total(n)	186	1,669	85	886	88	707
Mean	3.98	3.93	3.98	3.94	3.94	3.92
Standard deviation	1.07	1.00	1.02	0.96	1.13	1.04
Significance	-		-		-	
Effect size	-	0.05	-	0.04	-	0.02
Their research projects and interests						
To a very large extent	53.8%	49.8%	56.5%	54.9%	51.1%	44.4%
To a large extent	24.2%	25.5%	23.5%	25.7%	23.9%	25.1%
To some extent	12.9%	13.8%	14.1%	12.1%	12.5%	15.5%
To a small extent	5.4%	6.2%	2.4%	4.2%	8.0%	8.7%
Not at all	3.8%	4.6%	3.5%	3.1%	4.5%	6.3%
Total(n)	186	1,681	85	891	88	714
Mean	4.19	4.10	4.27	4.25	4.09	3.93
Standard deviation	1.09	1.14	1.03	1.03	1.17	1.23
Significance	-		-		-	
Effect size	-	0.08	-	0.02	-	0.13
To what extent have you:						
Explored academic career options with your graduate mentee(s)						
To a very large extent	30.1%	26.6%	30.6%	27.1%	28.4%	25.5%
To a large extent	31.2%	30.3%	31.8%	31.8%	29.5%	28.6%
To some extent	25.8%	27.9%	28.2%	27.5%	25.0%	28.8%
To a small extent	8.6%	9.8%	7.1%	9.2%	10.2%	10.7%
Not at all	4.3%	5.4%	2.4%	4.4%	6.8%	6.3%
Total(n)	186	1,673	85	890	88	709
Mean	3.74	3.63	3.81	3.68	3.63	3.56
Standard deviation	1.11	1.13	1.03	1.10	1.20	1.16
Significance	-		-		-	
Effect size	-	0.10	-	0.12	-	0.06
Explored non-academic career options with your graduate mentee(s)						
To a very large extent	23.1%	24.0%	21.2%	23.2%	25.0%	24.5%
To a large extent	28.5%	29.8%	32.9%	32.2%	22.7%	27.0%
To some extent	31.7%	27.4%	29.4%	26.9%	35.2%	28.3%
To a small extent	7.5%	11.0%	7.1%	10.8%	8.0%	11.5%
Not at all	9.1%	7.8%	9.4%	6.8%	9.1%	8.7%
Total(n)	186	1,676	85	891	88	711
Mean	3.49	3.51	3.49	3.54	3.47	3.47
Standard deviation	1.19	1.19	1.18	1.16	1.21	1.22
Significance	-		-		-	
Effect size	-	-0.02	-	-0.04	-	0.00
Served as a role model to your graduate mentee(s)						
To a very large extent	43.2%	41.9%	38.8%	38.8%	47.1%	45.4%
To a large extent	31.4%	36.5%	34.1%	39.3%	29.9%	33.7%
To some extent	20.0%	16.5%	21.2%	16.2%	18.4%	16.5%
To a small extent	2.7%	3.3%	3.5%	4.0%	1.1%	2.7%
Not at all	2.7%	1.7%	2.4%	1.7%	3.4%	1.7%
Total(n)	185	1,662	85	882	87	707
Mean	4.10	4.13	4.04	4.10	4.16	4.18
Standard deviation	0.99	0.93	0.98	0.92	1.00	0.92
Significance	-		-		-	
Effect size	-	-0.03	-	-0.07	-	-0.02
Gone out of your way to promote your graduate mentees' academic interests						
To a very large extent	39.1%	38.0%	33.3%	37.6%	44.8%	38.4%
To a large extent	36.4%	34.7%	40.5%	36.6%	29.9%	32.3%
To some extent	17.4%	19.7%	21.4%	18.8%	16.1%	21.2%
To a small extent	4.9%	5.6%	3.6%	5.6%	5.7%	5.4%
Not at all	2.2%	2.0%	1.2%	1.4%	3.4%	2.8%
Total(n)	184	1,669	84	885	87	709
Mean	4.05	4.01	4.01	4.04	4.07	3.98
Standard deviation	0.98	0.99	0.90	0.95	1.08	1.03
Significance	-		-		-	
Effect size	-	0.04	-	-0.03	-	0.09
Conveyed empathy for concerns or feelings your graduate mentees have discussed with you						
To a very large extent	51.9%	54.4%	42.9%	47.8%	63.6%	62.8%
To a large extent	31.4%	32.5%	40.5%	36.9%	22.7%	27.1%
To some extent	13.5%	10.7%	13.1%	12.4%	10.2%	8.4%
To a small extent	2.2%	1.7%	2.4%	2.4%	2.3%	1.0%
Not at all	1.1%	0.7%	1.2%	0.6%	1.1%	0.7%
Total(n)	185	1,675	84	889	88	712
Mean	4.31	4.38	4.21	4.29	4.45	4.50
Standard deviation	0.86	0.79	0.85	0.81	0.86	0.75
Significance	-		-		-	
Effect size	-	-0.09	-	-0.10	-	-0.07
How many faculty members do you currently mentor at this institution?						
None	53.0%	63.6%	53.6%	63.7%	51.4%	63.5%
1	17.1%	16.0%	15.7%	16.1%	20.0%	15.9%
2	13.1%	10.5%	12.9%	10.9%	12.9%	10.2%
3	5.7%	3.6%	5.7%	3.9%	5.0%	3.3%
4	1.7%	1.4%	1.4%	1.1%	2.1%	1.8%

5 or more	9.4%	4.9%	10.7%	4.4%	8.6%	5.4%
Total(n)	298	3,879	140	1,940	140	1,762
How often do you typically communicate with your faculty mentee(s)?						
Daily	17.1%	10.1%	20.0%	11.2%	14.7%	8.6%
Weekly	40.7%	47.6%	38.5%	45.2%	42.6%	50.1%
Monthly	35.0%	33.1%	35.4%	33.7%	36.8%	32.8%
Once per term	7.1%	8.9%	6.2%	9.2%	5.9%	8.4%
Yearly	0.0%	0.4%	0.0%	0.6%	0.0%	0.2%
Total(n)	140	1,409	65	703	68	643
Mean	3.68	3.58	3.72	3.57	3.66	3.58
Standard deviation	0.84	0.80	0.86	0.83	0.80	0.77
Significance	-	-	-	-	-	-
Effect size	-	0.13	-	0.18	-	0.10
To what extent do you work with your faculty mentee(s) on the following:						
Their research						
To a very large extent	17.9%	16.4%	20.0%	17.4%	16.2%	14.9%
To a large extent	23.8%	20.2%	29.2%	24.0%	19.1%	16.3%
To some extent	32.9%	34.9%	36.9%	35.4%	27.9%	33.9%
To a small extent	15.7%	15.3%	6.2%	12.5%	23.5%	18.4%
Not at all	10.0%	13.3%	7.7%	10.7%	13.2%	16.5%
Total(n)	140	1,403	65	703	68	637
Mean	3.24	3.11	3.48	3.25	3.01	2.95
Standard deviation	1.21	1.24	1.12	1.19	1.28	1.27
Significance	-	-	-	-	-	-
Effect size	-	0.10	-	0.19	-	0.05
Their teaching						
To a very large extent	21.4%	23.6%	23.1%	19.7%	19.1%	27.9%
To a large extent	31.4%	33.5%	32.3%	36.1%	32.4%	31.0%
To some extent	32.1%	32.2%	36.9%	33.6%	26.5%	30.0%
To a small extent	11.4%	8.2%	6.2%	8.6%	16.2%	8.0%
Not at all	3.6%	2.5%	1.5%	2.0%	5.9%	3.1%
Total(n)	140	1,401	65	699	68	639
Mean	3.56	3.68	3.69	3.63	3.43	3.72
Standard deviation	1.06	1.00	0.95	0.96	1.15	1.05
Significance	-	-	-	-	-	-
Effect size	-	-0.12	-	0.06	-	-0.28
Their review, tenure, and promotion						
To a very large extent	30.0%	26.4%	33.8%	26.1%	27.9%	26.3%
To a large extent	31.4%	35.3%	40.0%	40.1%	22.1%	30.6%
To some extent	27.1%	23.8%	18.5%	20.9%	35.3%	27.6%
To a small extent	5.0%	5.7%	4.6%	4.7%	4.4%	6.4%
Not at all	6.4%	8.7%	3.1%	8.1%	10.3%	9.1%
Total(n)	140	1,401	65	700	68	638
Mean	3.74	3.65	3.97	3.71	3.53	3.59
Standard deviation	1.14	1.18	1.00	1.15	1.24	1.20
Significance	-	-	-	-	-	-
Effect size	-	0.08	-	0.23	-	-0.05
To what extent have you:						
Served as a role model to your faculty mentee(s)						
To a very large extent	34.8%	29.4%	32.3%	26.7%	37.9%	32.8%
To a large extent	28.3%	34.5%	30.8%	35.2%	28.8%	33.9%
To some extent	30.4%	30.0%	30.8%	30.9%	28.8%	28.7%
To a small extent	5.8%	5.1%	4.6%	5.9%	4.5%	4.0%
Not at all	0.7%	0.9%	1.5%	1.3%	0.0%	0.6%
Total(n)	138	1,383	65	696	66	628
Mean	3.91	3.86	3.88	3.80	4.00	3.94
Standard deviation	0.97	0.93	0.98	0.94	0.93	0.91
Significance	-	-	-	-	-	-
Effect size	-	0.05	-	0.09	-	0.07
Conveyed empathy for concerns or feelings your faculty mentees have discussed with you						
To a very large extent	50.0%	49.7%	46.2%	42.0%	54.5%	58.3%
To a large extent	34.1%	36.9%	41.5%	41.1%	25.8%	32.2%
To some extent	13.8%	11.6%	10.8%	14.4%	16.7%	8.1%
To a small extent	2.2%	1.4%	1.5%	1.7%	3.0%	1.1%
Not at all	0.0%	0.5%	0.0%	0.7%	0.0%	0.3%
Total(n)	138	1,392	65	700	66	631
Mean	4.32	4.34	4.32	4.22	4.32	4.47
Standard deviation	0.79	0.77	0.73	0.81	0.86	0.72
Significance	-	-	-	-	-	-
Effect size	-	-0.03	-	0.12	-	-0.21

**2019-20 HERI Faculty Survey
 Campus Climate Module**

University of Nebraska at Omaha	All Respondents					
	Total		Men/Trans men		Women/Trans women	
	Your Inst	All	Your Inst	All	Your Inst	All
All Respondents	300	6,355	140	2,850	142	3,170
Please indicate the extent to which you agree or disagree with the following statements. This institution:						
Lacks strategic diversity goals and plans						
Strongly agree	11.3%	10.7%	7.9%	8.7%	13.4%	12.1%
Somewhat agree	31.3%	24.7%	32.1%	22.8%	30.3%	26.4%
Somewhat disagree	38.3%	37.9%	42.1%	39.1%	37.3%	38.0%
Strongly disagree	19.0%	26.6%	17.9%	29.4%	19.0%	23.6%
Total(n)	300	6,355	140	2,850	142	3,170
Mean	2.35	2.20	2.30	2.11	2.38	2.27
Standard deviation	0.91	0.95	0.85	0.93	0.94	0.95
Significance	-	**	-	*	-	-
Effect size	-	0.16	-	0.20	-	0.12
Has a long-standing commitment to diversity						
Strongly agree	21.9%	29.1%	22.5%	30.9%	21.3%	27.1%
Somewhat agree	48.1%	42.4%	54.3%	43.5%	45.4%	41.6%
Somewhat disagree	23.6%	20.2%	20.3%	18.2%	25.5%	22.2%
Strongly disagree	6.4%	8.3%	2.9%	7.4%	7.8%	9.1%
Total(n)	297	6,378	138	2,851	141	3,184
Mean	2.86	2.92	2.96	2.98	2.80	2.87
Standard deviation	0.83	0.90	0.74	0.89	0.86	0.92
Significance	-	-	-	-	-	-
Effect size	-	-0.07	-	-0.02	-	-0.08
Has standard reporting procedures for incidents of harassment or discrimination						
Strongly agree	38.0%	51.1%	44.5%	54.6%	34.3%	48.1%
Somewhat agree	43.1%	36.6%	46.0%	36.3%	39.3%	37.1%
Somewhat disagree	11.9%	7.7%	7.3%	5.6%	15.7%	9.4%
Strongly disagree	7.1%	4.6%	2.2%	3.6%	10.7%	5.4%
Total(n)	295	6,358	137	2,841	140	3,177
Mean	3.12	3.34	3.33	3.42	2.97	3.28
Standard deviation	0.88	0.81	0.71	0.75	0.97	0.84
Significance	-	***	-	-	-	***
Effect size	-	-0.27	-	-0.12	-	-0.37
Please indicate how often at this institution you have:						
Assisted a student who had experienced discrimination						
Very often	1.7%	1.8%	0.7%	1.1%	2.1%	2.3%
Often	7.5%	5.7%	7.4%	3.7%	7.8%	7.2%
Sometimes	26.2%	23.7%	19.9%	20.6%	32.6%	26.3%
Seldom	28.6%	28.3%	30.9%	30.0%	26.2%	27.3%
Never	36.1%	40.5%	41.2%	44.6%	31.2%	36.9%
Total(n)	294	6,394	136	2,856	141	3,199
Mean	2.10	2.00	1.96	1.87	2.23	2.11
Standard deviation	1.03	1.02	0.99	0.94	1.05	1.06
Significance	-	-	-	-	-	-
Effect size	-	0.10	-	0.10	-	0.11
Counseled a student who had been sexually assaulted						
Very often	0.7%	0.8%	0.0%	0.3%	0.7%	1.2%
Often	3.4%	2.4%	5.1%	1.4%	1.4%	3.2%
Sometimes	11.6%	11.5%	6.6%	7.9%	17.7%	14.6%
Seldom	16.0%	18.9%	11.8%	16.8%	19.1%	21.0%
Never	68.4%	66.4%	76.5%	73.5%	61.0%	60.0%
Total(n)	294	6,392	136	2,854	141	3,201
Mean	1.52	1.52	1.40	1.38	1.62	1.65
Standard deviation	0.88	0.85	0.83	0.72	0.88	0.93
Significance	-	-	-	-	-	-
Effect size	-	0.00	-	0.03	-	-0.03
Witnessed discrimination						
Very often	3.4%	1.8%	1.5%	1.1%	5.0%	2.2%
Often	6.1%	3.7%	6.6%	2.4%	5.0%	4.7%
Sometimes	17.0%	16.8%	11.8%	13.2%	22.7%	20.2%
Seldom	28.2%	28.1%	29.4%	27.9%	29.1%	28.8%
Never	45.2%	49.5%	50.7%	55.5%	38.3%	44.1%
Total(n)	294	6,377	136	2,850	141	3,190
Mean	1.94	1.80	1.79	1.66	2.09	1.92
Standard deviation	1.08	0.97	0.99	0.87	1.12	1.01
Significance	-	*	-	-	-	-
Effect size	-	0.14	-	0.15	-	0.17
Reported an incident of discrimination to a campus authority						
Very often	1.4%	0.7%	0.7%	0.5%	1.4%	0.8%
Often	2.0%	1.6%	3.0%	1.4%	1.4%	1.8%
Sometimes	8.5%	8.1%	6.7%	5.8%	9.2%	10.1%
Seldom	17.7%	13.5%	11.9%	12.4%	24.1%	14.4%
Never	70.3%	76.0%	77.8%	80.0%	63.8%	72.8%
Total(n)	293	6,353	135	2,841	141	3,180
Mean	1.46	1.38	1.37	1.30	1.52	1.43
Standard deviation	0.84	0.76	0.80	0.68	0.83	0.81
Significance	-	-	-	-	-	-
Effect size	-	0.11	-	0.10	-	0.11
Reported an incident of sexual harassment to a campus authority						
Very often	0.3%	0.5%	0.0%	0.4%	0.7%	0.6%
Often	1.4%	1.1%	2.9%	0.9%	0.0%	1.2%
Sometimes	5.5%	5.7%	2.2%	3.7%	8.6%	7.3%
Seldom	12.6%	12.5%	9.6%	10.7%	15.7%	14.2%
Never	80.2%	80.2%	85.3%	84.3%	75.0%	76.8%
Total(n)	293	6,357	136	2,846	140	3,179
Mean	1.29	1.29	1.23	1.22	1.36	1.35

* 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.

Standard deviation	0.66	0.67	0.63	0.59	0.70	0.72
Significance	-		-		-	
Effect size	-	0.00	-	0.02	-	0.01
Please indicate how often at this institution you have:						
Been discriminated against or excluded from activities because of my race/ethnicity						
Very often	2.4%	1.5%	3.0%	1.4%	2.2%	1.5%
Often	3.8%	1.3%	4.4%	1.2%	2.2%	1.3%
Sometimes	3.1%	4.3%	1.5%	3.9%	3.6%	4.4%
Seldom	5.9%	5.7%	5.9%	5.6%	6.5%	5.5%
Never	84.8%	87.2%	85.2%	87.9%	85.5%	87.3%
Total(n)	289	6,330	135	2,831	138	3,166
Mean	1.33	1.24	1.34	1.23	1.29	1.24
Standard deviation	0.90	0.72	0.94	0.70	0.82	0.72
Significance	-	*	-		-	
Effect size	-	0.13	-	0.16	-	0.07
Been discriminated against or excluded from activities because of my gender						
Very often	2.8%	2.1%	1.5%	0.9%	4.3%	3.1%
Often	6.6%	2.5%	2.2%	0.9%	10.0%	4.0%
Sometimes	13.1%	9.9%	5.2%	4.5%	20.0%	14.6%
Seldom	14.5%	11.1%	5.2%	6.5%	23.6%	15.3%
Never	63.1%	74.4%	85.8%	87.3%	42.1%	63.0%
Total(n)	290	6,319	134	2,821	140	3,167
Mean	1.71	1.47	1.28	1.22	2.11	1.69
Standard deviation	1.09	0.92	0.79	0.64	1.19	1.06
Significance	-	***	-		-	***
Effect size	-	0.26	-	0.09	-	0.40
Been discriminated against or excluded from activities because of my sexual orientation						
Very often	0.0%	0.5%	0.0%	0.5%	0.0%	0.3%
Often	1.0%	0.3%	2.3%	0.4%	0.0%	0.2%
Sometimes	2.1%	1.9%	1.5%	1.9%	1.4%	1.5%
Seldom	3.8%	3.0%	3.0%	3.1%	5.0%	2.7%
Never	93.1%	94.4%	93.2%	94.1%	93.5%	95.3%
Total(n)	288	6,296	133	2,820	139	3,151
Mean	1.11	1.09	1.13	1.10	1.08	1.07
Standard deviation	0.45	0.44	0.53	0.46	0.32	0.38
Significance	-		-		-	
Effect size	-	0.05	-	0.07	-	0.03
Please indicate how often at this institution you have:						
Been discriminated against or excluded from activities because of my political beliefs						
Very often	1.7%	1.3%	0.7%	1.3%	2.2%	1.0%
Often	3.1%	1.5%	4.5%	1.6%	2.2%	1.3%
Sometimes	5.9%	4.8%	3.7%	4.8%	7.2%	4.4%
Seldom	8.0%	6.8%	4.5%	7.1%	12.2%	6.7%
Never	81.3%	85.6%	86.6%	85.3%	76.3%	86.5%
Total(n)	289	6,297	134	2,820	139	3,152
Mean	1.36	1.26	1.28	1.26	1.42	1.24
Standard deviation	0.86	0.73	0.80	0.73	0.88	0.69
Significance	-	*	-		-	**
Effect size	-	0.14	-	0.03	-	0.26
Been discriminated against or excluded from activities because of my religious affiliation/spirituality						
Very often	0.7%	0.8%	0.7%	0.9%	0.7%	0.6%
Often	3.1%	1.3%	3.7%	1.4%	2.2%	1.1%
Sometimes	6.2%	4.2%	5.2%	4.1%	7.2%	4.0%
Seldom	7.6%	6.2%	4.4%	5.8%	11.5%	6.6%
Never	82.4%	87.5%	85.9%	87.8%	78.4%	87.7%
Total(n)	290	6,287	135	2,817	139	3,145
Mean	1.32	1.22	1.29	1.22	1.35	1.20
Standard deviation	0.78	0.66	0.79	0.67	0.77	0.62
Significance	-	*	-		-	**
Effect size	-	0.15	-	0.10	-	0.24
Please indicate how often at this institution you have:						
Been discriminated against or excluded from activities because of my status as a parent/guardian						
Very often	1.0%	0.8%	0.0%	0.4%	1.4%	1.1%
Often	4.8%	1.3%	2.2%	0.6%	7.9%	1.9%
Sometimes	6.6%	4.5%	1.5%	2.5%	11.5%	6.2%
Seldom	7.6%	6.5%	3.0%	5.0%	12.9%	8.1%
Never	79.9%	86.9%	93.3%	91.5%	66.2%	82.8%
Total(n)	289	6,288	134	2,819	139	3,144
Mean	1.39	1.23	1.13	1.14	1.65	1.30
Standard deviation	0.89	0.66	0.53	0.51	1.05	0.76
Significance	-	***	-		-	***
Effect size	-	0.24	-	-0.02	-	0.46
Been discriminated against or excluded from activities because of my other identity						
Very often	1.0%	1.1%	0.7%	1.0%	1.5%	1.0%
Often	2.1%	1.1%	3.7%	1.0%	0.7%	1.2%
Sometimes	1.4%	3.0%	1.5%	2.5%	1.5%	3.3%
Seldom	2.8%	3.1%	1.5%	2.8%	3.6%	3.1%
Never	92.7%	91.7%	92.5%	92.6%	92.7%	91.3%
Total(n)	287	6,219	134	2,797	137	3,102
Mean	1.16	1.17	1.19	1.15	1.15	1.18
Standard deviation	0.64	0.63	0.71	0.60	0.61	0.64
Significance	-		-		-	
Effect size	-	-0.02	-	0.07	-	-0.05

Please indicate how often at this institution you have:						
Felt my ideas were dismissed by my colleagues						
Very often	6.5%	4.6%	5.2%	3.8%	7.1%	4.9%
Often	9.9%	7.4%	5.9%	5.8%	12.9%	8.7%
Sometimes	28.8%	22.6%	23.7%	19.2%	35.0%	25.8%
Seldom	25.7%	24.9%	28.1%	25.0%	25.7%	25.1%
Never	29.1%	40.6%	37.0%	46.3%	19.3%	35.5%
Total(n)	292	6,344	135	2,837	140	3,173
Mean	2.39	2.10	2.14	1.96	2.63	2.23
Standard deviation	1.19	1.15	1.14	1.11	1.15	1.16
Significance	-	***	-	-	-	***
Effect size	-	0.25	-	0.16	-	0.34
Felt I did not receive due credit for my ideas or work						
Very often	9.2%	6.2%	8.1%	5.1%	9.3%	6.9%
Often	12.0%	8.9%	9.6%	7.8%	14.3%	9.7%
Sometimes	27.4%	22.4%	22.2%	18.7%	32.1%	25.6%
Seldom	23.3%	22.1%	26.7%	22.3%	20.7%	22.3%
Never	28.1%	40.4%	33.3%	46.1%	23.6%	35.6%
Total(n)	292	6,360	135	2,841	140	3,184
Mean	2.51	2.18	2.33	2.04	2.65	2.30
Standard deviation	1.27	1.23	1.26	1.19	1.25	1.24
Significance	-	***	-	**	-	**
Effect size	-	0.27	-	0.24	-	0.28
How satisfied are you with the following aspects of your institution?						
Atmosphere for political differences						
Very satisfied	11.7%	14.8%	14.8%	16.3%	8.6%	13.2%
Satisfied	38.8%	38.3%	38.5%	38.5%	40.3%	38.8%
Neutral	38.8%	32.1%	36.3%	28.4%	40.3%	35.3%
Dissatisfied	7.9%	11.0%	9.6%	12.1%	6.5%	9.9%
Very dissatisfied	2.7%	4.0%	0.7%	4.7%	4.3%	2.9%
Total(n)	291	6,342	135	2,839	139	3,169
Mean	3.49	3.49	3.57	3.50	3.42	3.50
Standard deviation	0.90	1.00	0.89	1.05	0.90	0.94
Significance	-	-	-	-	-	-
Effect size	-	0.00	-	0.07	-	-0.09
Atmosphere for religious differences						
Very satisfied	11.7%	20.5%	15.4%	22.6%	8.0%	18.7%
Satisfied	39.3%	40.1%	41.2%	41.7%	38.0%	39.1%
Neutral	40.7%	27.9%	37.5%	24.8%	43.1%	30.6%
Dissatisfied	5.9%	8.7%	5.1%	8.0%	7.3%	9.2%
Very dissatisfied	2.4%	2.7%	0.7%	2.9%	3.6%	2.4%
Total(n)	290	6,299	136	2,814	137	3,156
Mean	3.52	3.67	3.65	3.73	3.39	3.62
Standard deviation	0.87	0.98	0.83	0.99	0.88	0.97
Significance	-	*	-	-	-	**
Effect size	-	-0.15	-	-0.08	-	-0.24
Atmosphere for differences in sexual orientation						
Very satisfied	17.2%	22.4%	19.3%	24.7%	15.1%	20.2%
Satisfied	43.0%	40.0%	44.4%	41.6%	42.4%	39.4%
Neutral	34.7%	27.0%	31.9%	24.3%	36.7%	28.9%
Dissatisfied	4.5%	7.8%	4.4%	6.7%	4.3%	8.9%
Very dissatisfied	0.7%	2.7%	0.0%	2.7%	1.4%	2.6%
Total(n)	291	6,285	135	2,808	139	3,149
Mean	3.71	3.72	3.79	3.79	3.65	3.66
Standard deviation	0.82	0.99	0.80	0.98	0.84	0.98
Significance	-	-	-	-	-	-
Effect size	-	-0.01	-	0.00	-	-0.01
Atmosphere for differences in gender expression						
Very satisfied	18.2%	21.2%	20.7%	23.6%	15.8%	18.9%
Satisfied	40.2%	38.6%	42.2%	41.2%	39.6%	37.0%
Neutral	34.0%	28.4%	30.4%	25.5%	36.0%	30.5%
Dissatisfied	6.9%	8.8%	6.7%	7.0%	7.2%	10.4%
Very dissatisfied	0.7%	3.0%	0.0%	2.6%	1.4%	3.1%
Total(n)	291	6,282	135	2,809	139	3,150
Mean	3.68	3.66	3.77	3.76	3.61	3.58
Standard deviation	0.87	1.00	0.85	0.98	0.89	1.01
Significance	-	-	-	-	-	-
Effect size	-	0.02	-	0.01	-	0.03
Atmosphere for differences in immigration status						
Very satisfied	15.8%	23.1%	17.8%	25.6%	13.7%	20.6%
Satisfied	36.8%	38.1%	38.5%	40.2%	36.7%	37.3%
Neutral	38.1%	29.1%	34.1%	26.6%	41.0%	30.8%
Dissatisfied	7.2%	7.5%	8.1%	5.3%	5.8%	9.5%
Very dissatisfied	2.1%	2.1%	1.5%	2.3%	2.9%	1.9%
Total(n)	291	6,275	135	2,802	139	3,150
Mean	3.57	3.73	3.63	3.82	3.53	3.65
Standard deviation	0.91	0.97	0.92	0.95	0.90	0.97
Significance	-	**	-	*	-	-
Effect size	-	-0.16	-	-0.20	-	-0.12
Administrative response to incidents of discrimination						
Very satisfied	9.1%	16.0%	11.9%	18.9%	4.4%	13.0%
Satisfied	34.5%	33.2%	40.0%	37.2%	31.1%	30.3%
Neutral	44.6%	36.4%	41.5%	33.3%	49.6%	39.3%
Dissatisfied	7.3%	9.7%	3.7%	6.7%	8.1%	12.2%
Very dissatisfied	4.5%	4.7%	3.0%	4.0%	6.7%	5.2%
Total(n)	287	6,178	135	2,769	135	3,094
Mean	3.36	3.46	3.54	3.60	3.19	3.34
Standard deviation	0.91	1.02	0.86	1.00	0.90	1.02
Significance	-	-	-	-	-	-
Effect size	-	-0.10	-	-0.06	-	-0.15

Administrative response to reports of sexual assault						
Very satisfied	12.2%	17.4%	16.4%	20.2%	6.7%	14.4%
Satisfied	32.5%	33.1%	35.8%	36.4%	29.6%	30.5%
Neutral	46.5%	37.9%	44.0%	34.7%	51.1%	41.0%
Dissatisfied	6.6%	7.9%	3.0%	5.8%	9.6%	9.9%
Very dissatisfied	2.1%	3.6%	0.7%	2.9%	3.0%	4.1%
Total(n)	286	6,098	134	2,737	135	3,057
Mean	3.46	3.53	3.64	3.65	3.27	3.41
Standard deviation	0.87	0.99	0.82	0.96	0.84	0.99
Significance	-	-	-	-	-	-
Effect size	-	-0.07	-	-0.01	-	-0.14
How satisfied are you with the following aspects of your institution?						
Administrative response to student concerns about exclusion or marginality						
Very satisfied	10.8%	15.0%	13.3%	18.1%	5.9%	11.8%
Satisfied	32.3%	30.5%	37.8%	34.0%	28.7%	27.7%
Neutral	45.8%	37.3%	43.7%	34.4%	50.7%	39.9%
Dissatisfied	7.6%	12.7%	4.4%	9.4%	8.8%	15.7%
Very dissatisfied	3.5%	4.5%	0.7%	4.1%	5.9%	4.9%
Total(n)	288	6,143	135	2,761	136	3,068
Mean	3.39	3.39	3.59	3.53	3.20	3.26
Standard deviation	0.90	1.03	0.80	1.02	0.90	1.02
Significance	-	-	-	-	-	-
Effect size	-	0.00	-	0.06	-	-0.06
Please rate your satisfaction with your department in each area:						
Collegiality among faculty						
Very satisfied	28.3%	37.0%	29.2%	39.6%	25.7%	35.1%
Satisfied	42.7%	38.6%	46.7%	39.7%	40.7%	38.3%
Neutral	15.7%	11.9%	10.9%	10.3%	19.3%	12.8%
Dissatisfied	8.5%	8.8%	10.2%	7.4%	7.9%	9.7%
Very dissatisfied	4.8%	3.7%	2.9%	3.0%	6.4%	4.1%
Total(n)	293	6,397	137	2,856	140	3,192
Mean	3.81	3.96	3.89	4.05	3.71	3.90
Standard deviation	1.09	1.08	1.03	1.03	1.13	1.11
Significance	-	*	-	-	-	*
Effect size	-	-0.14	-	-0.16	-	-0.17
Tolerance of different faculty opinions and beliefs						
Very satisfied	23.5%	29.6%	24.8%	32.2%	20.0%	27.4%
Satisfied	41.8%	41.6%	45.3%	41.4%	40.7%	42.5%
Neutral	17.0%	16.9%	15.3%	15.5%	19.3%	18.0%
Dissatisfied	11.9%	8.4%	10.9%	7.5%	12.9%	8.6%
Very dissatisfied	5.8%	3.6%	3.6%	3.4%	7.1%	3.6%
Total(n)	294	6,365	137	2,844	140	3,175
Mean	3.65	3.85	3.77	3.92	3.54	3.82
Standard deviation	1.13	1.05	1.06	1.04	1.16	1.04
Significance	-	**	-	-	-	**
Effect size	-	-0.19	-	-0.14	-	-0.27
Representation of women faculty						
Very satisfied	32.7%	40.5%	32.8%	39.8%	29.3%	40.9%
Satisfied	36.7%	36.3%	40.9%	37.0%	35.0%	36.1%
Neutral	15.6%	12.3%	15.3%	13.1%	16.4%	11.4%
Dissatisfied	10.2%	8.2%	9.5%	8.1%	10.7%	8.4%
Very dissatisfied	4.8%	2.6%	1.5%	2.0%	8.6%	3.2%
Total(n)	294	6,351	137	2,834	140	3,180
Mean	3.82	4.04	3.94	4.05	3.66	4.03
Standard deviation	1.14	1.05	1.00	1.02	1.25	1.07
Significance	-	***	-	-	-	***
Effect size	-	-0.21	-	-0.11	-	-0.35
Please rate your satisfaction with your department in each area:						
Representation of racial/ethnic minority faculty						
Very satisfied	14.4%	18.4%	14.7%	21.7%	10.8%	15.1%
Satisfied	21.6%	26.6%	23.5%	27.6%	20.9%	25.7%
Neutral	22.9%	21.9%	26.5%	21.9%	21.6%	21.9%
Dissatisfied	28.4%	24.3%	26.5%	21.9%	31.7%	27.0%
Very dissatisfied	12.7%	8.8%	8.8%	7.0%	15.1%	10.3%
Total(n)	292	6,342	136	2,823	139	3,180
Mean	2.97	3.21	3.09	3.35	2.81	3.08
Standard deviation	1.26	1.25	1.20	1.23	1.24	1.24
Significance	-	**	-	*	-	*
Effect size	-	-0.19	-	-0.21	-	-0.22
Acceptance of differences in sexual orientation						
Very satisfied	30.8%	33.4%	31.6%	35.8%	27.3%	31.4%
Satisfied	37.0%	35.8%	35.3%	35.3%	41.0%	36.5%
Neutral	25.7%	25.0%	28.7%	24.1%	23.7%	25.3%
Dissatisfied	4.5%	4.1%	3.7%	3.0%	4.3%	4.9%
Very dissatisfied	2.1%	1.8%	0.7%	1.7%	3.6%	1.9%
Total(n)	292	6,298	136	2,808	139	3,157
Mean	3.90	3.95	3.93	4.00	3.84	3.91
Standard deviation	0.96	0.95	0.90	0.94	0.99	0.96
Significance	-	-	-	-	-	-
Effect size	-	-0.05	-	-0.07	-	-0.07
Student respect for my role in the classroom						
Very satisfied	32.5%	42.6%	36.8%	45.9%	26.6%	39.4%
Satisfied	50.3%	43.0%	49.3%	41.6%	53.2%	45.1%
Neutral	12.3%	9.2%	11.0%	8.5%	12.9%	9.3%
Dissatisfied	3.1%	3.8%	2.9%	3.0%	3.6%	4.7%
Very dissatisfied	1.7%	1.4%	0.0%	1.1%	3.6%	1.6%
Total(n)	292	6,396	136	2,848	139	3,196
Mean	4.09	4.22	4.20	4.28	3.96	4.16
Standard deviation	0.85	0.87	0.75	0.83	0.93	0.89

Significance	-	*	-	-	-	**
Effect size	-	-0.15	-	-0.10	-	-0.22

2019-20 HERI Faculty Survey
Spirituality Module
All Respondents

University of Nebraska at Omaha	Total		Men/Trans men		Women/Trans women	
	Your Inst	All	Your Inst	All	Your Inst	All
All Respondents	287	2,904	133	1,514	136	1,263
Indicate the importance to you of each of the following educational goals for undergraduate students:						
Enhancing spiritual development						
Essential	5.2%	35.2%	9.0%	40.4%	2.2%	28.3%
Very important	12.2%	25.3%	12.0%	24.8%	11.8%	26.2%
Somewhat important	33.4%	23.2%	33.1%	20.5%	35.3%	26.8%
Not important	49.1%	16.3%	45.9%	14.3%	50.7%	18.6%
Total(n)	287	2,904	133	1,514	136	1,263
Mean	1.74	2.79	1.84	2.91	1.65	2.64
Standard deviation	0.87	1.09	0.96	1.08	0.77	1.08
Significance	-	***	-	***	-	***
Effect size	-	-0.96	-	-0.99	-	-0.92
Facilitating the search for meaning/purpose in life						
Essential	13.5%	40.2%	16.5%	43.4%	11.6%	36.3%
Very important	25.6%	32.6%	22.6%	32.5%	27.5%	32.9%
Somewhat important	38.4%	20.5%	36.1%	17.9%	40.6%	23.8%
Not important	22.5%	6.7%	24.8%	6.2%	20.3%	7.0%
Total(n)	289	2,902	133	1,508	138	1,268
Mean	2.30	3.06	2.31	3.13	2.30	2.98
Standard deviation	0.97	0.93	1.02	0.92	0.92	0.94
Significance	-	***	-	***	-	***
Effect size	-	-0.82	-	-0.89	-	-0.72
Becoming more conversant with different religious traditions						
Essential	8.4%	16.9%	10.6%	16.7%	6.6%	16.4%
Very important	21.6%	30.3%	20.5%	29.3%	22.6%	31.6%
Somewhat important	39.0%	40.0%	37.1%	41.2%	41.6%	39.3%
Not important	31.0%	12.9%	31.8%	12.7%	29.2%	12.7%
Total(n)	287	2,898	132	1,511	137	1,262
Mean	2.07	2.51	2.10	2.50	2.07	2.52
Standard deviation	0.93	0.92	0.97	0.92	0.88	0.91
Significance	-	***	-	***	-	***
Effect size	-	-0.48	-	-0.43	-	-0.49
Becoming more conversant with different spiritual practices						
Essential	7.7%	15.3%	9.8%	14.6%	6.7%	15.5%
Very important	20.4%	27.0%	19.7%	26.4%	20.9%	28.2%
Somewhat important	38.7%	42.2%	34.8%	43.6%	41.0%	40.8%
Not important	33.1%	15.6%	35.6%	15.4%	31.3%	15.5%
Total(n)	284	2,894	132	1,509	134	1,261
Mean	2.03	2.42	2.04	2.40	2.03	2.44
Standard deviation	0.92	0.93	0.98	0.92	0.89	0.93
Significance	-	***	-	***	-	***
Effect size	-	-0.42	-	-0.39	-	-0.44
Indicate the extent to which you:						
Engage in self-reflection						
To a very large extent	43.1%	48.6%	36.8%	44.7%	49.3%	52.6%
To a large extent	36.6%	33.9%	39.0%	35.6%	35.9%	32.5%
To some extent	16.6%	15.2%	19.9%	17.6%	12.0%	12.5%
To a small extent	3.1%	1.8%	2.9%	1.6%	2.8%	1.9%
Not at all	0.7%	0.4%	1.5%	0.5%	0.0%	0.4%
Total(n)	295	2,933	136	1,520	142	1,286
Mean	4.18	4.28	4.07	4.23	4.32	4.35
Standard deviation	0.87	0.82	0.90	0.82	0.79	0.80
Significance	-	*	-	*	-	*
Effect size	-	-0.12	-	-0.20	-	-0.04
Consider yourself a religious person						
To a very large extent	18.0%	41.6%	17.9%	46.6%	18.8%	35.6%
To a large extent	15.2%	19.7%	15.7%	20.3%	15.2%	19.4%
To some extent	18.0%	14.3%	20.1%	12.9%	16.7%	16.0%
To a small extent	18.3%	8.7%	14.9%	6.8%	20.3%	10.9%
Not at all	30.4%	15.7%	31.3%	13.4%	29.0%	18.2%
Total(n)	289	2,904	134	1,510	138	1,271
Mean	2.72	3.63	2.74	3.80	2.75	3.43
Standard deviation	1.48	1.48	1.49	1.43	1.49	1.51
Significance	-	***	-	***	-	***
Effect size	-	-0.61	-	-0.74	-	-0.45
Consider yourself a spiritual person						
To a very large extent	25.7%	45.2%	21.6%	46.7%	29.1%	42.9%
To a large extent	24.3%	25.7%	22.4%	24.6%	27.0%	27.8%
To some extent	21.2%	14.8%	23.1%	14.2%	18.4%	15.1%
To a small extent	13.7%	7.5%	15.7%	7.6%	12.1%	7.5%
Not at all	15.1%	6.8%	17.2%	6.9%	13.5%	6.6%
Total(n)	292	2,923	134	1,517	141	1,281
Mean	3.32	3.95	3.16	3.97	3.46	3.93
Standard deviation	1.38	1.23	1.39	1.24	1.38	1.21
Significance	-	***	-	***	-	***
Effect size	-	-0.51	-	-0.65	-	-0.39
Engage in prayer						
To a very large extent	20.1%	39.2%	19.9%	41.3%	20.0%	36.0%
To a large extent	15.0%	21.2%	12.5%	21.4%	18.6%	21.6%
To some extent	16.4%	14.6%	16.9%	14.5%	15.7%	15.4%
To a small extent	17.7%	9.1%	13.2%	7.7%	20.7%	10.2%
Not at all	30.7%	15.8%	37.5%	15.1%	25.0%	16.7%
Total(n)	293	2,930	136	1,524	140	1,280
Mean	2.76	3.59	2.64	3.66	2.88	3.50
Standard deviation	1.52	1.47	1.56	1.45	1.48	1.48

* 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.

Significance	-	***	-	***	-	***
Effect size	-	-0.56	-	-0.70	-	-0.42
Engage in meditation						
To a very large extent	12.0%	17.5%	10.4%	17.2%	12.9%	16.9%
To a large extent	13.7%	17.8%	11.2%	18.0%	17.1%	17.4%
To some extent	27.1%	30.0%	24.6%	30.7%	30.0%	30.0%
To a small extent	21.6%	18.5%	21.6%	17.7%	20.0%	19.4%
Not at all	25.4%	16.3%	32.1%	16.4%	20.0%	16.4%
Total(n)	291	2,918	134	1,520	140	1,275
Mean	2.65	3.02	2.46	3.02	2.83	2.99
Standard deviation	1.32	1.31	1.32	1.30	1.29	1.30
Significance	-	***	-	***	-	***
Effect size	-	-0.28	-	-0.43	-	-0.12
Indicate the extent to which you:						
Seek opportunities to grow spiritually						
To a great extent	20.5%	33.4%	17.9%	32.6%	22.0%	33.3%
To a large extent	17.5%	25.6%	14.2%	26.9%	22.0%	24.6%
To some extent	19.2%	20.4%	21.6%	21.0%	17.7%	20.1%
To a small extent	20.9%	10.5%	17.9%	9.1%	22.0%	12.1%
Not at all	21.9%	10.1%	28.4%	10.3%	16.3%	9.9%
Total(n)	292	2,915	134	1,512	141	1,278
Mean	2.94	3.62	2.75	3.62	3.11	3.59
Standard deviation	1.44	1.31	1.46	1.30	1.40	1.32
Significance	-	***	-	***	-	***
Effect size	-	-0.52	-	-0.67	-	-0.36
Encourage discussion of religious and spiritual matters among students						
To a great extent	7.2%	22.3%	8.9%	25.5%	5.8%	18.1%
To a large extent	5.2%	19.1%	5.9%	20.7%	5.0%	17.6%
To some extent	11.0%	22.7%	8.1%	21.8%	12.9%	23.4%
To a small extent	20.3%	14.6%	19.3%	13.8%	21.6%	16.1%
Not at all	56.4%	21.3%	57.8%	18.2%	54.7%	24.8%
Total(n)	291	2,920	135	1,520	139	1,276
Mean	1.87	3.07	1.89	3.22	1.86	2.88
Standard deviation	1.23	1.44	1.30	1.43	1.18	1.43
Significance	-	***	-	***	-	***
Effect size	-	-0.83	-	-0.93	-	-0.71
Engage in discussion of religious and spiritual matters with students						
To a very large extent	5.8%	21.2%	7.4%	24.1%	4.3%	17.5%
To a large extent	3.4%	18.0%	4.4%	19.6%	2.9%	16.1%
To some extent	12.4%	23.9%	8.1%	23.2%	15.8%	24.7%
To a small extent	25.8%	17.4%	25.2%	16.4%	25.9%	19.0%
Not at all	52.6%	19.6%	54.8%	16.8%	51.1%	22.6%
Total(n)	291	2,921	135	1,520	139	1,276
Mean	1.84	3.04	1.84	3.18	1.83	2.87
Standard deviation	1.14	1.41	1.21	1.40	1.07	1.39
Significance	-	***	-	***	-	***
Effect size	-	-0.85	-	-0.96	-	-0.75
Please indicate your agreement with each of the following statements:						
Colleges should be concerned with facilitating undergraduate students' spiritual development						
Strongly agree	2.7%	29.0%	3.0%	33.4%	2.9%	23.6%
Somewhat agree	22.3%	42.4%	23.7%	42.1%	23.4%	43.2%
Somewhat disagree	34.4%	18.5%	33.3%	15.3%	32.1%	22.0%
Strongly disagree	40.5%	10.1%	40.0%	9.2%	41.6%	11.1%
Total(n)	291	2,901	135	1,514	137	1,261
Mean	1.87	2.90	1.90	3.00	1.88	2.79
Standard deviation	0.85	0.93	0.87	0.93	0.87	0.93
Significance	-	***	-	***	-	***
Effect size	-	-1.11	-	-1.18	-	-0.98
The spiritual dimension of faculty members' lives has no place in the academy						
Strongly agree	21.8%	8.0%	22.2%	7.6%	22.1%	8.3%
Somewhat agree	28.2%	16.2%	31.1%	14.1%	24.3%	18.7%
Somewhat disagree	38.4%	38.4%	34.8%	35.7%	41.4%	42.3%
Strongly disagree	11.6%	37.4%	11.9%	42.7%	12.1%	30.7%
Total(n)	294	2,896	135	1,509	140	1,261
Mean	2.60	1.95	2.64	1.87	2.56	2.05
Standard deviation	0.95	0.92	0.96	0.92	0.97	0.91
Significance	-	***	-	***	-	***
Effect size	-	0.71	-	0.84	-	0.56
I am conflicted about my religious/spiritual beliefs						
Strongly agree	1.0%	2.5%	0.8%	2.6%	1.5%	2.4%
Somewhat agree	12.6%	11.7%	11.3%	11.1%	13.1%	12.6%
Somewhat disagree	18.2%	18.9%	18.8%	19.7%	16.8%	18.2%
Strongly disagree	68.2%	66.9%	69.2%	66.7%	68.6%	66.7%
Total(n)	286	2,904	133	1,516	137	1,266
Mean	1.47	1.50	1.44	1.50	1.47	1.51
Standard deviation	0.75	0.80	0.72	0.79	0.78	0.81
Significance	-	***	-	***	-	***
Effect size	-	-0.04	-	-0.08	-	-0.05
I follow the religious/spiritual beliefs of this institution						
Strongly agree	4.3%	41.2%	2.4%	46.8%	6.0%	34.8%
Somewhat agree	20.6%	28.8%	27.8%	27.9%	12.9%	29.9%
Somewhat disagree	23.7%	13.3%	19.0%	11.0%	30.2%	15.9%
Strongly disagree	51.4%	16.7%	50.8%	14.4%	50.9%	19.3%
Total(n)	257	2,831	126	1,490	116	1,226
Mean	1.78	2.94	1.82	3.07	1.74	2.80
Standard deviation	0.92	1.10	0.92	1.07	0.91	1.11
Significance	-	***	-	***	-	***
Effect size	-	-1.05	-	-1.17	-	-0.95

Indicate the importance to you personally of each of the following:						
Integrating spirituality into my life						
Essential	29.6%	52.8%	27.3%	54.5%	31.6%	50.2%
Very important	16.9%	18.8%	15.9%	18.6%	19.1%	19.4%
Somewhat important	24.6%	16.2%	20.5%	14.4%	26.5%	18.0%
Not important	28.9%	12.3%	36.4%	12.5%	22.8%	12.4%
Total(n)	284	2,889	132	1,502	136	1,268
Mean	2.47	3.12	2.34	3.15	2.60	3.07
Standard deviation	1.19	1.08	1.23	1.08	1.16	1.08
Significance	-	***	-	***	-	***
Effect size	-	-0.60	-	-0.75	-	-0.44
Serving as a spiritual/religious advisor to students						
Essential	1.8%	17.1%	3.1%	19.6%	0.7%	14.2%
Very important	4.2%	20.1%	6.1%	23.1%	2.9%	16.4%
Somewhat important	18.0%	27.1%	16.8%	27.6%	19.9%	26.7%
Not important	76.1%	35.7%	74.0%	29.7%	76.5%	42.7%
Total(n)	284	2,890	131	1,505	136	1,264
Mean	1.32	2.19	1.38	2.33	1.28	2.02
Standard deviation	0.64	1.10	0.74	1.10	0.55	1.08
Significance	-	***	-	***	-	***
Effect size	-	-0.79	-	-0.86	-	-0.69
My religious/spiritual beliefs:						
Have helped me develop my identity						
Strongly agree	37.1%	63.3%	34.6%	67.0%	39.0%	58.4%
Somewhat agree	37.5%	24.2%	35.4%	22.1%	39.7%	26.8%
Somewhat disagree	8.1%	5.3%	10.8%	4.4%	5.9%	6.7%
Strongly disagree	17.3%	7.3%	19.2%	6.6%	15.4%	8.1%
Total(n)	283	2,897	130	1,510	136	1,267
Mean	2.94	3.43	2.85	3.50	3.02	3.35
Standard deviation	1.07	0.89	1.10	0.86	1.04	0.92
Significance	-	***	-	***	-	***
Effect size	-	-0.55	-	-0.76	-	-0.36
Are one of the most important things in my life						
Strongly agree	28.4%	56.5%	25.4%	60.7%	31.1%	50.9%
Somewhat agree	24.5%	19.9%	26.9%	18.7%	23.0%	21.5%
Somewhat disagree	16.7%	11.0%	15.4%	9.8%	17.8%	12.7%
Strongly disagree	30.5%	12.6%	32.3%	10.9%	28.1%	14.9%
Total(n)	282	2,892	130	1,505	135	1,268
Mean	2.51	3.20	2.45	3.29	2.57	3.08
Standard deviation	1.20	1.07	1.19	1.03	1.20	1.11
Significance	-	***	-	***	-	***
Effect size	-	-0.64	-	-0.82	-	-0.46
Give meaning/purpose to my life						
Strongly agree	30.0%	58.8%	25.4%	61.7%	34.6%	54.7%
Somewhat agree	31.8%	21.9%	34.6%	20.2%	28.7%	23.9%
Somewhat disagree	12.4%	8.5%	10.8%	8.1%	13.2%	9.2%
Strongly disagree	25.8%	10.9%	29.2%	10.0%	23.5%	12.2%
Total(n)	283	2,897	130	1,507	136	1,270
Mean	2.66	3.29	2.56	3.34	2.74	3.21
Standard deviation	1.16	1.01	1.16	0.99	1.17	1.04
Significance	-	***	-	***	-	***
Effect size	-	-0.62	-	-0.79	-	-0.45
My religious/spiritual beliefs:						
Help define the goals I set for myself						
Strongly agree	27.6%	51.8%	22.3%	54.1%	32.4%	48.2%
Somewhat agree	29.0%	26.1%	30.0%	26.0%	27.9%	26.4%
Somewhat disagree	16.6%	10.5%	17.7%	9.6%	14.7%	11.7%
Strongly disagree	26.9%	11.7%	30.0%	10.2%	25.0%	13.6%
Total(n)	283	2,892	130	1,504	136	1,269
Mean	2.57	3.18	2.45	3.24	2.68	3.09
Standard deviation	1.16	1.03	1.14	1.00	1.17	1.07
Significance	-	***	-	***	-	***
Effect size	-	-0.59	-	-0.79	-	-0.38
Provide me with strength, support and guidance						
Strongly agree	31.6%	57.6%	27.1%	59.0%	36.0%	55.7%
Somewhat agree	31.6%	24.2%	29.5%	23.4%	33.1%	25.2%
Somewhat disagree	10.6%	7.3%	11.6%	7.2%	8.8%	7.6%
Strongly disagree	26.2%	10.8%	31.8%	10.4%	22.1%	11.6%
Total(n)	282	2,890	129	1,502	136	1,270
Mean	2.68	3.29	2.52	3.31	2.83	3.25
Standard deviation	1.17	1.00	1.20	0.99	1.15	1.02
Significance	-	***	-	***	-	***
Effect size	-	-0.61	-	-0.80	-	-0.41
Are the foundation to my approach in life						
Strongly agree	29.3%	55.6%	24.6%	57.8%	33.8%	52.3%
Somewhat agree	28.3%	22.5%	30.8%	22.3%	27.2%	23.1%
Somewhat disagree	14.5%	10.1%	12.3%	9.1%	14.0%	11.3%
Strongly disagree	27.9%	11.8%	32.3%	10.8%	25.0%	13.2%
Total(n)	283	2,891	130	1,502	136	1,270
Mean	2.59	3.22	2.48	3.27	2.70	3.14
Standard deviation	1.18	1.04	1.18	1.01	1.18	1.07
Significance	-	***	-	***	-	***
Effect size	-	-0.61	-	-0.78	-	-0.41
Have developed through personal reflection and searching						
Strongly agree	37.6%	61.0%	30.8%	62.4%	43.0%	58.7%
Somewhat agree	37.6%	27.0%	40.8%	26.4%	37.0%	28.3%
Somewhat disagree	6.4%	4.7%	6.2%	4.2%	5.9%	5.4%
Strongly disagree	18.4%	7.2%	22.3%	7.0%	14.1%	7.6%
Total(n)	282	2,894	130	1,507	135	1,269
Mean	2.94	3.42	2.80	3.44	3.09	3.38
Standard deviation	1.09	0.88	1.11	0.87	1.03	0.89
Significance	-	***	-	***	-	***
Effect size	-	-0.55	-	-0.74	-	-0.33

**2019-20 HERI Faculty Survey
 STEM Module**

All Respondents in STEM Departments

University of Nebraska at Omaha	Total		Men/Trans men		Women/Trans women	
	Your Inst	All	Your Inst	All	Your Inst	All
All Respondents	60	614	40	324	15	266
In the courses you have taught in the past year, how often do you:						
Integrate authentic (i.e., not "cookbook") research experiences into labs						
Always	15.0%	19.2%	10.0%	19.4%	33.3%	18.0%
Frequently	21.7%	22.1%	25.0%	22.8%	13.3%	22.2%
Occasionally	28.3%	20.8%	30.0%	21.9%	26.7%	20.3%
Rarely	13.3%	11.9%	12.5%	12.7%	6.7%	10.2%
Never	21.7%	25.9%	22.5%	23.1%	20.0%	29.3%
Total(n)	60	614	40	324	15	266
Mean	2.95	2.97	2.88	3.03	3.33	2.89
Standard deviation	1.36	1.47	1.30	1.44	1.54	1.49
Significance	-	-	-	-	-	-
Effect size	-	-0.01	-	-0.10	-	0.30
Incorporate mini-labs into lecture						
Always	10.2%	7.4%	10.3%	8.7%	13.3%	5.3%
Frequently	16.9%	16.6%	15.4%	16.1%	26.7%	16.4%
Occasionally	30.5%	25.5%	33.3%	26.1%	26.7%	26.3%
Rarely	15.3%	17.8%	15.4%	18.0%	13.3%	18.3%
Never	27.1%	32.7%	25.6%	31.1%	20.0%	33.6%
Total(n)	59	608	39	322	15	262
Mean	2.68	2.48	2.69	2.53	3.00	2.42
Standard deviation	1.32	1.30	1.30	1.31	1.36	1.25
Significance	-	-	-	-	-	-
Effect size	-	0.15	-	0.12	-	0.46
In the STEM courses you have taught in the past year, how often have you encouraged students to:						
Use technical science skills (use of tools, instruments, and/or techniques)						
Always	40.7%	42.0%	45.0%	47.1%	42.9%	37.2%
Frequently	37.3%	28.6%	35.0%	27.9%	42.9%	29.2%
Occasionally	11.9%	13.2%	12.5%	11.1%	7.1%	15.8%
Rarely	5.1%	4.3%	5.0%	5.0%	0.0%	3.2%
Never	5.1%	11.9%	2.5%	9.0%	7.1%	14.6%
Total(n)	59	598	40	323	14	253
Mean	4.03	3.84	4.15	3.99	4.14	3.71
Standard deviation	1.10	1.33	1.00	1.26	1.10	1.38
Significance	-	-	-	-	-	-
Effect size	-	0.14	-	0.13	-	0.31
Generate a research question						
Always	18.6%	26.1%	17.5%	27.7%	28.6%	24.3%
Frequently	35.6%	27.1%	40.0%	27.4%	28.6%	27.8%
Occasionally	27.1%	23.2%	25.0%	24.0%	35.7%	23.1%
Rarely	11.9%	13.2%	12.5%	14.0%	7.1%	11.8%
Never	6.8%	10.4%	5.0%	6.9%	0.0%	12.9%
Total(n)	59	598	40	321	14	255
Mean	3.47	3.45	3.53	3.55	3.79	3.39
Standard deviation	1.13	1.29	1.09	1.22	0.97	1.32
Significance	-	-	-	-	-	-
Effect size	-	0.02	-	-0.02	-	0.30
Determine how to collect appropriate data						
Always	21.1%	26.8%	18.4%	27.7%	35.7%	26.0%
Frequently	40.4%	32.3%	39.5%	31.4%	42.9%	33.9%
Occasionally	26.3%	19.9%	31.6%	20.4%	21.4%	19.7%
Rarely	7.0%	8.9%	5.3%	9.7%	0.0%	7.9%
Never	5.3%	12.1%	5.3%	10.7%	0.0%	12.6%
Total(n)	57	594	38	318	14	254
Mean	3.65	3.53	3.61	3.56	4.14	3.53
Standard deviation	1.06	1.30	1.03	1.28	0.77	1.30
Significance	-	-	-	-	-	-
Effect size	-	0.09	-	0.04	-	0.47
In the STEM courses you have taught in the past year, how often have you encouraged students to:						
Explain the results of a study						
Always	25.4%	31.3%	25.0%	29.9%	35.7%	33.3%
Frequently	44.1%	32.4%	45.0%	32.4%	50.0%	33.3%
Occasionally	18.6%	19.6%	22.5%	22.5%	14.3%	16.7%
Rarely	8.5%	7.4%	5.0%	5.9%	0.0%	8.3%
Never	3.4%	9.4%	2.5%	9.3%	0.0%	8.3%
Total(n)	59	598	40	324	14	252
Mean	3.80	3.69	3.85	3.68	4.21	3.75
Standard deviation	1.03	1.25	0.95	1.22	0.70	1.24
Significance	-	-	-	-	-	-
Effect size	-	0.09	-	0.14	-	0.37
Use scientific literature to guide research						
Always	23.7%	33.7%	17.5%	29.7%	50.0%	38.5%
Frequently	32.2%	28.6%	40.0%	32.5%	14.3%	25.0%
Occasionally	28.8%	20.1%	27.5%	19.8%	35.7%	20.6%
Rarely	6.8%	7.2%	7.5%	9.0%	0.0%	5.2%
Never	8.5%	10.4%	7.5%	9.0%	0.0%	10.7%
Total(n)	59	597	40	323	14	252
Mean	3.56	3.68	3.53	3.65	4.14	3.75
Standard deviation	1.18	1.29	1.11	1.24	0.95	1.31
Significance	-	-	-	-	-	-
Effect size	-	-0.09	-	-0.10	-	0.30
Integrate results from multiple studies						
Always	19.0%	26.0%	12.8%	22.7%	42.9%	29.2%

* 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.

Frequently	22.4%	28.7%	25.6%	29.7%	14.3%	28.9%
Occasionally	31.0%	20.9%	35.9%	22.7%	28.6%	19.8%
Rarely	19.0%	12.7%	17.9%	14.5%	14.3%	10.7%
Never	8.6%	11.7%	7.7%	10.4%	0.0%	11.5%
Total(n)	58	592	39	317	14	253
Mean	3.24	3.45	3.18	3.40	3.86	3.54
Standard deviation	1.22	1.31	1.12	1.27	1.17	1.32
Significance	-	-	-	-	-	-
Effect size	-	-0.16	-	-0.17	-	0.24
In the STEM courses you have taught in the past year, how often have you encouraged students to:						
Ask relevant questions						
Always	42.4%	52.5%	37.5%	51.1%	71.4%	54.7%
Frequently	44.1%	34.9%	55.0%	38.0%	21.4%	32.3%
Occasionally	8.5%	7.2%	7.5%	8.4%	7.1%	5.5%
Rarely	1.7%	0.7%	0.0%	0.0%	0.0%	1.2%
Never	3.4%	4.7%	0.0%	2.5%	0.0%	6.3%
Total(n)	59	596	40	321	14	254
Mean	4.20	4.30	4.30	4.35	4.64	4.28
Standard deviation	0.92	0.98	0.61	0.84	0.63	1.07
Significance	-	-	-	-	-	-
Effect size	-	-0.10	-	-0.06	-	0.34
Identify what is known and not known about a problem						
Always	35.6%	44.7%	30.0%	42.4%	64.3%	48.0%
Frequently	47.5%	35.5%	55.0%	40.2%	35.7%	29.9%
Occasionally	10.2%	12.8%	12.5%	13.0%	0.0%	13.4%
Rarely	5.1%	2.2%	2.5%	1.2%	0.0%	2.8%
Never	1.7%	4.8%	0.0%	3.1%	0.0%	5.9%
Total(n)	59	600	40	323	14	254
Mean	4.10	4.13	4.13	4.18	4.64	4.11
Standard deviation	0.90	1.04	0.72	0.92	0.50	1.12
Significance	-	-	-	-	-	-
Effect size	-	-0.03	-	-0.05	-	0.47
Understand scientific concepts						
Always	42.4%	53.4%	37.5%	54.3%	71.4%	53.8%
Frequently	42.4%	30.7%	52.5%	34.2%	14.3%	26.5%
Occasionally	8.5%	8.4%	7.5%	6.8%	14.3%	10.3%
Rarely	1.7%	2.2%	0.0%	1.6%	0.0%	2.8%
Never	5.1%	5.4%	2.5%	3.1%	0.0%	6.7%
Total(n)	59	597	40	322	14	253
Mean	4.15	4.25	4.23	4.35	4.57	4.18
Standard deviation	1.01	1.06	0.80	0.91	0.76	1.15
Significance	-	-	-	-	-	-
Effect size	-	-0.09	-	-0.13	-	0.34
In the STEM courses you have taught in the past year, how often have you encouraged students to:						
See connections between different areas of science and mathematics						
Always	37.3%	39.8%	35.0%	44.6%	57.1%	34.6%
Frequently	40.7%	32.0%	50.0%	33.7%	14.3%	29.9%
Occasionally	15.3%	17.0%	12.5%	15.2%	21.4%	19.7%
Rarely	3.4%	3.2%	2.5%	1.9%	0.0%	4.7%
Never	3.4%	8.0%	0.0%	4.6%	7.1%	11.0%
Total(n)	59	600	40	323	14	254
Mean	4.05	3.93	4.18	4.12	4.14	3.72
Standard deviation	0.99	1.19	0.75	1.04	1.23	1.29
Significance	-	-	-	-	-	-
Effect size	-	0.10	-	0.06	-	0.33
To what extent are the following statements true of you:						
I have a strong sense of belonging to a community of scientists						
Strongly agree	36.7%	38.5%	34.1%	42.3%	53.3%	34.6%
Somewhat agree	36.7%	43.7%	41.5%	41.4%	26.7%	47.5%
Somewhat disagree	18.3%	14.0%	22.0%	14.2%	6.7%	12.9%
Strongly disagree	8.3%	3.7%	2.4%	2.1%	13.3%	4.9%
Total(n)	60	615	41	331	15	263
Mean	3.02	3.17	3.07	3.24	3.20	3.12
Standard deviation	0.95	0.80	0.82	0.77	1.08	0.81
Significance	-	-	-	-	-	-
Effect size	-	-0.19	-	-0.22	-	0.10
I derive great personal satisfaction from working on a team that is doing important research						
Strongly agree	43.3%	42.7%	41.5%	41.8%	60.0%	44.7%
Somewhat agree	40.0%	37.5%	43.9%	36.3%	33.3%	38.9%
Somewhat disagree	10.0%	13.5%	7.3%	15.2%	6.7%	10.9%
Strongly disagree	6.7%	6.3%	7.3%	6.7%	0.0%	5.4%
Total(n)	60	606	41	328	15	257
Mean	3.20	3.17	3.20	3.13	3.53	3.23
Standard deviation	0.88	0.89	0.87	0.91	0.64	0.85
Significance	-	-	-	-	-	-
Effect size	-	0.03	-	0.08	-	0.35
I think of myself as a scientist						
Strongly agree	63.3%	56.7%	65.9%	62.8%	73.3%	51.1%
Somewhat agree	23.3%	26.2%	22.0%	23.0%	13.3%	28.6%
Somewhat disagree	3.3%	11.1%	4.9%	10.3%	0.0%	12.2%
Strongly disagree	10.0%	6.0%	7.3%	3.9%	13.3%	8.0%
Total(n)	60	615	41	331	15	262
Mean	3.40	3.34	3.46	3.45	3.47	3.23
Standard deviation	0.96	0.90	0.90	0.83	1.06	0.95
Significance	-	-	-	-	-	-
Effect size	-	0.07	-	0.01	-	0.25

To what extent are the following statements true of you:						
I feel like I belong in the field of science						
Strongly agree	60.0%	61.1%	61.0%	62.7%	73.3%	61.1%
Somewhat agree	26.7%	30.5%	29.3%	30.0%	6.7%	29.4%
Somewhat disagree	6.7%	5.5%	4.9%	5.8%	13.3%	5.3%
Strongly disagree	6.7%	2.9%	4.9%	1.5%	6.7%	4.2%
Total(n)	60	614	41	330	15	262
Mean	3.40	3.50	3.46	3.54	3.47	3.47
Standard deviation	0.89	0.73	0.81	0.68	0.99	0.78
Significance	-	-	-	-	-	-
Effect size	-	-0.14	-	-0.12	-	0.00
To what extent do you structure your STEM courses so that students:						
Develop a stronger interest in STEM disciplines						
To a very large extent	39.0%	38.1%	37.5%	40.1%	57.1%	36.4%
To a large extent	25.4%	32.5%	30.0%	37.9%	14.3%	26.3%
To some extent	30.5%	18.8%	32.5%	17.7%	14.3%	20.2%
To a small extent	1.7%	3.6%	0.0%	1.2%	7.1%	6.9%
Not at all	3.4%	6.9%	0.0%	3.1%	7.1%	10.1%
Total(n)	59	590	40	322	14	247
Mean	3.95	3.91	4.05	4.11	4.07	3.72
Standard deviation	1.04	1.15	0.85	0.95	1.33	1.30
Significance	-	-	-	-	-	-
Effect size	-	0.03	-	-0.06	-	0.27
Have the foundational knowledge for advanced study in STEM						
To a very large extent	39.0%	44.6%	35.0%	48.1%	64.3%	41.0%
To a large extent	37.3%	31.5%	42.5%	37.3%	14.3%	24.1%
To some extent	15.3%	12.5%	20.0%	9.9%	7.1%	16.5%
To a small extent	5.1%	4.7%	2.5%	1.9%	7.1%	8.4%
Not at all	3.4%	6.7%	0.0%	2.8%	7.1%	10.0%
Total(n)	59	594	40	322	14	249
Mean	4.03	4.03	4.10	4.26	4.21	3.78
Standard deviation	1.03	1.17	0.81	0.92	1.31	1.33
Significance	-	-	-	-	-	-
Effect size	-	0.00	-	-0.17	-	0.32

2019-2020 Faculty Survey

List of Participating Institutions

Private Universities - medium selectivity

ACE	Institution	State
5569	Azusa Pacific University	CA
2193	George Fox University	OR
2243	Misericordia University	PA
2857	Seattle Pacific University	WA
763	University of Indianapolis	IN

Private Universities - very high selectivity

ACE	Institution	State
2726	Brigham Young University-Provo	UT
1184	Northeastern University	MA
172	Pepperdine University	CA
267	Santa Clara University	CA
2347	Villanova University	PA

Private Universities - high selectivity

1729	Adelphi University	NY
2519	Belmont University	TN
141	Chapman University	CA
2253	Duquesne University	PA
2847	Gonzaga University	WA
1842	St John's University-New York	NY
787	Valparaiso University	IN

Public 4yr Colleges - low/medium selectivity

378	Central Connecticut State University	CT
6078	Indiana University-Northwest	IN
2447	Lander University	SC
1499	Southeast Missouri State University	MO
1877	SUNY College at Plattsburgh	NY
2735	Weber State University	UT
2696	West Texas A & M University	TX

Public 4yr Colleges - high selectivity

5621	California State University Maritime Academy	CA
5010	California State University-Long Beach	CA
518	Georgia College & State University	GA
5330	Grand Valley State University	MI
1486	Truman State University	MO

Private Nonsectarian 4yr Colleges - medium selectivity

5275	Bay Path University	MA
9116	Charles R Drew University of Medicine and Science	CA
2438	Coker University	SC
1654	Monmouth University	NJ
685	Rockford University	IL
275	Whittier College	CA

Private Nonsectarian 4yr Colleges - high selectivity

605	Bradley University	IL
5105	Embry-Riddle Aeronautical University	FL
646	Illinois Wesleyan University	IL
683	Principia College	IL
473	Stetson University	FL
2063	The College of Wooster	OH
476	The University of Tampa	FL

Private Nonsectarian 4yr Colleges - very high selectivity

1327	Carleton College	MN
834	Grinnell College	IA
1189	Smith College	MA
1846	St Lawrence University	NY
2336	Swarthmore College	PA

Other Religious 4yr Colleges - very low selectivity

5363	Crown College	MN
212	Fresno Pacific University	CA
2945	Lakeland University	WI
1820	Nyack College	NY
5053	Vanguard University of Southern California	CA

Other Religious 4yr Colleges - low selectivity

762	Huntington University	IN
1958	Lenoir-Rhyne University	NC
2080	Malone University	OH
1970	Montreat College	NC
6542	Mount Vernon Nazarene University	OH
5360	North Central University	MN
2678	Texas Lutheran University	TX

Other Religious 4yr Colleges - medium selectivity

2591	Abilene Christian University	TX
1458	Columbia College-Missouri	MO
634	Elmhurst College	IL
758	Goshen College	IN
2195	Linfield College-McMinnville Campus	OR

Other Religious 4yr Colleges - high selectivity

597	Augustana College	IL
218	Point Loma Nazarene University	CA
2664	Southwestern University	TX
1355	St Olaf College	MN
783	Taylor University	IN

1589 Nebraska Wesleyan University	NE
858 Wartburg College	IA

2868 Whitworth University	WA
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<u>Private Universities</u>	
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
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
763 University of Indianapolis	IN
787 Valparaiso University	IN
2347 Villanova University	PA

<u>Public 4yr Colleges</u>	
5621 California State University Maritime Academy	CA
5010 California State University-Long Beach	CA
378 Central Connecticut State University	CT
518 Georgia College & State University	GA
5330 Grand Valley State University	MI
6078 Indiana University-Northwest	IN
2447 Lander University	SC
1499 Southeast Missouri State University	MO
1877 SUNY College at Plattsburgh	NY
1486 Truman State University	MO
2735 Weber State University	UT
2696 West Texas A & M University	TX

<u>Nonsectarian Colleges</u>	
5275 Bay Path University	MA
605 Bradley University	IL
1327 Carleton College	MN
9116 Charles R Drew University of Medicine and Science	CA
2438 Coker University	SC
5105 Embry-Riddle Aeronautical University	FL
834 Grinnell College	IA
646 Illinois Wesleyan University	IL
1654 Monmouth University	NJ
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
275 Whittier College	CA

<u>Other Religious 4yr Colleges</u>	
2591 Abilene Christian University	TX
597 Augustana College	IL
1458 Columbia College-Missouri	MO
5363 Crown College	MN
634 Elmhurst College	IL
212 Fresno Pacific University	CA
758 Goshen College	IN
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
218 Point Loma Nazarene University	CA
2664 Southwestern University	TX
1355 St Olaf College	MN
783 Taylor University	IN
2678 Texas Lutheran University	TX
5053 Vanguard University of Southern California	CA
858 Wartburg College	IA
2868 Whitworth University	WA

<u>Catholic 4yr Colleges</u>	
687 Dominican University	IL
2266 Holy Family University	PA
655 Lewis University	IL
2285 Marywood University	PA
781 Saint Mary's College	IN
2974 Saint Norbert College	WI
1675 Saint Peter's University	NJ

<u>All Public Universities & 4yr Colleges</u>	
1864 Binghamton University	NY
5621 California State University Maritime Academy	CA
5010 California State University-Long Beach	CA
378 Central Connecticut State University	CT
518 Georgia College & State University	GA
5330 Grand Valley State University	MI
6078 Indiana University-Northwest	IN
2447 Lander University	SC

<u>All Universities</u>	
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

2079	Miami University-Oxford	OH
234	San Diego State University	CA
1499	Southeast Missouri State University	MO
1877	SUNY College at Plattsburgh	NY
1486	Truman State University	MO
1584	University of Nebraska at Omaha	NE
2735	Weber State University	UT
2696	West Texas A & M University	TX

2847	Gonzaga University	WA
2079	Miami University-Oxford	OH
2243	Misericordia University	PA
1184	Northeastern University	MA
172	Pepperdine University	CA
234	San Diego State University	CA
267	Santa Clara University	CA
2857	Seattle Pacific University	WA
1842	St John's University-New York	NY
763	University of Indianapolis	IN
1584	University of Nebraska at Omaha	NE
787	Valparaiso University	IN
2347	Villanova University	PA

All Private Universities & 4yr Colleges

2591	Abilene Christian University	TX	1654	Monmouth University	NJ
1729	Adelphi University	NY	1970	Montreat College	NC
597	Augustana College	IL	6542	Mount Vernon Nazarene University	OH
5569	Azusa Pacific University	CA	1589	Nebraska Wesleyan University	NE
5275	Bay Path University	MA	5360	North Central University	MN
2519	Belmont University	TN	1184	Northeastern University	MA
605	Bradley University	IL	1820	Nyack College	NY
2726	Brigham Young University-Provo	UT	172	Pepperdine University	CA
1327	Carleton College	MN	218	Point Loma Nazarene University	CA
141	Chapman University	CA	683	Principia College	IL
9116	Charles R Drew University of Medicine and Science	CA	685	Rockford University	IL
2438	Coker University	SC	781	Saint Mary's College	IN
1458	Columbia College-Missouri	MO	2974	Saint Norbert College	WI
5363	Crown College	MN	1675	Saint Peter's University	NJ
687	Dominican University	IL	267	Santa Clara University	CA
2253	Duquesne University	PA	2857	Seattle Pacific University	WA
634	Elmhurst College	IL	1189	Smith College	MA
5105	Embry-Riddle Aeronautical University	FL	2664	Southwestern University	TX
212	Fresno Pacific University	CA	1842	St John's University-New York	NY
2193	George Fox University	OR	1846	St Lawrence University	NY
2847	Gonzaga University	WA	1355	St Olaf College	MN
758	Goshen College	IN	473	Stetson University	FL
834	Grinnell College	IA	2336	Swarthmore College	PA
2266	Holy Family University	PA	783	Taylor University	IN
762	Huntington University	IN	2678	Texas Lutheran University	TX
646	Illinois Wesleyan University	IL	2063	The College of Wooster	OH
2945	Lakeland University	WI	476	The University of Tampa	FL
1958	Lenoir-Rhyne University	NC	763	University of Indianapolis	IN
655	Lewis University	IL	787	Valparaiso University	IN
2195	Linfield College-McMinnville Campus	OR	5053	Vanguard University of Southern California	CA
2080	Malone University	OH	2347	Villanova University	PA
2285	Marywood University	PA	858	Wartburg College	IA
2243	Misericordia University	PA	275	Whittier College	CA
			2868	Whitworth University	WA

All 4yr Colleges

2591	Abilene Christian University	TX	1970	Montreat College	NC
597	Augustana College	IL	6542	Mount Vernon Nazarene University	OH
5275	Bay Path University	MA	1589	Nebraska Wesleyan University	NE
605	Bradley University	IL	5360	North Central University	MN
5621	California State University Maritime Academy	CA	1820	Nyack College	NY
5010	California State University-Long Beach	CA	218	Point Loma Nazarene University	CA
1327	Carleton College	MN	683	Principia College	IL
378	Central Connecticut State University	CT	685	Rockford University	IL
9116	Charles R Drew University of Medicine and Science	CA	781	Saint Mary's College	IN
2438	Coker University	SC	2974	Saint Norbert College	WI
1458	Columbia College-Missouri	MO	1675	Saint Peter's University	NJ
5363	Crown College	MN	1189	Smith College	MA
687	Dominican University	IL	1499	Southeast Missouri State University	MO

634	Elmhurst College	IL	2664	Southwestern University	TX
5105	Embry-Riddle Aeronautical University	FL	1846	St Lawrence University	NY
212	Fresno Pacific University	CA	1355	St Olaf College	MN
518	Georgia College & State University	GA	473	Stetson University	FL
758	Goshen College	IN	1877	SUNY College at Plattsburgh	NY
5330	Grand Valley State University	MI	2336	Swarthmore College	PA
834	Grinnell College	IA	783	Taylor University	IN
2266	Holy Family University	PA	2678	Texas Lutheran University	TX
762	Huntington University	IN	2063	The College of Wooster	OH
646	Illinois Wesleyan University	IL	476	The University of Tampa	FL
6078	Indiana University-Northwest	IN	1486	Truman State University	MO
2945	Lakeland University	WI	5053	Vanguard University of Southern California	CA
2447	Lander University	SC	858	Wartburg College	IA
1958	Lenoir-Rhyne University	NC	2735	Weber State University	UT
655	Lewis University	IL	2696	West Texas A & M University	TX
2195	Linfield College-McMinnville Campus	OR	275	Whittier College	CA
2080	Malone University	OH	2868	Whitworth University	WA
2285	Marywood University	PA			
1654	Monmouth University	NJ			

All Baccalaureate Institutions

2591	Abilene Christian University	TX	2945	Lakeland University	WI
1729	Adelphi University	NY	2447	Lander University	SC
597	Augustana College	IL	1958	Lenoir-Rhyne University	NC
5569	Azusa Pacific University	CA	655	Lewis University	IL
5275	Bay Path University	MA	2195	Linfield College-McMinnville Campus	OR
2519	Belmont University	TN	2080	Malone University	OH
1864	Binghamton University	NY	2285	Marywood University	PA
605	Bradley University	IL	2079	Miami University-Oxford	OH
2726	Brigham Young University-Provo	UT	2243	Misericordia University	PA
5621	California State University Maritime Academy	CA	1654	Monmouth University	NJ
5010	California State University-Long Beach	CA	1970	Montreat College	NC
1327	Carleton College	MN	6542	Mount Vernon Nazarene University	OH
378	Central Connecticut State University	CT	1589	Nebraska Wesleyan University	NE
141	Chapman University	CA	5360	North Central University	MN
9116	Charles R Drew University of Medicine and Science	CA	1184	Northeastern University	MA
2438	Coker University	SC	1820	Nyack College	NY
1458	Columbia College-Missouri	MO	172	Pepperdine University	CA
5363	Crown College	MN	218	Point Loma Nazarene University	CA
687	Dominican University	IL	683	Principia College	IL
2253	Duquesne University	PA	685	Rockford University	IL
634	Elmhurst College	IL	781	Saint Mary's College	IN
5105	Embry-Riddle Aeronautical University	FL	2974	Saint Norbert College	WI
212	Fresno Pacific University	CA	1675	Saint Peter's University	NJ
2193	George Fox University	OR	234	San Diego State University	CA
518	Georgia College & State University	GA	267	Santa Clara University	CA
2847	Gonzaga University	WA	2857	Seattle Pacific University	WA
758	Goshen College	IN	1189	Smith College	MA
5330	Grand Valley State University	MI	1499	Southeast Missouri State University	MO
834	Grinnell College	IA	2664	Southwestern University	TX
2266	Holy Family University	PA	1842	St John's University-New York	NY
762	Huntington University	IN	1846	St Lawrence University	NY
646	Illinois Wesleyan University	IL	1355	St Olaf College	MN
6078	Indiana University-Northwest	IN	473	Stetson University	FL

All Baccalaureate Institutions - continued

1877	SUNY College at Plattsburgh	NY
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
1486	Truman State University	MO

763	University of Indianapolis	IN
1584	University of Nebraska at Omaha	NE
787	Valparaiso University	IN
5053	Vanguard University of Southern California	CA
2347	Villanova University	PA
858	Wartburg College	IA
2735	Weber State University	UT
2696	West Texas A & M University	TX
275	Whittier College	CA
2868	Whitworth University	WA

All Participating Institutions

2591	Abilene Christian University	TX	6078	Indiana University-Northwest	IN
1729	Adelphi University	NY	2945	Lakeland University	WI
597	Augustana College	IL	2447	Lander University	SC
5569	Azusa Pacific University	CA	1958	Lenoir-Rhyne University	NC
5275	Bay Path University	MA	655	Lewis University	IL
2519	Belmont University	TN	2195	Linfield College-McMinnville Campus	OR
1864	Binghamton University	NY	2080	Malone University	OH
605	Bradley University	IL	2285	Marywood University	PA
2726	Brigham Young University-Provo	UT	2079	Miami University-Oxford	OH
5621	California State University Maritime Academy	CA	2243	Misericordia University	PA
5010	California State University-Long Beach	CA	1654	Monmouth University	NJ
1327	Carleton College	MN	1970	Montreat College	NC
378	Central Connecticut State University	CT	6542	Mount Vernon Nazarene University	OH
141	Chapman University	CA	1589	Nebraska Wesleyan University	NE
9116	Charles R Drew University of Medicine and Science	CA	5360	North Central University	MN
2438	Coker University	SC	1184	Northeastern University	MA
1458	Columbia College-Missouri	MO	1820	Nyack College	NY
5363	Crown College	MN	9106	Patrick Henry College	VA
687	Dominican University	IL	172	Pepperdine University	CA
2253	Duquesne University	PA	218	Point Loma Nazarene University	CA
634	Elmhurst College	IL	683	Principia College	IL
5105	Embry-Riddle Aeronautical University	FL	685	Rockford University	IL
212	Fresno Pacific University	CA	781	Saint Mary's College	IN
2193	George Fox University	OR	2974	Saint Norbert College	WI
518	Georgia College & State University	GA	1675	Saint Peter's University	NJ
2847	Gonzaga University	WA	234	San Diego State University	CA
758	Goshen College	IN	267	Santa Clara University	CA
5330	Grand Valley State University	MI	2857	Seattle Pacific University	WA
834	Grinnell College	IA	1189	Smith College	MA
2266	Holy Family University	PA	1499	Southeast Missouri State University	MO
762	Huntington University	IN	2664	Southwestern University	TX
646	Illinois Wesleyan University	IL	1842	St John's University-New York	NY

All Participating Institutions - continued

1846	St Lawrence University	NY
1355	St Olaf College	MN
473	Stetson University	FL
1877	SUNY College at Plattsburgh	NY
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
1486	Truman State University	MO
763	University of Indianapolis	IN
1584	University of Nebraska at Omaha	NE
787	Valparaiso University	IN
5053	Vanguard University of Southern California	CA
2347	Villanova University	PA
858	Wartburg College	IA
2735	Weber State University	UT
2696	West Texas A & M University	TX

275 Whittier College
2868 Whitworth University

CA
WA